

EEOC FORM 715-01 PART F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Robert E Bush Naval Hospital (NHTP), Twentynine Palms, CA	<i>For period covering October 1, 2010 to September 30, 2011</i>

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

I, MADHU PANCHADSARAM I am the
Deputy Equal Employment Opportunity Officer, MCI-W, Regional EEO Office, GS-12
Principal EEO Director/Official for Robert E Bush Naval Hospital Twentynine Palms, CA

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.

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

Date

Signature of Agency Head or Agency Head Designee

Date

DON ANNUAL EEO PROGRAM STATUS REPORT

MAJOR COMMAND/ACTIVITY FY 2011 SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Essential Element A: Demonstrated Commitment From DON Leadership

Requires the EEO to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
1. The EEO was installed on _____. The EEO policy statement was issued in _____. Was the EEO policy Statement issued within 6 - 9 months of the installation of the EEO? If no, provide an explanation.		X		
2. During the current EEO's tenure, has the EEO policy Statement been re-issued annually?		X		
3. Are new employees provided copies of the EEO policy statements during orientation?		X		
4. When an employee is promoted into the supervisory ranks, is s/he provided copies of the EEO policy statements?		X		
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
5. Has the head of command/activity disseminated and communicated support of all DON EEO policies issued during the current reporting period through the ranks, e.g., SECNAVINST, CHRM ?		X		
6. Has the command/activity made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
7. Has the command/activity prominently posted such written materials in all personnel offices, EEO offices, and on internal websites? [see 29 CFR §1614.102(b)(5)]		X		

<u>Compliance Indicator</u>	DON EEO policy is vigorously enforced by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
<u>Measures</u>		Yes	No	
8. Are managers and supervisors evaluated on their commitment to DON EEO policies and principles, such as:		X		
<ul style="list-style-type: none"> resolve problems/disagreements and other conflicts in their respective work environments as they arise? 				
<ul style="list-style-type: none"> address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace? 				
<ul style="list-style-type: none"> support the command/activity EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities? 				
<ul style="list-style-type: none"> ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.? 				
<ul style="list-style-type: none"> ensure a workplace that is free from all forms of discrimination, harassment and retaliation? 				
<ul style="list-style-type: none"> 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 ? 				
<ul style="list-style-type: none"> ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship? 				
<ul style="list-style-type: none"> ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship? 				
9. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
10. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees/supervisors by disseminating such procedures during orientation of new employees/supervisors and by making such procedures available electronically?		X		RA process is covered under New Employee Orientation and EEO for Supervisors and Managers

11. Have managers and supervisors been trained on their EEO responsibilities, to include, the procedures for reasonable accommodation?		X		RA process is covered under New Employee Orientation and EEO for Supervisors and Managers
Compliance Indicator	Annual EEO Assessment	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
12. For major command response only. Did the EEOO issue a memorandum announcing the start of the command's annual assessment of its EEO program, to include the identification of roles and responsibilities for its accomplishment and the resultant status report?				NA
13. For major command response only. Did all subordinate activities accomplish an annual assessment for the current reporting period and submit the resultant status report for incorporation into the command's report?				NA

Essential Element B: Integration of EEO into the COMMAND'S/ACTIVITY'S Strategic Mission

Requires that the Command/Activity EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of its policies, procedures or practices and supports the strategic mission.

Compliance Indicator	The EEO Program structure provides the CDEEOO with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
14. For major command response only. Are the duties and responsibilities of EEO practitioners clearly defined?				NA
15. For major command response only. Do the EEO practitioners have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?				NA
16. For major command response only. Are there organizational charts that clearly define the reporting structure for EEO programs?				NA
17. Does the EEO Office work collaboratively with Human Resources, supervisors/managers, counsel and other appropriate stakeholders to effectively carry out a successful EEO Program?				NA
18. If necessary, does the command/activity, under a regionalized servicing agreement, implement alternative means for establishing, implementing and sustaining their EEO Program?				NA
Compliance Indicator	The CDEEOO/DEEOO and other EEO professional staff responsible for EEO programs have regular and effective means of informing the command/activity head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
19. Does the CDEEOO/DEEOO have a regular and effective means of informing the EEOO and other top management officials of the effectiveness, efficiency and legal compliance of the command's/activity's EEO program?		X		The DEEOO has unrestricted access
20. Following the submission of the prior year's report, did the CDEEOO/DEEOO present to the EEOO and other senior officials the "State of the EEO Program" briefing covering all components of the EEO report, including an assessment of the performance of the command/activity in each of the six elements of the model EEO program and a report on their progress in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
21. Are EEO program officials present during command/activity deliberations prior to decisions		X		

regarding strategic workforce planning and recruitment, succession planning, selections for training/career development opportunities, and other workforce changes?				
22. Does the command/activity consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
23. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
24. Is the CDEEO/DEEO included in the command/activity strategic planning, especially the human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the command/activity strategic mission?		X		
Compliance Indicator	The command/activity has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
25. Does the command/activity provide sufficient resources and budget to ensure implementation of EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
26. Does the command/activity have sufficient resources to ensure that command/activity self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
27. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
• Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
• Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
• People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X (DEE OO)		
28. Are other special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		

Compliance Indicator	The command/activity has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
29. Are there sufficient resources to enable the command/activity to conduct a thorough barrier analysis of its workforce and its employment practices, polices and procedures?		X		
30. Is official time granted to all employees to utilize, when desired, all EEO programs, including the discrimination complaint processing program, ADR, and to make a request for reasonable accommodation?		X		
31. Is funding available for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
32. Is the EEO Program allocated sufficient resources to train all employees on all EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
33. Is there sufficient funding to ensure that all employees have access to training and information in compliance with the Rehabilitation Act?		X		
34. Is there sufficient funding to provide all managers and supervisors with training and periodic updates on all of their EEO responsibilities which are:		X		
<ul style="list-style-type: none"> • ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation? 				
<ul style="list-style-type: none"> • to provide religious accommodations? 				
<ul style="list-style-type: none"> • to provide disability accommodations in accordance with the DON's written procedures? 				
<ul style="list-style-type: none"> • in the EEO discrimination complaint process? 				
<ul style="list-style-type: none"> • to participate in ADR? 				

Essential Element C: Management and Program Accountability

This element requires the EEOO to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the DON's EEO Program and Plan.

Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
	35. Are regular (monthly/quarterly/semi-annually) EEO updates provided to senior management/supervisory officials by EEO program officials?	X		Annual Updates
	36. Do EEO program officials develop and implement EEO Plans, to include barrier analysis efforts, with all appropriate managers to include Counsel, Human Resource Officials, Finance, and the Chief Information Officer?	X		
Compliance Indicator	The Human Resources Director and the CDEEOO/DEEOO meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
	37. Have time-tables or schedules been established and executed for the command/activity to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		
	38. Have time-tables or schedules been established and executed for the command/activity to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		
	39. Have time-tables or schedules been established and executed for the command/activity to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	X		

Compliance Indicator	When findings of discrimination are made, the command/activity explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
40. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis (DON CHRM Subchapter 752)?		X		
41. Has the command/activity, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		
42. Does the command/activity promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
43. Does the command/activity review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		

Essential Element D: Proactive Prevention

Requires that the command/activity make early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

Compliance Indicator	Measures	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.			
44. Do senior managers meet with and assist the CDEEOO/DEEOO and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity as follows?		X		MD 715 Team
	<ul style="list-style-type: none"> When barriers are identified, senior managers develop and implement, with the assistance of the EEO office, command/activity EEO Action Plans to eliminate said barriers. 			
	<ul style="list-style-type: none"> Senior managers implement EEO Action Plans and incorporate the Plan Objectives into command/activity strategic plans. 			
45. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
46. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
47. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
48. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
49. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		

Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
50. Are all employees encouraged to use ADR?		X		
51. 51. When a supervisor/manager declines to participate in the ADR process, does the next level of supervision, not involved in the employment dispute, document the reasons for the declination in writing, and forward it to the DON ADR Program ?		X		

Essential Element E: Efficiency

Requires that the command/activity ensure that there are effective systems in place for evaluating the impact and effectiveness of the command's/activity's EEO Programs as well as an efficient and fair dispute resolution process.

