

UNITED STATES COAST GUARD
2015 ANNUAL EEO PROGRAM STATUS REPORT
(Management Directive 715)



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Civil Rights Directorate
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United States Coast Guard
Federal Agency Annual EEO Program Status Report
For Period Covering October 1, 2014 to September 30, 2015

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For period covering October 1, <u>2014</u> , to September 30, <u>2015</u>.				
PART A Department or Agency Identifying Information	1. Agency		1. Department of Homeland Security	
	1.a. 2 nd level reporting component		United States Coast Guard	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 2703 Martin Luther King Jr., Ave, SE	
	3. City, State, Zip Code		3. Washington, DC 20593	
	4. CPDF Code	5. FIPS code(s)	4. HSAC	5. 7008
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 8181
	2. Enter total number of temporary employees			2. 205
	3. Enter total number employees paid from non-appropriated funds			3. 1350
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 9736
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		ADMIRAL PAUL F. ZUKUNFT, Commandant	
	2. Agency Head Designee		VICE ADMIRAL, Charles D. Michel, Vice Commandant	
	3. Principal EEO Director/Official Official Title/series/grade		TERRI DICKERSON, Director, Civil Right Directorate/SES	
	4. Title VII Affirmative EEO Program Official		FRANCINE BLYTHER, Chief, Civil Rights Operations, GS 15 CAPT JOEL L. REBHOLZ, Chief, Policy, Planning and Resources DAYRA E. HARBISON, Chief, Compliance and Procedures, GS 15 GWENDOLYN A. KING, MD 715 Program Manager, GS 14	
	5. Section 501 Affirmative Action Program Official		KIMBERLY DAY-LEWIS, Disability Program Manager, GS 14	
	6. Complaint Processing Program Manager		BARBARA V. STEWART, Chief, Complaints and Solutions, GS 14	
	7. Other Responsible EEO Staff		GWENDOLYN E. WHITE, SEP Manager, GS 13 	

Policy Statements		
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Executive Summary

The United States Coast Guard (CG) is a multi-mission maritime service, one of the nation's five Armed Forces, and the only military service within the Department of Homeland Security (DHS). Its mission is to protect the public, the environment, and U.S. economic interests - in the nation's ports and waterways, along the coast, on international waters, and in any maritime region as required in support of national security. CG Headquarters is located in Washington, D.C., headed by the CG Commandant, a four-star admiral. The Commandant is assisted by senior leaders (military officers and civilian SES members) in directing the legislative, policy, administrative and operational activities of the CG.

The CG total workforce is approximately 56,000 personnel, and includes full-time (active duty) and part-time (reserve) military members, and civilian employees assigned to more than 600 locations worldwide. Consistent with the promise of non-discrimination in the Federal Government (Public Law 88-352), the CG extends the same protections to its military force as it does to civilian employees to the extent possible.

Information Sources

Workforce data contained in this report was extracted from the Department of Agriculture National Finance Center and represents the CG submission of available workforce data prescribed by the Equal Employment Opportunity Commission (EEOC). Incomplete SES applicant flow and absent exit interview data represent continuing challenges associated with data collection required by MD 715. The Solutions and Complaints Division of the Civil Rights Directorate used the DHS database, iComplaints, to contribute statistical complaint data, conduct trend analysis and evaluate effectiveness and sufficiency of processes, procedures, and practices applied to complaints and mediation services. Results from the Defense Equal Opportunity Climate Survey (DEOCS), Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) and OPM Telework Survey also informed the report. Other information sources include agency policies, procedures, and practices, OPM merit system principles, the CG HR Recruitment Strategy, Diversity and Inclusion Strategic Plan, Federal Equal Opportunity Recruitment Plan and Disabled Veteran Affirmative Action Plan. EEOC studies on Women, African Americans, Hispanics, and Asians were reviewed for applicability to CG workforce triggers/barriers and given consideration during the development of planned activities for barrier elimination.

Barrier Analysis

The CG practices a collaborative approach to barrier analysis through a cross-functional team. The CG Barrier Analysis Team, appointed annually, is made up of Civil Rights and Human Resources Directorate personnel. The team is stratified into three entities, an Executive Guidance Team, an Oversight

Committee and a Working Group that conducts barrier analysis. The Working Group convened nine times during the year for the following: training, trend analysis of workforce data, progress reviews by the Oversight Committee and Guidance Team, investigation of triggers, identification of new barriers, and progress reviews of ongoing plans to eliminate barriers. Workforce tables were produced at the end of the third quarter FY 15 for barrier analysis. The group conducted trend analyses of the agency workforce profile, major occupations, grade levels, career development participation rates, hiring, separations non-competitive promotions, internal competitive promotions for major occupations and senior grades, new hires by appointment, recognition and awards, and separations using CG workforce data. Analysis of FY 15 workforce data did not reveal any new barriers. Triggers and trends found in FY 14 and FY 15 were consistent with those first observed in FY 13. The CG initiated one new barrier in FY 15 based on EEOC feedback and consolidated two of the barriers first reported in FY 13. Planned activities to eliminate barriers were developed by the Assistant Commandant for Human Resources staff.

Self Assessment

Based on the Six Elements of a Model EEO Program the CG is in compliance with EEOC's management directives, reporting numerous accomplishments. Some example activities follow:

1. Demonstrated Commitment from Agency Officials.

- The Agency Head re-issued the policy statements on equal opportunity and anti-harassment on August 31, 2015.
- A special video message was developed by the Commandant communicating his position on diversity and inclusion. The video was presented as a part of CG-wide training.
- The Commandant delivered the keynote address at the annual Federal Asian Pacific American Council Conference.
- Through the Partnership in Education (PIE) Program, the CG Community Affairs Office sponsored a six-week summer internship program providing students with real life experiences including job shadowing, office tasks, and professional interactions within the naval engineering, civil engineering, aeronautical engineering, environmental and marine safety programs (all of which have low participation of targeted groups). This pilot program helped pave the way for future internship opportunities.

2. Integration of EEO into the Agency Strategic Mission.

- The EEO Director was appointed to the CG Investment Board. This leadership body represents the highest level in which decisions regarding recruitment strategies, vacancy projections, succession planning, re-organizations, re-alignments and other personnel changes are deliberated and made. The critical appointment gave this decision-making body insight to impact analysis concerning internal employee groups and applicants.

- The Civil Rights Directorate hosted a kick-off meeting to brief MD 715 stakeholders on the plan to prepare the annual report to include appointing a Barrier Analysis Working Group, Oversight Committee, and Executive Guidance Team with codified roles and responsibilities, plus a detailed timeline for development of each part of the report, periodic briefings to the Guidance Team for product approval, and timeline of scheduled activities from kick-off to signature, and submission to the department and EEOC. This approach enabled buy in of report content at each phase of the preparation process, while minimizing disparities among stakeholder, enablers, and contributors during staffing for concurrence and signature by the head of the agency and EEO Director.
- CG updated its Diversity and Inclusion Strategic Plan and the Commandant's Strategic Direction to integrate goals and objectives supportive of MD 715 partnership roles and responsibilities, and barrier elimination activities for the attainment and sustainment of the Model EEO Program standard.
- CG maintains an active Special Emphasis Program (SEP) that features eight special observances throughout the year. The Vice Commandant ensures CG-wide impact and sets the tone for an inclusive work environment by designating Executive Champions (Admirals and SES-level personnel) to promote awareness and participation for each special observance.

3. *Management and Program Accountability.*

- At least once a year, the Civil Rights Directorate hosts a Senior Executive Leadership Equal Opportunity Seminar (SELEOS) for newly appointed Admirals, Senior Executives and Master Chiefs. Discussion topics include the promotion of Alternative Dispute Resolution and assessment of the overall performance of the agency EEO Program.
- Implementing a promising practice from an EEOC study on women, the CG conducted Unconscious Gender Bias training in support of a planned activity to eliminate a barrier associated with the low participation of women in major occupations and in grades GS-13 through GS-15. CG trained a total of 8,365 employees. Other planned activities and accomplishments associated with this barrier are included in Part I.
- CG engaged a Senior Diversity Consultant, Dr. Samuel Betances, to conduct diversity and inclusion training for senior executives and Flag Officers. The title of the seminar was, *Fostering a Leadership Culture of Respect, Empowerment and Commitment for Mission Excellence*. The seminar focused on the challenges of working effectively across generational lines to foster respect and collaboration in view of changing demographics and distractions and best practices for creating an inclusive work environment to inspire leaders to act boldly in meeting this leadership challenge.
- Two thousand five hundred and ninety-one CG civilian employees received civil rights training in FY15.

4. Proactive Prevention of Unlawful Discrimination.

- CG is one of a small number of federal agencies nearly meeting the federal goal of 2% participation of individuals with targeted disability (IWTD); CG participation was 1.94% in FY 14 and 1.85% in FY 15.
- In accordance with Executive Order 13548 and recent updates to MD 110, not only does the CG have a longstanding history of establishing numerical goals for hiring IWTDs, CG has made at least one Schedule A hire a year since training managers and supervisors on the utilization of the Schedule A hiring authority.
- The CG was commended by the EEOC for 100% on time conversion of Schedule A hires from temporary to permanent status upon completion of two years satisfactory performance.
- In FY15, the Coast Guard created a Minority Serving Institutions Liaison position. In the first year, the MSI Officer developed a new strategic approach to developing partnerships with MSIs. So far the new approach has resulted in signed Memorandum of Agreements with Historically Black Colleges and Universities (HBCU) and Hispanic Serving Institutions (HSI).

5. Efficiency.

- The CG instituted a deliberate approach to Barrier Analysis with the appointment of a multifunctional working group made up of EEO specialists, Human Resource practitioners, certified diversity staff, career development and training professionals, and other ad-hoc occupational series at the GS-13 (or equivalent) and above grade level. Critical skills sought in membership included analytics, problem solving, basic strategic planning and knowledge of workforce policies, procedures, and practices.
- CG opened a new facility to house the Civil Rights staff that support CG employees in Delaware, Maryland and Pennsylvania. This Civil Rights initiative consolidated previously separated offices into one centrally located base of operations and improved accessibility for more than 3,000 CG employees.
- In 2015, CG developed a Charter and established an Executive Committee to support the Leadership Advisory Council (LAC) and the Diversity Advisory Council (DAC) in their role to seek redress for persistent command climate and local issues and to provide regular access to senior leaders to elevate issues and institutionalize promising practices.
- During FY15, 170 Coast Guard units registered Partnership in Education programs. More than 8,400 CG members volunteered more than 38,900 hours at 280 schools in communities across the Nation. CG Partnership in Education (PIE) program is a command-sponsored volunteer activity that engages educators and other community members in the creation of enhanced education opportunities and career awareness for students, especially in communities with large underserved populations. Strong and

sustainable partnerships benefit individual students, schools, and the community at large. These partnerships enhance educational opportunities and career awareness.

6. Responsiveness and Legal Compliance.

- A CG strategic plan (Plan of Action 2016) for EEO Program enforcement and compliance identified 33 measures that promote timely, accurate, complete and consistent adjudication of complaints, promotes utilization of ADR, competent barrier analysis, annual policy review, and internal controls to meet all EEOC and the Model EEO Program obligations. CG exceeded the Federal average in most factors measured by EEOC with values of “met” or “exceeded” expectations in almost all of the 33 measures.
- DHS and EEOC commended CG on 100% counseling and investigation timeliness.
- DHS and EEOC commended CG on processes for training, tracking and responding to requests for reasonable accommodations.
- 100% of employees filing complaints were offered Alternate Dispute Resolution (ADR). Fifty-seven percent of FY 15 cases were resolved in the informal stage.

Workforce Profile

The CG total civilian workforce is 9,736 employees which represents a difference of -89 and a net change of -0.91% from FY 14. The total workforce is comprised of 8,181 permanent employees, 205 temporary employees, and 1,350 Non-Appropriated Fund (NAF) employees. In the permanent workforce, employee group participation is 4.82% Hispanic, 72.20% White, 15.25% African American, 3.32% Asian, and the remaining smaller employee groups comprise a total of 4.41%. Male employees comprise 70.17% of the CG permanent workforce with female employees making up 29.83%. Although the temporary workforce makes up just 2.5% of the total workforce, much like the permanent workforce, males, in particular white males, participate at significantly higher rates than all other employee groups. The only exception to high male participation occurs in Non-appropriated Fund employees, in which females participate (68.81%), at more than twice the rate of males (31.19%).

Female participation in the permanent workforce has been on a downward trend for a number of years, dropping from 41.70% in FY 05 to 35.47% in FY 15. The period between FY 05 and FY 10 represents the largest decline, 3.63%, in female participation. In contrast, female participation rate for Non-Appropriated Fund employees is 68.81%. These values contrast with the Civilian Labor Force (CLF) participation rate for females, which is 48.14%. In FY 05, male participation in the permanent CG workforce was 64.52%. The participation rate of males rose to 67.74% in FY 10, and five years later, FY 15, male participation is 70.17%.

