U. S. Coast Guard

MANAGEMENT DIRECTIVE 715
Program Status Report
Fiscal Year 2009

"Commitment to Equality Through Leadership"

United States Coast Guard

Federal Agency Annual EEO Program Status Report
For Period Covering October 1, 2008 to September 30, 2009

Section Tab Contents

Parts A-D: Agency Identifying Information; Total Employment; Responsible Agency Officials and List of Subordinate Components Covered in the Report

Part E: Executive Summary

Part F: Certification of Establishment of Continuing Equal Employment Opportunity Programs

Part G: Agency Self-Assessment Checklist for Model EEO Programs

Part H: EEO Plan For Attaining the Essential Elements of a Model EEO Program

Part I: EEO Plan To Eliminate Identified Barriers

- Rehabilitation Act
- Title VII

Part J: Special Program Plan for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities

Coast Guard Policy Statements

Coast Guard Organization Charts

Appendix A - Definitions

Appendix B - FY 09 Coast Guard Workforce Tables

EEOC FORM 715-01 PART A - D	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

PART A Department or Agency Identifying Information	**1. Agency**		**United States Coast Guard**	
	1.a. 2nd level reporting component			
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	2. Address		**2100 Second Street, SW**	
	3. City, State, Zip Code		**Washington, DC 20593**	
	4. CPDF Code	**5.** FIPS code(s)	**4. HSAS**	**5. 7008**

PART B Total Employment	**1.** Enter total number of permanent full-time and part-time employees	**7,806**
	2. Enter total number of temporary employees	**463**
	3. Enter total number employees paid from non-appropriated funds	**1,424**
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]	**9,693**

PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title	**Admiral Thad W. Allen, Commandant**
	2. Agency Head Designee	
	3. Principal EEO Director/Official Official Title/series/grade	**Terri A. Dickerson, Director, Civil Rights Directorate**
	4. Title VII Affirmative EEO Program Official	**Captain Ekundayo Faux, Chief, Civil Rights Office of Policy, Planning, & Resources**
	5. Section 501 Affirmative Action Program Official	**Captain Ekundayo Faux, Chief, Civil Rights Office of Policy, Planning, & Resources**
	6. Complaint Processing Program Manager	**Francine R. Blyther, Chief, Office of Civil Rights Operations**
	7. Other Responsible EEO Staff	**Vincent E. Patterson, Civil Rights Compliance & Procedures Division, MD 715 Program Manager**

EEOC FORM 715-01 PART A - D	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	**Subordinate Component and Location (City/State)**	**CPDF and FIPS codes**	
	None		

EEOC FORMS and Documents Included With This Report

✓	*Executive Summary [FORM 715-01 PART E], that includes:	✓	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
✓	Brief paragraph describing the agency's mission and mission-related functions	✓	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
✓	Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	✓	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier
✓	Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	✓	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
✓	Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	✓	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
✓	Summary of EEO Plan action items implemented or accomplished	✓	*Organizational Chart
✓	*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	✓	*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements

[U. S. Coast Guard]	For period covering October 1, 2008 to September 30, 2009.

EXECUTIVE SUMMARY

The United States Coast Guard is one of the nation's five Armed Services. Its multi-mission roles include Maritime Safety, Maritime Security, Maritime Mobility, Protection of Natural Resources, and National Defense. These core functions help protect the public, the environment, and U.S. economic and security interests in the global maritime region.

Admiral Thad W. Allen, who serves as Commandant, leads the Service. Under his leadership, the Coast Guard successfully implemented requirements of MD 715 and in FY09 achieved 100% compliance with all Model EEO Program Self-Assessment measures. During FY09, Admiral Allen developed and deployed an enterprise-wide Diversity Strategic Plan linking accountability and leadership as keys to enhancing workplace climate, employee retention, and professional development.

Essential Elements of Model EEO Title VII & Rehabilitation Program

Coast Guard reports 100% compliance with MD 715 Self-Assessment measures primarily attributable to an even more strategic focus from agency leadership which contributed to the elimination of seven Model EEO Program deficiencies noted last cycle. A combination of briefings to leadership, an overall EEO Program restructuring, and additional placement of additional tools to help management officials recognize and fulfill their EEO responsibilities now act together to ensure equal opportunity for all employees and applicants. Based on the success Coast Guard has experienced, it is developing ways to expand the self-assessment concept to the rest of the workforce.

EEO/Diversity Initiatives

Coast Guard implemented the following in support of MD 715:

Model Program Element: Demonstrated Commitment from Agency Leadership

- Chartered a joint MD 715 Task Force to strengthen linkages between Civil Rights and Human Resources, and to identify strategic approaches to diversity, recruitment, retention, career development and the assessment of overall climate within the Coast Guard workplace.

- Developed a 2-day Executive Level/Diversity Training course focusing on incorporation of EEO/EO and diversity initiatives into strategic plans. Evaluations of this program by Senior Leaders who have attended have been overwhelmingly favorable. Coast Guard held two courses in FY09 and plans to conduct at least two sessions a year so that all Executive leaders will have the opportunity to attend.

- Convened a Diversity Roundtable that brought together recognized national leaders and award-winning experts in the field of diversity who suggested best practices and provided insight on effective diversity programs. Based on the success of this event, Coast Guard has initiated plans to conduct such forums annually.

- Initiated a program for senior executives (flag officers and members of the senior executive service) requiring their commitment to partner/affiliate with a Hispanic Serving Institution (HIS), Tribal College & Universities (TCU), and/or Historically Black Colleges & Universities (HBCU) in providing outreach opportunities to underrepresented communities. The Coast Guard is currently in various stages of creating partnerships with 10 schools. In addition, all Commanding Officers (O-4 and above) are required to attend at least one affinity group conference during their command tour.

- Conducted a holistic review of its EEO/EO program as a means of validating challenges and introducing change.

- Created and staffed a senior officer liaison position to work with the National Association for Equal Opportunity in Higher Education, an umbrella organization for Historically Black Colleges and Universities (HBCU). This position will further Coast Guard diversity goals by increasing awareness within the HBCU network of career and educational opportunities in our Service. Among anticipated success outcomes are creating awareness, development of partnerships, and incremental increases in applicants from participating colleges and universities seeking opportunities for Coast Guard civilian, active duty, or reserve employment options.

- Detailed a senior civilian manager for one-year to work with National IMAGE Inc., an affinity organization for Hispanics in the federal government. This assignment is an indicator of the strong commitment the Coast Guard has to ensure top-level support for affinity groups.

- Sponsored bi-annual meetings of the Service's Diversity Advisory Council. Council membership is reflective of agency employee demographics, pay grades, and military/civilian components. The agency head personally met with, discussed, and took appropriate action on identified issues and concerns.

- Produced "Born Ready" television and radio advertising campaign focusing on commitment to service, responsibility, and excitement. National targeting efforts included media outreach at Historically Black Colleges & Universities and Hispanic Serving Institutions.

- Participated in approximately 100 outreach/recruiting events serving local, regional, and/or nationwide audiences.

- Actively promoted enterprise-wide leadership and professional development training. During FY09, 213 employees participated in 28 agency-supported courses offered for Grades GS-5 through SES such as Aspiring Leader, Executive Leadership Program, Executive Potential Program, etc.

Model Program Element: Integration of EEO into Agency's Strategic Mission

- Developed and implemented a "Diversity Strategic Plan" supporting its overall vision for inclusion and providing a workplace climate where employees can contribute and reach their full potential. The goals of the plan assure a diverse workforce through: enterprise-wide commitment with leadership accountability; direct focus on effective communication and the utilization of employee focus groups in assessing/measuring cultural climate; change outreach paradigms to create robust, diverse applicant pools; promoting equity in hiring and career opportunities for all workgroups; and encouraging optimization of Coast Guard training and educational programs to promote the value of workforce diversity. The agency head has directed top leadership on a quarterly basis, assess progress toward

achieving plan goals, beginning the second quarter of Fiscal Year 2010. In addition, Coast Guard is acting to link the plan with other strategic documents.

- Coast Guard Civil Rights Directorate developed and implemented its Plan of Action 2012. This guiding document places a strategic focus on outcomes associated with greater understanding of EEO roles and objectives among managers and leaders; improving accuracy and visibility of information in Coast Guard and Civil Rights Directorate media vehicles; enhancing understanding by workforce and external parties of EEO objectives, and civil rights office function; improving overall Coast Guard climate through leadership climate activity such as Defense Equal Opportunity Climate Survey (DEOCS) administration; and reducing compliant of discrimination processing times and matters attributable to common causes.

Model Program Element: Management & Program Accountability

- Developed and implemented a Civil Rights Program Checklist to assist commanders at all levels in ensuring their EEO/EO programs comport with applicable laws, regulations, and policies regarding safeguarding of Personally Identifiable Information collected during the EEO/EO process. Coast Guard requires each commander to certify annually in writing that their unit complies with applicable laws, policies, and regulations.

Model Program Element: Proactive Prevention of Unlawful Discrimination

- Created a Strategic Communication Campaign Plan, "Championing Diversity Leadership" seminar series designed to enhance and communicate the Commandant's message on diversity to all employees in Coast Guard. The series features professional guest speakers, authors and trainers who specialize in organizational diversity management. Admiral Allen wrote about this initiative in his iCommandant web journal, "I am committed to developing a diverse workforce because it will help our Service become more flexible, adaptable and prepared to meet the challenges of the 21st century. Diversity – in terms of different ethnicities, genders, cultures, experiences, professional backgrounds, and specialties – is an operational necessity and critical component of our future organizational success."

- Tracked and assessed employee perceptions through administration of the DEOCS. In FY09, (13,763) employees working at 397 field units participated in the survey, a (117%) improvement over number of employees participating in FY08 (6,336). Of 13 equal opportunity and organizational effectiveness factors measured in the survey, respondents perceived Coast Guard climate as an organizational strength in areas such as prevention of sexual harassment/discrimination, command behavior toward minorities, positive EO behaviors, addressing racist behaviors, eliminating age discrimination, eliminating religious discrimination, organizational commitment, promoting trust in the organization, promoting work group effectiveness, promoting work group cohesion, leadership cohesion, and job satisfaction.

- Trained (47,095) employees in Sexual Harassment Prevention; (4,091) employees on No Fear Act and (22,611) employees in Human Relations Awareness which reflected the highest total in the last five years.

Model Program Element: Efficiency

- Funded Civil Rights Service Providers attendance at EEO/EO professional development and skill maintenance courses sponsored the United States Department of Agriculture,

Equal Employment Opportunity Commission, and Defense Equal Opportunity Management Institute. For FY09, 139 employees completed courses in Basic EEO Counselor, EEO Counselor annual refresher, EO Advisor, and Special Emphasis Program Manager. Coast Guard also added Alternative Dispute Resolution (Mediation) as part of its EEO training course suite in FY09. In addition, Coast Guard Civil Rights Directorate held two Coast Guard specific sponsored training sessions in Norfolk, VA and at the Defense Equal Opportunity Management Institute during FY09.

- As of July 19, 2009, the Coast Guard complaint processing services are now delivered by full-time staff members as recommended in the EEO Management Directive 110. This was also validated by a recent third party program review of the Civil Rights Directorate. While we recognized slight improvements with complaint processing timeframes in FY 09 from FY 08, we are confident that the Civil Rights Directorate's (CRD) new structure will result in continued improvements as well as provide more specialized services to Coast Guard members and applicants for employment.

A summary of Coast Guard complaint data captured in the ***FY09 Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462)*** reveals the following for civilian employees:

- Civilian employees initiated 88 pre-complaints, of which 41 formal complaints were filed. Forty-six percent (46%) of complaints initiated went formal. This represents a 30% decrease from last year where 76% (67 initiated, 51 formal complaints filed) went formal. While the effects of the CRD modernization were too new to attribute to FY09 end of year results, other initiatives and actions did have an impact on these significant results. For example: CRD hosted an annual civil rights training with a focus on effective counseling, to address specific observed weaknesses. Coast Guard allocated additional funding for Alternative Dispute Resolution (ADR) training for civil rights service providers and improved internal ADR processes to ensure management officials were participating in ADR when appropriate. Coast Guard also continued its practice of offering ADR during EEO counseling 100% of the time.

- Coast Guard increased the number of formal complaints resolved through written settlements. There were thirteen (13) formal complaints settled. This represented a sixty-two percent (62%) increase in settlements from FY08.

- Bases most commonly raised in FY09, in order of frequency, were reprisal, age, sex, and race. These bases are consistent with previous years.

- Coast Guard continued to utilize a contract investigative company to conduct all formal investigations through which 49 complaint investigations were completed. The contract company performs its actual investigation in about 60 days. However, the regulatory investigation timeframe starts once the complaint is filed and stops when the investigative record is mailed to the aggrieved. Based on the regulatory investigative timeframe, ninety-six percent (96%) of the investigations conducted in FY09 were timely. Six complaints were completed within 180 days, 41 were completed within the regulated extension period of 181 to 360 days, and two were untimely. This represents a two-percent (2%) improvement in processing time for investigations from FY08 (94% timely investigations). Some of the Coast Guard's milestones are masked in the process of being aggregated into one cohesive report submission of the Department of Homeland Security. For example, Coast Guard performance is well above the Federal benchmark (74% timely investigations) established in EEOC's Annual Report on the Federal Workforce, last posted for FY08. In fact, by EEOC standards for FY08 which vary slightly from year to year,

relevant to FY09, Coast Guard performance falls within the highest timely performing agencies, ranging from 75% to 100% timely investigations.

Model Program Element: Responsiveness & Legal Compliance

- Coast Guard Civil Rights Directorate advised managers and supervisors of statutory and regulatory EEO requirements applicable to processing complaints of discrimination.

(Workforce Profiles – Tables A1 & B1)

Total Workforce (Permanent, Temporary, & Non-Appropriated Fund) Comparison to the National Civilian Labor Force (CLF)

The *total workforce* grew from 9,222 in FY08 to 9,693 in FY09 reflecting a positive net change of (5.10%). Data contained in Workforce Table-A1 shows overall participation rates for Males 61.2% (CLF 53.1%), Women overall 38.79% (CLF 46.8%), Hispanic or Latino males 4.08% (CLF 6.2%), Hispanic or Latino females 3.16% (CLF 4.5%), White males 46.79% (CLF 39.0%), White females 23.97% (CLF 33.70%), Black or African American males 5.9% (CLF 4.8%), Black or African American females 8.17% (CLF 5.7%), Asian males 1.87%, (CLF 1.9%), Asian females 1.84% (CLF 1.7%), Native Hawaiian or Other Pacific Islander males 0.19% (CLF 0.1%), Native Hawaiian or Other Pacific Islander females 0.14% (CLF 0.1%), American Indian or Alaska Native males 0.48% (CLF 0.3%), American Indian or Alaskan Native females 0.23% (CLF 0.3%), Two or More/other Races males 1.76% (CLF 0.8%), and Two or More/other Races females 1.24% (CLF 0.8%).

Net Change Profiles (Total, Permanent, Temporary, and Non-Appropriated Fund)

Individual workgroups experiencing positive net changes in the *total workforce* from FY08 to FY09 include: Males (6.53%), Women overall (2.92%), Hispanic or Latino males (32.44%), Hispanic or Latino females (12.04%), White males (1.29%), Black or African American males (6.51%), Black or African American females (2.59%), Native Hawaiian or Other Pacific Islander males (216.66%), Native Hawaiian or Other Pacific Islander females (133.33%), American Indian or Alaskan Native males (62.06%), American Indian or Alaskan Native females (53.33%), Two or More/other Race males (677.27%), and Two or More/other Race females (2,320.00%). Negative net changes affected White females (-2.59%), Asian males (-3.19%), and Asian females (-8.20%).

Coast Guard grew its *permanent workforce* from 7,419 to 7,806 employees from FY08 to FY09 resulting in a positive net change of (5.21%). Positive net changes were also reflected for Males overall (6.66%), Women overall (2.41%), Hispanic or Latino males (46.15%), Hispanic or Latino females (40.19%), White males (0.69%), Black or African American males (7.69%), Black or African American females (0.45%), Native Hawaiian or Other Pacific Islander males (216.66%), Native Hawaiian or Other Pacific Islander females (66.66%), American Indian or Alaskan Native males (72.00%), American Indian or Alaskan Native females (42.85%), Two or More/other Race males (685.71%), and Two or More/other Race females (2,220.00%). Workgroups experiencing negative net changes were White females (-5.35%), Asian males (-1.94%), and Asian females (-13.93%).

The *temporary workforce* grew from 416 to 463 employees from FY08 to FY09 showing an overall positive net change (11.29%). Similarly, Males overall (12.54%), Women overall (9.15%), Hispanic or Latino males (81.81%), White males (14.14%), White females (8.57%), Black or African American females (8.82%) and Two or More/other Race males (500.00%) showed positive net changes from FY08 to FY09. Negative net changes were experienced by Hispanic or Latino females (-16.66%), Black or African American males (-20.00%), and Asian males (-37.50%). The remaining workforce groups participation rates did not change in FY09.

The significant net increases in participation rates experienced by some groups in the appropriated permanent and temporary workforces are a result of a Coast Guard employee survey effort that allowed current employees to update their historical Race/National Origin data to the new Ethnicity/Race Indicator conventions.

The *Non-Appropriated Fund* employee profile reflects growth from 1,387 to 1,424 employees from FY08 to FY09 indicating a positive net change of (2.66%). Work group profiles show positive net changes for Males overall (1.20%), Women overall (3.29%), White males (0.74%), White females (2.43%), Black or African American males (33.33%), Black or African American females (16.86%), Asian females (6.15%), and American Indian or Alaskan Native females (100.00%). Negative net changes affected participation rates of Hispanic or Latino males (-2.15%), Hispanic or Latino females (-4.21%), and Asian males (-11.11%). Native Hawaiian or Other Pacific Islander males and females, American Indian or Alaskan Native males, and Two or More/other Race males and females experienced zero net change in overall workforce participation from FY08 to FY09.

Employees reporting *disabilities comprise* (7.71%) of the permanent workforce. Overall numbers decreased from 604 to 602 from FY08 to FY09 resulting in a negative net change of (-0.33%). Persons with *targeted disabilities* represent (0.61%) of the permanent workforce increasing from 47 to 48 employees from FY08 to FY09 resulting in a positive net change of (+2.12%). In an effort to meet or exceed the federal high of 2.65% employees with targeted disabilities, Coast Guard continues significant outreach with a focus on recruitment, hiring and retention.

During FY09, Coast Guard did not track Applicant and Hires for Major Occupations, Selections for Internal Promotions for Major Occupations, Internal Selections for Senior Level Positions, and General Participation in Career Development by employee group.

Effectiveness of Coast Guard Recruiting Effort

Mission Critical Jobs (Table A6)

(Three Most Populous Series – General Engineering, Contract Specialist, and IT Specialist)

Coast Guard reviewed workgroup participation of its three most populous job series as a measurement of recruiting and outreach efforts to employ a diversified workforce in disciplines related to Science, Technology, Engineering and Math (STEM). Coast Guard is pleased to report participation rates above the occupational civilian labor force percentages for several groups:

General Engineering - Series 0801: Males (+1.73%), Hispanic or Latino males (+0.73%), White males (+2.21%), Asian males (+0.33%), Asian females (+0.76%), and American Indian or Alaskan Native males (+0.58%). Persons with targeted disabilities are not measured against the occupational labor force percentage; however, employees in this job series participated at (+0.17%) above their permanent workforce participation rate.

Contract Specialist - Series 1102: Women overall (+12.94%), Hispanic or Latino females (+0.50%), Black or African American males (+0.89%), Black or African American females (+9.8%), Asian males (+1.46%), Asian females (1.78%), Native Hawaiian or Other Pacific Islander females (+0.20%), American Indian or Alaskan Native females (equal), and Two or More/other Race females (+1.66%). Persons with targeted disabilities are not measured against the occupational labor force percentage; however, employees in this job series participated at (+0.31%) above their permanent workforce participation rate.

IT Specialist - Series 2210: Males (+0.25%), White males (+2.33%), Black or African American

males (+2.04%), Black or African American females (+0.87%), American Indian or Alaskan Native males (+0.01%), American Indian or Alaskan Native females (+0.33%), Two or More/other Race males (+1.86%), and Two or More/other Race females (+1.56%). Persons with targeted disabilities are not measured against the occupational labor force percentage; however, employees in this series participated at (+0.48%) above their permanent workforce participation rate.