Compliance Indicator	The command/activity has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
	52. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		
	53. For major command response only. Have sufficient resources been provided to conduct effective audits of subordinate activity efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?			NA
	54. Is there a designated RA POC to coordinate or assist with processing requests for disability accommodations in all commands/activities?	X		Madhu Panchadsaram
	55. Are 90% of accommodation requests processed within the time frame set forth in the DON procedures for processing reasonable accommodation?	X		
Compliance Indicator	The DON has an effective complaint tracking and monitoring system in place to increase the effectiveness of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
	56. Does the command/activity utilize the information in iComplaints to analyze complaint activity and trends?	X		
	57. Does the command/activity utilize contractors to process pre-complaints?		X	
	58. Does the command/activity hold contractors accountable for delays in counseling processing times?			NA
	59. Does the command/activity utilize collateral duty counselors?		X	
	60. Does the command/activity monitor and ensure that new counselors, including contractors, receive the 32 hours of training required in accordance with EEO Management Directive (MD) 110 and DON requirements?	X		

61. Does the command/activity monitor and ensure that experienced counselors, including contractors, receive the 8 hours of refresher training required on an annual basis in accordance with EEO MD-110 and DON requirements?		X		
Compliance Indicator	The command/activity has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
62. Does the command/activity provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
63. Does the command/activity ensure that investigations are completed within the applicable prescribed time frame?		X		Whenever Possible
64. When a complainant requests a hearing, does the command/activity immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X		
65. When a settlement agreement is entered into, does the command/activity timely complete any obligations provided for in such agreements?		X		
66. Does the command/activity ensure timely compliance with EEOC AJ decisions that are fully implemented by DON and are not the subject of an appeal?		X		
Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the command/activity EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
67. Does the command/activity require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the DON's policy in encouraging mutual resolution of disputes at the lowest possible level and the benefits associated with utilizing ADR?		X		
68. Does the responsible management official directly involved in the dispute have settlement authority?		X		

Compliance Indicator	The command/activity has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
69. Does the command/activity provide reasonable resources for the discrimination complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
70. Does the command/activity EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the DON?		X		
71. Does the command/activity EEO program address all of the laws enforced by the EEOC?		X		
72. Does the command/activity identify and monitor significant trends in discrimination complaint processing to determine whether the command/activity is meeting its obligations under Title VII and the Rehabilitation Act?		X		
73. Does the command/activity track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 and DON standards?		X		
Compliance Indicator	The command/activity ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
		Yes	No	
Measures				
74. 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 discrimination complaints?		X		
75. Does the command/activity discrimination complaint process ensure a neutral adjudication function?		X		
76. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of discrimination complaints?		X		

Essential Element F: Responsiveness and Legal Compliance

This element requires that DON is in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H
Measures		Yes	No	
Command/Activity personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.				
77. Does the command/activity have a system of management control to ensure that management officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
The command's/activity's system of management controls ensures that the command/activity timely completes all ordered corrective action and submits its compliance report to EEOC OFO within 30 days of such completion.				
78. Does the command/activity timely process (within 150 days) all ordered relief by EEOC or DON?		X		
79. Does the command/activity timely submit compliance reports to EEOC OFO within 30 days of completion? If not able to immediately complete all ordered corrective action, does the command/activity submit interim status reports every 30 days until all corrective action are fully implemented?		X		
Command/Activity personnel are accountable for the timely completion of actions required to comply with orders of EEOC.				
80. Is compliance with EEOC orders encompassed in the performance standards of any command/activity employees?		X		
81. Does the command/activity promptly provide to the DON EEO Program Office and EEOC the following documentation for completing compliance, as it applies, such as:		X		
<ul style="list-style-type: none"> Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate official, or payment order dating the dollar amount of attorney fees paid? 				

<ul style="list-style-type: none"> • Awards: A narrative statement by an appropriate official stating the dollar amount and the criteria used to calculate the award? 			
<ul style="list-style-type: none"> • Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate official of total monies paid? 			
<ul style="list-style-type: none"> • Compensatory Damages: The final agency decision and evidence of payment, if made? 			
<ul style="list-style-type: none"> • Training: Attendance roster at training session(s) or a narrative statement by an appropriate official confirming that specific persons or groups of persons attended training on a date certain? 			
<ul style="list-style-type: none"> • Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s 			
<ul style="list-style-type: none"> • Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available. 			
<ul style="list-style-type: none"> • Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or command's/activity's transmittal letter). 			
<ul style="list-style-type: none"> • Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing. 			
<ul style="list-style-type: none"> • Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement. 			
<ul style="list-style-type: none"> • Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter. 			
<ul style="list-style-type: none"> • Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided. 			

DEPARTMENT OF THE NAVY

SPECIAL PROGRAM PLAN FOR THE RECRUITMENT, PLACEMENT AND ADVANCEMENT OF INDIVIDUALS WITH TARGETED DISABILITIES

CERTIFICATION of ESTABLISHMENT and MAINTENANCE of a CONTINUING SPECIAL PROGRAM and PLAN FOR THE RECRUITMENT, PLACEMENT AND ADVANCEMENT OF INDIVIDUALS WITH TARGETED DISABILITIES

I, **Madhu Panchadsaram**, am the Deputy EEO Officer for **Robert E Bush Naval Hospital (NHTP), Twentynine Palms, California**.

The **NHTP** has a Special Program and Plan for the Recruitment, Placement and Advancement of Individuals with Targeted Disabilities, to include identified strategies and activities, in place.

The **NHTP** has conducted an annual self-assessment of its Section 501 programs against the essential elements of a model Special Program as outlined in DON PART J-1 and EEO Management Directive (MD) 715. If our program and/or plan was not fully compliant with an essential element(s), a DON PART J-2 EEO Plan(s) for Attaining the Essential Elements of a model Special program, is included in the command's/activity's Annual EEO Program Status Report.

The has analyzed its workforce profiles for individuals with targeted disabilities, DON PART J-3, and barrier analyses efforts aimed at detecting whether any management or personnel policy, practice or procedure is operating to disadvantage individuals with targeted disabilities are on-going. DON PART J-5 EEO Plan/s to Eliminate Identified Barriers, if needed, is/are included with the command's/activity's Annual EEO Program Status Report.

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

Signature of Deputy EEO Officer

DATE

Certifies that this Annual EEO Program Status Report is in compliance with DON guidance/EEO MD-715.