The participation rate for Individuals with Disabilities (IWD) in the permanent workforce reflects an upward trend from 6.67% in FY 05 to 10.40% in FY 10 and 19.59% in FY 15. During the same period, participation rates for Individuals with Targeted Disability (IWTD) were relatively stagnant in the 0.70 percentile. A resurvey of the civilian workforce in FY14 resulted in a significant increase to 1.97% in FY 14, and 1.85% in FY 15, a rate that exceeds the DHS goal of 1.50% and positions the CG as one of the few agencies, federal government-wide, that closely approaches the federal goal of 2%, for the last two years. This lasting change is attributed to increased focus on educating managers and supervisors on their responsibilities regarding the ADA and Section 501 of the Rehabilitation Act and promoting the use of the Schedule A hiring authority.

Occupational Categories

The Officials and Managers of the CG are 70.26% male and 29.74% female. Participation rates of females in the Officials and Managers categories increased slightly in each category with the largest increase at the Executive/Senior level. Females participate at 21.26% in Executive/Senior Level, 24.01% in Mid-Level (GS-13 and GS-14) and 22.54% in First Level (GS-12 and below). In the case of Hispanic employees, there was an overall decline in participation. Hispanic males and females realized their highest participation in occupational categories in FY 14, but participation remained below the CLF. Hispanic males were twice as likely as females to be officials and managers in all categories except (SES/GS-15) with the highest participation of males in the professionals occupational category and Hispanic females in administrative support. With the exception of White and African American females, most other employee female groups were absent from four or more of the nine occupational categories. Hispanic and Two or More Races female employees were absent from 5 of 9 categories. Most conspicuously absent were American Indian/Alaskan Native (AI/AN) (6 of 9) and Native Hawaiian Other Pacific Islander females (NHOPI) (7 of 9). Other employee group participation in the Officials and Managers category include the Hispanic employee group at 5.78%, African American employee group at 15.51%, White employee group at 72.36%, Asians at 1.57%, NHOPI at 0.56%, AI/AN at 1.78%, and Two or More Races at 0.96%. Individuals with Disability (IWD) participate at all levels. Individuals with Targeted Disability (IWTD) participate at all levels except GS-15 and above, and the Sales Workers category.

Grades

The participation of entry level employees at GS-4 and below saw a (2.5%) increase between FY 14 (0.10%) and FY 15 (0.24%). Positive upward trending in this area is compatible with CG Diversity and Inclusion and Human Capital Strategies. Female participation is highest at GS-12 for Hispanic, White, and Asian females. African Americans, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and Two or More Races female highest participation occurs at GS-7. Native Hawaiian or Other Pacific Islander females

do not participate above GS-11 and Two or More Races do not participate at the GS-15 and SES levels.

The CG reported two barriers in FY 13 concerning women employees: low participation in senior grades, GS-13 – GS-15, and the concentration of women employees in administrative support occupations (67.5%). These conditions constitute a “Glass Wall” for the majority of CG female employees. A “Glass Wall” occurs when an employee group is unable to obtain employment in the major occupations with upward mobility. Although significant effort was committed to implementing planned activities associated with these two barriers, the CG experienced little to no change in the conditions since inception of the barriers in FY 13. The MD 715 Guidance Team accepted a Barrier Analysis Working Group recommendation to consolidate the two barriers due to relational factors in the conditions and the assessment that without increased participation of female employees in other than administrative support major occupations, participation rates in GS-13 through GS-15 are unlikely to increase.

Highest male participation is in grades GS-12 or higher. The pipeline to senior grades is more robust for males than females, with the exception of African American males. African American males are more likely than African American females to be promoted to senior grades. Asians, American Indian and Alaskan Natives, and Two or More Races do not participate at the SES level. Native Hawaiian or Other Pacific Islanders do not participate at GS-15 or SES levels.

Individuals with Disability (IWD) highest participation is at GS-12 while the highest participation rate for Individuals with Targeted Disability (IWTD) is GS-11. IWTD make up 1.85% of the permanent workforce and IWD makeup 17.21%, well within the range of the EEOC’s new proposed Amendments to CFR 1614 in respect to the Americans with Disabilities Act and Section 501 of the Rehabilitation Act. Although a pipeline of IWTD employees to senior grades exists, there is no participation at GS-15 or SES.

Further analysis of senior grades revealed the highest participation of Hispanic males and females in GS grades is at GS-12 with participation from entry level to SES. While the participation rate for males and females are comparable at the lower grades, at GS-11 through GS-14, Hispanic male participation doubles and at some grades almost triples the participation levels of females. At the highest grades this is no longer true. There are more Hispanic females at GS-15 and no Hispanic male participation at SES.

Overall, there is a dramatic decline in participation levels for Hispanic males and African American females at GS-15 and SES as noted by the EEOC. Planned activities to address participation of these two employee groups in the GS-15 and SES grades are included as a new barrier in Part I.

Wage Grades

Females comprise 2% of the wage grade workforce. While the highest participation rate is WG-10 for both males and females, there is no female participation after WG-11. Participation in wage grades is primarily composed of White and African American males. Seventy-six Hispanic employees participate in wage grades. Of the 76, only one is female. There was low or no participation of other employee groups, including IWTG. IWD, on the other hand, participate at all levels through Wage Grade 15.

Major Occupations

The CG reported seven major occupations: Information Technology, Contracting, General Inspection – Investigations and Compliance, Security Administration, Legal Instrument Examining, Intelligence, and Transportation Operations. With the exception of Contracting (66.67%) and Legal Instrument Examining (66.67%), there is prevailing male participation in all major occupations, with male participation rates ranging from 72.09% to 94.84%, an increase from FY 14. The lowest participation of males in major occupations occurs in the administrative support major occupations of Legal Instrument Examining and Contracting. These are the major occupations where female employees are largely concentrated. Overall, all employee groups, including IWD and IWTG, participate in all Major Occupations. While the largest concentration of IWTG employees participates in Information Technology and Transportation Operations, IWDs are more evenly distributed among all major occupations.

Applicants and Hires for Major Occupations

In accordance with the applicant flow data collected, there were a total of one hundred and one hires in major occupations in FY 15 with 17 hires in Security Administration, nine in Intelligence, two in Legal Instrument Examining, 33 in Contracting, 15 in Vessel Safety, four in Vessel Traffic Control, and 21 in Information Technology. Five of the seven major occupations have low participation of females. Sixty-six of the 101 hires in major occupations were in occupations in which there was low female participation. Females and other low participation groups were included in the applicants and those identified as qualified. Sixteen females were among the hires in the major occupations with low female participation. In the major occupations in which there is high participation of women, hires exceeded or were equal to the selection of males. Although there were an adequate number of female applicants and females applicants identified as qualified in the major occupations with low female participation, the female selection rate remains low. Planned activities were developed by the Assistant Commandant for Human Resources to promote activities, programs, and services to facilitate opportunities for the CG to decrease the concentration of female employees in administrative support occupations. These plans are documented in Part I of this report.

New Hires and Separations

The CG hired 691 permanent, 136 temporary and 364 Non-Appropriated Funds employees during FY 15. Six hundred fifty-seven were males (55.16%) and 534 females (44.84%). Overall, hires were a diverse group. Of those hired in FY 15, 5.21% were Hispanic, 71.06% White, 17.08% African American, 3.91% Asian, 0.87% NHOPI, 1.30% AI/AN, and 0.57% Two or More Races. There was participation from all employee groups in new hires. Hispanic hires (36) remain below the CLF rate of 9.96%. Other employee groups' participation rates are consistent with or exceed the CLF.

A total of 638 employees separated from the CG in FY 15. Of 13 employees involuntarily separated, seven were male and six female. Voluntary separations included 413 males and 212 females. Voluntary separations in low participation groups include 38 Hispanics, 99 African Americans, 17 Asians, three Native Hawaiians Other Pacific Islanders, 14 American Indian/Alaskan Natives, and five Two or More Races. The 38 separations in FY 15, coupled with 23 separations in FY 12 and FY 13, and 21 in FY 14, contribute to a decrease in Hispanic participation.

Hispanic participation is 23% lower in FY 15 than FY 14. In FY 15 there were 12 Hispanic hires and 28 voluntary separations. Although slowly trending upward for three consecutive years, increasing separations and decreased hiring lowered participation rates that have historically been below the CLF of 9.96%. Current participation rates for Hispanics are 51% below the CLF. FY 13 Hispanic exit interview data, OPM FEVS, Telework Survey, and DEOCS indicators suggested separations were attributed to lack of promotion and career development opportunities, and management resistance to telework. Planned activities are included in Part I that promote opportunities for career development and work life balance to address the retention of Hispanics and other employee groups with high voluntary separation rates. Without the collection of exit interview data in FY 15, CG was unable to determine whether the reasons for separation remain unchanged or evaluate effectiveness of the planned activities to eliminate the barrier.

Non-competitive Promotions

Two hundred and fourteen employees were hired into career ladder positions with non-competitive promotion potential. There is participation of all employee groups in this category which is comprised of 125 males and 89 females. Further analysis could not be conducted in this category because the CG data collection and tracking system was not capable of supplying the workforce table in the format prescribed by EEOC. CG gleaned from the FY 13 and the FY 14 analysis of this workforce table that the majority of CG employees in the non-competitive promotions category remain in the initial grade 25 or more months. The OPM minimum standard for advancement in non-competitive promotions is 12 months. Encouraging managers and supervisors to assist employees hired under non-competitive promotions to develop Individual Development Plans (IDP) that identify helpful training and generally define criteria for advancement is

an ongoing initiative undertaken by the Assistant Commandant for Human Resources in 2013. Progress on planned activities is included in Part I of this report.

Internal Selections for Senior Level Positions (GS-13 through GS-15)

There were seven internal selections for senior level positions in grades GS-13 and GS-14. There were no internal selections for GS-15. Selections to GS-13 and GS-14 included five White males and two African American females. At the GS-13 level, there were 21 applicants of which 16 were identified as qualified. Of those qualified, White, African American, Asian, and AI/AN participated. There were no Hispanic or NHOPI applicants. GS-14 applicants identified as qualified were White and African American. There were no Hispanic, Asian, NHOPI, AI/AN, or Two or More Race applicants. The participation rate for these groups is low or absent at the GS-12 level, thereby creating a circumstance in which there is no bridge to GS-13 and above promotions for some groups. There were qualified applicants among IWD and IWTD employees but no selections. IWD and IWTD employees did not apply at the GS-14 grade level.

Complaint Trends and Analysis

During FY 15, the CG's complaints processing unit exceeded expectations, placing its complaint processing performance above federal averages. The following represents salient activity, some of which is reported in the FY 15 Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462)¹:

- **Pre-complaints:** The CG processed 87 pre-complaints, of which 49 did not result in formal complaints. This represented a 56% resolution rate, nearly 3 percent above federal average (53.4%)². Also, 100% of all pre-complaints were completed within the regulatory timeframes, exceeding federal average of 92.82%.
- **Formal complaints:** Thirty-eight formal complaints were filed in FY 15 at a rate of 0.39% of the workforce, lower than the federal average of 0.54%; and all formal complaints were investigated and completed within regulatory timeframes. We attribute these accomplishments to CG's mandatory EEO training requirement, and its talented civil rights staff.
- **Bases & Issues:** In FY 15, reprisal, sex, and race were the top alleged bases of discrimination; and harassment, disciplinary actions, and termination were the top issues. These bases and issues were consistent with top bases and issues from the last published EEOC Report.

¹ In addition to complaint activity reported in FY15 462 report, the Coast Guard also handles military EO complaints; and offers them a complaint process that mirrors the process described by 29 CFR 1614 for civilian employees to the extent allowable. While complaint processing performance for FY15 was just as impressive, military data is not represented in the MD-715 executive summary.

² From the Equal Employment Opportunity Commission latest published report, *Annual Report on the Federal Work Force Part I – EEO Complaints Processing Fiscal Year 2012*.

- **ADR:** One hundred percent of individuals initiating pre-complaints were offered Alternative Dispute Resolution (ADR); and 54% accepted ADR, a 13 point increase from FY 14, and a 20 point increase from FY 13. In FY 14, the ADR division implemented a process to assess and improve upon attempts at resolution during counseling; and a mediation training and experience requirement for Civil Rights Service Providers. These initiatives yielded desired results, with resolution rates above the federal average.
- **Prevention/EO Reviews:** As prescribed by the MD 715, the CG performs annual EEO climate assessments of its units to determine if there are any perceived perceptions or triggers that would affect the command EEO climate. For FY 15, the CG conducted 14 onsite EO Reviews a 75% increase from FY 14 when the CG conducted eight (8).
- **Anti-Harassment/Hate Incidents (AHHI):** In FY 15, CG launched an automated database to better input and track AHHI claims. Civilian employees reported 60 incidents of prohibited harassment, 58 we term harassment and 2 we term hate incidents. The 60 reported incidents represented a significant increase from the 32 reported in FY 14, but remained comparable to prior years' trends. Notably, one hundred percent of all substantiated claims resulted in corrective actions.
- **Reasonable Accommodations:** During FY 15, the CG granted 261 requests of reasonable accommodations, an increase of 48% from FY 14 (177). In addition to a variety of sources CG utilized for obtaining accommodations, it entered a contract with The U.S. Department of Transportation, Disability Resource Center (DRC) that serves as its centralized resource center for technology, technical assistance support, training and outreach accommodations for its workforce. Through this partnership, DRC provided 196 instances of interpreting services offering more than 602 hours in FY 15.

