

**U. S. COAST GUARD
FY11 MD 715
PROGRAM STATUS REPORT**



“Semper Paratus” (Always Ready)

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*United States Coast Guard
Federal Agency Annual EEO Program Status Report
For Period Covering October 1, 2010 to September 30, 2011*

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2010 to September 30, 2011.

PART A Department or Agency Identifying Information	1. Agency		1. U. S. Coast Guard	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 2100 2nd Street, S.W.	
	3. City, State, Zip Code		3. Washington, District of Columbia 20593	
	4. CPDF Code	5. FIPS code(s)	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 8,354
	2. Enter total number of temporary employees			2. 422
	3. Enter total number employees paid from non-appropriated funds			3. 1,363
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 10,139
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Robert Papp (Admiral)	
	2. Agency Head Designee		2.	
	3. Principal EEO Director/Official Official Title/series/grade		3. Terri Dickerson	
	4. Title VII Affirmative EEO Program Official		4. Paul Boinay	
	5. Section 501 Affirmative Action Program Official		5. Paul Boinay	
	6. Complaint Processing Program Manager		6. Francine Blyther	
	7. Other Responsible EEO Staff		7. Vincent Patterson Ronald Hewitt, Assistant Commandant for Human Resources (Rear Admiral)	

**EEOC FORM
715-01
PARTS A - D**

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PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes		
List of Subordinate Components Covered in This Report				

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	x	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	x
Brief paragraph describing the agency's mission and mission-related functions	x	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	n/a
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	x	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	x
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	x	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	x
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	x	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	x
Summary of EEO Plan action items implemented or accomplished	x	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	x
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	x	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	n/a
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	x	*Organizational Chart	x

United States Coast Guard

For period covering October 1, 2010 to September 30, 2011

Executive Summary

Overview

The United States Coast Guard (USCG) is a branch of the United States Armed Forces and one of the seven U.S. uniformed services. The USCG is a maritime, military, multi-mission service that enforces federal laws on the high seas and waters within U. S. jurisdiction. The 10,139¹ Appropriated and Non-Appropriated Fund employees of the USCG support and contribute to operational readiness and effective execution in eleven mission areas that include Port, Waterways, and Coastal Security, Drug Interdiction, Aids to Navigation, Search and Rescue, Living Marine Resources, Marine Safety, Defense Readiness, Migrant Interdiction, Marine Environmental Protection, Ice Operations, and other Law Enforcement duties.

Admiral Robert Papp, Commandant of the U. S. Coast Guard has charted a course for the Service that navigates on guiding principles, one of which is "Respect our Shipmates." Under this principle, Admiral Papp directs that leaders at all levels be held accountable for sustaining a workplace climate of equity, building an organization that leverages a diverse workforce, and fostering an environment where every employee has the opportunity for professional growth and to contribute to mission execution.

FY11 Model EEO Program (Essential Elements)

The USCG reports 100% compliance with Model EEO Program Essential Elements for the third consecutive year.

FY11 Workforce Data Tables

The Department of Homeland Security (DHS), Office of Civil Rights and Civil Liberties (CRCL) is continuing to work through technical challenges associated with migration of DHS component work force data to a new web-based affirmative employment development plan and management system. USCG is continuing to work with DHS CRCL as they overcome challenges that impact the availability of end-of-year workforce data for DHS components. To ensure timely submission of its FY11 MD 715 report, the USCG utilized a combination of workforce data extracted from the DHS CRCL Consolidated Personnel Reporting Online (CPRO) system, as well as the United States Department of Agriculture, National Finance Center (NFC) database. Use of two independent systems and differing retrieval parameters resulted in bifurcated outputs. Additionally, under the circumstances, some workforce table information was not available. However, the USCG continues to refine tracking and data capturing processes necessary for workforce analysis activities. Thus, the USCG submits its FY11 annual report based on multiple source workforce

¹ Under Commandant's Instruction 5350.4C, the agency also extends EEO protections to its approximately 42,000 military members

data as specified in the following table:

<i>Workforce Table Numbers</i>	<i>Workforce Tables</i>	<i>Source</i>	<i>Included/Not Included</i>
A1 & B1	Total Workforce – Distribution by Race/Ethnicity & Sex (A1) & Disability (B1)	CPRO	Included
A2 & B2	Total Workforce by Component—Distribution by Race/Ethnicity & Sex (A2) & Disability (B2)	CPRO	Included
A3-1 & B3-1	Occupational Categories—Distribution by Race/Ethnicity & Sex (A3-1) & Disability (B3-1)	NFC	Included
A3-2 & B3-2	Occupational Categories—Distribution by Race/Ethnicity & Sex (A3-2) & Disability (B3-2)	NFC	Included
A4-1 & B4-1	Participation Rates for General Schedule (GS) Grades by Race/Ethnicity & Sex (A4-1) & Disability (B4-1)	CPRO	Included
A4-2 & B4-2	Participation Rates for General Schedule (GS) Grades by Race/Ethnicity & Sex (A4-2) & Disability (B4-2)	NFC	Included
A5-1 & B5-1	Participation Rates for Wage Grades by Race/Ethnicity & Sex (A5-1) & Disability (B5-1)	NFC	Included
A5-2 & B5-2	Participation Rates for Wage Grades by Race/Ethnicity & Sex (A5-2) & Disability (B5-2)	NFC	Included
A6 & B6	Participation Rates for Major Occupations— Distribution by Race/Ethnicity & Sex (A6) & Disability (B6)		Not Included
A7 & B7	Applicant and Hires for Major Occupations by Race/Ethnicity & Sex (A7) & Disability (B7)		Not Included
A8 & B8	New Hires by Type of Appointment— Distribution by Race/Ethnicity & Sex (A8) & Disability (B8)	CPRO	Included
A9 & B9	Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity & Sex (A9) & Disability (B9)		Not Included
A10 & B10	Non-Competitive Promotions-Time in Grade— Distribution by Race/Ethnicity & Sex (A10) & Disability (B10)	NFC	Included
A11 & B11	Internal Selections for Senior Level Positions (GS I3, GS 14, GS 15 and SES) by Race/Ethnicity & Sex (A11) & Disability (B11)		Not Included
A12 & B12	Participation in Career Development by Race/Ethnicity & Sex (A12) & Disability (B12)		Not Included
A13 & B13	Employee Recognition and Awards—Distribution by Race/Ethnicity & Sex (A13) & Disability (B13)	NFC	Included
A14 & B14	Separations by Type of Separation—Distribution by Race/Ethnicity & Sex (A14) & Disability (B14)	NFC	Included

In FY12, the USCG plans to continue refining processes which facilitate the tracking of applicants and reporting their participation and selection rates for major occupations. The USCG Office of Human Resources has examined the data contained in this report to validate that it accurately depicts the status of the civilian workforce for the period ending September 30, 2011.

Civilian Workforce

The overall total workforce (Permanent, Temporary, & Non-Appropriated Fund employees) increased 3.95% from 9,754 employees in FY10 to 10,139 employees in FY11. Groups undergoing a positive net change during the period were Males overall, Women overall, White males, White females, Black or African American males, Black or African American females, Native Hawaiian or Other Pacific Islander males, Native Hawaiian or Other Pacific Islander females, American Indian or Alaska Native males and Two or more races males². Compared with the Relevant Civilian Labor Force (RCLF)³, USCG's work group participation rate in major occupations is at or above the RCLF availability rates for all groups except Women overall, Hispanic females, White females, Asian males, and Asian females. In FY11, the number of persons with disabilities (PWD) and Individuals With Targeted Disabilities (referenced herein as IWTD) increased in the permanent workforce. The USCG's participation rate for IWTD is 0.81%; the Federal average is 0.88%⁴.

Hiring

USCG hired 858 new permanent employees between FY10 and FY11. The following groups were hired at rates higher than the previous year: Women overall, Hispanic females, White females, Black or African American females, Native Hawaiian or Other Pacific Islander females, American Indian or Alaska Native males, and American Indian or Alaskan Native females⁵. These results reflect significant outreach and recruitment by USCG to diversify its workforce. The hiring of IWTDs in the permanent workforce declined during FY11 and the overall IWTD participation rate decreased slightly from FY10 (0.84%) to FY11 (0.81%). PWD participation in the permanent workforce increased from FY10 (10.22%) to FY11 (10.75%)⁶.

Workforce Participation in Grades in GS13 – GS15

In Grades GS13-GS15, Males overall and White males both participate at rates above the CLF, with increasingly higher participation of both groups at higher Grades. In Grades GS13-GS14, participation rates of Black or African American males, Black or African American females, Asian

² Workforce Table A1.

³ The sum of the employed and the unemployed constitutes the civilian labor force (CLF). The data includes non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens and excludes temporary or term specific workers. The Relevant Civilian Labor Force (RCLF) is agency-specific, and represents individuals of a population group in an occupational category. RCLF data allows agencies to benchmark against the CLF. (For example, if discussing the representation of Hispanic engineers in the Federal workforce, "Hispanic engineers" represent the RCLF. Comparisons can be of this group against their representation in the larger Civilian Labor Force (CLF). (Source: Office of Personnel Management)

⁴ Workforce Table B1; FY2009 Federal average. FY2010 IWTD data is not yet available from EEOC.

⁵ Workforce Table A8

⁶ Workforce Tables B1 & B8

males, and American Indian or Alaska Native males are also higher than their respective CLF participation rates⁷. Participation rates of PWD and IWTD in Grades GS13-GS15 remained relatively consistent with their FY10 rates⁸.

Separations

Four-hundred seventy nine (479) employees separated from the USCG in FY11 of which 21 (4.4%) were separated involuntarily (i.e. for reasons other than retirement, voluntary resignation, or transfer to other federal agencies). Of the total *voluntary separations*: Women overall, Hispanic or Latino males, Hispanic or Latino females, White females, Black or African American females, Two or More/Other Races females and individuals with disabilities separated at rates higher than their permanent workforce participation rates. For *involuntary separations*, six groups separated at rates higher than their participation in the permanent workforce: Women overall, White females, Black or African American males, Black or African American females, Asian females, and Persons with Disabilities. Individuals with Targeted Disabilities were not involuntarily separated from the USCG in FY11⁹.

Internal Promotions

USCG promoted 476 employees during FY11, of which 31.93% were White females and 11.55% were Black or African American females; both exceeded their respective participation rates in the permanent workforce. IWTDs comprised 0.21% of the employees promoted in FY11.

Barrier Analysis

For FY12, the USCG will focus on triggers associated with low participation rates in the total workforce, low participation in mission critical occupations, low participation rates for several groups in Grades GS13-GS15, and low participation of Individuals with Targeted Disabilities. Although the USCG's IWTD participation rate is higher than all other military services and most other DHS components, the USCG will continue to pursue parity with the DHS target of 2% IWTD participation as a longer term goal. The USCG plans to address other identified triggers based on workforce needs, priorities, resources, and persistence of trends over time. Results of the USCG's barrier analyses conducted during the report period are contained in Part I of this report.

The USCG developed nine planned activities for FY12 as a follow-up to barrier analyses undertaken in FY11. Plans in Part I "EEO Plan to Eliminate Identified Barrier" section denote ongoing review of agency policies, practices, and procedures to eliminate potential workplace barriers.

Complaint Activity

Part I. A summary of USCG complaint data captured in the FY11 Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462) reveals the following for civilian employees:

- Civilian employees initiated 78 pre-complaints, of which 33 (42%) did not result in formal

⁷ Workforce Table A4-1

⁸ Workforce Table B4-1

⁹ Workforce Tables A14 & B14

filings. Comparatively, in FY10, employees initiated 72 pre-complaints, 25 (35%) of which did not result in formal filing. Thus the USCG resolution rate rose by 7 percent.

- The rate of formal complaints decreased by 4.25% (45 compared with 47 last year). No findings of discrimination were rendered. The average number of days pending prior to dismissal of complaints decreased by 140 (39.5%).
- Complaint bases most commonly raised in FY11, in order of frequency, were disability, age, and race. In FY10, the top bases were reprisal, race and sex.
- In FY11, ninety-three percent (93%) of investigations were conducted within the regulatory timeframe. USCG's performance is well above the Federal average (72%) of timely investigations according to EEOC's Annual Report on Federal Workforce, last posted in FY10. Based on the regulatory investigative timeframe, seventeen (17) were completed within 180 days or less, eleven (11) were completed within the authorized extension period of 181 to 360 days, two (2) were untimely, and (15) are still being processed.

Part II. Complaint Activity - Significant Accomplishments

- USCG's Civil Rights Directorate (CRD) increased the number of personnel trained in cyber security procedures by providing training to all staff including those in field detachments. USCG achieved this by providing training to all CRD personnel at Headquarters, and included a similar module at the bi-annual Civil Rights Service Provider (CRSP) training presented to CRD personnel serving in detached locations.
- USCG CRD undertook a strategy aimed at recognizing management officials who exhibited exemplary EO behaviors and practices. Based on reviewing actual Equal Employment Opportunity/Equal Opportunity (EEO/EO) cases and how they were handled by management, staff identified and CRD recognized three management officials for taking an active role and achieving a successful outcome in reconciling a complaint, holding individuals accountable for their positive or negative EEO behaviors, and for EEO leadership in Social Climate (community) matters.
- USCG CRD published and distributed *A Civil Rights Guide for Managers*, a pocket-sized booklet which provides an easy reference for information, including the Equal Opportunity Mission, harassment and hate descriptions and procedures, military and civilian complaint processes, climate survey requirements, contact information, etc. USCG CRD distributed the guide to 3,485 supervisors and managers.
- USCG CRD also produced a brochure, which promotes *Alternative Dispute Resolution* methods, in an effort to raise awareness of and promote alternatives to the Equal Opportunity complaint process. To promote the concept, the Commandant's leadership (Flag officer and Senior Executive Service member) team were briefed on utilization of dispute resolution alternatives.
- USCG CRD produced 12 editions of the monthly newsletter, *Civil Rights On Deck* (12 editions produced in FY11), which contains best practices and solutions, and distributed the

publication electronically to the workforce.

- USCG CRD field level CRSPs assisted commands by conducting Equal Opportunity on-site reviews in response to local incidents, climate survey results, community incidents, and other activity (such as informal complaints). CRD conducted eight EO on-site reviews during the period at a variety of locations and unit types.

Other Notable USCG Accomplishments

- In FY11, USCG was recognized by the U.S. Office of Personnel Management (OPM) for best practices in diversity and inclusion.
- For the second consecutive year, USCG was acknowledged as the “Top Supporter” for Historically Black Colleges and Universities (HBCUs) by the Career Communications Group. USCG received the Top Supporter citation for exemplary support in areas such as career opportunities, internships, and scholarship opportunities.
- For the second consecutive year, Connect.com recognized the USCG as a Top 50 employer for HBCUs.
- Signed Memorandum of Understanding (MOU) with HBCUs Hampton University, Savannah State University, and Dillard University. The MOUs provide for faculty and student scholarships and internship opportunities while supporting Coast Guard civilian and military recruitment efforts. With these most recent agreements, it brings the total number of MOUs that USCG has with HBCUs to six. Additionally, USCG has Flag Officer/Senior Executive Service liaisons with 15 HBCUs.
- USCG updated and published its Diversity Strategic Plan to align diversity goals with the Commandant’s four guiding principles: “Steady the Service, Honor our Profession, Strengthen our Partnerships, and Respect our Shipmates.”
- USCG increased its Office of Diversity base funding by 295% to support FY11 diversity initiatives.
- Created and launched a “Diversity Champion of the Week” program that recognizes members for their efforts in helping the USCG achieve its diversity goals. Thirty-six employees USCG-wide were recognized in FY11.
- Published a Commandant’s Diversity Message Video Broadcast on the USCG Office of Diversity website.
- USCG outreach and recruitment teams participated in 126 national diversity outreach events, of which 22% supported Hispanic community outreach.
- Established Leadership and Diversity Advisory Councils (LDACs) to identify and address diversity issues affecting the workforce. The councils solicit employee input on a quarterly basis regarding leadership and diversity management issues and offer recommendations for improvement to top leadership at regional commands. LDACs are required at commands

with 50 or more personnel assigned (approximately 300 units employing roughly 81% of the combined military and civilian USCG workforces).