Signature of Command/Activity EEO Officer

DATE

DEPARTMENT OF THE NAVY

ANNUAL ASSESSMENT OF THE COMMAND'S/ACTIVITY'S INDIVIDUALS WITH TARGETED DISABILITIES PROGRAM (IWTD)

PART J-1

COMMAND/ACTIVITY: NHTP, Twentynine Palms, California	FY- 11	
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1. Demonstrated Commitment from Command/Activity Leadership	Measurement Met	
	Yes	No

Each question marked with a no response requires completion of a Form PART J-2.

a.	Have you communicated your commitment to create/further employment opportunities for IWTD within your command and subordinate activities?	x	
b.	Are new supervisors briefed on your command's/activity's IWTD Program and Plan upon promotion into the supervisory ranks?	x	
c.	Is information on the command/activity IWTD Program and Plan communicated and made available to all employees?	x	
d.	Are managers and supervisors evaluated on their commitment to your command's/activity's IWTD policies, program and plan to include:	x	
	The recruitment, placement and advancement of individuals with targeted disabilities?		
	Ensuring that the Reasonable Accommodation POC is involved in all requests for disability accommodation?		
	Reasonable accommodation requests are processed in accordance with applicable law, rule and DON instructions.		

2. Integration of EEO into the Command's/Activity's Strategic Mission

a.	Are the duties and responsibilities of your IWTD Program Manager (at the command and activity levels) clearly defined?	x	
b.	Does the IWTD Program Manager have the knowledge, skills, and abilities to carry out the duties and responsibilities of your program?	x	
c.	Are you and other senior management officials regularly briefed on the status of your organization's IWTD Program and Plan?	x	
d.	Do you and/or senior management officials consider the possible impact on your IWTD workforce prior to the implementation of a newly established employment process, procedure or policy?	x	
e.	Are management/personnel policies, procedures and practices, e.g., recruitment, hiring, promotion, training, discipline, retention, examined on a regular schedule to assess if there are any barriers to equality of opportunity for IWTD?	x	

f.	Are sufficient personnel resources allocated to the IWTD program to ensure that your command and subordinate activities annually conduct the self-assessments and self-analyses required by EEO MD-715 and the DON?	x	
g.	Are accessibility studies of your command/activity facilities conducted on a regular cycle?	The study is being conducted.	
	Are identified accessibility issues brought to the attention of the facility's point of contact to ensure the timely implementation of corrective action?	x	
	Are major building accessibility issues brought to the attention of the appropriate point of contact to ensure the timely implementation of corrective action?	x	
h.	Does your command/activity have a sufficient budget to ensure that approved reasonable accommodation requests are fully implemented?	x	
3. Management and Program Accountability			
a.	Are you and your subordinate management/supervisory officials provided regular (monthly/quarterly/semi-annually) EEO updates by EEO program officials to include the status of your command's/activity's IWTD program, plan, issues and initiatives?	x Annual	
b.	Are appropriate managers at your command/subordinate activities included as collaborative partners in the on-going development and implementation of PARTs J-2 and J-5 EEO Plans?	x	
c.	Are the reviews of your command/activity recruitment, hiring and placement, promotion, award, training, discipline programs performed at regular intervals to determine if there are any systemic barriers that may impede the full participation of IWTD?	x	
d.	Have all your employees, supervisors and managers been informed of the penalties for findings of discrimination resulting from discriminatory behavior or personnel actions (to include decisions regarding reasonable accommodation requests) based upon an individual's disability status?	x	
e.	Has your command/activity, when appropriate, disciplined managers/supervisors or employees found to have discriminated on the basis of disability over the past two years?		No Findings
	If yes, cite the number of discriminatory findings and describe the corrective/disciplinary action for each violation.		
f.	Does your command/activity promptly (within the established time frame) comply with third party decision/orders on disability based claims?	x	
g.	After a review of your command's/activity's disability accommodation decisions/actions to ensure compliance with written procedures and an analysis of information tracked for trends, problems, etc., is corrective action, if appropriate, promptly initiated and	x	

	implemented?		
4. Proactive Prevention			
a.	Do senior managers meet with and assist the EEO Officer and/or other EEO Program officials in the identification of barriers that may be impeding the realization of equality of opportunity for IWTD?	x	
b.	When barriers are identified for IWTD, do senior managers develop and implement, with the assistance of the servicing EEO office, PART J-5 EEO Plans to eliminate identified barriers?	x	
c.	Do senior managers successful implement PARTs J-2 and J-5 EEO Plans and incorporate Plan Objectives into command/activity strategic plans?	x	
d.	Are the results of trend analysis of workforce profiles, by disability, tracked, monitored and a more in-depth analysis accomplished when triggers for potential barriers are identified?	x	
e.	Are the results of trend analyses of the workforce's major occupations, by disability, tracked, monitored and a more in depth analysis accomplished when triggers for potential barriers are identified?	x	
f.	Are the results of trend analyses of the workforce's grade level distribution, by disability, tracked, monitored and a more in depth analysis accomplished when triggers for potential barriers are identified?	x	
g.	Are the results of trend analyses of the workforce's compensation and award distribution, by disability, tracked, monitored and a more in depth analysis accomplished when triggers for potential barriers are identified?	x	
h.	Are all employees encouraged to use ADR during the reasonable accommodation process, as needed?	x	
5. Efficiency			
a.	Does your servicing EEO Office employ personnel with adequate training and experience to conduct the disability analyses required by MD-715 and DON instructions?	x	
b.	Has your command/activity implemented an adequate data collection and analysis systems that permit tracking of the disability information required by MD-715 and DON instructions?	x	
c.	Has the designated Reasonable Accommodation point of contact been provided adequate training and has the experience to assist in processing reasonable accommodation requests in accordance with DON instructions?	x	
d.	Does your command/activity have an adequate process/system for tracking/monitoring the timely processing of reasonable accommodation requests?	x	

e.	Does your command/activity conduct an appropriate analysis of disability complaints and implement recommendations for corrective action, if needed?	x	
f.	Are complaints of discrimination raising the basis of disability processed within the guidelines and timeframes identified in the DON Discrimination Complaints Manual?	x	
6. Responsiveness and Legal Compliance			
a.	Does your command/activity submit timely and complete responses to the DON with respect to reporting requirements, data calls, request for information, etc., regarding the IWTD Program and Plan?	x	
b.	Is your command's/activity's IWTD Program and Plan established and maintained in accordance with law, EEOC and DON guidance/instructions?	X	

DEPARTMENT OF THE NAVY	
EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF AN INDIVIDUALS WITH TARGETED DISABILITIES PROGRAM	
PART J-2	
COMMAND/ACTIVITY: MCAGCC, Twentynine Palms, California	FY -11
STATEMENT OF IWTD PROGRAM DEFICIENCY:	Reasonable Accommodation Education is not provided for 100% of supervisors and managers.
OBJECTIVE:	Conduct Reasonable Accommodations Education and supply written materials to all supervisors and managers.
RESPONSIBLE OFFICIAL(S):	HRO/EEO Office
DATE OBJECTIVE INITIATED:	January 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	August 2012
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (MUST BE SPECIFIC)
Print materials for distribution for all supervisors and managers.	3-Feb-12
Incorporate RA Training into Mandatory EEO Training for all supervisors and managers.	3-March-12
Provide RA Training to all supervisors and managers.	30-June-12
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	

DEPARTMENT OF THE NAVY

WORKFORCE ANALYSIS OF INDIVIDUALS WITH TARGETED DISABILITIES

PART J-3

COMMAND/ACTIVITY: Naval Hospital, Twentynine Palms, CA

FY-11

Section 1: Provide a brief narrative summary of the analysis of the command's/activity's IWTD overall workforce as compared to the previous year, e.g., did the IWTD overall workforce numbers increase or decrease from the previous year.