Awards

Analysis of recognition and performance awards data revealed eligible employees who are recognized for performance most often choose from a Time-Off Award or Cash Award. Quality Step Increase (QSI) is another performance award, but due to the fact that there are limitations placed on them, these are not awarded as frequently as the other two types of performance awards. Because the data used includes the recognition and performance awards information, the barrier analysis team could not distinguish between awards for performance and recognition awards for special projects or other one-time achievements. Future barrier analysis will coordinate the separation of recognition and performance awards data.

Time-Off and Cash awards were most often used to reward females, Hispanics, African Americans, Asians, NHOPI, AI/AN, and Two or More Races. These awards are one-time payments. Award of a Quality Step Increase (QSI) has the same effect as a pay raise. Sixty-seven percent of QSIs awarded in FY 15 were awarded to males and 79.01% to the White employee group. QSIs were awarded to employees in all employee groups except NHOPI. In the case of Time-Off Awards, participation rates were similarly given to males and females in the categories of 1 to 9 hours off and 9+ hours off, with female employees given a higher number of hours off than male counterparts. While males were given higher cash awards than females in the category of \$100 - \$500, females tend to have been given higher cash awards in the \$500+ category. While IWD made up 23.41% of QSI recipients, there was no participation of IWTD employees.

Career Development Program

The CG does not have its own career development program and sends its employees to Department of Homeland Security (DHS) Programs. The DHS offers three categories of career development programs; GS 5-12, GS 13-14, and GS-15 and SES. Three slots were available for competition in grades GS 5-12 (4,386 employees), six employees competed. Applicants included five males and one female. Three White males were selected. One slot was designated for competition at GS 13-14 (2,154 employees); one male applicant applied and was selected. The workforce table was incomplete and therefore the race ethnicity identifier of the selectee is unknown. Three slots were available for career development competition in grades GS-15 and SES (211 employees), four applicants applied. Applicants were two White males and two White females. Two White males and one White female were selected.

Availability of slots and the application process for career development programs are unknown to most employees. Although over 6,500 employees were eligible, only 10 applied for the 7 slots available. All selectees were in the White employee group with 86% of CG career development opportunities going to males. An initiative was undertaken by the Assistant Commandant for Human Resources in 2013 to address employee concerns that application for and availability of career development opportunities is not well known among employees. Planned activities and progress made are included in Part I. An additional barrier was identified in this area in FY 15 concerning the low participation of Hispanic males and African American females in career development programs and senior executive positions. Planned activities for this barrier are included in Part I.

Way Ahead

The CG continues to make progress toward achieving the model EEO Program. The best practice of a collaborative, cross-directorate working group was institutionalized for the FY 15 report with the completion and approval of written instructional guidance that delineates roles and responsibilities, establishes a year round Working Group, an Oversight Committee, and a Guidance Team to meet EEOC's MD 715 requirements. In FY 16, CG will utilize the instructional

guidance to promote regular discussion of program deficiencies and barriers, evaluate the effectiveness of planned activities throughout the year, and provide quarterly reports of progress made to eliminate barriers and program deficiencies to the Guidance Team.

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

I, Terri A. Dickerson, Director, Civil Rights Directorate, SES am the
(Insert name above) (Insert official title/series/grade above)

Principal EEO
Director/Official for

Department of Homeland Security, United States Coast Guard

(Insert Agency/Component Name above)

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

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

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

Terri A. Dickerson

12-10-2015

Signature of Principal EEO Director/Official

Date

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

Paul L. Zukowski

12/31/15

Signature of Agency Head or Agency Head Designee

Date

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Self-Assessment towards a Model EEO Program Checklist

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.

PART G, Essential Element A, Section 1 - Issuance of EEO Policy Statement

Measures	Measure Met?	Comments
A.1.a. Was an EEO policy statement issued within 6 - 9 months of installation of the agency head? (Please list date of agency head installation and date of issuance in the comments column).	YES	The agency head was installed May 30, 2014. The EEO policy statement was re-issued August 31, 2015.
A.1.b. During the current agency head's tenure, has the EEO policy statement been reissued annually?	YES	
A.1.c. Are new employees provided a copy of the EEO policy statement during orientation?	YES	
A.1.d. When an employee is promoted into the supervisory ranks, is he/she provided a copy of the EEO policy statement?	YES	

PART G, Essential Element A, Section 2 – Communication of EEO Policy Statement

Measures	Measure Met?	Comments
A.2.a. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	YES	
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?	YES	
A.2.c. Has the agency prominently posted such written materials in all personnel and EEO offices, and on the agency's internal website? [29 C.F.R. 1614.102(b)(5)]	YES	

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**Essential Element A, Section 3 - Evaluation of Managers and Supervisors on
 Commitment to EEO Principles**

Measures	Measure Met?	Comments
A.3.a. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles?	YES	
A.3.b. Are managers and supervisors evaluated on their commitment to resolve problems/disagreements and other conflicts in their respective work environments as they arise?	YES	
A.3.c. Are managers and supervisors evaluated on their commitment to address concerns, whether perceived or real, raised by employees and following up with appropriate action to correct or eliminate tension in the workplace?	YES	
A.3.d. Are managers and supervisors evaluated on their commitment to support the agency's EEO program through the allocation of mission personnel to participate in community outreach and recruitment programs with private employers, public schools, and universities?	YES	
A.3.e. Are managers and supervisors evaluated on their commitment to ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?	YES	
A.3.f. Are managers and supervisors evaluated on their commitment to ensure a workplace that is free from all forms of discrimination, harassment, and retaliation?	YES	
A.3.g. Are managers and supervisors evaluated on their commitment to ensure that subordinate supervisors have effective managerial communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	YES	
A.3.h. Are managers and supervisors evaluated on their commitment to ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	YES	
A.3.i. Are managers and supervisors evaluated on their commitment to ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	YES	

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Measures	Measure Met?	Comments
A.3.j. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? If yes, describe what means were utilized by the agency to inform its workforce about penalties for unacceptable behavior in the comments column.	YES	Labor/employee relations guidance is issued as Workforce Relations Express Line (WREL) notices. A-Z fact sheets by HR topics are delivered via email to an all employees listserv. Human Resource Specialists and Command Advisors provide advice and respond to questions, as needed.
A.3.k. 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 procedure available on the World-Wide Web or Internet?	YES	
A.3.l. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	YES	

Essential Element B: Integration of EEO into the Agency's Strategic Mission

Element B requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and support the agency's strategic mission.

PART G, Essential Element B, Section 1 - Reporting Structure for EEO Program

Measures	Measure Met?	Comments
B.1.a. Is the EEO Director under the direct supervision of the agency head? [See 29 C.F.R. 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?)	YES	
B.1.b. Are the duties and responsibilities of the EEO officials clearly defined?	YES	
B.1.c. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	YES	
B.1.d. If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	YES	
B.1.e. If the agency has 2nd level reporting components; does the agency-wide EEO Director have authority for EEO programs within the subordinate reporting components?	YES	

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B.1.f. If no, please describe how EEO program authority is delegated to subordinate reporting components in Part H.	N/A	
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PART G, Essential Element B, Section 2 - EEO Communication with Senior Leaders

Measures	Measure Met?	Comments
B.2.a. Does the EEO Director/Officer have a regular, effective means of informing the agency head and other top management of the effectiveness, efficiency, and legal compliance of the agency's EEO program?	YES	
B.2.b. After submission of the previous Form 715, did the EEO Director/Officer present a State of the Agency briefing to the agency head and other senior officials, including a performance assessment in each of the 6 elements of the Model EEO program, and report agency progress in completing its barrier analysis - including barriers identified, eliminated, or impact reduced?	YES	
Measures	Measure Met?	Comments
B.2.c. Are EEO officials present during agency pre-decisional deliberations regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	YES	
B.2.d. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and realignments?	YES	
B.2.e. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are any hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [See 29 C.F.R. 1614.102(b)(3)]	YES	
B.2.f. 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?	YES	

PART G, Essential Element B, Section 3 - Sufficient EEO Program Staffing

Measures	Measure Met?	Comments
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Essential Element C: Management and Program Accountability

Element C 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.

PART G, Essential Element C, Section 1 - EEO Communication with Managers and Supervisors

Measures	Measure Met?	Comments
C.1.a. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	YES	
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 Resource Officials, Finance, and the Chief Information Officer?	YES	

PART G, Essential Element C, Section 2 - EEO & Human Resources Collaboration and Coordination

Measures	Measure Met?	Comments
C.2.a. Have timetables 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?	YES	
C.2.b. Have timetables 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 promotion opportunities by all groups?	YES	
C.2.c. Have timetables 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?	YES	

PART G, Essential Element C, Section 3 - Disciplinary Action Taken

Measures	Measures Met?	Comments
C.3.a. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	YES	

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Measures	Measures Met?	Comments
C.3.b. Have all employees, supervisors, and managers been informed of the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	YES	
C.3.c. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If yes, in the Comments column, cite the number found to have discriminated and list penalty/disciplinary action for each type of violation.	YES	There were no findings of discrimination in FY 15. Two findings of discrimination occurred in FY 14. Management was not disciplined or sanctioned.
C.3.d. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	YES	
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.?	YES	

Essential Element D, Proactive Prevention of Unlawful Discrimination

Element D requires that the Agency Head makes early efforts to prevent discriminatory actions and eliminate barriers to Equal Employment Opportunity in the workplace.

PART G, Essential Element D, Section 1 - Barrier Analysis Process

Measures	Measures Met?	Comments
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?	YES	
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?	YES	
D.1.c. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	YES	
D.1.d. Are trend analyses of workforce profiles conducted by race, national origin, sex, and disability?	YES	
D.1.e. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?	YES	

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D.1.f. Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?	YES	
D.1.g. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?	YES	
D.1.h. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex, and disability?	YES	

PART G, Essential Element D, Section 2 - Alternative Dispute Resolution (ADR) is Encouraged

Measures	Measures Met?	Comments
D.2.a. Are all employees encouraged to use ADR?	YES	
D.2.b. Is the participation of supervisors and managers in the ADR process required?	YES	

Essential Element E, Efficiency

Element E 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.

PART G, Essential Element E, Section 1 - Sufficient Resources to Evaluation EEO Program

Measures	Measure Met?	Comments
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?	YES	
E.1.b. Has the agency implemented an adequate data collection and analysis systems that permits tracking of the information required by MD-715 and these instructions?	NO	Planned activities for compliance is included in Part H.
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?	YES	

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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?	YES	
E.1.e. Are 90% of accommodation requests processed within the timeframe set forth in the agency's procedures for reasonable accommodation?	YES	

PART G, Essential Element E, Section 2 - Effective Complaint Tracking and Monitoring System

Measures	Measure Met?	Comments
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?	YES	
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?	YES	
E.2.c. Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, briefly describe how.	YES	The Performance Work Statement provides specific delivery accountability.
Measures	Measure Met?	Comments
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?	YES	
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?	YES	

PART G, Essential Element E, Section 3 - Timeliness in EEO Complaint Process

Measures	Measure Met?	Comments
E.3.a. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	YES	
E.3.b. 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?	YES	

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E.3.c. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	YES	
E.3.d. Does the agency complete the investigations within the applicable prescribed time frame?	YES	
E.3.e. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	YES	
E.3.f. 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?	YES	
E.3.g. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	YES	
E.3.h. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	YES	

PART G, Essential Element E, Section 4 - Efficient and Fair ADR Process

Measures	Measure Met?	Comments
E.4.a. In accordance with 29 C.F.R. 1614.102(b), has the agency established an ADR Program during the precomplaint and formal complaint stages of the EEO process?	YES	
E.4.b. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	YES	
E.4.c. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	YES	
E.4.d. Does the responsible management official directly involved in the dispute have settlement authority?	YES	

PART G, Essential Element E, Section 5 - Effectiveness of EEO Data Collection Systems

Measures	Measure Met?	Comments
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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?	YES	
E.5.b. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. 1614.102(a) (1)?	YES	
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 of the required data elements for submitting annual reports to the EEOC?	YES	
E.5.d. Do the agency's EEO programs address all of the laws enforced by the EEOC?	YES	
E.5.e. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	YES	
Measures	Measure Met?	Comments
E.5.f. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	YES	
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?	YES	

