



**Department of the Navy  
EEO Program Status Report  
FY 2012**



**FY 2012**

**PARTS A - D**



**For period covering October 1, 2011 to September 30, 2012**

<b>PART A</b> Department or Agency Identifying Information	1. Agency		Department of Defense	
	1.a. 2nd level reporting component		<b>Department of the Navy</b>	
	1.b. 3rd level reporting component			
	2. Address		Room 4E598, The Pentagon	
	3. City, State, Zip Code		Washington, DC 20350-1000	
	4. CPDF Code	5. FIPS Code(s)	4. NV	5. 95-2
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees			195,527
	2. Enter total number of temporary employees			5,886
	3. Enter total number employees paid from non-appropriated funds			44,824
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			246,237
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		The Honorable Ray Mabus, Secretary of the Navy	
	2. Agency EEO Director		The Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs)	
	3. Principal EEO Director/Official Official Title/series/grade		Laura L. Lawson, EEO Program Director, Office of EEO & Diversity Management, GS-0260-15	
	4. Title VII Affirmative EEO Program Official		Judy Marie Caniban, Affirmative Employment Program Manager	
	5. Section 501 Affirmative Action Program Official		Edward Castellon, People with Disabilities Program Manager	
	6. Complaint Program Manager		Jamie Kajouras, Complaints Manager	
	7. Other Responsible EEO Staff		Virgil White, EEO Program Manager	
			Sonya Long, EEO Program Manager	
Kelly Majiros, EEO Specialist				
		Command Deputy EEO Officers and Deputy EEO Officers. In addition, the Office of Civilian Human Resources Division Directors and Human Resources Program Managers are expected to address and incorporate EEO principles in the execution of their program responsibilities.		

<b>EEOC FORM 715-01 PART A - D</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>		
<b>PART D</b> List of Subordinate Components Covered in this Report	<b>Subordinate Component and Location (City/State)</b>	<b>CPDF and FIPS Code</b>	
	Office of the Chief Naval Operations Washington, DC	NV11	95-2
	Department of the Navy Assistant for Administration Washington, DC	NV12	95-2
	Office of Naval Research Washington, DC	NV14	95-2
	Office of Naval Intelligence Suitland, MD	NV15	95-2
	Bureau of Medicine and Surgery Falls Church, VA	NV18	95-2
	Naval Air Systems Command Patuxent River, MD	NV19	95-2
	Bureau of Naval Personnel Washington, DC	NV22	95-2
	Naval Supply Systems Command Mechanicsburg, PA	NV23	95-2
	Naval Sea Systems Command Washington, DC	NV24	95-2
	Naval Facilities Engineering Command Washington, DC	NV25	95-2
	United States Marine Corp Quantico, VA	NV27	95-2
	Strategic Systems Programs Washington, DC	NV30	95-2
	Military Sealift Command Washington, DC	NV33	95-2
	Space and Naval Warfare Systems Command San Diego, CA	NV39	95-2
	Naval Systems Management Activity Washington, DC	NV41	95-2
Commander, Navy Installations Command Washington, DC	NV52	95-2	

EEOC FORM 715-01 PART A - D	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>		
	Commander, U.S. Fleet Forces Norfolk, VA	NV60	95-2
	Commander, U.S. Pacific Fleet Honolulu, HI	NV70	95-2
	Navy Reserve Forces Norfolk, VA	NV72	95-2
	Naval Special Warfare Command San Diego, CA	NV74	95-2
	Naval Education and Training Command Pensacola, FL	NV76	95-2

EEOC FORMS and Documents Included With This Report:

*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues <i>(Note: A certified copy of the DON's 462 report was electronically forwarded to and acknowledged by receipt from EEOC on 1 November 2012. Per EEOC 462 Team, there is no need to attach a copy of DON's 462 report to the FY 2012 annual EEO program status report.)</i>	NA
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	NA
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X



**FY 2012**

**PART E**



**DEPARTMENT OF THE  
NAVY**

**For period covering October 1, 2011 to September 30,  
2012**

### **EXECUTIVE SUMMARY**

#### **The Mission of the Department of the Navy**

The mission of the Department of the Navy (DON) is to maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas. The DON has three principal components: the Navy Department, consisting of executive offices mostly in Washington, D.C.; the operating forces, including the Marine Corps, the reserve components, and, in time of war, the U.S. Coast Guard (in peace, a component of the Department of Homeland Security); and the shore establishment.

#### **DON EEO and Diversity Program Overview and FY 2012 Initiatives/Accomplishments**

The DON remains committed to maintaining effective affirmative programs of equal employment opportunity under Section 717 of Title VII (PART A) and effective affirmative action programs under Section 501 of the Rehabilitation Act (PART B). This commitment is evident in the FY 2012 assessment of the EEO Program at all levels of the organization, with the result that the DON makes equality of opportunity an organizational imperative for our workforce and applicants for employment.

The Assistant Secretary of the Navy Manpower & Reserves Affairs (ASN M&RA) and Deputy Assistant Secretary of the Navy (DASN) (Civilian Human Resources) were briefed in February 2012 on the status of the DON EEO Program. This status update was also provided to the DON senior leadership at the Force Management Oversight Council meeting in April 2012. At the command and activity levels, program briefings have become part of the organizational culture resulting in more engagement and involvement from senior leaders, supervisors and managers in their command EEO program execution efforts.

Fiscal year (FY) 2012 was another in a series of years of significant changes for the DON. Immediately following conversion of DON employees back to General Schedule and other alternative pay systems (Science and Technology Reinvention Laboratories (STRL), Alternative Personnel Systems (APS) and Acquisition Demonstration (ACQDEMO)), the DON began preparing for implementation of the new Human Resources (HR) service delivery model across the enterprise. The Under Secretary of the Navy issued a directive in October 2011 approving the transition plan with final operational capability scheduled for April 2013. Under the new model, all key HR functions and decisions will transition to the major commands with all subordinate activities realigned under one command Human Resources Service Center (HRSC). In anticipation of these changes, the DON began developing implementation plans to ensure commands optimize resources and respond to changing mission requirements.

The new service delivery gives the EEO Officers (EEOO) total responsibility for the establishment and maintenance of a model EEO Program at the command and activity levels. In the "as is" model, not all EEOOs owned the resources needed to accomplish this requirement, resulting in major differences in the quality and level of services provided. The "to be" model is more streamlined, with the EEO service

providers owned by their respective major commands, ensuring alignment and accountability of the EEO Program. However, the transition required major restructuring of some EEO offices, impacting command resources and resident expertise as people were realigned or opted to transfer to other functional areas. Commands were heavily involved in developing and establishing a common set of policies, processes, tools, IT systems and technical authority, placing additional constraints on EEO program priorities and resources. This is a positive change that establishes an aligned and forward leaning program at all levels in the organization, with roles and responsibilities, accountability measures, resources, training, critical competencies and skills delineated and properly defined.

Throughout FY 2012, the DON Office of EEO and Diversity Management worked with commands to ensure accountability measures were put in place to effectively execute EEO program requirements following transition to the new service delivery model in FY 2013. One-on-one discussions were held with the commands that will be most impacted by the new service delivery model, in order to help set realistic EEO objectives for FY 2013 as they transition to the new model, while also keeping their current momentum on track. These discussions will continue in FY 2013 to ensure successful implementation of the DON EEO Program objectives under the new HR/EEO service delivery model. In addition, the DON Office of EEO and Diversity Management developed EEO/Diversity fast track training for the HR practitioners or individuals from other functional areas without EEO background or experience who have been identified to transition into EEO. A mandatory two-day course, was offered twice in September 2012, providing transitioning practitioners with a basic understanding of expectations of the DON Office of EEO and Diversity Management as well as competencies required to perform the essential functions of EEO practitioners post transition.

2012 marked the fourth consecutive year that the DON Office of EEO and Diversity Management issued EEO program assessment status reports (scorecards) on Major Command EEO Programs. In May 2012, major commands received command specific updates on the status of their EEO Program execution efforts, with five major commands assessed as "Green" or "Model" programs (up from three in 2011). Commands showed a better understanding of the critical need for a more strategic approach to barrier analysis and for involving and holding appropriate stakeholders accountable for their part in the execution efforts. This improvement is a direct result of the DON Office of EEO and Diversity Management's aggressive training plan covering the barrier analysis process, active engagement and commitment from command senior leaders, and the need to ensure plans are in place to conduct in-depth barrier analysis and establish corrective actions, if and when needed. Commands also continued to cascade the scorecard reports to their subordinate commands with specific recommendations for improvements. The results are more visible and committed senior leadership efforts to ensure a robust and compliant EEO program across commands. Inter-command networking continues with partnerships forming between major commands to leverage maximum returns on EEO and Diversity initiatives such as Wounded Warrior and Individuals With Targeted Disabilities recruitment events. The maturing of command programs is leading less often to "competitive" relationships and more often to "collaborative" partnerships.

Monthly telephone meetings with the Command Deputy EEO Officers (CDEEOO) continued in FY 2012, providing attendees up-to-date program guidance/information. Due to fiscal constraints, the DON Office of EEO and Diversity Management had only one onsite meeting with CDEEOOs, which was held at the DON HR Conference in July 2012. The DON Office of EEO and Diversity Management maximized this opportunity for feedback and discussion by also giving/receiving feedback on the mid-year status of command EEO program execution efforts and by leveraging discussion of best practices across commands.

The Executive Diversity Advisory Council (EDAC), comprised of a select group of SES members who advise the Under Secretary of Navy on diversity matters, provides a forum for senior executives to leverage their skills, talents and experience to augment existing competency development programs in the development of future DON leaders. With the Assistant Secretary of the Navy (Manpower & Reserve Affairs) as executive sponsor and chaired by the Deputy Assistant Secretary of the Navy (Civilian Human Resources), the council accomplished the following: Conducted an Enterprise-wide review of the GS-14/15 selection process to identify best practice (resulted in recommendation to establish a DON Guide for filling GS 14/15 position to be used as a roadmap for all commands); Oversaw development/deployment of a Leadership & Career Development Training course, with additional sessions to be scheduled in FY 2013; Examined the process for filling SES positions with resulting proposals for improvements to the selection process for SES positions; and Benchmarked with US Air Force's SES Recruitment and Management Process to explore applicable best practices.

Building on the success of training provided in FY2011, the DON accelerated efforts to improve the technical competence of EEO/Diversity professionals in FY 2012 through the deployment of several training sessions on barrier analysis, reasonable accommodation, and discrimination complaints processing. An Introduction to EEO class was held for DON Intern Class of 2014 in August 2012, and command specific training was provided to six major commands during command DEEOO conferences/meetings. All classes stress the importance of commands ensuring equality of opportunity for DON employees and applicants for employment, as well as expectation of a collaborative partnership between HR, EEO/Diversity and supervisors and managers to accomplish the DON EEO and Diversity program objectives.

### **Individuals With Disabilities**

In FY 2012, the DON EEO Director, issued the DON plan to implement Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities. The first initiative in the plan requires each command to conduct an appropriate barrier analysis into the low participation rate of individuals with targeted disabilities. In FY 2011, three major commands reported an attitudinal barrier by supervisors and managers. As reported in the DON Part I, in addition to the three commands that reported attitudinal barriers in FY 2011, an additional major command and one regional command reported an attitudinal barrier and two additional commands reported "possible" attitudinal barriers based on statements made by managers and supervisors in FY 2012. Actions towards eliminating the attitudinal barriers are planned for FY 2013.

### **Workforce Profile Analysis**

At the end of FY 2012, the DON had 246,237 civilians, up slightly from FY 2011's 245,372. Of those, 195,527 were permanent Appropriate Fund employees, 5,886 were temporary Appropriated Fund (AF), and 44,824 were Non Appropriated Fund (NAF) employees, resulting in an overall net change of 0.35% (a net difference of 865 from FY 2011).

NOTE: While the DON has traditionally provided an analysis of the AF workforce, the DON will require those commands with NAF activities to include a separate analysis of the NAF workforce beginning in the 2013 assessment. Consequently, the analysis provided below covers only the Appropriated Fund workforce.

When the DON aggregate AF workforce was compared to the National Civilian Labor Force (NCLF), three groups continue to have **significant** low participation rates. These groups are Hispanic males,

Hispanic females and White females. In addition to these three groups, there are two other groups experiencing consistent, albeit, slightly lower participation rates when compared to the NCLF: Black female and American Indian Alaskan Native female. Furthermore, the DON has consistently fallen short of the 2% goal for hiring Individuals with Targeted Disabilities (IWTD).

In FY 2012, the number of individuals employed in DON major occupation series (Management/Program Analysis, Information and Technology Management, Electronics Engineering, Engineering Technician, Mechanical Engineering, Financial Administration and Program, Miscellaneous Administration/Program, Logistics Management, General Engineering and Contracting) represented 33% of the AF workforce. White males are participating below the Occupational Civilian Labor Force (OCLF) in six of the ten DON major occupations, with a 4 year trend of declining participation in three of the six series (Electronics Engineering (855), Mechanical Engineering (830), and General Engineering (801)). Hispanic males and White females showed low participation in five occupations; Asian males in three major occupations; Black females, Asian females and Hispanic females in two occupations; Black males in one occupation; and only Native Hawaiian or Other Pacific Islander males and females participating in the DON occupations at the expected rate when compared to their availability in the OCLF. The participation rate for American Indian or Alaskan Native males and females did not show significant low participation rates compared to their respective OCLF.

The participation rate of IWTD in the aggregate of these major occupations has increased in each of the last three fiscal years from 0.58% in FY2010 to 0.61% in FY2011 to .63% in FY 2012. The participation rate for IWTD in the major occupations is equal to their participation rate in the total DON workforce. In four of the major occupations (Information Technology Management (.86%), Financial Administration and Program (.93%), Logistics Management (1.03%), and Contracting (.72%)), the participation rate of IWTD is higher when compared to their participation rate in the overall population. In the Management and Program Analysis, Mechanical Engineering and the Miscellaneous Administration/Program series, the participation of IWTD increased in FY 2012 as compared to FY 2011.

A more detailed discussion on the analysis conducted at the DON level is provided under Part E, Attachment (1).

### **Results of FY 2012 Self-Assessment**

While the DON made significant improvement in the timely processing of pre-complaints (91.1%) in FY 2012, the number of timely investigations decreased from 43.9% in FY 2011 to 39.6%. To address this critical need to improve timeliness of DON's complaints processing, the DASN (CHR) officially approved temporary flexibilities for investigation purposes in August 2012. Commands were given the authority to contract with outside entities to conduct investigations in lieu of using the services of IRD, as well as using DON employees or re-employed annuitants to conduct EEO investigations (as long as the employee meets the minimum training requirements set forth in the EEOC Management Diversity 110, Chapter 6). Commands were required to verify that the individual satisfies the EEOC's training requirements by coordinating with the DON Office of EEO & Diversity Management before the employee undertakes any investigation. DON will track the commands use of temporary flexibilities in FY2013 and will analyze to determine our return on investment for future use.

### **FY 2013 Plans of Action**

The DON FY 2013 EEO Plans to Attain the Essential Elements of a Model EEO Program (Part H) include:

- In recognition of the varying levels of EEO experience inherent in the new service delivery model,

DON Office of EEO/Diversity Management will sponsor/coordinate sustainment training focusing on improving efficiency and compliance with regulatory guidance in accordance with needs as determined by Commands after implementation of new Service Delivery Model. Will explore the need for regular MD-715 Barrier Analysis Users Group meetings.

- Improve the timeliness and quality of formal complaint processing through compliance with DON policy and regulatory guidance; Implementation of DON prescribed standard performance objectives requiring timely processing for all EEO practitioners; training and periodic reviews; and regular review of the iComplaints database.

The DON FY 2013 Plan to Eliminate Identified Barriers (Part I) includes requirements to:

- Determine if there are barriers within the DON that impact opportunities for Hispanic males, Hispanic females, White females and Individuals with Targeted Disabilities throughout the entire employment cycle.
- Determine the factors that limit or impact advancement of Asian males and Asian females, as well as other groups, to high grade and SES levels.
  - The DON Office of EEO/Diversity Management will establish working groups to address specific triggers/barriers common across specific commands, with a DON Office of EEO/Diversity Management staff member assigned to working group. Groups will include development of a common approach to determine and analyze major command participation in Diversity Affinity Group events; development of NAF workforce analysis by the three major commands that comprise the NAF; development of a plan to address attitudinal barriers impacting Individuals with Targeted Disabilities; and identification of best practices related to examination of policies/practices/procedures.

FY2013 Plans have been chosen to leverage identification of triggers and barriers by Commands that have similar work forces and conditions of employment. Efforts will also serve to reinforce training and knowledge of transitioning EEO workforce. FY2013 will be a year to build skills and develop a foundation for ensuring a Model EEO Program across the Enterprise.



**FY 2012**

**PART E**

**Attachment (1)**



## PART E EXECUTIVE SUMMARY – Attachment 1

### DON Workforce Analysis <sup>1</sup>

#### DON Total Workforce <sup>2 3</sup>

RNO	Gender	2009	2010	2011	2012	CLF	CLF minus 2012 rate <sup>4</sup>
Hispanic	Male	3.30%	3.30%	3.39%	3.50%	6.20%	2.70%
	Female	2.55%	2.54%	2.61%	2.68%	4.50%	1.82%
White	Male	45.33%	44.98%	44.89%	44.63%	39.00%	
	Female	20.37%	20.47%	19.96%	19.58%	33.70%	14.12%
Black	Male	7.32%	7.39%	7.51%	7.70%	4.80%	
	Female	6.94%	6.99%	6.81%	6.82%	5.70%	
Asian	Male	6.50%	6.30%	6.52%	6.53%	1.90%	
	Female	4.75%	4.00%	4.71%	4.63%	1.70%	
NHOPI	Male	0.84%	1.13%	1.00%	1.05%	0.10%	
	Female	0.56%	1.42%	0.69%	0.71%	0.10%	
AIAN	Male	0.42%	0.43%	0.41%	0.39%	0.30%	
	Female	0.27%	0.29%	0.25%	0.24%	0.30%	0.06% <sup>4</sup>

<sup>5</sup>

The above table shows the overall participation rates of each demographic in the Department of the Navy (DON) civilian workforce for both Appropriated Fund (AF) and Non-Appropriated Fund (NAF). There are four groups that participate in the overall DON workforce at a lower rate than they do the National Civilian Labor Force (NCLF). These groups are Hispanic males and females, White females, and American Indian or Alaska Native females. These groups have consistently lower participation rates when compared to the NCLF from FY 2009 through FY 2012.

<sup>1</sup> Analysis excludes data for "2 or more races"

<sup>2</sup> Based on Table A1 of 30 Sept 2012

<sup>3</sup> Includes Non-Appropriated Fund (NAF) data

<sup>4</sup> Differences of 0.50% considered not significant when compared to the DON overall workforce

<sup>5</sup> Indicates an increase or decrease from the previous years

The FY 2012 Assessment Report marks the first year that the DON will analyze Appropriated Fund (AF) employees separately from Non-Appropriated Fund (NAF) employees. This decision was based on an appreciation of the differences in the two personnel systems. AF employees are paid from funds that are appropriated by Congress, while NAF employees are paid from revenue generated from services provided by the Morale, Welfare, and Recreation (MWR), Marine Corps Community Services (MCCS) and Navy Exchange (NEX) onboard Navy and Marine Corps installations all over the world; AF and NAF employees are governed by different employment policies, practices and procedures; and only three of the 20 DON major commands have NAF subordinate activities (Commander, Navy Installations Command with MWR, U.S. Marine Corps with MCCS, and Naval Supply Systems Command with NEX). Therefore, it is logical for the DON to conduct a separate analysis on AF and NAF workforce moving forward. To that effect, the DON will require those commands with NAF activities to include a NAF analysis as an FY 2013 planned activity, and the results of the analysis will be included in the DON's FY 2013 assessment. Consequently, all analysis provided below will only cover AF employees.

When the DON reviewed the AF workforce compared to the NCLF, the same three groups (Hispanic males and females, and White females), continue to have significant low participation rates. In addition to those three groups, there are two additional groups consistently experiencing some low participation rates, Black female and American Indian Alaskan Native female.

RNO	Gender	2009	2010	2011	2012	CLF
Hispanic	Male	3.21%	3.25%	3.31%	3.44%	6.20%
	Female	1.65%	1.62%	1.64%	1.70%	4.50%
White	Male	51.07%	51.14%	51.12%	50.91%	39.00%
	Female	19.06%	18.68%	18.38%	17.91%	33.70%
Black	Male	7.34%	7.46%	7.60%	7.82%	4.80%
	Female	5.65%	5.61%	5.46%	5.42%	5.70%
Asian	Male	6.63%	6.72%	6.65%	6.65%	1.90%
	Female	2.84%	2.75%	2.79%	2.72%	1.70%
NHOPI	Male	0.78%	0.85%	0.91%	0.97%	0.10%
	Female	0.32%	0.32%	0.37%	0.38%	0.10%
AIAN	Male	0.45%	0.44%	0.44%	0.42%	0.30%
	Female	0.22%	0.20%	0.20%	0.18%	0.30%

## Grade Level Analysis<sup>6 7</sup>

The DON fully transitioned from the National Security Personnel Systems back into the General Schedule (GS) and Science and Technology Reinvention Laboratory (STRL) pay systems in FY 2012. Efforts were exerted to establish an appropriate benchmark in order for the DON to be able to conduct a meaningful analysis on our high grades inclusive of the GS and STRL grades. We believe that the newly-established comparative table allowed us a better view of our workforce at the high grades as well as at the pipeline grades.

PARTICIPATION RATES FOR SES/Senior Executives and Pipeline Grades by Race/Ethnicity and Gender												
Grade Levels	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	
	male	female	male	female	male	female	male	female	male	female	male	female
<b>SES and other Senior Executives</b>	0.68%	0.90%	74.32%	14.64%	2.70%	1.80%	2.25%	0.68%	0.68%	0.00%	0.23%	0.23%
<b>GS 14/15 and NonGS equivalent grades</b>	2.34%	1.03%	66.49%	17.95%	3.22%	2.75%	3.35%	1.29%	0.27%	0.07%	0.26%	0.09%
<b>GS 13 and NonGS equivalent grades</b>	3.21%	1.22%	59.18%	17.53%	4.34%	3.56%	6.58%	2.30%	0.39%	0.20%	0.28%	0.12%
<b>GS 12 and NonGS equivalent grades</b>	3.08%	1.87%	50.89%	21.72%	5.61%	5.22%	5.98%	2.81%	0.55%	0.42%	0.39%	0.19%
<b>RCLF</b>	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%

A review of the DON's high grades indicates that in the Senior Executive Service (SES) and equivalent grades, White males and White females participate at a higher rate when compared to the rest of the groups. However, it appears that all other groups are present at the pipeline grades (GS14-15 and equivalent) as well as at the grades that feed into the pipeline grades (GS 12-13 and equivalent). Except for the White males, the participation rate of all other groups decreases as the grades go higher.

The DON senior leadership demonstrated its commitment to equality of opportunity by establishing DON Executive Diversity Advisory Council (EDAC). The council is made up of a select group of SES members from Echelon 2 commands and responsible for advising the Under Secretary of the Navy on diversity matters. In FY 2012, the council accelerated its effort to uncover what, if any, barriers are limiting any group's progression to the GS14/15/SES levels. The following are major actions the council has completed, as well as ongoing efforts they expect to accomplish, in FY 2013:

<sup>6</sup> Based on Table "Participation Rates for SES and FEEDER GRADES by Race/Ethnicity and Sex as of 30 Jun 2012"

<sup>7</sup> Excludes NAF

- Reviewed internal guidance for appointment of senior military officers (rank of Captain and above) to positions at the GS-14/15 grade level. The review was initiated due to preliminary findings showing significant number of hires at the GS-14/15 positions came from retired military officer corps.
- Reviewed the U.S. Air Force's SES Recruitment and Management Process to benchmark and identify best practices, and to consider adopting those best practices that are applicable.
- The following projects are the results of a review of the SES life cycle:
  - Currently developing training for mid-to-lower grades to help them be more competitive when applying for high grades;
  - Considering the need for a revolving door between the DON and Joint Services as well as a need for Tier 2 SES to stay longer in USMC assignments to gain Corps-specific experience;
  - Looking at retention initiatives to keep people in the DON who leave because of lack of career enhancing experiences because of the length of time it takes to get a employees back into the pipeline once they have gained those experiences elsewhere..
- An Enterprise-wide review of GS-14/15 selection processes occurred to determine best practices. Currently reviewing plans to streamline GS-14/15 selection process and create a DON Guide for filling GS14/15 positions that would become the roadmap for all hiring managers to follow when filling high grade positions.

## **Federal Wage System**<sup>8 9</sup>

An analysis of all demographic groups' overall participation in the Federal Wage System high grades shows that males participate at consistently high rates. The pipeline for the upper level grades in the Federal Wage Systems is reflective of the composition of the workforce at the WS, WL and WN grade levels. Of the 18 Wage Supervisor (WS) grades, Black males have high participation in 13 grades, and Asian males have high participation in 12 grades. Native Hawaiians/Pacific Islander males have a very good participation rate in 12 grades, while White males have a very good participation rate in 10 grades. A review of the 13 Wage Leader (WL) grades shows that Black males have the most significant presence, participating at a high rate in 10 grades. Asian males have good participation in 10 of the 13 WL grades, while Hispanic males and Native Hawaiian/Pacific Islander males are well represented in 9 WL grades. White males are the only group with very robust participation at the highest WL grade (WL-14) at 77.78%. White males also participate in both of the Supervisory Production Facility (WN) grades at high rates.

At the non-supervisory Production Facilitation (WD) grade levels, White males are the only group with significantly high participation, meeting or exceeding their DON participation rate in 9 out of 10 grade levels. Hispanic males participated in 3 grades at or above their DON rate. In contrast, females of all demographics have a low participation rate in most of the upper level Federal Wage System grades and the pipeline grades.

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<sup>8</sup> Based on Tables A5-1 and A5-2 of 30 Sept 2012

<sup>9</sup> Excludes NAF

## DON Major Occupations <sup>10 11 12</sup>

The tables below show the demographic groups with **significant low participation rates** in each of the DON major occupations. White males are participating below the Occupational Civilian Labor Force (OCLF) in six of the ten DON major occupations. Hispanic males and White females showed low participation in five occupations. Asian males are significantly absent in three major occupations. Black females, Asian females, and Hispanic females have low participation in two occupations. However, Hispanic females' low participation in only two occupations is a positive change from the last two reporting periods. Black males have low participation in only one major occupation this reporting period. Only Native Hawaiian or Other Pacific Islander males and females are participating in the DON occupations at the expected rate when compared to their availability in the OCLF. The participation rate for American Indian or Alaskan Native males and females did not show significant low participation rates compared to their respective OCLF.

### Management Program Analysis (0343) Total Employees: 9,728

RNO/GENDER	2009	2010	2011	2012	OCLF	CLF minus 2012	Parity
White Males	35.66%	36.30% ↑	38.20% ↑	38.41% ↑	52.50%	14.09%	+1,370
Asian Males	1.95%	2.03% ↑	1.95% ↓	2.12% ↑	3.40%	1.28%	+125

### Information and Technology Management (2210) Total Employees: 9182

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
White Females	23.80%	21.64% ↓	20.53% ↓	19.10% ↓	24.70%	5.60%	+514
Asian Males	4.10%	4.31% ↑	4.39% ↑	4.50% ↑	7.40%	2.90%	+266
Asian Females	2.42%	2.37% ↓	2.16% ↓	2.11% ↓	2.90%	0.79%	+72

### Electronics Engineering (0855) Total Employees: 8,366

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
White Males	65.30%	64.59% ↓	63.84% ↓	63.05% ↓	72.10%	9.05%	+757

### Engineering Technician (0802) Total Employees: 6,969

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
Hispanic Males	2.95%	3.00% ↑	3.13% ↑	3.26% ↑	6.10%	2.84%	+198
Hispanic Females	0.32%	0.25% ↓	0.23% ↓	0.24% ↑	1.60%	1.36%	+95
White Females	7.07%	7.20% ↑	7.04% ↓	6.80% ↓	13.00%	6.20%	+432
Black Females	0.68%	0.59% ↓	0.71% ↑	0.76% ↑	2.20%	1.44%	+100
Asian Females	4.48%	0.60% ↓	0.61% ↑	0.60% ↓	1.80%	1.20%	+83

### Mechanical Engineering (0830) Total Employees: 6,324

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
White Males	76.16%	75.20% ↓	74.39% ↓	73.94% ↓	79.00%	5.06%	+320

<sup>10</sup> Based on Table A6 of 30 Sept 2012

<sup>11</sup> Excludes NAF data

<sup>12</sup> Differences of .50% or less between workforce participation and OCLF excluded

**Financial Administration and Program (0501) Total Employees: 5,380**

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
Hispanic Males	1.51%	1.58% ↑	1.61% ↑	1.77% ↑	4.20%	2.43%	131
White Males	17.49%	18.74% ↑	18.93% ↑	19.11% ↑	50.60%	31.49%	+1,694
Black Males	3.82%	3.87% ↑	3.87% ↔	4.24% ↑	6.50%	2.26%	+122

**Misc. Administration/Program (0301) Total Employees: 5,032**

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
Hispanic Males	0.00%	2.71% ↑	2.92% ↑	3.14% ↑	4.70%	1.56%	+79
Hispanic Females	2.55%	2.44% ↓	2.38% ↓	2.78% ↑	5.30%	2.52%	+127
White Females	29.66%	27.49% ↓	26.62% ↓	26.15% ↓	39.70%	13.55%	+682
Black Females	6.61%	6.89% ↑	6.94% ↑	6.80% ↓	7.80%	1.00%	+50

**Logistics Management (0346) Total Employees: 5,150**

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
Hispanic Males	2.86%	2.86% ↔	2.80% ↓	3.05% ↑	4.20%	1.15%	+59
White Females	23.70%	23.64% ↓	22.72% ↓	21.84% ↓	27.40%	5.56%	+286

**General Engineering (0801) Total Employees: 4,878**

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
White Males	71.75%	70.41% ↓	70.15% ↓	69.60% ↓	71.80%	2.20%	+107
Asian Males	8.74%	8.41% ↓	8.15% ↓	8.00% ↓	9.90%	1.90%	+93

**Contracting (1102) Total Employees: 4,552**

RNO/GENDER	2009	2010	2011	2012	CLF	CLF minus 2012	Parity
Hispanic Males	1.33%	1.39% ↑	1.50% ↑	1.78% ↑	2.90%	1.12%	+51
White Males	30.00%	29.92% ↓	30.09% ↑	30.54% ↑	39.80%	9.26%	+422
White Females	40.33%	39.38% ↓	38.43% ↓	37.37% ↓	42.70%	5.33%	+243

A number of the demographic groups have continued to show decline in each of the four years since 2009 (Asian Males in the General Engineering (801) series; Asian Females in the Information and Technology Management (2210) series; White Males in the Electronics Engineering (855), Mechanical Engineering (830), and General Engineering (801) series; and White Females in Information and Technology Management (2210), Misc. Administration/Program (0301), Logistics Management (0346) and Contracting (1102) series. The decline of the White Males in the three series noted above is of particular interest because Recruitment for these series has been part of an ongoing campaign to increase the diversity of our STEM (Science, Technology, Engineering, and Math) workforce. However, it is unclear if the declining population for White Males is directly related to these efforts or to other reasons. In sharp contrast is the participation rate for Financial Management and Program (501) and Contracting (1102) series, which have traditionally shown low participation for all males. These two series have been prominently noted as needing more attention to increase the diversity of the applicant pools to include more males. Results seem to point to the success of those efforts

with increasing participation for White Males, Hispanic Males, Asian Males and Black Males. We will follow these groups in the aforementioned series closely as we transition to a comparison using the 2010 Census data.

**Accessions - Total: 17,654**<sup>13 14</sup>

RNO/GENDER		NCLF	Accession		Net Gain (Acc#-Sep#)		
			FY11	FY12	FY11	FY12	
Hispanic	Male	6.20%	3.14%	2.38%	↓	+496	-146
	Female	4.50%	3.55%	1.12%	↓	+809	-119
White	Male	39.00%	37.28%	53.48%	↑	+3911	+702
	Female	33.70%	25.05%	20.66%	↓	+3745	-297
Black	Male	4.80%	7.92%	7.15%	↓	+1172	-119
	Female	5.70%	7.34%	4.21%	↓	+947	-458
Asian	Male	1.90%	4.72%	4.84%	↑	+641	-22
	Female	1.70%	4.55%	1.92%	↓	+921	-122
NHOP1	Male	0.10%	1.43%	1.14%	↓	+366	+51
	Female	0.10%	1.41%	0.36%	↓	+389	-15
AIAN	Male	0.30%	0.34%	0.39%	↑	+29	-18
	Female	0.30%	0.39%	0.16%	↓	+75	-32

The Accession table above shows that over 50% (53.48%) of all hires in FY 2012 were White males. As discussed above, some of the increase was for series for which White Males have previously been noted as exhibiting low participation (501 and 1102). Despite the increase of hires of White males, the White male population continued to decline in the three major occupational series (855, 801, 830) in FY 2012. It is worth noting that the increase also correlates with a high rate of accessions of veterans in 2012. Sixty percent of all new hires were Veterans. Of that 60%, over 50% were White Males. Our success in hiring our veterans clearly influenced the higher rate of accessions for white males, which correlates to the higher participation rate of white males in the military.

Except for the minimal increases for Asian and AIAN males, accession rate for all the rest of the groups went down. In addition, only White and AIAN males enjoy a positive net gain which is a downward trend when compared to the net gain experienced by all groups in FY 2011.

<sup>13</sup> Based on Table A8 of 30 Sept 2012

<sup>14</sup> Excludes NAF data

**Separations - Total: 18,163**<sup>15 16</sup>

RNO/Gender		DON Participation	Separation		Difference (Acc%-Sep %)	
			FY11	FY12	FY11	FY12
Hispanic	Male	3.31%	2.86%	2.72%	0.28%	-0.35%
	Female	1.64%	1.87%	1.89%	1.68%	-0.77%
White	Male	51.12%	44.74%	45.85%	-7.46%	7.63%
	Female	18.38%	23.96%	23.79%	1.09%	-3.13%
Black	Male	7.60%	7.64%	7.33%	0.28%	0.18%
	Female	5.46%	7.85%	6.87%	-0.51%	-2.66%
Asian	Male	6.65%	4.86%	5.16%	-0.14%	-0.32%
	Female	2.79%	3.04%	2.95%	1.51%	-1.03%
NHOPI	Male	0.91%	0.54%	0.46%	0.89%	0.68%
	Female	0.37%	0.38%	0.33%	1.03%	0.03%
AIAN	Male	0.44%	0.44%	0.72%	0.10%	-0.33%
	Female	0.20%	0.28%	0.52%	0.11%	-0.36%

A review of the Separation table indicates that Hispanic females, White females, Black females, Asian females, and American Indian or Alaskan Native males and females are separating at a higher rate than their participation within the DON workforce. Likewise, Hispanic males and females, White females, Black males and females, Asian males and females, AIAN males and females are separating at a faster rate than they are coming into the DON workforce. When comparing the DON accession and separation rates for FY 2012, only White males show a significant net gain (7.63%). However, at this aggregate level it is difficult to make any conclusive statements about the population gains or losses of any group, as it is only at the level of specific occupational series that we can truly see progress (or lack thereof.) For this reason, it is imperative that the DON focus on improving barrier analysis skills across the Enterprise. For more details on the DON focus on improving skills needed to conduct in-depth Barrier Analysis, See FY 2013 PLAN H (2).