Coast Guard is encouraged by current successes and plans to continue STEM outreach and recruitment efforts for groups not participating at rates equal to their occupational civilian labor force percentages.

Employee Recognition and Awards (Tables A13 & B13)

Coast Guard senior leadership encourages managerial and supervisory recognition of employees and continues communicating importance of effective recruitment, hiring, and retention in cultivating a highly talented, diverse workforce capable of sustainable mission execution.

In the permanent workforce, employees in all groups received some type of award during FY09. For award category *1-9 hours Time-Off*: Women overall, White males, Black or African American males, and Black or African American females received awards at rates higher than their participation rates in the permanent workforce. In the *9 or more hours Time-Off* award category, Women overall, White males, Black or African American females, and Asian females received awards at rates higher than their participation rate in the permanent workforce. For *Cash Awards $100-$500*, Males, White males and White females received at awards rates above their permanent workforce participation rate. In the *Cash Awards $501 and higher* category, Males, White males, White females, and Asian females received awards at rates above their permanent workforce participation rate. Coast Guard also awarded 360 *Quality Step Increases* in FY09. In this category, Women overall, White males, White females, Asian females, and American Indian or Alaskan Native females received such awards at rates above their participation in the permanent workforce.

Workforce data for persons with *targeted disabilities* and *disabilities* show these employees received awards above their permanent workforce participation rates in the 9 or more hours Time-Off and Cash Awards $100-$500 categories.

Coast Guard Planned Action for FY10

- Continue analysis of workforce triggers affecting overall participation of Women, Persons with Targeted Disabilities, and Hispanics/Latino males and females. In FY09, Coast Guard gained the capability to review the lifecycle of applicant flow data in our automated staffing tool. Coast Guard is reviewing this applicant flow data as a first step in assessing workforce triggers associated with low participation rates of Women and Hispanic/Latino males and females. This initial data review of applicant flow data shows some diversity in interest for employment with the Coast Guard. This initial assessment will require study that is more definitive. At this stage, Coast Guard has not identified any definitive barriers within the selection process. Further evaluation will occur in FY10 from review of initial applicant flow data.

- Monitor and track organizational diversity efforts linked to Coast Guard Diversity Strategic Plan. As a targeted area of emphasis, Coast Guard intends to re-shape partnership with Affinity Groups like Blacks In Government and the National Naval Officers Association, by utilizing their annual conferences to deliver one-on-one mentoring by Executives while providing leadership training and tips on skills and professional development. Coast Guard

will additionally use the opportunity to brief participants on MD 715 progress and educate them about efforts to achieve diversity goals.

- Foster relationships established under Flag Officer/Senior Executive initiative noted in FY08 MD 715 report submission.

- Build relationships and promote employment opportunities through newly created HBCU liaison position.

We are dedicated to eradication of discrimination in the workplace through ensuring all employees and applicants for employment enjoy equality of opportunity without regard to race, national origin, color, age, sex, religion, disability, or reprisal for engagement in a protected EEO activity.

Executive Summary	

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, [redacted] am the

Principal EEO Director/Official for [redacted]

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.

[redacted] [redacted]

Signature of Principal EEO Director/Official Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

[redacted] [redacted]

Signature of Agency Head or Agency Head Designee Date

EEOC FORM 715-01 PART G	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

➡ Compliance Indicator ⬇ Measures	EEO policy statements are up-to-date.	Measure has been met Yes	 No	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
1. The Agency Head was installed on May 26, 2006. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		
2. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X		
3. Are new employees provided a copy of the EEO policy statement during orientation?		X		
4. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		

➡ Compliance Indicator ⬇ Measures	EEO policy statements have been communicated to all employees.	Measure has been met Yes	 No	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
5. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
6. Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
7. Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? **[see 29 CFR §1614.102(b)(5)]**		X		

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

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 / Measures	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: Yes	Measure has been met: No	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
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 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
16. If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
16A. If not, please describe how EEO program authority is delegated to subordinate reporting components.				

Compliance Indicator / Measures	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.	Measure has been met: Yes	Measure has been met: No	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
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 / **⬇ Measures**	**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**	
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		
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		
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		

➡ Compliance Indicator / **⬇ Measures**	**The agency has committed sufficient budget to support the success of its EEO Programs.**	**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**	
27. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		

28. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
29. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
30. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
31. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
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:			
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-5. to participate in ADR?	X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY
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 / ⬇ Measures	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: Yes	Measure has been met: No	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
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 / Measures	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: Yes	Measure has been met: No	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
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 / Measures	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met: Yes	Measure has been met: No	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
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. *1-Harrassment = Written Admonishment* *4 – Agency appealed to Office of Federal Operations*				
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		

Essential Element D: PROACTIVE PREVENTION
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

Compliance Indicator / Measures	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met: Yes	Measure has been met: No	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

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		

Compliance Indicator / **Measures**	**The use of Alternative Dispute Resolution (ADR) is encouraged by senior 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**
		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		

Essential Element E: EFFICIENCY

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.

Compliance Indicator / **Measures**	**The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.**	**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**	
53. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
54. Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
55. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		

56. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
57. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	X		

Compliance Indicator / Measures	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met: Yes	Measure has been met: No	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
58. Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
59. Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
60. Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
60A. If yes, briefly describe how: *Timelines are specified in a Blanket Purchase Agreement (BPA) with the contractor. Untimely processing is considered a breach of contract.*				
61. 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		
62. 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		

Compliance Indicator / Measures	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.	Measure has been met: Yes	Measure has been met: No	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
63. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
63A. 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		
63B. 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		
63C. Does the agency complete the investigations within the applicable prescribed time frame?		X		
63D. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			N/A	This is a DHS Function

63E. 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		
63F. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	X		
63G. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	X		

Compliance Indicator / Measures	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.	Measure has been met: Yes	Measure has been met: No	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
64. 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		
65. 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		
66. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
67. Does the responsible management official directly involved in the dispute have settlement authority?		X		

Compliance Indicator / Measures	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met: Yes	Measure has been met: No	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
68. 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		
69. 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		
70. 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		
71. Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
72. 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		
73. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		

74. 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**	
75. 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		
76. Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
77. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE
This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

➡ 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**	**No**	
	78. 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**	**No**	
79. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
79A. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
79B. 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**

Measures		Yes	No	in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
80. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
80A. If so, please identify the employees by title in the comments section, and state how performance is measured.	Supervisors are evaluated on a Leadership Core Competency under the Department of Homeland Security/Performance Management System (DHS/PMS) and held accountable for creating/maintaining a diverse workforce that assures equity and fairness in leadership practices related to hiring, promotion, training/development and for promptly taking action to address EEO issues that may arise for an "Achieved Expectations" performance rating. To earn the highest rating, "Achieved Excellence," a supervisor must demonstrate accomplishment at the "Achieved Expectations" level and additionally show accomplishment reflecting the proactive steps taken to examine the work environment for compliance with EEO statutes, regulations, guidelines, etc., and that practices which promote DHS EEO goals have been implemented. Achieved Expectations and Achieved Excellence are the performance measures that assess accomplishment of performance goals.			
81. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		

81A. 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.			
82. Have the involved employees received any formal training in EEO compliance?	X		
83. Does the agency promptly provide to the EEOC the following documentation for completing compliance:			
83A. 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		
83B. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
83C. 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		
83D. Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
83E. 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		
83F. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
83G. 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		
83H. 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		
83I. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
83J. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
83K. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
83L. 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).

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

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

Part G **Question # __23__**	**FY09** **U. S. Coast Guard, Department of Homeland Security**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element B: Integration of EEO into the Agency's Strategic Mission** The EEO Director does not have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity.
OBJECTIVE:	Advocate for an increase in funding to ensure implementation of agency action plans which will improve EEO program efficiency.
RESPONSIBLE OFFICIAL:	Civil Rights Directorate (CG-00H)
DATE OBJECTIVE INITIATED:	11/30/04
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/11 Revised Target Date: 9/30/09

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Advocate increased funding to support Civil Rights program requirements.	9/30/11 Changed Activity Revised Target Date: 9/30/09 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Completed. Although the Civil Rights Directorate's base funding remained relatively constant over the past three years ($253K in FY-09), the Coast Guard provided an additional $760K as requested in FY09 to mitigate program shortfalls. The Coast Guard also funded six new civilian positions as identified in the Civil Rights Directorate's 2001 Top to Bottom Review to meet recommended field level personnel requirements.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

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

Part G **Question # 24**	**FY09** **U. S. Coast Guard, Department of Homeland Security**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element B: Integration of EEO into the Agency's Strategic Mission** Sufficient personnel resources have not been allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by MD-715 are conducted annually and the maintain an effective compliant processing system.
OBJECTIVE:	Advocate for increased funding to improve EEO program efficiency.
RESPONSIBLE OFFICIAL:	Civil Rights Directorate (CG-00H)
DATE OBJECTIVE INITIATED:	11/30/04
TARGET DATE FOR COMPLETION OF OBJECTIVE:	11/30/11 Revised Target Date: 9/30/09

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Request additional FY09 funding to support EEO Program personnel/ staffing needs.	11/30/11 Changed Activity Revised Target Date: 9/30/09 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Completed. The Civil Rights Directorate requested and received an additional $760K to support Coast Guard-wide EEO personnel and resource requirements. The Civil Rights Directorate is expecting to be adequately funded in FY10 and out-years.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

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

Part G **Question # __31__**	**FY09** **U. S. Coast Guard, Department of Homeland Security**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element B: Integration of EEO into the Agency's Strategic Mission** Major renovation projects to ensure compliance with Uniform Federal Accessibility Standards are not completed in a timely manner.
OBJECTIVE:	Comply with Section 504 (Administrative Facilities)
RESPONSIBLE OFFICIAL:	Office of Civil Engineering (CG-43)
DATE OBJECTIVE INITIATED:	11/30/04
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/10

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. 97% of administrative facilities will be in compliance.	9/30/09 Completed
2. 98% of administrative facilities will be in compliance.	9/30/10 Revised Date: 9/30/09 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Completed. Coast Guard has upgraded 120 of 123 buildings to meet Section 504 requirements. Of the remaining non-compliant facilities, Coast Guard plans to relocate from one facility; allocated funding for completion of construction upgrades at another facility in FY10; and has determined that renovations/improvements at other building are not either feasible or not cost effective.

FY10 Goal: 98%
(This will conclude Coast Guard compliance with Uniform Federal Accessibility Standards)

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

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

Part G **Question # __63C__**	**FY09** **U. S. Coast Guard, Department of Homeland Security**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element E: Efficiency** The agency does not complete the investigations within the applicable prescribed timeframe.
OBJECTIVE:	Ensure that the Coast Guard complies with regulatory timelines for completion of investigations and issuance of Report of Investigation (ROIs) to complainants.
RESPONSIBLE OFFICIAL:	Civil Rights Directorate (CG-00H)
DATE OBJECTIVE INITIATED:	10/1/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/09

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Monitor and track all investigations timelines to ensure completion within the regulatory timeframe of 180 days or less.	9/30/09 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
1. Completed. In FY09, Coast Guard met the regulatory timeframe (with allowable extensions) in completion of discrimination complaint investigations.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

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

Part G **Question # __63G__**	**FY09** **U. S. Coast Guard, Department of Homeland Security**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element E: Efficiency** The agency does not ensure timely compliance with EEOC AJ decisions which are not subject of an appeal by the agency.
OBJECTIVE:	Ensure Coast Guard complies with AJ decisions not subject to appeal.
RESPONSIBLE OFFICIAL:	Civil Rights Directorate (CG-00H)
DATE OBJECTIVE INITIATED:	12/15/08
TARGET DATE FOR COMPLETION OF OBJECTIVE:	11/30/09 Revised Target Date: 9/30/09

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Improve communication links between Coast Guard General Counsel and Civil Rights Directorate to ensure all are aware of requirements regarding AJ decisions.	11/30/09 Change Activity Revised Target Date 9/30/09 Completed
2. Ensure the Headquarters Office of Human Resources designates a point of contact for Human Resource related compliance actions.	11/30/09 Delete Activity

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Completed. Coast Guard Civil Rights Directorate collaborated with the agency Office of General Law and with Responsible Management Officials to ensure timely compliance with AJ decisions. As a result, Coast Guard complied with 100% of AJ decisions in FY09.

2. Delete Activity.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

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

Part G **Question # __65__**	**FY09** **U. S. Coast Guard, Department of Homeland Security**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element E: Efficiency** The agency does not 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 utilizing ADR.
OBJECTIVE:	Establish a Coast Guard requirement for managers and supervisors to receive ADR training.
RESPONSIBLE OFFICIAL:	Civil Rights Directorate (CG-00H)
DATE OBJECTIVE INITIATED:	12/15/08
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/10 Delete

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Meet with Office of Human Resources to communicate requirements.	6/30/09 Delete Activity
2. Develop ADR training module for all managers and supervisors.	9/30/10 Delete Activity

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Completed. Coast Guard policy previously existed requiring managerial and supervisory personnel to attend equal opportunity training associated with understanding EO/EEO and their responsibilities in ensuring efficient processing of complaint of discrimination.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission

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

Part G **Question # __69__**	**FY09** **U. S. Coast Guard, Department of Homeland Security**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	**Essential Element E: Efficiency** The agency does not reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C. F. R. 1614.102(a)(1).
OBJECTIVE:	Advocate for additional resources to enhance EEO complaint process effectiveness.
RESPONSIBLE OFFICIAL:	Civil Rights Directorate (CG-00H)
DATE OBJECTIVE INITIATED:	12/15/08
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/11 Revised Target Date: 9/30/09

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Submit a resource proposal for additional funding and/or EEO staff to meet needs.	9/30/09 Completed.

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Completed. Coast Guard approved and funded six additional EEO staff positions in FY09. The Civil Rights Directorate detailed all positions to support EEO compliant processing functions. Additionally, the Coast Guard contracted a workforce (Manpower Analysis) study to assist in determining overall resource (staffing requirements) for the EEO Program. Coast Guard anticipates completion of the contractor assessment in early FY10.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
[U. S. Coast Guard]	Workforce Data by Disability Update (Table B1) FY09
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	***Metric: Federal High*** - This figure of 2.65% is based on the agency with the highest participation rate of persons with targeted disabilities. *Targeted Disability*: Disabilities that the federal government has identified for special emphasis in affirmative action programs. They include: deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental retardation, mental illness, and distortion of limb and/or spine. (EEOC) From FY08 to FY09, the Coast Guard improved by 2.12% in targeted disability participation rates for the permanent workforce. However, the temporary workforce had a negative net change of 33.33% in participation rates of persons with targeted disabilities. In FY09, Coast Guard continued to experience a low participation rate for persons with targeted disabilities compared to the "Federal High" rate of 2.65% in the permanent (0.61%) and temporary (0.86%) workforces. Trigger: Coast Guard identifies overall low participation rates identified in Table (B1) as a workforce trigger requiring further agency review and assessment. Note: Information for employees paid from non-appropriated funds was not available for this report.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	In FY10, Coast Guard Human Resources plans to initiate a barrier analysis to assess causal factors of triggers relative to persons with targeted disabilities compared to the federal high.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Pending barrier analysis.
OBJECTIVE:	Eliminate/remove any contributing factors identified as a barrier.

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	10/1/04
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/10

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Conduct barrier analysis of PWTD workforce.	9/30/09 Revised Date: 9/30/10

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Ongoing. Coast Guard is in the initial phase of assessing workforce triggers relative to PWTDs in its workforce. Current plans include in-depth review and assessment of applicant referral system and development of an employee survey requesting that they update their disability status.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
[U. S. Coast Guard]	Separations (B14) Update FY09
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	***Permanent Workforce FY08 to FY09***: Employees reporting a disability separated at rates of 10.62% in FY08 decreasing to 9.79% in FY09; persons with targeted disabilities separations decreased from 1.51% in FY08 to 0.22% in FY09. ***Permanent Workforce Separation compared to Participation Rates***: In FY09, separation rates of persons with targeted disabilities was (-0.39%) less than their participation in the permanent workforce (0.61%). Employees without disabilities separated at (-3.25%) lower than their permanent workforce composition. Note: Information for employees paid from non-appropriated funds was not available for this report. Coast Guard will use information from Table B14 as a starting point for FY10 analysis of persons with targeted disabilities in its workforce as specified in Part I (Total Workforce) and Part J (Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities).
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Review of separation data reveals that no employees with targeted disabilities involuntarily separated from the Coast Guard during FY08 or FY09. Coast Guard has not identified any triggers affecting separations of persons with targeted disabilities. Coast Guard will close this issue but continue to monitor annually.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	None.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Eliminate any identified barriers.

RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	10/1/06
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/09

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Continue monitoring and tracking persons with disabilities and PWTDs in the workforce.	9/30/09 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Completed. Coast Guard employees with disabilities and those with targeted disabilities separation rates were consistent with attrition rates of employee without disabilities.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
[U. S. Coast Guard]	Total Workforce (Table A1) Update FY09
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	***Metric: Civilian Labor Force (CLF)***: Persons 16 years of age and over, except those in the armed forces, who are employed or unemployed and seeking work. (EEOC) **FY09 *permanent workforce***, Women overall 33.16% (CLF 46.8%), Hispanic or Latino males 3.68% (CLF 6.2%), Hispanic or Latino females 1.78% (CLF 4.5%), White females 19.96% (CLF 33.7%), Asian females 1.33% (CLF 1.7%), and American Indian or Alaska Native females 0.25% (CLF 0.3%) participation rates fell below their availability in the CLF. ***Net Change FY08 to FY09 (Permanent Workforce)***: *Males +6.66%,* Women overall +2.41%, Hispanic males +46.15%, Hispanic females +40.19%, White males +0.69%, White females -5.35%, Black or African American males +7.69%, Black or African American females +0.45%, Asian males -1.94%, Asian females -13.93%, Native Hawaiian or Other Pacific Islander males +216.66%, Native Hawaiian or Other Pacific Islander females +66.66%, American Indian or Alaskan Native males +72.00%, American Indian or Alaskan Native females +42.85%, Two or More/other Race males +685.71%, Two or More/other Race females +2,220.00%. **FY09 *temporary workforce***, Women overall 36.06% (CLF 46.8%), Hispanic or Latino males 4.31% (CLF 6.2%), Hispanic or Latino females 1.07% (CLF 4.5%), White females 24.62% (CLF 33.7%), Asian males 1.51% (CLF 1.9%), Asian females 1.07% (CLF 1.7%), Native Hawaiian or other Pacific Islander males 0.0% (CLF 0.1%), and American Indian or Alaskan Native males 0.21% (CLF 0.3%) and American Indian or Alaskan Native females 0.21% (CLF 0.3%) fell short of the CLF benchmark. ***Net Change FY08 to FY09 (Temporary Workforce)***: Males +12.54%, Women overall +9.15%, Hispanic or Latino males +81.81%, Hispanic or Latino females -16.66%, White

	males +14.14%, White females +8.57%, Black or African American males -20.00%, Black or African American females +8.82%, Asian females -37.50%, and Two or More/other Race males +500.00%. Native Hawaiian or Other Pacific Islander males and females, American Indian or Alaskan Native males and females, and Two or More/other Race females experienced zero net change in participation rates from FY08 to FY09. **FY09 Non-Appropriated Fund**: Males 29.49% (CLF 53.1), White males 18.96% (CLF 39.0%), Black or African American males 2.24% (CLF 4.8%), Asian males 1.68% (CLF 1.9%), Native Hawaiian or Other Pacific Islander males 0.0% (CLF 0.1%), American Indian or Alaskan Native males 0.21% (CLF 0.3%), American Indian or Alaskan Native females 0.14% (CLF 0.3%), Two or More/other Races males 0.0% (CLF 0.8%), and Two or More/other Races females 0.07% (CLF 0.8%). **Net Change FY08 to FY09 (Non-Appropriated Fund):** Males +1.20%, Women overall +3.29%, Hispanic or Latino males -2.15%, Hispanic or Latino females -4.21%, White males +0.74%, White females +2.43%, Black or African American males +33.33%, Black or African American females +16.86%, Asian males -11.11%, Asian females +6.15%, American Indian or Alaskan Native females +100.00%. Native Hawaiian or Other Pacific Islander males and females, American Indian or Alaskan Native males, and Two or More/other Races males and females experienced zero net change from FY08 to FY09. Trigger: Workforce participation rates for several group falls below the CLF.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Initial review of historical data indicates organizational growth from FY01-FY09 adversely affected participation rates of women and other groups. Records show the diversity composition of employees hired in new positions during this period was White males 58%, Women overall 24%, and a combined 18% for all other remaining groups. The significant net increases in participation rates experienced by some groups in the

	appropriated permanent and temporary workforces are a result of a survey effort of current employees allowing them to update their historical RNO data to the new ERI conventions. Coast Guard will continue its analysis of participation rates of Women overall and Hispanic males and females during FY10.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Pending completion of barrier analysis.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Eliminate any barrier affecting full participation of any group.
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	10/1/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/10

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Complete barrier analysis of Women and Hispanics in the permanent workforce.	9/30/09 Revised date: 9/30/10 Changed Activity
2. Analyze causal factors leading to adverse actions and employee grievances from FY07 to FY08. Ascertain if potential barriers exist for certain workforce groups.	9/30/09 Delete Activity
3. Increase utilization of educational and internship programs with TCU's, HBCU's, and HSI's as a recruitment avenue for positions.	9/30/10
4. Communicate opportunities of mentoring agency-wide as mechanism to enhance retention and employee promotion.	9/30/10
5. Continue developing relationships with Minority Serving Institutions and affinity groups for targeted recruitment of Women, Hispanics, and Persons with Targeted Disabilities.	9/30/10
6. Develop hiring and selection guidebook clarifying roles and responsibilities for managers and supervisors.	9/30/10
7. Work with Civil Rights Directorate to increase administration of the Defense Equal Opportunity Climate Survey by Commanding Officers/Officers-in-Charge.	9/30/10
8. Review Special Emphasis Program policies to ensure adequate, updated guidance and direction on the establishment and administration of special emphasis programs (e.g., clarity of purpose, authority, objectives, responsible officials, collateral duty, training, establishment of councils and annual plans, which are essential to programmatic cogency to Coast Guard modernization and delivery activities).	9/30/10

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Ongoing. In FY09 Coast Guard gained the capability to review the lifecycle of applicant flow data. Coast Guard is reviewing this applicant flow data in assessing workforce triggers associated with low participation rates of Women and Hispanic males and females. This initial data review of applicant flow data shows some diversity in interest for employment with the Coast Guard. This macro-level assessment will require more definitive study. At this stage, Coast Guard has not identified any definitive barriers within the selection process. As a result, further evaluation will

occur in FY10 from review of initial applicant flow data.