PART G, Essential Element E, Section 6 - Elimination of Conflict of Interest with Legal Defense Function

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

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Essential Element F, Responsiveness and Legal Compliance

Element F requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

*PART G, Essential Element F, Section 1 - Timely Compliance with
 Administrative Judge Orders*

Measures	Measure Met?	Comments
F.1.a. Does the agency have a system of management control to ensure that the agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	YES	

*PART G, Essential Element F, Section 2 - Timely Completion of Ordered
 Corrective Action*

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

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*PART G, Essential Element F, Section 3 - Staff Accountability for
Legal Compliance*

Measures	Measure Met?	Comments
F.3.a. Is compliance with EEOC orders encompassed in the performance standards of any agency employees? If yes, please identify the employees by title in the comments column, and state how performance is measured.	YES	Regional Managers, EEO Managers, EEO Specialists, Chief, Solutions and Complaints, ADR Specialist, ADR Manager, Chief Senior Technical Advisor, Senior Technical Advisor, and Technical Advisor/EEO Specialist Measurement: Each employee receives a yearly Performance Plan and Appraisal measuring several critical core competencies associated with five performance goals aligning CRD goals in support of DHS/EEOC mission.
F.3.b. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If no, please identify the unit in which it is located in the comments column.	YES	
F.3.c. Have the involved employees received any formal training in EEO compliance?	YES	
F.3.d. Does the agency promptly provide the EEOC Attorney Fee documentation for completing compliance, such as a copy of the check issued for attorney fees and/or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	YES	
Measures	Measure Met?	Comments
F.3.e. Does the agency promptly provide the EEOC awards documentation for completing compliance, such as a narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	YES	
F.3.f. Does the agency promptly provide the EEOC documentation of back pay and interest for completing compliance, such as computer printouts or payroll documents outlining gross back pay and interest, copy of any checks issued, or narrative statement by an appropriate agency official of total monies paid?	YES	

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F.3.g. Does the agency promptly provide the EEOC documentation regarding compensatory damages for completing compliance, such as the final agency decision and evidence of payment, if made?	YES	
F.3.h. Does the agency promptly provide the EEOC training documentation for completing compliance, such as the 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 certain date?	YES	
F.3.i. Does the agency promptly provide the EEOC personnel action documentation for completing compliance (e.g., reinstatement, promotion, hiring, reassignment), such as copies of SF-50s?	YES	
F.3.j. Does the agency promptly provide the EEOC documentation of the posting of Notice of Violation for completing compliance, such as the original, signed and dated notice, reflecting the dates of posting? (A copy will suffice if original is not available.)	YES	
F.3.k. Does the agency promptly provide the EEOC documentation of supplemental investigations, such as: (1) a copy of the letter to complainant acknowledging receipt from the EEOC of a remanded case; (2) a copy of the letter to complainant transmitting the Report of Investigation (not the ROI itself, unless specified); and (3) a copy of the request for a hearing (complainant's request or agency's transmittal letter)?	YES	
F.3.l. Does the agency promptly provide the EEOC the Final Agency Decision (FAD) or a copy of the complainant's request for a hearing?	YES	
F.3.m. Does the agency promptly provide the EEOC documentation of restoration of leave, such as a printout or statement identifying the amount of leave restored, if applicable? If no, provide an explanation or statement in the comments column.	YES	

Measures	Measure Met?	Comments
F.3.n. Does the agency promptly provide the EEOC documentation of civil actions, such as a complete copy of the civil action complaint demonstrating the same issues raised as in compliance matter?	YES	
F.3.o. Does the agency promptly provide the EEOC with settlement agreements, such as the signed and dated agreement with specific dollar amounts, and appropriate documentation of the relief provided?	YES	

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Coast Guard		FY <u>15</u>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Not in compliance with Uniform Federal Accessibility Standards.	
OBJECTIVE:	Fund major renovations projects to ensure timely compliance with Uniform Federal Accessibility Standards.	
RESPONSIBLE OFFICIAL:	Assistant Commandant for Engineering and Logistics	
DATE OBJECTIVE INITIATED:	November 1, 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2015	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
Seattle, Washington	Seattle, Washington - Bathroom accessibility renovations still require funding. Currently the bathroom project is programmed for funding in FY14 with construction contract award in March 2014.	
Sector Charleston, SC	Sector Charleston, SC – The project addressing first floor renovations to the MSO Building is presently rescheduled to be designed starting in FY14 and is projected to be awarded in FY15.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>Completed.</p> <p>Seattle, Washington - Bathroom accessibility renovation project was awarded in March 2014 and completed in August 2014. This action completes ABA/ADA compliance initiative for Base Seattle.</p> <p>Sector Charleston, SC – The Sector Charleston HVAC/ADA Compliance project was completed in May 2015. With the completion of this action, compliance with ABA/ADA is complete for Sector Charleston.</p>		



EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Coast Guard		FY <u>15</u>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency is currently unable to collect or track applicant flow data for its SES positions.	
OBJECTIVE:	Implement an adequate data collection and analysis systems that permits tracking of the information required by EEOC MD 715 and its guidance for completing workforce data tables.	
RESPONSIBLE OFFICIAL:	Assistant Commandant for Human Resources	
DATE OBJECTIVE INITIATED:	September 30, 2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	May 10, 2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) May 10, 2016	
October 16, 2015	Research options to develop new status codes for the automated system to reflect the various stages of SES recruitment	
November 30, 2015	Test and debug new status codes in a test automated environment	
December 14, 2015	Implement additional applicant flow fields to comply with MD-715 reporting.	
May 10, 2016	Produce SES applicant flow tables.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Coast Guard		FY <u>13</u>
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resources decisions such as re-organizations and re-alignments?	
OBJECTIVE:	Ensure an EEO Official's input into agency deliberations (prior to final decisions) to determine whether any group of employees or applicants might be negatively impacted by re-organizations and re-alignments.	
RESPONSIBLE OFFICIAL:	Assistant Commandant for Resources	
DATE OBJECTIVE INITIATED:	November 7, 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	3/1/2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) March 1, 2014	
November 7, 2013	Assistant Commandant for Human Resources establishes opportunities for deliberative dialogue with civil rights officials prior to final decisions on re-organizations and re-alignments.	
November 7, 2013	Assistant Commandant for Human Resources and Civil Rights officials have opportunity for deliberative dialogue prior to final decisions on re-organizations and re-alignments.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>Completed. The EEO Director's appointment to the CG Investment Board has been approved. The EEO Director is now an active member contributing insight, deliberation, and impact analysis to decisions regarding recruitment strategies, vacancy projections, succession planning, re-organizations, re-alignments and other critical personnel changes.</p> <p>This action is on-going with an estimated completion date of September 2015. Completed tasks included the Assistant Commandant for Resources forwarding, for senior management approval, a change to the Investment Board Charter to include the Director of Civil Rights as a member. This board, which includes the Assistant Commandant for Human Resources, as well as other Assistant Commandants and Directors, provides cross-programmatic review and prioritization of investment alternatives, including offsets required to meet budgetary constraints or new investment opportunities. This senior management review is critical to prioritization of organizational goals and investment opportunities and guides the development of budgets and yearly forecast plans.</p> <p>As a member of the Investment Board, the Director of Civil Rights will have an opportunity to have deliberative discussions about workforce changes. The addition to the Investment Board is an Assistant Commandant for Resources initiative; therefore the action item listed as a responsibility for the Assistant Commandant for Human Resources is changed to the Assistant Commandant for Resources.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Coast Guard	FY <u>15</u>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Analysis of CG data suggests a glass ceiling and blocked pipeline for Hispanic Males and African American Females to SES. A glass ceiling exists when groups cannot reach the highest levels of leadership despite their presence in positions that comprise the feeder pool for executive positions. A blocked pipeline occurs when people who are in upwardly mobile occupations fail to reach the senior grade levels within those occupations. In addition to glass ceiling and blocked pipeline, Hispanic Males and African American Females also experienced a glass wall. A glass wall exists when individuals within an EEO group are unable to obtain employment within major occupations with upward mobility. The EEOC used an alternative method to conduct analysis since CG was unable to collect applicant flow data.</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 EEOC directed the CG to further examine possible connections between the triggers in the workforce statistics and any policy, procedure, practice, or conditions that may cause these discrepancies. CG will review participation rates in upwardly mobile occupations, applicants and hires in major occupations, selections for internal competitive promotions for major occupations, and career development.</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>	<ol style="list-style-type: none"> CG does not have a career development program for advancement to SES. CG employees attend the DHS career development program. Although the feeder pool for SES is GS – 14 & GS – 15, only GS – 15 candidates may apply to the DHS SES career development program to obtain qualifications necessary to perform in SES positions. This practice eliminates eligibility of GS-14s. Despite Hispanic Males and Black Female presence in positions that comprise the feeder pool for executive positions, their selection rate is lower than their participation rate in the workforce. 	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Obtain applicant flow data to SES positions in order to:</p> <ol style="list-style-type: none"> Investigate root causes of apparent glass ceiling and blocked pipeline for all low participation of employee groups to the SES, especially Hispanic Males and Black Females. Determine whether glass wall barriers exist for Hispanic Males in 1102 and 2210, and Black Females in 0080, 0132, 1801, and 2150 series. 	
<p>RESPONSIBLE OFFICIAL:</p>	Assistant Commandant for Human Resources	
<p>DATE OBJECTIVE INITIATED:</p>	September 30, 2015	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	June 30, 2016	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Develop and implement additional applicant flow fields to comply with MD-715 reporting.	December 14, 2015	
Determine if DHS CDP can separate CG applicants from the total pool of applicants in order for CG to examine if any internal barriers exist for Hispanic Males and Black Females.	December 15, 2015	
Produce SES applicant flow workforce tables.	May 10, 2016	
Identify and examine the SES screening process and the process for identifying the best qualified applicants for possible barriers for Hispanic Males and Black Females as part of the barrier analysis review.	June 30, 2016	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Coast Guard	FY <u>13</u>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In exit interviews, 83% of those who listed advancement as a reason for leaving the CG ranked it as either the most significant (50%) or second most significant (33%) reason for leaving. Review of workforce data indicates that within the CG, 78% of males and 70% of females hired in non-competitive promotions (career ladder) are advanced after 25+ months in excess of the minimum months, impacting retention of employee groups. African American (73%) and Hispanic women (76%) served 25+ months in excess of the minimum months before advancement. Employees are eligible to apply for advancement to the next grade level at other federal agency at 12 months. Low participation rates in career development programs; Agency policy makes it mandatory for IDP for military employees.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Reviewed workforce data tables, EEO complaints statistics, demographics of career ladder hires by ethnicity, gender, and advancement rates, 5 CFR Part 410 – Career Development, DHS Human Capital Plan and Diversity Strategic Plan, CG Diversity Strategic Plan and Merit System Principles, exit interview data and OPM and DEOCS survey results.</p> <p>Reviewed the range of options the agency uses to meet mission-related organizational and employee development needs, such as classroom training, on-the-job training, technology-based training, satellite training, employees' self-development activities, coaching, mentoring, career development counseling, details, rotational assignments, cross training, and developmental activities. Application for and availability of most of these opportunities are not widely known to employees.</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>	<ol style="list-style-type: none"> 1. Application for and availability of opportunities for employee development such as training, developmental assignments, details, rotational assignments, cross training, and career development counseling is not well known among employees. 2. Lack of an IDP requirement for employees in career ladder positions leaves agency vulnerable to high turnover of certain groups due to an unclear path to advancement. 	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ol style="list-style-type: none"> 1. Require managers and supervisors to work with career ladder employees to develop an IDP. 2. Modify procedures to notify employees of opportunities for career development. 3. Establish Rotational Assignment Program manager. 	
<p>RESPONSIBLE OFFICIAL:</p>	Assistant Commandant for Human Resources	
<p>DATE OBJECTIVE INITIATED:</p>	September 25, 2013	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	April 2014 Modified to December 11, 2016	

**EEOC FORM
715-01
PART I**

EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Establish an alternative method to ALCOAST (internal online message board) in which opportunities for training, details, rotational assignments, cross training, career developmental programs, and developmental assignments are disseminated to all employees.	May 30, 2015
Planned and coordinate the establishment of a Coast Guard rotational Assignment program manager.	October 1, 2015
Update and market IDP policy resources (supervisor's job aid).	October 15, 2015 Modified to September 25, 2016
Perform a civilian leader development strategic needs analysis.	November 10, 2015 Modified to December 11, 2016
Evaluate strategic needs analysis and develop implementation strategies to improve civilian leader development and performance.	February 1, 2016 Modified to March 30, 2016
Set a timetable for Managers and supervisors to work with employees hired under non-competitive promotions (career ladder) to develop Individual Development Plan (IDPs) that identify helpful training and generally define expectations for advancement.	March 15, 2016
Develop policy and procedures for Rotational Assignment program.	June 30, 2016
Implement and market a civilian leadership development continuum that develops civilian leaders.	August 31, 2016 Modified to October 15, 2016

This activity is on-going. CG made progress in its plans to update and market IDP policy resources (supervisor's job aid). An electronic IDP tool was designed and CG is prototyping the tool with key stakeholders. The estimated date of completion is September 25, 2016.