**Individual with Targeted Disabilities (IWTB)**<sup>17</sup>

The DON is making progress in the hiring of individuals with disabilities. The Employment of People with Disabilities in the Federal Executive Branch Report, OPM’s report to the President on the employment of individuals with disabilities, included not only individuals with targeted disabilities and non-targeted reported disabilities, but also 30% or more disabled veteran hires. For the first time, the DON has included disabled veterans, in addition to individuals with targeted and non-targeted disabilities, in our FY 2012 work force analysis. In FY 2012, the DON hired 115 individuals with targeted disabilities, 1,368 individuals with non-targeted disabilities, and 1,835 “30% or more” disabled veterans. The analysis below is based on the DON appropriated fund workforce. The total number of accessions in the appropriated fund

<sup>15</sup> Based on Table A14 of 30 Sept 2012

<sup>16</sup> Excludes NAF data

<sup>17</sup> Based on Tables B1 of 30 Sept 2012

workforce was 91 individuals with targeted disabilities and 899 individuals with non-targeted disabilities.

Appropriated Fund and Non-Appropriate Fund <sup>18</sup>	EEOC Goal	2009	2010	2011	2012	2.0% minus 2012 DON Participation
IWTD	2.0%	0.70%	0.67% ↓	0.64% ↓	0.63% ↓	1.37%
Other Disabilities	N/A	5.39%	5.45% ↑	5.79% ↑	6.11% ↑	N/A

Appropriated Fund Only <sup>19</sup>	EEOC Goal	2009	2010	2011	2012	2.0% minus 2012 DON Participation
IWTD	2.0%	0.74%	0.72% ↓	0.69% ↓	0.69% ↔	1.31%
Non-targeted Disabilities	N/A	5.65%	5.71% ↑	6.10% ↑	6.49% ↑	N/A

The participation rate of individuals with targeted disabilities has decreased in each of the last four fiscal years. In FY 2012, 0.63% (1,560 employees) of the DON population were individuals who self identified as having a targeted disability. This shows a net change of **-1.33% (21 employees)** from last fiscal year which is **1.37%** lower than the Equal Employment Opportunity Commission’s (EEOC) goal of **2.0%** for Individuals with Targeted Disabilities (IWTD). When non-appropriated fund employees are removed, the DON participation rate of individuals with targeted disability remained the same in FY 2012, as compared to FY 2011.

Unlike the decreasing participation trend for individuals with targeted disabilities, the participation rate of individuals with non-targeted disabilities has increased in each of the last four fiscal years. In FY 2012, the DON employed **15,063 (6.11%)** individuals who reported non-targeted disabilities. This is a **5.88%** (836 employees) net change from FY 2011. When data is reviewed for only the non-appropriated workforce, the participation rate of individuals with non-targeted disabilities increases to 6.49%. In FY 2012, **2.35%** (5,789 employees) of the workforce chose not to identify whether or not they have a disability. Though still a large percentage of employees choosing not to identify, this is slightly lower than what the DON reported in FY 2011, which was 2.43%. The 2.35% of the DON workforce who chose not to self-identify creates the possibility that the DON may not have an accurate record of all those with targeted or other types of disabilities. In FY 2013, the DON will issue a memorandum to all employees requesting and encouraging employees to re-validate their disability information. There is an expectation that the re-validation effort will result in more accurate data.

The DON has been actively recruiting and hiring disabled veterans. The DON population is comprised of 23,221 disabled veterans, of which 15,640 are “30% or more” disabled veterans. Although some disabled veterans will not meet the definition used by OPM in the standard form 256 for reportable disabilities, it is expected that the large effort to hire wounded warriors and disabled veterans will have a positive impact on the hiring of individuals with disabilities. DON

<sup>18</sup> Includes Non-Appropriated Fund (NAF) data

<sup>19</sup> Excludes NAF data

major commands attend numerous wounded warrior recruitment events, and in FY 2012, the DON hired 2,540 disabled veterans, to include 1,835 “30% or more” disabled veterans.

A four-year trend analysis of accessions and separations of appropriated fund employees with targeted disabilities showed that in each fiscal year for the past four years, the number of separations has been greater than the number of accessions.

**Accessions**<sup>20 21</sup>

Accessions	Type	FY 2009	FY 2010	FY 2011	FY 2012
IWTD	Permanent	0.32%	0.29% ↓	0.47% ↑	0.51% ↑
	Temporary	0.61%	0.33% ↓	0.65% ↑	0.53% ↓
	Total	0.38%	0.30% ↓	0.50% ↑	0.51% ↑
Other Disabilities	Permanent	3.79%	3.56% ↓	5.75% ↑	5.09% ↓
	Temporary	4.75%	6.59% ↑	6.08% ↓	5.04% ↓
	Total	4.00%	4.11% ↑	5.81% ↑	5.08% ↓
Not Identified	Permanent	6.26%	6.67% ↑	5.75% ↓	1.54% ↓
	Temporary	4.53%	4.80% ↑	5.95% ↑	1.20% ↓
	Total	5.81%	6.33% ↑	5.79% ↓	1.47% ↓
No Disabilities	Permanent	89.64%	89.49% ↓	88.03% ↓	92.86% ↑
	Temporary	90.12%	88.27% ↓	87.31% ↓	93.23% ↑
	Total	91.94%	89.26% ↓	87.90% ↓	92.94% ↑

The DON hired a total of **17,709** Appropriated Fund (AF) employees in FY 2012. Of these employees, **0.51%** or **91** employees have targeted disabilities and **5.08% (899)** identified themselves as having other than targeted disabilities. When compared to FY 2011 when **5.79%** or **1185**) chose not to provide information whether or not they have disabilities, there were only 1.47% or 260 who did not self-identify in FY 2012. In an effort to ensure that individuals are accurately self identified, nine major commands conducted re-validation campaigns with positive results. Of the 91 new IWTD hires, **71 employees** were permanent hires and **20** came onboard as temporary employees.

An analysis of DON accessions by nature of action codes used in the hiring of individuals with targeted disabilities was conducted. In FY 2012, 80% of DON targeted disability hires were permanent hire appointments, and 81.87% of DON non-targeted disability hires were permanent hire appointments. Several commands have stated that individuals with targeted disabilities are reluctant to self-identify and have only identified themselves as having a disability or targeted

<sup>20</sup> Based on Tables B8 of 30 Sept 2012

<sup>21</sup> Excludes NAF data

disability once on-board. A review of individuals hired using the Schedule A hiring authority for people with disabilities added support to these claims. Additional information can be found in the DON Part J.

**Separations** <sup>22 23 24 25</sup>

Separations	Type	FY 2009	FY 2010	FY 2011	FY 2012
IWTB	Voluntary	0.81%	0.75% ↓	1.12% ↑	0.88% ↓
	Involuntary	0.72%	1.15% ↑	0.87% ↓	0.90% ↑
	Total	0.79%	0.85% ↑	1.08% ↑	0.88% ↓
Other Disabilities	Voluntary	6.74%	6.68% ↓	7.09% ↑	7.60% ↑
	Involuntary	5.51%	8.39% ↑	5.54% ↓	6.28% ↑
	Total	6.51%	7.13% ↑	6.80% ↓	7.35% ↑
Not Identified	Voluntary	2.31%	2.57% ↑	3.01% ↑	2.42% ↓
	Involuntary	4.04%	4.42% ↑	3.50% ↓	3.31% ↓
	Total	2.64%	3.05% ↑	3.10% ↑	2.59% ↓
No Disabilities	Voluntary	90.14%	90.00% ↓	88.79% ↓	89.10% ↑
	Involuntary	89.73%	86.04% ↓	90.09% ↑	89.51% ↓
	Total	90.06%	88.97% ↓	89.02% ↑	89.18% ↑

There were **18,196** separations for the DON in FY 2012. Of these employees, **0.88% or 161** have targeted disabilities and **7.35% or 1,337** have disabilities other than targeted disabilities. Of the **161** IWTBs who separated, **130** were voluntary separations while **31** were involuntary. Of those with other than targeted disabilities, **1,121** were voluntary and **216** were involuntary.

A similar nature of action code analysis was conducted into the separations of individuals with targeted disabilities. The majority of separations in FY 2012 were the result of retirements. Fifty-four (80.59%) of retirements were voluntary and an additional nine (13.43%) were disability retirements. The majority of separations for individuals with non-targeted disabilities were retirements (44.05%). The vast majority of retirements (89.37%) were voluntary. An area that will require additional inquiry is the number of individuals resigning during their probationary or trial period. As more commands utilize or plan to utilize exit surveys, we expect to have a better understanding of why individuals are resigning during their probationary or trial period. Additional information can be found in the DON Part J.

<sup>22</sup> Based on Tables B14 of 30 Sept 2012

<sup>23</sup> Green arrow going down is a good sign which means less separation from previous year

<sup>24</sup> Red arrow is a negative sign which means an upswing of separation from previous year

<sup>25</sup> Excludes NAF data



**FY 2012**

**PART F**



<b>EEOC FORM 715-01 PART F</b>	<p style="text-align: center;"><i>U.S. Equal Employment Opportunity Commission</i>  <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>
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**CERTIFICATION OF ESTABLISHMENT OF CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Laura L. Lawson, am the Principal EEO Director/Official for the Department of the Navy.

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.

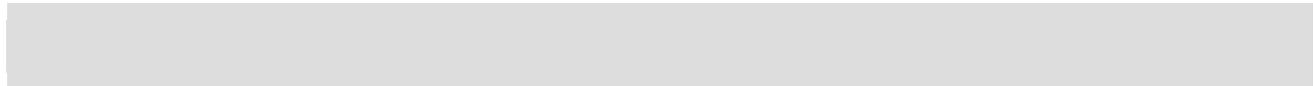
The agency has also analyzed its work force profiles and initiated ongoing barrier analyses efforts aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate 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.



Laura L. Lawson  
Program Director  
Department of the Navy  
Office of EEO & Diversity Management

Date



Juan M. Garcia  
Assistant Secretary of the Navy  
(Manpower and Reserve Affairs)

Date



**FY 2012**

**PART G**



EEOC FORM 715-01 PART G	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>			
<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 <b>Compliance Indicator</b>	<b>EEO policy statements are up-to-date.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
<p>The Agency Head (SECNAV) was installed on May 19, 2009. The EEO policy statement was issued on December 2, 2010. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.</p>		<b>X</b>		<p>The Secretary of the Navy (SECNAV) is responsible for the Department of the Navy (DON) Total Force which includes U.S. Navy and U.S. Marine Corps military and civilians, and contractors. The SECNAV delegates the EEO Program responsibility to the Assistant Secretary of the Navy (Manpower &amp; Reserve Affairs). Because of the DON's unique organizational structure, the Chief of Naval Operations, Commandant of the Marine Corps, Assistant for Administration USN, and Heads of Echelon 2 Commands are designated as Command EEO Officers. As such, they are required and have been in compliance with the requirement to issue EEO policy statements that demonstrate command commitment to establishing and maintaining a model EEO Program that aligns with the DON EEO Program objectives.</p>
<p>During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.</p>		<b>X</b>		<p>Each subordinate command is required to issue/re-issue their EEO policies annually. Compliance at the command level is substantiated through a DON-specific self-assessment checklist that requires the submission of documentation to validate responses to key program measures. Commands are required to submit documentation to validate their response to this question.</p>

Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		
 <b>Compliance Indicator</b>	<b>EEO policy statements have been communicated to all employees.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? <b>[see 29 CFR §1614.102(b)(5)]</b>		X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.
 <b>Compliance Indicator</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		

ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X			
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X			
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X			
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X			
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		The DON's Schedule of Offenses and Recommended Penalties is included as Appendix B to the Civilian Human Resources Manual (CHRM), Subchapter 752. The CHRM is posted on the DON HR website at <a href="http://www.public.navy.mil/donhr/Pages/default.aspx">http://www.public.navy.mil/donhr/Pages/default.aspx</a> in the Popular Topics section.	
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		In addition, extensive training deployed in FY2011 and FY 2012 resulted in the correction of this deficiency. There is more engagement and participation from command leadership, supervisors and managers with regards to EEO program execution efforts.	
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		Extensive training deployed in FY2011 and FY 2012 resulted in the correction of this deficiency. There is more engagement and participation from command leadership, supervisors and managers with regards to EEO program execution efforts.	
<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

<p>Is the EEO Director under the direct supervision of the agency head? <b>[see 29 CFR §1614.102(b)(4)]</b>  For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official?  (For example, does the Regional EEO Officer report to the Regional Administrator?)</p>			<b>X</b>	At the agency level, the EEO Director reports directly to the Secretary of the Navy. At subordinate commands/activities, the Deputy EEO Officer is organizationally aligned to the Human Resources Office with direct access to the EEO Officer who is the Commanding EEO Officer.
<p>Are the duties and responsibilities of EEO officials clearly defined?</p>			<b>X</b>	
<p>Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?</p>			<b>X</b>	A full schedule of training for practitioners was deployed in FY 11 and FY 12 (See DON FY 2012 PARTH (1) for details). While some progress was evident at the end of the current rating period, we expect to see the full results of our training efforts in FY 2013. We will continue to monitor this measure through ongoing evaluation of the quality and timeliness of program execution efforts.
<p>If the agency has 2<sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?</p>			<b>X</b>	
<p>If the agency has 2<sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?</p>			<b>X</b>	
<p>If not, please describe how EEO program authority is delegated to subordinate reporting components.</p>				
 <b>Compliance Indicator</b>	<p><b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b></p>	<b>Measure has been met</b>		<p><b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b></p>
 <b>Measures</b>		Yes	No	
<p>Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?</p>			<b>X</b>	
<p>Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?</p>			<b>X</b>	The State of the Agency briefing was presented to the Honorable Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs), on February 27, 2012.
<p>Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?</p>			<b>X</b>	
<p>Does the agency consider whether any group of employees or applicants might be</p>			<b>X</b>	

negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?				
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		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
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		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient budget to support the success of its EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems.			X	Majority of our commands are impacted by the DON's transition to a new EEO Service Delivery design. This deficiency should be corrected when those commands execute their FY 2013 plan to establish

			their new EEO Program Structure which includes a plan to assess current competencies and skills and implement training, as appropriate. (More details under DON FY 2013 PARTH (2))
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		Major commands have the responsibility to ensure funding is available for reasonable accommodation requests within their respective commands. The DON also utilizes the Department of Defense Computer/Electronic Accommodations Program (CAP) to support this requirement.
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		Funding is provided at the major command level. On a larger scale, the Naval Facilities Engineering Command is responsible for all DON major military construction.
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits, monthly telephonic discussions and bi-annual onsite meetings.
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		

to provide disability accommodations in accordance with the agency's written procedures?		X		
in the EEO discrimination complaint process?		X		
to participate in ADR?		X		
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 <b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
 <b>Compliance Indicator</b>	<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			X	See DON FY 2012 PART H (2) for progress to date and DON FY 2013 PART H (2) for planned activities to address this program deficiency.
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?			X	Same note above.
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?			X	Same note above.
 <b>Compliance Indicator</b>	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		

<p>Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?</p>	<p><b>X</b></p>		<p>There were seven (7) findings of discrimination in FY 2012. All of these decisions were rendered by an EEOC AJ and were fully implemented by the DON. The implementation of corrective action is currently pending for these cases. With all findings of discrimination, the major command is advised to consider appropriate discipline for the responsible management official(s) to ensure the circumstances resulting in the finding is corrected and not repeated.</p>	
<p>If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.</p>				
<p>Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?</p>	<p><b>X</b></p>			
<p>Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?</p>	<p><b>X</b></p>			
<p><b>Essential Element D: PROACTIVE PREVENTION</b>  <b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b></p>				
<p>  <b>Compliance Indicator</b></p>	<p><b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b></p>	<p><b>Measure has been met</b></p>		<p><b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b></p>
<p>  <b>Measures</b></p>		<p><b>Yes</b></p>	<p><b>No</b></p>	
<p>Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?</p>	<p><b>X</b></p>		<p>Extensive training deployed in FY2011 and FY 2012 resulted in the correction of this deficiency. There is more engagement and participation from command leadership, supervisors and managers with regards to EEO program execution efforts.</p>	
<p>When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?</p>	<p><b>X</b></p>		<p>Extensive training deployed in FY2011 and FY 2012 resulted in the correction of this deficiency. There is more engagement and participation from command leadership, supervisors and managers with regards to EEO program</p>	

			execution efforts.	
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		Extensive training deployed in FY2011 and FY 2012 resulted in the correction of this deficiency. There is more engagement and participation from command leadership, supervisors and managers with regards to EEO program execution efforts.	
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X			
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X			
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X			
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X			
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		Extensive training deployed in FY2011 and FY 2012 resulted in the correction of this deficiency. There is more engagement and participation from command leadership, supervisors and managers with regards to EEO program execution efforts.	
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are all employees encouraged to use ADR?	X			
Is the participation of supervisors and managers in the ADR process required?		X	Although there is no requirement to participate in the ADR process, commencing in FY 09, the decision not to do so may only be made by a disinterested second level supervisor or above. Declinations must be in writing and articulate and justify a well-founded reason. The DON ADR Program Office is tracking submissions and reinforcing compliance to this requirement during	

				bi-annual DON ADR conferences and recurring training sessions.
<b>Essential Element E: EFFICIENCY</b>				
<b>Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.</b>				
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		<b>X</b>		A full schedule of training for practitioners was developed and deployed in FY 12. Fast Track training was also implemented for those who are scheduled to transition to EEO or will be assigned EEO functions once the DON complete its implementation of the new EEO Service Delivery. While some progress was evident at the end of the current rating period, we expect to see the full results of our training efforts in FY 2013. We will continue to monitor this measure through ongoing evaluation of the quality and timeliness of program execution efforts.
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		<b>X</b>		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		<b>X</b>		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		<b>X</b>		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		<b>X</b>		This measure was identified as a deficiency at the end of the previous reporting period and was corrected in FY 2012. See FY 2012 PART H (2) for details.
 <b>Compliance</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a</b>

Indicator	the agency's EEO Programs.			brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X		
	Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		
<p><b>If yes, briefly describe how:</b> DON requires the use of full-time EEO counselors. In exceptional circumstances when the use of contractors is deemed necessary, the DON Office of EEO &amp; Diversity Management approves the request, reviews the statement of work and holds the EEO processing office responsible for meeting timeframes. Contractor performance measures are reported to major commands. Very few contractors are currently used and performance oversight is managed by the EEO processing office. DON employs the services of the DoD Investigation Review Division (IRD) investigators and performs significant oversight of the investigative process to ensure timeliness and monitor/improve quality and efficiency. Issues with timeliness are discussed with IRD as they arise.</p>				
	Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X		The major commands reported their compliance on this measure. Their responses are substantiated during regularly scheduled validation visits and annually through the EEOC 462 reporting requirement .
	Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X		Same note above.
 Compliance Indicator	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 Measures		Yes	No	
	Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	X		
	Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X	While we have made significant improvement in the timely processing of pre-complaints (91.1% are timely), we need to continue our focus on efforts to improve the quality and timely of pre-complaints processing. See FY 2012 Part H (1) for accomplishments to date and FY 2013 Part H for planned activities for

			execution in the next reporting period.
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	X		
Does the agency complete the investigations within the applicable prescribed time frame?		X	The number of timely investigations decreased from 43.9% in FY 11 to 39.6% in FY 12. Additional direction will be provided to the major commands to improve our efforts on this measure. (See FY 2012 Part H (1) for accomplishments to date and FY 2013 Part H for planned activities to address this program deficiency.)
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	X		In FY 2012, 100% of the DON FADs were issued timely.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	X		
 <b>Compliance Indicator</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>		<b>Measure has been met</b>
 <b>Measures</b>			
<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>			
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X	Although there is no requirement to participate in the ADR process, commencing in FY 09, the decision not to do so may only be made by a disinterested second level supervisor or above. Declinations must be in writing and articulate and justify a well-founded reason. The DON ADR Program Office is tracking

				submissions and reinforcing compliance to this requirement during bi-annual DON ADR conferences and recurring training sessions.
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 <b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 <b>Compliance Indicator</b>	<b>The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		
<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b> <b>This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b>				
	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a</b>

Compliance Indicator				brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			X	The Defense Finance and Accounting Service (DFAS) is responsible for all DoD payroll processing.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?			N/A	
Are procedures in place to promptly process other forms of ordered relief?			N/A	
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured.		Ms. Jamie Kajouras, DON Complaints Manager, GS-260-15, was responsible for ensuring the agency is in compliance with all EEOC orders. Ms. Kajouras' performance plan includes an objective that measures the effectiveness of her oversight of these actions.		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				

Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.

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



**FY 2012**

**PART H**



<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>DEPARTMENT OF THE NAVY</b>		<b>FY 2012 PLAN H (Complaints)</b>
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<p>While the Department of the Navy (DON) has made significant improvement in the timely processing of pre-complaints (88.4% are timely), the number of timely investigations decreased from 46% in FY 2010 to 43.9% in FY 2011. We will continue our focus on improving the quality and timely processing of pre-complaints and formal complaints. This plan provides direction to the major commands on improving our efforts in this measure. (See FY 11 Part H for accomplishments to date)</p> <p><u>Essential Element E: Efficiency</u></p> <ul style="list-style-type: none"> <li>• <i>Most of our major commands are not routinely meeting the regulatory timeframes for informal and formal complaints processing in accordance with 29 Code of Federal Regulations (CFR) §1614, the Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 110 and DON policy and guidance.</i></li> </ul>	
<b>OBJECTIVES:</b>	<p>a. Complaints Processing</p> <ul style="list-style-type: none"> <li>• <u>Pre-Complaint Processing</u> – Ensure that, at a minimum, 90% of pre-complaint processing is processed timely.</li> <li>• <u>Formal Complaint Processing</u> – Ensure that, at a minimum, 90% of formal cases are processed in accordance with all regulatory requirements. Specific issuances to be monitored for timeliness are: Notice of Receipt of Formal Complaint, Receipt of EEO Counselor’s Report, Accept/Dismiss Letter, Requests for Investigation, and Completion of Investigation.</li> </ul> <p>b. Enhance/support EEO practitioner development through targeted training events and updated policy guidance and job aides.</p>	
<b>RESPONSIBLE OFFICIAL:</b>	DON Office of EEO & Diversity Management, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), EEO Practitioners, Agency Representatives at the command/activity levels	
<b>DATE OBJECTIVE INITIATED:</b>	October 2011	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVES:</b>	September 2012	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</b>		<b>TARGET DATE (Must be specific)</b>

<p>To ensure that, at least, 90% of pre-complaint and formal processing are conducted within the regulatory timeframes, commands must:</p> <ol style="list-style-type: none"> <li>a. Comply with DON policy and regulatory guidance on complaints processing in addition to the 29 CFR §1614 and EEOC requirements</li> <li>b. Implement DON prescribed standard performance objectives requiring timely processing for all EEO practitioners responsible for processing complaints.</li> <li>c. Support all DON training requirements for practitioners.</li> <li>d. Conduct periodic reviews, in coordination with Agency representatives, of cases to determine the potential for resolution.</li> <li>e. Review iComplaints database information on, at a minimum, on a monthly basis and monitor EEO office's compliance with DON requirements for accuracy of data entry.</li> </ol> <p><u>Action:</u> CDEEOOs, DEEOOs, EEO practitioners, Agency Representatives at the command/activity levels</p>	<p>September 2012 (specific action officers identified with individual planned activities)</p>
<p>Commands will brief the DON Office of EEO &amp; Diversity Management on the status of the command's complaints processing.</p> <p><u>Action:</u> CDEEOOs</p>	<p>June 2012 (specific action officers identified with individual planned activities)</p>
<p>For EEO practitioner development, the DON Office of EEO &amp; Diversity Management will conduct sustainment training focusing on improving efficiency and compliance with regulatory guidance in accordance with needs as determined by Commands.</p> <p><u>Action:</u> DON Office of EEO &amp; Diversity Management</p>	<p>September 2012 (specific action officers identified with individual planned activities)</p>
<p>Review and update DON Discrimination Complaint Processing policy/guidance and disseminate accordingly.</p> <p><u>Action:</u> DON Office of EEO &amp; Diversity Management</p>	<p>September 2012</p>

**REPORT OF ACCOMPLISHMENTS/STATUS OF and/or MODIFICATIONS TO OBJECTIVE:**

An overall review of the DON FY 2012 complaints data shows progress on the issuance of the Notice of Acceptance/Dismissal of formal complaints. The DON requires subordinate activities to issue the notice within 30 days of the formal complaint received or filed. Records indicate on average this notice was issued in 34.9 days in FY 2012 which is a significant improvement from 61.7 days in FY 2008. Similarly, we experienced a positive change when it comes to request for investigation. In addition to issuing the Acceptance notice, the DON also requires activities to simultaneously submit requests for investigation to the Investigations and Resolution Division (IRD) or within 30 days of formal complaints received or filed. In FY 2012, average days it took our servicing EEO offices to send cases to the IRD was 43 days, a substantial improvement from 77.7 days in FY 2008. However, timely investigations continue to decline from 46% timely in FY 2010 to 43.9% in FY 2011 and 39.6%

in FY 2012.

To address this critical need to improve timeliness of DON's complaints processing, new procedures and guidance with respect to conducting discrimination complaint investigations have been implemented. In August 2012, the Deputy Assistant Secretary of the Navy (Civilian Human Resources) officially approved some temporary flexibilities for investigation purposes:

- Commands were given the authority to contract with outside entities to conduct investigations in lieu of using the services of IRD.
- Commands may also utilize DON employees or re-employed annuitants to conduct EEO investigations as long as the employee meets the minimum training requirements set forth in the EEOC Management Diversity 110, Chapter 6. The commands were required to verify that the individual satisfies the EEOC's training requirements by coordinating with the DON Office of EEO & Diversity Management before the employee undertakes any investigation.

The commands are required to monitor their cases closely to ensure timely and quality investigations. Furthermore, commands are tasked to assess this new process to determine return of investment and feasibility of a permanent solution. Moreover, the DON continues to work with IRD to improve the timeliness of investigations and with the office of the Deputy Assistant Secretary of the Navy (Civilian Human Resources) to advocate for long term resolution for this issue.

Major commands provided their mid-year status on their complaints processing and management at the DON Human Resources Conference in Southbridge MA in July 2012. Commands briefed the DON Office of EEO & Diversity Management on the challenges they experienced and their plan moving forward to comply with complaints processing regulatory requirements.

Significant milestones that addressed this critical program area are as follows:

- Some commands have completed a statement of work to establish a contract to help clear out old cases pending investigation.
- Most of the commands engaged their servicing EEO offices experiencing significant timeliness issues and maintained an ongoing dialogue throughout FY 2012.
- Some commands required servicing EEO offices bi-weekly or monthly status reports on complaints processing.
- Servicing Deputy EEO Officers monitored iComplaints on a regular basis to identify issues that need to be addressed.
- Most of the commands indicated all their EEO practitioners received appropriate complaints processing training to ensure they provide effective and efficient services moving forward towards the new EEO service delivery design.
- Most of the commands have included timely processing of complaints as one of their EEO practitioners' performance objectives.
- Most of the commands coordinated with multiple agency representatives and discussed potential resolution of cases which resulted in settlement agreements.

The DON conducted several training sessions on complaints processing in FY 2012. To improve the quality of complaints data as well as timeliness of updating these records, nine (9) sessions of iComplaints User Training were deployed between January and August 2012. In addition, five (5) sessions of Complaints Processing Training to include Formal process, Accept/Dismiss, Investigation Preparation were presented between April and August 2012. These training sessions were scheduled in strategic locations to maximize participation from our EEO practitioners, who are geographically dispersed due to the unique mission requirements of individual commands.

All DON guidance on complaints processing and management has been reviewed and refreshed. In addition to updating the DON Civilian Human Resources Manual on Discrimination Complaints, the DON Office of EEO & Diversity Management also issued clarifying guidance throughout FY 2012 to include, but not limited to the list below:

- New Provision: § 1614.108 Investigation of complaints
- Notice of Incomplete Investigations and Further Rights
- Complaints Processing DON Requirements – Accept/Dismiss
- Complaints Processing Memo 12-002 - Proper Agency Notification of AJ Decisions
- Complaints Management Info Memo 12-006 - NEW IRD Procedures and Information
- Guidance on IRD Process Memorandum dated 3 March 2012

The DON acknowledges improvement in our complaints processing as noted above, however, the DON also recognizes there is still more work needed to bring the DON's timeliness on overall complaints processing in compliance with the 29 CFR §1614 and EEOC requirements as well as with DON policy and regulatory requirements. Likewise, the DON realizes there will be challenges moving forward with the final implementation of the new EEO/HR service design. However, the results of this year's assessment thus far and plans the commands have established for the coming year will lay a strong foundation for putting the DON on track towards realizing this objective. The DON will continue to hold major commands and subordinate activities accountable for timely processing of the entire cycle of complaints. With a few modifications, this effort will continue in FY 2013. (See DON's FY 2013 PART H (1) for details)

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>DEPARTMENT OF THE NAVY</b>		<b>FY 2012 PLAN H (2)</b>
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<p>We have made significant progress in aligning the EEO Program across the Department of the Navy (DON). We will continue to move our program forward through the consistent execution of established policies and processes at all levels of the agency. Adjustments will be made to existing policies/processes as needed, and new ones will be developed and implemented. FY 2012 Plan H-12 (1) addresses our identified deficiencies in processing discrimination complaints (Essential Element E, Efficiency). This plan addresses the following elements:</p> <p><u>Essential Element C: Management and Program Accountability</u></p> <ul style="list-style-type: none"> <li>• <i>Most of the major commands/activities have not established schedules to review their merit promotion, employee recognition and development/training programs, to include a report of results.</i></li> </ul> <p><u>Essential Element E: Efficiency</u></p> <ul style="list-style-type: none"> <li>• <i>Most of our major commands report that less than 90% of reasonable accommodation requests are processed within the time frame specified by the DON procedures, in compliance with governing regulations.</i></li> </ul>	
<b>OBJECTIVES:</b>	<ol style="list-style-type: none"> <li>1. To ensure that commands/activities conduct regular reviews of employment programs, policies, procedures and practices and report the results.</li> <li>2. To hold commands accountable to ensure that requests for reasonable accommodation are processed in a timely manner.</li> </ol>	
<b>RESPONSIBLE OFFICIAL:</b>	DON Office of EEO & Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), DON Office of Civilian Human Resources (OCHR) HR Policy and Programs Department, DON managers and supervisors at all levels, Reasonable Accommodation points of contact	
<b>DATE OBJECTIVE INITIATED:</b>	October 2011	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVES:</b>	September 2012	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</b>		<b>TARGET DATE (Must be specific)</b>

<p>1. To ensure that major commands schedule and conduct regular reviews of employment programs (merit promotion, awards, employee development, etc.) and report the results of these reviews.</p> <ul style="list-style-type: none"> <li>• Commands will provide the DON a status report on the progress and initial results of the planned activity #1. <u>Target Date:</u> June 2012. <u>Action Officers:</u> CDEEOOs, DEEOOs, supervisors/managers, Human Resources practitioners</li> <li>• Commands will provide documentation that a command-wide review of their merit promotion program, awards, employee development and training program, and other employment programs was accomplished and report results. <u>Target Date:</u> September 2012</li> </ul> <p><u>Action:</u> CDEEOOs, DEEOOs, supervisors/managers, Human Resources practitioners</p>	<p>September 2012 (specific target dates and action officers identified with individual planned activities)</p>
<p>2. To ensure that at a minimum 90% of all reasonable accommodation requests are processed within the timeframes specified in the DON Reasonable Accommodation Civilian Human Resources Manual subchapter 1606.</p> <ol style="list-style-type: none"> <li>a. Commands will provide the DON a status report on the progress and results of the planned activity #2. <u>Target Date:</u> June 2012, <u>Action Officer:</u> CDEEOOs, DEEOOs, Reasonable Accommodation points of contact</li> <li>b. Until our corporate tool, <i>entellitrak</i>, is deployed for DON-wide use, commands will track and monitor the timely processing of reasonable accommodation requests within the command. <u>Target Date:</u> September 2011</li> </ol> <p><u>Action:</u> CDEEOOs, DEEOOs, Reasonable Accommodation points of contact</p>	<p>September 2012 (specific target dates and action officers identified with individual planned activities)</p>
<p><b>REPORT OF ACCOMPLISHMENTS/STATUS OF and/or MODIFICATIONS TO OBJECTIVE:</b></p> <p>In June 2012, the DON held an HR/EEO Leadership Seminar in Southbridge Massachusetts. During the seminar, approximately half of the DON major commands reported their progress towards the FY 2012 objectives. Following the seminar, the remainder of the commands provided status reports during a series of CDEEOO conference calls set up specifically for this purpose. Progress to date is as follows:</p> <p><u>Schedule and conduct regular reviews of employment programs (merit promotion, awards, employee development, etc.) and report the results of these reviews</u></p> <p>Majority of the commands were able to establish a schedule to review employment programs and identified appropriate stakeholders who should be engaged and responsible for this effort. However, only a few were able to start their reviews in FY 2012. The other commands had to change direction and shift their priorities to comply with the DON's new HR service delivery requirements. The Under Secretary of the Navy approved the new HR service delivery implementation in October 2011 and the</p>	

commands were heavily involved throughout FY12 in the preparation to ensure a successful transition to the new HR Service Delivery model in April 2013. The new design entails a major reorganization aligning all HROs to the major commands and placing each major command under a single Human Resources Service Center. For those commands that completed the initial examination, they were unable to identify any component within the employment programs that negatively impacted all or certain groups' opportunities. Nonetheless, the DON recognized the following as significant milestones towards accomplishment of this planned activity thus far:

- Most commands were able to identify/establish the following:
  - Hiring officials determined the best way to fill their vacancies and areas of consideration was in consultation with HR servicing offices.
  - Positions were advertised using USA Staffing. In addition, several activities reported having a process to publicize job opportunities within the organization, reaching all eligible internal applicants.
  - Criteria for promotion and selection factors followed OPM standards.
  - Promotion policies followed merit system principles.
  - Commands and activities utilize DON guidance in soliciting and approving honorary and incentive awards. Activity level instructions or standard operations manuals provided further processing details and criteria.
  - Honorary awards were processed by appropriate levels of approving authorities.
  - Performance awards policy was disseminated and provided clear guidance aligned to DON policies and equal employment opportunity principles.
  - Employee development opportunities were made available to their respective civilian workforce and publicized through email notifications to all eligible employees, as well as postings in centralized areas.
  - Nominations to competitive programs were reviewed and/or prioritized using a board or panel. Civilian Leadership Development (CLD) continues to provide an inclusive, flexible, and competency-based framework for civilian members to continue their education, attend a Navy-endorsed leadership development program, and/or participate in rotational opportunities.
  - A number of Federal government-wide, DoD, and DON career development programs were actively solicited and positively utilized.
  - Deployment of an electronic Individual Development Plan tool to develop short term goals (1-3 years) and long term goals (3-5 years). With this tool, employees have the ability to identify and input training courses to help them attain their goals. The tool will also assist employees to document completed training/courses.
  - Implemented exit interview surveys to gather feedback that will help them identify and determine retention issue/s.
- Commands established a systemic approach to understand and evaluate policies and procedures and implemented a recurring review schedule.
- Commands engaged supervisors and managers in the review process giving them the opportunity to impact program development or change.
- Commands established barrier analysis teams with participation from managers, supervisors, and varying grades of line employees to assist with the review process. The barrier analysis teams will be involved in the review of employment programs.
- Commands determined some areas needing additional examination.
  - Lack of competencies to complete a thorough review.
  - Promotion practices and policies that appear to impact wage grade employees.