2. Deleted. Coast Guard review of data specified in this area will be assessed as part of overall analysis conducted in Activity #1.

3 through 8. New activities/Ongoing.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
[U. S. Coast Guard]	Occupational Categories (Tables A3-1 & B3-1) Update FY09
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	***Officials and Managers***: Permanent Employees ***Metric: Relevant Civilian Labor Force (RCLF)*** – The source from which an agency draws or recruits applicants for employment or internal selection such as promotion. (EEOC) **FY09:** **Executive/Senior Level (Grades 15 and above),** Women overall 24.48% (RCLF 38.5%), Hispanic or Latino males 2.55% (RCLF 3.3%), Hispanic or Latino females 2.04% (RCLF 2.4%), White females 15.30% (RCLF 30.6%), Black or African American males 2.55% (RCLF 2.8%), Asian males 1.53% (RCLF 2.09%), Asian females 1.02% (RCLF 1.3%), American Indian or Alaskan Native males 0.0% (RCLF 0.2%) American Indian or Alaskan Native females 0.0% (RCLF 0.2%) and Two or More/Other Race males 0.51% (RCLF 0.7%) participated below RCLF benchmarks." Persons with targeted disabilities did not participate in Grades 15 and above. ***Mid-Level (Grades 13-14)***: Women overall 23.31% (RCLF 38.5%), Hispanic or Latino males 2.73% (RCLF 3.3%), Hispanic or Latino females 0.64% (RCLF 2.4%), White females 16.23% (RCLF 30.6%), and American Indian or Alaskan Native females 0.0% (RCLF 0.2%) participated below RCLF benchmarks. Persons with targeted disabilities participate in this group at a rate lower than their availability in the permanent workforce. ***First Level (Grades 12 and below)***: Women overall 23.54% (RCLF 38.5%), Hispanic or Latino females 1.22% (RCLF 2.4%), White females 14.67% (RCLF 30.6%), Asian males 0.61% (RCLF 2.09%), and Asian females 0.91% (RCLF 1.3%) are the only groups not participating consistent with their RCLF percentages. Persons with targeted disabilities participated in this group as a rate equal to their availability in the permanent workforce.

	Trigger: Coast Guard participation deficiencies in the Officials and Managers category for Women overall, White females, and Hispanic males and females, and persons with targeted disabilities are consistent in multiple workforce data extracts reviewed for this report (Tables A1, A3-1, B3-1, & A8).
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Data extracted from Table A6 indicates Coast Guard workforce has 3,362 Officials and Managers. Coast Guard will seek to address multiple areas identified in the Officials and Managers category under its comprehensive review of triggers for Women and Hispanic males and females noted in Part I – Total Workforce (Table A1) of this report.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Not identified.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Eliminate any identified barriers.
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	10/1/06
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/10

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Initiate barrier analysis in FY10.	12/31/09 Delete Activity
2. Publicize types and availability of career development programs for senior managers.	9/30/10
3. Establish tracking system for reporting manager and supervisor completion of required EEO training.	9/30/10

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Deleted. Overall workforce assessment in this area is pending Coast Guard FY10 analysis of applicant flow data. If warranted, Coast Guard will pursue further inquiry into workforce triggers for Officials & Managers in FY11.

2 & 3. New Activities.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
[U. S. Coast Guard]	Major Occupations (Tables A6 & B6) FY09
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	***Metric: Occupational Civilian Labor Force (OCLF):*** *Permanent Employees* For FY09 Coast Guard reviewed employee participation rates in the three most populous ***'Mission Critical Jobs'*** within the permanent workforce. Employee permanent workforce participation rate percentages above or below their corresponding OCLF are indicated below: ***General Engineering- Series 0801***: [127 Employees) Males (+1.73%), Women overall (-1.64%), Hispanic or Latino males (+0.73%), Hispanic or Latino females (-0.6%), White males (+2.21%), White females (-1.59%), Black or African American males (-1.43%), Black or African American females (-0.02%), Asian males (+0.33%), Asian females (+0.76%), Native Hawaiian or Other Pacific Islander males (-0.1%), Native Hawaiian or Other Pacific Islander females (0.0%), American Indian or Alaskan Native males (+0.58%), American Indian or Alaskan Native females (0.0%), and Two or More/other Race males (-0.67%) and Two or More/other Race females (-0.2%). Persons with targeted disabilities participated at (+0.16%) above their permanent workforce participation rate. ***Contract Specialist –Series 1102***: [324 Employees) Males (-12.85%), Women overall (+12.94%), Hispanic or Latino males (-1.98%), Hispanic or Latino females (+0.50%), White males (-12.95%), White females (-1.04%), Black or African American males (+0.89%), Black or African American females (+9.8%), Asian males (+1.46%), Asian females (1.78%), Native Hawaiian or Other Pacific Islander males (0.0%), Native Hawaiian or Other Pacific Islander females (+0.20%), American Indian or

	Alaskan Native males (-0.2%), American Indian or Alaskan Native females (equal), Two or More/other Race males (-0.10%) and Two or More/other Race females (+1.66%). Persons with targeted disabilities participated at (+0.30%) above their permanent workforce participation rate. ***IT Specialist – Series 2210***: [457 Employees) Males (+0.25%), Women overall (-0.16%), Hispanic or Latino males (-0.26%), Hispanic or Latino females (-0.73%), White males (+2.33%), White females (-1.51%), Black or African American males (+2.04%), Black or African American females (+0.87%), Asian males (-5.65%), Asian females (-0.72%), Native Hawaiian or Other Pacific Islander males (-0.1%), Native Hawaiian or Other Pacific Islander females (0.0%), American Indian or Alaskan Native males (+0.01%), American Indian or Alaskan Native females (+0.33%), Two or More/other Race males (+1.86%), and Two or More/other Race females (+1.56%). Persons with targeted disabilities participated at (+0.47%) above their permanent workforce participation rate. Trigger: Some workforce groups in Mission Critical Jobs participate below their OCLF.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	FY09 review of mission critical jobs indicates that the Coast Guard is making improvements in diversifying its most populous job series. Coast Guard will continue building on current successes to meet the occupational civilian labor force benchmark for all workgroups.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Not identified.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Eliminate any contributing factors that limit participation of any workgroup.
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	10/20/09
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/11

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Monitor participation rates in most populous Mission Critical Jobs.	12/31/11

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. New Activity. Coast Guard monitor employment trends in General Engineering, Contract Specialist, and IT Specialist over the next year.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
[U. S. Coast Guard]	New Hires by Appointment Type Update (Table A8) FY09
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	***Metric: Civilian Labor Force (CLF)*** - Persons 16 years of age and over, except those in the armed forces, who are employed or unemployed and seeking work, (EEOC) ***Permanent Workforce***: Women overall (31.86%), Hispanic or Latino males (1.07%), Hispanic or Latino females (0.53%), White females (20.66%), Black or African American females (4.41%), Asian males (0.86%), Asian females (0.43%), Native Hawaiian or Other Pacific Islander males (0.0%) and American Indian or Alaska Native females (0.22%) were hired at rates below their CLF availability. ***Temporary Workforce***: Women overall (43.44%), Hispanic or Latino males (1.77%), Hispanic or Latino females (0.88%), White females (29.77%), Asian males (1.33%), Asian females (0.88%), Native Hawaiian or Other Pacific Islander males (0.0%), American Indian or Alaskan Native males (0.22%), and American Indian or Alaskan Native females (0.22%) were hired at rates below their CLF availability. **Non-Appropriated Fund**: Males (28.06%), Hispanic or Latino males (4.57%), White males (19.09%), Black or African American males (2.77%), Asian males (1.31%), Native Hawaiian or Other Pacific Islander males (0.0%), Two or More/other Races males (0.0%), and Two or More/other Races females (0.16%) were hired at rates below their respective CLF availability.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Coast Guard will conduct a review of "Applicant Flow Data" in FY10 to ascertain if potential barriers exist. As part of a holistic approach noted under Part I - Total Workforce (Table A1) activities in this report, Coast Guard will fully analyze agency efforts in recruiting and overall applicant hiring processes quarterly in FY10. *Note*: Coast Guard uses Applicant Flow Data in the above context to classify any information reflecting the characteristics of the pool of

	individuals applying for an employment opportunity.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Not identified.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Eliminate any contributing factors that limit participation of any workgroup.
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	10/1/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/11 Deleted

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Initiate barrier analysis on New Hires.	9/30/10 Delete Activity

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Deleted. Overall workforce assessment in this area is pending Coast Guard FY10 analysis of applicant flow data. If warranted, Coast Guard will pursue further inquiry into workforce triggers for New Hires in FY11.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
[U. S. Coast Guard]	*General Schedule Grades 13-SES Update (Tables A4-1 & B4-1) FY09*
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	***Permanent Workforce Participation FY09:*** Women overall fall short of their permanent workforce participation rates at all Grades GS13-SES; Hispanic or Latino males fall short at grades GS13-14; Hispanic or Latino females fall short at GS13-14 & SES; White females fall short of the permanent workforce benchmark in grades GS13-SES; Black or African American males fall short of benchmarks in all grades except SES; Black or African American females fall short of benchmarks in grades GS13-SES; Asian males fall short at GS13-14 levels; Asian females fall short of benchmarks in all grades except SES; neither Native Hawaiian or Other Pacific Islander males or females were employed in any GS13-SES grades; American Indian or Alaskan Native males fall short in all grades except GS13, American Indian or Alaskan Native females fall short of benchmarks in all grades GS13-SES; Two or More/other Race males fall short in grades GS14-SES; and Two or More/other Race females fall short in GS13-14 & SES.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	***Permanent Workforce comparison by grade FY08 to FY09:*** ***GS13***: Shows increased participation rates for Hispanic males from 1.61% in FY08 to 2.36% in FY09; Black or African American males from 4.47% in FY08 to 4.89% in FY09; American Indian or Alaskan Native males 0.17% in FY08 to 0.65% in FY09, and Two or More/other Race males from 0.17% in FY08 to 2.44% in FY09; and Two or More/other Race females from 0.00% in FY08 to 0.81% in FY09. Data indicates decreased participation of employees with disabilities and persons with targeted disabilities from FY08 to FY09. ***GS14***: Shows increased participation rates for Hispanic or Latino males 2.09% in FY08 to 3.08% in FY09; Hispanic or Latino females 0.17

	in FY08 to 0.81% in FY09; Black or African American males 4.70% in FY08 to 4.71% in FY09; , American Indian or Alaskan Native males 0.00% in FY08 to 0.32% in FY09; American Indian or Alaskan Native females 0.00% in FY08 to 0.16% in FY09;Two or More/other Races males 0.00% in FY08 to 1.78% in FY09; and Two or More/other Races females 0.00% in FY08 to 0.48% in FY09. Data indicates decreased participation of employees with disabilities and increased participation rates of persons with targeted disabilities. ***GS15***: Shows increased participation rates for Women overall 20.67% in FY08 to 23.85% in FY09; Hispanic or Latino males 2.23% in FY08 to 2.53% in FY09; Hispanic or Latino females 1.67% in FY08 to 2.03% in FY09; White females 13.96% in FY08 to 15.73% in FY09; Black or African American females 3.91% in FY08 to 4.06% in FY09;and Two or More/other Races males 0.00% in FY08 to 0.50% in FY09; and Two or More/other Races females 0.00% in FY08 to 1.52% in FY09. Data indicates increased participation of employees with disabilities. Coast Guard did not employ Persons with targeted disabilities at the GS15 level in FY08 or FY09. ***SES***: Shows increased participation rates for Women overall 23.07% in FY08 to 30.76% in FY09 and White females 7.69% in FY08 to 15.38% in FY09. There was no change in SES employees with disabilities during FY09. Given the positive improvement reflected over FY08 results, Coast Guard will postpone conducting a barrier analysis in this area as originally addressed in our FY08 report submission. During FY10, Coast Guard will continue exploring new ideas and initiatives to create opportunities to increase participation rates. If current workforce triggers affecting some groups persist at end of FY10 (without positive change), Coast Guard will pursue a barrier analysis in FY11.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Not identified.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Eliminate any identified barriers.
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	10/1/04
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/11 Deleted

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Initiate barrier analysis on participation rates of workforce groups in Grades GS13 – SES.	9/30/10 Delete Activity

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Deleted. Overall workforce assessment in this area is pending Coast Guard FY10 analysis of applicant flow data. If warranted, Coast Guard will pursue further inquiry into workforce triggers for GS13-15 grades in FY11.

EEOC FORM 715-01 PART J	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or Agency Information		
	1. Agency	1. Department of Homeland Security
	1.a. 2nd Level Component	1.a. United States Coast Guard
	1.b. 3rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ..	FY08		FY09		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	9,222	100.00%	9,693	100.00%	471	5.10%
	Reportable Disability	637	6.90%	633	7.65%	-4	-0.62%
	Targeted Disability*	53	0.57%	52	0.62%	-1	-1.88%
	* 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.						1,198
	2. **Total Number of Selections of Individuals with Targeted Disabilities** during the reporting period.						3

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	266	16	.06	0	0	3	.011	247	.928
4. Non-Competitive Promotions	252	17	.067	2	.008	1	.004	232	.92
5. Employee Career Development Programs	213	17	.080	0	0	0	0	196	.92
5.a. Grades 5 - 12	121	10	.082	0	0	0	0	111	.92
5.b. Grades 13 - 14	85	5	.06	0	0	0	0	80	.94
5.c. Grade 15/SES	7	2	.29	0	0	0	0	5	.71
6. Employee Recognition and Awards	8,160	605	.074	46	.006	108	.013	7,447	.912

6.a. Time-Off Awards (Total hrs awarded)	13,920	1,015	.073	103	.007	112	.008	12,690	.91
6.b. Cash Awards (total $$$ awarded)	9,255,480	652,952	.071	47,339	.005	83,362	.009	8,471,827	.92
6.c. Quality-Step Increase	360	20	.06	1	.003	4	.013	336	.933

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities **using FORM 715-01 PART I**. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	Coast Guard workforce participation rate of persons with targeted disabilities has remained virtually constant over the last three years. In FY10, Coast Guard will employ new outreach strategies that include sustained communications and development of partnerships with organizations/institutions that promote hiring of disabled citizens. In that regard, Coast Guard sets a FY10 hiring goal of 6 employees with targeted disabilities. Goal 1: Expand Outreach to Affinity Groups for Disabled Workers ➢ Fully utilize the National Resource Directory as an advertising tool to connect with thousands wounded/injured Service members and Veterans. ➢ Affiliate with the American Association of People with Disabilities to enhance awareness about Coast Guard employment opportunities. ➢ Establish milestones and monitor successes in executing Coast Guard FY10 Disabled Veteran's Affirmative Action Plan. ➢ Enhance involvement Operation Warfighter Program. ➢ Sponsor exhibits at Careers and Disabled Jobs Fairs as part of overall recruitment effort for persons with disabilities (Diversity Military World Heritage Expo, Hiring Heroes Disability Training and Career Fair, and DHS 1st Veterans Career Fair). Goal 2: Develop and deploy information on Disability Initiatives Coast Guard-wide ➢ Promote hiring of college students with disabilities through the Workforce Recruitment Program for permanent and/or temporary positions. ➢ Utilize field level Human Resource professionals to provide information on expedited hiring authorities for disabled veterans. ➢ Attend institutions of higher learning job fairs to promote internships and other career opportunities with the Coast Guard. ➢ Review position vacancy announcements to ensure requirements do not pose potential barriers for applicants for employment. ➢ Designate a Human Resource liaison to coordinate Coast Guard

representation at local and national forums on disability (e.g. conferences, meetings, etc.)

- Create a link on Civil Rights and Human Resource website with information specifically focused on employment of Persons with Targeted Disabilities.
- Publish via internal and external media outlets the name and role of Coast Guard Veteran's Coordinator. Communicate function of assisting disabled job seekers with the application process or locating web information on Coast Guard employment opportunities.

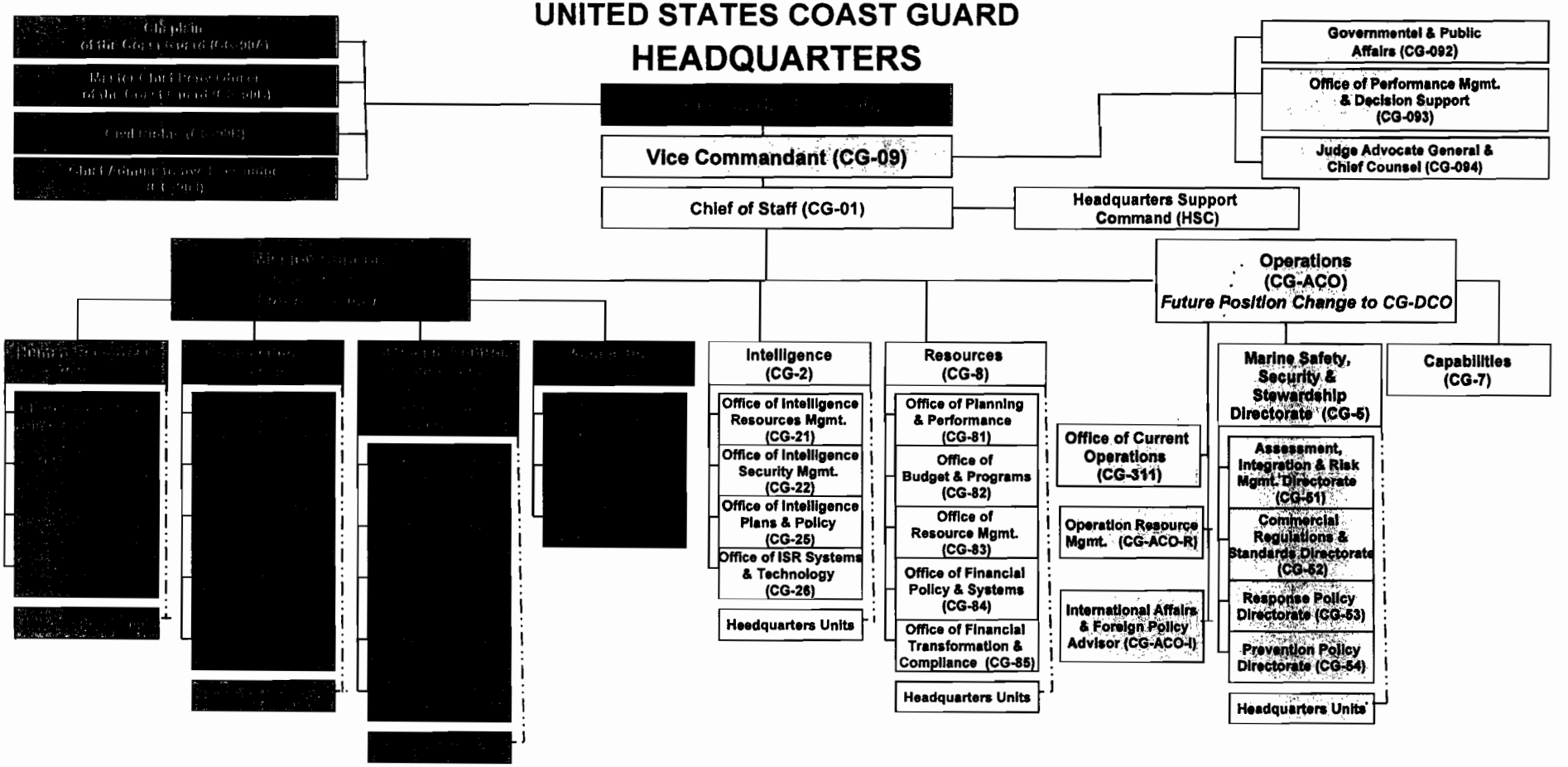
Goal 3: Analyze PWTD applicant flow data to ascertain if potential barriers exist during employment, recruitment, and promotion process

- Monitor and track quarterly number of applicants and comparative hiring rates with applicants without disabilities.
- Monitor disabled veterans participating in formal Coast Guard/Government-wide career development programs.
- Monitor advancement of disabled employees and evaluation progress through review of quarterly Human Resource promotion report.