This activity is on-going. Set a timetable for Managers and supervisors to work with employees hired under non-competitive promotions (career ladder) to develop Individual Development Plan (IDPs) that identify helpful training and generally define expectations for advancement. Expected completion date is: March 15, 2016.

Completed. CG updated its Office of Leadership website, incorporated Career enhancing information into employee engagement meetings, and developed a marketing brochure on all of Office of Leadership resources.

This activity is on-going. This has been a robust project nearing completion. The contractor requested an additional 60 days to complete performance evaluations. The completion date is therefore adjusted to: December 11, 2016

This activity is ongoing. Developing a civilian leadership development continuum that develops civilian leaders is an output of the civilian leader development strategic needs analysis. Expected completion date: October 15, 2016.

This activity is ongoing. Evaluating strategic needs analysis and developing implementation strategies to improve civilian leader development and performance is output of the civilian leader development strategic needs analysis. Expected completion date is: March 30, 2016

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Coast Guard	FY <u> 13 </u>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>In 2013, 171 women employees left CG permanent workforce. Exit interview data revealed telework as one of the issues listed for leaving the CG workforce. Those who listed workplace flexibility/scheduling ranked it as their number one reason for leaving (Advancement was also ranked highly but it is addressed in a separate Part I).</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>We reviewed data from the MD-715 Table A7, which shows that 38% of voluntary separations in the workforce were women. We reviewed results of both the 2011 and 2012 Coast Guard FEVS, which showed that 59% of the respondents had not been notified whether they were eligible to telework.</p> <p>Since the Coast Guard had not conducted a study, we reviewed barriers identified in the Office of Personnel Management <i>2012 Status of Telework in the Federal Government Report to the Congress</i> which include: management resistance; technology; security concerns; nature of some jobs; data collection; budget constraints, etc.</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>Lack of financial resources for remote access technology, management resistance, information security issues such as handling of PII and IT bandwidth allocations may be contributing factors to the low participation in telework by the total workforce.</p> <p>The Telework Commandant Instruction (policy) in place in 2013 did not reflect the latest update to the OPM Telework Enhancement Act.</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>Update Telework Commandant Instruction to align with OPM's Telework Enhancement Act 2010. Develop a plan to update employees on the provisions of the Telework Program annually.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Commandant for Human Resources</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>September 25, 2013</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>June 30, 2014 (Modified to March 15, 2015)</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Update Telework Commandant Instruction to align with OPM's Telework Enforcement Act of 2010.	June 30, 2014	
Coordinate with union officials on changes to current initiatives.	August 15, 2014	
Offer on-line training for all managers and supervisors on the Telework Enforcement Act and other flexibilities to reduce commute time and enhance employees' work-life balance.	September 30, 2014	
Establish procedures to notify employees who arrived after August 2, 2011 of their eligibility to participate in Telework.	December 30, 2014 Modified to November 17, 2015	
Establish benchmark metrics and initiate the collection of Telework data to determine employee participation rates prior to Telework training implementation.	March 30, 2015	
Annually review employee participation metrics and compare with benchmark metrics.	March 15, 2016	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

Completed tasks include the following:

1. Completed. Revised Commandant Instruction was issued on January 29, 2014.
2. Completed. ALCOAST 046/14 (dated February 5, 2014) and Flag Voice 409 (dated January 31, 2014) announced issuance of the revised Instruction to senior leadership and the workforce. Both messages highlighted the key changes in the revised Instruction.
3. Completed. As part of the clearance process, unions were notified on the revised Instruction and concurrent clearance was completed prior to issuance on January 29, 2014.
4. Completed. Included in the revised Instruction (Jan 2014) is the requirement to complete mandatory training by teleworkers and their supervisors prior to entering into a telework agreement. Completion of the online training is documented on the Telework Agreement, signed by both the employee and supervisor. The training requirement was also addressed in the above referenced Flag Voice (Jan 2014) and ALCOAST (Feb 2014). (Note: The on-line training addresses only the telework topic.) February 5, 2014.
5. This activity is ongoing. Instead of establishing procedures to notify employees who arrived after August 2, 2011 of their eligibility to participate in Telework (by December 30, 2014), it will be more effective to establish a process to provide periodic reminders to the workforce of telework eligibility, including supervisory responsibilities, by November 17, 2015.
6. Completed. Benchmark telework participation rates were established in pay period 02/2014 based on the date the revised telework Instruction was issued. A comparison of benchmark telework participation rate with to the current pay period (11/2015) indicates a 14.8% increase in the rate (e.g., an increase of 154 additional teleworkers). Bench mark established earlier on February 8, 2014.

There were two remaining tasks scheduled for completion in 2015 and 2016. The activity indicating that procedures would be established to notify employees who arrived after August 2, 2011 of their eligibility to participate in Telework was modified and the completion date was change from December 30, 2014 to November 17, 2015. Therefore, in 2016 two activities remain: to begin the process of periodic reminders of telework eligibility, and compare the telework participation data with the benchmark established.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Coast Guard	FY <u> 15 </u>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low participation of females in senior grades, GS 13 – GS-15. Female participation rates are most prevalent (67.5%) at the GS-5 grade level in the Administrative Support Workers occupational category. Females are also concentrated at WG-5, in the wage grade series, with an absence of females after WG-12.</p> <p>Of the agency's seven (7) major occupations, female employees are largely concentrated in Contracting and Legal Instruments Examining. Trends in hiring in major occupations replicate the concentration of female hires into the same major occupations, leaving a widening gap of women in major occupations that link to the agency mission and offer greater promotion potential to the senior grades.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Reviewed workforce tables to include grades, major occupations, career ladder positions, internal selections for promotion to senior grades (GS-13 to GS-15), CG exit interview data, and OPM and DEOCS survey results. When examining impact of reorganizations, restructuring, and decisions to abolish positions, Administrative Support Occupations experienced the greatest vulnerability.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The high participation rate of women in administrative support occupations creates a promotion ceiling for most CG female employees at GS 5 and impacts the feeder pool of eligible women candidates for promotion to senior grades. A glass wall may exist wherein women employees are hired into occupations which do not normally lead to higher level positions. Nor can they gain the experiences needed to move laterally into positions that lead to upward mobility.</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>Create opportunities and promote utilization of rotational assignments, details, developmental assignments and career ladder positions where women employees may obtain skills and training that support upward mobility.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Commandant for Human Resources</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>September 25, 2015</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2016</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Identify future allocations/changes for mentoring resources.	May 31, 2016	
Educate supervisors about developing career ladder positions and their use as a strategy to increase opportunities for employees at higher grades in the agency.	June 30, 2016	
Meet one-on-one with at least six hiring officials in major occupations with low participation of women who have or anticipate vacancies during FY2016. Discuss and promote the career ladder alternative. Assist those that elect to pursue career ladder opportunities in structuring position descriptions and vacancy announcements commensurately.	September 30, 2016	
Review supervisory guidance (e.g., Civilian Hiring Guide for Supervisors) for possible insertion of additional information about career ladder positions.	August 30, 2016	
Train employees and managers on unconscious gender bias.	September 30, 2016	
Develop four workforce communications (ex: HR web site updates, <i>Advisory Notices from Civilian Human Resources (ANCHRs)</i> , all hands meetings, etc.) to promote awareness and enhance an understanding of the available Human Resources information.	September 30, 2016	

The CG reported two barriers in 2013, concerning women employees' low participation in senior grades (GS 13 – GS 15), and the concentration of women employees in administration support occupations (67.5%) with no upward mobility. Although some of the planned activities were implemented, the conditions leading to identification of the barrier remained in FY 2014 and were still present in FY 2015. For this reason, CG decided in FY 2015 to consolidate the two barriers due to relational factors in the conditions and the assessment that without progress to increase participation of female employees in other than administrative support major occupations, female participation rates in GS-13 and GS-15 is less likely to increase.

This activity is ongoing. The CG has available mentoring resources to include an online mentoring course and we provide mentoring assistance through the Leadership Development Center Leader Assist program. We are in the process of finalizing a comprehensive Civilian Leader Strategic Needs Assessment (SNA) and updating the Coast Guard's Leadership Development Program policy. The use of mentoring as a leadership development tool is likely to be included in the final analysis and then updated in CG policy.

This activity is ongoing. CG-wide diversity and inclusion training began in October 2014 and continued through September of 2015. Eighty-five percent of CG employees received diversity and inclusion training with unconscious gender bias as one of the discussion topics.

This activity is ongoing. An employee engagement action plan was launched in June 2014, by the Office of Civilian Human Resources designed to enhance the understanding of employees and supervisors of the civilian hiring process. *Advisory Notices from Civilian Human Resources (ANCHRs)* were issued by email to workforce in FY 2013-2014. The ANCHRs addressed a number of topics to include: job search tips for USAJOBS (June 2014); guidance available through the Civilian Human Resources (HR) website (June 2014); job interviewing tips (June 2014); information in the *Civilian Career Enhancement Guide* (June 2014); issuance of a revised *Civilian Career Enhancement Guide* (November 2014); and résumé writing tips (February 2015).

EEOC FORM
715-01
PART J

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

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

PART I Department or Agency Information	1. Agency	1. U.S. Coast Guard
	1.a. 2 nd Level Component	1.a.
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	FY 2014		FY 2015		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	8184	100.00%	8181	100.0%	-3	-0.04%
	Reportable Disability	1632	19.94%	1603	19.59%	-29	-1.78%
	Targeted Disability*	159	1.94%	151	1.85%	-8	-5.03%
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						4	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0	

*

PART III Participation Rates In Agency Employment Programs									
Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	320	4	1.25	2	.63	247	77.19	69	21.56
4. Non-Competitive Promotions	216	25	11.57	3	1.39 %	10	4.63	181	83.80
5. Employee Development/Training	14	3	21.42	0	0.0	2	14.28	9	64.28
5.a. Grades 5-12	11	3	27.27	0	0.0	0	0.0	8	72.73
5.b. Grades 13-14	1	0	0.0	0	0.0	0	0.0	1	100.0
5.c. Grade 15/SES Development Training	1	0	0.0	0	0.0	0	0.0	1	100.0
6. Employee Recognition and Awards	8369	1627	19.44	143	1.71	397	4.74	6345	75.82
6.a. Time-Off Awards (Total hrs awarded)	78,659 hrs	17,701	22.50	1,738	2.21	4860	6.18	56,098	71.32
6.b. Cash Awards (total \$\$\$ awarded)	\$6,119,394	1,131,958	18.50	83,991	1.37	240,282	3.93	4,747,154	77.58
6.c. Quality-Step Increase	252	59	23.41	0	0.0	13	5.16	180	71.43
7. Details and Task Force Assignments	0	0	0.0	0	0.0	0	0.0	0	0.0

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV</p> <p>Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p>Part V</p> <p>Goals for Targeted Disabilities</p>	<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 affect 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>Established a Numerical Goal</p>	<p>Yes.</p>
<p>Goal</p>	<p>The Coast Guard has a hiring goal of 6 permanent IWTDs for FY 2015.</p>

<p>Objectives</p>	<p>Focus on retention and development of IWD/IWTDs by providing information about Coast Guard resources.</p> <p>Continue to maintain partnerships with IWD/IWTD Diverse Organizations.</p> <p>Provide hiring officials with information and training on recruiting, hiring, developing and accommodating IWDs/IWTD.</p>
<p>Strategies</p>	<p><u>Recruiting</u></p> <p>Internal Outreach – Continue to conduct meetings with Coast Guard managers to discuss Schedule A as a hiring option.</p> <p>Advertisements and Recruitment – Tentative Events – National Federation for the Blind, American Sign Language Expo, Spinal Cord Injury Professionals Conference, Abilitates Expo and Little People of America</p> <p>Workforce Recruitment Program – Participate in the WRP program by hiring colleges students with disabilities on a temporary basis for the summer of FY16. Our participation will be contingent on temporary billet funding. Showcase one of our civilian employees in the Diversity/Careers October / November Lead Article - Technical Professionals with Disabilities</p> <p><u>Training</u></p> <p>Provide mandatory training to managers on hiring IWDs and IWTDs through the Cornerstone Leadership Training.</p> <p>Provide training opportunities for managers and supervisors on providing reasonable accommodations.</p> <p>Promote “Schedule A” training available for supervisors through the Coast Guard’s automated learning management system.</p> <p><u>Career Development/Promotion</u></p> <p>Promote the CAP program to retain employees with disabilities.</p> <p>The Office of Civilian Human Resources will market information to provide information enhance workforce understanding about the hiring and promotion process.</p>

Accomplishments

During the Coast Guard's National Disability Employment Awareness Month Presentation held in October 2014, attendees which consisted of military and civilian personnel, were provided with the Coast Guard's Tips for Hiring and Supporting Individuals with Disabilities (IWD)/Individuals with Targeted Disabilities (IWTD). The tip sheet provided links and resources to support IWD/IWTD initiatives by marketing:

- Coast Guard's reasonable accommodation procedures to include the partnership with the Computer/Electronic Accommodations Program (CAP) and the Department of Transportation's Disability Resource Center;
- On-line training module for managers to assist with employing persons with disabilities;
- Use of Schedule A appointing authority for applicants with disabilities;
- Contact information for the Coast Guard's Disabilities Program Manager and the Special Placement Coordinator.