- Enhanced collaboration with the National Society of Black Engineers (NSBE) through hosting of the NSBE annual National Leadership Conference at the Coast Guard Academy. The conference brought the NSBE's collective leadership to New London for professional development coupled with a showcase of Coast Guard history, heritage, and available career opportunities.
- Collaborated with Great Minds in Science, Technology, Engineering, and Math (STEM) Organization to conduct a Viva Technology event in a large metropolitan area to promote engagement of inner city and suburban K-12 students, teachers, and parents in activities that stimulate interest and academic achievement in STEM subjects.
- USCG Flag Officer and Senior Executive Service members participated as guest speakers and volunteers for the 2011 World Children's Festival held on the National Mall in Washington, DC. This event brought children and delegates from all over the world to celebrate unity and promote strength in diversity. Over 50 Coast Guard active duty military, reserve military, auxiliary, and civilian members displayed the USCG's missions through various workshops and activities with over 5,000 attendees.
- The USCG conducted extensive EEO/EO training for its military and civilian workforces. In FY11, 22,695 employees attended training in Civil Rights Awareness, 39,641 employees completed Sexual Harassment Prevention training, and 3,577 employees completed Notification and Federal Employee Anti-Discrimination and Retaliation Act (NO FEAR) training.
- The USCG continued its use of the Defense Equal Opportunity Management Institute (DEMOI) Organizational Climate Survey (DEOCS) as an assessment tool to assist units in evaluating their workplace EEO/EO climate. During FY11, 18,534 employees (31%) participated in the survey, an increase of 2% over FY10, and the seventh consecutive year of increased annual participation.
- In 2010, more than 4,500 USCG civilian employees participated in the Office of Personnel Management (OPM) Organizational Assessment Survey (OAS). Of the respondents, 77% of employees perceived that differences (i.e., gender, race, national origin, religion, age, cultural background, & disability) among individuals were respected and valued; 66% of employees perceived that advancement opportunities were available regardless of those differences.
- The USCG allocated budgetary resources to ensure Civil Rights Service Providers (CRSPs) received timely training required in providing the best service, assistance, and advice to commands enterprise-wide. CRSPs completed courses in Disability Program Management, Special Emphasis Program Management, Equal Opportunity Advisor, Basic EEO Counselor, EEO Counselor Refresher, Alternative Dispute Resolution (Mediation), EEO

Officer, and Leadership Training Awareness Seminar. In total, CRSPs completed 106 job related courses in FY11.

- The USCG hosted a 2-day Senior Executive Leadership Equal Opportunity Seminar attended by 15 Flag Officers, Senior Executive Service members, and senior military enlisted personnel.

FY12 Plans

The USCG will continue to pursue eradication of discrimination in the workplace and potential barriers that may contribute to low participation rates of any work group. The USCG plans to continue to develop, codify, and implement systematic approaches to conducting barrier analyses.

Executive Summary	
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EEOC FORM
715-01
PART F

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

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

I, Terri Dickerson am the

(Insert name above)

(Insert official
title/series/grade above)

Principal EEO Director/Official for **U. S. Coast Guard**

(Insert Agency/Component Name above)

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

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

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

Terri A. Dickerson

12-6-11

Signature of Principal EEO Director/Official

Date

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

Robert J. Papp, Admiral, U. S. Coast Guard

30DBZ2011

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
 AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

<p align="center">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.</p>					
A.1	 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	 Measures		Yes	No	
A.1.a.1	The Agency Head was installed on : 25 May 10				
A.1.a.2	The EEO policy statement was issued on : 25 May 10				
A.1.a.3	Was the EEO policy statement issued within 6-9 months of the installation of the Agency Head?		✓		
A.1.b	During the current Agency Head's tenure, has the EEO policy statement been re-issued annually? If no, provide an explanation.		✓		
A.1.c	Are new employees provided a copy of the EEO policy statement during orientation?		✓		
A.1.d	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		✓		
A.2	 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report

	↓ Measures		Yes	No	
A.2.a		Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	✓		
A.2.b		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?	✓		
A.2.c		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)]	✓		
A.3	→ Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	↓ Measures		Yes	No	
A.3.a		Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:			
A.3.a.1		resolve problems/disagreements and other conflicts in their respective work environments as they arise?	✓		
A.3.a.2		address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	✓		
A.3.a.3		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?.	✓		
A.3.a.4		ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	✓		
A.3.a.5		ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	✓		

A.3.a.6	ensure the 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?	✓			
A.3.a.7	ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	✓			
A.3.a.8	ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	✓			
A.3.b	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary action?	✓			
A.3.c	Describe what means were utilized by the agency to inform its workforce about the penalties for unacceptable behavior.				
A.3.d	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?	✓			
A.3.e	Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	✓			
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.					
B.1	 Compliance Indicator	The reporting Structure for the EEO program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO	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	

		program.			
B.1.a		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?	✓		
B.1.b		Are the duties and responsibilities of EEO officials clearly defined?	✓		
B.1.c		Do the EEO officials have the knowledge, skills and abilities to carry out the duties and responsibilities of their positions?	✓		
B.1.d		If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	✓		
B.1.e		If the agency has 2nd level report components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components? If not, please describe how EEO program authority is delegated to subordinate reporting components.	✓		
B.2	 Compliance Indicator	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		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	
B.2.a		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?	✓		
B.2.b		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' briefly 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?	✓		
B.2.c	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?	✓		
B.2.c.1	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?	✓		
B.2.c.2	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 CFR §1614.102(b)(3)]	✓		
B.2.d	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?	✓		
B.3	Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.		Measure has been met
	Measures	Yes	No	
B.3.a	Does the EEO Director have the authority and funding to ensure implementation of agency EEO actions plans to improve EEO program efficiency and/or eliminate identified	✓		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

	barriers to the realization of equality of opportunity?				
B.3.b	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?		✓		
B.3.c	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		✓		
B.3.c.1	Federal Women's Program - 5 U.S.C. 7201 38 U.S.C. 4214 Title 5 CFR, Subpart B, 720.204		✓		
B.3.c.2	Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		✓		
B.3.c.3	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		✓		
B.3.d	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?		✓		
B.4	Compliance Indicator	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
	Measures		Yes	No	
B.4.a	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?		✓		
B.4.b	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?)			
B.4.c	Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	✓		
B.4.d	Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	✓		
B.4.e	Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Assembly Standards?	✓		
B.4.f	Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	✓		
B.4.f.1	Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 CFR §1614.102(b)(5)]	✓		
B.4.f.2	Is there sufficient funding to ensure that all employees have access to this training and information?	✓		
B.4.g	Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:			
B.4.g.1	for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	✓		
B.4.g.2	to provide religious accommodations?	✓		
B.4.g.3	to provide disability accommodations in accordance with the agency's written procedures?	✓		
B.4.g.4	in the EEO discrimination complaint process?	✓		

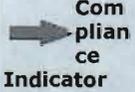
B.4.g.5	to participate in ADR?		✓		
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO program and plan.					
C.1	 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area of responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	 Measures		Yes	No	
C.1.a	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		✓		
C.1.b	Do EEO program officials coordinate the development and implementation of EEO plans with all appropriate agency managers to include Agency Counsel, Human Resources Officials, Finance and the Chief Information Officer?		✓		
C.2	 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives.	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	
C.2.a	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?		✓		
C.2.b	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 group?		✓		

C.2.c	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?		✓		
C.3	Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
C.3.a	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		✓		
C.3.b	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?		✓		
C.3.c	Have the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		✓		
C.3.c.1	If so, cite number found to have discriminated and list penalty/dsdisciplinary action for each violation type.				
C.3.d	Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems, Protection Board, Feeral Labor Relations Authority, labor arbitrators and District Court orders?		✓		
C.3.e	Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		✓		
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.					
D.1	Compliance	Analyses to identify and	Measure	For all unmet measures, provide a brief	

	Indicator	remove unnecessary barriers to employment are conducted throughout the year.	has been met		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	
D.1.a		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?	✓		
D.1.b		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?	✓		
D.1.c		Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	✓		
D.1.d		Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	✓		
D.1.e		Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	✓		
D.1.f		Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	✓		
D.1.g		Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	✓		
D.1.h		Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex and disability?	✓		
D.2	Compliance Indicator	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
	Measures		Yes	No	
D.2.a		Are all employees encouraged to use			

	ADR?		✓		
D.2.b	Is the participation of supervisors and managers in the ADR process required?		✓		
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.					
E.1	 Compliance Indicator	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
	 Measures		Yes	No	
E.1.a	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		✓		
E.1.b	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		✓		
E.1.c	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?		✓		
E.1.d	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?		✓		
E.1.e	Are 90% of accommodation requests processed within the frame set forth in the agency procedures for reasonable accommodation?		✓		
E.2	 Compliance Indicator	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		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	

E.2.a	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?		✓		
E.2.b	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?		✓		
E.2.c	Does the agency hold contractors accountable for delay in counseling and investigation processing times?		✓		
E.2.d	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?		✓		
E.2.e	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?		✓		
E.3	Compliance Indicator	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		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	
E.3.a	Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR Part 1614?		✓		
E.3.a.1	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?		✓		
E.3.a.2	Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in		✓		

	the EEO process in a timely fashion?				
E.3.a.3	Does the agency complete the investigations within the applicable prescribed time frame?	✓			
E.3.a.4	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request.	✓			
E.3.a.5	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?	✓			
E.3.a.6	When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	✓			
E.3.a.7	Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	✓			
E.4	 Compliance Indicator	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 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	
E.4.a	In accordance with 29 CFR §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	✓			
E.4.b	Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR Part 1614) regulations, with emphasis on the federal government interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	✓			
E.4.c	After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	✓			
E.4.d	Does the responsible management official directly involved in the dispute have settlement authority?	✓			

E.5	Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness 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
	Measures		Yes	No	
E.5.a	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?		✓		
E.5.b	Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR §1614.102(a)(1)?		✓		
E.5.c	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?		✓		
E.5.d	Do the agency's EEO programs address all of the laws enforced by the EEOC?		✓		
E.5.e	Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligation under Title VII and the Rehabilitation Act?		✓		
E.5.f	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		✓		
E.5.g	Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		✓		
E.6	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	

E.6.a	Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit that handles agency representation in EEO complaints?	✓		
E.6.b	Does the agency discrimination complaint process ensure a neutral adjudication function?	✓		
E.6.c	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	✓		

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.

F.1	→ 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	
F.1.a	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?		✓		
F.2	→ 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	
F.2.a	Does the agency have control over the payroll processing function of the agency? If yes, answer the two questions below.		✓		
F.2.a.1	Are there steps in place to guarantee responsive, timely and predictable processing of ordered monetary relief?		✓		
F.2.a.2	Are procedures in place to promptly process other forms of ordered relief?		✓		

F.3	Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
F.3.a	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		✓		
F.3.a.1	If so, please identify the employees by title in the comments section and state how performance is measured.				
F.3.b	Is the unit charged with the responsibility for compliance with EEOC order located in the EEO office?		✓		
F.3.b.1	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.				
F.3.c	Have the involved employees received any formal training in EEO compliance?		✓		
F.3.d	Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
F.3.d.1	Attorney Fees: Copy of check issued for attorney fees and/or a narrative statement by an appropriate agency official or agency payment order				
F.3.d.2	Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		✓		
F.3.d.3	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?		✓		
F.3.d.4	Compensatory Damages: The final agency decision and evidence of payment, if made?		✓		
F.3.d.5	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?			
F.3.d.6	Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	✓		
F.3.d.7	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.	✓		
F.3.d.8	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).	✓		
F.3.d.9	Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.			
F.3.d.10	Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	✓		
F.3.d.11	Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	✓		
F.3.d.12	Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	✓		

Footnotes:

1. See 29 C.F.R. § 1614.102. 2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

FY11

**USCG reports no Model EEO
Program Deficiencies**

U. S. Coast Guard

FY11

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

Low Participation Rates

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Conditions:

- (1) Lower participation rates of Women overall (37.53%) compared to the CLF¹ (46.8%). Lower participation rates of other groups relative to the CLF: White females (23.5% vs. CLF 33.7%), Hispanic males (4.12% vs. CLF 6.2%), Hispanic females (3.05% vs. CLF 4.5%), and Asian males (1.88% vs. CLF 1.9%).
- (2) Low participation for several groups in Mission Critical jobs compared to their respective occupation-specific CLFs.

How condition was recognized as a potential barrier:

A review of Coast Guard internal data for the permanent workforce including a review of mission critical occupations by Ethnicity and Race Indicator (ERI) and gender.

BARRIER ANALYSIS:

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

The Coast Guard took a series of steps to assess low participation rates identified in its FY10 report: First, to find out if low participation was attributable to outreach and recruitment, Coast Guard reviewed applicant data. Results showed that more than 149,000 prospective employees submitted applications for permanent and temporary positions in FY11. Analysis of the applicant pool showed diversity across groups. Furthermore, the combined male and female percentages of Whites overall and Native Hawaiian or Other Pacific Islanders applicants were lower than their current availability in the CLF. Given diversity in the overall applicant pool, the Coast Guard determined that Recruitment and Outreach activities are generating a robust applicant pool for the

¹ The Civilian Labor Force (CLF) includes non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens. Federal data exclude temporary, or term specific workers.

	<p>number of employment opportunities available.</p> <p>Second, the Coast Guard conducted a comparison of the percentage of qualified applicants to those who were selected. Results of this analysis showed that White males and females were selected at a significantly higher percentage than their overall availability in the applicant pool. White males and females comprised 49% of qualified applicants and 65% of selectees compared to African American/Blacks who made up 30% of qualified applicants and 18% of selectees. Other groups were selected at similar rates (i.e. lower than their respective overall percentage of qualified applicants).</p> <p>Third, the Coast Guard compared its FY11 occupational onboard strength in 44 occupations (employing 66% of the permanent workforce) against respective CLF data to identify groups with low participation rates. Results showed low participation rates of Women, Hispanic males, Hispanic females, and Asian males. Separate review of approximately 20 occupations that employed more than 100 employees yielded similar results. These reviews highlighted the need for additional targeted recruitment, especially in certain major occupations. Specifically, a more concentrated effort to improve participation rates of Women in the 2210 series (Information Technology); targeted recruitment for Hispanic males, Hispanic females, & Asian males in the 1102 series (Contract Specialist) and the need to improve participation of Women and Hispanic males and females in the 0343 series (Management Program Analyst). The Coast Guard is generating sufficient applicants for its position vacancies.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No specific barrier has been identified.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or</p>	<p>To target affected groups in recruitment for certain major occupations and also encourage</p>

practice to be implemented to correct the undesired condition.	managers to incorporate diversity plans into their recruitment strategies.
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:	1 Oct 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Revised from 9/30/2011 to 9/30/2012

/

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Increase utilization of career ladder positions. Encourage use of career ladders with supervisors as part of their workforce planning efforts.	9/30/2012
2. Review manager and supervisory performance requirements for EEO. Work with Coast Guard Civil Rights Directorate to update if needed.	9/30/2012
3. Assistant Commandant for Human Resources will identify any ERI/Gender groups underrepresented compared to the RCLF for occupations with over 100 employees. <i>a. Human Resources will track and report ERI/Gender net change, hires, resignations and retirements.</i>	3/31/2011 Completed
4. Assistant Commandant for Human Resources will develop outreach strategies for groups in occupations with underrepresentation. Report on efforts in FY11 MD 715 program status report.	3/31/2011 <i>Completed</i>
5. Assistant Commandant for Human Resources will produce quarterly applicant data tracking data by ERI/Gender code and job/series to ensure early identification of potential workforce triggers.	3/31/2011 <i>Completed</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. *New Activity.*
2. *New Activity.*
3. *Completed.* The Coast Guard has 21 occupational series with over 100 employees. The following occupations have been identified as Mission Critical Occupations: 0080 Security Specialist (Port) 1801 Marine Inspector, 2150 Vessel Traffic Control Specialist, and 0963 Legal Instrument Examiner. The Coast Guard has identified low participation in these occupations for Women overall, Hispanic males, Hispanic females, White females, Asian males and American Indian or Alaska Native females for the workforce compared against the CLF. The Coast Guard plans continue to monitor and track ERI/Gender net change, hires, resignations and retirements in mission critical occupations in FY12.