Goal 4: Increase Coast Guard-wide visibility of the Computer/Electronics Accommodations Program (CAP)

- Develop strategy to communicate procedures for requesting assistance through CAP and provide as a tool for managers and supervisors.

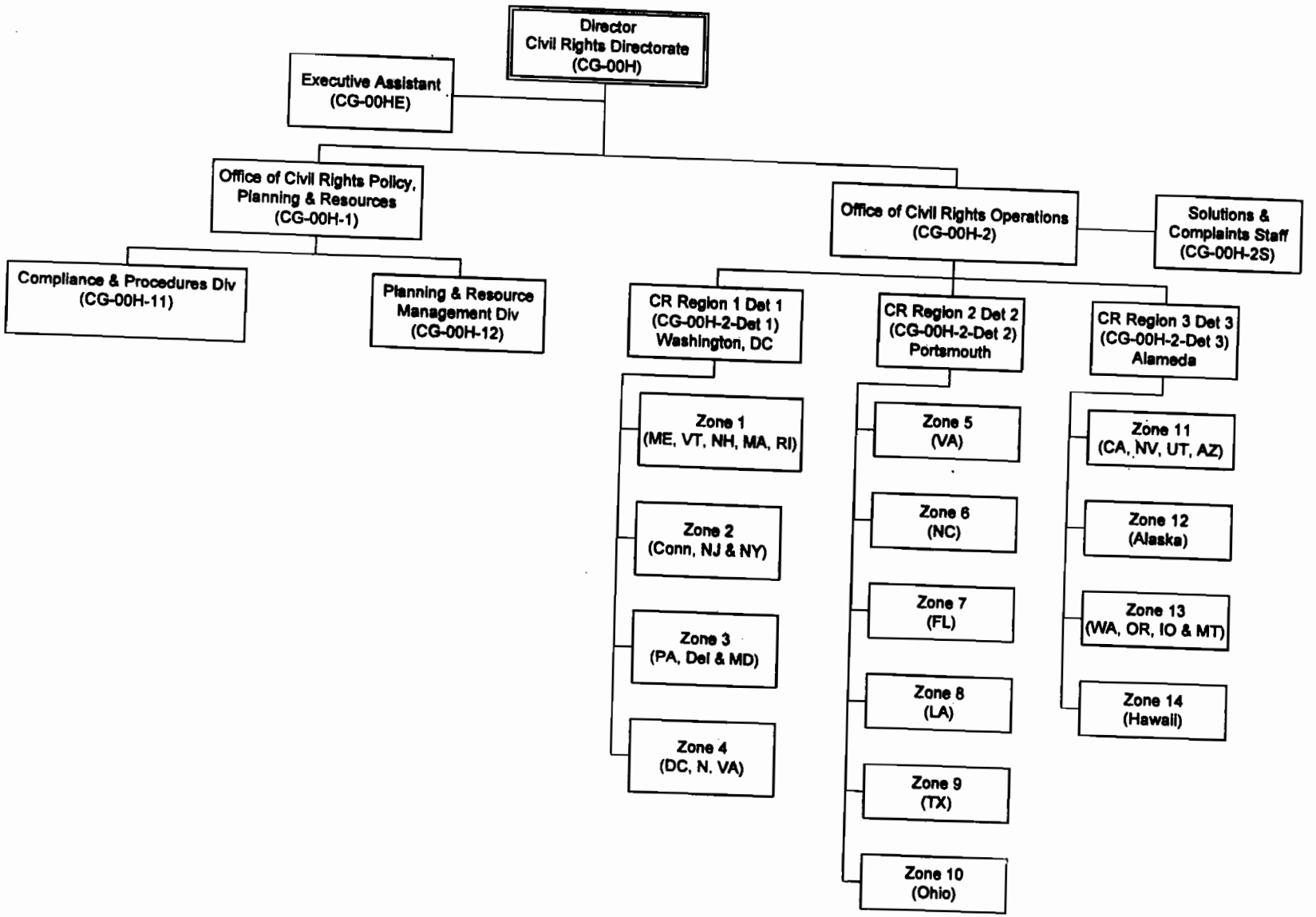
DEPARTMENT OF HOMELAND SECURITY
UNITED STATES COAST GUARD
HEADQUARTERS



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

Updated: 11/01/07

UNITED STATES COAST GUARD
CIVIL RIGHTS DIRECTORATE



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

ANTI-DISCRIMINATION
AND ANTI-HARASSMENT POLICY STATEMENT

I am personally committed to ensuring our Coast Guard provides an environment that values and embraces the contributions and potential of every member of our work force and is free of all forms of discrimination and all harassment. As the Coast Guard undergoes the complex work of modernizing its fleet and forces, our 'Guardian Ethos' to serve, protect, defend and save applies to how we treat each other as well as the public. Our mission success and core values require us to promote inclusion, equity and respect in all that we do. Illegal discrimination in any form violates these values and will not be condoned or tolerated at any level.

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

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

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

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

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

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

EQUAL OPPORTUNITY
POLICY STATEMENT

All Coast Guard personnel - military, civilian, auxiliary - shall be treated with respect. I am personally committed to ensuring that the Coast Guard provides an environment that values and embraces the contributions and potential of every member of our work force, as well as those seeking to join our organization. As the Coast Guard undergoes the complex work of modernizing its fleet and forces, our 'Guardian Ethos' to serve, protect, defend and save applies to how we treat each other as well as the public. Our core vales of Honor, Respect and Devotion to Duty are fundamental to our individual and collective success.

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

Toward this end, Coast Guard shall:

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

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

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

Acts promptly, appropriately and effectively to enforce this policy and to ensure personal accountability by all Coast Guard personnel.

Every Commander, Commanding Officer, Officer-in-Charge, manager and supervisor is personally accountable for fair and equal treatment of all Coast Guard personnel and those with whom it interacts. As Guardians, I expect each employee to uphold standards of conduct that support this policy.

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

APPENDIX A

DEFINITIONS

The following definitions apply to this Directive:

- **Applicant:** A person who applies for employment.
- **Applicant Flow Data:** Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
- **Barrier:** An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
- **Disability:** For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on a Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.
- **Civilian Labor Force (CLF):** Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
- **Employees:** Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.
- **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.
- **Feeder Group or Pool:** Occupational group(s) from which selections to a particular job are typically made.
- **Fiscal Year:** The period from October 1 of one year to September 30 of the following year.
- **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.
- **Major Occupations:** Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
- **Onsite Program Review:** Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.
- **Reasonable Accommodation:** Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable

Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

- **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.
- **Selection Procedure:** Any employment policy or practice that is used as a basis for an employment decision.
- **Special Recruitment Program:** A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.
- **Targeted Disabilities:** Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.
- **Technical Assistance:** Training, assistance or guidance provided by the EEOC in writing, over the telephone or in person.

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

This table is for U S Coast Guard

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL																		
FY 2008	#	9222	5569	3653	299	274	4488	2366	537	772	188	195	6	6	29	15	22	5
	%	100	60.38	39.61	3.24	2.97	48.66	25.67	5.82	8.37	2.03	2.11	0.06	0.06	0.31	0.16	0.23	0.05
FY 2009	#	9693	5933	3760	396	307	4546	2324	572	792	182	179	19	14	47	23	171	121
	%	100	61.20	***38.79***	***4.08***	***3.16***	46.89	***23.97***	5.90	8.17	***1.87***	1.84	0.19	0.14	0.48	***0.23***	1.76	1.24
CLF (2000)	%	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
Difference	#	471	364	107	97	33	58	***-62***	35	20	***-6***	***-16***	13	8	18	8	149	116
Ratio Change	%	0.00	0.82	-0.82	0.84	0.19	-1.77	-1.90	0.08	-0.20	-0.16	-0.27	0.13	0.08	0.17	0.07	1.53	1.19
Net Change	%	5.10	6.53	2.92	32.44	12.04	1.29	-2.59	6.51	2.59	-3.19	-8.20	216.66	133.33	62.06	53.33	677.27	2320.00
PERMANENT																		
FY 2008	#	7419	4891	2528	195	102	4022	1624	488	655	154	122	6	6	25	14	21	5
	%	100	65.92	34.07	2.62	1.37	54.21	21.88	6.30	8.82	2.07	1.64	0.08	0.08	0.33	0.18	0.28	0.06
FY 2009	#	7806	5217	2589	285	143	4050	1537	504	658	151	105	19	10	43	20	165	116
	%	100	66.83	***33.16***	***3.65***	***1.83***	51.88	***19.68***	6.45	8.42	1.93	***1.34***	0.24	0.12	0.55	***0.25***	2.11	1.48
Difference	#	387	326	61	90	41	28	***-87***	36	3	***-3***	***-17***	13	4	18	6	144	111
Ratio Change	%	0.00	0.91	-0.91	1.03	0.46	-2.33	-2.20	0.15	-0.40	-0.14	-0.30	0.16	0.04	0.22	0.07	1.83	1.42
Net Change	%	5.21	6.66	2.41	46.15	40.19	0.69	-5.35	7.69	0.45	-1.94	-13.93	216.66	66.66	72.00	42.85	685.71	2220.00
TEMPORARY																		
FY 2008	#	416	263	153	11	6	198	105	45	34	7	8	0	0	1	0	1	0
	%	100	63.22	36.77	2.64	1.44	47.59	25.24	10.81	8.17	1.68	1.92	0.00	0.00	0.24	0.00	0.24	0.00
FY 2009	#	463	296	167	20	5	226	114	36	37	7	5	0	1	1	1	6	4
	%	100	63.93	***36.06***	***4.31***	***1.07***	48.81	***24.62***	7.77	7.99	***1.51***	***1.07***	***0.00***	0.21	***0.21***	***0.21***	1.29	0.86
Difference	#	47	33	14	9	-1	28	9	-9	3	0	-3	0	1	0	1	5	4
Ratio Change	%	0.00	0.71	-0.71	1.67	-0.37	1.22	-0.62	-3.04	-0.18	-0.17	-0.85	0.00	0.21	-0.03	0.21	1.05	0.86
Net Change	%	11.29	12.54	9.15	81.81	-16.66	14.14	8.57	-20.00	8.82	0.00	-37.50	-	-	0.00	-	500.00	-
NON APPROPRIATED																		
FY 2008	#	1387	415	972	93	166	268	657	24	83	27	65	0	0	3	1	0	0
	%	100	29.92	70.07	6.70	11.96	19.32	47.36	1.73	5.98	1.94	4.68	0.00	0.00	0.21	0.07	0.00	0.00
FY 2009	#	1424	420	1004	91	159	270	673	32	97	24	69	0	3	3	2	0	1
	%	100	***29.49***	70.50	6.39	11.16	***18.96***	47.26	***2.24***	6.81	***1.68***	4.84	***-0.00***	0.21	***0.21***	***0.14***	***0.00***	***0.07***
Difference	#	37	5	32	***-2***	***-7***	2	16	8	14	***-3***	4	0	3	0	1	0	1
Ratio Change	%	0.00	-0.43	0.43	-0.31	-0.80	-0.36	-0.10	0.51	0.83	-0.26	0.16	0.00	0.21	0.00	0.07	0.00	0.07
Net Change	%	2.66	1.20	3.29	-2.15	-4.21	0.74	2.43	33.33	16.86	-11.11	6.15	-	-	0.00	100	-	-

The Fiscal Years for this report have been set to FY 2008 , FY 2009
NOTE Percentages compute across rows and NOT down columns
Report generated on Oct 27, 2009

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

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

Employment Tenure	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL FY 2009 #	171295	116284	55011	25024	8254	73190	30433	11479	12718	4842	2497	278	201	963	553	508	355
%	100	67.88	***32.11***	14.60	4.81	42.72	***17.76***	6.70	7.42	2.82	***1.45***	0.16	0.11	0.56	0.32	***0.29***	***0.20***
CLF (2000) %	100	53.1	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
DHS Headquarters #	4159	2396	1763	100	79	1869	995	291	575	104	92	1	0	13	9	18	13
%	100	57.61	**42.38**	**2.40**	**1.89**	44.93	**23.92**	6.99	13.82	2.50	2.21	**0.02**	**0.00**	0.31	**0.21**	**0.43**	**0.31**
Federal Emergency Management Agency #	4153	2420	1733	70	49	1969	1111	301	511	56	41	1	0	14	17	9	4

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

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

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

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

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

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

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	196	148	48	5	4	134	30	5	9	3	2	0	0	0	0	1	3
	%	100	75.51	24.48	2.55	2.04	68.36	15.30	2.55	4.59	1.53	1.02	0.00	0.00	0.00	0.00	0.51	1.53
- Mid-Level (Grades 13-14)	#	622	477	145	17	4	398	101	28	28	18	9	0	0	2	0	14	3
	%	100	76.68	23.31	2.73	0.64	63.98	16.23	4.50	4.50	2.89	1.44	0.00	0.00	0.32	0.00	2.25	0.48
- First-Level (Grades 12 and Below)	#	327	250	77	11	4	195	48	24	18	2	3	2	0	4	1	12	3
	%	100	76.45	23.54	3.36	1.22	59.63	14.67	7.33	5.50	0.61	0.91	0.61	0.00	1.22	0.30	3.66	0.91

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
- Other	#	2217	1425	792	73	45	1139	460	113	226	36	29	4	3	13	4	47	25
	%	100	64.27	35.72	3.29	2.02	51.37	20.74	5.09	10.19	1.62	1.30	0.18	0.13	0.58	0.18	2.11	1.12
Officials and Managers Tota-	#	3362	2300	1062	106	57	1866	639	170	281	59	43	6	3	19	5	74	34
	%	100	68.41	***31.58***	***3.15***	***1.69***	55.50	***19.00***	5.05	8.35	***1.75***	***1.27***	0.17	0.08	0.56	***0.14***	2.20	1.01
Officials and Managers RCLF	%	100	61.19	38.5	3.3	2.4	52.1	30.6	2.8	3.5	2.09	1.3	0.0	0.0	0.2	0.2	0.7	0.5
2. Professionals	#	1565	1003	562	50	33	787	372	67	104	55	22	2	0	8	4	34	27
	%	100	64.08	**35.91**	3.19	**2.10**	50.28	**23.76**	4.28	6.64	3.51	**1.40**	0.12	0.00	0.51	**0.25**	2.17	1.72
Professionals RCLF	%	100	46.09	53.7	2.3	2.8	37.09	42.3	2.7	4.9	3.2	2.6	0.0	0.0	0.2	0.3	0.6	0.8

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
3. Technicians	#	188	175	13	11	0	141	9	11	2	5	0	0	1	2	0	5	1
	%	100	93.08	***6.91***	5.85	***0.00***	75.00	***4.78***	5.85	***1.06***	2.65	***0.00***	***0.00***	0.53	1.06	***0.00***	2.65	***0.53***
Technicians RCLF	%	100	42.2	57.9	3.3	3.4	32.2	43.2	3.4	7.6	2.2	2.4	0.1	0.0	0.3	0.4	0.7	0.9
4. Sales Workers	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	**0.00**	100	**0.00**	**0.00**	**0.00**	100	**0.00**	**0.00**	**0.00**	**0.00**	0.00	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Sales Workers RCLF	%	100	49.5	50.5	4.0	4.9	39.5	37.0	3.1	5.5	1.8	1.8	0.0	0.1	0.2	0.3	0.9	0.9
5. Administrative Support Workers	#	1249	345	904	29	51	208	479	72	266	13	39	2	6	3	10	18	53
	%	100	27.62	***72.37***	***2.32***	***4.08***	16.65	***38.35***	5.76	21.29	1.04	3.12	0.16	0.48	0.24	0.80	1.44	4.24

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Administrative Support Workers RCLF	%	100	24.2	75.69	2.9	6.7	16.5	56.3	3.3	8.89	1.0	2.0	0.0	0.1	0.1	0.5	0.4	1.2
6. Craft Workers	#	1028	1011	17	63	1	763	14	128	2	15	0	7	0	10	0	25	0
	%	100	98.34	1.65	6.12	0.09	74.22	1.36	12.45	0.19	1.45	0.00	0.68	0.00	0.97	0.00	2.43	0.00
Craft Workers RCLF	%	100	94.4	5.4	11.9	0.6	72.5	3.9	6.2	0.6	1.5	0.2	0.1	0.0	0.8	0.1	1.4	0.0
7. Operatives	#	208	201	7	8	0	136	4	52	3	2	0	1	0	0	0	2	0
	%	100	96.63	*3.36*	*3.84*	*0.00*	65.38	*1.92*	25.00	*1.44*	*0.96*	*0.00*	0.48	0.00	*0.00*	*0.00*	*0.96*	*0.00*
Operatives RCLF	%	100	71.79	27.99	10.8	5.1	48.4	16.29	8.89	4.5	2.0	1.6	0.1	0.0	0.5	0.2	1.1	0.3
8. Laborers and Helpers	#	30	28	2	2	0	25	2	0	0	0	0	0	0	0	0	1	0
	%	100	93.33	6.66	6.66	0.00	83.33	6.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.33	0.00

TABLE A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009																	
Occupational Categories	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Laborers and Helpers RCLF %	100	85.2	14.69	21.5	3.1	50.2	9.39	10.0	1.6	1.2	0.3	0.1	0.0	0.8	0.1	1.4	0.2
9 Service Workers #	175	154	21	16	1	124	17	4	0	2	1	1	0	1	1	6	1
%	100	88.00	***12.00***	9.14	***0.57***	70.85	***9.71***	***2.28***	***0.00***	***1.14***	***0.57***	0.57	***0.00***	0.57	0.57	3.42	***0.57***
Service Workers RCLF %	100	40.8	59.2	6.6	7.9	25.0	38.0	6.2	9.6	1.6	1.9	0.1	0.1	0.4	0.5	0.9	1.2

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	196	148	48	5	4	134	30	5	9	3	2	0	0	0	0	1	3
	%	2.51	2.83	1.85	1.75	2.79	3.30	1.95	0.99	1.36	1.98	1.90	0.00	0.00	0.00	0.00	0.60	2.58
- Mid-Level (Grades 13-14)	#	622	477	145	17	4	398	101	28	28	18	9	0	0	2	0	14	3
	%	7.96	9.14	5.60	5.96	2.79	9.82	6.57	5.55	4.25	11.92	8.57	0.00	0.00	4.65	0.00	8.48	2.58
- First-Level (Grades 12 and Below)	#	327	250	77	11	4	195	48	24	18	2	3	2	0	4	1	12	3
	%	4.18	4.79	2.97	3.85	2.79	4.81	3.12	4.76	2.73	1.32	2.85	10.52	0.00	9.30	5.00	7.27	2.58