1. B1 Table

The participation rate for IWTD is ABOVE the DON's goal of 2%.

	Total Workforce	FY10	FY11
People with Disability		11	13
%		8.8%	10.23%
People with Targeted Disability	133	3	3
%		2.4%	2.26%

2. IWTD by Occupational Group:

	Total Workforce		Targeted Disability Workforce	
Officials/Managers	17	12.78%	0	0.00%
Professionals	22	16.54%	0	0.00%
Technicians	16	12.03%	2	1.50%
Office/ Clerical	36	27.07%	1	0.75%
Craft Workers	3	2.26%	0	0.00%
Operatives	2	1.50%	0	0.00%
Service Workers	16	12.03%	0	0.00%

Section 3: Provide a brief narrative summary of the analysis of the command/activity's IWTD workforce by grade levels, i.e., NSPS, GS, WG, Demo, e.g., what is the participation rate of IWTD in the different grade groups in comparison to their representation in the overall workforce.

3. B-4/5 Table:

	Total Workforce		Targeted Disability Workforce		
	#	% of All Employees	# Employees	% of All Employees	% of Employees in this Grade
GS-04	9	6.77%	0	0.00%	0.00%
GS-05	22	16.54%	0	0.00%	0.00%
GS-06	17	12.78%	2	1.50%	11.76%
GS-07	17	12.78%	0	0.00%	0.00%
GS-08	2	1.50%	0	0.00%	0.00%
GS-09	9	6.77%	0	0.00%	0.00%
GS-11	24	18.05%	0	0.00%	0.00%
GS-12	4	3.01%	1	0.75%	4.17%
GS-13	2	1.50%	0	0.00%	0.00%
YC-01	2	1.50%	0	0.00%	0.00%
YJ-01	1	0.75%	0	0.00%	0.00%
YJ-02	1	0.75%	0	0.00%	0.00%
			3	2.26%	
WG-02	14	10.53%	0	0	0
WG-05	2	1.50%	0	0	0
WG-08	1	0.75%	0	0	0
WG-09	1	0.75%	0	0	0
WG-10	2	1.50%	0	0	0
WL-02	2	1.50%	0	0	0
WL-05	1	0.75%	0	0	0

Section 4: Provide a brief narrative summary of the analysis of the command's/activity's IWTD workforce by major occupations, e.g., what is the participation rate of IWTD in the major occupations.

4. B-6 Table (Series):

0318
0690
0620

Section 5: Provide a brief narrative summary of the analysis of the command's/activity's applicant flow data for major occupations specific to IWTD, e.g., is the applicant pool sufficiently diverse to include IWTD.

5. B7 table – NA and Data not available in DCPDS.

Section 6: Provide a brief narrative summary of the analysis of the command/activity's IWTD accessions, e.g., number of accessions, number of accessions by series/occupational groups, compare accession rate to separation rate, use of Schedule A appointments.

6. B8 Table – There has been no change from FY 2010 to FY 2011

Section 7: Provide a brief narrative summary of the analysis of the command's/activity's IWTD selection rate for merit promotions for major occupations e.g., number of IWTD selections, is there a sufficient number of IWTD applying for these positions.

7. B9 Table – Data not available in DCPDS

Section 8: Provide a brief narrative summary of the analysis of the participation rate of IWTD for the command's/activity's career development/training programs, e.g., identify different career development programs, IWTD application/participation rates.

8. B12 Table – NA (No Participation)

Section 9: Provide a brief narrative summary of the analysis of the participation rate of IWTD with respect to employee recognition and awards, e.g., how do IWTD fare in the receipt of awards when compared to their representation in the workforce.

9. B-13 – Awards:

3 time off awards of 24 hours were provided to individuals with targeted disabilities. In the command, 14 time-off awards were provided equaling 234 hours which was comprised of 10.26% IWTD. 3 cash awards were given to IWTD totaling \$1,500. The command provided in all 102 cash awards equaling \$69,666 (2.15% IWTD).

Section 10: Provide a brief narrative summary of the analysis of the separation rate of IWTD, e.g., is the separation rate for IWTD higher than the ratio for employees with no disabilities, is the IWTD separation rate higher than their accessions.

10. B14 – Separations

No Individual with Targeted Disability was separated.

Section 11: Provide a brief narrative summary of the analysis of the command's/activity's recruitment efforts, e.g., have these efforts resulted in a sufficiently diverse applicant pool to include IWTD.

11. **Recruitment Efforts:** Naval Hospital 29 Palm's participation rate is better than Department of the Navy's goal of 2%. HRO 29 Palms attended the DOD Hiring Heroes job fair on Naval Hospital's behalf. Currently, the Bureau of Medicine is under a hiring freeze. Once lifted, the Command will also continue to concentrate on improving/hiring the representation rate of employees with targeted disabilities.

Other Reviews: Identify and provide a brief narrative summary of other employment processes that were reviewed and analyzed.

How to Hire People with Disabilities

People with disabilities can be a good source of qualified applicants for managers and supervisors to hire quickly.

How is a person with a disability defined?

- A person who has a permanent, severe, physical or mental impairment that substantially limits one or more of his/her major life activities.
- A person who has a history of such an impairment.
- Disabilities may include mental retardation, psychiatric disorders, muscular or neurological limitations, and invisible (hidden) disabilities such as lupus, fibromyalgia, AIDS, diabetes, epilepsy, heart disease, and asthma.

Targeted Disabled - targeted disabilities -- blindness, deafness, complete or partial paralysis, mental illness, mental retardation, convulsive disorders and distortion of the limbs or spine.

Filling Jobs

Federal agencies fill jobs two ways, competitively and noncompetitively. Persons with disabilities may apply for jobs filled either way. Jobs filled competitively are advertised through vacancy announcements. Jobs that are filled noncompetitively do not have to be advertised. Instead, a selecting official can select a person with a disability who has a Schedule A certification and is qualified for the job. People who are selected for jobs must meet the qualification requirements for the jobs and be able to perform the essential duties of the jobs with or without reasonable accommodation.

What is the Schedule A hiring authority?

Schedule A is a specialized hiring authority that allows Federal hiring officials to appoint qualified people with disabilities non-competitively. In order to appoint a candidate under Schedule A, the hiring office must have an approved position description and the candidate must meet all job qualifications. Prior to appointment, the candidate must furnish the Department with a Schedule A certification letter. The letter must state the individual has a disability and is eligible for hiring under this authority. Candidates may obtain such letters from their local vocational rehabilitation agency.

Jobs Filled Noncompetitively

People who are disabled and have a certification letter from a State Vocational Rehabilitation Office or the Department of Veterans Affairs may apply for noncompetitive appointment through the Schedule A hiring authority. Applicants with certification letters may apply directly to agencies' Selective Placement Coordinators or their equivalent to be considered for jobs. Managers can contact the agency's Selective Placement Coordinator or human resources office or their equivalent to obtain more information about sources for applicants with disabilities.

Appointment Authorities

The Federal Government has special appointing authorities for persons with disabilities. To be eligible for these noncompetitive, Schedule A appointments, a person must meet the definition for being disabled. The person must have a severe physical, cognitive, or emotional disability; have a history of having such disability; or be perceived as having such disability. In addition, the person must obtain a certification letter from a State Vocational Rehabilitation Office or the Department of Veterans Affairs to be eligible for appointment under these special authorities.