- Some subordinate activities have limited opportunities to promote due to lack of vacancies, diminishing end-strength/resources, and rebalancing workforce through attrition.
- Capability to pull data for analysis purposes appears to be deficient. Promotion data at the command and activity level was difficult to validate because the data needed was not available from the Human Resources Reporting System. It is also suspected that DART numbers are inaccurate with possible duplication especially when correction actions are generated.
- Lack of developmental programs, aimed at developing technical skills, and limited end-strength resourcing impact organization's ability to develop pipelines
- No enterprise-wide Merit Promotion Policy and Procedure instruction/guidance in place.

Command action plans established for execution in FY 2013 include:

- Plans will focus on clarifying roles and responsibilities in the barrier analysis process, including in the reviews of merit promotion program, awards, employee development and training program, and other employment programs.
- Re-design the schedule to review management /personnel policies, practices and procedures to meet the new HR service delivery design.
- Plans will be put in place to incorporate review of awards programs as HR Service Delivery implementation plans mature.
- Identify skills that support performance of this objective. Establish funding and training when determined there are competency gaps. Leverage the transition to the new HR service delivery to establish a plan of action to correct skill deficiency.
- Require subordinate activities to conduct regular review of employment programs and report status/results accordingly. Commands plan to provide feedback on activity submissions to acknowledge best practices and discuss areas to improve.
- Address program deficiencies through organizational structure changes and new/updated communication strategies associated with command-owned HR/EEO service delivery planning and implementation.
- Establish enterprise-wide Merit Promotion Policy and Procedure instructions/guidance.

With minor modification, this planned activity will continue in FY 2013. Although it is imperative for all commands to execute this plan, the DON also recognizes FY 2013 as an exceptionally challenging year with the implementation of the new HR service delivery design. The DON will put forth a very thoughtful plan that will not impose additional burden on the commands but give them the capability to complete this requirement and bring the DON closer to accomplishing this objective. (See FY 2013 PART H (3) for details)

#### Reasonable accommodation requests processing

The DON Reasonable Accommodation (RA) tracker has not been deployed. The DON is currently working on the System of Record Notice for the tracker for Office of Management and Budget submission. Pending deployment of the enterprise-wide RA tracker, all major commands have implemented adequate processes/systems in FY 2012 to track and monitor the processing of RA requests. Consequently, with the exception of one command, commands were able to validate that 90% of RA requests were processed timely and in accordance with DON guidelines. The DON also verifies timely processing of RA requests by requiring commands to provide details/documentation on

PART G (#55) even when they responded “yes.”

The commands reported that RA points of contact have been designated and provided RA toolkit to assist them in processing RA request. Furthermore, regular meeting with RA teams has been established to discuss status of RA requests and address issues immediately as soon as it occurs. Other commands indicated they have RA quick guide for their supervisors and managers to ensure speedy response once a request is received. The commands also ensured RA training, Hiring Individual with Disabilities under the Schedule A Appointing Authority, Barrier Analysis training are all included in the supervisory training plan.

Moving forward, the commands will ensure the roles and responsibilities and expectations for RA processing are clear under the new HR/EEO service delivery design. Some commands will continue to delineate between Injured Worker Programs that offer limited duty assignments and the RA process, where applicable, to avoid confusion and delay in processing. RA, Individuals with Disability and Schedule A authority will continue to be part of the training platform to reiterate supervisors' and the DON's responsibilities. Commands will maintain communication and feedback with subordinate activities to guarantee early resolution of issues when they arise.

This planned activity is complete and considered closed. However, the DON will continue to hold commands accountable for effective and timely processing of RA requests. They will be required to report status of processing on a regular basis until the DON RA tracker is in place. Once the DON tracker is deployed, the DON will be able to track and monitor at the corporate level, identify issues and establish additional guidance and training, as appropriate.



**FY 2013**

**PART H**



<p><b>EEOC FORM 715-01 PART H</b></p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>	
<p><b>DEPARTMENT OF THE NAVY</b></p>		<p><b>FY 2013 PLAN H (Complaints)</b></p>
<p>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>While the Department of the Navy (DON) has made significant improvement in the timely processing of pre-complaints (91.1% are timely), the number of timely investigations decreased from 43.9% in FY 2011 to 39.6% in FY 2012. We will continue our focus on improving the quality and timely processing of pre-complaints and formal complaints. This plan provides direction to the major commands on improving our efforts in this measure. (See FY 2012 Part H for accomplishments to date.)</p> <p><u>Essential Element E: Efficiency</u></p> <ul style="list-style-type: none"> <li>• <i>Most of our major commands are not routinely meeting the regulatory timeframes for informal and formal complaints processing in accordance with 29 Code of Federal Regulations (CFR) §1614, the Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 110 and DON policy and guidance.</i></li> </ul>	
<p>OBJECTIVES:</p>	<ul style="list-style-type: none"> <li>• Complaints Processing <ul style="list-style-type: none"> <li>○ <u>Pre-Complaint Processing</u> – Ensure that, at a minimum, 90% of pre-complaint processing are completed in accordance with 29 CFR §1614, EEOC MD 110 and DON policy and guidance.</li> <li>○ <u>Formal Complaint Processing</u> – Ensure that, at a minimum, 90% of formal cases are processed in accordance with all regulatory requirements. Specific issuances to be monitored for timeliness are: Notice of Receipt of Formal Complaint, Receipt of EEO Counselor’s Report, Accept/Dismiss Letter, Requests for Investigation, and Completion of Investigation.</li> </ul> </li> <li>• Enhance/support EEO practitioner development through targeted training events, updated policy guidance, and job aides.</li> <li>• Develop and implement standard performance objective for EEO practitioners handling the processing of complaints to ensure compliance with DON and EEOC processing timelines.</li> </ul>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>DON Office of EEO &amp; Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEEO), Deputy EEO Officers (DEEEO), EEO Practitioners, Agency Representatives at the command/activity levels</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2012</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVES:</p>	<p>September 2013</p>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)
<p>To ensure that, at least, 90% of pre-complaint and formal processing are conducted within the regulatory timeframes, commands must:</p> <ul style="list-style-type: none"> <li>• Comply with DON policy and regulatory guidance on complaints processing in addition to the 29 CFR §1614 and EEOC requirements</li> <li>• Implement DON prescribed standard performance objectives requiring timely processing for all EEO practitioners responsible for processing complaints.</li> <li>• Support all DON training requirements for practitioners.</li> <li>• Conduct periodic reviews, in coordination with Agency representatives, of cases to determine the potential for resolution.</li> <li>• Review iComplaints database information, at a minimum, on a monthly basis and monitor EEO office's compliance with DON requirements for accuracy of data entry.</li> </ul> <p><u>Action:</u> CDEEOOs, DEEOO, EEO practitioners, Agency Representatives at the command/activity levels</p>	<p>September 2013 (specific action officers identified with individual planned activities)</p>
<p>Commands will brief the DON Office of EEO &amp; Diversity Management on the status of the command's complaints processing.</p> <p><u>Action:</u> CDEEOOs</p>	<p>July 2013 (specific action officers identified with individual planned activities)</p>
<p>For EEO practitioner development, the DON Office of EEO &amp; Diversity Management will sponsor/coordinate sustainment training focusing on improving efficiency and compliance with regulatory guidance in accordance with needs as determined by Commands after implementation of new Service Delivery Model. Initial training in support of transition will be provided under the Fast Track training program.</p> <ul style="list-style-type: none"> <li>• DON Office of EEO &amp; Diversity Management will establish list of courses for EEO Practitioners. In addition, this office will evaluate all methods of delivering this sustainment training.</li> <li>• A review of specific complaints processing issues will be conducted in order to ensure training and development offerings address these issues.</li> </ul> <p><u>Action:</u> DON Office of EEO &amp; Diversity Management, CDEEOOs, DEEOO, EEO practitioners, Agency Representatives at the command/activity levels</p>	<p>September 2013 (specific action officers identified with individual planned activities)</p>

**DEPARTMENT OF THE NAVY**

**FY 2013 PLAN H (2)**

STATEMENT  
OF MODEL  
PROGRAM  
ESSENTIAL  
ELEMENT  
DEFICIENCY:

The DON has made significant progress in aligning the EEO Program across the enterprise. With the Under Secretary of the Navy's approval of the DON's new HR service delivery in October 2011, we continue to strengthen EEO Program integration of equality of opportunity into the DON's strategic mission. Although final implementation will occur in April 2013, the core planning and execution began in 2011 and 2012. With deployment of the new service delivery model in 2013, the DON will provide consistent HR services and resourcing; establish clearer lines of accountability at all levels in the organization; and ensure that the essential elements of a Model EEO Program are fully integrated in all department activities.

The DON will continue to ensure integration of equality of opportunity into the DON's strategic mission through review of established policies, practices and processes executed at all levels in the organization. 2013 will also be a year of focus on the core competencies needed by EEO and Diversity practitioners in order to support and lead efforts to build a Model EEO Program.

FY 2012 assessment shows the following deficiencies:

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

- *Due to the DON's transition to a new Human Resources (HR) service delivery design, most commands will undergo major program restructuring that will result in competency gaps and a significant need for training to (re)gain the skills critical for EEO program execution efforts.*

Essential Element C: Management and Program Accountability

- *Although the majority of the commands were able to establish a schedule to review employment programs and identified appropriate stakeholders responsible for this effort, only a few commands were able to initiate these reviews and report results in FY 2012*

OBJECTIVES:

- To ensure the integration of EEO and Diversity into Department's strategic mission.
- To provide equality of opportunity through efficient, responsive and legally compliant EEO program services.
- To ensure commands/activities have the appropriate program structure in place and necessary skills to conduct regular reviews of employment programs, policies, procedures and practices and report the results.
- To continue the development and sustainment of competencies for effective EEO Program execution.

RESPONSIBLE OFFICIAL:	DON Office of EEO & Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEEO), Deputy EEO Officers (DEEEO), Director, Civilian Human Resources (DCHR), Human Resources Director (HRO), DON Office of Civilian Human Resources (OCHR) HR Policy and Programs Department, OCHR Transition Team, managers and supervisors at all levels	
DATE OBJECTIVE INITIATED:	October 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVES:	September 2013	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:	TARGET DATE (Must be specific)	
<p>The DON Office of EEO and Diversity Management will work with the HR Transition Management Office and the Civilian Workforce Development Division to conduct an analysis on the impact to the EEO Office structure in the “to be” model; determine critical needs resulting from the DON transition into the new HR service delivery; and develop a plan to address areas of concern.</p> <ul style="list-style-type: none"> <li>• The analysis will focus on: <ul style="list-style-type: none"> <li>○ Resources</li> <li>○ Functional Assignment</li> <li>○ Competencies of transitioning and/or current EEO practitioners</li> <li>○ Basic Training Needs</li> <li>○ Sustainment Plan for Competency Development</li> <li>○ Lines of Authority</li> <li>○ Accountability Measures</li> </ul> </li> <li>• The Office of EEO and Diversity Management will provide feedback and engage the commands in a collaborative discussion to address gaps in their ability to provide the full range of EEO services under the new HR service delivery model, if any.</li> <li>• Those commands most affected by the new HR service delivery currently receive complaints servicing from another command. Accordingly, the transition process will have significant impact on the processing of pending complaints. Commands will utilize the POA&amp;M issued by the DON office of EEO &amp; Diversity Management to ensure an efficient and effective continuation of service. The POA&amp;M includes a protocol on the transfer of cases from losing to gaining servicing office.</li> </ul> <p><u>Action:</u> DON Office of EEO and Diversity Management , OCHR Transition Team, CDEEEOs, DEEEOs, supervisors/managers, HR/EEO practitioners</p>	April 30, 2013	
<p>Commands will provide the DON an update on their EEO program services and execution efforts following transition, to include efforts to integrate EEO into the strategic mission of commands.</p> <ul style="list-style-type: none"> <li>• Discussion will focus on status of command’s EEO Program Structure</li> </ul>	July 31, 2013	

<p>under the new HR service delivery (e.g., EEO practitioner's competency level, training needs, integration into command strategic mission, interface with senior leaders, etc.</p> <ul style="list-style-type: none"> <li>• Commands will provide updates on the method/status/progress of barrier analysis efforts on the DON's identified triggers, i.e., Hispanic males and females, White female, IWTD and high grades.</li> </ul> <p>The DON Office of EEO and Diversity Management will provide feedback and assistance where needed and as appropriate to ensure command efforts are consistent and aligned with the DON.</p> <p><u>Action:</u> DON Office of EEO and Diversity Management, CDEEOOs, DEEOOs, supervisors/managers, HR/EEO practitioners</p>	
<p>Concurrent to re/structuring their EEO Program, commands will review their merit promotion program, awards, employee development and training program, and other employment programs, and report interim/final results.</p> <ul style="list-style-type: none"> <li>• Review policies, practices and procedures in place.</li> <li>• Report results of review. At the minimum the following information should be included in the status report: <ul style="list-style-type: none"> <li>○ Documents reviewed</li> <li>○ Stakeholders involved/interviewed in this effort</li> <li>○ Mechanisms utilized to determine/confirm compliance and consistency of application</li> <li>○ Results of audits/assessments conducted, if any</li> </ul> </li> <li>• If not yet in the position to draw any conclusion, provide a status on what was completed thus far and next steps in the process.</li> </ul> <p><u>Action:</u> CDEEOOs, DCHRs, DEEOOs, HRDs, supervisors/managers, HR/EEO practitioners</p>	September 30, 2013
<p>The DON established 2 day fast-track training program to support transitioning employees who have been identified to transition into another HR functional area but have limited experience or formal training in the occupation to which they are moving. The DON Office of EEO and Diversity Management, in collaboration with the OCHR Workforce Development Team, developed the EEO module, providing participants with an overview of the EEO regulatory requirements and DON program expectations. The course was deployed in September 2012 and offered in two different locations to maximize participation.</p> <p>Feedback from participants clearly showed a need to provide more specifics on each EEO Program component to equip them with the skills and knowledge critical in the performance of their new function. As a result, the DON Office of EEO &amp; Diversity Management will revise the training curriculum to be deployed in FY 2013 as follows:</p>	April 30, 2013

- Using the DCO system, deploy a mandatory two-day prerequisite overview class.
- Develop an expanded five day training course to cover all EEO/Diversity program areas, to be deployed live.
- Invite CDEEOOs/command representatives as the voice of the customer to participate in the online and/or five-day courses.
- Working with Commands, determine the part/s of the EEO Fast Track modules they can utilize to further develop and/or maintain the competency level of their EEO practitioners, and determine the need for further training in specific areas.

Action: DON Office of EEO and Diversity Management , OCHR Workforce Development Team, CDEEOOs, DCHRs, DEEOOs, HRDs, and HR/EEO practitioners

**REPORT OF ACCOMPLISHMENTS/STATUS OF and/or MODIFICATIONS TO OBJECTIVE:**

**FY 2012**

**PART I**



<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>Department of the Navy</b>	<b>FY 2012 Plan I (Asians/High Grades)</b>
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Asian males and females continue to participate at a high rate in the Department of the Navy (DON) appropriated workforce, 6.63% and 2.82% respectively, when compared to the national civilian labor force (NCLF), of 1.90% and 1.70% respectively. Asian males participated at the end of FY 2011 at a slightly higher rate when compared to FY 2010 while Asian female participation was slightly lower. Both Asian males and females experience slight changes in their participation rates at the end of FY 2011 when compared to FY 2010, with a net increase of 1,137 and 2,156, respectively.</p> <p>Notwithstanding the robust participation of Asian males and females in the overall DON workforce, we saw that Asian Americans and Pacific Islanders did not have that same participation rate in DON high grades and in the SES. In addition, we expanded this Plan to address any low participation in the high grades for the other groups.</p> <p>DON employees are covered by several different pay systems. However, only certain series within the high grade/pay band levels in each of these systems actually serve as a pipeline into the Senior Executive Service (SES) ranks. Asian males and females, in particular, continue to participate at a low rate in SES positions compared to their overall participation rate in the total workforce and in some pipeline grades/pay bands.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>As reported in our FY 2009 through FY 2011 reports, much of the information required to conduct an in-depth barrier analysis is not available at the DON level, e.g., information on specific promotion policies, practices and procedures. With the proviso that they are compliant with law, rule, regulation or higher directives/instructions, commands and in some cases activities have the latitude of establishing local instructions on promotions or negotiating local procedures in their collective bargaining agreements. Therefore, we rely on the information provided by the major commands to identify the specific barriers with resultant plans of corrective action.</p> <p>We developed EEO Plans for the commands and activities to address this trigger. While some</p>

	<p>progress was made in the current reporting period (see Part I, FY 2011 Plan I-11 (1) for details), our commands/activities are at different stages in their barrier analysis efforts. Our planned activities for the next reporting period allow commands/activities to pick up from where they are in their efforts and develop their own plans going forward vice one plan for all.</p> <p>Data reported by the commands in this reporting period included the analysis of 35 different series that progress to the high grade. Of this number, the top six series were the 0301 (Miscellaneous Administration and Program), 0340 (Program Management), 0343 (Management Program analysis, 0800 (Engineering family), 1102 (Contracting) and the 2210 (Information Technology Management). There is a direct correlation between these series and the ones that are representative of our current SES population.</p> <p>Other planned activities assigned to subordinate commands include: an examination of feeder grades in these series; a determination if other groups had a trigger of a low participation rate in these series; an examination of promotion policies, practices and procedures; a trend analysis of the high grade/SES positions, the development of a mechanism for collecting and tracking applicant flow data; an analysis of discrimination complaints related to promotion or non-selection; and, conducting focus groups if the planned activities listed here did not lead to the identification of any specific barriers. Detailed accomplishments on these planned activities are provided in Part I, FY 2011 Plan I-11 (1).</p> <p>Because of the changes in the Department of the Defense personnel systems, the DON has been in a state of flux for the last five years. In 2010, a new pay system was added, the Science and Technology Reinvention Laboratory Personnel Management Demonstration Project (STRL). Commands covered by multiple personnel systems - FWS, GS, and STRL- experienced some challenges including tracking promotion and reassignment actions and determining which actions equate to a promotion due to the regulatory differences between these pay systems.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy,</p>	<p>Overall, the commands' barrier analysis efforts to date indicate a better understanding of the data</p>

<p>procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>analysis piece of the process. However, although some commands have conducted good data analysis and are moving forward to a more in-depth analysis, there are still a few commands that have not completed all aspects of data analysis. Some commands also had difficulty connecting the results of their individualized analysis. In FY 2012, the DON will continue to require the major commands and subordinate activities to focus their efforts on a more in-depth barrier analysis so that we can understand the possible corporate impact.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands a framework for conducting a more in-depth investigation to pinpoint specific barriers in policies, practices or procedures that may be impeding the full participation of Asian Americans and Pacific Islanders in the DON high grades and SES levels.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON Office of EEO &amp; Diversity Management Program Director and Staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), HR Officers, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>October 2011</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2012</p>
<p><b>EEOC FORM 715-01 PART I</b></p>	<p><b>EEO Plan To Eliminate Identified Barrier</b></p>
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE (Must be specific)</b></p>
<p>As they are all at different stages in their barrier analysis efforts, DON major commands are required to establish <u>individualized</u> planned activities for execution in FY 2012.</p> <ul style="list-style-type: none"> <li>a. If it is determined that there is no real barrier at the command/activity level, <u>an explanation of the type of review conducted, why and how the command reached this conclusion</u> must be provided.</li> <li>b. If the review shows there is a potential barrier(s), provide <u>a detailed report on the extent of the review, why and how the command reached this conclusion.</u></li> <li>c. If a barrier(s) is found, commands must <u>establish action plans to correct and eliminate the identified barrier/s, monitor progress, evaluate effectiveness of the planned activities and modify, if needed.</u></li> </ul>	<p>September 2012</p>

d. If command is not yet in the position to draw any conclusion, provide a status on the <u>planned activities completed</u> thus far and their next steps in the process.	
Commands are required to provide a year-to-date status brief to the DON Office of EEO & Diversity Management on their efforts toward accomplishing this plan. Commands must also be prepared to outline their next steps for the remainder of the fiscal year.	June 2012

**REPORT OF ACCOMPLISHMENTS/STATUS OF and/or MODIFICATIONS TO OBJECTIVE:**

Table 1: Participation Rates for SES/Senior Executives and Pipeline Grades by Race, National Origin and Gender

PARTICIPATION RATES FOR SES/Senior Executives and Pipeline Grades by Race/Ethnicity and Gender												
Grade Levels	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	
	male	female	male	female	male	female	male	female	male	female	male	female
<b>SES and other Senior Executives</b>	0.68%	0.90%	74.32%	14.64%	2.70%	1.80%	2.25%	0.68%	0.68%	0.00%	0.23%	0.23%
<b>GS 14/15 and NonGS equivalent grades</b>	2.34%	1.03%	66.49%	17.95%	3.22%	2.75%	3.35%	1.29%	0.27%	0.07%	0.26%	0.09%
<b>GS 13 and NonGS equivalent grades</b>	3.21%	1.22%	59.18%	17.53%	4.34%	3.56%	6.58%	2.30%	0.39%	0.20%	0.28%	0.12%
<b>GS 12 and NonGS equivalent grades</b>	3.08%	1.87%	50.89%	21.72%	5.61%	5.22%	5.98%	2.81%	0.55%	0.42%	0.39%	0.19%
<b>RCLF</b>	3.31%	1.64%	51.12%	18.38%	7.60%	5.46%	6.65%	2.79%	0.91%	0.37%	0.44%	0.20%

\*\*\*Data as of Sep 2012. Includes Appropriated Fund employees only\*\*\*

A review of the DON's high grades indicates that in the Senior Executive Service (SES) and equivalent grades, White males and White females participate at a higher rate when compared to the rest of the groups. However, it appears that all other groups are present at the pipeline grades (GS14-15 and equivalent) as well as at the grades that feed into the pipeline grades. Except for White males, the participation rate of all other groups decreases as the grades go higher. (See Table 1 above)

Table 2 shows the DON currently has 317 SES in 34 occupational series. Of the 34 series, 0340 (Program Management), 0801 (General Engineering) and 0301 (Misc Admin and Program) are the top three occupied by SES. Most of the 317 SES are at the major command level and/or in the District of Columbia area. This information validates the issue the commands have raised that at the locations where the majority of the qualified candidates are in the pipeline, there are limited, if any, opportunities to advance to SES levels. Furthermore, commands indicated that it appears some potential candidates

do not want to relocate even for jobs that advance to SES. Additional examination is needed to confirm this information.

Table 2: DON SES

SERIES	COUNT	PERCENT
0340 PROGRAM MGT	67	21.1%
0801 GENERAL ENGINEERING	52	16.4%
0301 MISC ADMIN & PROGRAM	46	14.5%
0905 GENERAL ATTORNEY	23	7.3%
0840 NUCLEAR ENGINEERING	15	4.7%
0505 FINANCIAL MGT	14	4.4%
1102 CONTRACTING	12	3.8%
1301 GENERAL PHYSICAL SCIENCE	11	3.5%
0346 LOGISTICS MGT	11	3.5%
1310 PHYSICS	7	2.2%
1811 CRIMINAL INVESTIGATING	7	2.2%
0511 AUDITING	6	1.9%
0201 HUMAN RESOURCES MGT	5	1.6%
0501 FINANCIAL ADMIN & PRG	4	1.3%
0861 AEROSPACE ENGINEERING	4	1.3%
0341 ADMINISTRATIVE OFFICER	3	0.9%
0855 ELECTRONICS ENGINEERING	3	0.9%
0871 NAVAL ARCHITECTURE	3	0.9%
1101 GENERAL BUSINESS & INDUSTRY	3	0.9%
1515 OPERATIONS RESEARCH	3	0.9%
0343 MGT & PROGRAM ANALYSIS	2	0.6%
0180 PSYCHOLOGY	2	0.6%
1360 OCEANOGRAPHY	2	0.6%
1550 COMPUTER SCIENCE	2	0.6%
0345 PROGRAM ANALYSIS	1	0.3%
0819 ENVIRONMENTAL ENGINEERING	1	0.3%
0830 MECHANICAL ENGINEERING	1	0.3%
0850 ELECTRICAL ENGINEERING	1	0.3%
1222 PATENT ATTORNEY	1	0.3%
1320 CHEMISTRY	1	0.3%
1330 ASTRONOMY & SPACE SCIENCE	1	0.3%
1340 METEOROLOGY	1	0.3%
1520 MATHEMATICS	1	0.3%
2210 INFORMATION TECH MGT	1	0.3%
<b>Total</b>	<b>317</b>	<b>99.6%</b>

\*\*\*Data as of Sep 2012. Includes Appropriated Fund only\*\*\*

However, the information above is just a snapshot of the pipeline and high grades at the overall DON. Before we can draw a conclusion whether or not there are certain groups, with emphasis on the Asians, experiencing barriers to their progression to the next level, there are still other factors that need to be analyzed. It is imperative that we examine closely the occupations within the DON that lead to an SES

position, the predominate series that current SES were promoted “from” into the SES ranks, location of SES positions, as well as the DON’s hiring and recruitment practices specific to SES.

The FY 2012 assessment indicates that the DON major commands were not able to determine a specific barrier with regards to progression to high grades for Asians or any other groups. However, a review of the submissions shows most commands have a better understanding of the need to conduct in-depth barrier analysis to determine if there are factors within the organization that potentially impede some or all groups’ progressions to high grades. A small number of commands have not done an in-depth analysis on this issue but have demonstrated meaningful data analysis. These commands recognized they are not quite ready to conduct in depth barrier analysis and developed plans to establish and train barrier analysis teams so they can start following the trail of information they have uncovered thus far.

Those commands that were able to build on previous years’ barrier analysis efforts were able to look beyond the profile of the grades that lead to the high grades/SES level and the demographics of the high grade by the following: review of their hiring policies, practices, and procedures to include areas of consideration; review of promotion policies, practice and procedures; survey of SES population providing details of career progression that led to being selected to the SES level; review of trend analysis of high grade accessions; and analysis of developmental programs. Preliminary findings included:

- Majority of the commands have a good pipeline for Asian males and females in the job series and grade levels that lead to the high grade/SES level.
- A few commands indicated there appears to be no issues preventing the progressions of Asians into the high grades. They will focus instead on issues, if any, that potentially impact other groups.
- With respect to the command that surveyed SES members, 80% participated in the Senior Executive Development Program, 54% participated as new hires in the Engineering and Scientist Development Program, 60% participated in the Federal Executive Institute, 71% completed a rotational assignment, and 87.5% were mentored by an SES internal to the command.
- Subsequent to review of the hiring policies, practices, and procedures, some commands found inconsistencies in their current procedures and published clarifying instructions. Plans have been established to continue review to determine additional issues in these areas.
- Some commands identified females, regardless of their race and national origin, are not participating at an expected rate in the high grades when compared to their participation in the workforce. Career development (or lack of career development opportunities) was identified as a potential factor that adversely impact females’ progression into the high grades.
- Some commands reported that the practice of using the local commuting area as a primary consideration when filling vacancies is a potential barrier for some groups. Effort is ongoing to conduct additional analysis on this finding. For the meantime, some commands developed a plan to widen the area of consideration when filling all GS 14/15 and equivalent positions.

Senior leadership demonstrated its commitment to equality of opportunity by implementing a plan to determine factors that potentially limit any group’s progression to the GS-14/15/SES level. This resulted in actions taken by the DON Executive Diversity Advisory Council (EDAC), made up of a select group of SES members advising the Under Secretary of the Navy on diversity matters.

- Examination of internal guidance for appointment of senior military officers (O5/O6) into GS-14/15 positions.
- Analyzing the U.S. Air Force's SES Recruitment and Management Process to determine best practices that would be applicable to the DON.
- Assessing the SES process to include but not limited to the need for sponsorship from the EDAC to start developing candidates at mid-to-lower grades (GS-12 and equivalent grades); the need for a revolving door between the DON and Joint Services; the need for Tier 2 SES to remain in longer USMC assignments to gain Corps-specific experience; and review retention issues due to the need to keep people in the DON because it takes some time for an individual to get back into the pipeline once they leave the DON.
- Enterprise-wide review of GS14/15 selection process to ascertain best practices. This resulted in a recommendation to establish a DON Guide for filling GS14/15 positions which will be utilized by all commands as a roadmap for filling jobs and ensure consistency DON-wide.

The DON acknowledges there is much to be done to determine what, if any, are the factors that impede certain groups' advancement to high grades. Likewise, the DON recognizes there will be challenges to commands' barrier analysis effort with the final implementation of the new EEO/HR service design. However, the results of this year's assessment thus far and the plans the commands have established for the coming year will position the DON on the right track towards realizing this objective. With a few modifications, this effort will continue in FY 2013. (See DON's FY 2013 PART I for details)



**Department of the Navy**

**FY 2012 Plan I (Hispanics)**

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

Provide a brief narrative describing the condition at issue.  
  
How was the condition recognized as a potential barrier?

Over the last several years, all major commands have reported a consistent trend of a low participation rate of Hispanic males and females in their appropriated fund workforce when compared to the Civilian Labor Force (CLF). This same trigger also exists at the Department of the Navy (DON) level (See Table A1).

A review of the DON top ten major occupations (Table A6) for the last three fiscal years shows a trend of low participation of Hispanic males in the following occupations: 2210, 0802, 0301, 0501, 0346, 0801 and 1102. Although Hispanic males had a low participation over the two previous fiscal years in the 0343 series, they are currently above the Occupational Civilian Labor Force (OCLF) by 0.13%. Hispanic females are consistently participating below the OCLF in the following occupations: 2210, 0802, 0301, 0346, 0801 and 1102.

Some commands also reported a potential barrier with respect to the career progression of Hispanic males and females.

**BARRIER ANALYSIS:**

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

Notwithstanding their consistent low presence when compared to the OCLF, Hispanic males experienced slight but steady increases from FY 2008 to present in the overall DON workforce. Likewise, until FY 2011 with a very small drop of 0.01%, the Hispanic female participation also increased slightly from FY 2008 to FY 2010.

FY	HM		HF	
FY 2007	3.08%		2.44%	
FY 2008	3.25%	↑	2.54%	↑
FY 2009	3.30%	↑	2.55%	↑
FY 2010	3.35%	↑	2.62%	↑
FY 2011	3.39%	↑	2.61%	↓
CLF	6.20%		4.50%	

Nevertheless, due to the disparity between the participation rate of Hispanic males and females in the overall DON workforce when compared to the

	<p>OCLF, the DON will continue to investigate. A review of the last three DON A3 tables indicates our top three occupational categories are Officials and Managers, Professionals and Craft Workers. In FY 2011, the DON workforce comprised of 33.69% Officials and Managers, Professionals at 28.19% and 13.53% Craft Workers. Hispanic males and females have a significant presence in the Officials and Managers category (males 26.69% and females 29.87%) and in the Professional occupations (males, 25.78% and females, 23.56%). 18.78% of DON Craft Workers are Hispanic males with Hispanic females at 2.24%. In the Office/Clerical category, 24.35% of the positions are held by Hispanic females.</p> <p>In a further look into the occupational categories, we compared DON workforce participation rates to the OCLF for each category. We found that Hispanic males participate at a higher rate than the OCFL in the Professionals category. Although Hispanic males participate at a low rate in the Officials and Managers category, and females participate at a low rate in both the Officials and Managers and Professional categories, the actual gap between the OCLF and their participation rates is not significantly low. In addition, the availability of Hispanic males and females for employment in these occupational categories is not as great as their availability in other occupational categories. In the Craft Workers category, the OCLF is 11.90% and the DON participation rate is only 4.59%. However, only 13.53% of DON positions fall under this category. (See Table A3-1)</p> <p>In contrast, the OCLF data shows that more Hispanic males are available for employment in the Operatives and Laborers and Helpers occupational categories than in the other categories at 10.80% and 21.50% respectively. However, important to note, collectively these categories represent only 3.02% of the DON positions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>As we have previously reported, a complete barrier analysis cannot be performed at the DON level as the majority of employment decisions, e.g., hiring, implementation of employment practices, policies and procedures, occur at the major command and activity levels. In addition, the determination of positions considered mission-critical is made at the command level.</p> <p>Overall, commands' barrier analysis efforts to date</p>

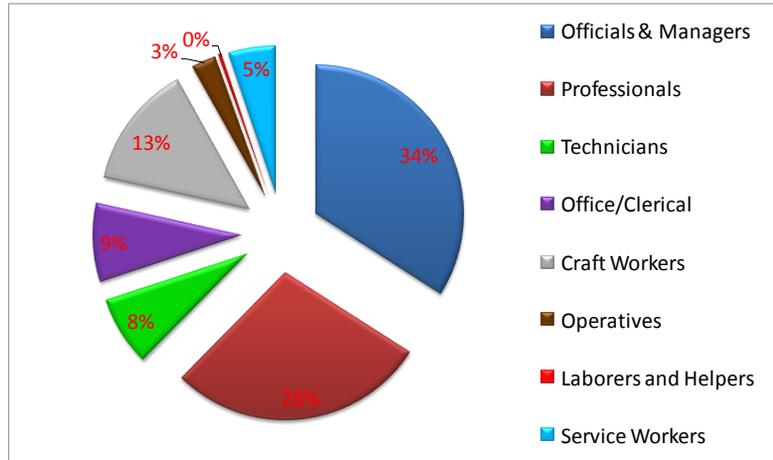
	<p>indicate a better understanding of the data analysis piece of the process. However, although some commands have conducted good data analysis and are moving on to more in-depth barrier analysis, there are still a few commands that have not completed all aspects of data analysis. Some commands also have had difficulty connecting the results of their individualized analysis. Consequently, there is still work to be done in the identification of any barriers. In FY 2012, the DON will continue to focus on ensuring that major commands and subordinate activities work to complete this critical in-depth analysis.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide commands with a framework for conducting a more in-depth investigation to pinpoint specific barriers in policies, practices or procedures that may be impeding the participation of Hispanic males and females in the DON workforce.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>DON Office of EEO &amp; Diversity Management Program Director and staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), HR Officers, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>October 2011</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2012</p>
<p><b>EEOC FORM 715-01 PART I</b></p>	<p><b>EEO Plan To Eliminate Identified Barrier</b></p>
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE (Must be specific)</b></p>
<p>DON major commands are at different stages in their barrier analysis efforts. In order to move DON forward, the major commands are required to establish their own planned activities for execution in FY 2012 to meet this objective.</p> <ol style="list-style-type: none"> <li>If it is determined that there is no real barrier at the command/activity level, <u>an explanation of the type of review conducted and how the command reached this conclusion</u> must be provided in the report of accomplishment.</li> <li>If a barrier/s is identified, major commands must <u>establish action plans to correct and eliminate the identified barrier/s</u>.</li> <li>If the major command does not complete this action item by the completion date, a <u>status report on the planned activities completed</u> thus far and the next steps in the process must be provide by the completion date.</li> </ol>	<p>30 September 2012</p>

In lieu of periodic written submissions as in past years, major commands are required to present the status of their plan and efforts towards accomplishing this objective to the DON Office of EEO & Diversity Management. Commands must also be prepared to outline their plan of action for the remainder of the fiscal year.