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
- Other	#	2217	1425	792	73	45	1139	460	113	226	36	29	4	3	13	4	47	25
	%	28.40	27.31	30.59	25.61	31.46	28.12	29.92	22.42	34.34	23.84	27.61	21.05	30.00	30.23	20.00	28.48	21.55
Officials and Managers Total	#	3362	2300	1062	106	57	1866	639	170	281	59	43	6	3	19	5	74	34
	%	43.05	44.07	41.01	37.17	39.83	46.05	41.56	33.72	42.68	39.06	40.93	31.57	30.00	44.18	25.00	44.83	29.29
2. Professionals	#	1565	1003	562	50	33	787	372	67	104	55	22	2	0	8	4	34	27
	%	20.04	19.22	21.70	17.54	23.07	19.43	24.20	13.29	15.80	36.42	20.95	10.52	0.00	18.60	20.00	20.60	23.27
3. Technicians	#	188	175	13	11	0	141	9	11	2	5	0	0	1	2	0	5	1
	%	2.40	3.35	0.50	3.85	0.00	3.48	0.58	2.18	0.30	3.31	0.00	0.00	10.00	4.65	0.00	3.03	0.86

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
4. Sales Workers	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.00	0.03	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	1249	345	904	29	51	208	479	72	266	13	39	2	6	3	10	18	53
	%	16.00	6.61	34.91	10.17	35.66	5.13	31.16	14.28	40.42	8.60	37.14	10.52	60.00	6.97	50.00	10.90	45.68
6. Craft Workers	#	1028	1011	17	63	1	763	14	128	2	15	0	7	0	10	0	25	0
	%	13.16	19.37	0.65	22.10	0.69	18.83	0.91	25.39	0.30	9.93	0.00	36.84	0.00	23.25	0.00	15.15	0.00
7. Operatives	#	208	201	7	8	0	136	4	52	3	2	0	1	0	0	0	2	0
	%	2.66	3.85	0.27	2.80	0.00	3.35	0.26	10.31	0.45	1.32	0.00	5.26	0.00	0.00	0.00	1.21	0.00
8. Laborers and Helpers	#	30	28	2	2	0	25	2	0	0	0	0	0	0	0	0	1	0

TABLE A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009																	
Occupational Categories	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.38	0.53	0.07	0.70	0.00	0.61	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00
9. Service Workers #	175	154	21	16	1	124	17	4	0	2	1	1	0	1	1	6	1
%	2.24	2.95	0.81	5.61	0.69	3.06	1.10	0.79	0.00	1.32	0.95	5.26	0.00	2.32	5.00	3.63	0.86

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 15, 2009

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-03	#	7	3	4	0	0	3	3	0	1	0	0	0	0	0	0	0	0
	%	100	42.85	57.14	0.00	0.00	42.85	42.85	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-04	#	33	14	19	3	1	8	11	0	4	2	1	0	0	0	1	1	1
	%	100	42.42	57.57	9.09	3.03	24.24	33.33	0.00	12.12	6.06	3.03	0.00	0.00	0.00	3.03	3.03	3.03
GS/GG/GH/GM/GL-05	#	164	55	109	8	7	30	71	11	21	2	3	2	0	0	1	2	6
	%	100	33.53	66.46	4.87	4.26	18.29	43.29	6.70	12.80	1.21	1.82	1.21	0.00	0.00	0.60	1.21	3.65
GS/GG/GH/GM/GL-06	#	266	91	175	10	11	53	104	19	42	6	3	0	3	1	0	2	12
	%	100	34.21	65.78	3.75	4.13	19.92	39.09	7.14	15.78	2.25	1.12	0.00	1.12	0.37	0.00	0.75	4.51
GS/GG/GH/GM/GL-07	#	718	243	475	22	29	170	252	30	130	6	24	0	3	1	8	14	29
	%	100	33.84	66.15	3.06	4.03	23.67	35.09	4.17	18.10	0.83	3.34	0.00	0.41	0.13	1.11	1.94	4.03

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-08	#	203	45	158	2	8	33	65	9	70	0	9	0	1	1	0	0	5
	%	100	22.16	77.83	0.98	3.94	16.25	32.01	4.43	34.48	0.00	4.43	0.00	0.49	0.49	0.00	0.00	2.46
GS/GG/GH/GM/GL-09	#	579	271	308	22	16	193	182	35	77	12	14	1	2	3	5	5	12
	%	100	46.80	53.19	3.79	2.76	33.33	31.43	6.04	13.29	2.07	2.41	0.17	0.34	0.51	0.86	0.86	2.07
GS/GG/GH/GM/GL-10	#	26	10	16	1	2	9	3	0	10	0	0	0	0	0	0	0	1
	%	100	38.46	61.53	3.84	7.69	34.61	11.53	0.00	38.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.84
GS/GG/GH/GM/GL-11	#	872	589	283	34	17	469	173	41	67	10	10	2	1	7	1	26	14

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	100	67.54	32.45	3.89	1.94	53.78	19.83	4.70	7.68	1.14	1.14	0.22	0.11	0.80	0.11	2.98	1.60
GS/GG/GH/GM/GL 12	#	1437	991	446	54	29	784	275	65	104	40	17	3	0	8	1	37	20
	%	100	68.96	31.03	3.75	2.01	54.55	19.13	4.52	7.23	2.78	1.18	0.20	0.00	0.55	0.06	2.57	1.39
GS/GG/GH/GM/GL 13	#	1225	875	350	29	12	710	234	60	78	38	15	0	0	8	1	30	10
	%	100	71.42	28.57	2.36	0.97	57.95	19.10	4.89	6.36	3.10	1.22	0.00	0.00	0.65	0.08	2.44	0.81
GS/GG/GH/GM/GL 14	#	615	459	156	19	5	385	101	29	39	13	7	0	0	2	1	11	3
	%	100	74.63	25.36	3.08	0.81	62.60	16.42	4.71	6.34	2.11	1.13	0.00	0.00	0.32	0.16	1.78	0.48

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG,GH,GM,GL-15	#	197	150	47	5	4	137	31	4	8	3	1	0	0	0	0	1	3
	%	100	76.14	23.85	2.53	2.03	69.54	15.73	2.03	4.06	1.52	0.50	0.00	0.00	0.00	0.00	0.50	1.52
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	13	9	4	0	0	8	2	1	1	0	1	0	0	0	0	0	0
	%	100	69.23	30.76	0.00	0.00	61.53	15.38	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

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

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	7	3	4	0	0	3	3	0	1	0	0	0	0	0	0	0	0
	%	0.11	0.07	0.15	0.00	0.00	0.10	0.19	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-04	#	33	14	19	3	1	8	11	0	4	2	1	0	0	0	1	1	1
	%	0.51	0.36	0.74	1.43	0.70	0.26	0.72	0.00	0.61	1.51	0.95	0.00	0.00	0.00	5.26	0.77	0.86
GS/GG/GH/GM/GL-05	#	164	55	109	8	7	30	71	11	21	2	3	2	0	0	1	2	6
	%	2.58	1.44	4.27	3.82	4.96	1.00	4.71	3.61	3.22	1.51	2.85	25.00	0.00	0.00	5.26	1.55	5.17
GS/GG/GH/GM/GL-06	#	266	91	175	10	11	53	104	19	42	6	3	0	3	1	0	2	12
	%	4.18	2.39	6.86	4.78	7.80	1.77	6.90	6.25	6.44	4.54	2.85	0.00	30.00	3.22	0.00	1.55	10.34
GS/GG/GH/GM/GL-07	#	718	243	475	22	29	170	252	30	130	6	24	0	3	1	8	14	29
	%	11.29	6.38	18.62	10.52	20.56	5.68	16.72	9.86	19.93	4.54	22.85	0.00	30.00	3.22	42.10	10.85	25.00

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-08	# 203	45	158	2	8	33	65	9	70	0	9	0	1	1	0	0	5
	% 3.19	1.18	6.19	0.95	5.67	1.10	4.31	2.96	10.73	0.00	8.57	0.00	10.00	3.22	0.00	0.00	4.31
GS/GG/GH/GM/GL-09	# 579	271	308	22	16	193	182	35	77	12	14	1	2	3	5	5	12
	% 9.11	7.12	12.07	10.52	11.34	6.45	12.07	11.51	11.80	9.09	13.33	12.50	20.00	9.67	26.31	3.87	10.34
GS/GG/GH/GM/GL-10	# 26	10	16	1	2	9	3	0	10	0	0	0	0	0	0	0	1
	% 0.40	0.26	0.62	0.47	1.41	0.30	0.19	0.00	1.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.86
GS/GG/GH/GM/GL-11	# 872	589	283	34	17	469	173	41	67	10	10	2	1	7	1	26	14

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	13.72	15.47	11.09	16.26	12.05	15.67	11.47	13.48	10.27	7.57	9.52	25.00	10.00	22.58	5.26	20.15	12.06
GS/GG/GH/GM/GL-12 #	1437	991	446	54	29	784	275	65	104	40	17	3	0	8	1	37	20
%	22.61	26.04	17.49	25.83	20.56	26.20	18.24	21.38	15.95	30.30	16.19	37.50	0.00	25.80	5.26	28.68	17.24
GS/GG/GH/GM/GL-13 #	1225	875	350	29	12	710	234	60	78	38	15	0	0	8	1	30	10
%	19.27	22.99	13.72	13.87	8.51	23.72	15.52	19.73	11.96	28.78	14.28	0.00	0.00	25.80	5.26	23.25	8.62
GS/GG/GH/GM/GL-14 #	615	459	156	19	5	385	101	29	39	13	7	0	0	2	1	11	3
%	9.67	12.06	6.11	9.09	3.54	12.86	6.70	9.53	5.98	9.84	6.66	0.00	0.00	6.45	5.26	8.52	2.58

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM GL-15	#	197	150	47	5	4	137	31	4	8	3	1	0	0	0	0	1	3
	%	3.09	3.94	1.84	2.39	2.83	4.57	2.05	1.31	1.22	2.27	0.95	0.00	0.00	0.00	0.00	0.77	2.58
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	13	9	4	0	0	8	2	1	1	0	1	0	0	0	0	0	0
	%	0.20	0.23	0.15	0.00	0.00	0.26	0.13	0.32	0.15	0.00	0.95	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	6355	3805	2550	209	141	2992	1507	304	652	132	105	8	10	31	19	129	116
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 15, 2009

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

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	9	9	0	0	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	88.88	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	9	9	0	1	0	6	0	1	0	0	0	1	0	0	0	0	0
	%	100	100	0.00	11.11	0.00	66.66	0.00	11.11	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00
Grade-03	#	25	23	2	0	0	20	2	3	0	0	0	0	0	0	0	0	0
	%	100	92.00	8.00	0.00	0.00	80.00	8.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	3	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0
	%	100	100	0.00	0.00	0.00	66.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	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. -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05	#	81	74	7	4	0	59	5	8	1	0	0	1	0	0	1	2	0
	%	100	91.35	8.64	4.93	0.00	72.83	6.17	9.87	1.23	0.00	0.00	1.23	0.00	0.00	1.23	2.46	0.00
Grade-06	#	66	64	2	6	0	37	2	19	0	0	0	0	0	0	0	2	0
	%	100	96.96	3.03	9.09	0.00	56.06	3.03	28.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.03	0.00
Grade-07	#	53	53	0	2	0	32	0	17	0	1	0	1	0	0	0	0	0
	%	100	100	0.00	3.77	0.00	60.37	0.00	32.07	0.00	1.88	0.00	1.88	0.00	0.00	0.00	0.00	0.00
Grade-08	#	172	166	6	13	0	122	4	24	2	3	0	1	0	3	0	0	0
	%	100	96.51	3.48	7.55	0.00	70.93	2.32	13.95	1.16	1.74	0.00	0.58	0.00	1.74	0.00	0.00	0.00
Grade-09	#	158	157	1	11	1	105	0	30	0	2	0	3	0	0	0	6	0
	%	100	99.36	0.63	6.96	0.63	66.45	0.00	18.98	0.00	1.26	0.00	1.89	0.00	0.00	0.00	3.79	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. -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	640	631	9	32	0	484	7	74	2	11	0	3	0	6	0	21	0
	%	100	98.59	1.40	5.00	0.00	75.62	1.09	11.56	0.31	1.71	0.00	0.46	0.00	0.93	0.00	3.28	0.00
Grade-11	#	143	141	2	6	0	111	1	19	1	1	0	1	0	1	0	2	0
	%	100	98.60	1.39	4.19	0.00	77.62	0.69	13.28	0.69	0.69	0.00	0.69	0.00	0.69	0.00	1.39	0.00
Grade-12	#	32	32	0	1	0	27	0	0	0	1	0	0	0	2	0	1	0
	%	100	100	0.00	3.12	0.00	84.37	0.00	0.00	0.00	3.12	0.00	0.00	0.00	6.25	0.00	3.12	0.00
Grade-13	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0

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, WN, WS, XP -- Permanent Employees -- FY 2009																	
WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15 #	10	10	0	0	0	7	0	2	0	0	0	0	0	0	0	1	0
%	100	100	0.00	0.00	0.00	70.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00
All Other Wage Grades #	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	9	9	0	0	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	0.63	0.64	0.00	0.00	0.00	0.77	0.00	0.50	0.00	0.00	-	0.00	-	0.00	0.00	0.00	-
Grade-02	#	9	9	0	1	0	6	0	1	0	0	0	1	0	0	0	0	0
	%	0.63	0.64	0.00	1.31	0.00	0.57	0.00	0.50	0.00	0.00	-	9.09	-	0.00	0.00	0.00	-
Grade-03	#	25	23	2	0	0	20	2	3	0	0	0	0	0	0	0	0	0
	%	1.76	1.65	6.89	0.00	0.00	1.93	9.52	1.50	0.00	0.00	-	0.00	-	0.00	0.00	0.00	-
Grade-04	#	3	3	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0
	%	0.21	0.21	0.00	0.00	0.00	0.19	0.00	0.00	0.00	0.00	-	0.00	-	0.00	0.00	2.77	-

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

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05	#	81	74	7	4	0	59	5	8	1	0	0	1	0	0	1	2	0
	%	5.70	5.32	24.13	5.26	0.00	5.69	23.80	4.00	16.66	0.00	-	9.09	-	0.00	100	5.55	-
Grade-06	#	66	64	2	6	0	37	2	19	0	0	0	0	0	0	0	2	0
	%	4.65	4.60	6.89	7.89	0.00	3.57	9.52	9.50	0.00	0.00	-	0.00	-	0.00	0.00	5.55	-
Grade-07	#	53	53	0	2	0	32	0	17	0	1	0	1	0	0	0	0	0
	%	3.73	3.81	0.00	2.63	0.00	3.08	0.00	8.50	0.00	5.26	-	9.09	-	0.00	0.00	0.00	-
Grade-08	#	172	166	6	13	0	122	4	24	2	3	0	1	0	3	0	0	0
	%	12.12	11.94	20.68	17.10	0.00	11.77	19.04	12.00	33.33	15.78	-	9.09	-	25.00	0.00	0.00	-
Grade-09	#	158	157	1	11	1	105	0	30	0	2	0	3	0	0	0	6	0
	%	11.13	11.29	3.44	14.47	100	10.13	0.00	15.00	0.00	10.52	-	27.27	-	0.00	0.00	16.66	-

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, WN, WS, XP -- Permanent Employees -- FY 2009																	
WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10 #	640	631	9	32	0	484	7	74	2	11	0	3	0	6	0	21	0
%	45.10	45.39	31.03	42.10	0.00	46.71	33.33	37.00	33.33	57.89	-	27.27	-	50.00	0.00	58.33	-
Grade-11 #	143	141	2	6	0	111	1	19	1	1	0	1	0	1	0	2	0
%	10.07	10.14	6.89	7.89	0.00	10.71	4.76	9.50	16.66	5.26	-	9.09	-	8.33	0.00	5.55	-
Grade-12 #	32	32	0	1	0	27	0	0	0	1	0	0	0	2	0	1	0
%	2.25	2.30	0.00	1.31	0.00	2.60	0.00	0.00	0.00	5.26	-	0.00	-	16.66	0.00	2.77	-
Grade-13 #	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0
%	0.70	0.71	0.00	0.00	0.00	0.96	0.00	0.00	0.00	0.00	-	0.00	-	0.00	0.00	0.00	-
Grade-14 #	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0

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, WN, WS, XP -- Permanent Employees -- FY 2009																	
WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	0.28	0.28	0.00	0.00	0.00	0.28	0.00	0.50	0.00	0.00	-	0.00	-	0.00	0.00	0.00	-
Grade-15 #	10	10	0	0	0	7	0	2	0	0	0	0	0	0	0	1	0
%	0.70	0.71	0.00	0.00	0.00	0.67	0.00	1.00	0.00	0.00	-	0.00	-	0.00	0.00	2.77	-
All Other Wage Grades #	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
%	0.28	0.28	0.00	0.00	0.00	0.28	0.00	0.50	0.00	0.00	-	0.00	-	0.00	0.00	0.00	-
TOTAL #	1419	1390	29	76	1	1036	21	200	6	19	0	11	0	12	1	36	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Mission Critical Jobs																		
0801 - GENERAL ENGINEERING	#	127	116	11	5	0	94	7	2	1	13	3	0	0	1	0	1	0
	%	100	91.33	*8.66*	3.93	*0.00*	74.01	*5.51*	*1.57*	*0.78*	10.23	2.36	*0.00*	0.00	0.78	0.00	*0.78*	*0.00*
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0802 - ENGINEERING TECHNICIAN	#	58	54	4	2	0	45	4	1	0	1	0	0	0	2	0	3	0
	%	100	93.10	**6.89**	**3.44**	**0.00**	77.58	**6.89**	**1.72**	**0.00**	**1.72**	**0.00**	**0.00**	0.00	3.44	**0.00**	5.17	**0.00**
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0803 - SAFETY ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0804 - FIRE PROTECTION ENGINEERING	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0806 - MATERIALS ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	100	100	***0.00***	***0.00***	***0.00***	100	***0.00***	***0.00***	***0.00***	***0.00***	***0.00***	***0.00***	0.00	***0.00***	***0.00***	***0.00***	***0.00***
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0807 - LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4
0808 - ARCHITECTURE	#	29	23	6	2	0	17	5	1	0	2	1	0	0	0	0	1	0
	%	100	***79.31***	20.68	6.89	***0.00***	***58.62***	17.24	3.44	***0.00***	6.89	3.44	0.00	0.00	***0.00***	0.00	3.44	***0.00***
Occupational CLF	%	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0809 - CONSTRUCTION CONTROL	#	23	23	0	2	0	19	0	1	0	0	0	0	0	0	0	1	0
	%	100	100	0.00	8.69	0.00	82.60	0.00	4.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.34	0.00
Occupational CLF	%	100	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.5	0.1	0.1	0.0	0.7	0.1	1.2	0.1
0810 - CIVIL ENGINEERING	#	48	44	4	4	0	32	3	2	0	5	1	0	0	1	0	0	0
	%	100	91.66	8.33	8.33	0.00	66.66	6.25	4.16	0.00	10.41	2.08	0.00	0.00	2.08	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. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.7	0.1	0.1	0.0	1.1	0.1	1.0	0.2
0818 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	80.0	19.9	5.9	1.4	65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.0	0.5	0.1	1.0	0.3
0819 - ENVIRONMENTAL ENGINEERING	#	17	15	2	0	0	11	2	1	0	3	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	100	88.23	11.76	0.00	0.00	64.70	11.76	5.88	0.00	17.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	77.8	22.0	2.2	0.9	65.4	17.8	3.0	1.2	5.8	1.9	0.1	0.0	0.2	0.1	1.1	0.1
0828 - CONSTRUCTION ANALYST	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0830 - MECHANICAL ENGINEERING	#	56	51	5	2	1	38	3	0	1	9	0	0	0	0	0	2	0
	%	100	91.07	8.92	3.57	1.78	67.85	5.35	0.00	1.78	16.07	0.00	0.00	0.00	0.00	0.00	3.57	0.00