Disabled veterans may also be considered under special hiring programs for disabled veterans with disability ratings from the Department of Veterans Affairs of 30% or more. Managers and supervisors can contact the agency's human resources office or Selective Placement Coordinator or their equivalent to obtain more information on appointment authorities.

Recruitment Sources

There are many organizations that can serve as sources of candidates with disabilities who are ready to work. When agencies are working with these organizations to identify candidates, agencies should clearly identify the qualifications needed for the jobs they are filling. Agencies should inform the organization that a person with a

disability must receive a certification of disability from the State Vocational Rehabilitation Agency or the Department of Veterans Affairs to receive a Schedule A appointment leading to a continuing position. This section describes recruiting sources for candidates with disabilities.

Wounded Warrior Battalion-West

State Vocational Rehabilitation Agencies

The Department of Education's [Rehabilitation Services Administration \(RSA\)](#) oversees formula and discretionary grant programs that help individuals with physical or mental disabilities obtain employment and live more independently through the provision of such supports as counseling, medical and psychological services, job training and other individualized services. RSA's major Title I formula grant program provides funds to state vocational rehabilitation agencies to provide employment-related services for individuals with disabilities.

Department of Veterans Affairs

The essence of the Department of Veterans Affairs, [Vocational Rehabilitation and Employment \(VR&E\)](#) program is to assist those veterans who have incurred injuries during active duty in the military to obtain and maintain suitable employment.

To support this mission, the VR&E program has initiated the Employment Specialist (ES) program. The ES works directly with prospective employers and VR&E case managers in an effort to cultivate partnerships and most importantly, identify career opportunities for veterans that exist when they complete their program of rehabilitation. The ES serves employers by acting as a human resource consultant, matching their labor demands with skilled, well-trained veteran-employees.

The Employer Assistance Referral Network

The U.S. Department of Labor's [Office of Disability Employment Policy \(ODEP\)](#) has implemented a free nationwide employer service to increase the representation of people with disabilities in the workforce. The [Employer Assistance Referral Network \(EARN\)](#) became available to the public March 1, 2001 and is designed to assist employers in locating and recruiting qualified workers with disabilities.

Workforce Recruitment Program

The [Workforce Recruitment Program \(WRP\)](#) can provide agencies with a list of students with disabilities who are interested in employment. Coordinated by the Department of Labor's Office of Disability Employment Policy and the U.S. Department of Defense, the WRP aims to provide summer work experience, and in some cases permanent employment, for college students and recent graduates with disabilities. The program partners with other Federal agencies, each of which makes a commitment to provide summer jobs.

Colleges and Universities

Many colleges and universities have career centers and/or disability resource centers that work with students with disabilities. Agencies can work with the centers to find qualified students with disabilities who are interested in Federal employment and can contribute to the work of the agency.

Telework

[Telework](#) provides employees additional flexibility by allowing them to work at a geographically convenient alternative worksite, such as home or a telecenter, on an average of at least one day per week.

Please Contact HRO for assistance with the recruitment of People with disability and targeted disability.

Table A1: TOTAL WORKFORCE - 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	male	female
TOTAL																		
Prior FY	#	125	55	70	8	2	35	48	5	9	5	10	1	1	1	0	0	0
	%	100%	44.00%	56.00%	6.40%	1.60%	28.00%	38.40%	4.00%	7.20%	4.00%	8.00%	0.80%	0.80%	0.80%	0.00%	0.00%	0.00%
Current FY	#	133	61	72	8	3	40	48	8	11	3	9	0	0	0	0	2	1
	%	100%	45.86%	54.14%	6.02%	2.26%	30.08%	36.09%	6.02%	8.27%	2.26%	6.77%	0.00%	0.00%	0.00%	0.00%	1.50%	0.75%
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference	#	8	6	2	0	1	5	0	3	2	-2	-1	-1	-1	-1	0	2	1
Ratio Change	%	0.00%	1.86%	-1.86%	-0.38%	0.66%	2.08%	-2.31%	2.02%	1.07%	-1.74%	-1.23%	-0.80%	-0.80%	-0.80%	0.00%	1.50%	0.75%
Net Change	%	6.40%	10.91%	2.86%	0.00%	50.00%	14.29%	0.00%	60.00%	22.22%	-40.00%	-10.00%	-100.00%	-100.00%	-100.00%	0.00%	0.00%	0.00%
PERMANENT																		
Prior FY	#	125	55	70	8	2	35	48	5	9	5	10	1	1	1	0	0	0
	%	100%	44.00%	56.00%	6.40%	1.60%	28.00%	38.40%	4.00%	7.20%	4.00%	8.00%	0.80%	0.80%	0.80%	0.00%	0.00%	0.00%
Current FY	#	132	60	72	8	3	39	48	8	11	3	9	0	0	0	0	2	1
	%	100%	45.45%	54.55%	6.06%	2.27%	29.55%	36.36%	6.06%	8.33%	2.27%	6.82%	0.00%	0.00%	0.00%	0.00%	1.52%	0.76%
Difference	#	7	5	2	0	1	4	0	3	2	-2	-1	-1	-1	-1	0	2	1
Ratio Change	%	0.00%	1.45%	-1.45%	-0.34%	0.67%	1.55%	-2.04%	2.06%	1.13%	-1.73%	-1.18%	-0.80%	-0.80%	-0.80%	0.00%	1.52%	0.76%
Net Change	%	5.60%	9.09%	2.86%	0.00%	50.00%	11.43%	0.00%	60.00%	22.22%	-40.00%	-10.00%	-100.00%	-100.00%	-100.00%	0.00%	0.00%	0.00%
TEMPORARY																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	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%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPROPRIATED																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Non-Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL FY	#	133	61	72	8	3	40	48	8	11	3	9	0	0	0	0	2	1
	%	100%	45.86%	54.14%	6.02%	2.26%	30.08%	36.09%	6.02%	8.27%	2.26%	6.77%	0.00%	0.00%	0.00%	0.00%	1.50%	0.75%
CLF 2000		100%	53.20%	46.80%	800.00%	200.00%	3500.00%	4800.00%	500.00%	900.00%	500.00%	1000.00%	100.00%	100.00%	100.00%	0.00%	0.80%	0.80%

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)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	800.00%	200.00%	3500.00%	4800.00%	500.00%	900.00%	500.00%	#####	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Mid-level (Grades 13-14)	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	800.00%	300.00%	4000.00%	4800.00%	800.00%	1100.00%	300.00%	900.00%	0.00%	0.00%	0.00%	0.00%	200.00%	100.00%
First-Level (Grades 12 and Below)	#	9	2	7	0	1	2	6	0	0	0	0	0	0	0	0	0	
	%	100%	22.22%	77.78%	0.00%	11.11%	22.22%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
- Other	#	9	5	4	0	0	3	4	1	0	0	0	0	0	0	0	1	
	%	100%	55.56%	44.44%	0.00%	0.00%	33.33%	44.44%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
Officials and Managers - TOTAL	#	20	8	12	0	1	6	11	1	0	0	0	0	0	0	0	1	
	%	100%	40.00%	60.00%	0.00%	5.00%	30.00%	55.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%
2. Professionals	#	25	10	15	1	2	6	10	2	2	0	1	0	0	0	0	1	
	%	100%	40.00%	60.00%	4.00%	8.00%	24.00%	40.00%	8.00%	8.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%
3. Technicians	#	19	6	13	1	0	3	8	0	3	1	2	0	0	0	0	1	
	%	100%	31.58%	68.42%	5.26%	0.00%	15.79%	42.11%	0.00%	15.79%	5.26%	10.53%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	40	14	26	2	0	11	17	1	4	0	5	0	0	0	0	0	
	%	100%	35.00%	65.00%	5.00%	0.00%	27.50%	42.50%	2.50%	10.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. Craft Workers	#	3	3	0	0	0	3	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%
7. Operatives	#	4	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	
	%	100%	75.00%	25.00%	0.00%	0.00%	50.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	22	18	4	4	0	9	2	3	1	2	1	0	0	0	0	0	
	%	100%	81.82%	18.18%	18.18%	0.00%	40.91%	9.09%	13.64%	4.55%	9.09%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	