30 June 2012

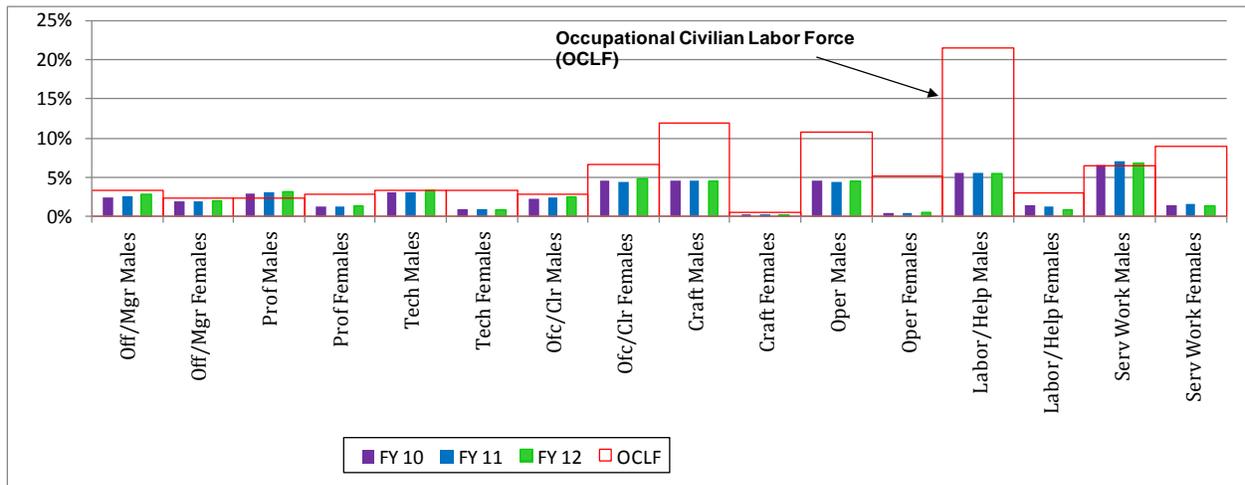
**REPORT OF ACCOMPLISHMENTS/STATUS OF and/or MODIFICATIONS TO OBJECTIVE:**

Table 1: DON Occupational Categories



\*\*\*Data as of Sep 2012. Includes Appropriated Fund only\*\*\*

Table 2: Participation Rates of Hispanic Males and Hispanic Females in the DON Occupational Categories



	Officials & Managers		Professional		Technicians		Office/Clerical		Craft Workers		Operatives		Laborers & Helpers		Service Workers	
	HM	HF	HM	HF	HM	HF	HM	HF	HM	HF	HM	HF	HM	HF	HM	HF
OCLF	3.30%	2.40%	2.30%	2.80%	3.30%	3.40%	2.90%	6.70%	11.90%	0.60%	10.80%	5.10%	21.50%	3.10%	6.50%	8.90%
FY 10	2.53%	1.94%	2.95%	1.37%	3.09%	0.92%	2.34%	4.57%	4.66%	0.29%	4.65%	0.54%	5.58%	1.48%	6.59%	1.47%
FY 11	2.62%	1.94%	3.03%	1.37%	3.18%	0.90%	2.43%	4.51%	4.59%	0.27%	4.48%	0.48%	5.58%	1.29%	6.99%	1.55%
FY 12	2.81%	2.03%	3.25%	1.45%	3.35%	0.93%	2.53%	4.81%	4.54%	0.25%	4.53%	0.51%	5.54%	0.85%	6.89%	1.45%

\*\*\* Includes Appropriated Fund only\*\*\*

In FY 2012, Officials and managers, professionals and craft workers remained the top three DON occupational categories. Table 1 above shows 34% of the DON jobs fall within the officials and

managers category, professionals are at 28% and craft workers are at 13%. A review of Hispanic males and females participation within these categories reveals a slight gap between the groups' participation and the Occupational Civilian Labor Force (OCLF). However, Table 2 above shows a consistent upward trend for Hispanic males and females in the Officials and Managers, Professionals, Technicians and Office and Clerical categories with the Hispanic males surpassing the Technician OCLF in FY 2012. Some commands reported that Hispanic males and females are well represented in the Officials and Managers and Professional categories. In contrast, even though Craft Workers account for 13% of the DON occupations and Hispanic males and females are available in the job markets, their participation rate is significantly below the OCLF. An analysis of the major commands' occupations shows the same trend. In addition, availability of Hispanic males and females in the OCLF for Labor/Helper, Operative and Service Worker categories is significant; however, as shown in Table 1 above, the DON only has an aggregate 8% of positions within these three occupational categories.

In FY 2012, two of the commands with the largest number of Craft Worker occupations reviewed their hiring practices. These commands indicated they utilize USA JOBS, Veterans Employment Opportunity Act eligibles, Veterans Recruitment Appointment eligibles and direct hire referrals from the Wounded Warriors Program. Command reviews showed the majority of hires come from the apprenticeship programs. Furthermore, while they advertise nationwide, they always have sufficient qualified candidates from the local areas. Although vacancies are advertised nationwide, a preponderance of their selections were from the local areas. Consequently, the commands compared their Hispanic workforce participation rate with the local CLF and they determined that the low participation rate of Hispanic males and females is not as severe as when they compared themselves to the national CLF. The two commands also anticipate hiring for their apprentice programs will be impacted by the implementation of new Pathways Programs, and therefore plan to continue their examination of their craft worker positions for the foreseeable future.

Most of the commands have not conclusively determined a potential barrier preventing Hispanic males and females from participating at an expected rate when compared to their availability in the labor force. These commands acknowledged a need to further develop competencies needed to move beyond data analysis in order to conduct a more thorough and in-depth investigation into this anomaly. The DON will address this issue through the development of practitioner skills and competencies needed to develop EEO Program structure and plans as the new EEO service delivery design is implemented in the Spring of 2013.

Positive milestones were noted by several commands;

- Thirty five percent of the major commands provided barrier analysis training to supervisors and managers. Consequently, there is more engagement from senior leaders, supervisors and managers in the execution of command EEO program objectives.
- The majority of the commands have an SES to champion the command's barrier analysis efforts.
- Demonstrated commitment from leadership through active and consistent discussion of command EEO program objectives was noted during commander's calls and other leadership forums.

In addition, the following areas were noted by most of DON commands as requiring additional examination:

- A disparity between the hiring statistics and the number of available qualified candidates. This anomaly will be further investigated by reviewing recruitment processes and the impact on the Hispanic population.
- Hiring and recruiting cycles appeared to be out of sync resulting in a negative effect on the entry-level hiring. The gap between the time the recruiting effort takes place and the time the job

announcements were released proved to be a major barrier in the recruitment of highly qualified graduating students.

- Current recruiting processes requiring selections be made within 45 days from the date the certificate was issued does not allow enough time for face-to-face interviews. In addition, some commands have an internal policy requiring candidates to pay for travel and out of pocket expenses when invited for a face-to-face interview. This imposes a hardship for candidates who might not have sufficient funds to cover the cost, and potentially causes good candidates outside the local commuting area to withdraw from consideration.
- With the transition to USA Staffing, the DON does not have access to substantive applicant flow data to conduct an accurate barrier analysis. Without necessary applicant flow information, commands do not have a good basis to determine if Hispanics are really applying for DON jobs, or, if applying, are they referred, interviewed, and ultimately considered.
- USAJOBS was noted as a barrier by virtually all commands for the following reasons:
  - Hiring managers were not involved in developing the selection criteria.
  - Many candidates referred on certificate's of eligible candidates did not meet the requirements for the position.
  - Of those candidates found to be eligible, not all were willing to relocate to the geographical region with the job vacancy.
  - Commands noted that the application process is cumbersome and created technical challenges and obstacles, especially for those applying for blue-collar/labor-type jobs. This is an important finding considering that a number of these jobs such as Pipefitting (4204), Electrician (2805), Electronics Technician (0856), Marine Mechanic (5334), and Engineering Technician (0802) are classified as craft workers, which is an area of low participation for Hispanic males and females within the DON, notwithstanding the availability noted in the OCLF.
- Hispanic employees have identified lack of cultural support within some commands. This issue was raised by Hispanic employees who participated in focus groups, emphasizing the attachment to their families and community as the main reason for not wanting to relocate for new jobs even when they were found qualified for the job.
- One major command that primarily recruits for medical positions indicated a lack of qualified Hispanic candidates on their selection certificates. For healthcare positions covered under Direct Hire Authority, this command receives a disproportionately small number of resumes from Hispanic applicants in comparison to the OCLF.
- Some commands continue to have a self-imposed hiring freeze. This condition, coupled with the low turnover/attrition rate command-wide, causes limited, if any, opportunities for Hispanics and other groups to apply for jobs in these organizations.

Additionally, the following innovative FY 2013 plans were noted by various commands:

- Explore the feasibility of centralized or uniform hiring.
- For the command that hires for medical positions, they will continue to use the Nurse Partnership program. This program allows new civilian nurses to train next to new military nurses. Upon completion they are offered employment in one of the command's facilities in the area. This command will develop entrance, exit interview standards, and metrics to measure progress of program.

- Concurrently review outreach efforts with hiring practices, policies and procedures. If found to be an issue that contributes to the low participation of Hispanics in the organization, focus on those areas needing improvement and implement appropriate plan of action.
- Review mentoring program. Determine if effective, otherwise, establish plan of action to improve.
- Revamp the exit survey to capture the demographics of those who are leaving and reason/s for leaving.
- Develop Barrier Analysis Teams and provide appropriate training to assist the teams in conducting a more in-depth investigation.

Require quarterly reports from subordinate activities on the status of the Hispanic Employment Program plans and objectives.

- Ensure more senior level engagement by appointing SES champions.

At the DON level, there have been ongoing discussions between the DON Office of EEO & Diversity Management and the Office of Personnel Management (OPM) to establish DON-wide access to the applicant flow demographics via USA Staffing. Once this tool becomes available to all commands, it will be possible to conduct a more in-depth review on the demographics of the applicants as well as those who are found to be qualified, selected and not considered.

The DON acknowledges work remains to determine what, if any, factors impede Hispanic males and females from participating at a higher rate within the DON. The DON also recognizes the challenge of developing skills and competencies of employees moving into EEO as a result of the new EEO/HR service delivery model. This is particularly true for those who have not been trained to conduct barrier analysis. With a few modifications, this effort will continue in FY 2013. (See DON's FY 2013 PART I for details)



<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of the Navy</b>	<b>FY 2012 Plan I (Individuals with Targeted Disabilities)</b>	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	A review of Table B1 shows the percentage of the participation rate of individuals with targeted disabilities (IWTD) in the Department of the Navy (DON) workforce continued to decrease in FY2011. At the end of FY2011, the participation rate of IWTD decreased to .65% as compared to .67% in FY2010. All major commands report a low participation rate of individuals with targeted disabilities in their workforce.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>For several years, the DON has been actively laying the foundation for in-depth barrier analysis to determine the cause/s for the low participation of individuals with disabilities in the DON workforce. In FY 2008, the DON issued a guide for conducting effective barrier analysis and then launched a two-day barrier analysis course in FY 2010. In the first year of deployment, training was conducted five times and an additional nine courses were offered in FY 2011. This effort resulted to the training of over 300 EEO and HR practitioners and supervisors and managers. In addition, several commands deployed this training in FY 2011 to their subcomponents with one command reporting an attendance of 1500 supervisors and managers.</p> <p>Submissions we received for this reporting period show that the commands are at different stages in their barrier analysis efforts. Some are still in the process of establishing the foundation for a more in-depth investigation, others are at the initial stages of execution (of their planned activities), while some commands have already identified a potential barrier and are in various stages in their barrier elimination efforts. For the first time, several commands have identified a potential attitudinal barrier to hiring individuals with targeted disabilities.</p> <p>The DON major commands are required to continue their barrier analysis and elimination efforts in FY2012. Additional barrier analysis training will be provided. See PART J, Part V, for complete details of our FY 2012 strategic plan.</p>	
<b>STATEMENT OF IDENTIFIED BARRIER:</b>	In-depth analysis has yet to be accomplished to determine if there are barriers to the employment of	

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	individuals with targeted disabilities in the DON.
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	The DON Major Commands will execute their program/plan for the recruitment, hiring, and advancement of individuals with targeted disabilities; support mandatory DON-wide initiatives; conduct an in-depth analysis to identify if any barriers exist; and, if barriers are identified, develop appropriate elimination plan(s).
<b>RESPONSIBLE OFFICIAL:</b>	DON Office of EEO & Diversity Management Program Director and staff, CDEEOOs, DEEOOs, HROS, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts
<b>DATE OBJECTIVE INITIATED:</b>	October 2011
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 2012
<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
<p>For all command that have not conducted/reported on their reviews of hiring practices, policies and procedures, those commands must conduct that review.</p> <ul style="list-style-type: none"> <li>• Reporting requirements for these reviews must include: <ul style="list-style-type: none"> <li>○ documentation of the specific practices, policies and procedures reviewed;</li> <li>○ the command's conclusion as to whether or not any aspect of each practice, policy or procedure either limits or tends to limit the recruitment and hiring of individuals with disabilities; and if they do limit or tend to limit</li> <li>○ whether or not the policy, practice and procedure is job related and consistent with business necessity.</li> </ul> </li> </ul>	30 September 2012
<p>All commands must conduct an analysis into the effectiveness of each of their recruitment efforts for individuals with disabilities. The results of the analysis, at a minimum, must include:</p> <ul style="list-style-type: none"> <li>• a listing of all command recruitment efforts for people with disabilities</li> <li>• what the command goals were at each recruitment effort, whether or not those goals were met, and if not what actions will be taken in the future to ensure accomplishment of the goal.</li> </ul> <p>An interactive session will be held with the major commands in March to provide greater direction on this accomplishment.</p>	30 September 2012

In lieu of periodic written submissions, commands are required to provide a year-to-date status and progress briefing to the DON Office of EEO & Diversity Management on their execution efforts towards accomplishing this Part I. Commands must also be prepared to outline their next steps for the remainder of the fiscal year to reach this plan's objective.

30 June 2012

## **REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

### Results of command reviews on hiring practices, policies and procedures

The DON major commands continue to be at different stages in their barrier analysis efforts, to include the review on hiring practices, policies and procedures. The results of the FY 2012 analysis did not produce a common issue among all or even a majority of the commands. While the vast majority of commands are actively recruiting individuals with disabilities, a number of commands concluded that they need to revise or develop new recruitment plans or strategies.

Some of the concerns reported regarding hiring practices included:

- A lack of coordination between recruiters and college Disability Student Services Offices
- A decentralized recruitment process which allows hiring official's greater discretion on who to interview, potentially impacting the number of individuals with targeted disabilities receiving interviews
- The current process not producing an acceptable applicant pool of individuals with targeted disabilities.

In FY 2011, several commands identified an attitudinal barrier. Current analysis showed additional commands reporting possible attitudinal barriers based on statements made by managers and supervisors. A few commands suspect that attitudinal barriers exist and are attempting to further validate their suspicions. Some have narrowed down this attitude as coming mostly from low or mid-level managers and supervisors. Evidence of the attitudinal barrier was derived from one-on-one conversations with supervisors and managers, statements made in open forums and supervisors' and managers' responses to surveys.

Below are examples of statements confirming attitudinal issue:

- Discomfort with persons with disabilities
- Concerns over how to interact with people with disabilities
- Concerns with a perception that qualification standards must be lowered for people with disabilities
- Concerns about the cost of providing reasonable accommodations and the ability to provide accommodations
- People with disabilities could not be hired into positions because of the type of work performed on ships and submarines

For those who have confirmed the barrier, they established a plan to solicit feedback from other commands with the same issue on their efforts to eliminate the barrier. A few commands are addressing this issue through continued training of their managers and supervisors.

Some of the actions taken in FY 2012 included:

- Training of manager and supervisor
  - A vast majority of the commands deployed an aggressive training plan covering areas such as DON reasonable accommodation procedures; the various hiring authorities available to hire individuals with disabilities (e.g. Schedule A, subpart (u)); and hiring sources (e.g. Workforce Recruitment Program, OPM Shared Register, Wounded Warrior Programs).
  - A command provided specific training to address the identified attitudinal barrier that included disability etiquette training and interviewer training for their supervisors and managers.
- DON issued two fact sheets for supervisors and managers.
  - The fact sheets were designed to provide clear and concise information to managers and supervisors on the topics of hiring individuals with disabilities and reasonable accommodation (RA).
    - The RA fact sheet was partially designed to address reported statements made by supervisors and managers that led some commands to identify an attitudinal barrier.
    - It also provides managers and supervisors the definition of what is an RA request, to include examples of requests.
    - The frequently asked questions section of the fact sheet provides information for supervisors and managers on processing timeframes and what to do if/when a request is received.
    - Manager and supervisors are directed to utilize appropriate resources and seek assistance and guidance when s/he receives an RA request or has a reason to believe an employee is requesting an RA.
  - The fact sheets are intended to supplement the training being conducted by major commands.
  - Information regarding the hiring individuals with disabilities fact sheet can be found in Part J of this report.

Status of analysis into the effectiveness of each of their recruitment efforts for individuals with disabilities.

The DON actively recruited people with disabilities in FY 2012. Several recruitment efforts attended or participated in by DON representatives include, but not limited to:

- Wounded Warrior and Veteran Hiring Events and Programs
  - Marine Corps Wounded Warrior Battalions
  - Department of the Army Wounded Warrior program
  - Navy Safe Harbor
  - Operation Advocates Supporting Injured Soldiers
  - Veteran's Administration Disabled Veteran Organization
  - Wounded Warrior Games
  - Hiring Heroes recruitment events
  - Operation Warfighter hiring events
  - Service Academy Career Conference
  - Recruit Military Career Fair
  - San Diego State University Veteran's Career and Resource Fair
  - Veteran's Career Fair, Marine Corps Recruit Depot, San Diego
  - Fort Belvoir Wounded Warrior Fair
  - Quantico Job Fair
  - Shipmate to Workmate Fair
  - NAVSEA Virtual Career Fair

- Hire-a-Hero/Hire-a-Vet Career and Resource Fair
- Fleet and Family Support Center Career Fair, San Diego
- Guam's Women's Veterans Conference
- Intelligence Community Wounded Warrior Internship Fair
- Job Fairs
  - Career and Disabled Fairs
  - Community Business Expo
  - STEM Diversity Career Expo
  - World of Possibilities (Disabilities Expo)
  - Virginia Employment Commission Job Fair
  - Jobtoberfest
  - Able-Disabled IT and Green Industries Career Fair
- College and Universities
  - Gallaudet University Career Fair
  - Rochester Institute of Technology/National Technical Institute for the Deaf
  - California State University at Northridge
  - California State Los Angeles University
- State and Local Rehabilitation Offices
  - Ventura County Rehabilitation Office
  - South Carolina, Department of Vocational Rehabilitation
- National Diversity Events
  - Mexican American Engineer Scientists (MAES)
  - Women of Color
  - Society of the Advancement of Socio-Economics
  - Society of Women Engineers
  - Society of Hispanic Professional Engineers
- Workforce Recruitment Program
- Veterans Administration (VA)
  - VA Coming Home to Work Program
- OPM Shared Register

Organizations the DON either continued or established partnerships with in FY 2012 include, but are not limited to:

- Wounded Warrior Project
- Balboa Career Transitional Center
- Army Transition Office
- Gold Coast Veteran's Foundation
- Veterans Administration (VA)
  - VA, Balboa locations
  - VA San Diego Area Office

- State and Local Rehabilitation Offices
  - Ventura County Rehabilitation Office
- Marines for Life Program
- Camp Pendleton Naval Hospital
- Guam's Department of Labor and Vocational Rehabilitation Office
- San Diego State University Workability VI
- Able-Disability Advocacy Group
- The Arc of San Diego
- Dayle McIntosh Center
- Transition Resource Adult Community Education
- Hawaii Department of Vocational Rehabilitation

Some of the challenges reported in FY 2012 with regards to recruitment of individuals with disabilities are as follows:

- Recruitment efforts did not result in an acceptable applicant pool.
- The need to develop or revise their recruitment plans and strategies.
- Unavailability of applicant flow data for analysis purposes

DON major commands continue to make progress in their barrier analysis efforts. To assist in their barrier analysis, several commands have either launched or plan to implement exit surveys to determine why people with disabilities leave the DON. Others will continue their training plan to ensure managers and supervisors understand their role and responsibility in the EEO program execution efforts including providing equal opportunity for Individuals with Disability.

At the DON level, there have been ongoing discussions between the DON Office of EEO & Diversity Management and the Office of Personnel Management (OPM) to establish DON-wide access to the applicant flow data via USA Staffing and make the process more efficient. However, OPM indicated only race, national origin, and gender demographics are available at this time. OPM is unable to capture a report on applicant flow information based on disability. Consequently, even when the tool becomes available to all commands, the DON still does not have the capability to determine if individuals with disability/targeted disability are applying for DON jobs; if applying, are they considered qualified; and if qualified, are they selected or not.

The DON acknowledges there is much to be done to determine what, if any, are the factors that impede individuals with disability/targeted disability from participating at a much higher rate within the DON. Likewise, the DON recognizes there will be challenges to commands' barrier analysis effort with the final implementation of the new EEO/HR service design. However, the results of this year's assessment thus far and plans the commands have established for the coming year will definitely put the DON on track towards realizing this objective. With a few modifications, this effort will continue in FY 2013. (See DON's FY 2013 PART I (3) for details)

<p>EEOC FORM 715-01 PART I</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
<p><b>Department of the Navy</b></p>	<p><b>FY 2012 Plan I (White Females)</b></p>
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>A review of the A-1, A-3 and A-6 Tables indicates that White females continue to participate at a low rate when compared to the Relevant Civilian Labor Force (RCLF) in the Department of the Navy (DON) workforce, all occupational categories and in 5 out of 10 major occupations.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of the DON White female profile shows that the group participates slightly below the RCLF in five of the ten major occupations: Information Technology Management (2210) (-3.78%), Engineering Technician (0855) (-5.71%), Miscellaneous Administration/Program (0301) (-12.69%), Logistics Management (0346) (-4.47%) and Contracting (1102) (-3.84). White females participate at a low rate in eight of the occupational categories: Officials and Managers (-6.47%), Professionals (-23.71%), Technicians (-37.12%), Office/Clerical (-21.76%), Craft Workers (-0.02%), Operatives (-10.55%), Laborers and Helpers (-5.97%) and Service Workers (33.95%).</p> <p>All of the information required to conduct an in-depth barrier analysis at the DON level is not available because the majority of employment decisions, e.g., hiring, implementation of employment practices, policies and procedures, occur at the major command and activity levels. In addition, recruitment and hiring policies, practices and procedures are not always the same for each command/activity. The DON relies on the major commands to conduct an in-depth analysis because the result of their discovery is critical to the development of an effective barrier elimination plan.</p> <p>A few commands reported that possible barriers for some groups, to include white females, are some commands' preference for former military personnel, internal hiring practices which favor veterans and downsizing. In most commands, many positions require highly specialized experience that favors former members of the military and impacts opportunity for all other groups outside the military community. Also, there is the possibility that the use of the Veteran's preference hiring authority creates a barrier to hiring women. The current economic</p>

	situation has prompted downsizing, hiring freezes and limited staffing which present less opportunity to hire new employees. The unstable economy has also caused employees to be reluctant to leave their current positions, therefore there has been little turnover in during FY2011.	
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>An in-depth barrier analysis cannot be performed at the DON level as the majority of employment decisions, e.g., hiring, implementation of employment practices, policies and procedures, occur at the major command and activity levels. In addition, the determination of positions considered mission-critical is made at the command level.</p> <p>Overall, commands' barrier analysis efforts to date indicate a better understanding of the data analysis piece of the process. However, although some commands have conducted good data analysis and are moving forward to a more in-depth analysis, there are still a few commands that have not completed all aspects of data analysis. In FY 2012, the DON will continue to require the major commands and subordinate activities to continue to focus their efforts on a more in-depth barrier analysis.</p>	
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Provide commands with a framework for conducting a more in-depth investigation to pinpoint specific barriers in policies, practices or procedures that may be impeding the participation of White females in the DON workforce.	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	DON Office of EEO & Diversity Management Program Director and staff, CDEEOOs, DEEOOs, HROs, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	October 2012	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	September 2012	
<p><b>EEOC FORM 715-01 PART I</b></p>	<p><b>EEO Plan To Eliminate Identified Barrier</b></p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>		<p><b>TARGET DATE (Must be specific)</b></p>
As they are all at different stages in their barrier analysis efforts, DON major commands are required to establish <u>individualized</u> planned		September 2012

activities for execution in FY 2012.

- a. If it is determined that there is no real barrier at the command/activity level, an explanation of the type of review conducted, why and how the command reached this conclusion must be provided.
- b. If the review shows there is a potential barrier(s), provide a detailed report on the extent of the review, why and how the command reached this conclusion.
- c. If a barrier(s) is found, commands must establish action plans to correct and eliminate the identified barrier/s, monitor progress, evaluate effectiveness of the planned activities and modify, if needed.
- d. If command is not yet in the position to draw any conclusion, provide a status on the planned activities completed thus far and their next steps in the process.

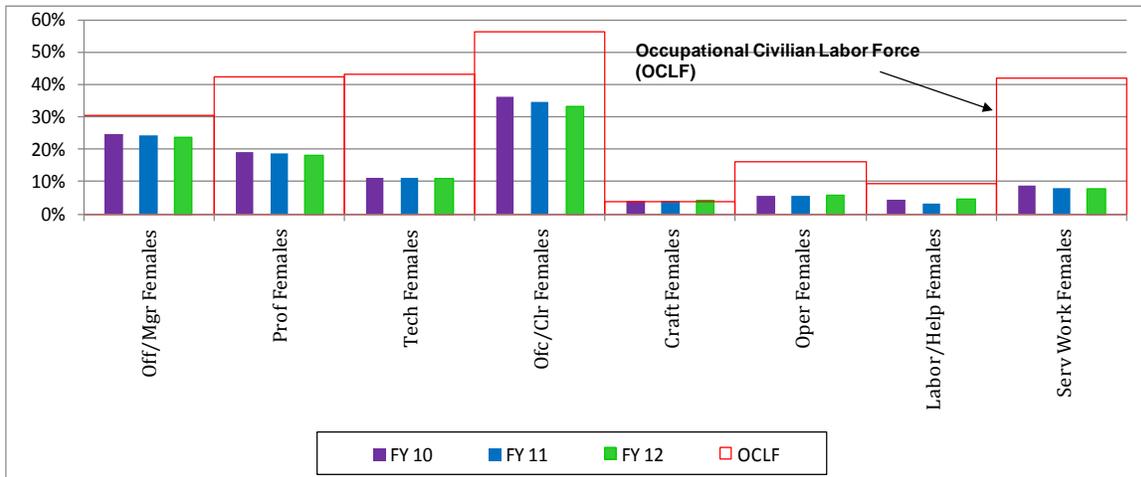
Commands are required to provide a year-to-date status brief to the DON Office of EEO & Diversity Management on their efforts toward accomplishing this plan. Commands must also be prepared to outline their next steps for the remainder of the fiscal year.

June 2012

**REPORT OF ACCOMPLISHMENTS/STATUS OF and/or MODIFICATIONS TO OBJECTIVE:**

A review of White females in the DON showed they are not participating at an expected rate in 19 of the 21 commands and at the overall DON level when compared to their availability in the Occupational Civilian Labor Force (CLF). This has been the trend for the last three years. The group’s participation rate has also continued to regress on five occupational categories as shown below. The participation of White females fluctuates up and down in the Operatives and Laborers and Helpers; however, remained below the OCLF. There is a noticeable disparity in the Officials and Managers; however, the group’s absence is most significant in the professional category. On a positive note, the group has a robust showing in the Craft Workers category, which increased slightly in FY 2012.

Table 1: Participation of White Females in the DON Occupational Categories

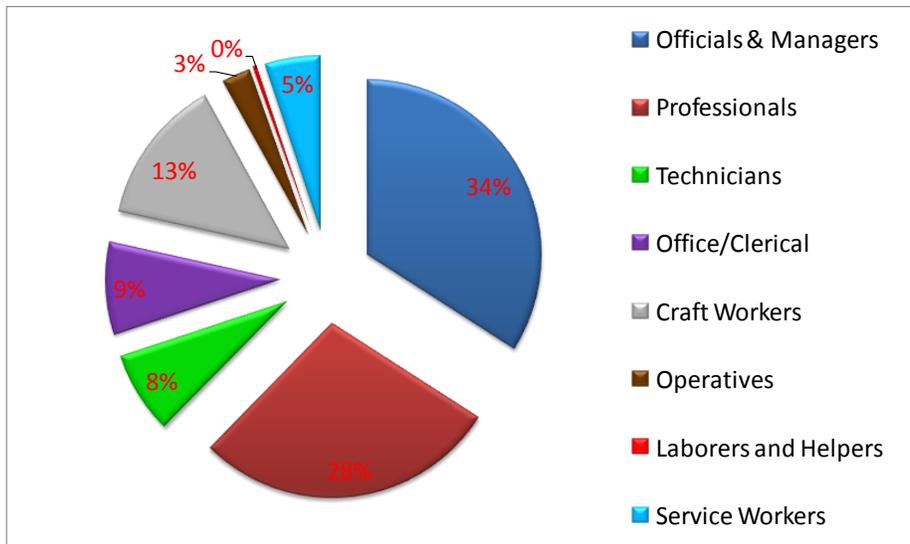


	Officials & Managers	Professional	Technicians	Office/Clerical	Craft Workers	Operatives	Laborers & Helpers	Service Workers
	WF	WF	WF	WF	WF	WF	WF	WF
OCLF	30.60%	42.30%	43.20%	56.30%	3.90%	16.30%	9.40%	42.10%
FY 10	24.76%	18.95%	11.16%	36.19%	3.96%	5.67%	4.27%	8.83%
FY 11	24.13%	18.59%	11.03%	34.54%	3.88%	5.75%	3.43%	8.15%
FY 12	23.50%	18.19%	10.83%	33.29%	4.03%	5.71%	4.55%	7.76%

\*\*\*Data as of Sep 2012. Includes Appropriated Fund only\*\*\*

In FY 2012, Officials and Managers, Professionals and Craft Workers remained the top three DON occupational categories. Officials and Managers account for thirty four percent (34%) of the DON jobs, Professionals account for 28%, and Craft Workers equal 13% of workers in the DON.

Table 2: FY 2012 DON Occupational Categories



As Table 2 shows, Officials & Managers and Professional positions account for the majority of the DON occupations. The OCLF also suggests ample applicants in these two occupations yet, white females continue to have low participation in these categories within the DON. The DON will further examine the reason why White females do not have a good representation in these categories. The DON will also review available data if White females are separating faster than they are coming into the DON workforce. Furthermore, a review will be conducted on promotion practices, policies and procedures that potentially impact this group's participation.

Notwithstanding good data analysis and an initial review by major commands of outreach efforts, hiring practices and developmental programs, most commands are not in the position yet to draw any conclusion with regards to barriers that prevent White females from participating at a higher rate in the DON workforce. Some commands determined that lack of competency or skill to conduct a more in-depth barrier analysis is a barrier by itself. Without this much needed skill, it is quite a challenge for commands to move beyond data analysis. To compound this issue, the DON will transition to a new

HR/EEO service delivery in FY 2013. In this new service design, some commands will either lose experienced staff or gain new people with limited, if any, skills to conduct an in-depth barrier analysis. Furthermore, some commands indicated that current metrics and reports available to the command and their subordinate activities limit the ability to pinpoint a specific employment policy, practice, and process as a barrier to equal opportunity for specific groups. Consequently, these commands have established a plan to conduct more barrier analysis training for EEO and HR practitioners, as well as senior leaders, supervisors and managers. The goal is more engagement from the leadership in the execution of EEO program objectives, including barrier analysis efforts.

The following positive milestones were noted by commands:

- Where applicable, commands cascaded barrier analysis requirements to subordinate activities, and aligned efforts to DON plans. This action resulted in a more focused and productive analysis.
  - Established Barrier Analysis Teams with participation from senior managers (civilian and military), shipyard commanders, supervisors and managers.
  - Deployed barrier analysis training to managers and supervisors. Training also included supervisor's role and responsibility in EEO program execution efforts.
  - Implemented initial changes to the recruitment process in response to the Barrier Analysis/Barrier Removal team analysis, (i.e., after identifying an issue in advertisement of merit promotion opportunities, command worked with management to change the process to reach a larger number of people).
  - Resulting from preliminary discussions with appropriate stakeholders, command made changes to how training opportunities were made available by advertising programs routinely, standardizing the application process, and/or having a calendar of events which provides for more up-front planning/consideration time for interested candidates, including females.
- Established advisory/focus groups to examine concerns raised by women to include but not limited to promotion, unique issues that affect women in non-traditional positions, work-life policies and practices that mostly impact women.
- Initiated reviews of command hiring and promotion policies and practices. However, commands have not been able to identify any barrier at this time. A plan is in place to continue this effort and follow the trail of information uncovered thus far.
  - Primarily operational commands and activities utilize VEOA appointments to fill new or vacant positions that require a high level of maritime, readiness, or war fighting operational experience.
  - Most positions are advertised using USA JOBS or through merit promotion and use various and wide areas of consideration, relevant selection factors and selection panels.
- Reported increased female participation in apprenticeship programs due to improvement on marketing and communication strategies, presence in career fairs, deployment of workshops to assist potential applicants and recurring training of selecting officials on merit system principles, interview and assessment techniques and practices.

Other commands determined areas needing additional in-depth review/investigation:

- Low participation of females, regardless of race and national origin in supervisory positions within the wage grades (i.e., Trades).
  - Affected commands conducted focus groups. One session was attended by mostly female supervisors or females who started in trades and progressed to positions at higher target

grade than supervisor (i.e., Zone Manager, Training Leader, etc.). Other sessions were comprised of females within the production trades. Results are still being analyzed and will be shared with the Barrier Analysis Team once available.

- Another focus group targeted White Female employees at the high grade levels, those who have stayed at lower grades and those in the pipeline for promotions. Results are still pending.
- A potential barrier was noted regarding lack of “bridge” positions in occupations or grade levels leading to some journeyman positions. These positions were recruited at the GS-9/11; GS-11/12 grade levels; however, recruitment announcements at the entry level (GS-5/7/9/11 or GS-5/7/9/11/12) were few and far between.
  - Commands affected initiated a major change in recruitment strategies to recruit at a lower level (GS-7/9/11). Recent graduates eligible for the Pathways Programs will also be considered for entry levels of this occupation.
- Veterans preference appears to block other candidates, including White females. Data showed most of the veteran preference hires were male, which correlates to the higher male population in the military community.
- Some of the major occupations are frequently filled by retired military members or contractors who have previous military experience working on the platforms specifically utilizing the skills of these series. Their experiences make them stronger candidates for the positions.
- Some commands have a self-imposed hiring freeze in FY 2012. The freeze coupled with the very low turnover impacted the availability of jobs within those organizations.
- In FY 2012, the DON switched to USA Staffing to fill most of vacant positions. Demographic information of the applicant flow data was not available to major commands upon transition, resulting in an inability to accurately assess barriers impacting recruitment of White Females.

FY 2013 Action Plans for commands include the following:

- Continue to review employment practices, processes and policies and report status/results.
- Review current outreach efforts to determine if outreach is an area needing improvement or causing some issues with regards to White female participation in the pool of potential candidates for DON jobs.
- Continue the plan to develop entrance and exit interview standards to measure progress of all groups, specifically women, throughout the employment cycle. This will assist the organization in identifying issues and concerns that potentially impact employment opportunities within the organization.
- Review current career development programs, to include but not limited to, how opportunities are announced, selections are made and participation in leadership/career development programs.

At the DON level, there have been ongoing discussions between the DON Office of EEO & Diversity Management and the Office of Personnel Management (OPM) to establish DON-wide access to the applicant flow demographics via USA Staffing and make the process more efficient. Once this tool becomes available to all commands, it will be possible to conduct a more in-depth review on the

demographics of the applicants as well as those who are found to be qualified, selected and not considered.