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	100	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8	0.6	0.1	0.0	0.2	0.0	1.1	0.1
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7	0.6	0.0	0.0	0.0	0.0	0.9	0.0
0850 - ELECTRICAL ENGINEERING	#	36	33	3	2	0	19	1	2	1	9	1	0	0	0	0	1	0
	%	100	91.66	8.33	5.55	0.00	52.77	2.77	5.55	2.77	25.00	2.77	0.00	0.00	0.00	0.00	2.77	0.00
Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0854 - COMPUTER ENGINEERING	#	7	6	1	0	0	4	1	1	0	0	0	0	0	0	0	1	0
	%	100	85.71	*14.28*	*0.00*	*0.00*	*57.14*	14.28	14.28	*0.00*	*0.00*	*0.00*	0.00	0.00	*0.00*	0.00	14.28	*0.00*
Occupational CLF	%	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS ENGINEERING	#	63	61	2	2	0	48	1	5	1	3	0	0	0	0	0	3	0
	%	100	96.82	3.17	3.17	0.00	76.19	1.58	7.93	1.58	4.76	0.00	0.00	0.00	0.00	0.00	4.76	0.00
Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0856 - ELECTRONICS TECHNICIAN	#	42	41	1	2	0	32	0	5	0	1	0	0	1	0	0	1	0
	%	100	97.61	*2.38*	*4.76*	*0.00*	76.19	*0.00*	11.90	*0.00*	*2.38*	*0.00*	*0.00*	2.38	*0.00*	*0.00*	2.38	*0.00*
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0861 - AEROSPACE ENGINEERING	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	*0.00*	*0.00*	*0.00*	100	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	0.00	*0.00*	0.00	*0.00*	*0.00*
Occupational CLF	%	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	8.3	1.2	0.1	0.0	0.2	0.0	1.4	0.1
0871 - NAVAL ARCHITECTURE	#	39	36	3	1	0	29	3	0	0	5	0	0	0	1	0	0	0
	%	100	**92.30**	7.69	2.56	**0.00**	**74.35**	7.69	**0.00**	**0.00**	12.82	**0.00**	0.00	0.00	2.56	0.00	**0.00**	0.00
Occupational CLF	%	100	94.8	5.1	2.0	0.2	83.1	4.1	3.7	0.5	4.7	0.3	0.0	0.0	0.3	0.0	1.0	0.0
0873 - SHIP SURVEYING	#	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. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.7	16.2	7.3	1.7	65.3	11.0	7.7	2.7	1.6	0.3	0.1	0.0	0.5	0.2	1.2	0.3
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0881 - PETROLEUM ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0893 - CHEMICAL ENGINEERING	#	5	3	2	0	0	3	0	0	0	0	2	0	0	0	0	0	0
	%	100	60.00	40.00	0.00	0.00	60.00	0.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	1.2	0.0
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0896 - INDUSTRIAL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	*0.00*	*0.00*	*0.00*	100	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	0.00	0.00	*0.00*	*0.00*	*0.00*	*0.00*
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	4	0	4	0	1	0	2	0	0	0	0	0	0	0	0	0	1
	%	100	**0.00**	100	**0.00**	25.00	**0.00**	50.00	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	0.00	**0.00**	0.00	**0.00**	25.00

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
1102 - CONTR SPECLST	#	324	110	214	3	12	87	135	11	47	8	10	0	1	0	1	1	8
	%	100	***33.95***	66.04	***0.92***	3.70	***26.85***	***41.66***	3.39	14.50	2.46	3.08	0.00	0.30	***0.00***	0.30	***0.30***	2.46
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
2210 - SUPVY ITSPEC	#	457	306	151	13	4	241	106	29	20	8	10	0	0	1	2	14	9
	%	100	66.95	33.04	**2.84**	**0.87**	52.73	**23.19**	6.34	4.37	**1.75**	**2.18**	**0.00**	0.00	0.21	0.43	3.06	1.96
Occupational CLF	%	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	0.4

TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009																	
Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL #	1343	930	413	40	18	727	273	61	71	67	28	0	2	6	3	29	18

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex																		
Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	929	633	296	10	5	456	192	46	41	8	4	0	2	3	0	110	52
	%	100%	68.14%	31.86%	1.08%	0.54%	49.09%	20.67%	4.95%	4.41%	0.86%	0.43%	0.00%	0.22%	0.32%	0.00%	11.84%	5.60%
Temporary	#	450	254	196	8	4	191	134	26	28	6	4	0	1	1	1	22	24
	%	100%	56.44%	43.56%	1.78%	0.89%	42.44%	29.78%	5.78%	6.22%	1.33%	0.89%	0.00%	0.22%	0.22%	0.22%	4.89%	5.33%
NON-Appropriated	#	613	172	441	28	44	117	323	17	39	8	28	0	3	2	3	0	1
	%	100%	28.06%	71.94%	4.57%	7.18%	19.09%	52.69%	2.77%	6.36%	1.31%	4.57%	0.00%	0.49%	0.33%	0.49%	0.00%	0.16%
TOTAL	#	1992	1059	933	46	53	764	649	89	108	22	36	0	6	6	4	132	77
	%	100%	53.16%	46.84%	2.31%	2.66%	38.35%	32.58%	4.47%	5.42%	1.10%	1.81%	0.00%	0.30%	0.30%	0.75%	6.63%	3.87%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

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

This table is for U.S. Coast Guard. -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009

	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Eligible for Career Ladder Promotions #	95	37	58	1	8	27	24	6	23	1	2	0	0	1	1	1	0
%	100	38.94	61.05	1.05	8.42	28.42	25.26	6.31	24.21	1.05	2.10	0.00	0.00	1.05	1.05	1.05	0.00
Time in grade in excess of minimum																	
1-12 months #	42	16	26	1	4	10	13	3	9	0	0	0	0	1	0	1	0
%	100	38.09	61.90	2.38	9.52	23.80	30.95	7.14	21.42	0.00	0.00	0.00	0.00	2.38	0.00	2.38	0.00
13-24 months #	9	3	6	0	0	2	4	0	2	1	0	0	0	0	0	0	0
%	100	33.33	66.66	0.00	0.00	22.22	44.44	0.00	22.22	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25+ months #	44	18	26	0	4	15	7	3	12	0	2	0	0	0	1	0	0

TABLE A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009																	
	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	100	40.90	59.09	0.00	9.09	34.09	15.90	6.81	27.27	0.00	4.54	0.00	0.00	0.00	2.27	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, QUALITY INC -- Permanent Employees -- FY 2009

Recognition or Award Program, # Awards Given, Total cash		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	599	329	270	8	7	249	190	61	71	8	1	0	0	3	1	0	0
	%	100	54.92	45.07	1.33	1.16	41.56	31.71	10.18	11.85	1.33	0.16	0.00	0.00	0.50	0.16	0.00	0.00
Total Hours	Hr	4364.0	2299.0	2065.0	66.0	54.0	1774.0	1414.0	365.0	581.0	70.0	8.0	0.0	0.0	24.0	8.0	0.0	0.0
Average Hours	Hr	7.3	7.0	7.6	8.3	7.7	7.1	7.4	6.0	8.2	8.8	8.0	-	-	8.0	8.0	-	-
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	412	258	154	8	5	223	107	20	35	7	6	0	0	0	1	0	0
	%	100	62.62	37.37	1.94	1.21	54.12	25.97	4.85	8.49	1.69	1.45	0.00	0.00	0.00	0.24	0.00	0.00

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

This table is for U.S. Coast Guard. -- PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, QUALITY INC -- Permanent Employees -- FY 2009

Recognition or Award Program, # Awards Given, Total cash		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Hours	Hr	9556.0	5813.0	3743.0	201.0	100.0	4948.0	2460.0	523.0	994.0	141.0	170.0	0.0	0.0	0.0	19.0	0.0	0.0
Average Hours	Hr	23.2	22.5	24.3	25.1	20.0	22.2	23.0	26.2	28.4	20.1	28.3	-	-	-	19.0	-	-
Cash Awards - $100-$500																		
Total Cash Awards Given	#	2314	1565	749	39	27	1345	512	143	180	31	25	0	2	6	3	1	0
	%	100	67.63	32.36	1.68	1.16	58.12	22.12	6.17	7.77	1.33	1.08	0.00	0.08	0.25	0.12	0.04	0.00
Total Amount	$	656,262	439,484	216,778	11,808	8,000	378,986	147,460	37,810	52,993	8,550	6,825	0	500	2,080	1,000	250	0
Average Amount	$	284	281	289	303	296	282	288	264	294	276	273	-	250	347	333	250	-
Cash Awards - $501+																		

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

This table is for U.S. Coast Guard. -- PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, QUALITY INC -- Permanent Employees -- FY 2009

Recognition or Award Program, # Awards Given, Total cash		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Cash Awards Given	#	5846	3929	1917	151	80	3300	1281	337	457	105	85	4	4	16	8	16	2
	%	100	67.20	32.79	2.58	1.36	56.44	21.91	5.76	7.81	1.79	1.45	0.06	0.06	0.27	0.13	0.27	0.03
Total Amount	$	8,599,218	5,827,614	2,771,604	205,046	112,204	4,940,928	1,819,205	476,347	685,360	160,925	136,538	5,361	5,174	20,787	10,827	18,220	2,296
Average Amount	$	1,471	1,483	1,446	1,358	1,403	1,497	1,420	1,413	1,500	1,533	1,606	1,340	1,294	1,299	1,353	1,139	1,148
Quality Step Increases:																		
Total QSIs Awarded	#	360	217	143	7	1	192	109	12	23	5	9	0	0	0	1	1	0
	%	100	60.27	39.72	1.94	0.27	53.33	30.27	3.33	6.38	1.38	2.50	0.00	0.00	0.00	0.27	0.27	0.00
Total Benefit	$	871,505	556,820	314,685	17,160	2,436	495,297	238,262	28,384	53,035	13,625	19,681	0	0	0	1,271	2,354	0
Average Benefit	$	2,421	2,566	2,201	2,451	2,436	2,580	2,186	2,365	2,306	2,725	2,187	-	-	-	1,271	2,354	-

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Type of Separation		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary	#	413	233	180	10	15	192	105	25	53	2	6	0	0	3	0	1	1
	%	100	56.41	43.58	2.42	3.63	46.48	25.42	6.05	12.83	0.48	1.45	0.00	0.00	0.72	0.00	0.24	0.24
Involuntary	#	22	16	6	2	0	10	4	4	2	0	0	0	0	0	0	0	0
	%	100	72.72	27.27	9.09	0.00	45.45	18.18	18.18	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Reductions-in-Force	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	439	253	186	12	15	206	109	29	55	2	6	0	0	3	0	1	1
	%	100	57.63	42.36	2.73	3.41	46.92	24.82	6.60	12.52	0.45	1.36	0.00	0.00	0.68	0.00	0.22	0.22

TABLE A14: SEPARATIONS by Type of Separation - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009																	
Type of Separation	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Work Force #	7806	5217	2589	285	143	4050	1537	504	658	151	105	19	10	43	20	165	116
%	100	66.83	33.16	3.65	1.83	51.88	19.68	6.45	8.42	1.93	1.34	0.24	0.12	0.55	0.25	2.11	1.48

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

TABLE B1: TOTAL WORKFORCE - Distribution by Disability															
This table is for U.S. Coast Guard. -- FY 2008 & FY 2009															
Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
TOTAL															
FY 2008	#	9222	7097	101	637	53	16	5	3	3	6	6	0	14	0
	%	100	76.95	1.09	6.90	0.57	0.17	0.05	0.03	0.03	0.06	0.06	0.00	0.15	0.00
FY 2009 *	#	8269	7522	114	633	52	13	5	3	5	6	6	0	14	0
	%	100	90.96	1.37	7.65	*0.62*	0.15	0.06	0.03	0.06	0.07	0.07	0.00	0.16	0.00
Difference	#	**-953**	425	13	**-4**	**-1**	**-3**	0	0	2	0	0	0	0	0
Ratio Change	%	0.00	14.01	0.28	0.75	0.05	-0.02	0.01	0.00	0.03	0.01	0.01	0.00	0.01	0.00
Net Change	%	-10.33	5.98	12.87	-0.62	-1.88	-18.75	0.00	0.00	66.66	0.00	0.00	-	0.00	-
Federal High*	%	-	-	-	-	2.65	-	-	-	-	-	-	-	-	-
PERMANENT															

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for U.S. Coast Guard. -- FY 2008 & FY 2009

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
FY 2008	#	7419	6721	94	604	47	14	5	3	3	5	6	0	11	0
	%	100	90.59	1.26	8.14	0.63	0.18	0.06	0.04	0.04	0.06	0.08	0.00	0.14	0.00
FY 2009	#	7806	7099	105	602	48	13	5	3	4	5	6	0	12	0
	%	100	90.94	1.34	7.71	***0.61***	0.16	0.06	0.03	0.05	0.06	0.07	0.00	0.15	0.00
Difference	#	387	378	11	-2	1	-1	0	0	1	0	0	0	1	0
Ratio Change	%	0.00	0.35	0.08	-0.43	-0.02	-0.02	0.00	-0.01	0.01	0.00	-0.01	0.00	0.01	0.00
Net Change	%	5.21	5.62	11.70	-0.33	2.12	-7.14	0.00	0.00	33.33	0.00	0.00	-	9.09	-
TEMPORARY															
FY 2008	#	416	376	7	33	6	2	0	0	0	1	0	0	3	0
	%	100	90.38	1.68	7.93	1.44	0.48	0.00	0.00	0.00	0.24	0.00	0.00	0.72	0.00
FY 2009	#	463	423	9	31	4	0	0	0	1	1	0	0	2	0

TABLE B1: TOTAL WORKFORCE - Distribution by Disability

This table is for U.S. Coast Guard. -- FY 2008 & FY 2009

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-76] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	91.36	1.94	6.69	**0.86**	0.00	0.00	0.00	0.21	0.21	0.00	0.00	0.43	0.00
Difference	#	47	47	2	-2	**-2**	**-2**	0	0	1	0	0	0	**-1**	0
Ratio Change	%	0.00	0.98	0.26	-1.24	-0.58	-0.48	0.00	0.00	0.21	-0.03	0.00	0.00	-0.29	0.00
Net Change	%	11.29	12.50	28.57	-6.06	-33.33	-100.00	-	-	-	0.00	-	-	-33.33	-
NON-APPROPRIATED															
FY 2008	#	1387	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 2009	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	***0.00***	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	**-1387**	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B1: TOTAL WORKFORCE - Distribution by Disability														
This table is for U.S. Coast Guard. -- FY 2008 & FY 2009														
Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Net Change %	-100.00	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Report generated on Oct 15, 2009

TABLE B2: Total Workforce By Component - Distribution by Disability

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

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
TOTAL FY 2009	#	171295	162074	2288	6933	642	64	96	30	76	41	111	28	186	10
	%	100	94.61	1.33	4.04	**0.37**	0.03	0.05	0.01	0.04	0.02	0.06	0.01	0.10	0.00
Federal High*	%	-	-	-	-	2.65	-	-	-	-	-	-	-	-	-
DHS Headquarters	#	4159	3778	107	274	21	1	7	1	2	2	2	1	5	0
	%	100	90.83	2.57	6.58	**0.50**	0.02	0.16	0.02	0.04	0.04	0.04	0.02	0.12	0.00
Federal Emergency Management Agency	#	4153	3751	118	284	25	1	8	2	5	2	1	0	5	1
	%	100	90.32	2.84	6.83	**0.60**	0.02	0.19	0.04	0.12	0.04	0.02	0.00	0.12	0.02

TABLE B2: Total Workforce By Component - Distribution by Disability

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

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Federal Law Enforcement Training Center	#	1021	910	19	92	6	3	0	0	0	1	0	0	2	0
	%	100	89.12	1.86	9.01	0.58	0.29	0.00	0.00	0.00	0.09	0.00	0.00	0.19	0.00
Transportation Security Administration	#	60778	57095	766	2917	203	3	44	9	18	2	53	0	73	1
	%	100	93.94	1.26	4.79	0.33	0.00	0.07	0.01	0.02	0.00	0.08	0.00	0.12	0.00
U.S. Citizenship and Immigration Services	#	10288	9460	155	673	98	17	19	2	10	8	12	3	23	4
	%	100	91.95	1.50	6.54	0.95	0.16	0.18	0.01	0.09	0.07	0.11	0.02	0.22	0.03
U.S. Coast Guard	#	7806	7099	105	602	48	13	5	3	4	5	6	0	12	0

TABLE B2: Total Workforce By Component - Distribution by Disability															
This table is for All Agencies -- Permanent Employees -- FY 2009															
Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
%	100	90.94	1.34	7.71	**0.61**	0.16	0.06	0.03	0.05	0.06	0.07	0.00	0.15	0.00	
U.S. Customs and Border Protection #	57777	55507	802	1468	170	20	8	6	24	14	25	22	49	2	
%	100	96.07	1.38	2.54	**0.29**	0.03	0.01	0.01	0.04	0.02	0.04	0.03	0.08	0.00	
U.S. Immigration and Customs Enforcement #	19837	19078	202	557	56	2	5	6	10	6	10	1	15	1	
%	100	96.17	1.01	2.80	**0.28**	0.01	0.02	0.03	0.05	0.03	0.05	0.00	0.07	0.00	
U.S. Secret Service #	5476	5396	14	66	15	4	0	1	3	1	2	1	2	1	
%	100	98.53	0.25	1.20	**0.27**	0.07	0.00	0.01	0.05	0.01	0.03	0.01	0.03	0.01	

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	196	179	2	15	0	0	0	0	0	0	0	0	0	0
	%	100	91.32	1.02	7.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13-14)	#	622	576	9	37	3	0	0	1	0	1	1	0	0	0
	%	100	92.60	1.44	5.94	0.48	0.00	0.00	0.16	0.00	0.16	0.16	0.00	0.00	0.00
- First Level (Grades 12 and Below)	#	327	296	2	29	2	0	0	0	0	1	1	0	0	0
	%	100	90.51	0.61	8.86	0.61	0.00	0.00	0.00	0.00	0.30	0.30	0.00	0.00	0.00

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
- Other	#	2217	2008	39	170	12	3	0	2	1	1	1	0	4	0
	%	100	90.57	1.75	7.66	0.54	0.13	0.00	0.09	0.04	0.04	0.04	0.00	0.18	0.00
Officials and Managers Total	#	3362	3059	52	251	17	3	0	3	1	3	3	0	4	0
	%	100	90.98	1.54	7.46	0.50	0.08	0.00	0.08	0.02	0.08	0.08	0.00	0.11	0.00
2. Professionals	#	1565	1434	18	113	11	2	1	0	2	1	1	0	4	0
	%	100	91.62	1.15	7.22	0.70	0.12	0.06	0.00	0.12	0.06	0.06	0.00	0.25	0.00
3. Technicians	#	188	157	5	26	2	1	0	0	1	0	0	0	0	0
	%	100	83.51	2.65	13.82	1.06	0.53	0.00	0.00	0.53	0.00	0.00	0.00	0.00	0.00
4. Sales Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B3-1: Occupational Categories - Distribution by Disability

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	1249	1115	13	121	12	5	3	0	0	0	2	0	2	0
	%	100	89.27	1.04	9.68	0.96	0.40	0.24	0.00	0.00	0.00	0.16	0.00	0.16	0.00
6. Craft Workers	#	1028	937	11	80	4	2	1	0	0	0	0	0	1	0
	%	100	91.14	1.07	7.78	0.38	0.19	0.09	0.00	0.00	0.00	0.00	0.00	0.09	0.00
7. Operatives	#	208	200	2	6	1	0	0	0	0	0	0	0	1	0
	%	100	96.15	0.96	2.88	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48	0.00
8. Laborers and Helpers	#	30	27	2	1	0	0	0	0	0	0	0	0	0	0
	%	100	90.00	6.66	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	196	179	2	15	0	0	0	0	0	0	0	0	0	0
	%	2.51	2.52	1.90	2.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
- Mid-Level (Grades 13-14)	#	622	576	9	37	3	0	0	1	0	1	1	0	0	0
	%	7.96	8.11	8.57	6.14	6.25	0.00	0.00	33.33	0.00	20.00	16.66	-	0.00	-
- First-Level (Grades 12 and Below)	#	327	296	2	29	2	0	0	0	0	1	1	0	0	0
	%	4.18	4.16	1.90	4.81	4.16	0.00	0.00	0.00	0.00	20.00	16.66	-	0.00	-