The Coast Guard offered opportunities for WRP interns as part of the summer hire program in FY 2015. These experiences offered colleges students with disabilities opportunities to work in varying Coast Guard. Three WRP applicants were hired for the summer of FY15.

The Coast Guard continued with an organizational sponsorship program for Operation Warfighter (OWF) internships for veterans with targeted disabilities.

The Civilian Recruiting Team attended several OWF events at Walter Reed/Bethesda and Fort Belvoir to discuss opportunities. Coast Guard faced stiff competition from other agencies for the limited pool of OWF candidates.

The Coast Guard's recruiting team continued to foster partnerships with disability organizations by attending several recruiting events including: the Abilities Exposition, the National Federation for the Blind, and two OWF events.

The Coast Guard's Office of Civilian Human Resources partnered with Getting Hired, an online resource for job seekers with disabilities and Penngood to develop a multi-tiered media and outreach plan designed to reach a diverse audience consisting of Hispanics, Individuals with Disabilities (IWD)/Individuals with Targeted Disabilities (IWTD), Veterans and Women.

On 29 September 2015, at the Leadership Diversity Advisory Council forum, a briefing highlighting the issuance of workforce Advisory Notices from Civilian Human Resources (ANCHRs) was provided to employees and managers. In FY15, a series of ANCHRs have highlighted civilian career information topics designed to enhance the workforce's understanding. ANCHR topics have addressed the following areas: job search tips for USAJOBS; the Office of Civilian Human Resources (CG-121) website; résumé writing tips; interview tips; and the revised "Civilian Career Enhancement Guide."

A team of senior HR professionals and visited ten major commands and met with senior leadership and conducted work force briefings in FY 2015. During the briefings the use of ANCHRs to discuss human resources topics of interest was highlighted.



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

31 August 2015

EQUAL OPPORTUNITY POLICY STATEMENT

Our 88,000 Active Duty, Reserve, Civilian and Auxiliary personnel are the foundation upon which the Coast Guard sustains mission excellence. Our Duty to People requires a workplace that, at all times, promotes professional growth and opportunity and upholds our core values of Honor, Respect and Devotion to Duty.

Every member of the Coast Guard is responsible for preventing and eliminating all forms of discrimination that violate law or policy including practices and procedures that discriminatorily impact our workforce, applicants for employment and those seeking to participate or receive benefits from Coast Guard-sponsored programs. Adherence to this principle is a requirement for Coast Guard service.

All Personnel shall:

- Recruit, train, develop, promote, reward, retain and deploy a skilled and capable diverse workforce in a fair and consistent manner on the basis of merit.
- Ensure that opportunities in the Coast Guard are publicized to the widest extent possible to identify, from all areas of our country and all parts of our society, highly qualified applicants for enlistment, officer accession, civilian employment and Auxiliary enrollment.
- Maintain a work environment free from unlawful discrimination and harassment.
- Provide reasonable accommodations for qualified applicants and employees with disabilities.
- Ensure all men and women of the Coast Guard are educated about their rights and responsibilities under Federal civil rights laws.
- Act promptly, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard.

Every single member of our Coast Guard force has the right to expect and require equal and fair treatment with dignity and respect without any regard to race, color, national origin, religion, sex (including sexual orientation), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity (EEO) Activity, or any other basis protected by law. Those who fail to demonstrate these tenets are in conflict with our core values and will be held accountable.

A handwritten signature in blue ink that reads "P. F. Zukunft".

PAUL F. ZUKUNFT
Admiral, U.S. Coast Guard



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

31 August 2015

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

Our Core Values of Honor, Respect and Devotion to Duty demand our commitment and dedication to a workplace free of discrimination and harassment. Sustained mission excellence requires it. Federal law and policy compel it. Our *duty to people* is founded upon it.

Discrimination and harassment are incompatible with our Service. We will respect those we serve and those who serve with us. We will cultivate and sustain a work environment that is free from conduct that unreasonably interferes with an individual's work performance or creates an intimidating, offensive or hostile work environment based on an individual's race, color, national origin, religion, sex (including sexual orientation), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity (EEO) activity or any other basis protected by the law. We will proactively address such conduct before it affects our people and our mission performance. Each Coast Guard member will be familiar with our EEO policies to prevent and eliminate all forms of discrimination and harassment.

The Coast Guard's Civil Rights Directorate website contains guidelines for appropriately reporting and responding to incidents of unlawful discrimination and harassment: <http://www.uscg.mil/hq/cg00/cg00h/>. Coast Guard members who believe they have been subjected to unlawful discrimination and/or harassment should report it, as well as any suspected retaliation or reprisal related to a harassment complaint. Reports shall be made promptly through the supervisory chain of command, the local Civil Rights or Human Resources Offices, or through other appropriate grievance procedures. All complaints and reports alleging unlawful discrimination and/or harassment will be processed promptly, thoroughly, impartially and through a process that protects privacy. In cases where it is determined that discrimination and/or harassment has occurred, leaders and managers will take immediate and appropriate corrective action.

At all times, we will provide an environment that promotes dignity, respect, fairness and inclusion. These are essential elements to the sustainment of operational excellence, a positive command climate and a healthy work environment. *It is who we are.*

A handwritten signature in blue ink that reads "Paul F. Zkunft".

PAUL F. ZUKUNFT
Admiral, U.S. Coast Guard



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

DIVERSITY AND INCLUSION POLICY STATEMENT

I am committed to improving diversity within the Coast Guard. The Coast Guard's strength resides in its people and the different perspectives, talents and abilities they bring to the Service. We gain much from the ideas and viewpoints of a workforce that reflects the richness of American society. Recruiting drives the composition of our workforce but we must do more than just recruit effectively. Retention of a high performing, diverse workforce is paramount to secure our mission success. We must respect those who serve with us. We must leverage diversity and we must be inclusive in order to achieve the highest level of mission excellence.

We will create and sustain a climate where people of diverse backgrounds are included, valued and respected. We will capitalize on the differences that each brings. A diverse workforce stimulates innovation, new approaches, and fresh perspectives to solve complex organizational challenges. Our Service benefits greatly when we incorporate diversity at all levels of the workforce: active duty, reserve, civilian, and Auxiliary. Diversity ultimately enables us to better perform our challenging maritime missions.

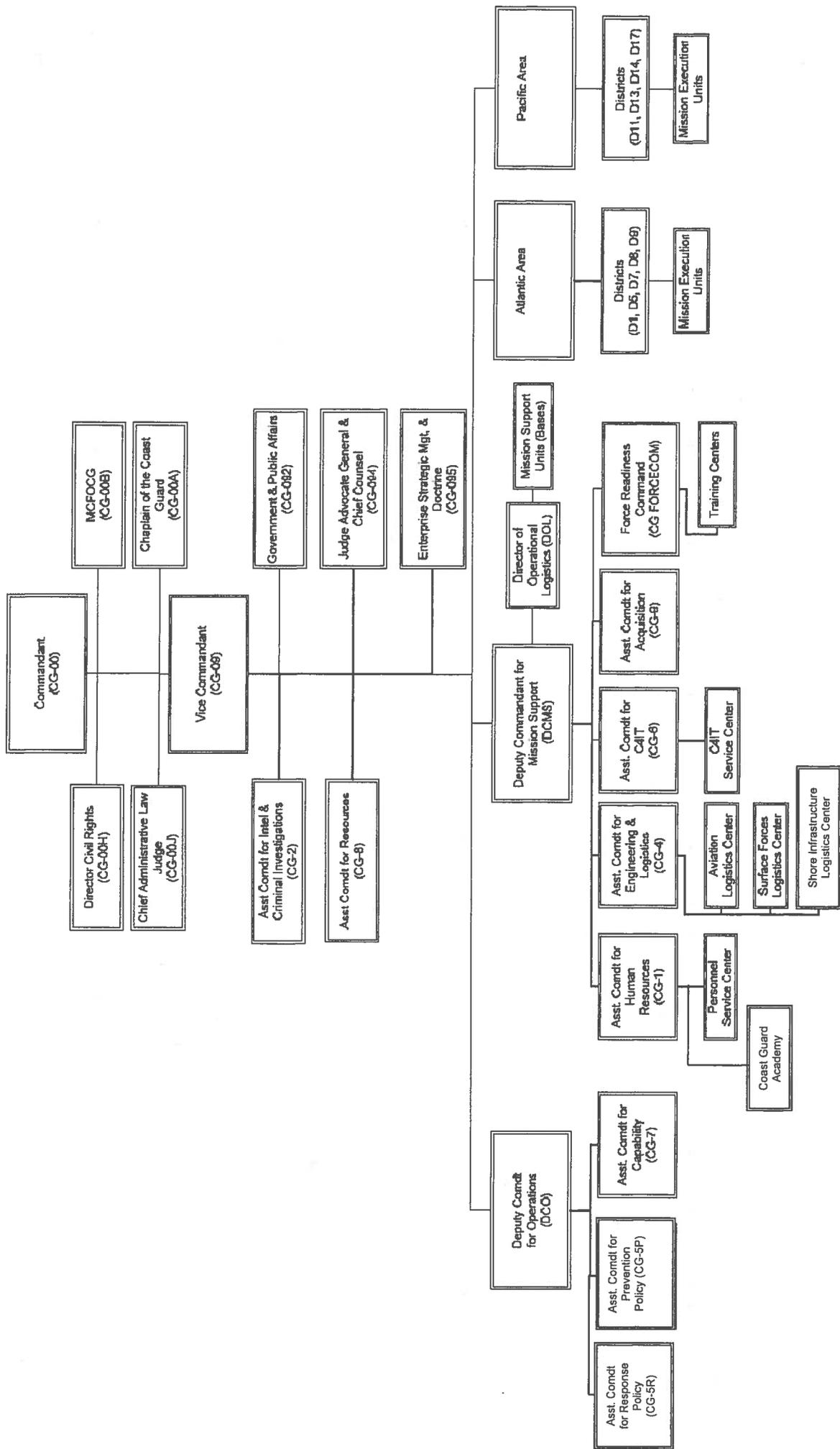
We must strive to create a culture where all individuals have the opportunity to prosper, advance in their careers, and contribute to Coast Guard missions. Our Diversity and Inclusion Strategic Plan will guide our efforts to achieve these goals. I encourage each member of our workforce to become familiar with the plan located on our diversity and inclusion website <http://www.uscg.mil/diversity>.

Join me in my personal commitment to make our Coast Guard the Service of choice for all Americans who seek to serve our Nation.

A handwritten signature in blue ink that reads "Paul F. Zukunft".