The DON acknowledges there is much to be done to determine what, if any, are the factors that impede White females from participating at a much higher rate within the DON. Likewise, the DON recognizes there will be challenges to commands' barrier analysis effort with the final implementation of the new EEO/HR service design. However, the results of this year's assessment thus far and plans the commands have established for the coming year will position the DON on the right track towards realizing this objective. With a few modifications, this effort will continue in FY 2013. (See DON's FY 2013 PART I for details)



**FY 2013**

**PART I**



**Department  
of the Navy**

**FY 2013 Plan I**

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

Provide a brief  
narrative describing  
the condition at issue.

How was the  
condition recognized  
as a potential barrier?

At the end of FY 2012, the Department of the Navy (DON) had a diverse workforce of 246,237 civilians. Of those, 195,527 were permanent Appropriate Fund (AF) employees, 5,886 were temporary AF and 44,824 were Non AF (NAF) employees.

Funding for the AF and NAF employees comes from two separate allocations. The AF employees are paid from funds that are appropriated by Congress. NAF employees are paid from revenue generated from services provided by the Morale, Welfare, and Recreation (MWR), Marine Corps Community Services (MCCS) and Navy Exchange (NEX) onboard Navy and Marine Corps installations all over the world. Three of the 20 DON major commands have NAF subordinate activities: Commander, Navy Installations Command has the MWR; U.S. Marine Corps has the MCCS; and Naval Supply Systems Command has the NEX. Furthermore, AF and NAF employees are governed by different sets of employment policies, practices and procedures. Therefore, it is appropriate for the DON to conduct a separate analysis on AF and NAF workforce. The DON will require those commands with NAF activities to analyze their NAF and AF workforce separately and include this effort as an FY 2013 planned activity. Results of the analysis will be included in the DON's FY 2013 assessment.

**AF Analysis:** When the DON AF workforce was compared to the National Civilian Labor Force (NCLF), three groups continue to have significant low participation rates. These groups are Hispanic males and females, and White females. In addition, the following two additional groups experience a lesser degree of low participation : Black female and American Indian Alaskan Native female.

Table 1: AF Workforce compared to the NCLF by RNO/Gender

RNO	Gender	2009	2010	2011	2012	CLF
Hispanic	Male	3.21%	3.25%	3.31%	3.44%	6.20%
	Female	1.65%	1.62%	1.64%	1.70%	4.50%
White	Male	51.07%	51.14%	51.12%	50.91%	39.00%
	Female	19.06%	18.68%	18.38%	17.91%	33.70%
Black	Male	7.34%	7.46%	7.60%	7.82%	4.80%
	Female	5.65%	5.61%	5.46%	5.42%	5.70%
Asian	Male	6.63%	6.72%	6.65%	6.65%	1.90%
	Female	2.84%	2.75%	2.79%	2.72%	1.70%
NHOPI	Male	0.78%	0.85%	0.91%	0.97%	0.10%
	Female	0.32%	0.32%	0.37%	0.38%	0.10%
AIAN	Male	0.45%	0.44%	0.44%	0.42%	0.30%
	Female	0.22%	0.20%	0.20%	0.18%	0.30%

A review of the DON major commands' workforce profiles confirms similar trends,

with all 20 major commands showing a participation rate below the NCLF for Hispanic males and females. With the exception of two commands, all the rest also demonstrate a low participation of White females. Since these anomalies are consistent across the enterprise, the DON will continue to focus our efforts to determine if any factors are preventing these groups with significant low participation from participating at a level comparable to their availability in the labor force.

Additional review of the DON AF workforce also shows Asian males and females have robust participation but do not enjoy the same participation rate in high grades and Senior Executive Service (SES) levels when considering their presence in the pipeline grades. The DON began to examine this anomaly in FY 2009 which was then expanded to include analysis of all other groups' participation at the pipeline, high grades and SES.

The participation of individuals with targeted disabilities in the AF workforce remained constant from FY 2011 to FY 2012, which is a change from the continued downward trend from previous years. At the end of FY 2012, 0.69% of the DON AF population were individuals who self-identified as having a targeted disability. Furthermore, a four-year trend analysis on accessions and separations of individuals with targeted disabilities showed that in each fiscal year for the past four years, separations have been greater than accessions despite aggressive efforts to bring people with disabilities and targeted disabilities into the DON workforce.

Table 2: AF Workforce by Disability

Workforce	Beginning of FY 2012		End of FY 2012		Net Change	
	#	%	#	%	#	Rate of Change
<b>Total Work Force</b>	201,526	100%	201,619	100 %	93	0.05%
<b>Reportable Disability</b>	12,297	6.10%	13,088	6.49%	791	6.43%
<b>Targeted Disability*</b>	1,385	0.69%	1,397	0.69%	12	0.87%

For a more detailed information on the DON's FY12 AF analysis on all the triggers mentioned above, refer to FY12 PART I (1) to (4) and FY12/FY13 PART J.

**BARRIER ANALYSIS:**

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

Because analysis of the described triggers at the aggregate level results in obfuscation of the actual barriers, much of the information required to conduct an in-depth barrier analysis is required from the command level. For example, analysis of specific promotion policies, practices and procedures, as well as recruitment and hiring practices must be conducted at the levels of major commands and activities. With the proviso that they are compliant with law, rule, regulation or higher directives/instructions, commands have the latitude of establishing local instructions on promotions, hiring or other employment life cycles, or negotiating local procedures in their collective bargaining agreements. This further drives the need for analysis at the command and activity level. In addition, the determination of positions that are considered mission-critical is also made at the command level. Therefore, we rely on the information provided by the major commands to identify the specific barriers with resultant plans of corrective action. Commands are at different stages in their barrier analysis efforts, which further impacts our ability to conduct in-depth analysis at the aggregate level.

An additional layer of complications impacting identification of specific barriers is the implementation of DON's service delivery model, effective April 2013. This new model will require major restructuring of HR/ EEO program services at the command level. The transition began impacting EEO practitioners across the command in FY 2012, as EEO practitioners began to accept new positions rather than make the move required by the service transition. For many commands this has resulted in a loss of the experience and knowledge necessary to conduct command barrier analyses. Moving forward, commands will need to train incoming/new practitioners who will be responsible for conducting the barrier analysis, and who have varying levels of expertise and knowledge of the commands to which they have been assigned. For this reason, DON will focus on the development of the competencies required by EEO practitioners in order to help commands achieve a Model EEO Program in FY13.

To accelerate these overall program execution efforts, the DON will continue to develop and deploy numerous training courses critical to the development of competencies, as well as ensuring engagement of appropriate stakeholders at the command and activity levels. Overall, the commands' barrier analysis efforts to date indicate a better understanding of the data analysis process and the need for a more strategic approach in order to complete the barrier analysis process. The majority of major commands are engaging in good data analysis and are moving toward "in-depth" analysis; however, there are still a few that have not demonstrated an ability to conduct "in-depth" data analysis. While they are capable of performing initial analyses on policies and procedures, they do not demonstrate the ability to peel back the "layers of the onion" in order to understand the root cause of the potential barrier.

The DON has developed EEO Plans for the commands and activities to address the triggers noted above, taking into consideration the varying degrees of experience and skills now resident in commands. In FY13, DON will use varying methods to leverage the experience and skills of those commands that have retained their experienced workforce and have had success with barrier analysis. While we cannot identify specific barriers based on the analyses performed across DON to date, we can take advantage of ongoing training and cooperative efforts to establish working groups that will both advance the understanding of triggers which possibly point toward barriers, as well as leverage existing practitioner skills and experience to

	<p>assist with the knowledge transfer needed to ensure a strong EEO/Diversity program across DON.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>While we can conclusively identify triggers that could suggest barriers in the recruitment, hiring, retention and development of the DON workforce, DON cannot pinpoint an identified barrier without the full range of analysis necessary to fully understand the conditions affecting full participation by all groups. Efforts to identify barriers will continue in FY 2013.</p>

<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<ul style="list-style-type: none"> <li>To determine if there are barriers within the DON that impact opportunities for Hispanic males, Hispanic females, White females and Individuals with Targeted Disabilities throughout the entire employment cycle.</li> <li>To determine the factors that limit or impact advancement of Asian males and Asian females, as well as other groups, to high grade and SES levels.</li> </ul>
<b>RESPONSIBLE OFFICIAL:</b>	DON Office of EEO & Diversity Management Program Director & staff, Command Deputy EEO Officers (CDEEOO), Deputy EEO Officers (DEEOO), HR Officers, hiring officials, supervisors and managers, senior level managers involved in barrier analysis efforts, and Office of Civilian Human Resources (OCHR) Transition Team
<b>DATE OBJECTIVE INITIATED:</b>	October 2012
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 2013
<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
<p><i>Note: Although more in-depth barrier analysis at the command and activity levels will continue to be a requirement in FY 2013, it is imperative that major commands leverage the DON's transition to the new HR service delivery to establish a robust EEO program infrastructure that will include resources, with competencies that will advance the commands' program execution efforts. Without the foundation necessary to conduct in-depth barrier analysis, the DON cannot identify the specific barriers preventing full participation of all groups. Therefore, to accomplish this Plan, commands will follow the requirements established under the DON's FY 13 PART H (Service Delivery) with regards to program (re)structuring</i></p>	
<p>1. In FY 2013, the commands will continue to examine and determine what factors, if any, potentially <u>limit employment opportunities for Hispanic males, Hispanic females, White females, and Individuals with Targeted Disabilities</u>. Commands should also look into the factors that potentially impede the <u>advancement of Asian males, Asian females and other groups to high grade and SES levels</u>.</p> <ul style="list-style-type: none"> <li>If it is determined that there is no barrier at the command/activity level, an explanation of the <u>type of review conducted, why and how the command reached this conclusion</u> must be provided.</li> </ul>	September 30, 2013

<ul style="list-style-type: none"> <li>○ If the review shows there is a potential barrier, provide a detailed report on the <u>extent of the review, why and how the command reached this conclusion.</u></li> <li>○ If a barrier is found, commands must detail <u>why and how the command reached this conclusion, establish action plans to correct and eliminate the identified barrier, monitor progress, evaluate effectiveness of the planned activities and modify, if needed.</u></li> <li>○ If command is not yet in the position to draw any conclusion, commands must provide an explanation of the <u>type of review conducted, why and how the command reached this conclusion, including a status on the planned activities completed thus far and their next steps in the process.</u></li> <li>○ If results of separate analysis on each group confirm that issues found are consistent across most or all groups, status reports must reflect this determination. Consequently, commands may establish one barrier elimination plan for all groups affected.</li> </ul> <p><u>Action:</u> DON Office of EEO and Diversity Management CDEEOOs, DEEOOs, HR/EEO practitioners, Designated Command Diversity Champions and Senior Leaders/Managers</p>	
<p>2. In conjunction with the plan detailed above, or exploration of other issues, the DON Office of EEO and Diversity Management will conduct tailored “mini-barrier analysis training” events to assist commands in the identification and examination of triggers and barriers. The approach will be more specialized and responsive to the level of the commands’ barrier analysis initiatives and skills. DON Office of EEO and Diversity Management will also explore the need for regular MD-715 Barrier Analysis Users Group meetings.</p> <p>Action: DON Office of EEO and Diversity Management</p>	<p>September 30, 2013</p>
<p>3. The DON Office of EEO &amp; Diversity Management will establish working groups to focus barrier analysis efforts on specific trigger/issues that are common across multiple commands. Working groups will explore common triggers affecting similar workforces in an effort to build synergy around barrier analysis for common problems. A DON Office of EEO &amp; Diversity Management staff member will be assigned to guide the working group’s efforts.</p> <p>3.a The DON Office of EEO &amp; Diversity Management will collaborate with the DON Recruitment Office and CDEEEO/recruitment offices chosen to participate in this pilot effort to develop a common approach to determine and analyze major command participation in Affinity Group events. Efforts will directly link to noted areas of low participation within</p>	<p>September 30, 2013</p>

<p>commands and will follow established criteria to determine a return on investment for the DON.</p> <p>3.b The three major commands who comprise the NAF population will work together to conduct a separate analysis on their respective NAF workforces, looking for common triggers/barriers.</p> <p>3.c The commands that have identified an attitudinal barrier to the hiring of individuals with targeted disabilities will work together to identify effective barrier removal strategies. Commands that have already initiate barrier removal efforts are expected to share their initial evaluations of the effectiveness of their efforts. Participants will be selected based on commands that have identified an attitudinal barrier in their MD-715 Report.</p> <p>3.d Working Group to examine and share best practices related to the examination of policies/practices/procedures. Participation in this working group will be determined following consultation with CDEEOOs.</p> <p><u>Action:</u> DON Office of EEO and Diversity Management, CDEEOOs, DEEOOs, HR/EEO practitioners, Designated Command Diversity Champions and Senior Leaders/Managers</p>	
<p>4. DON Office of EEO and Diversity Management will schedule interim “year-to-date” command discussions to review the status of ongoing barrier analysis efforts and transition implementation progress/concerns.</p> <p><u>Action:</u> DON Office of EEO and Diversity Management, CDEEOOs, DCHRs, DEEOOs, HRDs, Supervisors/managers, HR/EEO practitioners</p>	<p>September 30, 2013</p>



**FY 2012/2013**

**PART J**





6.a. Time-Off Awards (Total hrs awarded)	758,668	52,765	6.95%	5,655	.75%	15,986	2.11%	684,262	90.19%
6.b. Cash Awards (total \$\$\$ awarded)	\$115,958,868	\$6,682,342	5.76%	\$611,009	.58%	\$2,800,668	2.65%	\$105,864,849	91.30%
6.c. Quality-Step Increase	2,931	183	6.24%	13	0.44%	63	2.15%	2,672	89.76%

<p><b>Part IV</b></p> <p>Identifi- cation and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities <b>using FORM 715-01 PART I</b>. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p> <p>The Department of the Navy (DON) continues to make progress in its barrier analysis effort. Beginning in FY 2008, the DON established objectives to improve barrier analysis efforts at the command and activity levels. In 2008, the DON issued a guide for conducting effective barrier analysis and launched a two-day barrier analysis course in 2010. The course has been deployed throughout the DON by both DON headquarters personnel and major command personnel. In FY 2012, the DON deployed the training on numerous occasions, continuing our effort to educate EEO practitioners, HR practitioners, supervisors and managers, and leadership.</p> <p>As stated in last year's report the DON was developing a plan to implement Executive Order 13548. The plan was issued by the Assistant Secretary of the Navy for Manpower and Reserve Affairs, the DON EEO Director, in October 2011. The significance of barrier analysis was also emphasized to senior command leaders through the DON plan. The first initiative in the plan requires each command to conduct an appropriate barrier analysis into the low participation rate of individuals with targeted disabilities. In FY 2011, three major commands reported an attitudinal barrier by supervisors and managers. As reported in the DON Part I, in addition to the three commands that reported attitudinal barriers in FY 2011, an additional major command and one regional command reported an attitudinal barrier and two additional commands reported "possible" attitudinal barriers based on statements made by managers and supervisors in FY 2012. The commands that have confirmed an attitudinal barrier represent approximately 30% of the DON population. Commands that suspect a possible attitudinal barrier represent another 7% of the DON population. Evidence of these confirmed and potential attitudinal barriers was derived from one-on-one conversations with supervisors and managers, statements made in open forums by supervisors and managers, and surveys of supervisor and managers. Statements made included:</p> <ul style="list-style-type: none"> <li>• Discomfort with persons with disabilities</li> <li>• Concerns over how to interact with people with disabilities</li> <li>• Concerns with a perception that qualification standards must be lowered for people with disabilities</li> <li>• Concerns about the cost of providing reasonable accommodations and the ability to provide accommodations</li> <li>• Statements suggesting people with disabilities could not be hired into positions because of the type of work performed on ships and submarines</li> </ul> <p>One command has localized the barrier to be mostly the product of low or mid-level managers and supervisor's attitudes. Commands are at various stages in their plans to eliminate the attitudinal barriers. Some commands suspect that attitudinal barriers exist and are attempting to further validate their suspicions with, for example, a survey for their managers and supervisors. Other commands have confirmed the barrier, and plan to communicate with other commands to determine best practices for eliminating the barrier. A few commands are addressing the issue through continued training of their supervisors.</p>
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A vast majority of DON commands reported that in FY 2012 training was conducted for their supervisors and managers. Areas covered in the training included the DON reasonable accommodation procedures, the various hiring authorities available to hire individuals with disabilities (e.g. Schedule A, subpart (u)), and hiring sources (e.g. Workforce Recruitment Program, OPM Shared Register, Wounded Warrior Programs). One command provided specific training to address the identified attitudinal barrier that included etiquette training and interviewer training.

In FY 2012, the DON developed and issued a reasonable accommodation fact sheet partially designed to address reported statements made by supervisors and managers regarding reasonable accommodations that led some commands to identify an attitudinal barrier. The fact sheet provides managers and supervisors the definition of what is a reasonable accommodation request, to include examples of requests for reasonable accommodations, and what to do when someone asks for a reasonable accommodation. The fact sheet advises managers and supervisors to seek assistance from EEO or HR when a reasonable accommodation is made. It also provides links to DON's reasonable accommodation policies and procedures.

A fact sheet entitled Hiring Individuals with Disabilities was also developed and issued in FY 2012. The fact sheet was designed to supplement the training provided by the major commands and provide managers and supervisors with basic information regarding the various hiring authorities available to expedite the hiring of individuals with disabilities, including Schedule A, 30% Disabled Veteran hiring authority, and the Veteran's Recruitment Appointment authority. The fact sheet also contains a frequently asked questions section addressing topics that have been raised by supervisors. For example, several commands reported that supervisors and managers have stated that people with disabilities cannot perform the type of work done at the command. The fact sheet addresses that question by stating that people with disabilities can and do perform almost every type of position in the DON including engineering, scientific, information technology, welding and more. The fact sheet further states that there are many types of disabilities, and notes that how a particular disability impacts an individual varies from person to person. Furthermore, there are a number of reasonable accommodations that may be provided for any particular disability if needed. The fact sheet also addresses concerns raised by supervisors and managers regarding performance standards and conduct rules. Supervisors and managers are provided with links to obtain additional information and sources for hiring people with disabilities and are encouraged to contact their Human Resources Office for assistance.

As evidenced by the information above, DON barrier analysis efforts have progressed since the last reporting period. The technical competency of EEO practitioners and managers and supervisors continues to increase as a result of continued barrier analysis and EEO training. However, the increased knowledge and progress is not consistent throughout the department as various DON major commands are at different stages in their barrier analysis efforts.

Several issues that we previously reported that have hampered our barrier analysis efforts continued in FY2012. Specifically, during the reporting period we still did not have tracking and monitoring mechanisms for applicant pool information allowing us to identify the number of individuals with disabilities who have applied for positions. In FY 2012, the DON completed its transition to USAStaffing. The USAStaffing tool does allow for the capture of applicant flow data for race and ethnicity, but not for disability. The DON has contacted OPM to determine if disability data can be added in the future.

In FY 2011, we reported an issue with capturing the reasons why employees have left the workforce. In FY 2012, several commands reported the use and/or the implementation of exit surveys or exit interviews. Two additional commands reported plans to implement exit surveys in FY 2013.

In addition to the continued efforts above, DON major commands are also addressing accessibility issues within their commands. Commands are either continuing or initiating accessibility studies to ensure their facilities are accessible for people with disabilities.

### Recruitment

The vast majority of DON major commands are actively recruiting individuals with disabilities. As reported in the Part I, the DON attended or participated in several recruitment efforts such as:

- Wounded Warrior and Veteran Hiring Events and Programs
  - Marine Corps Wounded Warrior Battalions
  - Department of the Army Wounded Warrior program
  - Navy Safe Harbor
  - Operation Advocates Supporting Injured Soldiers
  - Veteran's Administration Disabled Veteran Organization
  - Wounded Warrior Games
  - Hiring Heroes recruitment events
  - Operation Warfighter hiring events
  - Service Academy Career Conference
  - Recruit Military Career Fair
  - San Diego State University Veteran's Career and Resource Fair
  - Veteran's Career Fair, Marine Corps Recruit Depot, San Diego
  - Fort Belvoir Wounded Warrior Fair
  - Quantico Job Fair
  - Shipmate to Workmate Fair
  - NAVSEA Virtual Career Fair
  - Hire-a-Hero/Hire-a-Vet Career and Resource Fair
  - Fleet and Family Support Center Career Fair, San Diego
  - Guam's Women's Veterans Conference
  - Intelligence Community Wounded Warrior Internship Fair
- Job Fairs
  - Career and Disabled Fairs
  - Community Business Expo
  - STEM Diversity Career Expo
  - World of Possibilities (Disabilities Expo)
  - Virginia Employment Commission Job Fair
  - Jobtoberfest
  - Able-Disabled IT and Green Industries Career Fair
- College and Universities
  - Gallaudet University Career Fair
  - Rochester Institute of Technology/National Technical Institute for the Deaf
  - California State University at Northridge
  - California State Los Angeles University
- State and Local Rehabilitation Offices
  - Ventura County Rehabilitation Office
  - South Carolina, Department of Vocational Rehabilitation
- National Diversity Events
  - Mexican American Engineer Scientists (MAES)
  - Women of Color
  - Society of the Advancement of Socio-Economics
  - Society of Women Engineers
  - Society of Hispanic Professional Engineers
- Workforce Recruitment Program
- Veterans Administration (VA)

- VA Coming Home to Work Program

- OPM Shared Register

Organizations the DON either continued or established partnerships with in FY 2012 include, but are not limited to:

- Wounded Warrior Project
- Balboa Career Transitional Center
- Army Transition Office
- Gold Coast Veteran's Foundation
- Veterans Administration (VA)
  - VA, Balboa locations
  - VA San Diego Area Office
- State and Local Rehabilitation Offices
  - Ventura County Rehabilitation Office
- Marines for Life Program
- Camp Pendleton Naval Hospital
- Guam's Department of Labor and Vocational Rehabilitation Office
- San Diego State University Workability VI
- Able-Disability Advocacy Group
- The Arc of San Diego
- Dayle McIntosh Center
- Transition Resource Adult Community Education
- Hawaii Department of Vocational Rehabilitation

A couple of commands stated that their recruitment efforts did not result in an acceptable applicant pool. Several commands stated the need to develop or revise their recruitment plans and strategies.

The DON is making progress in the hiring of individuals with disabilities. The Employment of People with Disabilities in the Federal Executive Branch Report, OPM's report to the President on the employment of individuals with disabilities, included not only individuals with targeted disabilities and non-targeted reported disabilities, but also 30% or more disabled veteran hires. For the first time, the DON has included disabled veterans in addition to individuals with targeted and non-targeted disabilities, in our FY2012 work force analysis. In FY 2012, the DON hired 115 individuals with targeted disabilities, 1,368 individuals with non-targeted disabilities, and 1,835 30% or more disabled veterans.

Work Force Analysis

Appropriated Fund and Non-Appropriate Fund <sup>1</sup>	EEOC Goal	2009	2010	2011	2012	2.0% minus 2012 DON Participation
IWTD	2.0%	0.70%	0.67% ↓	0.64% ↓	0.63% ↓	1.37%
Other Disabilities	N/A	5.39%	5.45% ↑	5.79% ↑	6.11% ↑	N/A

<sup>1</sup> Includes Non-Appropriated Fund (NAF) data

Appropriated Fund Only <sup>2</sup>	EEOC Goal	2009	2010	2011	2012	2.0% minus 2012 DON Participation
IWTD	2.0%	0.74%	0.72% ↓	0.69% ↓	0.69% ↔	1.31%
Non-targeted Disabilities	N/A	5.65%	5.71% ↑	6.10% ↑	6.49% ↑	N/A

The participation rate of individuals with targeted disabilities has decreased in each of the last four fiscal years. In FY 2012, 0.63% (1,560 employees) of the DON population were individuals who self identified as having a targeted disability. This shows a net change of **-1.33% (21 employees)** from last fiscal year which is **1.37%** lower than the Equal Employment Opportunity Commission's (EEOC) goal of **2.0%** for Individuals with Targeted Disabilities (IWTD). When non-appropriated fund employees are removed, the DON participation rate of individuals with targeted disability remained the same in FY 2012, as compared to FY 2011, 0.69%.

Unlike the decreasing participation trend for individuals with targeted disabilities, the participation rate of individuals with non-targeted disabilities has increased in each of the last four fiscal years. In FY 2012, the DON employed **15,063 (6.11%)** individuals who reported non-targeted disabilities. This is a **5.88%** (836 employees) net change from FY 2011. When data is reviewed for only the non-appropriated workforce, the participation rate of individuals with non-targeted disabilities increases to 6.49%.

To garner a better understanding of the DON individual with disabilities workforce an analysis of accessions and separations was conducted.

#### ACCESSIONS/SEPARATIONS:

A four-year trend analysis of accessions and separations of appropriated fund employees with targeted disabilities showed that in each fiscal year for the past four years, the number of separations has been greater than the number of accessions. Also, as a percentage of total accessions and total separations, the separation rate of individuals with targeted disabilities has been greater than the accession rate for people with disabilities in each of the last four years. In FY 2012, the DON hired fewer people with targeted disabilities than in FY 2011, but the FY 2012 hires represented a large proportion of total hires than in FY 2011, FY 2010 or FY 2009. In addition, the total number (161) and percentage (.88%) of separations by individuals with targeted disabilities decreased in comparison to FY 2011 (197 and 1.08%, respectively); however, the FY 2012 number and percentage of individuals with targeted disabilities separating was greater than in FY 2010 or FY 2009. As reported in last year's report, the DON witnessed a large increase in separations of individuals with targeted disabilities in FY 2011, which may be attributable to the transfer of two hospitals, one to Department of Defense and one to the Veterans Administration. As a result of these transfers the DON lost 34 individuals with targeted disabilities.

Fiscal Year	Targeted Accessions	Targeted Separations
2012	91 (.51%)	161 (.88%)
2011	103 (.50%)	197 (1.08%)
2010	74 (.36%)	149 (.85%)
2009	93 (.38%)	129 (.79%)

<sup>2</sup> Excludes NAF data

An analysis of DON accessions by nature of action codes used in the hiring of individuals with targeted disabilities was conducted. In FY 2012, 80% of DON targeted disability hires were permanent hire appointments. The data revealed that a majority of DON accessions of individuals with targeted disabilities were excepted appointments (62.61%). The majority of excepted appointments (66.66%) were Schedule A, section 213.3102(u), appointments. The schedule A hiring authority, and in particular the legal authority to hire individuals with severe physical disabilities, was the most used hiring authority for people with targeted disabilities in FY 2012. The Schedule A hiring authority was also the most commonly used hiring authority in FY 2011 for people with targeted disabilities. In FY 2012, permanent excepted appointments accounted for 48.70% of hires and time limited excepted appointments accounted for 13.91% of hires. Career/Career-Conditional appointments represented 31.30% of all appointments of individuals with targeted disabilities. Most career/career-conditional appointments (53.84%) were from a certificate issued from a civil service register.

Several commands have stated that individuals with targeted disabilities are reluctant to self-identify and have only identified themselves as having a disability or targeted disability once on-board. A review of individuals hired using the Schedule A hiring authority for people with disabilities added support to these claims. DON data showed that 27 individuals hired under Schedule A stated that they did not want to identify their disability on the Standard Form (SF) 256 and 9 individuals self identified as not having a disability. In FY 2011, three individuals hired under the Schedule A hiring authority for people with disabilities selected the code that indicates they did not want to identify their disability status on the SF 256 and an additional 24 individuals hired using the Schedule A hiring authority for people with disabilities self identified as not having a disability. In FY 2012, only 48 individuals hired under the Schedule A hiring authority identified themselves as having a targeted disability, representing (22.54%) of all Schedule A hires. One hundred and twenty-four Schedule A hires identified themselves as having a non-targeted disability.

A similar nature of action code analysis was conducted into the separations of individuals with targeted disabilities. The majority of separations in FY 2012 were the result of retirements. Fifty-four (80.59%) of retirements were voluntary and an additional nine (13.43%) were disability retirements. Resignations accounted for 18.46% of separations of individuals with targeted disabilities. While we were unable to determine the exact nature of all the resignations, 20.83% of the resignations were during the employees' probationary or trial period. There were also four employees who were terminated during their probationary or trail period. Three of the four terminations were based on unacceptable or unsatisfactory performance or other factors unrelated to misconduct or delinquency. The remaining termination, during a probationary or trial period, was due to the employee's conduct or delinquency and unacceptable performance. Eighteen employees (13.85%) were terminated when their appointments expired. Several major commands reported the use of exit surveys and two additional commands are planning to implement exit surveys in the future. These surveys may lead to greater insight into the reasons individuals with targeted disabilities are separating from the DON.

As stated above, the participation rate of individuals with non-targeted disabilities has increased in each of the last four fiscal years. (See table below) The number of accessions for appropriated fund employees with non-targeted disabilities (899) decreased in FY 2012, after three years of continuous gains. The percentage of individuals with non-targeted disabilities hired into the DON, in comparison to total hires, decreased in FY 2012 in comparison to FY 2011, but was higher than in FY 2010 and FY 2009. This follows the same pattern as for the number of individuals with non-targeted disabilities hired. (See table below).

DON Population of Individuals with Non-targeted Disabilities by Fiscal Year		
Fiscal Year	Number	Percentage
2012	15,063	6.11%
2011	14,227	5.79%
2010	13,226	5.45%
2009	12,461	5.39%

DON Accession and Separation Data for Appropriated Fund Employees with Non-targeted Disabilities by Fiscal Year		
Fiscal Year	Targeted Accessions	Targeted Separations
2012	899 (5.08%)	1337 (7.35%)
2011	1190 (5.81%)	1246 (6.80%)
2010	1018 (4.11%)	1245 (7.13%)
2009	980 (4.00%)	1056 (6.51%)

An analysis into the accessions and separations data by nature of action code was also conducted for individuals with non-targeted disabilities. In FY 2012, 81.87% of DON non-targeted disability hires were permanent hire appointments. The majority of individuals with non-targeted disabilities were hired using career/career conditional appointments (52.97%). Within career/career conditional appointments, 39.79% were hired through a career conditional Veteran's Employment Opportunity Act (VEOA) appointment. An additional 37.39% were hired from a civil service register. The second most common appointment for individuals with non-targeted disabilities was excepted appointments accounting for 34.5% of non-targeted disability hiring. The majority (77.97%) of excepted appointments were permanent excepted appointments. The most commonly used permanent excepted appointment used in FY 2012 was Veteran's Recruitment Authority (VRA) appointments (45.38%). Individual's hired under a Schedule A, subsection (u), appointment accounted for 27.72% (102) of all permanent excepted appointments. There were also an additional 22 time limited Schedule A appointments in FY 2012. Nine percent of individuals with non-targeted disabilities hired by the DON in FY 2012 were hired under a Schedule A appointment.

The majority of separations for individuals with non-targeted disabilities were retirements (44.05%). The vast majority of retirements (89.37%) were voluntary. The second most common form of separations in FY 2012 were resignations (21.03%). In FY 2011, resignations during the employee's initial appointment probation or trial period accounted for 33.18% of resignations. In FY 2012, the percentage of individuals resigning during their initial appointment probation or trial period dropped to 24.9% of appointment resignations of individuals with non-targeted disabilities. As stated above, with more commands utilizing or planning to utilize exit surveys, we expect to have a better understanding of why individuals are resigning during their probationary or trial period.

As stated above, the DON has been actively recruiting and hiring disabled veterans. The DON population is comprised of 23,221 disabled veterans, of which 15,640 are 30% or more disabled veterans. Although some disabled veterans will not meet the definition used by OPM in the standard form 256 for reportable disabilities, it is expected that the large effort to hire wounded warriors and disabled veterans will have a positive impact on the hiring of individuals with disabilities. DON major commands attend numerous wounded warrior recruitment events and, in FY 2012, the DON hired 2,540 disabled veterans, to include 1,835 30% or more disabled veterans. Despite the large number of disabled veteran hires, only 1.57% reported having a targeted disability and 22.95% reported having a non-targeted disability. Similar reporting percentages were found for 30% or more disabled veterans, with 1.96% reporting targeted disabilities and 24.41% reporting non-targeted disabilities.

The majority of disabled veterans were hired using career-career conditional appointments, with 52.97% for 30% or more disabled veterans and 66.95% for non-30% or more disabled veterans. The two most commonly used career conditional appointments were VEOA appointments and appointments from a certificate issued from a civil service register. VRA appointments were also heavily used for excepted appointments. Schedule A, subpart (u), appointments accounted for 32 appointments of 30% or more disabled veterans and only 4 non-30% or more disabled veteran.

Separations for 30% or more disabled veterans did not follow the same pattern as individuals with targeted and non-targeted disabilities. As reported above, retirements were the most common form of separations for people with targeted and non-targeted disabilities. For 30% or more disabled veterans, the most common form of separation was resignation, which accounted for 33.47% of all separations for 30% or more disabled veterans. Resignations during the employees probationary or trial period represented 27.55% of all resignation for this demographic. Retirements were the third most common separation for 30% or more disabled veterans, preceded by termination of their appointment in the agency. For non-30% or more disabled veterans, retirement was the most common form of separation in FY 2012, accounting for 40.19% of separations.

As reported above, resignations during the employee's probationary or trial period is a concern that will require additional analysis and examination. As more commands utilize exit surveys we expect to gain a better understanding of why people with disabilities, including disabled veterans, are separating during their probationary or trial period.

#### MAJOR OCCUPATIONS:

At the end of FY 2012, the major occupations in the appropriated fund workforce were: Management/Program Analysis (0343), Electronics Engineer (0855), Information Technology Management (2210), Engineering Technician (0802), Mechanical Engineer (0830), Financial Administration and Program (0501), Miscellaneous Administration and Program (0301), Logistics Management (0346), Contracting (1102), and General Engineering (801).

The participation rate of individuals with targeted disabilities in the aggregate of these major occupations has increased in each of the last three fiscal years from 0.58% in FY2010 to 0.61% in FY2011 to .63% in FY 2012. The participation rate for individuals with targeted disabilities in the major occupations is less than their participation rate in the total DON appropriated fund workforce. In four of the major occupations (Information Technology Management (.86%), Financial Administration and Program (.93%), Logistics Management (1.03%), and Contracting (.72%)), the participation rate of individuals with targeted disabilities is higher when compared to their participation rate in the overall population. In the Management and Program Analysis, Mechanical Engineering and the Miscellaneous Administration/Program series, the participation of individuals with targeted disabilities increased in FY 2012 as compared to FY 2011.

Like the participation rate of individuals with targeted disabilities, the participation of individuals with non-targeted disabilities has increased in the last three fiscal years from 5.95% in FY 2010, to 6.32% in FY 2011, to 6.86% in FY 2012. The participation rate of individuals with non-targeted disabilities is higher than their representation in the total DON workforce. Individuals with non-targeted disabilities have higher participation rates in the following major occupations as compared to their representation in the total DON workforce: Management/Program Analysis (8.25%), Information/Technology Management (8.80%), Engineering Technician (6.91%), Financial Administration and Program (6.33%), Miscellaneous Administration/Program (9.78%), Logistics Management (9.72%). The participation rate of individuals with non-targeted disabilities increased in each of the DON major occupations in FY 2012, as compared to FY 2011.

In FY2012, the DON hired individual with targeted disabilities into 55 different occupational series.

Thirty-six individuals with targeted disabilities were hired into nine of the DON's major occupations, which represented 31.3% of all targeted disability hires. The top three occupations individuals with targeted disabilities were hired into were Miscellaneous Clerk and Assistant, Logistics Management, and Information Technology Management. The DON hired individuals with non-targeted disabilities into 212 different occupational series. Individuals with non-targeted disabilities were hired into all DON major commands, accounting for 33.33% of all non-targeted disability hires. The top three series were Management and Program Analysis, Information Technology Management, Miscellaneous Clerk and Assistant.