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

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	#																	
1. Officials and Managers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive/Senior Level (Grades 15 and Above)	%	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%
Mid-Level (Grades 13-14)	#	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%
First-Level (Grades 12 and Below)	#	9	2	7	0	1	2	6	0	0	0	0	0	0	0	0	0	0
	%	100%	22.22%	77.78%	0.00%	11.11%	22.22%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	#	9	5	4	0	0	3	4	1	0	0	0	0	0	0	0	1	0
	%	100%	55.56%	44.44%	0.00%	0.00%	33.33%	44.44%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
Officials and Managers -TOTAL	#	20	8	12	0	1	6	11	1	0	0	0	0	0	0	0	1	0
	%	100%	40.00%	60.00%	0.00%	5.00%	30.00%	55.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%
2. Professionals	#	25	10	15	1	2	6	10	2	2	0	1	0	0	0	0	1	0
	%	100%	40.00%	60.00%	4.00%	8.00%	24.00%	40.00%	8.00%	8.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%
3. Technicians	#	19	6	13	1	0	3	8	0	3	1	2	0	0	0	0	1	0
	%	100%	31.58%	68.42%	5.26%	0.00%	15.79%	42.11%	0.00%	15.79%	5.26%	10.53%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	40	14	26	2	0	11	17	1	4	0	5	0	0	0	0	0	0
	%	100%	35.00%	65.00%	5.00%	0.00%	27.50%	42.50%	2.50%	10.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. Craft Workers	#	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%
7. Operatives	#	4	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	50.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	22	18	4	4	0	9	2	3	1	2	1	0	0	0	0	0	0
	%	100%	81.82%	18.18%	18.18%	0.00%	40.91%	9.09%	13.64%	4.55%	9.09%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	133	62	71	8	3	40	48	8	11	3	9	0	0	0	0	3	0
	%	100%	46.62%	53.38%	6.02%	2.26%	30.08%	36.09%	6.02%	8.27%	2.26%	6.77%	0.00%	0.00%	0.00%	0.00%	2.26%	0.00%

NOTE: Percentages computed down columns and NOT across rows.

Table A4-1: 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	
							male	female	male	female	male	female	male	female	male	female	male	female
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	9	5	4	0	0	5	2	0	1	0	1	0	0	0	0	0	0
	%	100%	55.56%	44.44%	0.00%	0.00%	55.56%	22.22%	0.00%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	22	4	18	0	0	3	11	1	3	0	4	0	0	0	0	0	0
	%	100%	18.18%	81.82%	0.00%	0.00%	13.64%	50.00%	4.55%	13.64%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	17	6	11	1	0	5	8	0	2	0	1	0	0	0	0	0	0
	%	100%	35.29%	64.71%	5.88%	0.00%	29.41%	47.06%	0.00%	11.76%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	17	8	9	1	0	5	7	2	1	0	1	0	0	0	0	0	0
	%	100%	47.06%	52.94%	5.88%	0.00%	29.41%	41.18%	11.76%	5.88%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	9	6	3	0	0	4	3	1	0	1	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	44.44%	33.33%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	24	8	16	2	2	4	10	1	2	0	1	0	0	0	1	1	0
	%	100%	33.33%	66.67%	8.33%	8.33%	100.00%	41.67%	4.17%	8.33%	0.00%	4.17%	0.00%	0.00%	0.00%	4.17%	4.17%	0.00%
GS-12	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	4	0	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	25.00%	0.00%	75.00%	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	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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	
							male	female	male	female	male	female	male	female	male	female	male	female
#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	9	5	4	0	0	5	2	0	1	0	1	0	0	0	0	0	0
	%	100%	55.56%	44.44%	0.00%	0.00%	55.56%	22.22%	0.00%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	22	4	18	0	0	3	11	1	3	0	4	0	0	0	0	0	0
	%	100%	18.18%	81.82%	0.00%	0.00%	13.64%	50.00%	4.55%	13.64%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	17	6	11	1	0	5	8	0	2	0	1	0	0	0	0	0	0
	%	100%	35.29%	64.71%	5.88%	0.00%	29.41%	47.06%	0.00%	11.76%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	17	8	9	1	0	5	7	2	1	0	1	0	0	0	0	0	0
	%	100%	47.06%	52.94%	5.88%	0.00%	29.41%	41.18%	11.76%	5.88%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	9	6	3	0	0	4	3	1	0	1	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	44.44%	33.33%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	24	8	16	2	2	4	10	1	2	0	1	0	0	0	1	1	0
	%	100%	33.33%	66.67%	8.33%	8.33%	100.00%	41.67%	4.17%	8.33%	0.00%	4.17%	0.00%	0.00%	0.00%	4.17%	4.17%	0.00%
GS-12	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	4	0	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	25.00%	0.00%	75.00%	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	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	110	42	68	5	3	30	46	5	9	1	8	0	0	0	2	1	0

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	%	100%	38%	62%	5%	3%	27%	42%	5%	8%	1%	7%	0%	0%	0%	2%	1%	0%
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NOTE: Percentages computed down columns and NOT across rows.

Table A5-1: 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	#	14	11	3	3	0	4	2	2	1	2	0	0	0	0	0	0
	%	100%	78.57%	21.43%	21.43%	0.00%	28.57%	14.29%	14.29%	7.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-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%
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	#	2	1	1	0	0	1	1	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%
Grade-06	#	0	50.00%	50.00%	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	#	0	0.00%	0.00%	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-08	#	1	1	0	0	0	1	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%
Grade-09	#	1	1	0	0	0	1	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%
Grade-10	#	2	2	0	0	0	2	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%
Grade-11	#	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-12	#	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-13	#	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-14	#	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-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 Wage Grades	#	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%

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		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
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	#	14	11	3	3	0	4	2	2	1	2	0	0	0	0	0	0	
	%	100%	78.57%	21.43%	21.43%	0.00%	28.57%	14.29%	14.29%	7.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade-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%	
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	#	2	1	1	0	0	1	1	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%	
Grade-06	#	0	50.00%	50.00%	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	#	0	0.00%	0.00%	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-08	#	1	1	0	0	0	1	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%	
Grade-09	#	1	1	0	0	0	1	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%	
Grade-10	#	2	2	0	0	0	2	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%	
Grade-11	#	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-12	#	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-13	#	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-14	#	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-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 Wage Grades	#	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	#	23	17.5	6.5	3	0	10	3	2	2	2	1	0	0	0	0	0	

NOTE: Percentages computed down columns and NOT across rows.