PAUL F. ZUKUNFT
Admiral, U.S. Coast Guard

United States Coast Guard Organization Chart



FY2015 WORKFORCE TABLES

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	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
TOTAL																		
Prior FY	#	9802	6269	3533	472	305	4774	2138	644	785	189	181	33	25	122	41	35	58
	%	100%	63.96%	36.04%	4.82%	3.11%	48.70%	21.81%	6.57%	8.01%	1.93%	1.85%	0.34%	0.26%	1.24%	0.42%	0.36%	0.59%
Current FY	#	9736	6283	3453	387	263	4791	2082	643	788	201	162	38	22	117	41	106	95
	%	100%	64.53%	35.47%	3.97%	2.70%	49.21%	21.38%	6.60%	8.09%	2.06%	1.66%	0.39%	0.23%	1.20%	0.42%	1.09%	0.98%
CLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Difference	#	-66	14	-80	-85	-42	17	-56	-1	3	12	-19	5	-3	-5	0	71	37
Ratio Change	%	0.00%	0.58%	-0.58%	-0.84%	-0.41%	0.50%	-0.43%	0.03%	0.09%	0.14%	-0.18%	0.05%	-0.03%	-0.04%	0.00%	0.73%	0.38%
Net Change	%	-0.67%	0.22%	-2.26%	-18.01%	-13.77%	0.36%	-2.62%	-0.16%	0.38%	6.35%	-10.50%	15.15%	-12.00%	-4.10%	0.00%	202.86%	63.79%
PERMANENT																		
Prior FY	#	8184	5718	2466	367	148	4423	1478	590	648	162	105	28	14	117	33	31	40
	%	100%	69.87%	30.13%	4.48%	1.81%	54.04%	18.06%	7.21%	7.92%	1.98%	1.28%	0.34%	0.17%	1.43%	0.40%	0.38%	0.49%
Current FY	#	8181	5741	2440	290	105	4441	1466	595	653	174	97	32	12	113	31	96	76
	%	100%	70.17%	29.83%	3.54%	1.28%	54.28%	17.92%	7.27%	7.98%	2.13%	1.19%	0.39%	0.15%	1.38%	0.38%	1.17%	0.93%
Difference	#	-3	23	-26	-77	-43	18	-12	5	5	12	-8	4	-2	-4	-2	65	36
Ratio Change	%	0.00%	0.31%	-0.31%	-0.94%	-0.52%	0.24%	-0.14%	0.06%	0.06%	0.15%	-0.10%	0.05%	-0.02%	-0.05%	-0.02%	0.79%	0.44%
Net Change	%	-0.04%	0.40%	-1.05%	-20.98%	-29.05%	0.41%	-0.81%	0.85%	0.77%	7.41%	-7.62%	14.29%	-14.29%	-3.42%	-6.06%	209.68%	90.00%
TEMPORARY																		
Prior FY	#	213	135	78	7	3	103	51	21	21	3	2	0	0	1	0	0	1
	%	100%	63.38%	36.62%	3.29%	1.41%	48.36%	23.94%	9.86%	9.86%	1.41%	0.94%	0.00%	0.00%	0.47%	0.00%	0.00%	0.47%
Current FY	#	205	121	84	5	3	93	46	18	26	5	4	0	1	0	1	0	3
	%	100%	59.02%	40.98%	2.44%	1.46%	45.37%	22.44%	8.78%	12.68%	2.44%	1.95%	0.00%	0.49%	0.00%	0.49%	0.00%	1.46%
Difference	#	-8	-14	6	-2	0	-10	-5	-3	5	2	2	0	1	-1	1	0	2
Ratio Change	%	0.00%	-4.36%	4.36%	-0.85%	0.05%	-2.99%	-1.50%	-1.08%	2.82%	1.03%	1.01%	0.00%	0.49%	-0.47%	0.49%	0.00%	0.99%
Net Change	%	0.55%	-10.37%	7.69%	-28.57%	0.00%	-9.71%	-9.80%	-14.29%	23.81%	66.67%	100.00%	0.00%	0.00%	-100.00%	0.00%	0.00%	200.00%
NON-APPROPRIATED																		
Prior FY	#	1405	416	989	98	154	248	609	33	116	24	74	5	11	4	8	4	17
	%	100%	29.61%	70.39%	6.98%	10.96%	17.65%	43.35%	2.35%	8.26%	1.71%	5.27%	0.36%	0.78%	0.28%	0.57%	0.28%	1.21%
Current FY	#	1350	421	929	92	155	257	570	30	109	22	61	6	9	4	9	10	16
	%	100%	31.19%	68.81%	6.81%	11.48%	19.04%	42.22%	2.22%	8.07%	1.63%	4.52%	0.44%	0.67%	0.30%	0.67%	0.74%	1.19%
Difference	#	-55	5	-60	-6	1	9	-39	-3	-7	-2	-13	1	-2	0	1	6	-1
Ratio Change	%	0.00%	1.58%	-1.58%	-0.16%	0.52%	1.39%	-1.12%	-0.13%	-0.18%	-0.08%	-0.75%	0.09%	-0.12%	0.01%	0.10%	0.46%	-0.02%
Net Change	%	-3.91%	1.20%	-6.07%	-6.12%	0.65%	3.63%	-6.40%	-9.09%	-6.03%	-8.33%	-17.57%	20.00%	-18.18%	0.00%	12.50%	150.00%	-5.88%

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
TOTAL FY	#	8201	5763	2438	359	140	4453	1457	595	661	176	99	33	12	114	31	33	38
	%	100%	70.27%	29.73%	4.38%	1.71%	54.30%	17.77%	7.26%	8.06%	2.15%	1.21%	0.40%	0.15%	1.39%	0.38%	0.40%	0.46%
CLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
13TH CG District, Seattle, WA	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Atlantic Area (LANTAREA)	#	1085	885	200	91	21	712	126	40	37	6	5	2	0	18	2	16	9
	%	100%	81.57%	18.43%	8.39%	1.94%	65.62%	11.61%	3.69%	3.41%	0.55%	0.46%	0.18%	0.00%	1.66%	0.18%	1.47%	0.83%
Natl Maritime Ctr, Martins - burg, WV	#	39	14	25	1	1	11	17	2	7	0	0	0	0	0	0	0	0
	%	100%	35.90%	64.10%	2.56%	2.56%	28.21%	43.59%	5.13%	17.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CCCC, Info Tech Service Center	#	363	283	80	12	4	220	45	30	16	8	9	1	0	7	2	5	4
	%	100%	77.96%	22.04%	3.31%	1.10%	60.61%	12.40%	8.26%	4.41%	2.20%	2.48%	0.28%	0.00%	1.93%	0.55%	1.38%	1.10%
CG Academy, New London, CT	#	178	128	50	1	3	113	45	5	1	2	0	1	0	4	1	2	0
	%	100%	71.91%	28.09%	0.56%	1.69%	63.48%	25.28%	2.81%	0.56%	1.12%	0.00%	0.56%	0.00%	2.25%	0.56%	1.12%	0.00%
USCG Institute, Oklahoma City, OK	#	9	7	2	0	0	6	1	1	1	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0.00%	0.00%	66.67%	11.11%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Yard, Baltimore, MD	#	444	409	35	7	0	304	26	89	8	6	0	0	0	2	1	1	0
	%	100%	92.12%	7.88%	1.58%	0.00%	68.47%	5.86%	20.05%	1.80%	1.35%	0.00%	0.00%	0.00%	0.45%	0.23%	0.23%	0.00%
Research & Development Ctr, Groton, CT	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Headquarters, Washington, DC	#	52	36	16	2	1	24	6	6	7	1	1	0	0	3	0	0	1
	%	100%	69.23%	30.77%	3.85%	1.92%	46.15%	11.54%	11.54%	13.46%	1.92%	1.92%	0.00%	0.00%	5.77%	0.00%	0.00%	1.92%
17th CG District, Juneau, Ak	#	3	3	0	0	0	3	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%
CG Remaining Components, Consolidated	#	6023	3995	2028	181	73	3057	1189	422	584	153	84	29	12	80	25	73	61
	%	100%	66.33%	33.67%	3.01%	1.21%	50.76%	19.74%	7.01%	9.70%	2.54%	1.39%	0.48%	0.20%	1.33%	0.42%	1.21%	1.01%

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	207	162	45	1	4	145	32	9	7	2	2	0	0	3	0	2	0
	%	100%	78.26%	21.74%	0.48%	1.93%	70.05%	15.46%	4.35%	3.38%	0.97%	0.97%	0.00%	0.00%	1.45%	0.00%	0.97%	0.00%
Mid-level (Grades 13-14)	#	452	345	107	16	6	286	72	23	24	11	5	0	0	5	0	4	0
	%	100%	76.33%	23.67%	3.54%	1.33%	63.27%	15.93%	5.09%	5.31%	2.43%	1.11%	0.00%	0.00%	1.11%	0.00%	0.88%	0.00%
First-Level (Grades 12 and Below)	#	315	244	71	11	5	202	44	21	18	3	2	2	0	1	1	4	1
	%	100%	77.46%	22.54%	3.49%	1.59%	64.13%	13.97%	6.67%	5.71%	0.95%	0.63%	0.63%	0.00%	0.32%	0.32%	1.27%	0.32%
- Other	#	2,800	1911	889	127	50	1458	486	194	293	56	34	14	4	51	7	11	15
	%	100%	68.25%	31.75%	4.54%	1.79%	52.07%	17.36%	6.93%	10.46%	2.00%	1.21%	0.50%	0.14%	1.82%	0.25%	0.39%	0.54%
Officials and Managers - TOTAL	#	3774	2662	1112	155	65	2091	634	247	342	72	43	16	4	60	8	21	16
	%	100%	70.54%	29.46%	4.11%	1.72%	55.41%	16.80%	6.54%	9.06%	1.91%	1.14%	0.42%	0.11%	1.59%	0.21%	0.56%	0.42%
2. Professionals	#	1699	1170	529	72	32	910	357	84	95	70	31	5	0	23	6	6	8
	%	100%	68.86%	31.14%	4.24%	1.88%	53.56%	21.01%	4.94%	5.59%	4.12%	1.82%	0.29%	0.00%	1.35%	0.35%	0.35%	0.47%
3. Technicians	#	210	195	15	8	1	162	10	18	3	4	1	0	0	1	0	2	0
	%	100%	92.86%	7.14%	3.81%	0.48%	77.14%	4.76%	8.57%	1.43%	1.90%	0.48%	0.00%	0.00%	0.48%	0.00%	0.95%	0.00%
4. Sales Workers	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	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%
5. Administrative Support Workers	#	1146	409	737	42	41	266	422	83	213	8	23	2	8	8	17	0	13
	%	100%	35.69%	64.31%	3.66%	3.58%	23.21%	36.82%	7.24%	18.59%	0.70%	2.01%	0.17%	0.70%	0.70%	1.48%	0.00%	1.13%
6. Craft Workers	#	1016	1001	15	60	1	784	9	113	5	16	0	7	0	18	0	3	0
	%	100%	98.52%	1.48%	5.91%	0.10%	77.17%	0.89%	11.12%	0.49%	1.57%	0.00%	0.69%	0.00%	1.77%	0.00%	0.30%	0.00%
7. Operatives	#	171	162	9	6	0	107	6	44	3	2	0	2	0	1	0	0	0
	%	100%	94.74%	5.26%	3.51%	0.00%	62.57%	3.51%	25.73%	1.75%	1.17%	0.00%	1.17%	0.00%	0.58%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	23	22	1	0	0	21	1	0	0	0	0	0	0	1	0	0	0
	%	100%	95.65%	4.35%	0.00%	0.00%	91.30%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	0.00%
9. Service Workers	#	159	140	19	16	0	110	17	6	0	4	1	1	0	2	0	1	1
	%	100%	88.05%	11.95%	10.06%	0.00%	69.18%	10.69%	3.77%	0.00%	2.52%	0.63%	0.63%	0.00%	1.26%	0.00%	0.63%	0.63%

Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non-Hispanic or Latino										Two or more races			
	White				Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	207	162	45	1	4	145	32	9	7	2	2	0	0	3	0	2	0
	%	2.52%	2.81%	1.85%	0.28%	2.86%	3.26%	2.20%	1.51%	1.06%	1.14%	2.02%	0.00%	0.00%	2.63%	0.00%	6.06%	0.00%
- Mid-Level (Grades 13-14)	#	452	345	107	16	6	286	72	23	24	11	5	0	0	5	0	4	0
	%	5.51%	5.99%	4.39%	4.46%	4.29%	6.42%	4.94%	3.87%	3.63%	6.25%	5.05%	0.00%	0.00%	4.39%	0.00%	12.12%	0.00%
- First-Level (Grades 12 and Below)	#	315	244	71	11	5	202	44	21	18	3	2	2	0	1	1	4	1
	%	3.84%	4.23%	2.91%	3.06%	3.57%	4.54%	3.02%	3.53%	2.72%	1.70%	2.02%	6.06%	0.00%	0.88%	3.23%	12.12%	2.63%
- Other	#	2,800	1911	889	127	50	1458	486	194	293	56	34	14	4	51	7	11	15
	%	34.14%	33.16%	36.46%	35.38%	35.71%	32.74%	33.36%	32.61%	44.33%	31.82%	34.34%	42.42%	33.33%	44.74%	22.58%	33.33%	39.47%
Officials and Managers -TOTAL	#	3774	2662	1112	155	65	2091	634	247	342	72	43	16	4	60	8	21	16
	%	46.02%	46.19%	45.61%	43.18%	46.43%	46.96%	43.51%	41.51%	51.74%	40.91%	43.43%	48.48%	33.33%	52.63%	25.81%	63.64%	42.11%
2. Professionals	#	1699	1170	529	72	32	910	357	84	95	70	31	5	0	23	6	6	8
	%	20.72%	20.30%	21.70%	20.06%	22.86%	20.44%	24.50%	14.12%	14.37%	39.77%	31.31%	15.15%	0.00%	20.18%	19.35%	18.18%	21.05%
3. Technicians	#	210	195	15	8	1	162	10	18	3	4	1	0	0	1	0	2	0
	%	2.56%	3.38%	0.62%	2.23%	0.71%	3.64%	0.69%	3.03%	0.45%	2.27%	1.01%	0.00%	0.00%	0.88%	0.00%	6.06%	0.00%
4. Sales Workers	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.00%	0.04%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	1146	409	737	42	41	266	422	83	213	8	23	2	8	8	17	0	13
	%	13.97%	7.10%	30.23%	11.70%	29.29%	5.97%	28.96%	13.95%	32.22%	4.55%	23.23%	6.06%	66.67%	7.02%	54.84%	0.00%	34.21%
6. Craft Workers	#	1016	1001	15	60	1	784	9	113	5	16	0	7	0	18	0	3	0
	%	12.39%	17.37%	0.62%	16.71%	0.71%	17.61%	0.62%	18.99%	0.76%	9.09%	0.00%	21.21%	0.00%	15.79%	0.00%	9.09%	0.00%
7. Operatives	#	171	162	9	6	0	107	6	44	3	2	0	2	0	1	0	0	0
	%	2.09%	2.81%	0.37%	1.67%	0.00%	2.40%	0.41%	7.39%	0.45%	1.14%	0.00%	6.06%	0.00%	0.88%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	23	22	1	0	0	21	1	0	0	0	0	0	0	1	0	0	0
	%	0.28%	0.38%	0.04%	0.00%	0.00%	0.47%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%	0.00%	0.00%
9. Service Workers	#	159	140	19	16	0	110	17	6	0	4	1	1	0	2	0	1	1
	%	1.94%	2.43%	0.78%	4.46%	0.00%	2.47%	1.17%	1.01%	0.00%	2.27%	1.01%	3.03%	0.00%	1.75%	0.00%	3.03%	2.63%
Total Workforce	#	8201	5763	2438	359	140	4453	1457	595	661	176	99	33	12	114	31	33	38
	%	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.