4. *Completed.* The Coast Guard contracted through (Penn, Good & Associates, LLP and IMS) to develop and execute an FY11 Civilian Recruitment Media Outreach Campaign which began in April 2011. The goal of this initiative was to increase visibility and build awareness of the Coast Guard civilian recruitment brand among the target audience which included Women overall, Hispanic women, Individuals with Targeted Disabilities, Veterans, and male/female African Americans, Asians, and Native Americans. Key FY11 results compared to FY10 showed significant increases in the number of social media interactions. Coast Guard Facebook page had a 534% increase in post views, 100% increase in post feedback, 39% increase in "Likes" and more than half of all viewers (51%) accessed the [Careers] tab. For Coast Guard Twitter, results indicated a 1.5% increase in followership and 90 separate visits to Coast Guard civilian jobs information sites. The Coast Guard also utilized the Diversity Outreach Board for planning and development of a National Diversity Outreach Events Matrix forming a collaborative approach to addressing both civilian and military workforce needs. Board composition includes the Assistant Commandant for Human Resources (Outreach Board Chairman) and staff members from the following offices: Office of Diversity, Hispanic Association of Colleges & Universities (HACU) Service Liaison, Historically Black Colleges & Universities (HBCU) Service Liaison, Civil Rights Directorate, Public Affairs, Coast Guard Academy, Congressional Liaison, Tribal Liaison, Coast Guard Civilian Recruiting, Coast Guard Recruiting Command (Military). The Board is chartered to provide a comprehensive strategy for increasing the Coast Guard's presence in communities and organizations to facilitate recruitment of a diverse workforce. The Coast Guard plans to continue both of the above efforts in FY12.

5. *Completed.* The Coast Guard utilized system capabilities through Monster Analytics to review and assess its applicant flow for FY11. Analysis of FY11 applicant data shows the Coast Guard has been successful in generating interest in employment opportunities as evidenced by the applicants to vacancy ratio. For FY12 and beyond, the Coast Guard MD 715 team will review applicant flow data as part of an ongoing workforce analysis.

U. S. Coast Guard

FY11

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

Low Participation Rates for Several Work Groups in High General Schedule Grades (GS13-GS15)

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Condition:

Low participation rates in the SES feeder pool (Grades GS13-GS15) for several work groups.

How condition was recognized as a potential barrier:

In Grades GS13-GS15, participation rates for Women overall decrease from 28.51% at GS13 to 21.76% at GS15. All rates are lower than the CLF (46.8%). White females, Hispanic males, Hispanic females, Asian females, Native Hawaiian or Other Pacific Islander males and Native Hawaiian or Other Pacific Islander females also show participation rates in GS13-GS-15 grades below their respective CLFs: White females (18.5% vs. CLF 33.7%), Hispanic males (3.4% vs. CLF 6.2%), Hispanic females (2.1% vs. CLF 4.5%), Asian females (1.3% vs. CLF 1.7%), Native Hawaiian or Other Pacific Islander males (0.07% vs. 0.10%), and Native Hawaiian or Other Pacific Islander females (0.00% vs. 0.10%).

BARRIER ANALYSIS:

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

The Coast Guard reviewed FY10 GS13- GS15 employee promotions rates by ERI with the ERI of the next lower grade (the feeder pool). This effort was undertaken to determine whether or not promotions were generally proportionate to the onboard strength. In reviewing the data, the following assumptions were made, e.g., (1) small numbers, combined with large percent differences may cause huge fluctuations which do not necessarily indicate a trend; (2) some series end before GS-15; and (3) consideration was given to specific job requirements such as education, specialized training, and vacancies in a occupational series, etc. which may affect who

	<p>is promoted in a given year.</p> <p>FY10 3rd Qtr Promotion data: Promotion from GS12 to GS13: African American/Blacks, and Hispanics were promoted to the GS13 Grade at rates higher than their composition in the feeder pool. Data shows Asian males and females, Native Hawaiian or Pacific Islander (NHPI) males and females and American Indian or Alaska Native (AIAN) males and females received fewer promotions to GS13 than their feeder pool composition; however, the statistical difference is rooted in small numbers of employees in the feeder pool but generally work group parity exists at this promotion level.</p> <p>Promotion from GS13 to GS14: White males and females and AIAN males and females showed increases in promotions over their feeder pool population. A majority of the other groups remained near their feeder pool population percentages. Of significant concern is the absence in FY10 of any Hispanic male or female employee promotions to the GS14 level.</p> <p>Promotion from GS14 to GS15: White males and females were promoted to GS15 at a rate above their representation in the feeder pool. African American/Black males and females were also promoted to GS15 at a rate above their representation in the feeder pool. The Coast Guard observed promotion rates to GS15 for other groups in the workforce to be lower than their representation in the feeder pool.</p> <p>The above FY11 data review served as a baseline for analysis of Coast Guard employee participation rates at GS13 to GS15 grades.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>USCG will assess the data to identify potential barriers. Further review of FY11 and FY12 hiring and promotions will assist in determining whether barriers exist.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired</p>	<p>To examine employment actions for the affected work groups (promotions, awards, adverse actions, etc. for disproportionality).</p>

condition.		
RESPONSIBLE OFFICIALS:		Assistant Commandant for Human Resources
DATE OBJECTIVE INITIATED:		1 Oct 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:		Revised from 9/30/2011 to 9/30/2012
EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Review a representative sample of adverse action case files to assess whether barriers are present in application of discipline by ERI and Gender.		9/30/2012
2. Review Promotions <ol style="list-style-type: none"> a. Compare representation rate and promotion rate one grade at a time by major pay plans and major occupations. Identify any triggers. b. Review EEO complaints statistics to determine any trends where non-selection is the issue. c. Review performance appraisals for disparities/anomalies. d. Develop action plan for elimination of any potential barriers. 		9/30/2011 <i>Completed</i>
3. Review Awards <ol style="list-style-type: none"> a. Review award rate among comparable groups of employees. b. Review EEO complaints statistics to determine any trends where an award is identified as the issue. c. Review awards policy and determine how awards recipients are selected and how the monetary amounts are determined. d. Develop action plan for elimination of any potential barriers. 		9/30/2011 <i>Completed</i>
4. Review Adverse Actions <ol style="list-style-type: none"> a. Review adverse actions statistics and determine if the types of actions and the rates given are similar for comparable groups. b. Review EEO complaints statistics to determine any trends where disciplinary action is the issue. 		3/31/2011 <i>Completed</i>

<p>c. Review disciplinary policy to determine how disciplinary actions are determined (are objective criteria used, i.e., do the offenses correspond with the appropriate discipline).</p> <p>d. Develop action plan for elimination of any potential barriers.</p>	
<p>5. Coast Guard will continue to monitor and address areas indicating low or less than optimal results from the DHS Employee Viewpoint survey.</p>	<p>9/30/2011 <i>Completed</i></p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

1. *New Activity.*
2. *Completed.* Reviewed FY10 employee promotions through 3rd qtr compared to the feeder group (next lower grade) for GS09 thru GS15 grade. Results indicate most employee groups, accounting for statistical differences for groups with relatively low numbers of employees, generally received promotions consistent with their respective feeder pool demographics. Hispanics males and females and Asian males and females were the only exceptions given their overall participation rates in the permanent workforce. The Coast Guard will continue to assess promotions to identify if promotion triggers are an indicator of barriers to higher-level GS grades for Hispanics and Asians. A review of a 5-years of EEO complaints of discrimination showed Non-Selection to be a relatively common issue. However, the trend indicates fewer issues raised as a percentage in FY11 than in FY10. The Coast Guard will continue to monitor statistics from complaints claiming Non-Selection as the issue.
3. *Completed.* Review of employee cash awards, quality step increases, time-off awards, recruitment incentives, relocation incentives, etc. in FY10 3rd qtr and FY11 4th qtr indicate all groups generally receive awards at rates consistent with their permanent workforce participation rates. Results show consistency in application of awards policy and are validated by the low percentage of awards claimed as an issue in employee complaints of discrimination (only 2%) over a 5-year period from FY07-FY11 3rd qtr. No barriers to participation by any work group were found.
4. *Completed.* The Coast Guard reviewed FY11 adverse action data. For all grades, Males, Hispanic males, Hispanic females, African American/Black males, NHPI males and Two or More Other Race males received adverse actions at higher percentages than their permanent workforce participation rates. For high grades, GS13- GS15, Women overall received 40% of all adverse actions compared to their permanent workforce participation rate of 31.97%. A review of a 5-year trend in EEO complaints of discrimination showed that 33 of 296 (11%) of the issues raised discipline as the issue.
5. *Completed.* Review of the FY11 Coast Guard Employee Viewpoint survey results showed the 834 respondents replied positively at higher percentages than DHS and federal government rates overall. However, 26% of employees surveyed stated they plan to leave the Coast Guard within the next year for reasons other than retirement. The Coast Guard will continue to monitor employee separations by Nature of Action codes, ERI, and Gender to identify any potential barriers to retention.

U. S. Coast Guard

FY11

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

Low Participation Rate of Individuals with Targeted Disabilities

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Condition:

Individuals with Targeted Disabilities (IWTDS) participate at a rate of 0.81% in the permanent workforce, which is below the Federal average of 0.88%.

BARRIER ANALYSIS:

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

The Coast Guard conducted an FY11 review of applicant diversity by disability status and by specific targeted disability as claimed through the applicant referral system. New hire data indicates 2 IWTDS were hired in FY11.

Additional review of IWTDS hiring from FY08 (baseline) to FY11 showed that the Coast Guard hired 16 and separated 13 IWTDS from the workforce during that 3-year period. However, an annual Coast Guard initiative to re-survey the workforce has resulted in positive net change associated with IWTDS since FY08.

Review of FY11 employee exit survey information indicates two IWTDS separated from the Coast Guard which was consistent with internal records. There was no additional information specific to IWTDS that could be analyzed from the survey.

Assessment of internal guidance/reference material regarding IWTDS shows the Coast Guard published guidance for Managers and Supervisors on Special Hiring Authorities for IWTDS in FY10.

Recruitment/Outreach initiatives: The Coast Guard maximized use social media sites for civilian outreach and recruitment of IWTDS and plans to incorporate more on-site IWTDS events to its national outreach calendar in FY12.

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>USCG will assess the data to identify potential barriers.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase employment of Individuals with Targeted Disabilities to the 2% DHS goal through education and awareness.</p> <p>The Coast Guard will undertake to following actions to improve IWTDs participation in the workforce: (1) enhance its education of managers and supervisors regarding IWTDs; (2) ensure its outreach material is inclusive of IWTDs as part of the workforce; and (3) identify opportunities to affiliate with local and national IWTD affinity groups.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Commandant for Human Resources</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>1 Oct 2010</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>Revised from 9/30/2011 to 9/30/2012</p>

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Develop and implement a process for the Selective Placement Coordinator and Command Staff Advisors to meet with management officials to inform and educate them on special hiring authorities and facts about employing IWTDs.	9/30/2012
2. Re-survey the workforce annually to ensure accurate and updated employee disability information	9/30/2012
3. Identify and include events for IWTDs as part on Coast Guard annual Diversity Outreach Calendar	9/30/2012
4. Create entry level positions targeting colleges with diverse student body	9/30/2012
5. Establish and develop plan to promote 1% hiring of IWTDs for FY12.	12/31/2011
6. Review all occupations and identify series based on occupational requirements that may preclude employment of IWTDs. If occupations are identified (i.e. law enforcement duties), work with DHS to remove such occupations from calculations of IWTDs participation rates for the Coast Guard.	9/30/2012
<p>7. Implement plan for recruitment of applicants with disabilities/targeted disabilities (IWDs/IWTDs)</p> <p>a) Monitor plan and other initiatives for IWTDS/IWDs:</p> <ul style="list-style-type: none"> • Track applicant flow for occupations. • Track separation rates. • Promote use of Schedule A; track utilization. • Promote participation of Workforce Recruitment Program (WRP) interns for positions that could lead to permanent jobs. <p>b) Establish plan to supplement national recruitment with systematic local outreach</p> <p>c) Establish coordination with other DHS components regarding recruitment sources and best practices.</p>	9/30/2011 <i>Completed</i>

8. Promote hiring plans/forecasts by officials and managers.	9/30/2012
9. CSAs target certain positions for IWTD employment. Reach out individually to managers.	9/30/2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

1. *New Activity.*
2. *New Activity.*
3. *New Activity.*
4. *New Activity.*
5. *New Activity.*
6. *New Activity.*
7. *Completed.* The Coast Guard has the capability to track applicant self-identification of disability through its applicant referral data system (Monster Analytics). For PWDs, the Coast Guard had a positive net gain in FY11. During FY11, IWTDs and PWDs separated at rates consistent with employees without disabilities. The Coast Guard also placed five students participating in the Workforce Recruitment Program during the period.

The Coast Guard also hosted an Assistive Technology Day that was advertised and open to all employees. The event showcased various workplace accommodations available through DoD Computer/Electronics Accommodation Program and DOT Disability Resource Center including demonstrations of use for numerous managers, supervisors, and employees. Our civilian recruiting team also participated in outreach/recruitment at Careers for the Disabled and on campus at Gallaudet University in Washington, DC.

Additionally, the Coast Guard continued to enhance its enterprise-wide Diversity Strategic Plan. Specifically, requiring training for all managers and supervisors on how to incorporate diversity into the recruitment strategies and the various special hiring authorities such as Schedule A. The Coast Guard will also create a new online comprehensive supervisory training on effective recruitment and retention of a diverse well-qualified workforce. Inclusive of training will be modules on employee relations and labor relations issues for civilian employees.
8. *New Activity.*
9. *New Activity.*

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
U. S. Coast Guard	FY11	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Separations</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><u>Condition:</u></p> <p>Employee separations impact workforce diversity.</p> <p><u>How condition was recognized:</u></p> <p>Internal Coast Guard separation data shows majority of employees separate for reasons other than retirement, of which some are discretionary (i.e. transfers to other agencies, seeking better pay, upward mobility, job conditions, etc.). Exit surveys show that Women overall, White females, and Black or African American females depart USCG at rates higher than their participation rates in the CLF, making the remaining workforce less diverse.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Coast Guard reviewed separations data from FY09-FY11.</p> <p>For FY11, 32 of 479 separating employees (6.7%) took the exit survey. Findings indicate that three groups (Women overall, White females, and Black or African American females) consistently leave the Coast Guard at rates higher than their participation rate in the permanent workforce. Further review of the FY11 DHS/USCG Employee Exit survey results show the top three reasons employees leave the Coast Guard are: (1) Advancement Opportunities, (2) Salary Pay, and (3) Supervisor/Management & Personal Reasons and Job Responsibilities.</p> <p>The Coast Guard reviewed its FY10 and FY11</p>	

	<p>attrition data. In FY10 employee attrition was 7.7% which included employee retirements, transfers to other agencies, resignations, removals and “other” reasons.</p> <p>The Coast Guard will continue pursuing ways to increase employee retention while improving opportunities for upward mobility within the workforce.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>USCG will assess the data to identify potential barriers.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Continue to identify trends in separations and to reduce non-retirement separations particularly of women and minorities.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Commandant for Human Resources</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>1 Oct 2010</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>Revised from 9/30/2011 to 9/30/2012</p>

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>1. Review results of Coast Guard and DHS employee survey instruments:</p> <ul style="list-style-type: none"> a. Identify potential causal factors for separations. b. Identify retention interventions. c. Implement interventions <ul style="list-style-type: none"> • Track and evaluate success of interventions annually • Make corrections as needed 	<p>9/30/2011 Completed</p>
<p>2. Review Separations Data</p> <ul style="list-style-type: none"> a. Analyze occupations to assess whether low participation rates exist. b. Determine if these occupations correlate with those employees separating. c. If so, identify interventions. <ul style="list-style-type: none"> • Track and evaluate success of interventions annually 	<p>3/31/2011 Completed</p>
<p>3. The Coast Guard will review its practice of hiring at the full-performance level in order to maximize potential advancement opportunities for employees through use of career ladders.</p>	<p>9/30/2012</p>
<p>4. The Coast Guard will develop communications to encourage all separating employees to participate in the FY12 exit survey.</p>	<p>2/28/2012</p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

1. *Completed.* The Coast Guard reviewed FY11 USCG/DHS Employee Exit Survey results. Of the 32 respondents (leaving the agency) who participated in the survey, 34% had 10 or more years of service with the Coast Guard, 34% were in GS13 to GS15 grades, 29% reported belonging to a minority group, and 29% were Women. The Coast Guard will continue working to reduce non-retirement separations.
2. *Completed.* Reviewed participation rates for 44 occupations (66% of employees) in the permanent workforce. For FY11, groups participating below their occupational civilian labor force benchmark include Women overall, White females, and Hispanic males and Hispanic females. Internal review of separations by major occupations is ongoing.