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

Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
0018	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	6%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	0%
Occupational CLF																			
0019	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0301	#	4	3	1	0	0	2	1	0	0	0	0	0	0	0	0	0	1	0
	%	25%	19%	6%	0%	0%	13%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	0%
Occupational CLF																			
0303	#	5	1	4	0	0	0	4	1	0	0	0	0	0	0	0	0	0	0
	%	31%	6%	25%	0%	0%	0%	25%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0305	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0318	#	4	1	3	1	0	0	2	0	0	0	1	0	0	0	0	0	0	0
	%	25%	6%	19%	6%	0%	0%	13%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0326	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0335	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0342	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0344	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0501	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0

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	%	19%	13%	6%	0%	0%	6%	6%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0503	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	13%	6%	6%	6%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0540	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0610	#	15	0	15	0	2	0	9	0	2	0	1	0	0	0	0	1	0	0
	%	94%	0%	94%	0%	13%	0%	56%	0%	13%	0%	6%	0%	0%	0%	0%	6%	0%	0%
Occupational CLF																			
0620	#	5	0	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	31%	0%	31%	0%	0%	0%	25%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0640	#	6	6	0	1	0	4	0	1	0	0	0	0	0	0	0	0	0	0
	%	38%	38%	0%	6%	0%	25%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0644	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0645	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	13%	0%	13%	0%	0%	0%	6%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0647	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	13%	13%	0%	0%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0649	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0660	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0661	#	2	0	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	13%	0%	13%	0%	0%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0665	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Occupational CLF																		
0671	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	13%	6%	6%	0%	0%	6%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0675	#	6	0	6	0	1	0	3	0	1	0	1	0	0	0	0	0	0
	%	38%	0%	38%	0%	6%	0%	19%	0%	6%	0%	6%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0679	#	21	7	14	0	0	7	7	0	3	0	4	0	0	0	0	0	0
	%	131%	44%	88%	0%	0%	44%	44%	0%	19%	0%	25%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0690	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0962	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0998	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1035	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1105	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	13%	0%	13%	0%	0%	0%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1640	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1725	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2003	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	6%	0%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2005	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	19%	13%	6%	0%	0%	13%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2210	#	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
	%	44%	44%	0%	6%	0%	31%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
3566	#	15	11	4	3	0	4	2	2	1	2	1	0	0	0	0	0	0
	%	94%	69%	25%	19%	0%	25%	13%	13%	6%	13%	6%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
4742	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
4749	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	13%	13%	0%	0%	0%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		

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5306	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
6907	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
	%	19%	13%	6%	0%	0%	6%	0%	6%	6%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
7408	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	6%	6%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	Job Title/Series:																	
Total Received																		
Voluntarily Identified																0	0	0
																0.00%	0.00%	0.00%
Qualified of those Identified																		
Selected of those Identified																0	0	0
																0.00%	0.00%	0.00%
CLF																0.00%	0.00%	0.00%
Job Title/Series:																		
Total Received																		
Voluntarily Identified																0	0	0
																0.00%	0.00%	0.00%
Qualified of those Identified																		
Selected of those Identified																0	0	0
																0.00%	0.00%	0.00%
CLF																0.00%	0.00%	0.00%
Job Title/Series:																		
Total Received																		
Voluntarily Identified																0	0	0
																0.00%	0.00%	0.00%
Qualified of those Identified																		
Selected of those Identified																0	0	0
																0.00%	0.00%	0.00%
CLF																0.00%	0.00%	0.00%
Job Title/Series:																		
Total Received																		
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF		0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.

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
Permanent	#	15	7	8	0	1	3	3	3	3	0	1	0	0	0	0	0	1	0
	%	100%	46.67%	53.33%	0.00%	6.67%	20.00%	20.00%	20.00%	20.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%
Temporary	#	1	1	0	0	0	1	0	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%	0.00%
NON-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%	

Table 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								Two or more races				
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male	female	
Job Series of Vacancy:																		
Total Applications Received	#	Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.															0	0
Qualified	#																0	0
	%																%	0.00%
Selected	#																0	0
	%																%	0.00%
Relevant Applicant Pool	%																%	0.00%
Job Series of Vacancy:																		
Total Applications Received	#																0	0
Qualified	#																0	0
	%																%	0.00%
Selected	#																0	0
	%																%	0.00%
Relevant Applicant Pool	%																%	0.00%
Job Series of Vacancy:																		
Total Applications Received	#																0	0
Qualified	#																0	0
	%																%	0.00%
Selected	#																0	0
	%																%	0.00%
Relevant Applicant Pool	%																%	0.00%
Job Series of Vacancy:																		
Total Applications Received	#																0	0
Qualified	#																0	0
	%																%	0.00%
Selected	#																0	0
	%																%	0.00%
Relevant Applicant Pool	%																%	0.00%
"Relevant Applicant Pool	%																%	0.00%

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY															
				Non-Hispanic or Latino															
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Total Employees	#																0	0	0
Eligible for Career Ladder Promotions	%																%	0.00%	0.00%
<i>DATA FOR ABOVE FIELDS NOT AVAILABLE</i>																			
Time in grade in excess of months																			
1 - 12 months	#																0	0	0
	%																%	0.00%	0.00%
13 - 24 months	#																0	0	0
	%																%	0.00%	0.00%
25+ months	#																0	0	0
	%																%	0.00%	0.00%

Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.

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										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	
Grade(s) of Vacancy:																	
Total Applications Received	Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.															0	0
Qualified																0.00%	0.00%
Selected																0	0
Relevant Applicant Pool																0.00%	0.00%
Grade(s) of Vacancy:																	
Total Applications Received	Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.															0	0
Qualified																0.00%	0.00%
Selected																0	0
Relevant Applicant Pool																0.00%	0.00%
Grade(s) of Vacancy:																	
Total Applications Received	Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.															0	0
Qualified																0.00%	0.00%
Selected																0	0
Relevant Applicant Pool																0.00%	0.00%
Grade(s) of Vacancy:																	
Total Applications Received	Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.															0	0
Qualified																0.00%	0.00%
Selected																0	0
Relevant Applicant Pool																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 A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			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	male	female	
Career Development Programs for GS 5 - 12:																			
Slots	#																		
Relevant Pool	%																		0
Applied	#																		0
	%																		0%
Participants	#																		0
	%																		0%
Career Development Programs for GS 13 - 15:																			
Slots	#																		
Relevant Pool	%																		0
Applied	#																		0
	%																		0%
Participants	#																		0
	%																		0%
Career Development Programs for GS 16 - 18:																			
Slots	#																		
Relevant Pool	%																		0
Applied	#																		0
	%																		0%
Participants	#																		0
	%																		0%
"Relevant Pool" includes all employees in pay grades eligible for the career development program.																			

Due to Department of Navy programs used in FY2011 this data was not tracked.