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

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	male	female	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	
	%	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%	
GS-02	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	
	%	100%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-03	#	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%	
GS-04	#	7	1	6	0	0	1	2	0	4	0	0	0	0	0	0	0	
	%	100%	1.82%	9.09%	0.00%	0.00%	2.50%	5.88%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	#	30	9	21	0	0	5	13	2	8	2	0	0	0	0	0	0	
	%	100%	16.36%	31.82%	0.00%	0.00%	12.50%	38.24%	25.00%	30.77%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-06	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	
	%	100%	1.82%	1.52%	0.00%	0.00%	2.50%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-07	#	26	6	20	0	2	3	9	3	7	0	2	0	0	0	0	0	
	%	100%	10.91%	30.30%	0.00%	100.00%	7.50%	26.47%	37.50%	26.92%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-08	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	1.82%	0.00%	0.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-09	#	11	6	5	0	0	5	2	0	2	1	1	0	0	0	0	0	
	%	100%	10.91%	7.58%	0.00%	0.00%	12.50%	5.88%	0.00%	7.69%	25.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-10	#	10	8	2	0	0	4	1	3	1	1	0	0	0	0	0	0	
	%	100%	14.55%	3.03%	0.00%	0.00%	10.00%	2.94%	37.50%	3.85%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-11	#	18	13	5	1	0	12	2	0	2	0	0	0	1	0	0	0	
	%	100%	23.64%	7.58%	33.33%	0.00%	30.00%	5.88%	0.00%	7.69%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
GS-12	#	10	6	4	1	0	5	4	0	0	0	0	0	0	0	0	0	
	%	100%	10.91%	6.06%	33.33%	0.00%	12.50%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-13	#	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	
	%	100%	5.45%	1.52%	33.33%	0.00%	5.00%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	1.82%	0.00%	0.00%	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-15	#	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%	
All other (unspecified GS)	#	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%	
Senior Ex. Service	#	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%	
TOTAL	#	121	55	66	3	2	40	34	8	26	4	3	0	1	0	0	0	
	%	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.

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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%
Grade-02	#	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%
Grade-03	#	8	8	0	0	0	7	0	0	0	1	0	0	0	0	0	0
	%	100%	0.60%	0.00%	0.00%	0.00%	0.69%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-04	#	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%
Grade-05	#	5	5	0	0	0	1	0	4	0	0	0	0	0	0	0	0
	%	100%	0.38%	0.00%	0.00%	0.00%	0.10%	0.00%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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%
Grade-07	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
	%	100%	0.30%	0.00%	0.00%	0.00%	0.29%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-08	#	6	6	0	0	0	5	0	1	0	0	0	0	0	0	0	0
	%	100%	0.45%	0.00%	0.00%	0.00%	0.49%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-09	#	5	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0
	%	100%	0.38%	0.00%	0.00%	0.00%	0.39%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-10	#	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%
Grade-11	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.08%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-12	#	32	32	0	2	0	25	0	4	0	1	0	0	0	0	0	0
	%	100%	2.42%	0.00%	2.74%	0.00%	2.45%	0.00%	2.30%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-13	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0
	%	100%	0.53%	0.00%	0.00%	0.00%	0.59%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-14	#	7	7	0	0	0	5	0	1	0	0	0	0	0	0	0	1
	%	100%	0.68%	0.00%	0.00%	0.00%	0.69%	0.00%	1.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-15	#	9	9	0	0	0	7	0	2	0	0	0	0	0	0	0	0
	%	100%	0.30%	0.00%	0.00%	0.00%	0.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	#REF!	#REF!	#REF!	#REF!	0.00%	#REF!	0.00%	#REF!	0.00%	#REF!
TOTAL	#	1352	1324	28	73	1	1021	18	174	9	20	0	11	0	20	0	5

NOTE: Percentages computed down columns and NOT across rows.

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

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex																		
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#																	
	%	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%	
Temporary	#																	
	%	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%	
NON-Appropriated	#																	
	%	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%	
CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	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%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	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%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	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%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	
Job Series of Vacancy:																		
Total Applications Received	#																	
Qualified	#																	
	%	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%
Selected	#																	
	%	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%
Relevant Applicant Pool	%																	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	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%
Qualified	#																
	%	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%
Selected	#																
	%	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%
Relevant Applicant Pool																	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	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%
Qualified	#																
	%	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%
Selected	#																
	%	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%
Relevant Applicant Pool																	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	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%
Qualified	#																
	%	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%
Selected	#																
	%	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%
Relevant Applicant Pool																	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	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%
Qualified	#																
	%	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%
Selected	#																
	%	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%
Relevant Applicant Pool																	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female	male	female	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

Career Development Programs for GS 5 - 12:

Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	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%
Participants	#																	
	%	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%

Career Development Programs for GS 13 - 14:

Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	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%
Participants	#																	
	%	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%

Career Development Programs for GS 15 and SES:

Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	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%
Participants	#																	
	%	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%

"Relevant Pool" includes all employees in pay grades eligible for the career development program.

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

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Hearing	[23, 25] Vision	[28, 32-38] Missing Extremities	[64-68] Partial Paralysis	[71-78] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
TOTAL															
Prior FY	#	9,802	7,688	400	1,714	169	30	11	3	51	1	13	4	51	5
	%	100%	78.43%	4.08%	17.49%	1.72%	17.75%	6.51%	1.78%	30.18%	0.59%	7.69%	2.37%	30.18%	2.96%
Current FY	#	9,736	7,652	421	1,663	157	28	9	3	49	1	12	4	47	4
	%	100%	78.59%	4.32%	17.08%	1.61%	17.83%	5.73%	1.91%	31.21%	0.64%	7.64%	2.55%	29.94%	2.55%
Difference	#	-66	-36	21	-51	-12	-2	-2	0	-2	0	-1	0	-4	-1
	%	0%	0%	0%	0%	0%	0%	-1%	0%	1%	0%	0%	0%	0%	0%
Ratio Change	%	0%	0%	0%	0%	0%	0%	-1%	0%	1%	0%	0%	0%	0%	0%
Net Change	%	-0.67%	-0.47%	5.25%	-2.98%	-7.10%	-6.67%	-18.18%	0.00%	-3.92%	0.00%	-7.69%	0.00%	-7.84%	-20.00%
Federal High	%					2.23%									
PERMANENT															
Prior FY	#	8,184	6,170	382	1,632	159	29	11	3	48	1	13	3	46	5
	%	100%	75.39%	4.67%	19.94%	1.94%	0.35%	0.13%	0.04%	0.59%	0.01%	0.16%	0.04%	0.56%	0.06%
Current FY	#	8181	6183	395	1603	151	27	9	3	48	1	12	3	44	4
	%	100%	75.58%	4.83%	19.59%	1.85%	0.33%	0.11%	0.04%	0.59%	0.01%	0.15%	0.04%	0.54%	0.05%
Difference	#	-3	13	13	-29	-8	-2	-2	0	0	0	-1	0	-2	-1
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	-0.04%	0.21%	3.40%	-1.78%	-5.03%	-6.90%	-18.18%	0.00%	0.00%	0.00%	-7.69%	0.00%	-4.35%	-20.00%
TEMPORARY															
Prior FY	#	213	175	6	32	4	0	0	0	3	0	0	0	1	0
	%	100%	82.16%	2.82%	15.02%	1.88%	0.00%	0.00%	0.00%	1.41%	0.00%	0.00%	0.00%	0.47%	0.00%
Current FY	#	205	176	10	19	1	0	0	0	1	0	0	0	0	0
	%	100%	85.85%	4.88%	9.27%	0.49%	0.00%	0.00%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	-8	1	4	-13	-3	0	0	0	-2	0	0	0	-1	0
	%	0%	4%	2%	-6%	-1%	0%	0%	0%	-1%	0%	0%	0%	0%	0%
Ratio Change	%	0%	4%	2%	-6%	-1%	0%	0%	0%	-1%	0%	0%	0%	0%	0%
Net Change	%	-3.76%	0.57%	66.67%	-40.63%	-75.00%	0.00%	0.00%	0.00%	-66.67%	0.00%	0.00%	0.00%	-100.00%	0.00%
NON-APPROPRIATED															
Prior FY	#	1,405	1,343	12	50	6	1						1	4	
	%	100%	95.59%	0.85%	3.56%	0.43%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.28%	0.00%
Current FY	#	1,350	1,293	16	41	5	1						1	3	
	%	100%	95.78%	1.19%	3.04%	0.37%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.22%	0.00%
Difference	#	-55	-50	4	-9	-1	0	0	0	0	0	0	0	-1	0
	%	0%	0%	0%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Ratio Change	%	0%	0%	0%	-1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	-3.91%	-3.72%	33.33%	-18.00%	-16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-25.00%	0.00%

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#														
	%	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%	
- Mid-Level (Grades 13-14)	#														
	%	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%	
- First-Level (Grades 12 and Below)	#														
	%	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%	
- Other Officials and Managers	#														
	%	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%	
Officials and Managers TOTAL	#														
	%	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%	
2. Professionals	#														
	%	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%	
3. Technicians	#														
	%	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%	
4. Sales Workers	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Administrative Support Workers	#														
	%	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%	
6. Craft Workers	#														
	%	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%	
7. Operatives	#														
	%	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%	
8. Labors and Helpers	#														
	%	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%	
9. Service Workers	#														
	%	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 WORKFORCE	#														
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows.

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

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 03	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 04	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 05	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 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%	0.00%	0.00%
GS - 07	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 08	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS- 09	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 10	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 11	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 12	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 13	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 14	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 15	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Unspecified GS)	#														
	%	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%
Senior Executive Service	#														
	%	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 Workforce	#														
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table B5-2: PARTICIPATION RATES FOR WAGE GRADES by Disability

WD/WG, WL/WS Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 02	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 03	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 04	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 05	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 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%	0.00%	0.00%
Grade - 07	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 08	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 09	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 10	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 12	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 13	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 14	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	#														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#														
	%	0.00%	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	#														
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Job Series:															
Total Applications Received	#														
	%		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%
Qualified	#														
	%		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%
Selected	#														
	%		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%
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%		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%
Qualified	#														
	%		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%
Selected	#														
	%		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%
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%		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%
Qualified	#														
	%		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%
Selected	#														
	%		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%
Relevant Applicant Pool	%														
Job Series:															
Total Applications Received	#														
	%		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%
Qualified	#														
	%		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%
Selected	#														
	%		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%
Relevant Applicant Pool	%		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%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

	Total by Disability Status					Detail for Targeted Disabilities									
	Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#														
	%	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%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#														
	%	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%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#														
	%	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%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
Total Applications Received	#														
	%	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%
Qualified	#														
	%	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%
Selected	#														
	%	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%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

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

Career Development Programs for GS 5-12

Slots	#														
Relevant Pool	%		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%
Applied	#														
	%		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%
Participants	#														
	%		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%

Career Development Programs for GS 13-14

Slots	#														
Relevant Pool	%		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%
Applied	#														
	%		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%
Participants	#														
	%		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%

Career Development Programs for GS 15 and SES

Slots	#														
Relevant Pool	%		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%
Applied	#														
	%		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%
Participants	#														
	%		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%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