3. *New Activity.*

4. *New Activity.*

6.a. Time-Off Awards (Total hrs awarded)	33714	4069	12.07%	561	1.66%	589	1.75%	29056	86.2%
6.b. Cash Awards (total \$\$\$ awarded)	13,921,660	1,326,820	9.53%	89,864	0.65%	215,252	1.55%	12,379,588	88.92%
6.c. Quality-Step Increase	370	41	11.08%	1	0.27%	8	2.16	321	86.76%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I . Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>FY12 Hiring Goal: Coast Guard has established a FY12 hiring goal of 6 employees with targeted disabilities.</p> <p>Workforce Recruitment Program : In FY12 the Coast Guard will participate in the Workforce Recruitment Program as a Workforce Recruitment Program Recruiter in addition to a Workforce Recruitment Program Employer. The Coast Guard has identified a Recruiter who has taken the necessary training required by the Workforce Recruitment Program Manager to conduct interviews of applicants looking to participate in the FY12 Workforce Recruitment Program. The following three universities have been assigned to the Coast Guard.</p> <p>Oct. 31, 2011 Robert Morris University – Moon Township, PA</p> <p>Nov. 1, 2011 Carnegie Mellon University – Pittsburg, PA</p> <p>Nov. 3-4, 2011 West Virginia University (HBCU) – Martinsburg, WV</p> <p><u>For FY12 Tentative Events</u></p> <p>We are developing an outreach strategy that focuses on new events that were not targeted in previous years. The following are tentative events for FY12. We are still researching other events for FY12.</p> <p>Careers and the Disabled</p> <p>TASH Equity, Opportunity and Inclusion for People with Disabilities Conf. Atlanta, GA</p> <p>Perspectives on Employment of People with Disabilities, Bethesda, MD</p>

Learning Disability Association of America Annual Conference, Chicago, IL

American Council for the Blind 2012 Conventions

Internal Outreach

In FY12 we plan to have more one on one interaction with Coast Guard managers to discuss Schedule A as an option and provide resumes from the OPM shared list of People with Disabilities Database.

Notation for the Record

SUBMITTED BY: CG-OOH-2S *BS*

SUMBITTED ON: 30 November 2011

TO: The U.S. Equal Employment Opportunity Commission (EEOC)

THRU: Department of Homeland Security (DHS), Office for Civil Rights and Civil Liberties (CRCL)

Please be advised that the total work force data reported on PART III, SECTION A.1a. of the EEOC FORM 462 Report, which was 8,776, will be updated to 10,139 to reflect the addition of 1,363 Non-Appropriated Fund (NAF) employees.

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

AGENCY OR DEPARTMENT: DHS U.S. Coast Guard

REPORTING PERIOD: FY 2011

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR	COUNSELINGS		INDIVIDUALS	
	COUNSELINGS	INDIVIDUALS	COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK				
ADR INTAKE OFFICER	COUNSELINGS		INDIVIDUALS	
B. INTENTIONALLY LEFT BLANK				
TOTAL COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	78	75		
1. COUNSELED WITHIN 30 DAYS	51	49		
2. COUNSELED WITHIN 31 TO 90 DAYS	27	26		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	6	6		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	19	19		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2		
3. COUNSELED BEYOND 90 DAYS	0	0		
4. COUNSELED DUE TO REMANDS	0	0		
D. PRE-COMPLAINT ACTIVITIES	COUNSELINGS	INDIVIDUALS	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	5	5		
2. INITIATED DURING THE REPORTING PERIOD	83	79		
3. COMPLETED/ENDED COUNSELINGS	78	75		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	11	11		
b. WITHDRAWALS/SNO COMPLAINT FILED	21	20		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	42	40		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	4	4		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	10	10		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	\$ 1,290.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FROTPAY	1	1	\$ 1,290.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	8	8	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	0	0	
4. REASSIGNMENTS	2	2	
5. REMOVALS RESCINDED	0	0	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	0	
6. ACCOMMODATIONS	0	0	
7. TRAINING	3	3	
8. APOLOGY	0	0	
9. DISCIPLINARY ACTIONS	1	1	
a. RESCINDED	0	0	
b. MODIFIED	1	1	
10. PERFORMANCE EVALUATION MODIFIED	2	2	
11. LEAVE RESTORED	1	1	
12. IMPROVED TERMS/COND	3	3	
13. FAVORABLE REFERENCE	0	0	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FROTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	3	3	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	1	1	
4. REASSIGNMENTS	0	0	
5. REMOVALS RESCINDED	0	0	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	0	
6. ACCOMMODATIONS	1	1	
7. TRAINING	0	0	
8. APOLOGY	1	1	
9. DISCIPLINARY ACTIONS	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	0	0	
11. LEAVE RESTORED	0	0	
12. IMPROVED TERMS/CONDIT	0	0	
13. FAVORABLE REFERENCE	0	0	
I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	8	8	

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

REPORTING PERIOD: FY 2011

AGENCY OR DEPARTMENT: DHS U.S. Coast Guard

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	RACE						RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE		
	AMER INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	1	0	0	0	0	3	16	9	8
B. ASSIGNMENT OF DUTIES	0	0	0	0	1	0	0	0	1	10	2	2
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	1	2	0	0	0	2	23	6	6
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	1	0	0	0	0	6	1	1
3. SUSPENSION	0	0	0	0	0	0	0	0	0	2	1	1
4. REMOVAL	0	0	0	1	1	0	0	0	2	15	4	4
5. P4E5	0	0	0	0	0	0	0	0	0	0	0	0
6. LETTER OF COUNSELING												
7.												
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	2	0	0	2	0	3	14	5	5
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	2	3	0	2	0	7	39	16	16
1. NON-SEXUAL	0	0	0	2	3	0	2	0	7	39	16	16
2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NO-N-SELECTION	0	0	0	4	1	0	2	0	0	15	6	6
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	0	0	13	10	0	6	0	25			
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	0	12	5	0	5	0	16			
TOTAL ALL COMPLAINTS BY BASES	0	0	0	12	5	0	5	0	16			

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AGENCY OR DEPARTMENT: DHS U.S. Coast Guard

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	
	RAACE							RELIGION	REFRISAL	TOTAL ALL BASES BY ISSUE			
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR						
N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	2	1	0	0	0	0	2	14	7	7
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	0	0	0	1	2	1	1
S. TIME AND ATTENDANCE	0	0	0	0	2	0	0	0	0	2	11	3	3
T. TRAINING	0	0	0	0	0	0	0	0	0	1	3	1	1
U. OTHER (Please specify below)													
1 P4U1	0	0	0	0	0	0	0	0	0	0	0	0	0
2													
3 P4U3	0	0	0	0	0	0	0	0	0	0	0	0	0
4													
5													
TOTAL ALL ISSUES BY BASIS	0	0	0	13	10	0	6	0	25				
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	0	12	5	0	5	0	16				
TOTAL ALL COMPLAINTANTS BY BASES	0	0	0	12	5	0	5	0	16				

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AGENCY OR DEPARTMENT: DHS U.S. Coast Guard

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL COMPLAINTS BY ISSUE				
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA		TOTAL ALL BASES BY ISSUE			
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	1	1	0	1	1	0	2	1	2	0	14	7	7	7	7	7
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	2	1	1	1	1	1
R. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	1	0	0	2	1	2	0	11	3	3	3	3	3
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	0	3	1	1	1	1	1
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1 P4U1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																
3 P4U3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4																
5																
TOTAL ALL ISSUES BY BASES	6	14	0	9	2	0	0	25	21	0	32	0	0	0	0	0
TOTAL ALL COMPLAINTS FILED BY BASES	4	9	0	3	2	0	0	18	9	0	18	0	0	0	0	0
TOTAL ALL COMPLAINTS BY BASES	4	9	0	3	2	0	0	17	9	0	16	0	0	0	0	0

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PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASIS OF DISCRIMINATION IN FINDINGS AND ALLEGED BASIS IN SETTLEMENTS													
	RACE		SEX		RELIGION		AGE		NATIONAL ORIGIN		DISABILITY		OTHER	
	AMERICAN INDIAN/ALASKA NATIVE	BLACK/AFRICAN AMERICAN/BLACK	WHITE	MALE	FEMALE	OTHER	PHYSICAL	MENTAL	PHYSICAL	MENTAL	PHYSICAL	MENTAL		
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1b. Number of Counselings Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2b. Number of Complaints Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number of Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complaints Issued FOS with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS													
	CONVICTION		REASONABLE ACCUSATION		EFTY		FACIAL DISPARITY		REASONABLE SUSPICION		REASONABLE SUSPICION		REASONABLE SUSPICION	
	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE	ADVERSE
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1b. Number of Counselings Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	1	2	0	0	0	0	0	0	0	0	0	0	0	0
2a. Number of Complaints Settled	1	2	0	0	0	0	0	0	0	0	0	0	0	0
2b. Number of Complaints Settled With	1	2	0	0	0	0	0	0	0	0	0	0	0	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number of Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complaints Issued FOS with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	1	2	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

53	1. TITLE VII
0	1a. PREGNANCY DISCRIMINATION ACT (PDA)
14	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
16	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)
0	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

83 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	65	31795	489.15
1. WITHDRAWALS	9	5331	592.33
a. NON-ADR WITHDRAWALS	9	5331	592.33
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	8	2521	315.13
a. NON-ADR SETTLEMENTS	7	2346	335.14
b. ADR SETTLEMENTS	1	175	175.00
3. FINAL AGENCY ACTIONS (B+C)	48	23943	498.81
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	32	13201	412.53
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	21	10844	516.38
3. DISMISSAL OF COMPLAINTS	11	2357	214.27
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	16	10742	671.38
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	16	10742	671.38
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	16	10742	671.38
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	21	4972	236.76
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	15	3680	245.33
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	3	174	58.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	12	3506	292.17
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	4	986	246.50
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	41	41.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	3	945	315.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	1	230	230.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	230	230.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	1	76	76.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	1	76	76.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	8	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	4	\$ 47,304.40
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	4	\$ 36,100.00
3. COMPENSATORY DAMAGES	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	1	\$ 11,204.40
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	6	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	<small>NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL</small>	<small>NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS</small>
1. HIRES	1	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	1	0
2. PROMOTIONS	1	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	1	0
3. EXPUNGEMENTS	0	1
4. REASSIGNMENTS	0	1
5. REMOVALS RESCINDED	1	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	1	0
6. ACCOMMODATIONS	0	0
7. TRAINING	1	1
8. APOLOGY	0	1
9. DISCIPLINARY ACTIONS	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	1	1
11. LEAVE RESTORED	0	0
12. IMPROVED TERMS/CONDITIONS OF EMPLOYMENT	0	1
13. WRITABLE REFERENCE	1	0
14. DETAIL	0	1

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	58	21906		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	0	0	0.00	0
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	9	417	46.33	178
2. COMPLAINTS PENDING IN INVESTIGATION	17	2595	152.65	316
3. COMPLAINTS PENDING IN HEARINGS	28	17586	628.07	1492
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	4	1308	327.00	433

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	30	7835	261.17
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. AGENCY INVESTIGATION COSTS	\$ 0.00		\$ 0.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	30	7835	261.17
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	17	2514	147.88
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	11	3227	293.36
1. TIMELY COMPLETED INVESTIGATIONS	11	3227	293.36
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	855	427.50
4. CONTRACTOR INVESTIGATION COSTS	\$106,491.00		\$ 3549.70

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

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PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

INFORMAL PHASE (PRE-COMPLAINT)				
A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY	69	68		
2. REJECTED BY INDIVIDUAL (COUNSELEE)	46	46		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	23	23		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
	COUNSELINGS	INDIVIDUALS		
1. INHOUSE	6	6		
2. ANOTHER FEDERAL AGENCY	4	4		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	1	1		
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. MEDIATION	8	8	375	46.88
2. SETTLEMENT CONFERENCES		0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	2	2	37	18.50
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	1	1	56	56.00
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	23	23	842	36.61
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	3	3	183	61.00
b. NO FORMAL COMPLAINT FILED	3	3	22	7.33
c. COMPLAINT FILED				
i. NO RESOLUTION	4	4	220	55.00
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	10	10	344	34.40
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3	73	24.33
2. INTENTIONALLY LEFT BLANK				

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PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY	14	14		
2.	REJECTED BY COMPLAINANT	8	8		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	6	6		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		1	1		
1.	INHOUSE	1	1		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. MEDIATION		1	1	23	23.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED		6	6	198	33.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	23	23.00
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	0	0	0	0.00
d.	NO ADR ATTEMPT	5	5	175	35.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTALS)		1	1	\$	9,100.00
a.	COMPENSATORY DAMAGES	1	1	\$	9,100.00
b.	BACKPAY/FROTPAY	0	0	\$	0.00
c.	LUMP SUM	0	0	\$	0.00
d.	ATTORNEY FEES AND COSTS	0	0	\$	0.00
e.				\$	
f.				\$	
g.				\$	
2. NON-MONETARY (INSERT TOTALS)		1	1		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	1	1		
d.	REASSIGNMENTS	1	1		
e.	REMOVALS RESCINDED	0	0		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	0	0		
g.	TRAINING	1	1		
h.	APOLOGY	1	1		
i.	DISCIPLINARY ACTIONS	0	0		
i.	RESCINDED	0	0		
ii.	MODIFIED	0	0		
j.	PERFORMANCE EVALUATION MODIFIED	1	1		
k.	LEAVE RESTORED	0	0		
l.	IMPROVED TERMS/CONDITIONS OF EMP				
m.	FAVORABLE REFERENCE				

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

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

AGENCY OR DEPARTMENT: DHS U.S. Coast Guard

REPORTING PERIOD: FY 2011

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	8776	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1	
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0	
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	1	
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
D. EEO ADR FUNDING SPENT	AMOUNT	
	\$ 32,129.41	

E. EEO ADR CONTACT INFORMATION

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER Floretta Cabiness
 2. EEO Specialist
 3. TELEPHONE NUMBER 202-372-4503 4. EMAIL floretta.c.cabiness@uscg.mil

F. EEO ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
1a. If yes, is there a written policy requiring the participation?	X	
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2010 through September 30, 2011, is accurate and complete.

NAME AND TITLE OF CERTIFYING OFFICIAL: Barbara V Stewart, Chief

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature) 8756

DATE: 10/13/2011 **TELEPHONE NUMBER:** 202-372-4524 **E-MAIL:** barbara.v.stewart@uscg.mil

NAME AND TITLE OF PREPARER: Barbara V Stewart, Chief

DATE: 10/13/2011 **TELEPHONE NUMBER:** 202-372-4524 **E-MAIL:** barbara.v.stewart@uscg.mil

The FY 2011 report (with the PIN entered) is due on or before October 31, 2011.

Appendix A - Comments

AGENCY: DHS U.S. Coast Guard - YEAR: 2011

Part 1

USCG - I.D.1 Counselings - This value differs from the number of counselings listed as pending at the end of FY 2010. Data reconciliation revealed several old cases were mistakenly counted as pending informal.

Part 2

USCG - II.A - This number differs from the number of complaints listed as on hand at end of FY 2010 because there were a few cases that were inadvertently not counted.

USCG - II.B - The value was verified and is accurate. Two cases were inadvertently not include in last years 462 as pending formal and one case was pending the decision to file a formal complaint at the end of the previous fiscal year.

USCG - II.J - The value was verified and is accurate. Two cases were inadvertently not include in last years 462 as pending formal and one case was pending the decision to file a formal complaint at the end of the previous fiscal year.

Part 6

USCG - VI.A.1 AveDays - The value was verified and deemed accurate.

Part 8

USCG - VIII.A.3 Pending Oldest Case - Patricia McCall, HS-USCG-02486, EEOC No. 531-2008-00266X.

Part 10

USCG - X.D Counselings - Mediation and faciliation were used.

UNITED STATES COAST GUARD
CIVIL RIGHTS DIRECTORATE

Director
Civil Rights Directorate
(CG-00H)

Executive Assistant
(CG-00HE)

Office of Civil Rights Policy,
Planning & Resources
(CG-00H-1)

Compliance & Procedures Div
(CG-00H-11)

Planning & Resource
Management Div
(CG-00H-12)

Office of Civil Rights Operations
(CG-00H-2)

Solutions &
Complaints Staff
(CG-00H-2S)

CR Region 1 Det 1
(CG-00H-2-Det 1)
Washington, DC

Zone 1
(ME, VT, NH, MA, RI)

Zone 2
(Conn, NJ & NY)

Zone 3
(PA, Del & MD)

Zone 4
(DC, N. VA)

CR Region 2 Det 2
(CG-00H-2-Det 2)
Portsmouth

Zone 5
(VA)

Zone 6
(NC)

Zone 7
(FL)

Zone 8
(LA)

Zone 9
(TX)

Zone 10
(Ohio)

CR Region 3 Det 3
(CG-00H-2-Det 3)
Alameda

Zone 11
(CA, NV, UT, AZ)

Zone 12
(Alaska)

Zone 13
(WA, OR, IO & MT)

Zone 14
(Hawaii)



THE COMMANDANT OF THE UNITED STATES COAST GUARD
Washington, DC 20593

EQUAL OPPORTUNITY POLICY STATEMENT

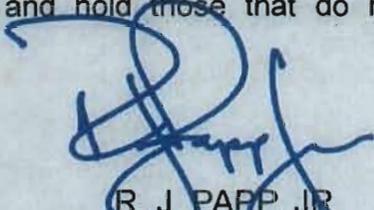
Everyone should expect and demand the opportunity to work, develop and achieve his or her full potential, whether serving as a member on active duty, drilling Reservist, civilian employee or Auxiliary volunteer. Adherence to Equal Opportunity principles and our core values of Honor, Respect and Devotion to Duty, will promote positive command climates and enhance mission readiness and execution.