The DON continues to make progress in its barrier analysis efforts. Although the DON has not reached the 2% goal for the employment of individuals with targeted disabilities, progress has been made in the identification of potential barriers. We anticipate continued progress in our efforts to identify any barriers that may be preventing the Department from reaching its goal in FY2013.

#### FY 2012 ACCOMPLISHMENTS:

In our FY2011 report, the DON listed several objectives for FY 2012. Below is the status of the DON FY 2012 objectives.

- FY 2011 objective #1: Commands will continue their barrier analysis efforts related to the participation rate of individuals with targeted disabilities.
  - As discussed earlier in this section, the DON continues to make progress in its barrier analysis efforts. In FY 2012, several DON commands identified attitudinal barriers to the hiring of individuals with disabilities. Commands representing approximately 30% of the DON population have confirmed attitudinal barriers and additional 7% have stated there is a suspected attitudinal barrier. These commands are developing or implementing strategies to eliminate the identified barrier. Additional commands have begun to implement exit surveys to assist in their continuing barrier analysis efforts.
- FY 2012 objective #2: Major commands will designate Disability Champions.
  - As part of the DON Memorandum on increasing employment of individuals with disabilities, major commands were to identify a senior level official to be the command disability champion. The vast majority of the large DON major commands have designated a disability champion and several commands have also established designated disability teams. While not all commands have designated a disability champion, we will work with the remaining commands to designate a disability champions or a disability team.
- FY 2012 objective #3: Develop a script for HR professionals to use when speaking with hiring officials when they initiate the hiring process.
  - A script was developed in FY 2012 but deployment was delayed. As an interim measure the DON Office of Civilian Human Resources (OCHR), Recruitment Division, encouraged the solicitation of the use of the Schedule A hiring authority by hiring officials. An analysis of the effectiveness of these efforts was conducted at the end of the fiscal year. The results of the analysis showed that this effort did not produce the desired effect. While the development of the script was completed in FY 2012, the issuance of the script is scheduled for FY 2013.
- FY 2012 objective #4: Deploy the first module of training for managers and supervisors.
  - During the development of the DON plan to implement Executive Order 13548 it was decided that disability training for managers and supervisors would be incorporated into previously planned supervisor and manager employment training. Disability training for supervisors and managers was developed in 2012 and the DON Office of EEO and Diversity Management has worked with the OCHR Workforce Development Division to incorporate EEO and Disability topics and concepts into overarching manager and supervisor training. Additional

EEO and Disability information will be integrated into subsequent manager and supervisor training modules. Deployment of the training will occur in FY 2013.

- FY 2012 objective #5: Evaluate effectiveness of recruitment sources.
  - As part of the DON Part I, commands were to report on the effectiveness of their recruitment sources. As a result of the evaluations, several commands stated that their recruitment efforts did not result in an acceptable applicant pool. Several commands also stated that they identified a need to develop or revise their recruitment plans and strategy. Based on the information received from major commands, it appears that several commands are reevaluating their past recruitment processes or developing new processes. The objective is complete.
- FY 2012 objective #6: Set numeric goals for both people with disabilities and targeted disabilities.
  - One of the initiatives of the Executive Order implementation working group was to establish numeric goals. In FY 2012, information was sought from the major commands on determining how to establish numeric goals. Despite efforts to establish numeric goals, numerous competing efforts diluted the emphasis on hiring people with disabilities. For example, DON hiring and recruitment was heavily focused on veteran hiring, and as a result 59% of DON FY2012 new hires were veterans. Many of the veterans hiring did not self identify as having a disability. In light of the threat and subsequent implementation of sequestration and fiscal constraints the DON implemented a hiring freeze that will virtually halt hiring in FY 2013. If hiring resume in FY 2014 the DON will issue numeric goals.
- FY 2012 objective #7: Develop fact sheet for supervisors and managers on hiring individuals with disabilities and reasonable accommodation.
  - Fact sheet for supervisors and managers were developed and disseminated to the DON workforce. This objective is complete.
- In addition, the DON achieved the following in FY2012:
  - The DON was ranked second in the Partnership for Public Service Best Places to Work in the Federal Government rankings for a large agency by employees with disabilities.
  - The DON held its fourth annual DON Disability Forum at the Perspectives Conference. Information was shared with approximately 40 DON HR and EEO Specialists on major initiatives in the DON Disability program. A briefing on the revised 29 Code of Federal Regulation 1630 was provided.
  - The DON Selective Placement Coordinator (SPC) assisted 394 individuals with disabilities seeking employment assistance in FY 2012. For each contact, the SPC interacts with the applicant on an average of three to four times providing information on the applicant process and providing feedback on the applicants resume.
  - The DON Office of EEO & Diversity Management, the DON Chief Information Officer Office, and the Navy Marine Corps Intranet program office continued to collaborate to ensure our compliance with Section 508 of the Rehabilitation Act. In FY 2012, proactive efforts were initiated to ensure that approved assistive technologies are compatible with Windows 7.
  - The Department of the Navy developed and issued *From Wounded Warrior to Civilian Employee: A Workplace Reference Guide for Managers and Supervisors*. The guide reiterates the DON's commitment to implementing Executive Order 13548, disability etiquette in the work place and reasonable accommodation.
  - The DON participated in the Workforce Recruitment Program (WRP). Eighty- three students or recent graduates were hired during the summer of FY 2012. Nine participants were converted to permanent positions.
  - In addition to the reasonable accommodation training provided by DON commands to their supervisors, managers and employees, the DON Office of EEO & Diversity Management

	<p>offered the following: Five reasonable accommodation training sessions for EEO and HR professionals involved in the reasonable accommodation process. Two reasonable accommodation training sessions were held in conjunction with Civilian Personnel Law (CPL) functions targeting DON attorneys and EEO and HR specialists. One CPL presentation occurred at the DON Office of General Counsel CPL conference where reasonable accommodation issues were discussed with DON attorney, Employee Relation (ER) Specialists, Human Resources (HR) Specialists and EEO specialists. The other CPL presentation was an interactive dialogue with attorneys, EEO specialists, HR Specialists and ER Specialists using a web based communication tool. The DON Disability Program Manager held several meetings and discussions with major command Disability Program Manages and Reasonable Accommodation teams to proactively address concerns and resolve pending issues.</p>

## Part V

### Goals for Targeted Disabilities

Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.

Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

#### FY 2013 STRATEGIC PLAN

The DON Disability Program continues to improve. In FY 2012, the Assistant Secretary of the Navy (Manpower and Reserves Affairs) issued a memorandum to the Commanding Officers of each major command detailing their requirements in implementing the DON Plan. A major component of the DON plan is to continue our ongoing barrier analysis into the participation rates of individuals with targeted disabilities. Barrier analysis into the low participation rate of individuals with targeted disabilities will continue at the major commands.

In FY 2013, as reported in Part I-3 the DON will be implementing a new HR service delivery design. The transition will require significant restructuring for some EEO offices. Most DON commands will expend significant efforts during the transition to ensure that the resources, processes and tools are in place for an effective EEO program. Commands will be expected to ensure the effective implementation of their major command's disability program. The DON Office of EEO and Diversity Management will collaborate with the Commands to facilitate training of EEO personnel.

Additional objectives for FY 2013 include:

- Continued barrier analysis efforts focusing on perceived attitudinal barrier as well as continued efforts to understand why employees with disabilities separate.
- Work with remaining commands that have not designated a Disability Champion or disability team.
- Deploy a script for HR professionals to use when speaking with hiring officials when they initiate the hiring process.
- Send a memorandum to all DON employees to re-validate their disability status in the Defense Civilian Personnel Data System.
- Establish a working group with representatives from the OCHR Operation Centers to determine if changes are needed to the DON reasonable accommodation procedures for reassignment in light of the new HR service delivery model.



**FY 2012**

**A Tables**



**Table A1: DON FY 2012 TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex**

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>TOTAL</b>																		
Prior FY	#	245,372	158,061	87,311	8,310	6,401	110,140	48,981	18,426	16,716	15,987	11,558	2,464	1,687	994	612	1,740	1,356
	%	100%	64.42%	35.58%	3.39%	2.61%	44.89%	19.96%	7.51%	6.81%	6.52%	4.71%	1.00%	0.69%	0.41%	0.25%	0.71%	0.55%
Current FY	#	246,237	159,314	86,923	8,620	6,610	109,900	48,207	18,950	16,799	16,067	11,405	2,589	1,759	963	588	2,225	1,555
	%	100%	64.70%	35.30%	<b>3.50%</b>	<b>2.68%</b>	44.63%	<b>19.58%</b>	7.70%	6.82%	6.53%	4.63%	1.05%	0.71%	0.39%	<b>0.24%</b>	0.90%	<b>0.63%</b>
<b>CLF (2000)</b>	%	<b>100%</b>	<b>53.20%</b>	<b>46.80%</b>	<b>6.20%</b>	<b>4.50%</b>	<b>39.00%</b>	<b>33.70%</b>	<b>4.80%</b>	<b>5.70%</b>	<b>1.90%</b>	<b>1.70%</b>	<b>0.10%</b>	<b>0.10%</b>	<b>0.30%</b>	<b>0.30%</b>	<b>0.80%</b>	<b>0.80%</b>
Difference	#	865	1253	-388	310	209	-240	-774	524	83	80	-153	125	72	-31	-24	485	199
Ratio Change	%	0.00%	0.28%	-0.28%	0.11%	0.08%	-0.26%	-0.38%	0.19%	0.01%	-0.08%	0.05%	0.03%	-0.01%	-0.01%	0.19%	0.08%	
Net Change	%	0.35%	0.79%	-0.44%	3.73%	3.27%	-0.22%	-1.58%	2.84%	0.50%	0.50%	-1.32%	5.07%	4.27%	-3.12%	-3.92%	27.87%	14.68%
<b>PERMANENT APPROPRIATED FUND (AF)</b>																		
Prior FY	#	194898	138530	56368	6,471	3,156	99,956	35,425	14,931	10,620	13,143	5,291	1,785	697	861	368	1,383	811
	%	100%	71.08%	28.92%	3.32%	1.62%	51.29%	18.18%	7.66%	5.45%	6.74%	2.71%	0.92%	0.36%	0.44%	0.19%	0.71%	0.42%
Current FY	#	195,527	139,862	55,665	6,804	3,289	99,843	34,583	15,453	10,572	13,169	5,150	1,919	738	836	334	1,838	999
	%	100%	71.53%	28.47%	3.48%	1.68%	51.06%	17.69%	7.90%	5.41%	6.74%	2.63%	0.98%	0.38%	0.43%	0.17%	0.94%	0.51%
Difference	#	629	1332	-703	333	133	-113	-842	522	-48	26	-141	134	41	-25	-34	455	188
Ratio Change	%	0.00%	0.45%	-0.45%	0.16%	0.06%	-0.22%	-0.49%	0.24%	-0.04%	-0.01%	-0.08%	0.07%	0.02%	-0.01%	-0.02%	0.23%	0.09%
Net Change	%	0.32%	0.96%	-1.25%	5.15%	4.21%	-0.11%	-2.38%	3.50%	-0.45%	0.20%	-2.66%	7.51%	5.88%	-2.90%	-9.24%	32.90%	23.18%
<b>TEMPORARY APPROPRIATED FUND (AF)</b>																		
Prior FY	#	6406	3860	2546	190	150	2,941	1,567	376	368	236	323	37	43	27	26	53	69
	%	100%	60.26%	39.74%	2.97%	2.34%	45.91%	24.46%	5.87%	5.74%	3.68%	5.04%	0.58%	0.67%	0.42%	0.41%	0.83%	1.08%
Current FY	#	5,886	3,469	2,417	133	145	2,697	1,486	300	346	225	328	35	29	20	19	59	64
	%	100%	58.94%	41.06%	2.26%	2.46%	45.82%	25.25%	5.10%	5.88%	3.82%	5.57%	0.59%	0.49%	0.34%	0.32%	1.00%	1.09%
Difference	#	-520	-391	-129	-57	-5	-244	-81	-76	-22	-11	5	-2	-14	-7	-7	6	-5
Ratio Change	%	0.00%	-1.32%	1.32%	-0.71%	0.12%	-0.09%	0.78%	-0.77%	0.13%	0.14%	0.53%	0.02%	-0.18%	-0.08%	-0.08%	0.18%	0.01%
Net Change	%	-8.12%	-10.13%	-5.07%	-30.00%	-3.33%	-8.30%	-5.17%	-20.21%	-5.98%	-4.66%	1.55%	-5.41%	-32.56%	-25.93%	-26.92%	11.32%	-7.25%
<b>NON-APPROPRIATED (NAF)</b>																		
Prior FY	#	44,068	15,671	28,397	1,649	3,095	7,243	11,989	3,119	5,728	2,608	5,944	642	947	106	218	304	476
	%	100.00%	35.56%	64.44%	3.39%	6.49%	17.51%	26.25%	7.18%	13.20%	6.28%	14.73%	1.40%	2.19%	0.32%	0.56%	0.19%	0.31%
Current FY	#	44,824	15,983	28,841	1683	3176	7360	12138	3197	5881	2673	5927	635	992	107	235	328	492
	%	100.00%	35.66%	64.34%	3.75%	7.09%	16.42%	27.08%	7.13%	13.12%	5.96%	13.22%	1.42%	2.21%	0.24%	0.52%	0.73%	1.10%
Difference	#	756	312	444	34	81	117	149	78	153	65	-17	-7	45	1	17	24	16
Ratio Change	%	0.00%	0.10%	-0.10%	0.36%	0.60%	-1.09%	0.83%	-0.05%	-0.08%	-0.32%	-1.51%	0.01%	0.02%	-0.08%	-0.04%	0.55%	0.79%
Net Change	%	1.72%	1.99%	1.56%	2.06%	2.62%	1.62%	1.24%	2.50%	2.67%	2.49%	-0.29%	-1.09%	4.75%	0.94%	7.80%	7.89%	3.36%

*Note: Excludes 206 AF employees who claimed "Other" as a race.*

**Table A2: DON FY 2012 Total Workforce by Major Commands (AF) - Distribution by Race/Ethnicity and Sex**

Major Command		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
#	%	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>TOTAL FY 2012</b>	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100%	71.16%	28.84%	<b>3.44%</b>	<b>1.70%</b>	50.91%	<b>17.91%</b>	7.82%	<b>5.42%</b>	6.65%	2.72%	0.97%	0.38%	0.42%	<b>0.18%</b>	0.94%	<b>0.53%</b>
<b>CLF 2000</b>	#	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Chief Naval Operations (NV11)	#	4,627	2,877	1,750	84	78	2,331	1,156	191	246	190	198	30	21	12	7	39	44
	%	100%	62.18%	37.82%	<b>1.82%</b>	<b>1.69%</b>	50.38%	<b>24.98%</b>	<b>4.13%</b>	<b>5.32%</b>	4.11%	4.28%	0.65%	0.45%	<b>0.26%</b>	<b>0.15%</b>	0.84%	0.95%
Department of the Navy Assistant for Administration (NV12)	#	4,895	2,378	2,517	160	144	1,731	1,372	320	762	105	152	15	16	7	10	40	61
	%	100%	48.58%	51.42%	<b>3.27%</b>	<b>2.94%</b>	<b>35.36%</b>	<b>28.03%</b>	6.54%	15.57%	2.15%	3.11%	0.31%	0.33%	<b>0.14%</b>	<b>0.20%</b>	0.82%	1.25%
Office of Naval Research (NV14)	#	3,150	2,204	946	40	20	1,772	614	143	222	223	69	4	2	3	6	19	13
	%	100%	69.97%	30.03%	<b>1.27%</b>	<b>0.63%</b>	56.25%	<b>19.49%</b>	<b>4.54%</b>	7.05%	7.08%	2.19%	0.13%	<b>0.06%</b>	<b>0.10%</b>	<b>0.19%</b>	<b>0.60%</b>	<b>0.41%</b>
Office of Naval Intelligence (NV 15)	#	1,680	1,088	592	45	17	840	417	144	136	28	14	1	1	4		26	7
	%	100%	64.76%	35.24%	<b>2.68%</b>	<b>1.01%</b>	50.00%	<b>24.82%</b>	8.57%	8.10%	<b>1.67%</b>	<b>0.83%</b>	<b>0.06%</b>	<b>0.06%</b>	<b>0.24%</b>	<b>0.00%</b>	1.55%	<b>0.42%</b>
Bureau of Medicine and Surgery (NV18)	#	12,042	4,630	7,412	318	461	2,728	4,125	783	1,461	630	1,108	51	76	44	50	76	131
	%	100%	38.45%	61.55%	<b>2.64%</b>	<b>3.83%</b>	<b>22.65%</b>	34.26%	6.50%	12.13%	5.23%	9.20%	0.42%	0.63%	0.37%	0.42%	<b>0.63%</b>	1.09%
Naval Air Systems Command (NV19)	#	24,739	18,659	6,080	1,070	356	14,480	4,603	1,428	665	1,373	327	76	25	100	36	132	68
	%	100%	75.42%	24.58%	<b>4.33%</b>	<b>1.44%</b>	58.53%	<b>18.61%</b>	5.77%	<b>2.69%</b>	5.55%	<b>1.32%</b>	0.31%	0.10%	0.40%	<b>0.15%</b>	<b>0.53%</b>	<b>0.27%</b>
Bureau of Personnel (NV22)	#	1,770	995	775	66	37	670	436	182	260	40	21	4	1	7	5	26	15
	%	100%	56.21%	43.79%	<b>3.73%</b>	<b>2.09%</b>	<b>37.85%</b>	<b>24.63%</b>	10.28%	14.69%	2.26%	<b>1.19%</b>	0.23%	<b>0.06%</b>	0.40%	<b>0.28%</b>	1.47%	0.85%
Naval Supply Systems Command (NV23)	#	6,341	3,604	2,737	169	128	2,475	1,825	458	503	351	185	67	42	28	14	56	40
	%	100%	56.84%	43.16%	<b>2.67%</b>	<b>2.02%</b>	39.03%	<b>28.78%</b>	7.22%	7.93%	5.54%	2.92%	1.06%	0.66%	0.44%	<b>0.22%</b>	0.88%	<b>0.63%</b>
Naval Sea Systems Command (NV24)	#	26,612	19,631	6,981	794	404	16,079	5,049	1,197	1,023	1,242	378	51	17	93	32	175	78
	%	100%	73.77%	26.23%	<b>2.98%</b>	<b>1.52%</b>	60.42%	<b>18.97%</b>	<b>4.50%</b>	<b>3.84%</b>	4.67%	<b>1.42%</b>	0.19%	<b>0.06%</b>	0.35%	<b>0.12%</b>	<b>0.66%</b>	<b>0.29%</b>
Naval Facilities Engineering Command (NV25)	#	16,203	12,175	4,028	643	290	8,094	2,271	1,301	593	1,566	628	322	143	63	28	186	75
	%	100%	75.14%	24.86%	<b>3.97%</b>	<b>1.79%</b>	49.95%	<b>14.02%</b>	8.03%	<b>3.66%</b>	9.66%	3.88%	1.99%	0.88%	0.39%	<b>0.17%</b>	1.15%	<b>0.46%</b>
United States Marine Corps (NV27)	#	19,379	13,846	5,533	1,059	404	9,609	3,311	2,214	1,315	567	329	131	42	108	42	158	90
	%	100%	71.45%	28.55%	<b>5.46%</b>	<b>2.08%</b>	49.58%	<b>17.09%</b>	11.42%	6.79%	2.93%	1.70%	0.68%	0.22%	0.56%	<b>0.22%</b>	0.82%	<b>0.46%</b>
Strategic Systems Programs (NV30)	#	1,067	778	289	39	17	628	189	49	57	44	17	3	1	6		9	8
	%	100%	72.91%	27.09%	<b>3.66%</b>	<b>1.59%</b>	58.86%	<b>17.71%</b>	<b>4.59%</b>	<b>5.34%</b>	4.12%	<b>1.59%</b>	0.28%	<b>0.09%</b>	0.56%	<b>0.00%</b>	0.84%	<b>0.75%</b>
Military Sealift Command (NV33)	#	6,936	6,051	885	284	52	2,523	310	1,495	360	1,571	131	113	15	31	7	34	10
	%	100%	0.8724	12.76%	<b>4.09%</b>	<b>0.75%</b>	<b>36.38%</b>	<b>4.47%</b>	21.55%	<b>5.19%</b>	22.65%	1.89%	1.63%	0.22%	0.45%	<b>0.10%</b>	<b>0.49%</b>	<b>0.14%</b>
Space and Naval Warfare Systems Command (NV39)	#	9,084	6,442	2,642	317	194	4,669	1,616	402	352	849	372	85	38	24	7	96	63
	%	100%	70.92%	29.08%	<b>3.49%</b>	<b>2.14%</b>	51.40%	<b>17.79%</b>	<b>4.43%</b>	<b>3.87%</b>	9.35%	4.10%	0.94%	0.42%	<b>0.26%</b>	<b>0.08%</b>	1.06%	<b>0.69%</b>
Naval Systems Management Activity (NV41)	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	100.00%	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>
Commander, Navy Installations Command (NV52)	#	15,024	9,844	5,180	725	364	6,304	2,691	1,507	1,231	770	622	301	125	75	35	162	112
	%	100%	65.52%	34.48%	<b>4.83%</b>	<b>2.42%</b>	41.96%	<b>17.91%</b>	10.03%	8.19%	5.13%	4.14%	2.00%	0.83%	0.50%	<b>0.23%</b>	1.08%	<b>0.75%</b>
Commander, U.S. Fleet Forces (NV60)	#	22,743	18,594	4,149	398	124	14,340	2,612	3,051	1,145	477	162	84	33	110	22	134	51
	%	100%	81.76%	18.24%	<b>1.75%</b>	<b>0.55%</b>	63.05%	<b>11.48%</b>	13.42%	<b>5.03%</b>	2.10%	<b>0.71%</b>	0.37%	0.15%	0.48%	<b>0.10%</b>	<b>0.59%</b>	<b>0.22%</b>
Commander, U.S. Pacific Fleet (NV70)	#	18,967	15,525	3,442	525	206	10,291	2,094	433	167	3,130	652	592	145	110	28	444	150
	%	100%	81.85%	18.15%	<b>2.77%</b>	<b>1.09%</b>	54.26%	<b>11.04%</b>	<b>2.28%</b>	<b>0.88%</b>	16.50%	3.44%	3.12%	0.76%	0.58%	<b>0.15%</b>	2.34%	<b>0.79%</b>
Commander, Navy Reserve Forces (NV72)	#	465	260	205	20	10	163	115	55	62	13	7	2	7	2	2	5	2
	%	100%	55.91%	44.09%	<b>4.30%</b>	<b>2.15%</b>	<b>35.05%</b>	<b>24.73%</b>	11.83%	13.33%	2.80%	<b>1.51%</b>	0.43%	1.51%	0.43%	0.43%	1.08%	<b>0.43%</b>
Naval Special Warfare Command (NV74)	#	1,161	892	269	56	30	693	152	71	54	43	20	8	3	8	2	13	8
	%	100%	76.83%	23.17%	<b>4.82%</b>	<b>2.58%</b>	59.69%	<b>13.09%</b>	6.12%	<b>4.65%</b>	3.70%	1.72%	0.69%	0.26%	0.69%	<b>0.17%</b>	1.12%	<b>0.69%</b>
Naval Education and Training Command (NV76)	#	4,526	2,858	1,668	125	98	2,120	1,109	329	304	182	86	14	14	21	20	67	37
	%	100%	63.15%	36.85%	<b>2.76%</b>	<b>2.17%</b>	46.84%	<b>24.50%</b>	7.27%	6.72%	4.02%	1.90%	0.31%	0.31%	0.46%	0.44%	1.48%	0.82%

**Note:** Excludes NAF and 206 AF employees who claimed "Other" as a race.

**Table A2: DON FY 2012 Total Workforce by Major Commands (AF/NAF) - Distribution by Race/Ethnicity and Sex**

Major Command		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
#	%	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>TOTAL FY 2012</b>	#	246,237	159,314	86,923	8,620	6,610	109,900	48,207	18,950	16,799	16,067	11,405	2,589	1,759	963	588	2,225	1,555
	%	100%	64.70%	35.30%	<b>3.50%</b>	<b>2.68%</b>	44.63%	<b>19.58%</b>	7.70%	<b>6.82%</b>	6.53%	4.63%	1.05%	0.71%	0.39%	<b>0.24%</b>	<b>0.90%</b>	<b>0.63%</b>
<b>CLF 2000</b>	#	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
	%	100%	62.18%	37.82%	<b>1.82%</b>	<b>1.69%</b>	50.38%	<b>24.98%</b>	<b>4.13%</b>	<b>5.32%</b>	4.11%	4.28%	0.65%	0.45%	<b>0.26%</b>	<b>0.15%</b>	0.84%	0.95%
Chief Naval Operations (NV11)	#	4,627	2,877	1,750	84	78	2,331	1,156	191	246	190	198	30	21	12	7	39	44
	%	100%	62.18%	37.82%	<b>1.82%</b>	<b>1.69%</b>	50.38%	<b>24.98%</b>	<b>4.13%</b>	<b>5.32%</b>	4.11%	4.28%	0.65%	0.45%	<b>0.26%</b>	<b>0.15%</b>	0.84%	0.95%
Department of the Navy Assistant for Administration (NV12)	#	4,895	2,378	2,517	160	144	1,731	1,372	320	762	105	152	15	16	7	10	40	61
	%	100%	48.58%	51.42%	<b>3.27%</b>	<b>2.94%</b>	<b>35.36%</b>	<b>28.03%</b>	6.54%	15.57%	2.15%	3.11%	0.31%	0.33%	<b>0.14%</b>	<b>0.20%</b>	0.82%	1.25%
Office of Naval Research (NV14)	#	3,150	2,204	946	40	20	1,772	614	143	222	223	69	4	2	3	6	19	13
	%	100%	69.97%	30.03%	<b>1.27%</b>	<b>0.63%</b>	56.25%	<b>19.49%</b>	<b>4.54%</b>	7.05%	7.08%	2.19%	0.13%	<b>0.06%</b>	<b>0.10%</b>	<b>0.19%</b>	<b>0.60%</b>	<b>0.41%</b>
Office of Naval Intelligence (NV 15)	#	1,680	1,088	592	45	17	840	417	144	136	28	14	1	1	4		26	7
	%	100%	64.76%	35.24%	<b>2.68%</b>	<b>1.01%</b>	50.00%	<b>24.82%</b>	8.57%	8.10%	<b>1.67%</b>	<b>0.83%</b>	<b>0.06%</b>	<b>0.06%</b>	<b>0.24%</b>	<b>0.00%</b>	1.55%	<b>0.42%</b>
Bureau of Medicine and Surgery (NV18)	#	12,042	4,630	7,412	318	461	2,728	4,125	783	1,461	630	1,108	51	76	44	50	76	131
	%	100%	38.45%	61.55%	<b>2.64%</b>	<b>3.83%</b>	<b>22.65%</b>	34.26%	6.50%	12.13%	5.23%	9.20%	0.42%	0.63%	0.37%	0.42%	<b>0.63%</b>	1.09%
Naval Air Systems Command (NV19)	#	24,739	18,659	6,080	1,070	356	14,480	4,603	1,428	665	1,373	327	76	25	100	36	132	68
	%	100%	75.42%	24.58%	<b>4.33%</b>	<b>1.44%</b>	58.53%	<b>18.61%</b>	5.77%	<b>2.69%</b>	5.55%	<b>1.32%</b>	0.31%	0.10%	0.40%	<b>0.15%</b>	<b>0.53%</b>	<b>0.27%</b>
Bureau of Personnel (NV22)	#	1,770	995	775	66	37	670	436	182	260	40	21	4	1	7	5	26	15
	%	100%	56.21%	43.79%	<b>3.73%</b>	<b>2.09%</b>	<b>37.85%</b>	<b>24.63%</b>	10.28%	14.69%	2.26%	<b>1.19%</b>	0.23%	<b>0.06%</b>	0.40%	<b>0.28%</b>	1.47%	0.85%
Naval Supply Systems Command (NV23)	#	18,328	7,768	10,560	607	1,025	4,029	4,351	1,288	1,883	1,187	2,330	323	500	44	63	290	408
	%	100%	42.38%	57.62%	<b>3.31%</b>	<b>5.59%</b>	21.98%	<b>23.74%</b>	7.03%	10.27%	6.48%	12.71%	1.76%	2.73%	0.24%	<b>0.34%</b>	1.58%	<b>2.23%</b>
Naval Sea Systems Command (NV24)	#	26,612	19,631	6,981	794	404	16,079	5,049	1,197	1,023	1,242	378	51	17	93	32	175	78
	%	100%	73.77%	26.23%	<b>2.98%</b>	<b>1.52%</b>	60.42%	<b>18.97%</b>	<b>4.50%</b>	<b>3.84%</b>	4.67%	<b>1.42%</b>	0.19%	<b>0.06%</b>	0.35%	<b>0.12%</b>	<b>0.66%</b>	<b>0.29%</b>
Naval Facilities Engineering Command (NV25)	#	16,203	12,175	4,028	643	290	8,094	2,271	1,301	593	1,566	628	322	143	63	28	186	75
	%	100%	75.14%	24.86%	<b>3.97%</b>	<b>1.79%</b>	49.95%	<b>14.02%</b>	8.03%	<b>3.66%</b>	9.66%	3.88%	1.99%	0.88%	0.39%	<b>0.17%</b>	1.15%	<b>0.46%</b>
United States Marine Corps (NV27)	#	33,241	18,628	14,613	1644	1464	11997	7826	3193	3152	1077	1518	357	363	148	119	212	171
	%	100%	56.04%	43.96%	<b>4.95%</b>	<b>4.40%</b>	36.09%	<b>23.54%</b>	9.61%	9.48%	3.24%	4.57%	1.07%	1.09%	0.45%	<b>0.36%</b>	0.64%	<b>0.51%</b>
Strategic Systems Programs (NV30)	#	1,067	778	289	39	17	628	189	49	57	44	17	3	1	6		9	8
	%	100%	72.91%	27.09%	<b>3.66%</b>	<b>1.59%</b>	58.86%	<b>17.71%</b>	<b>4.59%</b>	<b>5.34%</b>	4.12%	<b>1.59%</b>	0.28%	<b>0.09%</b>	0.56%	<b>0.00%</b>	0.84%	<b>0.75%</b>
Military Sealift Command (NV33)	#	6,936	6,051	885	284	52	2,523	310	1,495	360	1,571	131	113	15	31	7	34	10
	%	100%	0.8724	12.76%	<b>4.09%</b>	<b>0.75%</b>	<b>36.38%</b>	<b>4.47%</b>	21.55%	<b>5.19%</b>	22.65%	1.89%	1.63%	0.22%	0.45%	<b>0.10%</b>	<b>0.49%</b>	<b>0.14%</b>
Space and Naval Warfare Systems Command (NV39)	#	9,084	6,442	2,642	317	194	4,669	1,616	402	352	849	372	85	38	24	7	96	63
	%	100%	70.92%	29.08%	<b>3.49%</b>	<b>2.14%</b>	51.40%	<b>17.79%</b>	<b>4.43%</b>	<b>3.87%</b>	9.35%	4.10%	0.94%	0.42%	<b>0.26%</b>	<b>0.08%</b>	1.06%	<b>0.69%</b>
Naval Systems Management Activity (NV41)	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	100.00%	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>
Commander, Navy Installations Command (NV52)	#	33,999	16,881	17,118	1385	1583	9722	7788	2895	3895	2097	3215	454	338	126	144	202	155
	%	100%	49.65%	50.35%	<b>4.07%</b>	<b>4.66%</b>	28.59%	<b>22.91%</b>	8.51%	11.46%	6.17%	9.46%	1.34%	0.99%	0.37%	<b>0.42%</b>	0.59%	<b>0.46%</b>
Commander, U.S. Fleet Forces (NV60)	#	22,743	18,594	4,149	398	124	14,340	2,612	3,051	1,145	477	162	84	33	110	22	134	51
	%	100%	81.76%	18.24%	<b>1.75%</b>	<b>0.55%</b>	63.05%	<b>11.48%</b>	13.42%	<b>5.03%</b>	2.10%	<b>0.71%</b>	0.37%	0.15%	0.48%	<b>0.10%</b>	<b>0.59%</b>	<b>0.22%</b>
Commander, U.S. Pacific Fleet (NV70)	#	18,967	15,525	3,442	525	206	10,291	2,094	433	167	3,130	652	592	145	110	28	444	150
	%	100%	81.85%	18.15%	<b>2.77%</b>	<b>1.09%</b>	54.26%	<b>11.04%</b>	<b>2.28%</b>	<b>0.88%</b>	16.50%	3.44%	3.12%	0.76%	0.58%	<b>0.15%</b>	2.34%	<b>0.79%</b>
Commander, Navy Reserve Forces (NV72)	#	465	260	205	20	10	163	115	55	62	13	7	2	7	2	2	5	2
	%	100%	55.91%	44.09%	<b>4.30%</b>	<b>2.15%</b>	<b>35.05%</b>	<b>24.73%</b>	11.83%	13.33%	2.80%	<b>1.51%</b>	0.43%	1.51%	0.43%	0.43%	1.08%	<b>0.43%</b>
Naval Special Warfare Command (NV74)	#	1,161	892	269	56	30	693	152	71	54	43	20	8	3	8	2	13	8
	%	100%	76.83%	23.17%	<b>4.82%</b>	<b>2.58%</b>	59.69%	<b>13.09%</b>	6.12%	<b>4.65%</b>	3.70%	1.72%	0.69%	0.26%	0.69%	<b>0.17%</b>	1.12%	<b>0.69%</b>
Naval Education and Training Command (NV76)	#	4,526	2,858	1,668	125	98	2,120	1,109	329	304	182	86	14	14	21	20	67	37
	%	100%	63.15%	36.85%	<b>2.76%</b>	<b>2.17%</b>	46.84%	<b>24.50%</b>	7.27%	6.72%	4.02%	1.90%	0.31%	0.31%	0.46%	0.44%	1.48%	0.82%

Note: Excludes 206 AF employees who claimed "Other" as a race.