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
- Other	#	2217	2008	39	170	12	3	0	2	1	1	1	0	4	0
	%	28.40	28.28	37.14	28.23	25.00	23.07	0.00	66.66	25.00	20.00	16.66	-	33.33	-
Officials and Managers Total	#	3362	3059	52	251	17	3	0	3	1	3	3	0	4	0
	%	43.05	43.07	49.51	41.67	35.41	23.07	0.00	99.99	25.00	60.00	49.98	-	33.33	-
2. Professionals	#	1565	1434	18	113	11	2	1	0	2	1	1	0	4	0
	%	20.04	20.20	17.14	18.77	22.91	15.38	20.00	0.00	50.00	20.00	16.66	-	33.33	-
3. Technicians	#	188	157	5	26	2	1	0	0	1	0	0	0	0	0
	%	2.40	2.21	4.76	4.31	4.16	7.69	0.00	0.00	25.00	0.00	0.00	-	0.00	-
4. Sales Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0

TABLE B3-2: Occupational Categories - Distribution by Disability

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Occupational Categories		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
5. Administrative Support Workers	#	1249	1115	13	121	12	5	3	0	0	0	2	0	2	0
	%	16.00	15.70	12.38	20.09	25.00	38.46	60.00	0.00	0.00	0.00	33.33	-	16.66	-
6. Craft Workers	#	1028	937	11	80	4	2	1	0	0	0	0	0	1	0
	%	13.16	13.19	10.47	13.28	8.33	15.38	20.00	0.00	0.00	0.00	0.00	-	8.33	-
7. Operatives	#	208	200	2	6	1	0	0	0	0	0	0	0	1	0
	%	2.66	2.81	1.90	0.99	2.08	0.00	0.00	0.00	0.00	0.00	0.00	-	8.33	-
8. Laborers and Helpers	#	30	27	2	1	0	0	0	0	0	0	0	0	0	0
	%	0.38	0.38	1.90	0.16	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. -- Permanent Employees -- FY 2009														
Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
9. Service Workers #	175	169	2	4	1	0	0	0	0	1	0	0	0	0
%	2.24	2.38	1.90	0.66	2.08	0.00	0.00	0.00	0.00	20.00	0.00	-	0.00	-

NOTE: Percentages compute down columns and NOT across rows.
Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-03	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-04	#	33	29	1	3	2	0	1	0	0	0	0	0	1	0
	%	100	87.87	3.03	9.09	6.06	0.00	3.03	0.00	0.00	0.00	0.00	0.00	3.03	0.00
GS/GG/GH/GM/GL-05	#	164	141	5	18	2	1	0	0	0	0	1	0	0	0
	%	100	85.97	3.04	10.97	1.21	0.60	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00
GS/GG/GH/GM/GL-06	#	266	238	3	25	2	0	0	0	0	0	1	0	1	0
	%	100	89.47	1.12	9.39	0.75	0.00	0.00	0.00	0.00	0.00	0.37	0.00	0.37	0.00
GS/GG/GH/GM/GL-07	#	718	638	6	74	6	4	2	0	0	0	0	0	0	0
	%	100	88.85	0.83	10.30	0.83	0.55	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-08	#	203	191	2	10	0	0	0	0	0	0	0	0	0	0
	%	100	94.08	0.98	4.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-09	#	579	516	7	56	6	2	0	0	1	3	0	0	0	0
	%	100	89.11	1.20	9.67	1.03	0.34	0.00	0.00	0.17	0.51	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-10	#	26	25	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	96.15	3.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11	#	872	773	10	89	12	4	0	1	0	1	1	0	5	0

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	88.64	1.14	10.20	1.37	0.45	0.00	0.11	0.00	0.11	0.11	0.00	0.57	0.00
GS/GG/GH/GM/GL-12	#	1437	1327	18	92	4	0	1	0	1	0	1	0	1	0
	%	100	92.34	1.25	6.40	0.27	0.00	0.06	0.00	0.06	0.00	0.06	0.00	0.06	0.00
GS/GG/GH/GM/GL-13	#	1225	1123	22	80	4	0	0	1	1	0	0	0	2	0
	%	100	91.67	1.79	6.53	0.32	0.00	0.00	0.08	0.08	0.00	0.00	0.00	0.16	0.00
GS/GG/GH/GM/GL-14	#	615	566	11	38	4	0	0	1	1	1	1	0	0	0
	%	100	92.03	1.78	6.17	0.65	0.00	0.00	0.16	0.16	0.16	0.16	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-15	#	197	179	2	16	0	0	0	0	0	0	0	0	0	0
	%	100	90.86	1.01	8.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	92.30	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability														
This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009 ** Data excludes the "EX" pay plan														
GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
SQ #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM/GL-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM/GL-03	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.11	0.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-04	#	33	29	1	3	2	0	1	0	0	0	0	0	1	0
	%	0.51	0.50	1.13	0.59	4.76	0.00	25.00	0.00	0.00	0.00	0.00	-	10.00	-
GS/GG/GH/GM/GL-05	#	164	141	5	18	2	1	0	0	0	0	1	0	0	0
	%	2.58	2.44	5.68	3.58	4.76	9.09	0.00	0.00	0.00	0.00	20.00	-	0.00	-
GS/GG/GH/GM/GL-06	#	266	238	3	25	2	0	0	0	0	0	1	0	1	0
	%	4.18	4.12	3.40	4.98	4.76	0.00	0.00	0.00	0.00	0.00	20.00	-	10.00	-
GS/GG/GH/GM/GL-07	#	718	638	6	74	6	4	2	0	0	0	0	0	0	0
	%	11.29	11.06	6.81	14.74	14.28	36.36	50.00	0.00	0.00	0.00	0.00	-	0.00	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-08	#	203	191	2	10	0	0	0	0	0	0	0	0	0	0
	%	3.19	3.31	2.27	1.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM/GL-09	#	579	516	7	56	6	2	0	0	1	3	0	0	0	0
	%	9.11	8.95	7.95	11.15	14.28	18.18	0.00	0.00	25.00	60.00	0.00	-	0.00	-
GS/GG/GH/GM/GL-10	#	26	25	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.40	0.43	1.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
GS/GG/GH/GM/GL-11	#	872	773	10	89	12	4	0	1	0	1	1	0	5	0

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	13.72	13.40	11.36	17.72	28.57	36.36	0.00	33.33	0.00	20.00	20.00	-	50.00	-
GS/GG/GH/GM/GL-12	#	1437	1327	18	92	4	0	1	0	1	0	1	0	1	0
	%	22.61	23.01	20.45	18.32	9.52	0.00	25.00	0.00	25.00	0.00	20.00	-	10.00	-
GS/GG/GH/GM/GL-13	#	1225	1123	22	80	4	0	0	1	1	0	0	0	2	0
	%	19.27	19.47	25.00	15.93	9.52	0.00	0.00	33.33	25.00	0.00	0.00	-	20.00	-
GS/GG/GH/GM/GL-14	#	615	566	11	38	4	0	0	1	1	1	1	0	0	0
	%	9.67	9.81	12.50	7.56	9.52	0.00	0.00	33.33	25.00	20.00	20.00	-	0.00	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-15	#	197	179	2	16	0	0	0	0	0	0	0	0	0	0
	%	3.09	3.10	2.27	3.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.20	0.20	0.00	0.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	-

TABLE B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES - Distribution by Disability														
This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Permanent Employees -- FY 2009 ** Data excludes the "EX" pay plan														
GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
SQ #	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 #	6355	5765	88	502	42	11	4	3	4	5	5	0	10	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 15, 2009

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

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-01	#	9	9	0	0	0	0	0	0	0	0	0	0	0	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
Grade-02	#	9	8	1	0	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	0.00
Grade-03	#	25	25	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
Grade-04	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	66.66	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	81	77	1	3	0	0	0	0	0	0	0	0	0	0

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability														
This table is for U.S. Coast Guard. -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	95.06	1.23	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06 #	66	60	2	4	0	0	0	0	0	0	0	0	0	0
%	100	90.90	3.03	6.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07 #	53	48	0	5	0	0	0	0	0	0	0	0	0	0
%	100	90.56	0.00	9.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08 #	172	158	1	13	0	0	0	0	0	0	0	0	0	0
%	100	91.86	0.58	7.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09 #	158	144	1	13	1	1	0	0	0	0	0	0	0	0
%	100	91.13	0.63	8.22	0.63	0.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10 #	640	588	5	47	3	1	1	0	0	0	0	0	1	0

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

This table is for U.S. Coast Guard. -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	91.87	0.78	7.34	0.46	0.15	0.15	0.00	0.00	0.00	0.00	0.00	0.15	0.00
Grade-11	#	143	132	3	8	1	0	0	0	0	0	0	0	1	0
	%	100	92.30	2.09	5.59	0.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.69	0.00
Grade-12	#	32	28	1	3	1	0	0	0	0	0	1	0	0	0
	%	100	87.50	3.12	9.37	3.12	0.00	0.00	0.00	0.00	0.00	3.12	0.00	0.00	0.00
Grade-13	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	90.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0

TABLE B5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Disability														
This table is for U.S. Coast Guard. -- WD, WG, WL, WN, WS, XP -- Permanent Employees -- FY 2009														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades #	4	3	0	1	0	0	0	0	0	0	0	0	0	0
%	100	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-01	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.63	0.69	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-02	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.63	0.61	6.25	0.00	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-03	#	25	25	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.76	1.91	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-04	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.15	0.00	1.01	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-05	#	81	77	1	3	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, WN, WS, XP -- Permanent Employees -- FY 2009															
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
%	5.70	5.90	6.25	3.03	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-	
Grade-06 #	66	60	2	4	0	0	0	0	0	0	0	0	0	0	
%	4.65	4.60	12.50	4.04	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-	
Grade-07 #	53	48	0	5	0	0	0	0	0	0	0	0	0	0	
%	3.73	3.68	0.00	5.05	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-	
Grade-08 #	172	158	1	13	0	0	0	0	0	0	0	0	0	0	
%	12.12	12.11	6.25	13.13	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-	
Grade-09 #	158	144	1	13	1	1	0	0	0	0	0	0	0	0	
%	11.13	11.04	6.25	13.13	16.66	50.00	0.00	-	-	-	0.00	-	0.00	-	
Grade-10 #	640	588	5	47	3	1	1	0	0	0	0	0	1	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, WN, WS, XP -- Permanent Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	45.10	45.09	31.25	47.47	50.00	50.00	100	-	-	-	0.00	-	50.00	-
Grade-11	#	143	132	3	8	1	0	0	0	0	0	0	0	1	0
	%	10.07	10.12	18.75	8.08	16.66	0.00	0.00	-	-	-	0.00	-	50.00	-
Grade-12	#	32	28	1	3	1	0	0	0	0	0	1	0	0	0
	%	2.25	2.14	6.25	3.03	16.66	0.00	0.00	-	-	-	100	-	0.00	-
Grade-13	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.70	0.69	6.25	0.00	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-14	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.28	0.30	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
Grade-15	#	10	9	0	1	0	0	0	0	0	0	0	0	0	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, WN, WS, XP -- Permanent Employees -- FY 2009														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	0.70	0.69	0.00	1.01	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
All Other Wage Grades #	4	3	0	1	0	0	0	0	0	0	0	0	0	0
%	0.28	0.23	0.00	1.01	0.00	0.00	0.00	-	-	-	0.00	-	0.00	-
TOTAL #	1419	1304	16	99	6	2	1	0	0	0	1	0	2	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Mission Critical Jobs															
0801 - GENERAL ENGINEERING	#	127	120	3	4	1	0	0	1	0	0	0	0	0	0
	%	100	94.48	2.36	3.14	0.78	0.00	0.00	0.78	0.00	0.00	0.00	0.00	0.00	0.00
0802 - ENGINEERING TECHNICIAN	#	58	50	1	7	1	1	0	0	0	0	0	0	0	0
	%	100	86.20	1.72	12.06	1.72	1.72	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	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0804 - FIRE PROTECTION ENGINEERING	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0806 - MATERIALS ENGINEERING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0807 - LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - ARCHITECTURE	#	29	29	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0809 - CONSTRUCTION CONTROL	#	23	22	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	95.65	4.34	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	#	48	46	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	95.83	0.00	4.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0818 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0819 - ENVIRONMENTAL ENGINEERING	#	17	16	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	94.11	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0828 - CONSTRUCTION ANALYST	#	1	1	0	0	0	0	0	0	0	0	0	0	0	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
0830 MECHANICAL ENGINEERING	#	56	54	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	96.42	1.78	1.78	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. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive 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	#	36	36	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0854 - COMPUTER ENGINEERING	#	7	7	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	#	63	58	0	5	0	0	0	0	0	0	0	0	0	0
	%	100	92.06	0.00	7.93	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. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0856 - ELECTRONICS TECHNICIAN	#	42	30	3	9	0	0	0	0	0	0	0	0	0	0
	%	100	71.42	7.14	21.42	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	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0871 - NAVAL ARCHITECTURE	#	39	39	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. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0873 - SHIP SURVEYING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0881 - PETROLEUM ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0893 - CHEMICAL ENGINEERING	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive 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
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE #	4	4	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability															
This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009															
Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
1102 - CONTR SPECLST #	324	301	4	19	3	0	0	1	1	0	1	0	0	0	
%	100	92.90	1.23	5.86	0.92	0.00	0.00	0.30	0.30	0.00	0.30	0.00	0.00	0.00	
2210 - SUPVY ITSPEC #	457	414	4	39	5	0	0	0	1	1	1	0	2	0	
%	100	90.59	0.87	8.53	1.09	0.00	0.00	0.00	0.21	0.21	0.21	0.00	0.43	0.00	
TOTAL #	1343	1239	18	86	10	1	0	2	2	1	2	0	2	0	

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- Permanent, Temporary Employees -- FY 2009

Type of Appointment		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Permanent	#	929	854	25	50	1	0	0	0	0	0	0	0	1	0
	%	100	91.92	2.69	5.38	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.10	0.00
Temporary	#	450	415	8	27	6	0	0	0	1	1	1	0	3	0
	%	100	92.22	1.77	6.00	1.33	0.00	0.00	0.00	0.22	0.22	0.22	0.00	0.66	0.00
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	#	1379	1269	33	77	7	0	0	0	1	1	1	0	4	0
	%	100	92.02	2.39	5.58	0.50	0.00	0.00	0.00	0.07	0.07	0.07	0.00	0.29	0.00

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability															
This table is for U.S. Coast Guard. -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009															
	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine	
Total Employees Eligible for Career Ladder Promotions	# 95	90	1	4	0	0	0	0	0	0	0	0	0	0	
	% 100	94.73	1.05	4.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Time in grade in excess of minimum															
1-12 months	# 42	39	1	2	0	0	0	0	0	0	0	0	0	0	
	% 100	92.85	2.38	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
13-24 months	# 9	8	0	1	0	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	0.00	
25+ months	# 44	43	0	1	0	0	0	0	0	0	0	0	0	0	

TABLE B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Disability														
This table is for U.S. Coast Guard. -- GS, GG, GH, GM, GL -- Permanent Employees -- FY 2009														
	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	100	97.72	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for U.S. Coast Guard. -- PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, 871, QUALITY INC -- Permanent Employees -- FY 2009

Recognition or Award Program, # Awards Given, Total cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Time-Off awards - 1-9 hours															
Total Time-Off Awards Given	#	599	548	7	44	2	0	0	0	1	0	1	0	0	0
	%	100	91.48	1.16	7.34	0.33	0.00	0.00	0.00	0.16	0.00	0.16	0.00	0.00	0.00
Total Hours	Hr	4364.0	3974.0	46.0	344.0	17.0	0.0	0.0	0.0	9.0	0.0	8.0	0.0	0.0	0.0
Average Hours	Hr	7.3	7.3	6.6	7.8	8.5	-	-	-	9.0	-	8.0	-	-	-
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	412	376	4	32	4	1	0	2	0	0	0	0	1	0
	%	100	91.26	0.97	7.76	0.97	0.24	0.00	0.48	0.00	0.00	0.00	0.00	0.24	0.00

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for U.S. Coast Guard. -- PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, 871, QUALITY INC -- Permanent Employees -- FY 2009

Recognition or Award Program, # Awards Given, Total cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Total Hours	Hr	9556.0	8716.0	66.0	774.0	86.0	18.0	0.0	36.0	0.0	0.0	0.0	0.0	32.0	0.0
Average Hours	Hr	23.2	23.2	16.5	24.2	21.5	18.0	-	18.0	-	-	-	-	32.0	-
Cash Awards - $100 $500															
Total Cash Awards Given	#	2314	2097	35	182	15	5	2	2	1	1	3	0	1	0
	%	100	90.62	1.51	7.86	0.64	0.21	0.08	0.08	0.04	0.04	0.12	0.00	0.04	0.00
Total Amount	$	656,262	596,498	9,515	50,249	4,369	1,200	500	779	390	250	850	0	400	0
Average Amount	$	284	284	272	276	291	240	250	390	390	250	283	-	400	-
Cash Awards - $501+															
Total Cash Awards Given	#	5846	5350	73	423	31	9	4	1	1	3	5	0	8	0

TABLE B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

This table is for U.S. Coast Guard. -- PERFORMANCE BONUS-SES, GROUP CASH AWARD, INDIVIDUAL SUGGESTION/INVENTION AWD, GROUP SUGGESTION/INVENTION AWARD, FOREIGN LANGUAGE AWARD, TRAVEL SAVINGS INCENTIVES, INDIVIDUAL TIME-OFF AWARD, GROUP TIME-OFF-AWARD, APPLICANT REFERRAL BONUS AWARD, SENIOR CAREER EMPLOYEE RANK AWARD, 871, QUALITY INC -- Permanent Employees -- FY 2009

Recognition or Award Program, # Awards Given, Total cash		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	91.51	1.24	7.23	0.53	0.15	0.06	0.01	0.01	0.05	0.08	0.00	0.13	0.00
Total Amount	$	8,599,218	7,875,329	121,186	602,703	42,970	11,188	5,397	5,500	1,450	2,874	6,724	0	9,837	0
Average Amount	$	1,471	1,472	1,660	1,425	1,386	1,243	1,349	5,500	1,450	958	1,345	-	1,230	-
Quality Step Increases:															
Total QSIs Awarded	#	360	336	4	20	1	0	0	0	1	0	0	0	0	0
	%	100	93.33	1.11	5.55	0.27	0.00	0.00	0.00	0.27	0.00	0.00	0.00	0.00	0.00
Total Benefit	$	871,505	815,777	11,657	44,071	2,253	0	0	0	2,253	0	0	0	0	0
Average Benefit	$	2,421	2,428	2,914	2,204	2,253	-	-	-	2,253	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009

Type of Separation		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Voluntary	#	413	364	10	39	1	1	0	0	0	0	0	0	0	0
	%	100	88.13	2.42	9.44	0.24	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Involuntary	#	22	18	0	4	0	0	0	0	0	0	0	0	0	0
	%	100	81.81	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Reductions in Force	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	439	385	11	43	1	1	0	0	0	0	0	0	0	0
	%	100	87.69	2.50	9.79	0.22	0.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Work Force	#	7806	7099	105	602	48	13	5	3	4	5	6	0	12	0

TABLE B14: SEPARATIONS by Type of Separation - Distribution by Disability														
This table is for U.S. Coast Guard. -- Permanent Employees -- FY 2009														
Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
[redacted]	100	90.94	1.34	7.71	0.61	0.16	0.06	0.03	0.05	0.06	0.07	0.00	0.15	0.00