Everyone in the Coast Guard must work together to eliminate all forms of discrimination that violate law or policy and eliminate any actions that discriminatorily impact our workforce, those seeking Coast Guard employment and those receiving benefits from Coast Guard-sponsored programs.

All Coast Guard personnel shall:

- Reach out widely and in previously untapped markets to identify highly qualified applicants for enlistment, officer accession, civilian employment and Auxiliary enrollment;
- Recruit, retain, train, develop, promote, reward and deploy a highly capable, diverse workforce in a fair and consistent manner on the basis of merit;
- Provide reasonable accommodations for qualified applicants and employees with disabilities;
- Maintain a work environment free from unlawful discrimination, reprisal and harassment;
- Ensure all men and women of the Coast Guard are educated about their rights and responsibilities under federal civil rights laws; and
- Act promptly, appropriately and effectively to endorse this policy and to ensure personal accountability by members of the Coast Guard.

I expect every member of our workforce at all levels to respect their shipmates, treat them fairly and equally and hold those that do not demonstrate these values accountable.



R. J. PAPP, JR.
Admiral, U.S. Coast Guard



THE COMMANDANT OF THE UNITED STATES COAST GUARD
Washington, DC 20593

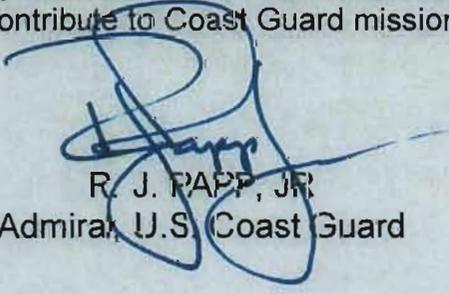
ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

I am committed to providing a work environment free from discrimination and harassment. Our mission success depends upon it. Our core values of Honor, Respect and Devotion to Duty demand it. Federal law and policy require it. Coast Guard men and women deserve nothing less.

We will do this by creating command climates and work environments that promote inclusion, equity and respect. Every member of the workforce should be familiar with Coast Guard Equal Employment Opportunity (EEO) policies and should take proactive measures to prevent all forms of discrimination and harassment. We must eliminate conduct that unreasonably interferes with an individual's work performance or creates an intimidating, offensive, or hostile work environment on the basis of an individual's race, color, religion, sex, sexual orientation, national origin, age, disability, marital status, parental status, political affiliation, engagement in any protected EEO activity, or any other basis protected by law.

Behavior that constitutes harassment should be reported to leaders and managers; leaders and managers must take prompt and appropriate corrective action. Reports and responses should be in accordance with Coast Guard Anti-harassment and Hate Incident Procedures. Reports of harassment can also be made to local Civil Rights or Human Resources Offices. Reprisal or threats of reprisal against individuals who report unlawful discrimination or harassment will not be tolerated.

Performing our duty to act responsibly and respect our shipmates will create work environments in which every member of the workforce has an equal opportunity to achieve their full potential, contribute to Coast Guard missions and thrive.



R. J. PAPP, JR.
Admiral, U.S. Coast Guard



THE COMMANDANT OF THE UNITED STATES COAST GUARD
Washington, DC 20593

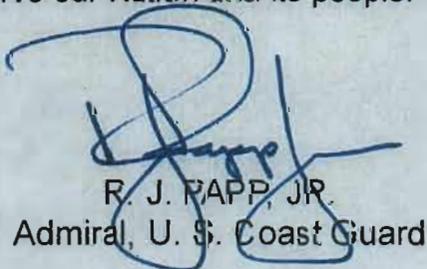
DIVERSITY POLICY STATEMENT

Diversity, though not easily captured in a single definition, allows the Coast Guard to benefit from the talents, abilities, ideas and viewpoints of a workforce drawn from the richness of American society, including men, women, minority groups, people with disabilities and veterans. It is achieved by using two key enablers: providing unfettered enlistment, appointment or employment opportunities to all qualified citizens equally, and creating and sustaining an organizational climate in which people of diverse backgrounds, cultures, races, religions, ethnicities and experience are fully included, valued and respected.

Diversity is vital to mission readiness and excellence. Diversity sparks innovation by incorporating new approaches and fresh perspectives to problem solving. Attracting and employing a diverse and talented team of active duty, reserve, civilian and Auxiliary members ultimately enables us to better perform our challenging maritime missions.

We must strive to create a climate of equity that fosters an environment where all individuals have the opportunity to prosper, advance in their careers and contribute their utmost to Coast Guard missions. We must strive to ensure that our Coast Guard recruits, retains and sustains a diverse, talented and highly skilled workforce. Our Diversity Strategic Action Plan will guide our efforts to achieve these goals. I encourage all members of our workforce to become familiar with the plan located on our diversity website <http://www.uscg.mil/diversity/>.

I am personally committed to making the Coast Guard the Service of choice for all Americans who seek to serve our Nation and its people. Achievement of this goal is an all-hands evolution.



R. J. PAPP, JR.
Admiral, U. S. Coast Guard

FY11

Workforce Tables

[A & B]

- Total Workforce –
Distribution by
Race/Ethnicity & Sex
(Table A1)

- Source: CPRO

Table A1: FY11 TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	RACE/ETHNICITY																																	
	TOTAL WORKFORCE						Hispanic or Latino						White						Non-Hispanic or Latino															
	All		male		female		male		female		male		female		male		female		male		female		male		female									
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%								
TOTAL	9,754	6,040	3,714	420	331	4,635	2,304	595	766	193	200	25	11	132	55	40	47	7,935	5,375	2,560	316	160	4,186	1,541	523	638	162	116	25	10	127	52	36	43
Prior FY10	100%	61.92%	38.08%	4.31%	3.39%	47.52%	23.62%	6.10%	7.85%	1.98%	2.05%	0.26%	0.11%	1.35%	0.56%	0.41%	0.48%	100%	67.74%	32.26%	3.98%	2.02%	52.75%	19.42%	6.59%	8.04%	2.04%	1.46%	0.32%	0.13%	1.60%	0.66%	0.45%	0.54%
Current FY11	10,139	6,334	3,805	418	309	4,870	2,383	651	798	191	198	28	16	136	47	40	54	8,354	5,683	2,671	323	156	4,433	1,625	575	666	162	120	128	45	37	47		
	100%	62.47%	37.53%	4.12%	3.05%	48.03%	23.50%	6.42%	7.87%	1.88%	1.95%	0.28%	0.16%	1.34%	0.46%	0.39%	0.53%	100%	68.03%	31.97%	3.87%	1.87%	53.06%	19.45%	6.88%	7.97%	1.94%	1.44%	0.30%	0.14%	1.53%	0.54%	0.44%	0.56%
CLF (2000)	53.20%	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%	53.20%	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%
Difference	385	294	91	-2	-22	235	79	56	32	-2	-2	3	5	4	-8	0	7	385	294	91	-2	-22	235	79	56	32	-2	-2	3	5	4	-8	0	7
Ratio Change	0.00%	0.55%	-0.55%	-0.18%	-0.35%	0.51%	-0.12%	0.32%	0.02%	-0.09%	-0.10%	0.02%	0.05%	-0.01%	-0.10%	-0.02%	0.05%	0.00%	0.55%	-0.55%	-0.18%	-0.35%	0.51%	-0.12%	0.32%	0.02%	-0.09%	-0.10%	0.02%	0.05%	-0.01%	-0.10%	-0.02%	0.05%
Net Change	3.95%	4.87%	2.45%	-0.48%	-6.65%	5.07%	3.43%	9.41%	4.18%	-1.04%	-1.00%	12.00%	45.45%	3.03%	-14.55%	0.00%	14.89%	3.95%	4.87%	2.45%	-0.48%	-6.65%	5.07%	3.43%	9.41%	4.18%	-1.04%	-1.00%	12.00%	45.45%	3.03%	-14.55%	0.00%	14.89%
PERMANENT																																		
Prior FY	7,935	5,375	2,560	316	160	4,186	1,541	523	638	162	116	25	10	127	52	36	43	7,935	5,375	2,560	316	160	4,186	1,541	523	638	162	116	25	10	127	52	36	43
Current FY	8,354	5,683	2,671	323	156	4,433	1,625	575	666	162	120	25	12	128	45	37	47	8,354	5,683	2,671	323	156	4,433	1,625	575	666	162	120	128	45	37	47		
Difference	419	308	111	7	-4	247	84	52	28	0	4	0	2	1	-7	1	4	419	308	111	7	-4	247	84	52	28	0	4	0	2	1	-7	1	4
Ratio Change	0.00%	0.29%	-0.29%	-0.12%	-0.15%	0.31%	0.03%	0.29%	-0.07%	-0.10%	-0.03%	-0.02%	0.02%	-0.07%	-0.12%	-0.01%	0.02%	0.00%	0.29%	-0.29%	-0.12%	-0.15%	0.31%	0.03%	0.29%	-0.07%	-0.10%	-0.03%	-0.02%	0.02%	-0.07%	-0.12%	-0.01%	0.02%
Net Change	5.28%	5.73%	4.34%	2.22%	-2.50%	5.90%	5.45%	9.94%	4.39%	0.00%	3.45%	0.00%	20.00%	0.79%	-13.46%	2.78%	9.30%	5.28%	5.73%	4.34%	2.22%	-2.50%	5.90%	5.45%	9.94%	4.39%	0.00%	3.45%	0.00%	20.00%	0.79%	-13.46%	2.78%	9.30%
TEMPORARY																																		
Prior FY	433	276	157	17	7	203	106	43	34	7	6	0	1	4	1	2	2	433	276	157	17	7	203	106	43	34	7	6	0	1	4	1	2	2
Current FY	422	258	164	14	9	193	110	41	39	5	3	0	0	3	1	2	2	422	258	164	14	9	193	110	41	39	5	3	0	0	3	1	2	2
Difference	-11	-18	7	-3	2	-10	4	-2	5	-2	-3	0	-1	-1	0	0	0	-11	-18	7	-3	2	-10	4	-2	5	-2	-3	0	-1	-1	0	0	0
Ratio Change	0.00%	-2.60%	2.60%	-0.61%	0.52%	-1.15%	1.59%	-0.22%	1.39%	-0.43%	-0.67%	0.00%	-0.23%	-0.21%	0.01%	0.01%	0.01%	0.00%	-2.60%	2.60%	-0.61%	0.52%	-1.15%	1.59%	-0.22%	1.39%	-0.43%	-0.67%	0.00%	-0.23%	-0.21%	0.01%	0.01%	0.01%
Net Change	-2.54%	-6.52%	4.46%	-17.65%	28.57%	-4.93%	3.77%	-4.65%	14.71%	-28.57%	-50.00%	0.00%	-100.00%	-25.00%	0.00%	0.00%	0.00%	-2.54%	-6.52%	4.46%	-17.65%	28.57%	-4.93%	3.77%	-4.65%	14.71%	-28.57%	-50.00%	0.00%	-100.00%	-25.00%	0.00%	0.00%	0.00%
NON-APPROPRIATED																																		
Prior FY	1386	389	997	87	164	246	657	29	94	24	78			1	2	2	2	1386	389	997	87	164	246	657	29	94	24	78			1	2	2	
Current FY	1363	393	970	81	144	244	648	35	93	24	75	3	4	5	1	1	5	1363	393	970	81	144	244	648	35	93	24	75	3	4	5	1	1	5
Difference	-23	4	-27	-6	-20	-2	-9	6	-1	0	-3	3	4	4	-1	-1	3	-23	4	-27	-6	-20	-2	-9	6	-1	0	-3	3	4	4	-1	-1	3
Ratio Change	0.00%	0.77%	-0.77%	-0.33%	-1.27%	0.15%	0.14%	0.48%	0.04%	0.03%	-0.13%	0.22%	0.29%	0.07%	0.07%	0.07%	0.37%	0.00%	0.77%	-0.77%	-0.33%	-1.27%	0.15%	0.14%	0.48%	0.04%	0.03%	-0.13%	0.22%	0.29%	0.07%	0.07%	0.37%	
Net Change	-1.66%	1.03%	-2.71%	-6.90%	-12.20%	-0.81%	-1.37%	20.69%	-1.06%	0.00%	-3.85%	0.00%	0.00%	0.07%	0.14%	0.14%	0.14%	-1.66%	1.03%	-2.71%	-6.90%	-12.20%	-0.81%	-1.37%	20.69%	-1.06%	0.00%	-3.85%	0.00%	0.00%	0.07%	0.14%	0.14%	0.14%

Total Workforce by
Component—
Distribution by
Race/Ethnicity & Sex
(Table A2)

Source: CPRO

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex [Perm & Temp]

Employment Tenure		RACE/ETHNICITY																
		TOTAL EMPLOYEES		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
TOTAL FY11	#	8,776	5,941	2,835	337	165	4,626	1,735	616	705	167	123	25	12	131	46	39	49
	%	100%	67.70%	32.30%	3.84%	1.88%	52.71%	19.77%	7.02%	8.03%	1.90%	1.40%	0.28%	0.14%	1.49%	0.52%	0.44%	0.56%
CLF 2000	#	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%
11TH CG DISTRICT, ALAMEDA, CA - CG11	#	129	102	27	10	2	81	18	5	4	1	2	0	0	3	1	2	0
	%	100%	79.07%	20.93%	7.75%	1.55%	62.79%	13.95%	3.88%	3.10%	0.78%	1.55%	0.00%	0.00%	2.33%	0.78%	1.55%	0.00%
13TH CG DISTRICT, SEATTLE, WA - CG13	#	128	96	32	6	1	81	28	3	1	1	2	1	0	4	0	0	0
	%	100%	75.00%	25.00%	4.69%	0.78%	63.28%	21.88%	2.34%	0.78%	0.78%	1.56%	0.78%	0.00%	3.13%	0.00%	0.00%	0.00%
14TH CG DISTRICT, HONOLULU, HI - CG14	#	62	47	15	3	1	31	4	2	0	4	5	4	3	3	1	0	1
	%	100%	75.81%	24.19%	4.84%	1.61%	50.00%	6.45%	3.23%	0.00%	6.45%	8.06%	6.45%	4.84%	4.84%	1.61%	0.00%	1.61%
17TH CG DISTRICT, JUNEAU, AK - CG17	#	75	63	12	1	1	57	9	1	0	1	0	0	1	3	1	0	0

	%	100%	84.00%	16.00%	1.33%	1.33%	1.33%	0.00%	1.33%	0.00%	1.33%	4.00%	1.33%	0.00%	0.00%	0.00%	
1ST CG DISTRICT, BOSTON, MA - CG01	#	263	218	45	4	1	202	35	5	6	2	1	0	1	0	1	
	%	100%	82.89%	17.11%	1.52%	0.38%	76.81%	13.31%	1.90%	2.28%	0.76%	0.38%	0.00%	0.38%	0.00%	0.38%	
5TH CG DISTRICT, PORTSMOUTH VA - CG05	#	107	85	22	5	1	77	17	3	3	0	0	0	0	0	1	
	%	100%	79.44%	20.56%	4.67%	0.93%	71.96%	15.89%	2.80%	2.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.93%	
7TH CG DISTRICT, MIAMI, FL - CG07	#	264	213	51	70	18	129	22	7	9	0	1	0	0	5	2	0
	%	100%	80.68%	19.32%	26.52%	6.82%	48.86%	8.33%	2.65%	3.41%	0.00%	0.38%	0.00%	0.00%	1.89%	0.38%	0.00%
8TH CG DISTRICT, NEW ORLEANS, - CG08	#	318	254	64	13	5	217	43	13	12	1	0	1	0	2	0	2
	%	100%	79.87%	20.13%	4.09%	1.57%	68.24%	13.52%	4.09%	3.77%	0.31%	0.00%	0.31%	0.00%	2.83%	0.63%	0.63%
9TH CG DISTRICT, CLEVELAND, OH - CG09	#	132	104	28	3	3	99	20	2	4	0	1	0	0	0	0	0
	%	100%	78.79%	21.21%	2.27%	2.27%	75.00%	15.15%	1.52%	3.03%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%