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Non- Hispanic or Latino													
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awards - 1-9 hours																	
Total Time-Off Awards Given	#	7	3	4	2	0	1	4	0	0	0	0	0	0	0	0	0
	%	100%	42.86%	57.14%	28.57%	0.00%	14.29%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		48	24	24	16	0	8	24	0	0	0	0	0	0	0	0	0
Average Hours		6.857143	8	6	8	0	8	6	0	0	0	0	0	0	0	0	0
Time-Off awards - 9+ hours																	
Total Time-Off Awards Given	#	9	3	6	3	0	0	5	0	0	0	1	0	0	0	0	0
	%	100%	33.33%	66.67%	33.33%	0.00%	0.00%	55.56%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		686	532	154	532	0	0	144	0	0	0	10	0	0	0	0	0
Average Hours		76.22222	177.3333	25.66667	177.3333	0	0	28.8	0	0	0	10	0	0	0	0	0
Cash Awards - \$100 - \$500																	
Total Cash Awards Given	#	48	25	23	9	0	14	14	0	5	2	4	0	0	0	0	0
	%	100%	52.08%	47.92%	18.75%	0.00%	29.17%	29.17%	0.00%	10.42%	4.17%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		22550	12250	10300	4250	0	7000	6300	0	2000	1000	2000	0	0	0	0	0
Average Amount		469.7917	490	447.8261	472.2222	0	500	450	0	400	500	500	0	0	0	0	0
Cash Awards \$501+																	
Total Cash Awards Given	#	108	62	46	15	1	43	43	3	1	1	1	0	0	0	0	0
	%	100%	57.41%	42.59%	13.89%	0.93%	39.81%	39.81%	2.78%	0.93%	0.93%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		66840	40222	26618	5798	700	30574	24618	3250	700	600	600	0	0	0	0	0
Average Amount		618.8889	648.7419	578.6522	386.5333	700	711.0233	572.5116	1083.333	700	600	600	0	0	0	0	0
Quality Step Increases (QSI)																	
Total QSIs Awarded	#	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 Benefit		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table A14: SEPARATIONS BY TYPE OF SEPARATION - 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	
							male	female	male	female	male	female	male	female	male	female	male	female
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Voluntary	#	17	6	11	0	0	3	8	0	1	2	1	0	1	1	0	0	
	%	100%	35.29%	64.71%	0.00%	0.00%	17.65%	47.06%	0.00%	5.88%	11.76%	5.88%	0.00%	5.88%	5.88%	0.00%	0.00%	
Involuntary	#	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 Separations	#	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 Workforce	#	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%	

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	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Mid-Level (Grades 13-14)	#	2	2	0	0	0	0	0	0	0	0	0	0	0
	%	1.5%	100.00%	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)	#	9	8	0	1	0	0	0	0	0	0	0	0	0
	%	6.8%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Other Officials and Managers	#	9	7	1	1	0	0	0	0	0	0	0	0	0
	%	6.8%	77.78%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers - TOTAL	#	20	17	1	2	0	0	0	0	0	0	0	0	0
	%	15.0%	85.00%	5.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2. Professionals	#	25	22	2	1	0	0	0	0	0	0	0	0	0
	%	18.8%	88.00%	8.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3. Technicians	#	19	16	0	1	2	0	0	0	1	0	0	1	0
	%	14.3%	84.21%	0.00%	5.26%	10.53%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	5.26%	0.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	40	36	0	3	1	0	0	0	0	0	0	1	0
	%	30.1%	90.00%	0.00%	7.50%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	0.00%
6. Craft Workers	#	3	3	0	0	0	0	0	0	0	0	0	0	0
	%	2.3%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	4	2	0	2	0	0	0	0	0	0	0	0	0
	%	3.0%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Labors and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	22	16	2	4	0	0	0	0	0	0	0	0	0
	%	16.5%	72.73%	9.09%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL WORKFORCE	#	133	112	5	13	0	0	0	0	0	0	0	0	0
	%	12%	700%	0%	81%	0%	0%	0%	0%	0%	0%	0%	0%	0%

NOTE: Percentages computed down columns and NOT across rows.

UIC 35949 Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

FY 2011 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	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%
GS - 02	#	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%
GS - 03	#	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%
GS - 04	#	0	7	0	2	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%
GS - 05	#	0	22	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%
GS - 06	#	0	13	1	1	2	0	0	0	1	0	0	0	1	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%
GS - 07	#	0	13	1	3	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%
GS - 08	#	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS- 09	#	0	7	1	1	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%
GS - 10	#	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%
GS - 11	#	0	23	1	1	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%
GS - 12	#	0	2	0	0	1	0	0	0	0	0	0	0	1	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%
GS - 13	#	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 14	#	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%
GS - 15	#	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%
All Other (EX)	#	0	4	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%
SES	#	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%
Total Workforce	#	0	95	4	8	3	0	0	0	1	0	0	0	2	0
	%	0%	594%	25%	50%	19%	0%	0%	0%	6%	0%	0%	0%	13%	0%

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

FY 2011 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	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%
GS - 02	#	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%
GS - 03	#	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%
GS - 04	#	0	7	0	2	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%
GS - 05	#	0	22	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%
GS - 06	#	0	13	1	1	2	0	0	0	1	0	0	0	1	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%
GS - 07	#	0	13	1	3	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%
GS - 08	#	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS- 09	#	0	7	1	1	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%
GS - 10	#	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%
GS - 11	#	0	23	1	1	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%
GS - 12	#	0	2	0	0	1	0	0	0	0	0	0	0	1	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%
GS - 13	#	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 14	#	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%
GS - 15	#	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%
All Other (Unspecified GS)	#	0	4	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%
Senior Executive Service	#	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%
Total Workforce	#	0	95	4	8	3	0	0	0	1	0	0	0	2	0
	%	0%	594%	25%	50%	19%	0%	0%	0%	6%	0%	0%	0%	13%	0%

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	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%
Grade - 02	#	0	11	3	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%
Grade - 03	#	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%
Grade - 04	#	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%
Grade - 05	#	0	1	1	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%
Grade - 06	#	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%
Grade - 07	#	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%
Grade - 08	#	0	1	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%
Grade - 09	#	0	1	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%
Grade - 10	#	0	1	1	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%
Grade - 11	#	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%
Grade - 12	#	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%
Grade - 13	#	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%
Grade - 14	#	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%
Grade - 15	#	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%
All Other Wage Grades	#	0	2	1	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%
TOTAL	#	0	17	6	0	0	0	0	0	0	0	0	0	0	0
	%	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

Job Series:

Total Applications Received	#	
	%	0.0
Qualified	#	
	%	0.0
Selected	#	
	%	0.0
Relevant Applicant Pool	%	0.0

Job Series:

Total Applications Received	#	
	%	0.0
Qualified	#	
	%	0.0
Selected	#	
	%	0.0
Relevant Applicant Pool	%	

Job Series:

Total Applications Received	#	
	%	0.0
Qualified	#	
	%	0.0
Selected	#	
	%	0.0
Relevant Applicant Pool	%	

Job Series:

Total Applications Received	#	
	%	0.0
Qualified	#	
	%	0.0
Selected	#	
	%	0.0
Relevant Applicant Pool	%	

Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.

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

FY 2011

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
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Job Series/Grade(s) of Vacancy:

Relevant Pool	
Total Applications Received	#
	%
Qualified	#
	%
Selected	#
	%
Job Series/Grade(s) of Vacancy	
Relevant Pool	
Total Applications Received	#
	%
Qualified	#
	%
Selected	#
	%
Job Series/Grade(s) of Vacancy	
Relevant Pool	
Total Applications Received	#
	%
Qualified	#
	%
Selected	#
	%
Job Series/Grade(s) of Vacancy	
Relevant Pool	
Total Applications Received	#
	%
Qualified	#
	%
Selected	#
	%

Due to Department of Navy staffing programs used (DON CHART) in FY2011 this data was not tracked.

0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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"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%
	#													0%
Applied	%													0%
	#													0%
Participants	%													0%
Career Development Prog														
Slots	#													
Relevant Pool	%													0%
	#													0%
Applied	%													0%
	#													0%
Participants	%													0%
Career Development Prog														
Slots	#													
Relevant Pool	%													0%
	#													0%
Applied	%													0%
	#													
Participants	%	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Due to Department of Navy programs used in FY2011 this data was not tracked.

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