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-01	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	100	66.66	33.33	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	16	5	11	0	0	3	6	2	4	0	0	0	0	0	0	0	1
	%	100	31.25	68.75	0.00	0.00	18.75	37.50	12.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-04	#	65	22	43	2	1	18	26	1	12	1	3	0	1	0	0	0	0
	%	100	33.84	66.15	3.07	1.53	27.69	40.00	1.53	18.46	1.53	4.61	0.00	1.53	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-05	#	101	46	55	5	1	35	36	3	14	2	2	0	0	1	1	0	1
	%	100	45.54	54.45	4.95	0.99	34.65	35.64	2.97	13.86	1.98	1.98	0.00	0.00	0.99	0.99	0.00	0.99
GS/GG/GH/GM/GL-06	#	13	6	7	1	1	2	5	2	1	1	0	0	0	0	0	0	0
	%	100	46.15	53.84	7.69	7.69	15.38	38.46	15.38	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-07	#	21	10	11	1	0	6	8	0	3	2	0	0	0	0	0	1	0
	%	100	47.61	52.38	4.76	0.00	28.57	38.09	0.00	14.28	9.52	0.00	0.00	0.00	0.00	0.00	4.76	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. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-09	#	9	4	5	0	0	4	5	0	0	0	0	0	0	0	0	0	0
	%	100	44.44	55.55	0.00	0.00	44.44	55.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-11	#	15	15	0	1	0	12	0	1	0	0	0	0	0	0	0	1	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	100	100	0.00	6.66	0.00	80.00	0.00	6.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.66	0.00
GS/GG/GH/GM/GL-12	#	25	15	10	0	0	14	7	0	1	0	0	0	0	0	0	1	2
	%	100	60.00	40.00	0.00	0.00	56.00	28.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	8.00
GS/GG/GH/GM/GL-13	#	18	16	2	0	0	13	2	2	0	0	0	0	0	0	0	1	0
	%	100	88.88	11.11	0.00	0.00	72.22	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.55	0.00
GS/GG/GH/GM/GL-14	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	50.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawalian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG GH GS/GL 15	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

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

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-01	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.34	0.68	0.00	0.00	0.00	0.00	0.00	7.69	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	%	1.02	1.37	0.67	0.00	0.00	0.90	1.02	7.69	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	16	5	11	0	0	3	6	2	4	0	0	0	0	0	0	0	1
	%	5.46	3.44	7.43	0.00	0.00	2.70	6.12	15.38	11.11	0.00	0.00	-	0.00	0.00	0.00	0.00	25.00

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-04	#	65	22	43	2	1	18	26	1	12	1	3	0	1	0	0	0	0
	%	22.18	15.17	29.05	20.00	33.33	16.21	26.53	7.69	33.33	16.66	60.00	-	100	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-05	#	101	46	55	5	1	35	36	3	14	2	2	0	0	1	1	0	1
	%	34.47	31.72	37.16	50.00	33.33	31.53	36.73	23.07	38.88	33.33	40.00	-	0.00	100	100	0.00	25.00
GS/GG/GH/GM/GL-06	#	13	6	7	1	1	2	5	2	1	1	0	0	0	0	0	0	0
	%	4.43	4.13	4.72	10.00	33.33	1.80	5.10	15.38	2.77	16.66	0.00	-	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-07	#	21	10	11	1	0	6	8	0	3	2	0	0	0	0	0	1	0
	%	7.16	6.89	7.43	10.00	0.00	5.40	8.16	0.00	8.33	33.33	0.00	-	0.00	0.00	0.00	25.00	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH/GM/GL-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-09	#	9	4	5	0	0	4	5	0	0	0	0	0	0	0	0	0	0
	%	3.07	2.75	3.37	0.00	0.00	3.60	5.10	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-11	#	15	15	0	1	0	12	0	1	0	0	0	0	0	0	0	1	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. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
[redacted]	%	5.11	10.34	0.00	10.00	0.00	10.81	0.00	7.69	0.00	0.00	0.00	-	0.00	0.00	0.00	25.00	0.00
GS/GG/GH/GL/GL-12	#	25	15	10	0	0	14	7	0	1	0	0	0	0	0	0	1	2
	%	8.53	10.34	6.75	0.00	0.00	12.61	7.14	0.00	2.77	0.00	0.00	-	0.00	0.00	0.00	25.00	50.00
GS/GG/GH/GM/GL-13	#	18	16	2	0	0	13	2	2	0	0	0	0	0	0	0	1	0
	%	6.14	11.03	1.35	0.00	0.00	11.71	2.04	15.38	0.00	0.00	0.00	-	0.00	0.00	0.00	25.00	0.00
GS/GG/GH/GM/GL-14	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
	%	1.36	1.37	1.35	0.00	0.00	1.80	1.02	0.00	2.77	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS/GG/GH GM/GL-15	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.68	0.68	0.67	0.00	0.00	0.90	1.02	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00

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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SQ #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	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 #	293	145	148	10	3	111	98	13	36	6	5	0	1	1	1	4	4
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 15, 2009

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

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	19	19	0	0	0	17	0	2	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	89.47	0.00	10.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	13	13	0	4	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	30.76	0.00	61.53	0.00	7.69	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. -- WD, WG, WL, WN, WS, XP -- Temporary Employees -- FY 2009																	
WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05 #	15	14	1	0	0	13	1	1	0	0	0	0	0	0	0	0	0
%	100	93.33	6.66	0.00	0.00	86.66	6.66	6.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07 #	5	5	0	1	0	2	0	2	0	0	0	0	0	0	0	0	0
%	100	100	0.00	20.00	0.00	40.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08 #	28	28	0	2	0	19	0	6	0	1	0	0	0	0	0	0	0
%	100	100	0.00	7.14	0.00	67.85	0.00	21.42	0.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09 #	7	7	0	0	0	2	0	5	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	28.57	0.00	71.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- WD, WG, WL, WN, WS, XP -- Temporary Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	18	18	0	0	0	14	0	2	0	0	0	0	0	0	0	2	0
	%	100	100	0.00	0.00	0.00	77.77	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00
Grade-11	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES (FEDERAL WAGE SYSTEM) - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- WD, WG, WL, WN, WS, XP -- Temporary Employees -- FY 2009																	
WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grades 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
Grade-02	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.92	0.93	0.00	0.00	-	1.28	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
Grade-03	#	19	19	0	0	0	17	0	2	0	0	0	0	0	0	0	0	0
	%	17.59	17.75	0.00	0.00	-	21.79	0.00	10.52	-	0.00	-	-	-	-	-	0.00	-
Grade-04	#	13	13	0	4	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	12.03	12.14	0.00	57.14	-	10.25	0.00	5.26	-	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, WN, WS, XP -- Temporary Employees -- FY 2009																	
WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-05 #	15	14	1	0	0	13	1	1	0	0	0	0	0	0	0	0	0
%	13.88	13.08	100	0.00	-	16.66	100	5.26	-	0.00	-	-	-	-	-	0.00	-
Grade-06 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	0.92	0.93	0.00	0.00	-	1.28	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
Grade-07 #	5	5	0	1	0	2	0	2	0	0	0	0	0	0	0	0	0
%	4.62	4.67	0.00	14.28	-	2.56	0.00	10.52	-	0.00	-	-	-	-	-	0.00	-
Grade-08 #	28	28	0	2	0	19	0	6	0	1	0	0	0	0	0	0	0
%	25.92	26.16	0.00	28.57	-	24.35	0.00	31.57	-	100	-	-	-	-	-	0.00	-
Grade-09 #	7	7	0	0	0	2	0	5	0	0	0	0	0	0	0	0	0
%	6.48	6.54	0.00	0.00	-	2.56	0.00	26.31	-	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, WN, WS, XP -- Temporary Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-10	#	18	18	0	0	0	14	0	2	0	0	0	0	0	0	0	2	0
	%	16.66	16.82	0.00	0.00	-	17.94	0.00	10.52	-	0.00	-	-	-	-	-	100	-
Grade-11	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.92	0.93	0.00	0.00	-	1.28	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

WD/WG, WL/WS & Other Wage Grades	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
#	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
Grade 15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	-	0.00	0.00	0.00	-	0.00	-	-	-	-	-	0.00	-
TOTAL #	108	107	1	7	0	78	1	19	0	1	0	0	0	0	0	2	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Mala	Female	Male	Female
Mission Critical Jobs																		
0801 - GENERAL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	*0.00*	*0.00*	*0.00*	100	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	0.00	*0.00*	0.00	*0.00*	*0.00*
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0802 - ENGINEERING TECHNICIAN	#	9	7	2	1	0	5	2	0	0	1	0	0	0	0	0	0	0
	%	100	77.77	22.22	11.11	0.00	55.55	22.22	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0803 - SAFETY ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0804 - FIRE PROTECTION ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0806 - MATERIALS ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0807 LANDSCAPE ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4
0808 - ARCHITECTURE	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100	***75.00***	25.00	***0.00***	***0.00***	75.00	25.00	***0.00***	***0.00***	***0.00***	***0.00***	0.00	0.00	***0.00***	0.00	***0.00***	***0.00***
Occupational CLF	%	100	79.6	20.3	4.3	1.3	67.3	16.3	2.2	0.5	4.5	1.8	0.0	0.0	0.2	0.0	1.1	0.4

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0809 - CONSTRUCTION CONTROL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	90.0	9.7	5.5	0.8	74.5	7.2	6.5	1.4	1.5	0.1	0.1	0.0	0.7	0.1	1.2	0.1
0810 - CIVIL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	*0.00*	*0.00*	*0.00*	100	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	0.00	0.00	*0.00*	*0.00*	*0.00*	*0.00*
Occupational CLF	%	100	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. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.0	8.8	5.6	0.5	79.8	7.1	2.7	0.8	0.7	0.1	0.1	0.0	1.1	0.1	1.0	0.2
0818 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	80.0	19.9	5.9	1.4	65.9	15.9	3.2	0.9	3.5	1.3	0.0	0.0	0.5	0.1	1.0	0.3
0819 - ENVIRONMENTAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	77.8	22.0	2.2	0.9	65.4	17.8	3.0	1.2	5.8	1.9	0.1	0.0	0.2	0.1	1.1	0.1
0828 - CONSTRUCTION ANALYST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	43.2	56.5	4.7	5.3	30.2	39.7	4.9	7.8	2.6	2.3	0.1	0.1	0.2	0.4	0.5	0.9
0830 - MECHANICAL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	100	93.3	6.5	3.1	0.2	79.0	5.1	3.0	0.5	6.8	0.6	0.1	0.0	0.2	0.0	1.1	0.1
0840 - NUCLEAR ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.3	8.3	1.6	0.5	81.7	6.3	1.4	0.9	5.7	0.6	0.0	0.0	0.0	0.0	0.9	0.0
0850 - ELECTRICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.6	16.2	4.2	1.0	59.1	10.6	4.5	1.2	13.7	3.1	0.0	0.0	0.2	0.0	1.9	0.3
0855 - ELECTRONICS ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	91.2	8.5	3.6	0.4	72.1	5.5	3.5	0.9	10.5	1.6	0.1	0.0	0.2	0.0	1.2	0.1

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0856 - ELECTRONICS TECHNICIAN	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	*0.00*	*0.00*	*0.00*	100	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	*0.00*	0.00	*0.00*	*0.00*	*0.00*	*0.00*
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0861 - AEROSPACE ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	90.9	9.0	4.1	0.5	74.2	6.5	2.6	0.7	8.3	1.2	0.1	0.0	0.2	0.0	1.4	0.1
0871 - NAVAL ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	94.8	5.1	2.0	0.2	83.1	4.1	3.7	0.5	4.7	0.3	0.0	0.0	0.3	0.0	1.0	0.0
0873 - SHIP SURVEYING	#	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. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.7	16.2	7.3	1.7	65.3	11.0	7.7	2.7	1.6	0.3	0.1	0.0	0.5	0.2	1.2	0.3
0880 - MINING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0881 - PETROLEUM ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	100	93.5	6.2	2.8	0.6	83.8	4.7	2.0	0.4	3.5	0.4	0.0	0.0	0.5	0.0	0.9	0.1
0890 - AGRICULTURAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
0892 - CERAMIC ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0893 - CHEMICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	85.6	14.3	2.8	0.6	71.5	10.6	2.9	1.3	7.1	1.8	0.0	0.0	0.1	0.0	1.2	0.0
0894 - WELDING ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	88.0	12.0	3.0	0.6	73.9	9.0	2.2	0.7	7.5	1.5	0.1	0.0	0.2	0.1	1.1	0.1
0895 - INDUSTRIAL ENGINEERING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	80.8	19.1	6.1	1.6	62.3	13.0	5.7	2.2	5.1	1.8	0.1	0.0	0.4	0.1	1.1	0.4
0896 - INDUSTRIAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100	83.3	16.6	3.1	1.0	71.4	13.0	2.9	1.1	4.8	1.3	0.0	0.0	0.2	0.1	0.9	0.1
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	4	4	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	100	89.6	10.3	3.2	0.6	71.8	7.1	3.0	0.8	9.9	1.6	0.1	0.0	0.2	0.0	1.4	0.2
1102 - CONTR SPECLST	#	11	6	5	0	0	5	4	1	0	0	0	0	0	0	0	0	1
	%	100	54.54	***45.45***	***0.00***	***0.00***	45.45	***36.36***	9.09	***0.00***	***0.00***	***0.00***	0.00	***0.00***	***0.00***	***0.00***	***0.00***	9.09
Occupational CLF	%	100	46.8	53.1	2.9	3.2	39.8	42.7	2.5	4.7	1.0	1.3	0.0	0.1	0.2	0.3	0.4	0.8
2210 - SUPVY ITSPEC	#	8	6	2	0	0	4	2	1	0	1	0	0	0	0	0	0	0
	%	100	75.00	**25.00**	**0.00**	**0.00**	**50.00**	25.00	12.50	**0.00**	12.50	**0.00**	**0.00**	0.00	**0.00**	**0.00**	**0.00**	**0.00**
Occupational CLF	%	100	66.7	33.2	3.1	1.6	50.4	24.7	4.3	3.5	7.4	2.9	0.1	0.0	0.2	0.1	1.2	0.4

TABLE A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex																	
This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009																	
Job Title/Series, Agency Rate, Occupational CLF	Total Employees			Race/Ethnicity													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or More/Other Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL #	44	34	10	4	0	26	9	2	0	2	0	0	0	0	0	0	1

NOTE: Percentages compute across rows and NOT down columns.
Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-02	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-03	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-04	# 65	63	1	1	0	0	0	0	0	0	0	0	0	0
	% 100	96.92	1.53	1.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-05	# 101	88	2	11	3	0	0	0	1	1	0	0	1	0
	% 100	87.12	1.98	10.89	2.97	0.00	0.00	0.00	0.99	0.99	0.00	0.00	0.99	0.00
GS/GG/GH/GM/GL-06	# 13	13	0	0	0	0	0	0	0	0	0	0	0	0
	% 100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG/GH/GM/GL-07	# 21	21	0	0	0	0	0	0	0	0	0	0	0	0
	% 100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-09	#	9	8	0	1	0	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	0.00
GS/GG/GH/GM/GL-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS/GG/GH/GM/GL-11	#	15	11	2	2	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	73.33	13.33	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG GH/GM/GL 12	#	25	22	0	3	0	0	0	0	0	0	0	0	0	0
	%	100	88.00	0.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/GG GH/GM/GL 13	#	18	16	0	2	0	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	0.00
GS/GG GH/GM/GL 14	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
SQ	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsiv e Disorder	[90] Mental Retard- ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.34	0.37	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-02	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.02	1.11	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-03	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0
	%	5.46	5.97	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-04	#	65	63	1	1	0	0	0	0	0	0	0	0	0	0
	%	22.18	23.50	20.00	5.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-05	#	101	88	2	11	3	0	0	0	1	1	0	0	1	0
	%	34.47	32.83	40.00	55.00	100	-	-	-	100	100	-	-	100	-
GS/GG/GH/GM/GL-06	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	4.43	4.85	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-07	#	21	21	0	0	0	0	0	0	0	0	0	0	0	0
	%	7.16	7.83	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-06	#	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	-
GS/GG/GH/GM/GL-09	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0
	%	3.07	2.98	0.00	5.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-10	#	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	-
GS/GG/GH/GM/GL-11	#	15	11	2	2	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, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	5.11	4.10	40.00	10.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-12	#	25	22	0	3	0	0	0	0	0	0	0	0	0	0
	%	8.53	8.20	0.00	15.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-13	#	18	16	0	2	0	0	0	0	0	0	0	0	0	0
	%	6.14	5.97	0.00	10.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
GS/GG/GH/GM/GL-14	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.36	1.49	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
GS/GG/GH/GM/GL-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.68	0.74	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
All Other (Unspecified GS)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executive Service (ES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-
ST	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	0.00	0.00	-	-	0.00	-

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

This table is for U.S. Coast Guard. -- GS, GL, GG, GH, GM, ES, SL, ST, SQ -- Temporary Employees -- FY 2009

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
SQ	#	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	-
TOTAL	#	293	268	5	20	3	0	0	0	1	1	0	0	1	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 15, 2009

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, WN, WS, XP -- Temporary Employees -- FY 2009														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03 #	19	17	1	1	0	0	0	0	0	0	0	0	0	0
%	100	89.47	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04 #	13	13	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
Grade-05 #	15	15	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- WD, WG, WL, WN, WS, XP -- Temporary Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	5	4	0	1	1	0	0	0	0	0	0	0	1	0
	%	100	80.00	0.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00
Grade-08	#	28	25	1	2	0	0	0	0	0	0	0	0	0	0
	%	100	89.28	3.57	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	0.00	14.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	18	15	1	2	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, WN, WS, XP -- Temporary Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	100	83.33	5.55	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	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, WN, WS, XP -- Temporary Employees -- FY 2009														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009

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, WN, WS, XP -- Temporary Employees -- FY 2009														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Grade-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	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	0	0
%	0.92	1.02	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-03 #	19	17	1	1	0	0	0	0	0	0	0	0	0	0
%	17.59	17.34	33.33	14.28	0.00	-	-	-	-	-	-	-	0.00	-
Grade-04 #	13	13	0	0	0	0	0	0	0	0	0	0	0	0
%	12.03	13.26	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-05 #	15	15	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- WD, WG, WL, WN, WS, XP -- Temporary Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	13.88	15.30	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-06	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.92	1.02	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-07	#	5	4	0	1	1	0	0	0	0	0	0	0	1	0
	%	4.62	4.08	0.00	14.28	100	-	-	-	-	-	-	-	100	-
Grade-08	#	28	25	1	2	0	0	0	0	0	0	0	0	0	0
	%	25.92	25.51	33.33	28.57	0.00	-	-	-	-	-	-	-	0.00	-
Grade-09	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	6.48	6.12	0.00	14.28	0.00	-	-	-	-	-	-	-	0.00	-
Grade-10	#	18	15	1	2	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, WN, WS, XP -- Temporary Employees -- FY 2009

WD/WG, WL/WS & Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
	%	16.66	15.30	33.33	28.57	0.00	-	-	-	-	-	-	-	0.00	-
Grade-11	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.92	1.02	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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, WN, WS, XP -- Temporary Employees -- FY 2009														
WD/WG, WL/WS & Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
All Other Wage Grades #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	0.00	-
TOTAL #	108	98	3	7	1	0	0	0	0	0	0	0	1	0
%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages compute down columns and NOT across rows.

Report generated on Oct 15, 2009

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
Mission Critical Jobs															
0801 - [illegible] ENGINEERING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0802 - ENGINEERING TECHNICIAN	#	9	7	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	77.77	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0803 - SAFETY ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0804 - FIRE PROTECTION ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0806 - MATERIALS ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0807 - LANDSCAPE ARCHITECTURE #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0808 - ARCHITECTURE #	4	4	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0509 - CONSTRUCTION CONTROL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0810 - CIVIL ENGINEERING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0817 - SURVEYING TECHNICIAN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0515 - ENGINEERING DRAFTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
[redacted] %	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0819 - ENVIRONMENTAL ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0826 - CONSTRUCTION ANALYST #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0830 - MECHANICAL ENGINEERING #	1	1	0	0	0	0	0	0	0	0	0	0	0	0
%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive 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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0854 - COMPUTER ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0855 - ELECTRONICS ENGINEERING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0855 - ELECTRONICS TECHNICIAN	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0858 - BIOMEDICAL ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0861 - AEROSPACE ENGINEERING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0871 - NAVAL ARCHITECTURE	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0871 - SHIP SURVEYING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0880 - MINING ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0881 - PETROLEUM ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability															
This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009															
Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
0810 - AGRICULTURAL ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0812 - CERAMIC ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0893 - CHEMICAL ENGINEERING #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0894 - WELDING ENGINEERING #	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. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive 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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
0899 ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

This table is for U.S. Coast Guard. -- Temporary Employees -- FY 2009

Job Title/Series, Agency Rate, Occupational CLF		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retard-ation	[91] Mental Illness	[92] Distortion of Limb/ Spine
1102 - CONTR SPECLST	#	11	10	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	90.90	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2210 - SUPVY ITSPEC	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	44	40	0	4	0	0	0	0	0	0	0	0	0	0

NOTE: Percentages compute across rows and NOT down columns.

Report generated on Oct 15, 2009