		100%	78.79%	21.21%	2.27%	2.27%	75.00%	15.15%	1.52%	3.03%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	253	176	77	6	5	157	66	8	4	2	0	0	1	3	1	0	0
	%	100%	69.57%	30.43%	2.37%	1.98%	62.06%	26.09%	3.16%	1.58%	0.79%	0.00%	0.00%	0.40%	1.19%	0.40%	0.00%	0.00%
	#	136	91	45	4	1	78	28	6	13	0	1	0	0	2	1	1	1
	%	100%	66.91%	33.09%	2.94%	0.74%	57.35%	20.59%	4.41%	9.56%	0.00%	0.74%	0.00%	0.00%	1.47%	0.74%	0.74%	0.74%
	#	9	8	1	0	0	7	1	1	0	0	0	0	0	0	0	0	0
	%	100%	88.89%	11.11%	0.00%	0.00%	77.78%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	523	418	105	15	1	331	81	55	20	3	1	1	0	10	1	3	1
	%	100%	79.92%	20.08%	2.87%	0.19%	63.29%	15.49%	10.52%	3.82%	0.57%	0.19%	0.19%	0.00%	1.91%	0.19%	0.57%	0.19%
	#	34	26	8	1	0	23	7	2	0	0	0	0	0	0	1	0	0

ACADEMY, NEW
LONDON, CT -
CG60

ATLANTIC
AREA,
PORTSMOUTH,
VA - CG20

AVIA TECH TRN
CTR, ELIZABETH
C - CG78

AVIATION
LOGISTICS
COMMAND -
CG40

AVIATION
TRAINING
CENTER, MOBI -
CG76

	%	100%	76.47%	23.53%	2.94%	0.00%	67.65%	20.59%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%	0.00%	0.00%	
CG CMD & CTRL ENGR CTR, PORTSM - CG30	#	17	13	4	1	0	12	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	76.47%	23.53%	5.88%	0.00%	70.59%	23.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CG HEARING OFFICE, ARLINGTON, - CG69	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COMMANDANT - CG10	#	38	19	19	3	0	4	6	10	13	1	0	0	0	0	1	0	0	0	0
	%	100%	50.00%	50.00%	7.89%	0.00%	10.53%	15.79%	26.32%	34.21%	2.63%	0.00%	0.00%	0.00%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%
DIR OF HLTH AND SAFETY - CG02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ENGINEERING LOGISTICS CENTER, - CG38	#	642	458	184	26	9	337	113	56	51	23	6	1	1	12	4	3	0	0	0

	%	100%	42.57%	57.43%	2.33%	1.46%	34.99%	41.69%	2.92%	11.66%	1.75%	0.87%	0.00%	0.00%	0.58%	0.58%	0.00%	1.17%
NATIONAL MOTOR LIFEBOAT SCHOOL - CG62	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAVIGATION CENTER, ALEXANDRIA, - CG52	#	17	11	6	1	0	9	3	1	2	0	1	0	0	0	0	0	0
	%	100%	64.71%	35.29%	5.88%	0.00%	52.94%	17.65%	5.88%	11.76%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NSFCC, ELIZABETH CITY, NC - CG58	#	37	30	7	2	0	26	4	1	3	1	0	0	0	0	0	0	0
	%	100%	81.08%	18.92%	5.41%	0.00%	70.27%	10.81%	2.70%	8.11%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OPSSYSTEMS CENTER, MARTINSBUR - CG49	#	348	261	87	12	6	208	49	22	17	7	10	0	1	8	2	4	2
	%	100%	75.00%	25.00%	3.45%	1.72%	59.77%	14.08%	6.32%	4.89%	2.01%	2.87%	0.00%	0.29%	2.30%	0.57%	1.15%	0.57%
PACIFIC AREA, ALAMEDA, CA - CG21	#	68	49	19	7	2	39	10	3	4	0	3	0	0	0	0	0	0

Occupational Categories
— Distribution by
Race/Ethnicity & Sex
(Table A3-1)

SOURCE: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD

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

Year = FY 2011

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE										RACE/ETHNICITY													
	All		Male		Female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
1. Officials and Managers																								
- Executive/Senior Level (Grades 15 and Above)	202	100%	162	80.20%	40	19.80%	3	1.49%	2	0.99%	72.28%	13.37%	27	13.37%	9	4.46%	7	3.47%	2	0.99%	2	0.99%	0	0%
- Mid-Level (Grades 13-14)	422	100%	322	76.30%	100	23.70%	14	3.32%	5	1.18%	65.40%	16.35%	69	16.35%	12	2.84%	20	4.74%	9	2.13%	5	1.18%	0	0%
- First Level (Grades 12 and Below)	193	100%	147	76.17%	46	23.83%	5	2.59%	3	1.55%	59.07%	15.54%	30	15.54%	20	10.36%	9	4.66%	2	1.04%	1	0.52%	0	0%
- Other Officials and Managers	2,711	100%	1,840	67.87%	871	32.13%	98	3.61%	49	1.81%	54.08%	18.89%	512	18.89%	154	5.68%	246	9.07%	47	1.73%	37	1.36%	0	0%
Officials and Managers Total	3,528	100%	2,471	70.04%	1,057	29.96%	120	3.40%	59	1.67%	56.75%	18.08%	638	18.08%	195	5.53%	282	7.99%	60	1.70%	45	1.28%	0	0%
2. Professionals	1,824	100%	1,180	64.69%	644	35.31%	66	3.62%	37	2.03%	50.88%	23.85%	435	23.85%	87	4.77%	113	6.20%	64	3.51%	28	1.54%	0	0%
3. Technicians	218	100%	199	91.28%	19	8.72%	10	4.59%	1	0.46%	74.31%	6.42%	14	6.42%	12	5.50%	2	0.92%	7	3.21%	1	0.46%	0	0%
4. Sales Workers	1	100%	0	0%	1	100%	0	0%	0	0%	0	100%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
5. Administrative Support Workers	1,297	100%	407	31.38%	890	68.62%	37	2.85%	53	4.09%	20.82%	39.09%	507	39.09%	74	5.71%	246	18.97%	12	0.93%	38	2.93%	0	0%
6. Craft Workers	950	100%	935	98.42%	15	1.58%	59	6.21%	2	0.21%	74.63%	1.05%	10	1.05%	116	12.21%	3	0.32%	19	2.00%	0	0%	0	0%

	#	178	171	7	7	0	114	5	46	2	2	0	0	0	0	0	0	2	0	0	
7. Operatives	%	100%	96.07%	3.93%	3.93%	0%	64.04%	2.81%	25.84%	1.12%	1.12%	0%	0%	0%	0%	0%	0%	1.12%	0%	1.12%	0%
	#	29	28	1	1	0	26	1	1	0	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	%	100%	96.55%	3.45%	3.45%	0%	89.66%	3.45%	3.45%	0%	0%	0%	0%	0%	0%	0%	0%	3.45%	0%	3.45%	0%
	#	195	170	25	25	3	136	21	4	0	0	1	0	0	0	0	0	4	0	4	0
9. Service Workers	%	100%	87.18%	12.82%	12.82%	1.54%	69.74%	10.77%	2.05%	0%	2.56%	0.51%	0%	0%	0%	0%	0%	2.05%	0%	2.05%	0%

- Occupational Categories—Distribution by Race/Ethnicity & Sex (Table A3-2)

- Source: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD

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

Year = FY 2011

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE		RACE/ETHNICITY														
	All	Female	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
			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)	# 202	162	40	3	1	146	28	9	7	2	2	0	0	0	0	0	2
	% 2.42%	2.85%	1.50%	0.93%	0.65%	3.29%	1.71%	1.61%	1.08%	1.18%	1.77%	0%	0%	0%	0%	0%	1.35%
- Mid-Level (Grades 13-14)	# 422	322	100	14	5	276	69	12	20	9	5	0	0	1	0	10	1
	% 5.06%	5.67%	3.75%	4.35%	3.23%	6.21%	4.22%	2.15%	3.08%	5.33%	4.42%	0%	0%	2.27%	0%	6.76%	1.06%
- First Level (Grades 12 and Below)	# 193	147	46	5	3	114	30	20	9	2	1	0	0	0	1	6	2
	% 2.31%	2.59%	1.73%	1.55%	1.94%	2.57%	1.83%	3.58%	1.38%	1.18%	0.88%	0%	0%	0%	5.88%	4.05%	2.13%
- Other Officials and Managers	# 2,711	1,840	871	90	48	1,473	513	155	246	47	37	0	0	19	3	56	24
	% 32.48%	32.38%	32.70%	27.95%	30.97%	33.17%	31.38%	27.73%	37.85%	27.81%	32.74%	0%	0%	43.18%	17.65%	37.84%	25.53%
Officials and Managers	# 3,528	2,471	1,057	112	57	2,009	640	196	282	60	45	0	0	20	4	74	29
	% 42.27%	43.48%	39.68%	34.78%	36.77%	45.24%	39.14%	35.06%	43.38%	35.50%	39.82%	0%	0%	45.45%	23.53%	50.00%	30.85%
Total	# 1,824	1,180	644	62	36	931	435	87	113	64	29	0	0	6	5	30	26
	% 21.85%	20.76%	24.17%	19.25%	23.23%	20.96%	26.61%	15.56%	17.38%	37.87%	25.66%	0%	0%	13.64%	29.41%	20.27%	27.66%
2. Professionals	# 218	199	19	8	1	164	14	12	2	7	1	0	0	2	0	6	1
	% 2.61%	3.50%	0.71%	2.48%	0.65%	3.69%	0.86%	2.15%	0.31%	4.14%	0.88%	0%	0%	4.55%	0%	4.05%	1.06%
3. Technicians	# 1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	% 0.01%	0%	0.04%	0%	0%	0%	0.06%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
4. Sales Workers	# 1,297	407	890	36	49	271	510	74	247	12	38	0	0	3	8	11	38
	% 15.54%	7.16%	33.41%	11.18%	31.61%	6.10%	31.19%	13.24%	38.00%	7.10%	33.63%	0%	0%	6.82%	47.06%	7.43%	40.43%
5. Administrative Support Workers	# 950	935	15	59	2	709	10	116	3	19	0	0	0	11	0	21	0
	% 11.38%	16.45%	0.56%	18.32%	1.29%	15.96%	0.61%	20.75%	0.46%	11.24%	0%	0%	0%	25.00%	0%	14.19%	0%
6. Craft Workers	# 178	171	7	7	0	114	5	46	2	2	0	0	0	0	0	2	0
	% 2.13%	3.01%	0.26%	2.17%	0%	2.57%	0.31%	8.23%	0.31%	1.18%	0%	0%	0%	0%	0%	1.35%	0%
7. Operatives	# 29	28	1	0	0	26	1	1	0	0	0	0	0	1	0	0	0
	% 0.35%	0.49%	0.04%	0%	0%	0.59%	0.06%	0.18%	0%	0%	0%	0%	0%	2.27%	0%	0%	0%
8. Laborers and Helpers	# 195	170	25	20	3	136	21	4	0	5	1	0	0	1	0	4	0
	% 2.34%	2.99%	0.94%	6.21%	1.94%	3.06%	1.28%	0.72%	0%	2.96%	0.88%	0%	0%	2.27%	0%	2.70%	0%
9. Service Workers	# 8,347	5,683	2,664	322	155	4,441	1,635	559	650	169	113	0	0	44	17	148	94
	% 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
TOTAL	# 8,347	5,683	2,664	322	155	4,441	1,635	559	650	169	113	0	0	44	17	148	94
	% 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

- Participation Rates for
General Schedule (GS)
Grades by Race/Ethnicity
& Sex (Table A4-1)

- Source: CPRO

- Participation Rates for General Schedule (GS) Grades by Race/Ethnicity & Sex (Table A4-2)

- Source: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)
 Year = FY 2011

GS/GM,SES,and Related Grades	TOTAL WORKFORCE		RACE/ETHNICITY														
	#	%	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	4	2	0	1	0	1	2	0	0	0	0	0	0	0	0	0
	%	0.06%	0.05%	0%	0.03%	0%	0.28%	0.31%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	34	15	2	9	13	3	5	1	1	0	0	0	0	0	0	0
	%	0.49%	0.35%	0.72%	0.80%	0.81%	0.85%	0.78%	0.69%	0.88%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	179	66	9	41	72	12	26	2	5	0	0	0	1	2	0	0
	%	2.60%	1.54%	4.30%	3.61%	4.48%	3.39%	4.05%	1.39%	4.42%	0%	0%	0%	5.88%	1.69%	0%	0%
GS-06	#	289	110	13	70	113	18	37	6	6	0	0	1	0	2	9	0
	%	4.19%	2.57%	6.82%	5.22%	7.03%	5.08%	5.76%	4.17%	5.31%	0%	3.23%	0%	3.23%	1.69%	9.57%	0%
GS-07	#	718	273	445	22	28	197	256	3	19	0	0	3	8	11	24	0
	%	10.41%	6.39%	16.95%	8.84%	15.93%	10.45%	17.13%	2.08%	16.81%	0%	0%	9.68%	47.06%	9.32%	25.53%	0%
GS-08	#	233	68	165	5	9	50	77	0	8	0	0	1	0	0	2	0
	%	3.38%	1.59%	6.29%	2.01%	5.92%	1.48%	4.79%	0%	7.08%	0%	0%	3.23%	0%	0%	2.13%	0%
GS-09	#	617	312	305	23	14	228	182	10	14	0	0	1	2	9	14	0
	%	8.95%	7.30%	11.62%	9.24%	11.33%	11.58%	12.31%	6.94%	12.39%	0%	0%	3.23%	11.76%	7.63%	14.89%	0%
GS-10	#	24	8	16	0	2	7	4	1	9	0	0	0	0	0	0	0
	%	0.35%	0.19%	0.61%	0%	1.32%	0.21%	0.28%	0.88%	0%	0%	0%	0%	0%	0%	0%	0%
	#	959	644	315	37	24	519	205	42	62	13	18	9	2	19	9	0

GS-11	%	13.90%	15.07%	12.00%	###	###	###	###	12.76%	11.86%	9.66%	###	11.50%	0%	0%	###	11.76%	16.10%	9.57%
	#	1,544	1,108	436	68	26	873	277	80	92	46	23	0	0	7	34	1	34	17
GS-12	%	22.39%	25.94%	16.61%	###	###	###	17.24%	22.60%	14.33%	###	20.35%	0%	0%	###	28.81%	5.88%	18.09%	
	#	1,381	985	396	44	15	801	254	64	96	41	16	0	0	6	29	2	13	
GS-13	%	20.02%	23.06%	15.09%	###	9.87%	###	15.81%	18.08%	14.95%	###	14.16%	0%	0%	###	24.58%	11.76%	13.83%	
	#	682	497	185	22	8	410	119	36	48	15	5	0	0	3	11	1	4	
GS-14	%	9.89%	11.63%	7.05%	8.84%	5.26%	###	7.41%	10.17%	7.48%	###	4.42%	0%	0%	9.68%	5.88%	5.88%	4.26%	
	#	214	171	43	4	3	158	31	6	6	2	1	0	0	0	1	0	2	
GS-15	%	3.10%	4.00%	1.64%	1.61%	1.97%	4.68%	1.93%	1.69%	0.93%	1.39%	0.88%	0%	0%	0%	0.85%	0%	2.13%	
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
All other (unspecified GS)	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
	#	19	13	6	0	0	12	4	1	1	0	1	0	0	0	0	0	0	
Senior EX. Service	%	0.28%	0.30%	0.23%	0%	0%	0.36%	0.25%	0.28%	0.16%	0%	0.88%	0%	0%	0%	0%	0%	0%	
	#	6,897	4,272	2,625	249	152	3,376	1,607	354	642	144	113	0	0	31	118	17	94	
TOTAL	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows

-
- Participation Rates for
Wage Grades by
Race/Ethnicity & Sex
(Table A5-1)