**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	
<b>1. Officials and Managers</b>																		
Executive/Senior Level (Grades 15 and Above)	#	4,395	3,500	895	95	35	3057	708	127	108	158	31	29	1	8	4	26	8
	%	100.00%	79.64%	20.36%	2.16%	0.80%	69.56%	16.11%	2.89%	2.46%	3.59%	0.71%	0.66%	0.02%	0.18%	0.09%	0.59%	0.18%
Mid-level (Grades 13-14)	#	12,555	9,508	3,047	314	148	7710	2111	556	458	676	224	114	40	45	17	93	49
	%	100.00%	75.73%	24.27%	2.50%	1.18%	61.41%	16.81%	4.43%	3.65%	5.38%	1.78%	0.91%	0.32%	0.36%	0.14%	0.74%	0.39%
First-Level (Grades 12 and Below)	#	9,444	7,041	2,403	358	130	4832	1540	1050	448	534	190	132	43	64	20	71	32
	%	100.00%	74.56%	25.44%	3.79%	1.38%	51.16%	16.31%	11.12%	4.74%	5.65%	2.01%	1.40%	0.46%	0.68%	0.21%	0.75%	0.34%
Other	#	42,122	23,951	18,171	1155	1076	18086	11740	2658	3431	1402	1309	202	231	137	97	311	287
	%	100.00%	56.86%	43.14%	2.74%	2.55%	42.94%	27.87%	6.31%	8.15%	3.33%	3.11%	0.48%	0.55%	0.33%	0.23%	0.74%	0.68%
<b>Officials and Managers - TOTAL</b>	#	68,516	44,000	24,516	1,922	1,389	33,685	16,099	4,391	4,445	2,770	1,754	477	315	254	138	501	376
	%	100%	64.22%	35.78%	<b>2.81%</b>	<b>2.03%</b>	<b>49.16%</b>	<b>23.50%</b>	6.41%	6.49%	4.04%	2.56%	0.70%	0.46%	0.37%	0.20%	0.73%	0.55%
<b>Occupational CLF</b>	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.10%	0.40%	0.30%
<b>2. Professionals</b>	#	57,040	41,250	15,790	1853	829	31544	10377	2521	2215	4390	1887	236	119	160	88	546	275
	%	100.00%	72.32%	27.68%	3.25%	<b>1.45%</b>	55.30%	<b>18.19%</b>	4.42%	<b>3.88%</b>	7.70%	3.31%	0.41%	0.21%	0.28%	<b>0.15%</b>	0.96%	0.48%
<b>Occupational CLF</b>	%	100.00%	46.30%	53.70%	2.30%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.10%	0.20%	0.40%	0.40%
<b>3. Technicians</b>	#	15,202	12,563	2,639	510	142	9766	1646	1088	465	826	291	125	34	94	16	154	45
	%	100.00%	82.64%	17.36%	<b>3.35%</b>	<b>0.93%</b>	64.24%	<b>10.83%</b>	7.16%	<b>3.06%</b>	5.43%	<b>1.91%</b>	0.82%	0.22%	0.62%	<b>0.11%</b>	1.01%	<b>0.30%</b>
<b>Occupational CLF</b>	%	100.00%	42.20%	57.80%	3.30%	3.40%	32.20%	43.20%	3.40%	7.60%	2.20%	2.40%	0.10%	0.00%	0.30%	0.40%	0.40%	0.40%
<b>4. Sales Workers</b>	#	7	1	6			1	1		3		2						
	%	100.00%	14.29%	85.71%	0.00%	0.00%	14.29%	14.29%	0.00%	42.86%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Occupational CLF</b>	%	100.00%	49.50%	50.50%	4.00%	4.90%	39.50%	37.00%	3.10%	5.50%	1.80%	1.80%	0.00%	0.10%	0.20%	0.30%	0.50%	0.50%
<b>5. Office/Clerical</b>	#	<b>17,170</b>	6,098	11,072	435	826	3150	5716	1473	2896	803	1121	88	193	49	77	100	243
	%	100.00%	35.52%	64.48%	<b>2.53%</b>	<b>4.81%</b>	18.35%	<b>33.29%</b>	8.58%	16.87%	4.68%	6.53%	0.51%	1.12%	0.29%	<b>0.45%</b>	0.58%	1.42%
<b>Occupational CLF</b>	%	100.00%	24.40%	75.60%	2.90%	6.70%	16.50%	56.30%	3.30%	8.90%	1.00%	2.00%	0.00%	0.10%	0.10%	0.50%	0.20%	0.50%
<b>6. Craft Workers</b>	#	27,204	25,473	1,731	1235	68	16235	1097	3795	308	3064	123	574	52	193	13	377	70
	%	100.00%	93.64%	6.36%	<b>4.54%</b>	<b>0.25%</b>	<b>59.68%</b>	<b>4.03%</b>	13.95%	1.13%	11.26%	0.45%	2.11%	0.19%	<b>0.71%</b>	<b>0.05%</b>	1.39%	0.26%
<b>Occupational CLF</b>	%	100.00%	94.50%	5.50%	11.90%	0.60%	72.50%	3.90%	6.20%	0.60%	1.50%	0.20%	0.10%	0.00%	0.80%	0.10%	0.70%	0.00%
<b>7. Operatives</b>	#	5,325	4,774	551	241	27	2860	304	904	147	526	41	133	17	39	2	71	13
	%	100.00%	89.65%	10.35%	<b>4.53%</b>	<b>0.51%</b>	53.71%	<b>5.71%</b>	16.98%	<b>2.76%</b>	9.88%	<b>0.77%</b>	2.50%	0.32%	0.73%	<b>0.04%</b>	1.33%	0.24%
<b>Occupational CLF</b>	%	100.00%	71.80%	28.20%	10.80%	5.10%	48.40%	16.30%	8.90%	4.50%	2.00%	1.60%	0.10%	0.00%	0.50%	0.20%	0.60%	0.20%
<b>8. Laborers and Helpers</b>	#	704	644	60	39	6	287	32	175	11	93	6	34	1	3	1	13	3
	%	100.00%	91.48%	8.52%	<b>5.54%</b>	<b>0.85%</b>	<b>40.77%</b>	<b>4.55%</b>	24.86%	<b>1.56%</b>	13.21%	0.85%	4.83%	0.14%	<b>0.43%</b>	0.14%	1.85%	<b>0.43%</b>
<b>Occupational CLF</b>	%	100.00%	85.10%	14.90%	21.50%	3.10%	50.20%	9.40%	10.00%	1.60%	1.20%	0.30%	0.10%	0.00%	0.80%	0.10%	1.40%	0.20%
<b>9. Service Workers</b>	#	10,122	8,428	1,694	697	147	4940	785	1390	421	920	250	284	36	63	18	134	37
	%	100.00%	83.26%	16.74%	6.89%	<b>1.45%</b>	48.80%	<b>7.76%</b>	13.73%	<b>4.16%</b>	9.09%	2.47%	2.81%	0.36%	0.62%	<b>0.18%</b>	1.32%	<b>0.37%</b>
<b>Occupational CLF</b>	%	100.00%	34.50%	65.50%	6.50%	8.90%	19.90%	42.10%	5.30%	10.30%	1.70%	2.20%	0.10%	0.10%	0.30%	0.60%	0.80%	1.30%
<b>Total Workforce</b>	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Note: Excludes NAF and 206 AF employees who claimed "Other" as a race.

**Table A3-2: 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	
<b>1. Officials and Managers</b>																		
Executive/Senior Level (Grades 15 and Above)	#	4,395	3,500	895	95	35	3057	708	127	108	158	31	29	1	8	4	26	8
	%	2.18%	2.44%	1.54%	1.37%	1.02%	2.98%	1.96%	0.81%	0.99%	1.18%	0.57%	1.48%	0.13%	0.93%	1.13%	1.37%	0.75%
Mid-Level (Grades 13-14)	#	12,555	9,508	3,047	314	148	7710	2111	556	458	676	224	114	40	45	17	93	49
	%	6.23%	6.63%	5.25%	4.53%	4.31%	7.52%	5.85%	3.53%	4.19%	5.05%	4.09%	5.83%	5.22%	5.26%	4.82%	4.90%	4.61%
First-Level (Grades 12 and Below)	#	9,444	7,041	2,403	358	130	4832	1540	1050	448	534	190	132	43	64	20	71	32
	%	4.69%	4.91%	4.14%	5.16%	3.79%	4.71%	4.27%	6.67%	4.10%	3.99%	3.47%	6.76%	5.61%	7.48%	5.67%	3.74%	3.01%
Other	#	42,122	23,951	18,171	1155	1076	18086	11740	2658	3431	1402	1309	202	231	137	97	311	287
	%	20.91%	16.71%	31.29%	16.65%	31.33%	17.64%	32.55%	16.87%	31.43%	10.47%	23.90%	10.34%	30.12%	16.00%	27.48%	16.39%	27.00%
<b>Officials and Managers - TOTAL</b>	#	68,516	44,000	24,516	1,922	1,389	33,685	16,099	4,391	4,445	2,770	1,754	477	315	254	138	501	376
	%	34.02%	30.70%	42.21%	27.71%	40.45%	32.85%	44.63%	27.87%	40.71%	20.68%	32.02%	24.41%	41.07%	29.67%	39.09%	26.41%	35.37%
<b>2. Professionals</b>	#	57,040	41,250	15,790	1853	829	31544	10377	2521	2215	4390	1887	236	119	160	88	546	275
	%	28.32%	28.78%	27.19%	26.71%	24.14%	30.76%	28.77%	16.00%	20.29%	32.78%	34.45%	12.08%	15.51%	18.69%	24.93%	28.78%	25.87%
<b>3. Technicians</b>	#	15,202	12,563	2,639	510	142	9766	1646	1088	465	826	291	125	34	94	16	154	45
	%	7.55%	8.77%	4.54%	7.35%	4.14%	9.52%	4.56%	6.91%	4.26%	6.17%	5.31%	6.40%	4.43%	10.98%	4.53%	8.12%	4.23%
<b>4. Sales Workers</b>	#	7	1	6			1	1		3		2						
	%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>5. Office/Clerical</b>	#	17,170	6,098	11,072	435	826	3150	5716	1473	2896	803	1121	88	193	49	77	100	243
	%	8.52%	4.25%	19.06%	6.27%	24.05%	3.07%	15.85%	9.35%	26.53%	6.00%	20.46%	4.50%	25.16%	5.72%	21.81%	5.27%	22.86%
<b>6. Craft Workers</b>	#	27,204	25,473	1,731	1235	68	16235	1097	3795	308	3064	123	574	52	193	13	377	70
	%	13.51%	17.77%	2.98%	17.80%	1.98%	15.83%	3.04%	24.09%	2.82%	22.88%	2.25%	29.38%	6.78%	22.55%	3.68%	19.87%	6.59%
<b>7. Operatives</b>	#	5,325	4,774	551	241	27	2860	304	904	147	526	41	133	17	39	2	71	13
	%	2.64%	3.33%	0.95%	3.47%	0.79%	2.79%	0.84%	5.74%	1.35%	3.93%	0.75%	6.81%	2.22%	4.56%	0.57%	3.74%	1.22%
<b>8. Laborers and Helpers</b>	#	704	644	60	39	6	287	32	175	11	93	6	34	1	3	1	13	3
	%	0.35%	0.45%	0.10%	0.56%	0.17%	0.28%	0.09%	1.11%	0.10%	0.69%	0.11%	1.74%	0.13%	0.35%	0.28%	0.69%	0.28%
<b>9. Service Workers</b>	#	10,122	8,428	1,694	697	147	4940	785	1390	421	920	250	284	36	63	18	134	37
	%	5.03%	5.88%	2.92%	10.05%	4.28%	4.82%	2.18%	8.82%	3.86%	6.87%	4.56%	14.53%	4.69%	7.36%	5.10%	7.06%	3.48%
<b>Total Workforce</b>	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Notes: Percentages computed down columns and NOT across rows. Excludes NAF and 206 AF employees who claimed "Other" as a race.

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

GS/GM, SES, AND RELATED GRADES		RACE/ETHNICITY																
		TOTAL EMPLOYEES			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
GS - 01	#	69	39	30	3	1	25	18	1	4	4	5	4	2			2	
	%	100%	56.52%	43.48%	4.35%	1.45%	36.23%	26.09%	1.45%	5.80%	5.80%	7.25%	5.80%	2.90%	0.00%	0.00%	2.90%	0.00%
GS - 02	#	216	82	134	5	5	49	64	4	22	19	32	1	3		2	4	6
	%	100%	37.96%	62.04%	2.31%	2.31%	22.69%	29.63%	1.85%	10.19%	8.80%	14.81%	0.46%	1.39%	0.00%	0.93%	1.85%	2.78%
GS - 03	#	455	213	242	10	22	135	139	34	42	20	28	5	4	3	1	6	6
	%	100%	46.81%	53.19%	2.20%	4.84%	29.67%	30.55%	7.47%	9.23%	4.40%	6.15%	1.10%	0.88%	0.66%	0.22%	1.32%	1.32%
GS - 04	#	2,674	997	1,677	60	140	623	782	184	470	84	219	20	21	5	14	21	31
	%	100%	37.28%	62.72%	2.24%	5.24%	23.30%	29.24%	6.88%	17.58%	3.14%	8.19%	0.75%	0.79%	0.19%	0.52%	0.79%	1.16%
GS - 05	#	7,465	3,622	3,843	257	301	1,953	1,836	750	1,027	408	493	135	69	26	29	93	88
	%	100%	48.52%	51.48%	3.44%	4.03%	26.16%	24.59%	10.05%	13.76%	5.47%	6.60%	1.81%	0.92%	0.35%	0.39%	1.25%	1.18%
GS - 06	#	4,958	2,149	2,809	167	198	1,162	1,404	507	733	233	329	30	59	16	27	34	59
	%	100%	43.34%	56.66%	3.37%	3.99%	23.44%	28.32%	10.23%	14.78%	4.70%	6.64%	0.61%	1.19%	0.32%	0.54%	0.69%	1.19%
GS - 07	#	10,745	5,876	4,869	491	334	3,696	2,600	931	1,174	503	517	112	84	51	39	92	121
	%	100%	54.69%	45.31%	4.57%	3.11%	34.40%	24.20%	8.66%	10.93%	4.68%	4.81%	1.04%	0.78%	0.47%	0.36%	0.86%	1.13%
GS - 08	#	2,126	1,342	784	115	48	899	444	177	197	87	63	31	9	9	6	24	17
	%	100%	63.12%	36.88%	5.41%	2.26%	42.29%	20.88%	8.33%	9.27%	4.09%	2.96%	1.46%	0.42%	0.42%	0.28%	1.13%	0.80%
GS - 09	#	10,977	6,380	4,597	396	315	4,192	2,635	979	1,029	555	432	102	56	48	34	108	96
	%	100%	58.12%	41.88%	3.61%	2.87%	38.19%	24.00%	8.92%	9.37%	5.06%	3.94%	0.93%	0.51%	0.44%	0.31%	0.98%	0.87%
GS - 10	#	1,147	857	290	35	17	636	170	98	60	59	36	11	3	5		13	4
	%	100%	74.72%	25.28%	3.05%	1.48%	55.45%	14.82%	8.54%	5.23%	5.14%	3.14%	0.96%	0.26%	0.44%	0.00%	1.13%	0.35%
GS - 11	#	18,843	11,913	6,930	635	398	8,543	4,325	1,394	1,240	931	712	124	110	94	40	192	105
	%	100%	63.22%	36.78%	3.37%	2.11%	45.34%	22.95%	7.40%	6.58%	4.94%	3.78%	0.66%	0.58%	0.50%	0.21%	1.02%	0.56%
GS - 12	#	29,467	20,150	9,317	921	540	15,077	6,081	1,705	1,500	1,907	864	167	128	107	56	266	148
	%	100%	68.38%	31.62%	3.13%	1.83%	51.17%	20.64%	5.79%	5.09%	6.47%	2.93%	0.57%	0.43%	0.36%	0.19%	0.90%	0.50%
GS - 13	#	19,674	13,938	5,736	576	266	11,190	3,969	969	955	899	386	86	49	55	24	163	87
	%	100%	70.84%	29.16%	2.93%	1.35%	56.88%	20.17%	4.93%	4.85%	4.57%	1.96%	0.44%	0.25%	0.28%	0.12%	0.83%	0.44%
GS - 14	#	7,223	5,303	1,920	174	78	4,452	1,369	326	299	253	123	25	8	17	5	56	38
	%	100%	73.42%	26.58%	2.41%	1.08%	61.64%	18.95%	4.51%	4.14%	3.50%	1.70%	0.35%	0.11%	0.24%	0.07%	0.78%	0.53%
GS - 15	#	3,821	2,938	883	80	36	2,591	676	112	115	98	43	14	1	9	4	34	8
	%	100%	76.89%	23.11%	2.09%	0.94%	67.81%	17.69%	2.93%	3.01%	2.56%	1.13%	0.37%	0.03%	0.24%	0.10%	0.89%	0.21%
All other (unspecified GS)	#	7,431	6,550	881	271	39	3,143	474	1,387	200	1,574	145	113	12	29	5	33	6
	%	100%	88.14%	11.86%	3.65%	0.52%	42.30%	6.38%	18.67%	2.69%	21.18%	1.95%	1.52%	0.16%	0.39%	0.07%	0.44%	0.08%
SES	#	318	251	67	2	4	224	52	12	7	6	3	2		1	1	4	
	%	100%	78.93%	21.07%	0.63%	1.26%	70.44%	16.35%	3.77%	2.20%	1.89%	0.94%	0.63%	0.00%	0.31%	0.31%	1.26%	0.00%
Other Senior Executive	#	1,382	1,220	162	37	6	1,095	134	30	5	48	17	4	0	2	0	4	0
	%	100%	88.28%	11.72%	2.68%	0.43%	79.23%	9.70%	2.17%	0.36%	3.47%	1.23%	0.29%	0.00%	0.14%	0.00%	0.29%	0.00%
Total GS	#	128,991	83,820	45,171	4,235	2,748	59,685	27,172	9,600	9,079	7,688	4,447	986	618	477	287	1,149	820
	%	100%	64.98%	35.02%	3.28%	2.13%	46.27%	21.07%	7.44%	7.04%	5.96%	3.45%	0.76%	0.48%	0.37%	0.22%	0.89%	0.64%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Note: Includes AF employees only.

**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											
		All	male	female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 01	#	69	39	30	3	1	25	18	1	4	4	5	4	2			2	
	%	0.05%	0.05%	0.07%	0.07%	0.04%	0.04%	0.07%	0.01%	0.04%	0.05%	0.11%	0.41%	0.32%	0.00%	0.00%	0.17%	0.00%
GS - 02	#	216	82	134	5	5	49	64	4	22	19	32	1	3		2	4	6
	%	0.17%	0.10%	0.30%	0.12%	0.18%	0.08%	0.24%	0.04%	0.24%	0.25%	0.72%	0.10%	0.49%	0.00%	0.70%	0.35%	0.73%
GS - 03	#	455	213	242	10	22	135	139	34	42	20	28	5	4	3	1	6	6
	%	0.35%	0.25%	0.54%	0.24%	0.80%	0.23%	0.51%	0.35%	0.46%	0.26%	0.63%	0.51%	0.65%	0.63%	0.35%	0.52%	0.73%
GS - 04	#	2,674	997	1,677	60	140	623	782	184	470	84	219	20	21	5	14	21	31
	%	2.07%	1.19%	3.71%	1.42%	5.09%	1.04%	2.88%	1.92%	5.18%	1.09%	4.92%	2.03%	3.40%	1.05%	4.88%	1.83%	3.78%
GS - 05	#	7,465	3,622	3,843	257	301	1,953	1,836	750	1,027	408	493	135	69	26	29	93	88
	%	5.79%	4.32%	8.51%	6.07%	10.95%	3.27%	6.76%	7.81%	11.31%	5.31%	11.09%	13.69%	11.17%	5.45%	10.10%	8.09%	10.73%
GS - 06	#	4,958	2,149	2,809	167	198	1,162	1,404	507	733	233	329	30	59	16	27	34	59
	%	3.84%	2.56%	6.22%	3.94%	7.21%	1.95%	5.17%	5.28%	8.07%	3.03%	7.40%	3.04%	9.55%	3.35%	9.41%	2.96%	7.20%
GS - 07	#	10,745	5,876	4,869	491	334	3,696	2,600	931	1,174	503	517	112	84	51	39	92	121
	%	8.33%	7.01%	10.78%	11.59%	12.15%	6.19%	9.57%	9.70%	12.93%	6.54%	11.63%	11.36%	13.59%	10.69%	13.59%	8.01%	14.76%
GS - 08	#	2,126	1,342	784	115	48	899	444	177	197	87	63	31	9	9	6	24	17
	%	1.65%	1.60%	1.74%	2.72%	1.75%	1.51%	1.63%	1.84%	2.17%	1.13%	1.42%	3.14%	1.46%	1.89%	2.09%	2.09%	2.07%
GS - 09	#	10,977	6,380	4,597	396	315	4,192	2,635	979	1,029	555	432	102	56	48	34	108	96
	%	8.51%	7.61%	10.18%	9.35%	11.46%	7.02%	9.70%	10.20%	11.33%	7.22%	9.71%	10.34%	9.06%	10.06%	11.85%	9.40%	11.71%
GS - 10	#	1,147	857	290	35	17	636	170	98	60	59	36	11	3	5		13	4
	%	0.89%	1.02%	0.64%	0.83%	0.62%	1.07%	0.63%	1.02%	0.66%	0.77%	0.81%	1.12%	0.49%	1.05%	0.00%	1.13%	0.49%
GS - 11	#	18,843	11,913	6,930	635	398	8,543	4,325	1,394	1,240	931	712	124	110	94	40	192	105
	%	14.61%	14.21%	15.34%	14.99%	14.48%	14.31%	15.92%	14.52%	13.66%	12.11%	16.01%	12.58%	17.80%	19.71%	13.94%	16.71%	12.80%
GS - 12	#	29,467	20,150	9,317	921	540	15,077	6,081	1,705	1,500	1,907	864	167	128	107	56	266	148
	%	22.84%	24.04%	20.63%	21.75%	19.65%	25.26%	22.38%	17.76%	16.52%	24.80%	19.43%	16.94%	20.71%	22.43%	19.51%	23.15%	18.05%
GS - 13	#	19,674	13,938	5,736	576	266	11,190	3,969	969	955	899	386	86	49	55	24	163	87
	%	15.25%	16.63%	12.70%	13.60%	9.68%	18.75%	14.61%	10.09%	10.52%	11.69%	8.68%	8.72%	7.93%	11.53%	8.36%	14.19%	10.61%
GS - 14	#	7,223	5,303	1,920	174	78	4,452	1,369	326	299	253	123	25	8	17	5	56	38
	%	5.60%	6.33%	2.29%	0.21%	0.09%	5.31%	1.63%	0.39%	0.36%	0.30%	0.15%	0.03%	0.01%	0.02%	0.01%	0.07%	0.05%
GS - 15	#	3,821	2,938	883	80	36	2,591	676	112	115	98	43	14	1	9	4	34	8
	%	2.96%	3.51%	1.95%	1.89%	1.31%	4.34%	2.49%	1.17%	1.27%	1.27%	0.97%	1.42%	0.16%	1.89%	1.39%	2.96%	0.98%
All other (unspecified GS)	#	7,431	6,550	881	271	39	3,143	474	1,387	200	1,574	145	113	12	29	5	33	6
	%	5.76%	7.81%	1.95%	6.40%	1.42%	5.27%	1.74%	14.45%	2.20%	20.47%	3.26%	11.46%	1.94%	6.08%	1.74%	2.87%	0.73%
SES	#	318	251	67	2	4	224	52	12	7	6	3	2		1	1	4	
	%	0.25%	0.30%	0.15%	0.05%	0.15%	0.38%	0.19%	0.13%	0.08%	0.08%	0.07%	0.20%	0.00%	0.21%	0.35%	0.35%	0.00%
Other Senior Executives	#	1,382	1,220	162	37	6	1,095	134	30	5	48	17	4	0	2	0	4	0
	%	1.07%	1.46%	0.36%	0.87%	0.22%	1.83%	0.49%	0.31%	0.06%	0.62%	0.38%	0.41%	0.00%	0.42%	0.00%	0.35%	0.00%
Total GS	#	128,991	83,820	45,171	4,235	2,748	59,685	27,172	9,600	9,079	7,688	4,447	986	618	477	287	1,149	820
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Notes: Percentages computed down columns and NOT across rows. Includes AF employees only.



DS - 03	#	65	33	32	2	3	28	27			2			1	1	1		
	%	100%	50.77%	49.23%	3.08%	4.62%	43.08%	41.54%	0.00%	0.00%	3.08%	0.00%	0.00%	1.54%	1.54%	1.54%	0.00%	0.00%
DS - 04	#	220	147	73	5	6	128	54	5	7	5	3	2		2	2		1
	%	100%	66.82%	33.18%	2.27%	2.73%	58.18%	24.55%	2.27%	3.18%	2.27%	1.36%	0.91%	0.00%	0.91%	0.91%	0.00%	0.45%
DS - 05	#	322	262	60	12	1	228	56	9	1	7		1		2	2	3	
	%	100%	81.37%	18.63%	3.73%	0.31%	70.81%	17.39%	2.80%	0.31%	2.17%	0.00%	0.31%	0.00%	0.62%	0.62%	0.93%	0.00%
DS - 06	#	134	114	20	1		105	18	5	1	2				1			1
	%	100%	85.07%	14.93%	0.75%	0.00%	78.36%	13.43%	3.73%	0.75%	1.49%	0.00%	0.00%	0.00%	0.75%	0.00%	0.00%	0.75%
DT - 00	#	0	0	0														
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT - 01	#	251	197	54	5	1	173	47	11	3	3	2			1		4	1
	%	100%	78.49%	21.51%	1.99%	0.40%	68.92%	18.73%	4.38%	1.20%	1.20%	0.80%	0.00%	0.00%	0.40%	0.00%	1.59%	0.40%
DT - 02	#	31	26	5			22	4			2			1	2			
	%	100%	83.87%	16.13%	0.00%	0.00%	70.97%	12.90%	0.00%	0.00%	6.45%	0.00%	0.00%	3.23%	6.45%	0.00%	0.00%	0.00%
DT - 03	#	61	53	8	6		43	8	3		1							
	%	100%	86.89%	13.11%	9.84%	0.00%	70.49%	13.11%	4.92%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT - 04	#	272	243	29	15		206	27	8		6				4	1	4	1
	%	100%	89.34%	10.66%	5.51%	0.00%	75.74%	9.93%	2.94%	0.00%	2.21%	0.00%	0.00%	0.00%	1.47%	0.37%	1.47%	0.37%
DT - 05	#	129	122	7	5	1	110	6	6		1							
	%	100%	94.57%	5.43%	3.88%	0.78%	85.27%	4.65%	4.65%	0.00%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 01	#	97	76	21		1	72	18	2		1			1			1	1
	%	100%	78.35%	21.65%	0.00%	1.03%	74.23%	18.56%	2.06%	0.00%	1.03%	0.00%	0.00%	1.03%	0.00%	0.00%	1.03%	1.03%
DP - 02	#	226	187	39	9		137	29	16	3	23	4	1	1		1	1	1
	%	100%	82.74%	17.26%	3.98%	0.00%	60.62%	12.83%	7.08%	1.33%	10.18%	1.77%	0.44%	0.44%	0.00%	0.44%	0.44%	0.44%
DP - 03	#	640	505	135	24	4	393	102	17	9	57	13	1		5	2	8	5
	%	100%	78.91%	21.09%	3.75%	0.63%	61.41%	15.94%	2.66%	1.41%	8.91%	2.03%	0.16%	0.00%	0.78%	0.31%	1.25%	0.78%
DP - 04	#	2,823	2,294	529	113	29	1,747	376	85	36	315	77	7	2	4	1	23	8
	%	100%	81.26%	18.74%	4.00%	1.03%	61.88%	13.32%	3.01%	1.28%	11.16%	2.73%	0.25%	0.07%	0.14%	0.04%	0.81%	0.28%
NM-02	#	2	1	1		1	1											
	%	100%	50.00%	50.00%	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%	0.00%
NM-03	#	21	18	3	1		16	2		1					1			
	%	100%	85.71%	14.29%	4.76%	0.00%	76.19%	9.52%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%
NM-04	#	280	190	90	12	6	152	72	11	7	13	2		2	2			1
	%	100%	67.86%	32.14%	4.29%	2.14%	54.29%	25.71%	3.93%	2.50%	4.64%	0.71%	0.00%	0.71%	0.71%	0.00%	0.00%	0.36%
NM-05	#	760	612	148	27	12	544	116	15	12	19	5	1			2	6	1
	%	100%	80.53%	19.47%	3.55%	1.58%	71.58%	15.26%	1.97%	1.58%	2.50%	0.66%	0.13%	0.00%	0.00%	0.26%	0.79%	0.13%
Total STRL	#	7,822	5,620	2,202	266	138	4,554	1,733	227	139	469	131	14	11	32	17	58	33
	%	100%	71.85%	28.15%	3.40%	1.76%	58.22%	22.16%	2.90%	1.78%	6.00%	1.67%	0.18%	0.14%	0.41%	0.22%	0.74%	0.42%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Note: Includes AF employees only.



DS - 03	#	65	33	32	2	3	28	27			2			1	1	1		
	%	0.83%	0.59%	1.45%	0.75%	2.17%	0.61%	1.56%	0.00%	0.00%	0.43%	0.00%	0.00%	9.09%	3.13%	5.88%	0.00%	0.00%
DS - 04	#	220	147	73	5	6	128	54	5	7	5	3	2		2	2		1
	%	2.81%	2.62%	3.32%	1.88%	4.35%	2.81%	3.12%	2.20%	5.04%	1.07%	2.29%	14.29%	0.00%	6.25%	11.76%	0.00%	3.03%
DS - 05	#	322	262	60	12	1	228	56	9	1	7		1		2	2	3	
	%	4.12%	4.66%	2.72%	4.51%	0.72%	5.01%	3.23%	3.96%	0.72%	1.49%	0.00%	7.14%	0.00%	6.25%	11.76%	5.17%	0.00%
DS - 06	#	134	114	20	1		105	18	5	1	2				1			1
	%	1.71%	2.03%	0.91%	0.38%	0.00%	2.31%	1.04%	2.20%	0.72%	0.43%	0.00%	0.00%	0.00%	3.13%	0.00%	0.00%	3.03%
DT - 01	#	251	197	54	5	1	173	47	11	3	3	2			1		4	1
	%	3.21%	3.51%	2.45%	1.88%	0.72%	3.80%	2.71%	4.85%	2.16%	0.64%	1.53%	0.00%	0.00%	3.13%	0.00%	6.90%	3.03%
DT - 02	#	31	26	5			22	4			2			1	2			
	%	0.40%	0.46%	0.23%	0.00%	0.00%	0.48%	0.23%	0.00%	0.00%	0.43%	0.00%	0.00%	9.09%	6.25%	0.00%	0.00%	0.00%
DT - 03	#	61	53	8	6		43	8	3		1							
	%	0.78%	0.94%	0.36%	2.26%	0.00%	0.94%	0.46%	1.32%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT - 04	#	272	243	29	15		206	27	8		6				4	1	4	1
	%	3.48%	4.32%	1.32%	5.64%	0.00%	4.52%	1.56%	3.52%	0.00%	1.28%	0.00%	0.00%	0.00%	12.50%	5.88%	6.90%	3.03%
DT - 05	#	129	122	7	5	1	110	6	6		1							
	%	1.65%	2.17%	0.32%	1.88%	0.72%	2.42%	0.35%	2.64%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 01	#	97	76	21		1	72	18	2		1			1			1	1
	%	1.24%	1.35%	0.95%	0.00%	0.72%	1.58%	1.04%	0.88%	0.00%	0.21%	0.00%	0.00%	9.09%	0.00%	0.00%	1.72%	3.03%
DP - 02	#	226	187	39	9		137	29	16	3	23	4	1	1		1	1	1
	%	2.89%	3.33%	1.77%	3.38%	0.00%	3.01%	1.67%	7.05%	2.16%	4.90%	3.05%	7.14%	9.09%	0.00%	5.88%	1.72%	3.03%
DP - 03	#	640	505	135	24	4	393	102	17	9	57	13	1		5	2	8	5
	%	8.18%	8.99%	6.13%	9.02%	2.90%	8.63%	5.89%	7.49%	6.47%	12.15%	9.92%	7.14%	0.00%	15.63%	11.76%	13.79%	15.15%
DP - 04	#	2,823	2,294	529	113	29	1,747	376	85	36	315	77	7	2	4	1	23	8
	%	36.09%	40.82%	24.02%	42.48%	21.01%	38.36%	21.70%	37.44%	25.90%	67.16%	58.78%	50.00%	18.18%	12.50%	5.88%	39.66%	24.24%
DP - 05	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM - 02	#	2	1	1		1	1											
	%	0.03%	0.02%	0.05%	0.00%	0.72%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM - 03	#	21	18	3	1		16	2		1					1			
	%	0.27%	0.32%	0.14%	0.38%	0.00%	0.35%	0.12%	0.00%	0.72%	0.00%	0.00%	0.00%	0.00%	3.13%	0.00%	0.00%	0.00%
NM - 04	#	280	190	90	12	6	152	72	11	7	13	2		2	2			1
	%	3.58%	3.38%	4.09%	4.51%	4.35%	3.34%	4.15%	4.85%	5.04%	2.77%	1.53%	0.00%	18.18%	6.25%	0.00%	0.00%	3.03%
NM - 05	#	760	612	148	27	12	544	116	15	12	19	5	1			2	6	1
	%	9.72%	10.89%	6.72%	10.15%	8.70%	11.95%	6.69%	6.61%	8.63%	4.05%	3.82%	7.14%	0.00%	0.00%	11.76%	10.34%	3.03%
Total STRL	#	7,822	5,620	2,202	266	138	4,554	1,733	227	139	469	131	14	11	32	17	58	33
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Notes: Percentages computed down columns and NOT across rows. Includes AF employees only.

**Table A4-1: PARTICIPATION RATES FOR NAVSEA STRL GRADES by Race/Ethnicity and Sex**

STRL 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	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
NG - 01	#	25	7	18			6	17	1	1								
	%	100%	28.00%	72.00%	0.00%	0.00%	24.00%	68.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NG - 02	#	115	24	91	1	5	16	69	6	14		2				1	1	
	%	100%	20.87%	79.13%	0.87%	4.35%	13.91%	60.00%	5.22%	12.17%	0.00%	1.74%	0.00%	0.00%	0.00%	0.87%	0.87%	
NG - 03	#	139	24	115	4	9	12	78	5	21	1	3	2	1				
	%	100%	17.27%	82.73%	2.88%	6.47%	8.63%	56.12%	3.60%	15.11%	0.72%	2.16%	1.44%	0.72%	0.00%	0.00%	0.00%	
NG - 04	#	37	2	35		2	2	24		9								
	%	100%	5.41%	94.59%	0.00%	5.41%	5.41%	64.86%	0.00%	24.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NG - 05	#	5	0	5		1		4										
	%	100%	0.00%	100.00%	0.00%	20.00%	0.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NT - 01	#	37	27	10	1		21	10			3						2	
	%	100%	72.97%	27.03%	2.70%	0.00%	56.76%	27.03%	0.00%	0.00%	8.11%	0.00%	0.00%	0.00%	0.00%	0.00%	5.41%	
NT - 02	#	47	21	26	2	1	16	19	2	4	1	1					1	
	%	100%	44.68%	55.32%	4.26%	2.13%	34.04%	40.43%	4.26%	8.51%	2.13%	2.13%	0.00%	0.00%	0.00%	0.00%	2.13%	
NT - 03	#	342	156	186	9	12	114	144	27	19	3	8	2			1	2	
	%	100%	45.61%	54.39%	2.63%	3.51%	33.33%	42.11%	7.89%	5.56%	0.88%	2.34%	0.58%	0.00%	0.00%	0.29%	0.58%	
NT - 04	#	1,738	1,068	670	42	30	879	518	86	90	30	23	7	4	10	3	14	
	%	100%	61.45%	38.55%	2.42%	1.73%	50.58%	29.80%	4.95%	5.18%	1.73%	1.32%	0.40%	0.23%	0.58%	0.17%	0.81%	
NT - 05	#	2,028	1,408	620	26	27	1,264	513	72	56	23	14	1	1	12	3	10	
	%	100%	69.43%	30.57%	1.28%	1.33%	62.33%	25.30%	3.55%	2.76%	1.13%	0.69%	0.05%	0.05%	0.59%	0.15%	0.49%	
NT - 06	#	186	127	59		2	120	53	5	2	1	1					1	
	%	100%	68.28%	31.72%	0.00%	1.08%	64.52%	28.49%	2.69%	1.08%	0.54%	0.54%	0.00%	0.00%	0.00%	0.00%	0.54%	
ND - 01	#	108	77	31	7	4	60	15	9	9	1	1				1	1	
	%	100%	71.30%	28.70%	6.48%	3.70%	55.56%	13.89%	8.33%	8.33%	0.93%	0.93%	0.00%	0.00%	0.00%	0.93%	0.93%	
ND - 02	#	221	168	53	9	2	130	38	17	11	7		1				4	
	%	100%	76.02%	23.98%	4.07%	0.90%	58.82%	17.19%	7.69%	4.98%	3.17%	0.00%	0.45%	0.00%	0.00%	0.00%	1.81%	
ND - 03	#	692	512	180	39	13	360	118	52	25	44	19	2	1	5		10	
	%	100%	73.99%	26.01%	5.64%	1.88%	52.02%	17.05%	7.51%	3.61%	6.36%	2.75%	0.29%	0.14%	0.72%	0.00%	1.45%	
ND - 04	#	7,534	6,219	1,315	307	80	5,072	947	251	122	519	142	10	5	22	6	38	
	%	100%	82.55%	17.45%	4.07%	1.06%	67.32%	12.57%	3.33%	1.62%	6.89%	1.88%	0.13%	0.07%	0.29%	0.08%	0.50%	
ND - 05	#	1,845	1,619	226	47	6	1,466	194	29	12	67	13	3		3		4	
	%	100%	87.75%	12.25%	2.55%	0.33%	79.46%	10.51%	1.57%	0.65%	3.63%	0.70%	0.16%	0.00%	0.16%	0.00%	0.22%	
NH - 02	#	10	4	6		1	1	3	2	2							1	
	%	100%	40.00%	60.00%	0.00%	10.00%	10.00%	30.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	
NH - 03	#	55	30	25			22	16	5	8	2	1					1	
	%	100%	54.55%	45.45%	0.00%	0.00%	40.00%	29.09%	9.09%	14.55%	3.64%	1.82%	0.00%	0.00%	0.00%	0.00%	1.82%	
NH - 04	#	53	43	10	3		35	3	3	6	2	1						
	%	100%	81.13%	18.87%	5.66%	0.00%	66.04%	5.66%	5.66%	11.32%	3.77%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL STRL	#	15,217	11,536	3,681	497	195	9,596	2,783	572	411	704	229	28	12	52	15	87	
	%	100%	75.81%	24.19%	3.27%	1.28%	63.06%	18.29%	3.76%	2.70%	4.63%	1.50%	0.18%	0.08%	0.34%	0.10%	0.57%	
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	
	%	100%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	

Note: Includes AF employees only.