- Source: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table A5-1: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades	TOTAL WORKFORCE			RACE/ETHNICITY													
	#	%	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
WG-01	10	100%	9	10.00%	0	0	7	1	2	0	0	0	0	0	0	0	0
WG-02	9	100%	9	100%	0	0	7	0	0	0	0	0	0	0	0	0	0
WG-03	36	100%	34	94.44%	0	0	26	1	8	1	0	0	0	0	0	0	0
WG-04	2	100%	2	100%	0	0	2	0	0	0	0	0	0	0	0	0	0
WG-05	88	100%	84	95.45%	2	2	69	3	10	1	0	0	0	0	0	1	0
WG-06	76	100%	74	97.37%	6	6	46	2	22	0	0	0	0	0	0	0	0
WG-07	49	100%	48	97.96%	3	3	28	1	16	0	0	0	0	0	0	0	0
WG-08	152	100%	146	96.05%	10	6	113	3	18	2	2	0	0	0	0	1	0
WG-09	157	100%	156	99.36%	11	1	106	0	28	0	5	0	0	0	0	6	0
WG-10	631	100%	621	98.42%	34	10	471	8	79	2	13	0	0	0	7	0	17
WG-11	146	100%	143	97.95%	5	3	117	1	16	2	1	0	0	0	1	0	3
	35	100%	35	100%	0	0	27	0	3	0	1	0	0	0	2	0	1

- Participation Rates for Wage Grades by Race/Ethnicity & Sex (Table A5-2)

- Source: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table A5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades	TOTAL WORKFORCE		RACE/ETHNICITY														
	All	Male	Female	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-01	#	10	9	1	0	7	1	2	0	0	0	0	0	0	0	0	0
	%	0.70%	0.65%	3.33%	0%	0.67%	5.00%	0.98%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	#	9	9	0	1	7	0	0	0	1	0	0	0	0	0	0	0
	%	0.63%	0.65%	0%	1.37%	0.67%	0%	0%	0%	4.00%	0%	0%	0%	0%	0%	0%	0%
WG-03	#	36	34	2	0	26	1	8	1	1	0	0	0	0	0	0	0
	%	2.54%	2.45%	6.67%	0%	2.49%	5.00%	3.90%	12.50%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	#	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.14%	0.14%	0%	0%	0.19%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	#	88	84	4	2	69	3	10	1	1	0	0	0	1	0	1	0
	%	6.20%	6.05%	13.33%	2.74%	6.62%	15.00%	4.88%	12.50%	4.00%	0%	0%	0%	7.69%	0%	3.33%	0%
WG-06	#	76	74	2	6	46	2	22	0	0	0	0	0	0	0	0	0
	%	5.36%	5.33%	6.67%	8.22%	4.41%	10.00%	10.73%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	#	49	48	1	3	28	1	16	0	1	0	0	0	0	0	0	0
	%	3.45%	3.46%	3.33%	4.11%	2.68%	5.00%	7.80%	0%	4.00%	0%	0%	0%	0%	0%	0%	0%
WG-08	#	152	146	6	10	113	3	18	2	2	0	0	0	2	0	1	0
	%	10.71%	10.51%	20.00%	13.70%	10.83%	15.00%	8.78%	25.00%	8.00%	0%	0%	0%	15.38%	0%	3.33%	0%
WG-09	#	157	156	1	11	106	0	28	0	5	0	0	0	0	0	6	0
	%	11.06%	11.23%	3.33%	15.07%	10.16%	0%	13.66%	0%	20.00%	0%	0%	0%	0%	0%	20.00%	0%
WG-10	#	631	621	10	34	471	8	79	2	13	0	0	0	7	0	17	0
	%	44.47%	44.71%	33.33%	46.58%	45.16%	40.00%	38.54%	25.00%	52.00%	0%	0%	0%	53.85%	0%	56.67%	0%
WG-11	#	146	143	3	5	117	1	16	2	1	0	0	0	1	0	3	0
	%	10.29%	10.30%	10.00%	6.85%	11.22%	5.00%	7.80%	25.00%	4.00%	0%	0%	0%	7.69%	0%	10.00%	0%
	#	35	35	0	1	27	0	3	0	1	0	0	0	2	0	1	0

WG-12	%	2.47%	2.52%	0%	1.37%	0%	2.59%	0%	1.46%	0%	4.00%	0%	15.38%	0%	3.33%	0%
	#	10	10	0	0	0	10	0	0	0	0	0	0	0	0	0
WG-13	%	0.70%	0.72%	0%	0%	0%	0.96%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0
WG-14	%	0.28%	0.29%	0%	0%	0%	0.29%	0%	0.49%	0%	0%	0%	0%	0%	0%	0%
	#	10	10	0	0	0	8	0	1	0	0	0	0	0	1	0
WG-15	%	0.70%	0.72%	0%	0%	0%	0.77%	0%	0.49%	0%	0%	0%	0%	0%	3.33%	0%
	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0
All other (unspecified WG)	%	0.28%	0.29%	0%	0%	0%	0.29%	0%	0.49%	0%	0%	0%	0%	0%	0%	0%
	#	1,419	1,389	30	73	2	1,043	20	205	8	25	0	13	0	30	0
TOTAL	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

RACE/ETHNICITY

Employment Tenure	TOTAL WORKFORCE		Non-Hispanic or Latino										Two or more races					
			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native			
			male	female	male	female	male	female	male	female	male	female			male	female	male	female
Permanent	#	858	556	302	20	11	454	202	64	70	10	9	1	2	6	3	1	5
	%	100%	64.80%	35.20%	2.33%	1.28%	52.91%	23.54%	7.46%	8.16%	1.17%	1.05%	0.12%	0.23%	0.70%	0.35%	0.12%	0.58%
Temporary	#	342	193	149	11	5	142	106	30	30	7	4	1	2	1	0	1	2
	%	100%	56.43%	43.57%	3.22%	1.46%	41.52%	30.99%	8.77%	8.77%	2.05%	1.17%	0.29%	0.58%	0.29%	0.00%	0.29%	0.58%
NON-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
	%	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%

- Non-Competitive Promotions-Time in Grade—Distribution by Race/Ethnicity & Sex (Table A10)

- Source: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex
 Year = FY 2011

		RACE/ETHNICITY														
		TOTAL WORKFORCE						Non-Hispanic or Latino								
		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	
Total Employees	#	439	265	174	2	201	105	43	49	5	6	0	0	0	14	
Eligible for Career Ladder Promotions	%	100%	60.36%	39.64%	0.46%	45.79%	23.92%	9.79%	11.16%	1.14%	1.37%	0.00%	0.00%	0.00%	3.19%	
Time in grade in excess of minimum																
1 - 12 months	#	51	30	21	1	21	15	4	4	0	0	0	0	0	4	1
	%	100%	58.82%	41.18%	1.96%	41.18%	29.41%	7.84%	7.84%	0.00%	0.00%	0.00%	0.00%	0.00%	7.84%	1.96%
13 - 24 months	#	34	25	9	0	19	7	4	2	0	0	0	0	0	2	0
	%	100%	73.53%	26.47%	0.00%	55.88%	20.59%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%
25+ months	#	84	56	28	0	44	13	10	12	0	2	0	0	0	2	1
	%	100%	66.67%	33.33%	0.00%	52.38%	15.48%	11.90%	14.29%	0.00%	2.38%	0.00%	0.00%	0.00%	2.38%	1.19%

- Employee Recognition and Awards—
Distribution by
Race/Ethnicity & Sex
(Table A13)

- Source: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Year = FY 2011

RECOGNITION OR AWARD	TOTAL WORKFORCE										RACE/ETHNICITY																					
	All		Male		Female		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races													
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%												
TIME-OFF AWARDS - 1-9 HOURS																																
Total Time-Off Awards Given	747	100%	481	64.39%	266	35.61%	24	3.21%	17	2.28%	153	20.48%	86	11.51%	69	9.24%	14	1.87%	15	2.01%	0	0.00%	6	0.80%	0	0.00%	15	2.01%	12	1.61%		
Total Hours	5,520		3,455		2,065		192		136		1,189		632		542		101		111		0		39		0		113		87			
Average Hours	7		7		8		8		8		8		7		8		7		7		0		7		0		8		7			
TIME-OFF AWARDS - 9+ HOURS																																
Total Time-Off Awards Given	991	100%	621	62.66%	370	37.34%	22	2.22%	23	2.32%	238	24.02%	35	3.53%	80	8.07%	11	1.11%	13	1.31%	0	0.00%	6	0.61%	0	0.00%	3	0.30%	19	1.92%	13	1.31%
Total Hours	28,204		17,719		10,485		652		643		6,751		1,010		2,215		290		382		0		146		0		120		454		374	
Average Hours	28		29		28		30		28		28		29		28		26		29		0		24		0		40		24		29	
CASH AWARDS - \$100 - \$500																																
Total Cash Awards Given	1,637	100%	1,117	68.23%	520	31.77%	66	4.03%	29	1.77%	355	21.69%	94	5.74%	96	5.86%	32	1.95%	21	1.28%	0	0.00%	8	0.49%	0	0.00%	0	0.00%	28	1.71%	19	1.16%
Total Amount	460,967		307,894		153,073		18,895		8,361		104,895		24,104		27,675		8,648		6,098		0		2,250		0		0		7,075		6,044	
Average Amount	282		276		294		286		288		295		256		288		270		290		0		281		0		0		253		318	
CASH AWARDS - \$500+																																
Total Cash Awards Given	6,309	100%	4,374	69.33%	1,935	30.67%	253	4.01%	112	1.78%	1,190	18.86%	422	6.69%	463	7.34%	126	2.00%	88	1.39%	0	0.00%	41	0.65%	0	0.00%	8	0.13%	105	1.66%	74	1.17%
Total Amount	13,461,693		9,333,357		4,128,336		501,148		229,938		7,411,279		845,325		1,018,238		284,109		191,653		0		81,021		18,780		0		210,475		148,311	
Average Amount	2,134		2,134		2,134		1,981		2,053		2,163		2,003		2,199		2,255		2,178		0		1,976		2,348		0		2,005		2,004	
QUALITY STEP INCREASES (QSI)																																
Total QSI's Awarded	370	100%	257	69.46%	113	30.54%	10	2.70%	10	2.70%	75	20.27%	15	4.05%	17	4.59%	9	2.43%	7	1.89%	0	0.00%	1	0.27%	0	0.00%	0	0.00%	8	2.16%	4	1.08%
Total Benefit	767,092		549,353		217,739		18,390		19,305		149,165		32,395		31,358		19,559		13,486		0		2,009		0		0		18,065		4,425	
Average Benefit	2,073		2,138		1,927		1,839		1,931		1,989		2,160		1,845		2,173		1,927		0		2,009		0		0		2,258		1,106	

● Separations by Type of Separation—Distribution by Race/Ethnicity & Sex (Table A14)

● Source: CPRO

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex

Year = FY 2011

TYPE OF SEPARATION	RACE/ETHNICITY																		
	TOTAL WORKFORCE			Hispanic or Latino		Non-Hispanic or Latino				Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Race	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VOLUNTARY	#	458	273	185	18	9	212	115	26	46	9	6	0	0	1	0	0	7	9
	%	100%	59.61%	40.39%	3.93%	1.97%	46.29%	25.11%	5.68%	10.04%	1.97%	1.31%	0%	0%	0.22%	0%	0%	1.53%	1.97%
INVOLUNTARY	#	21	13	8	0	0	9	5	4	2	0	1	0	0	0	0	0	0	0
	%	100%	61.90%	38.10%	0%	0%	42.86%	23.81%	19.05%	9.52%	0%	4.76%	0%	0%	0%	0%	0%	0%	0%
TOTAL SEPARATIONS	#	479	286	193	18	9	221	120	30	48	9	7	0	0	1	0	0	7	9
	%	100%	59.71%	40.29%	3.76%	1.88%	46.14%	25.05%	6.26%	10.02%	1.88%	1.46%	0%	0%	0.21%	0%	0%	1.46%	1.88%
TOTAL WORKFORCE	#	8,331	5,676	2,655	319	155	4,435	1,629	560	648	169	112	0	0	44	17	149	94	94
	%	100%	68.13%	31.87%	3.83%	1.86%	53.23%	19.55%	6.72%	7.78%	2.03%	1.34%	0%	0%	0.53%	0.20%	1.79%	1.13%	1.13%

●

Total Workforce –
Distribution by Disability
(Table B1)

● Source: CPRO

●

Table B1: FY11 TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Detail for Targeted Disabilities

Total by Disability Status

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

TOTAL		#	9,754	8,726	126	897	76	10	7	3	6	8	2	34	1
Prior FY10	%	100%	89.46%	1.29%	9.20%	0.78%	0.10%	0.07%	0.03%	0.06%	0.08%	0.02%	0.35%	0.01%	
Current FY11	#	10,139	9,011	166	958	72	10	9	1	5	9	2	29	1	
	%	100%	88.87%	1.64%	9.45%	0.71%	0.10%	0.09%	0.01%	0.05%	0.09%	0.02%	0.29%	0.01%	
Difference	#	385	285	40	61	-4	0	2	-2	-1	1	0	-5	0	
Ratio Change	%	0%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Net Change	%	3.95%	3.27%	31.75%	6.80%	-5.26%	0.00%	28.57%	-66.67%	-16.67%	12.50%	0.00%	-14.71%	0.00%	
Federal High	%				2.65%										

PERMANENT

Prior FY	#	7,935	7,000	109	826	67	8	7	2	6	8	1	29	1
	%	100%	88.22%	1.37%	10.41%	0.84%	0.10%	0.09%	0.03%	0.08%	0.10%	0.01%	0.37%	0.01%
Current FY	#	8,354	7,311	145	898	68	8	9	1	5	9	1	28	1
	%	100%	87.51%	1.74%	10.75%	0.81%	0.10%	0.11%	0.01%	0.06%	0.11%	0.01%	0.34%	0.01%
Difference	#	419	311	36	72	1	0	2	-1	-1	1	0	-1	0
Ratio Change	%	0%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	5.28%	4.44%	33.03%	8.72%	1.49%	0.00%	28.57%	-50.00%	-16.67%	12.50%	0.00%	-3.45%	0.00%

TEMPORARY

Prior FY	#	433	397	7	29	4	0	0	1	0	0	0	0	3	0
	%	100%	91.69%	1.62%	6.70%	0.92%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.69%	0.00%	
Current FY	#	422	383	12	27	0	0	0	0	0	0	0	0	0	
	%	100%	90.76%	2.84%	6.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Difference	#	-11	-14	5	-2	-4	0	0	-1	0	0	0	0	0	
Ratio Change	%	0%	-1%	1%	0%	-1%	0%	0%	0%	0%	0%	0%	-1%	0%	
Net Change	%	-2.54%	-3.53%	71.43%	-6.90%	-100.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	

NON-APPROPRIATED

Prior FY	#	1,386	1,329	10	42	5	2	0	0	0	0	0	1	2	0
	%	100%	95.89%	0.72%	3.03%	0.36%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.14%	0.00%
Current FY	#	1,363	1,317	9	33	4	2	0	0	0	0	0	1	1	0
	%	100%	96.63%	0.66%	2.42%	0.29%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.07%	0.00%
Difference	#	-23	-12	-1	-9	-1	0	0	0	0	0	0	0	-1	0
Ratio Change	%	0%	1%	0%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	-1.66%	-0.90%	-10.00%	-21.43%	-20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-50.00%	0.00%

Total Workforce by
Component—
Distribution by
Disability (Table B2)

Source: CPRO

NEW LEADERSHIP

CT - CG6

%	100%	83.25%	2.62%	14.14%	0.52%	0.00%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
#	132	123	1	8	3	0	0	0	0	0	0	2	0	0	0	1
%	100%	93.18%	0.76%	6.06%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%	0.00%	0.76%
#	9	7	0	2	0	0	0	0	0	0	0	0	0	0	0	0
%	100%	77.78%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
#	517	430	3	84	5	0	1	0	2	1	0	0	0	0	1	0
%	100%	83.17%	0.58%	16.25%	0.97%	0.00%	0.19%	0.00%	0.39%	0.19%	0.00%	0.00%	0.00%	0.00%	0.19%	0.00%
#	33	31	0	2	0	0	0	0	0	0	0	0	0	0	0	0
%	100%	93.94%	0.00%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
#	17	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100%	###	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

ATLANTIC AREA, PORTSMOUTH, VA - CG20

AVIA TECH TRN CTR, ELIZABETH C - CG78

AVIATION LOGISTICS COMMAND - CG40

AVIATION TRAINING CENTER, MOBI - CG76

CG CMD & CTRL ENGR CTR, PORTSM - CG30

CTR, WOOD - CG27	%	100%	###	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
USCG INSTITUTE, OKLAHOMA CITY, - CG71	#	12	10	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YARD, BALTIMORE, MD - CG80	#	500	461	9	30	2	0	0	1	0	0	0	0	0	0	0	1	0	0
	%	100%	92.20%	1.80%	6.00%	0.40%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%

- Occupational Categories
—Distribution by
Disability (Table B3-1)

- SOURCE: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table B3-1: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]
 Year = FY 2011

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE		Total by Disability Status				Total for Targeted Disabilities								
	#	%	[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
1. Officials and Managers															
- Executive/Senior Level (Grades 15 and Above)	#	%	177	2	23	1	0	0	0	0	0	0	0	1	0
			87.62%	0.99%	11.39%	0.50%	0%	0%	0%	0%	0%	0%	0%	0.50%	0%
- Mid-Level (Grades 13-14)	#	%	383	6	33	3	0	0	0	0	0	2	0	1	0
			90.76%	1.42%	7.82%	0.71%	0%	0%	0%	0%	0%	0.47%	0%	0.24%	0%
- First Level (Grades 12 and Below)	#	%	171	2	20	1	0	0	0	0	1	0	0	0	0
			88.60%	1.04%	10.36%	0.52%	0%	0%	0%	0%	0.52%	0%	0%	0%	0%
- Other Officials and Managers	#	%	2,362	52	297	15	2	1	1	1	1	1	0	7	1
			87.13%	1.92%	10.96%	0.55%	0.07%	0.04%	0.04%	0.04%	0.04%	0.04%	0%	0.26%	0.04%
Officials and Managers	#	%	3,093	62	373	20	2	1	1	1	2	3	0	9	1
Total			87.67%	1.76%	10.57%	0.57%	0.06%	0.03%	0.03%	0.03%	0.06%	0.09%	0%	0.26%	0.03%
2. Professionals	#	%	1,607	32	185	23	3	4	0	1	1	1	1	12	0
			88.10%	1.75%	10.14%	1.26%	0.16%	0.22%	0%	0.05%	0.05%	0.05%	0.05%	0.66%	0%
3. Technicians	#	%	175	3	40	1	0	0	0	0	0	0	0	1	0
			80.28%	1.38%	18.35%	0.46%	0%	0%	0%	0%	0%	0%	0%	0.46%	0%
4. Sales Workers	#	%	1	0	0	0	0	0	0	0	0	0	0	0	0
			100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	%	1,113	19	165	15	2	2	0	2	3	1	0	5	0
			85.81%	1.46%	12.72%	1.16%	0.15%	0.15%	0%	0.15%	0.23%	0.08%	0%	0.39%	0%
6. Craft Workers	#	%	848	13	89	4	1	1	0	0	0	1	0	1	0
			89.26%	1.37%	9.37%	0.42%	0.11%	0.11%	0%	0%	0%	0.11%	0%	0.11%	0%
7. Operatives	#	%	163	3	12	0	0	0	0	0	0	0	0	0	0
			91.57%	1.69%	6.74%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
8. Laborers and Helpers	#	%	24	1	4	0	0	0	0	0	0	0	0	0	0
			82.76%	3.45%	13.79%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	#	%	186	2	7	1	0	0	0	0	1	0	0	0	0
			95.38%	1.03%	3.59%	0.51%	0%	0%	0%	0%	0.51%	0%	0%	0%	0%

- Occupational
Categories—Distribution
by Disability (Table B3-2)

- Source: NFC

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD
Table B3-2: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2011

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE		Total by Disability Status			Total for Targeted Disabilities									
	#	%	[05] No Disability Identified	[01] Not Disability Identified	[06-98] Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine	
1. Officials and Managers	202		177	2	23	1	0	0	0	0	0	0	1	0	
- Executive/Senior Level (Grades 15 and Above)	2.42%	2.41%	1.47%	1.47%	2.61%	1.54%	0%	0%	0%	0%	0%	0%	3.45%	0%	
- Mid-Level (Grades 13-14)	422	5.06%	383	6	33	3	0	0	0	0	2	0	1	0	
- First Level (Grades 12 and Below)	193	2.31%	171	2	20	1	0	0	0	0	0	0	0	0	
- Other Officials and Managers	2,711	2.31%	2,362	52	297	15	2	1	1	1	1	0	7	1	
	32.48%	32.22%	38.24%	33.71%	23.08%	25.00%	100%	25.00%	20.00%	12.50%	0%	24.14%	0%	100%	
Officials and Managers	3,528		3,093	62	373	20	2	1	1	2	3	0	9	1	
Total	42.27%	42.20%	45.59%	42.34%	30.77%	25.00%	100%	25.00%	40.00%	37.50%	0%	31.03%	0%	100%	
2. Professionals	1,824		1,607	32	185	23	3	4	0	1	1	1	12	0	
	21.85%	21.92%	23.53%	21.00%	35.38%	37.50%	0%	25.00%	20.00%	12.50%	100%	41.38%	0%	0%	
3. Technicians	218		175	3	40	1	0	0	0	0	0	0	1	0	
	2.61%	2.39%	2.21%	4.54%	1.54%	0%	0%	0%	0%	0%	0%	0%	3.45%	0%	
4. Sales Workers	1		1	0	0	0	0	0	0	0	0	0	0	0	
	0.01%	0.01%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
5. Administrative Support Workers	1,297		1,113	19	165	15	2	2	0	2	3	0	5	0	
	15.54%	15.18%	13.97%	18.73%	23.08%	25.00%	0%	50.00%	20.00%	37.50%	0%	17.24%	0%	0%	
6. Craft Workers	950		848	13	89	4	1	1	0	0	1	0	1	0	
	11.38%	11.57%	9.56%	10.10%	6.15%	12.50%	0%	0%	0%	12.50%	0%	3.45%	0%	0%	
7. Operatives	178		163	3	12	0	0	0	0	0	0	0	0	0	
	2.13%	2.22%	2.21%	1.36%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
8. Laborers and Helpers	29		24	1	4	0	0	0	0	0	0	0	0	0	
	0.35%	0.33%	0.74%	0.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
9. Service Workers	195		186	2	7	1	0	0	0	1	0	0	0	0	
	0.35%	0.33%	0.74%	0.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	8,347		7,330	136	881	65	8	8	1	4	5	8	29	1	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows

Participation Rates for
General Schedule (GS)
Grades by Disability
(Table B4-1)

Source: CPRO

Table B4-1: FY11 PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, and Related Grade	TOTAL		Total by Disability Status										Detail for Targeted Disabilities [Permanent Employees]				
	#	%	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[18] Total Deaf	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism		
GS - 01	#	%	0	0	0	0	0	0	0	0	0	0	0	0	0		
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 02	#	%	0	0	0	0	0	0	0	0	0	0	0	0	0		
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 03	#	%	4	4	0	0	0	0	0	0	0	0	0	0	0		
			100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 04	#	%	36	1	4	1	0	1	0	0	0	0	0	0	0		
			100%	2.78%	11.11%	2.78%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 05	#	%	181	5	28	4	1	0	0	1	1	0	0	0	0		
			100%	2.76%	15.47%	2.21%	0.55%	0.00%	0.00%	0.55%	0.55%	0.55%	0.00%	0.55%	0.00%		
GS - 06	#	%	288	3	37	6	0	1	0	2	1	0	0	2	0		
			100%	1.04%	12.85%	2.08%	0.00%	0.35%	0.00%	0.69%	0.35%	0.00%	0.00%	0.69%	0.00%		
GS - 07	#	%	730	10	97	5	1	1	0	1	1	0	0	1	0		
			100%	1.37%	13.29%	0.68%	0.14%	0.14%	0.00%	0.14%	0.14%	0.00%	0.00%	0.14%	0.00%		
GS - 08	#	%	233	5	19	0	0	0	0	0	0	0	0	0	0		
			100%	2.15%	8.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS- 09	#	%	618	11	77	6	3	0	3	0	0	0	0	0	0		
			100%	1.78%	12.46%	0.97%	0.49%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 10	#	%	24	0	1	0	0	0	0	0	0	0	0	0	0		
			100%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 11	#	%	957	22	128	16	2	2	1	0	2	0	0	9	0		
			100%	2.30%	13.38%	1.67%	0.21%	0.21%	0.10%	0.00%	0.21%	0.00%	0.00%	0.94%	0.00%		
GS - 12	#	%	1554	20	165	12	0	2	0	3	1	1	1	5	0		
			100%	1.29%	10.62%	0.77%	0.00%	0.13%	0.00%	0.19%	0.06%	0.06%	0.06%	0.32%	0.00%		
GS - 13	#	%	1368	23	127	6	0	1	0	0	0	0	0	4	1		
			100%	1.68%	9.28%	0.44%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%	0.07%		
GS - 14	#	%	681	19	61	6	0	0	1	0	2	0	0	3	0		
			100%	2.79%	8.96%	0.88%	0.00%	0.00%	0.15%	0.00%	0.29%	0.00%	0.00%	0.44%	0.00%		
GS - 15	#	%	239	7	24	1	0	0	0	0	0	0	0	1	0		
			100%	2.93%	10.04%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.42%	0.00%		
All Other (WG)	#	%	1422	19	127	5	1	1	0	0	1	0	0	2	0		
			100%	1.34%	8.93%	0.35%	0.07%	0.07%	0.00%	0.00%	0.07%	0.00%	0.00%	0.14%	0.00%		
SES	#	%	19	0	3	0	0	0	0	0	0	0	0	0	0		
			100%	0.00%	15.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Total Workforce	#	%	8354	145	898	68	8	9	1	5	6	9	1	28	1		
			100%	1.74%	10.75%	0.81%	0.10%	0.11%	0.01%	0.06%	0.07%	0.11%	0.01%	0.34%	0.01%		

- Participation Rates for
General Schedule (GS)
Grades by Disability
(Table B4-2)

- Source: NFC

	%	22.39%	22.60%	16.24%	21.66%	18.33%	0%	28.57%	0%	50.00%	0%	14.29%	100%	18.52%	0%
GS-13	#	1,381	1,230	22	129	6	0	1	0	0	0	0	0	4	1
	%	20.02%	20.42%	18.80%	17.04%	10.00%	0%	14.29%	0%	0%	0%	0%	0%	14.81%	100%
GS-14	#	682	605	17	60	6	0	0	1	0	0	2	0	3	0
	%	9.89%	10.04%	14.53%	7.93%	10.00%	0%	0%	100%	0%	0%	28.57%	0%	11.11%	0%
GS-15	#	214	186	5	23	1	0	0	0	0	0	0	0	1	0
	%	3.10%	3.09%	4.27%	3.04%	1.67%	0%	0%	0%	0%	0%	0%	0%	3.70%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	#	19	16	0	3	0	0	0	0	0	0	0	0	0	0
	%	0.28%	0.27%	0%	0.40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	6,897	6,023	117	757	60	7	7	1	4	5	7	1	27	1
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Participation Rates for
Wage Grades by
Disability (Table B5-1)

Source: NFC

●

Participation Rates for Wage Grades by Disability (Table B5-2)

● Source: NFC

●

DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD

Table B5-2: Participation Rates for Wage Grades by Disability (Perm)

Year = FY 2011

WD/WG, WL/WS, and Other Wage Grades	TOTAL WORKFORCE	Total by Disability Status		Total for Targeted Disabilities													
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine			
Grade - 01	# 10 % 0.70%	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	# 9 % 0.63%	7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 03	# 36 % 2.54%	33	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	# 2 % 0.14%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	# 88 % 6.20%	78	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	# 76 % 5.36%	67	1	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	# 49 % 3.45%	43	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08	# 152 % 10.71%	137	2	13	1	0	0	0	0	0	0	0	0	0	0	1	0
Grade - 09	# 157 % 11.06%	142	2	13	1	100%	100%	0	0	0	0	0	0	0	0	0	0
Grade - 10	# 631 % 44.47%	574	5	52	2	0	0	1	0	0	0	0	0	0	0	1	0
Grade - 11	# 146 % 44.47%	129	3	14	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	# 35 % 2.47%	31	2	2	1	0	0	0	0	0	0	0	0	0	1	0	0
		2.43%	11.11%	1.63%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%

- New Hires by Type of Appointment—Distribution by Disability (Table B8)

Source: CPRO

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Table B8: NEW HIRES BY Type of Appointment - Distribution by Disability

Type of Appointment	Total	Total by Disability Status										Detail for Targeted Disabilities						
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(18) Total Deaf	(21) Blind	Missing Extremities	(69) Partial Paralysis	(79) Complete Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism				
Permanent	#	736	22	100	2	0	1	0	0	0	0	0	0	0	0	0	0	
	%	85.78%	2.56%	11.66%	0.23%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	
Temporary	#	305	16	21	2	1	1	0	0	0	0	0	0	0	0	0	0	
	%	89.18%	4.68%	6.14%	0.58%	0.29%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	#	1,041	38	121	4	1	2	0	0	0	0	0	0	0	0	1	0	
	%	86.75%	3.17%	10.08%	0.33%	0.08%	0.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%	0.00%	

- Non-Competitive
Promotions-Time in
Grade—Distribution by
Disability (Table B10)

- Source: NFC

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Employee Recognition
and Awards—
Distribution by
Disability (Table B13)

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Source: NFC

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DEPARTMENT OF HOMELAND SECURITY - UNITED STATES COAST GUARD

Table B13: Employee Recognition and Awards - Distribution by Disability

Year = FY 2011

RECOGNITION OR AWARD	TOTAL	Total by Disability Status					Total for Targeted Disabilities											
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
TIME-OFF AWARDS - 1-9 HOURS																		
Total Time-Off Awards Given	747	665	6	76	7	2	2	0	0	0	0	0	0	1	0	0	2	0
	100%	89.02%	0.80%	10.17%	0.94%	0.27%	0.27%	0%	0%	0%	0.13%	0%	0%	0.27%	0%	0.27%	0%	0%
Total Hours	5,520	4,924	48	548	49	12	12	0	0	0	8	0	0	8	0	0	17	0
Average Hours	7	7	8	7	7	6	6	0	0	0	8	0	0	8	0	0	9	0
TIME-OFF AWARDS - 9+ HOURS																		
Total Time-Off Awards Given	991	849	16	126	15	3	0	1	0	0	0	0	0	0	0	0	11	0
	100%	85.67%	1.61%	12.71%	1.51%	0.30%	0%	0.10%	0%	0%	0%	0%	0%	0%	0%	0%	1.11%	0%
Total Hours	28,204	24,106	541	3,557	512	80	0	40	0	0	0	0	0	0	0	0	392	0
Average Hours	28	28	34	28	34	27	0	40	0	0	0	0	0	0	0	0	36	0
CASH AWARDS - \$100 - \$500																		
Total Cash Awards Given	1,637	1,443	27	167	8	0	3	0	0	0	0	0	0	0	0	0	3	1
	100%	88.15%	1.65%	10.20%	0.49%	0%	0.18%	0%	0.06%	0%	0%	0%	0%	0%	0%	0%	0.18%	0.06%
Total Amount	460,967	407,560	6,838	46,569	2,599	0	1,174	0	500	0	0	0	0	0	0	0	675	250
Average Amount	282	282	253	279	325	0	391	0	500	0	0	0	0	0	0	0	225	250
CASH AWARDS - \$500+																		
Total Cash Awards Given	6,309	5,599	98	612	46	5	7	1	4	2	9	1	16	1	1	1	16	1
	100%	88.75%	1.55%	9.70%	0.73%	0.08%	0.11%	0.02%	0.06%	0.03%	0.14%	0.02%	0.25%	0.02%	0.02%	0.25%	0.02%	0.02%
Total Amount	13,461,693	11,967,675	208,414	1,285,604	87,265	10,486	###	1,000	6,105	3,397	17,907	1,950	29,384	3,280	1,950	1,837	3,280	3,280
Average Amount	2,134	2,137	2,127	2,101	1,897	2,097	1,965	1,000	1,526	1,699	1,990	1,950	1,837	3,280	1,950	1,837	3,280	3,280
QUALITY STEP INCREASES (QSI)																		
Total QSI's	370	321	8	41	1	0	0	0	0	0	0	0	0	0	0	0	1	0
	100%	86.76%	2.16%	11.08%	0.27%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.27%	0%
Total Benefit	767,092	665,812	15,776	85,504	2,009	0	0	0	0	0	0	0	0	0	0	0	2,009	0
Average Benefit	2,073	2,074	1,972	2,085	2,009	0	0	0	0	0	0	0	0	0	0	0	2,009	0

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Separations by Type of Separation—Distribution by Disability (Table B14)

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Source: CPRO

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