**Table A4-2: PARTICIPATION RATES FOR NAVSEA STRL GRADES by Race/Ethnicity and Sex**

STRL GRADES		TOTAL EMPLOYEEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
NG - 01	#	25	7	18			6	17	1	1								
	%	0.16%	0.06%	0.49%	0.00%	0.00%	0.06%	0.61%	0.17%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 02	#	115	24	91	1	5	16	69	6	14		2			1	1		
	%	0.76%	0.21%	2.47%	0.20%	2.56%	0.17%	2.48%	1.05%	3.41%	0.00%	0.87%	0.00%	0.00%	0.00%	6.67%	1.15%	0.00%
NG - 03	#	139	24	115	4	9	12	78	5	21	1	3	2	1				3
	%	0.91%	0.21%	3.12%	0.80%	4.62%	0.13%	2.80%	0.87%	5.11%	0.14%	1.31%	7.14%	8.33%	0.00%	0.00%	0.00%	8.33%
NG - 04	#	37	2	35		2	2	24		9								
	%	0.24%	0.02%	0.95%	0.00%	1.03%	0.02%	0.86%	0.00%	2.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 05	#	5	0	5		1		4										
	%	0.03%	0.00%	0.14%	0.00%	0.51%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT - 01	#	37	27	10	1		21	10			3							2
	%	0.24%	0.23%	0.27%	0.20%	0.00%	0.22%	0.36%	0.00%	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	2.30%	0.00%
NT - 02	#	47	21	26	2	1	16	19	2	4	1	1						1
	%	0.31%	0.18%	0.71%	0.40%	0.51%	0.17%	0.68%	0.35%	0.97%	0.14%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%
NT - 03	#	342	156	186	9	12	114	144	27	19	3	8	2		1	1	2	
	%	2.25%	1.35%	5.05%	1.81%	6.15%	1.19%	5.17%	4.72%	4.62%	0.43%	3.49%	7.14%	0.00%	0.00%	6.67%	1.15%	5.56%
NT - 04	#	1,738	1,068	670	42	30	879	518	86	90	30	23	7	4	10	3	14	2
	%	11.42%	9.26%	18.20%	8.45%	15.38%	9.16%	18.61%	15.03%	21.90%	4.26%	10.04%	25.00%	33.33%	19.23%	20.00%	16.09%	5.56%
NT - 05	#	2,028	1,408	620	26	27	1,264	513	72	56	23	14	1	1	12	3	10	6
	%	13.33%	12.21%	16.84%	5.23%	13.85%	13.17%	18.43%	12.59%	13.63%	3.27%	6.11%	3.57%	8.33%	23.08%	20.00%	11.49%	16.67%
NT - 06	#	186	127	59		2	120	53	5	2	1	1					1	1
	%	1.22%	1.10%	1.60%	0.00%	1.03%	1.25%	1.90%	0.87%	0.49%	0.14%	0.44%	0.00%	0.00%	0.00%	0.00%	1.15%	2.78%
ND - 01	#	108	77	31	7	4	60	15	9	9	1	1			1			1
	%	0.71%	0.67%	0.84%	1.41%	2.05%	0.63%	0.54%	1.57%	2.19%	0.14%	0.44%	0.00%	0.00%	0.00%	6.67%	0.00%	2.78%
ND - 02	#	221	168	53	9	2	130	38	17	11	7		1				4	2
	%	1.45%	1.46%	1.44%	1.81%	1.03%	1.35%	1.37%	2.97%	2.68%	0.99%	0.00%	3.57%	0.00%	0.00%	0.00%	4.60%	5.56%
ND - 03	#	692	512	180	39	13	360	118	52	25	44	19	2	1	5		10	4
	%	4.55%	4.44%	4.89%	7.85%	6.67%	3.75%	4.24%	9.09%	6.08%	6.25%	8.30%	7.14%	8.33%	9.62%	0.00%	11.49%	11.11%
ND - 04	#	7,534	6,219	1,315	307	80	5,072	947	251	122	519	142	10	5	22	6	38	13
	%	49.51%	53.91%	35.72%	61.77%	41.03%	52.86%	34.03%	43.88%	29.68%	73.72%	62.01%	35.71%	41.67%	42.31%	40.00%	43.68%	36.11%
ND - 05	#	1,845	1,619	226	47	6	1,466	194	29	12	67	13	3		3		4	1
	%	12.12%	14.03%	6.14%	9.46%	3.08%	15.28%	6.97%	5.07%	2.92%	9.52%	5.68%	10.71%	0.00%	5.77%	0.00%	4.60%	2.78%
NH - 02	#	10	4	6		1	1	3	2	2							1	
	%	0.07%	0.03%	0.16%	0.00%	0.51%	0.01%	0.11%	0.35%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.15%	0.00%
NH - 03	#	55	30	25			22	16	5	8	2	1					1	
	%	0.36%	0.26%	0.68%	0.00%	0.00%	0.23%	0.57%	0.87%	1.95%	0.28%	0.44%	0.00%	0.00%	0.00%	0.00%	1.15%	0.00%
NH - 04	#	53	43	10	3		35	3	3	6	2	1						
	%	0.35%	0.37%	0.27%	0.60%	0.00%	0.36%	0.11%	0.52%	1.46%	0.28%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total STRL	#	15,217	11,536	3,681	497	195	9,596	2,783	572	411	704	229	28	12	52	15	87	36
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Notes: Percentages computed down columns and NOT across rows. Includes AF employees only.

**Table A4-1: PARTICIPATION RATES FOR ONR STRL GRADES by Race/Ethnicity and Sex**

STRL GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino										Two or more races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
							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	
NC - 01	#	101	48	53	1	1	28	39	12	13	6						1	
	%	100%	47.52%	52.48%	0.99%	0.99%	27.72%	38.61%	11.88%	12.87%	5.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.99%	0.00%
NC - 02	#	204	42	162	1	5	18	77	18	69	3	5				2	2	4
	%	100%	20.59%	79.41%	0.49%	2.45%	8.82%	37.75%	8.82%	33.82%	1.47%	2.45%	0.00%	0.00%	0.00%	0.98%	0.98%	1.96%
NC - 03	#	32	3	29		1	2	11	1	14		1				1		1
	%	100%	9.38%	90.63%	0.00%	3.13%	6.25%	34.38%	3.13%	43.75%	0.00%	3.13%	0.00%	0.00%	0.00%	3.13%	0.00%	3.13%
NO - 01	#	5	3	2			3	2										
	%	100%	60.00%	40.00%	0.00%	0.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 02	#	154	29	125	1	2	18	77	9	34	1	8		1				3
	%	100%	18.83%	81.17%	0.65%	1.30%	11.69%	50.00%	5.84%	22.08%	0.65%	5.19%	0.00%	0.65%	0.00%	0.00%	0.00%	1.95%
NO - 03	#	174	62	112	1	2	47	67	10	41	3	2	1					
	%	100%	35.63%	64.37%	0.57%	1.15%	27.01%	38.51%	5.75%	23.56%	1.72%	1.15%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 04	#	142	61	81	1	3	45	48	7	25	5	3		1	1	1	2	
	%	100%	42.96%	57.04%	0.70%	2.11%	31.69%	33.80%	4.93%	17.61%	3.52%	2.11%	0.00%	0.70%	0.70%	0.70%	1.41%	0.00%
NO - 05	#	146	75	71	1	2	62	54	8	11	1	3					3	1
	%	100%	51.37%	48.63%	0.68%	1.37%	42.47%	36.99%	5.48%	7.53%	0.68%	2.05%	0.00%	0.00%	0.00%	0.00%	2.05%	0.68%
NP - 01	#	22	15	7			13	6		1	1						1	
	%	100%	68.18%	31.82%	0.00%	0.00%	59.09%	27.27%	0.00%	4.55%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%	0.00%
NP - 02	#	99	78	21	1		66	18	1		9	3					1	
	%	100%	78.79%	21.21%	1.01%	0.00%	66.67%	18.18%	1.01%	0.00%	9.09%	3.03%	0.00%	0.00%	0.00%	0.00%	1.01%	0.00%
NP - 03	#	872	720	152	12	3	580	112	18	6	104	27	1			1	5	3
	%	100%	82.57%	17.43%	1.38%	0.34%	66.51%	12.84%	2.06%	0.69%	11.93%	3.10%	0.11%	0.00%	0.00%	0.11%	0.57%	0.34%
NP - 04	#	803	724	79	16	1	621	64	11	2	74	10			2	1		1
	%	100%	90.16%	9.84%	1.99%	0.12%	77.33%	7.97%	1.37%	0.25%	9.22%	1.25%	0.00%	0.00%	0.25%	0.12%	0.00%	0.12%
NP - 05	#	12	12	0			11				1							
	%	100%	100.00%	0.00%	0.00%	0.00%	91.67%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 01	#	119	91	28			74	21	2	2	12	5	1				2	
	%	100%	76.47%	23.53%	0.00%	0.00%	62.18%	17.65%	1.68%	1.68%	10.08%	4.20%	0.84%	0.00%	0.00%	0.00%	1.68%	0.00%
NR - 02	#	4	3	1			2	1	1									
	%	100%	75.00%	25.00%	0.00%	0.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 03	#	18	15	3	1		7	2	5	1			1				1	
	%	100%	83.33%	16.67%	5.56%	0.00%	38.89%	11.11%	27.78%	5.56%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	5.56%	0.00%
NR - 04	#	70	66	4			58	3	8	1								
	%	100%	94.29%	5.71%	0.00%	0.00%	82.86%	4.29%	11.43%	1.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 05	#	0	0	0														
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total STRL	#	2,977	2,047	930	36	20	1,655	602	111	220	220	67	4	2	3	6	18	13
	%	100%	68.76%	31.24%	1.21%	0.67%	55.59%	20.22%	3.73%	7.39%	7.39%	2.25%	0.13%	0.07%	0.10%	0.20%	0.60%	0.44%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Note: Includes AF employees only.

**Table A4-2: PARTICIPATION RATES FOR ONR STRL GRADES by Race/Ethnicity and Sex**

STRL 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	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
NC - 01	#	101	48	53	1	1	28	39	12	13	6						1	
	%	3.39%	2.34%	5.70%	2.78%	5.00%	1.69%	6.48%	10.81%	5.91%	2.73%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
NC - 02	#	204	42	162	1	5	18	77	18	69	3	5				2	2	4
	%	6.85%	2.05%	17.42%	2.78%	25.00%	1.09%	12.79%	16.22%	31.36%	1.36%	7.46%	0.00%	0.00%	0.00%	33.33%	11.11%	30.77%
NC - 03	#	32	3	29		1	2	11	1	14		1				1		1
	%	1.07%	0.15%	3.12%	0.00%	5.00%	0.12%	1.83%	0.90%	6.36%	0.00%	1.49%	0.00%	0.00%	0.00%	16.67%	0.00%	7.69%
NO - 01	#	5	3	2			3	2										
	%	0.17%	0.15%	0.22%	0.00%	0.00%	0.18%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 02	#	154	29	125	1	2	18	77	9	34	1	8		1				3
	%	5.17%	1.42%	13.44%	2.78%	10.00%	1.09%	12.79%	8.11%	15.45%	0.45%	11.94%	0.00%	50.00%	0.00%	0.00%	0.00%	23.08%
NO - 03	#	174	62	112	1	2	47	67	10	41	3	2	1					
	%	5.84%	3.03%	12.04%	2.78%	10.00%	2.84%	11.13%	9.01%	18.64%	1.36%	2.99%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO - 04	#	142	61	81	1	3	45	48	7	25	5	3		1	1	1	2	
	%	4.77%	2.98%	8.71%	2.78%	15.00%	2.72%	7.97%	6.31%	11.36%	2.27%	4.48%	0.00%	50.00%	33.33%	16.67%	11.11%	0.00%
NO - 05	#	146	75	71	1	2	62	54	8	11	1	3					3	1
	%	4.90%	3.66%	7.63%	2.78%	10.00%	3.75%	8.97%	7.21%	5.00%	0.45%	4.48%	0.00%	0.00%	0.00%	0.00%	16.67%	7.69%
NP - 01	#	22	15	7			13	6		1	1						1	
	%	0.74%	0.73%	0.75%	0.00%	0.00%	0.79%	1.00%	0.00%	0.45%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
NP - 02	#	99	78	21	1		66	18	1	9	3						1	
	%	3.33%	3.81%	2.26%	2.78%	0.00%	3.99%	2.99%	0.90%	0.00%	4.09%	4.48%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
NP - 03	#	872	720	152	12	3	580	112	18	6	104	27	1			1	5	3
	%	29.29%	35.17%	16.34%	33.33%	15.00%	35.05%	18.60%	16.22%	2.73%	47.27%	40.30%	25.00%	0.00%	0.00%	16.67%	27.78%	23.08%
NP - 04	#	803	724	79	16	1	621	64	11	2	74	10			2	1		1
	%	26.97%	35.37%	8.49%	44.44%	5.00%	37.52%	10.63%	9.91%	0.91%	33.64%	14.93%	0.00%	0.00%	66.67%	16.67%	0.00%	7.69%
NP - 05	#	12	12	0			11				1							
	%	0.40%	0.59%	0.00%	0.00%	0.00%	0.66%	0.00%	0.00%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 01	#	119	91	28			74	21	2	2	12	5	1				2	
	%	4.00%	4.45%	3.01%	0.00%	0.00%	4.47%	3.49%	1.80%	0.91%	5.45%	7.46%	25.00%	0.00%	0.00%	0.00%	11.11%	0.00%
NR - 02	#	4	3	1			2	1	1									
	%	0.13%	0.15%	0.11%	0.00%	0.00%	0.12%	0.17%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 03	#	18	15	3	1		7	2	5	1			1				1	
	%	0.60%	0.73%	0.32%	2.78%	0.00%	0.42%	0.33%	4.50%	0.45%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	5.56%	0.00%
NR - 04	#	70	66	4			58	3	8	1								
	%	2.35%	3.22%	0.43%	0.00%	0.00%	3.50%	0.50%	7.21%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 05	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total STRL	#	2,977	2,047	930	36	20	1,655	602	111	220	220	67	4	2	3	6	18	13
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Notes: Percentages computed down columns and NOT across rows. Includes AF employees only.

**Table A4-1: PARTICIPATION RATES FOR SPAWAR STRL GRADES by Race/Ethnicity and Sex**

STRL 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	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
DG - 00	#	3	0	3				2				1						
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG - 01	#	0	0	0														
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG - 02	#	2	0	2		2												
	%	100%	0.00%	100.00%	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%	
DG - 03	#	13	2	11		2		4	1	3	1	2						
	%	100%	15.38%	84.62%	0.00%	15.38%	0.00%	30.77%	7.69%	23.08%	7.69%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	
DG - 04	#	1	0	1								1						
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DA - 00	#	0	0	0														
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DA - 01	#	4	2	2			1	1								1	1	
	%	100%	50.00%	50.00%	0.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	
DA - 02	#	13	4	9		2	2	1	1	3		3				1		
	%	100%	30.77%	69.23%	0.00%	15.38%	15.38%	7.69%	7.69%	23.08%	0.00%	23.08%	0.00%	0.00%	0.00%	0.00%	7.69%	
DA - 03	#	65	22	43	2	6	12	25	4	2	2	6	1	2		1	2	
	%	100%	33.85%	66.15%	3.08%	9.23%	18.46%	38.46%	6.15%	3.08%	3.08%	9.23%	1.54%	3.08%	0.00%	0.00%	1.54%	
DP - 01	#	1	0	1				1										
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DP - 02	#	4	3	1							1	1	2					
	%	100%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	
DP - 03	#	285	163	122	8	15	110	63	17	10	27	23		1		1	10	
	%	100%	57.19%	42.81%	2.81%	5.26%	38.60%	22.11%	5.96%	3.51%	9.47%	8.07%	0.00%	0.35%	0.00%	0.00%	0.35%	
DP - 04	#	529	358	171	21	10	293	127	9	14	31	16	2	1	1	1	3	
	%	100%	67.67%	32.33%	3.97%	1.89%	55.39%	24.01%	1.70%	2.65%	5.86%	3.02%	0.38%	0.19%	0.19%	0.00%	0.19%	
DS - 01	#	1	1	0			1											
	%	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%	
DS - 02	#	4	3	1			3	1										
	%	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%	
DS - 03	#	10	6	4		1	3	3	1		1					1		
	%	100%	60.00%	40.00%	0.00%	10.00%	30.00%	30.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	
DT - 00	#	1	1	0			1											
	%	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%	
ND - 01	#	27	19	8	1		12	4	4	1		2				2	1	
	%	100%	70.37%	29.63%	3.70%	0.00%	44.44%	14.81%	14.81%	3.70%	0.00%	7.41%	0.00%	0.00%	0.00%	7.41%	3.70%	
ND - 02	#	127	101	26	4	1	75	16	7	4	10	5		1		4		
	%	100%	79.53%	20.47%	3.15%	0.79%	59.06%	12.60%	5.51%	3.15%	7.87%	3.94%	0.00%	0.00%	0.79%	0.00%	3.15%	

ND - 03	#	369	294	75	21	2	156	37	36	18	71	11	1		1		8	7
	%	100%	79.67%	20.33%	5.69%	0.54%	42.28%	10.03%	9.76%	4.88%	19.24%	2.98%	0.27%	0.00%	0.27%	0.00%	2.17%	1.90%
ND - 04	#	2,373	1,992	381	102	12	1,292	176	81	42	454	140	24	8	10	1	29	2
	%	100%	83.94%	16.06%	4.30%	0.51%	54.45%	7.42%	3.41%	1.77%	19.13%	5.90%	1.01%	0.34%	0.42%	0.04%	1.22%	0.08%
ND - 05	#	343	295	48	14	1	250	39	3	1	21	5	4	1	1		2	1
	%	100%	86.01%	13.99%	4.08%	0.29%	72.89%	11.37%	0.87%	0.29%	6.12%	1.46%	1.17%	0.29%	0.29%	0.00%	0.58%	0.29%
NG - 01	#	74	26	48		8	21	26	2	5	3	8						1
	%	100%	35.14%	64.86%	0.00%	10.81%	28.38%	35.14%	2.70%	6.76%	4.05%	10.81%	0.00%	0.00%	0.00%	0.00%	0.00%	1.35%
NG - 02	#	86	18	68	5	11	7	35	3	13	2	6	1	2				1
	%	100%	20.93%	79.07%	5.81%	12.79%	8.14%	40.70%	3.49%	15.12%	2.33%	6.98%	1.16%	2.33%	0.00%	0.00%	0.00%	1.16%
NG - 03	#	199	52	147	2	15	25	79	12	29	13	15		5		2		2
	%	100%	26.13%	73.87%	1.01%	7.54%	12.56%	39.70%	6.03%	14.57%	6.53%	7.54%	0.00%	2.51%	0.00%	1.01%	0.00%	1.01%
NG - 04	#	63	14	49	1	4	5	24	4	15	3	5			1			1
	%	100%	22.22%	77.78%	1.59%	6.35%	7.94%	38.10%	6.35%	23.81%	4.76%	7.94%	0.00%	0.00%	1.59%	0.00%	0.00%	1.59%
NO - 01	#	17	8	9			7	6	1	1		1		1				
	%	100%	47.06%	52.94%	0.00%	0.00%	41.18%	35.29%	5.88%	5.88%	0.00%	5.88%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%
NO - 02	#	107	31	76	1	8	15	50	5	8	9	7	1	1				2
	%	100%	28.97%	71.03%	0.93%	7.48%	14.02%	46.73%	4.67%	7.48%	8.41%	6.54%	0.93%	0.93%	0.00%	0.00%	0.00%	1.87%
NO - 03	#	323	119	204	6	17	83	118	12	41	9	21	6	4			3	3
	%	100%	36.84%	63.16%	1.86%	5.26%	25.70%	36.53%	3.72%	12.69%	2.79%	6.50%	1.86%	1.24%	0.00%	0.00%	0.93%	0.93%
NO - 04	#	1,467	843	624	52	43	602	402	80	99	80	59	9	4	3	1	17	16
	%	100%	57.46%	42.54%	3.54%	2.93%	41.04%	27.40%	5.45%	6.75%	5.45%	4.02%	0.61%	0.27%	0.20%	0.07%	1.16%	1.09%
NO - 05	#	1,049	806	243	29	11	671	182	49	20	28	19	12	3	3	2	14	6
	%	100%	76.84%	23.16%	2.76%	1.05%	63.97%	17.35%	4.67%	1.91%	2.67%	1.81%	1.14%	0.29%	0.29%	0.19%	1.33%	0.57%
NO - 06	#	162	128	34	7	3	116	27	1	2	4	1						1
	%	100%	79.01%	20.99%	4.32%	1.85%	71.60%	16.67%	0.62%	1.23%	2.47%	0.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.62%
NR-01	#	32	29	3			20		6	3	2		1					
	%	100%	90.63%	9.38%	0.00%	0.00%	62.50%	0.00%	18.75%	9.38%	6.25%	0.00%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	21	12	9			11	9					1					
	%	100%	57.14%	42.86%	0.00%	0.00%	52.38%	42.86%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-03	#	30	26	4			20	3			4	1	2					
	%	100%	86.67%	13.33%	0.00%	0.00%	66.67%	10.00%	0.00%	0.00%	13.33%	3.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	438	411	27	18	1	334	17	29	4	19	1	7	2	2		2	2
	%	100%	93.84%	6.16%	4.11%	0.23%	76.26%	3.88%	6.62%	0.91%	4.34%	0.23%	1.60%	0.46%	0.46%	0.00%	0.46%	0.46%
NR-05	#	157	148	9	2	1	122	7	11		10		1	1			2	
	%	100%	94.27%	5.73%	1.27%	0.64%	77.71%	4.46%	7.01%	0.00%	6.37%	0.00%	0.64%	0.64%	0.00%	0.00%	1.27%	0.00%
NM-03	#	1	1	0					1									
	%	100%	100.00%	0.00%	0.00%	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%
NM-04	#	337	230	107	9	13	188	72	10	9	19	9	2	2	1	1	1	1
	%	100%	68.25%	31.75%	2.67%	3.86%	55.79%	21.36%	2.97%	2.67%	5.64%	2.67%	0.59%	0.59%	0.30%	0.30%	0.30%	0.30%
NM-05	#	235	180	55	8	4	142	45	8	4	14	2	6				2	
	%	100%	76.60%	23.40%	3.40%	1.70%	60.43%	19.15%	3.40%	1.70%	5.96%	0.85%	2.55%	0.00%	0.00%	0.00%	0.85%	0.00%
Total STRL	#	8,973	6,348	2,625	313	193	4,600	1,602	398	351	838	371	83	38	24	7	92	63
	%	100%	70.75%	29.25%	3.49%	2.15%	51.26%	17.85%	4.44%	3.91%	9.34%	4.13%	0.92%	0.42%	0.27%	0.08%	1.03%	0.70%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Note: Includes AF employees only.

**Table A4-2: PARTICIPATION RATES FOR SPAWAR STRL GRADES by Race/Ethnicity and Sex**

STRL 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
DG - 00	#	3	0	3				2				1						
	%	0.03%	0.00%	0.11%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG - 01	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG - 02	#	2	0	2		2												
	%	0.02%	0.00%	0.08%	0.00%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG - 03	#	13	2	11		2		4	1	3	1	2						
	%	0.14%	0.03%	0.42%	0.00%	1.04%	0.00%	0.25%	0.25%	0.85%	0.12%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG - 04	#	1	0	1								1						
	%	0.01%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA - 00	#	0	0	0														
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA - 01	#	4	2	2			1	1									1	1
	%	0.04%	0.03%	0.08%	0.00%	0.00%	0.02%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.09%	1.59%
DA - 02	#	13	4	9		2	2	1	1	3		3						1
	%	0.14%	0.06%	0.34%	0.00%	1.04%	0.04%	0.06%	0.25%	0.85%	0.00%	0.81%	0.00%	0.00%	0.00%	0.00%	1.09%	0.00%
DA - 03	#	65	22	43	2	6	12	25	4	2	2	6	1	2			1	2
	%	0.72%	0.35%	1.64%	0.64%	3.11%	0.26%	1.56%	1.01%	0.57%	0.24%	1.62%	1.20%	5.26%	0.00%	0.00%	1.09%	3.17%
DP - 01	#	1	0	1				1										
	%	0.01%	0.00%	0.04%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 02	#	4	3	1							1	1	2					
	%	0.04%	0.05%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.27%	2.41%	0.00%	0.00%	0.00%	0.00%	0.00%
DP - 03	#	285	163	122	8	15	110	63	17	10	27	23		1			1	10
	%	3.18%	2.57%	4.65%	2.56%	7.77%	2.39%	3.93%	4.27%	2.85%	3.22%	6.20%	0.00%	2.63%	0.00%	0.00%	1.09%	15.87%
DP - 04	#	529	358	171	21	10	293	127	9	14	31	16	2	1	1		1	3
	%	5.90%	5.64%	6.51%	6.71%	5.18%	6.37%	7.93%	2.26%	3.99%	3.70%	4.31%	2.41%	2.63%	4.17%	0.00%	1.09%	4.76%
DS - 01	#	1	1	0			1											
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS - 02	#	4	3	1			3	1										
	%	0.04%	0.05%	0.04%	0.00%	0.00%	0.07%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS - 03	#	10	6	4		1	3	3	1		1						1	
	%	0.11%	0.09%	0.15%	0.00%	0.52%	0.07%	0.19%	0.25%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	1.09%	0.00%
DT - 00	#	1	1	0			1											
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND - 01	#	27	19	8	1		12	4	4	1		2					2	1
	%	0.30%	0.30%	0.30%	0.32%	0.00%	0.26%	0.25%	1.01%	0.28%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	2.17%	1.59%
ND - 02	#	127	101	26	4	1	75	16	7	4	10	5			1		4	
	%	1.42%	1.59%	0.99%	1.28%	0.52%	1.63%	1.00%	1.76%	1.14%	1.19%	1.35%	0.00%	0.00%	4.17%	0.00%	4.35%	0.00%

ND - 03	#	369	294	75	21	2	156	37	36	18	71	11	1		1		8	7
	%	4.11%	4.63%	2.86%	6.71%	1.04%	3.39%	2.31%	9.05%	5.13%	8.47%	2.96%	1.20%	0.00%	4.17%	0.00%	8.70%	11.11%
ND - 04	#	2,373	1,992	381	102	12	1,292	176	81	42	454	140	24	8	10	1	29	2
	%	26.45%	31.38%	14.51%	32.59%	6.22%	28.09%	10.99%	20.35%	11.97%	54.18%	37.74%	28.92%	21.05%	41.67%	14.29%	31.52%	3.17%
ND - 05	#	343	295	48	14	1	250	39	3	1	21	5	4	1	1		2	1
	%	3.82%	4.65%	1.83%	4.47%	0.52%	5.43%	2.43%	0.75%	0.28%	2.51%	1.35%	4.82%	2.63%	4.17%	0.00%	2.17%	1.59%
NG - 01	#	74	26	48		8	21	26	2	5	3	8						1
	%	0.82%	0.41%	1.83%	0.00%	4.15%	0.46%	1.62%	0.50%	1.42%	0.36%	2.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG - 02	#	86	18	68	5	11	7	35	3	13	2	6	1	2				1
	%	0.96%	0.28%	2.59%	1.60%	5.70%	0.15%	2.18%	0.75%	3.70%	0.24%	1.62%	1.20%	5.26%	0.00%	0.00%	0.00%	0.00%
NG - 03	#	199	52	147	2	15	25	79	12	29	13	15		5		2		2
	%	2.22%	0.82%	5.60%	0.64%	7.77%	0.54%	4.93%	3.02%	8.26%	1.55%	4.04%	0.00%	13.16%	0.00%	28.57%	0.00%	3.17%
NG - 04	#	63	14	49	1	4	5	24	4	15	3	5			1			1
	%	0.70%	0.22%	1.87%	0.32%	2.07%	0.11%	1.50%	1.01%	4.27%	0.36%	1.35%	0.00%	0.00%	4.17%	0.00%	0.00%	1.59%
NO - 01	#	17	8	9			7	6	1	1		1		1				
	%	0.19%	0.13%	0.34%	0.00%	0.00%	0.15%	0.37%	0.25%	0.28%	0.00%	0.27%	0.00%	2.63%	0.00%	0.00%	0.00%	0.00%
NO - 02	#	107	31	76	1	8	15	50	5	8	9	7	1	1				2
	%	1.19%	0.49%	2.90%	0.32%	4.15%	0.33%	3.12%	1.26%	2.28%	1.07%	1.89%	1.20%	2.63%	0.00%	0.00%	0.00%	3.17%
NO - 03	#	323	119	204	6	17	83	118	12	41	9	21	6	4			3	3
	%	3.60%	1.87%	7.77%	1.92%	8.81%	1.80%	7.37%	3.02%	11.68%	1.07%	5.66%	7.23%	10.53%	0.00%	0.00%	3.26%	4.76%
NO - 04	#	1,467	843	624	52	43	602	402	80	99	80	59	9	4	3	1	17	16
	%	16.35%	13.28%	23.77%	16.61%	22.28%	13.09%	25.09%	20.10%	28.21%	9.55%	15.90%	10.84%	10.53%	12.50%	14.29%	18.48%	25.40%
NO - 05	#	1,049	806	243	29	11	671	182	49	20	28	19	12	3	3	2	14	6
	%	11.69%	12.70%	9.26%	9.27%	5.70%	14.59%	11.36%	12.31%	5.70%	3.34%	5.12%	14.46%	7.89%	12.50%	28.57%	15.22%	9.52%
NO - 06	#	162	128	34	7	3	116	27	1	2	4	1						1
	%	1.81%	2.02%	1.30%	2.24%	1.55%	2.52%	1.69%	0.25%	0.57%	0.48%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	1.59%
NR - 01	#	32	29	3			20		6	3	2			1				
	%	0.36%	0.46%	0.11%	0.00%	0.00%	0.43%	0.00%	1.51%	0.85%	0.24%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 02	#	21	12	9			11	9						1				
	%	0.23%	0.19%	0.34%	0.00%	0.00%	0.24%	0.56%	0.00%	0.00%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 03	#	30	26	4			20	3			4	1	2					
	%	0.33%	0.41%	0.15%	0.00%	0.00%	0.43%	0.19%	0.00%	0.00%	0.48%	0.27%	2.41%	0.00%	0.00%	0.00%	0.00%	0.00%
NR - 04	#	438	411	27	18	1	334	17	29	4	19	1	7	2	2		2	2
	%	4.88%	6.47%	1.03%	5.75%	0.52%	7.26%	1.06%	7.29%	1.14%	2.27%	0.27%	8.43%	5.26%	8.33%	0.00%	2.17%	3.17%
NR - 05	#	157	148	9	2	1	122	7	11		10		1	1			2	
	%	1.75%	2.33%	0.34%	0.64%	0.52%	2.65%	0.44%	2.76%	0.00%	1.19%	0.00%	1.20%	2.63%	0.00%	0.00%	2.17%	0.00%
NM - 03	#	1	1	0					1									
	%	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM - 04	#	337	230	107	9	13	188	72	10	9	19	9	2	2	1	1	1	1
	%	3.76%	3.62%	4.08%	2.88%	6.74%	4.09%	4.49%	2.51%	2.56%	2.27%	2.43%	2.41%	5.26%	4.17%	14.29%	1.09%	1.59%
NM - 05	#	235	180	55	8	4	142	45	8	4	14	2	6				2	
	%	2.62%	2.84%	2.10%	2.56%	2.07%	3.09%	2.81%	2.01%	1.14%	1.67%	0.54%	7.23%	0.00%	0.00%	0.00%	2.17%	0.00%
Total STRL	#	8,973	6,348	2,625	313	193	4,600	1,602	398	351	838	371	83	38	24	7	92	63
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100.00%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Notes: Percentages computed down columns and NOT across rows. Includes AF employees only.

**Table A5-1: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex**

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	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
WT00	#	682	580	102	40	4	157	14	17	1	179	31	65	15	5		117	37
	%	100%	85.04%	14.96%	5.87%	0.59%	23.02%	2.05%	2.49%	0.15%	26.25%	4.55%	9.53%	2.20%	0.73%	0.00%	17.16%	5.43%
WG01	#	744	609	135	13	3	463	87	83	28	22	6	3	5	5		20	6
	%	100%	81.85%	18.15%	1.75%	0.40%	62.23%	11.69%	11.16%	3.76%	2.96%	0.81%	0.40%	0.67%	0.67%	0.00%	2.69%	0.81%
WG02	#	349	269	80	29	4	151	30	47	31	27	10	12	2	1	1	2	2
	%	100%	77.08%	22.92%	8.31%	1.15%	43.27%	8.60%	13.47%	8.88%	7.74%	2.87%	3.44%	0.57%	0.29%	0.29%	0.57%	0.57%
WG03	#	292	252	40	7	1	167	21	46	13	13	2	10	1			9	2
	%	100%	86.30%	13.70%	2.40%	0.34%	57.19%	7.19%	15.75%	4.45%	4.45%	0.68%	3.42%	0.34%	0.00%	0.00%	3.08%	0.68%
WG04	#	171	145	26	8	3	69	8	38	10	16	3	9	1			5	1
	%	100%	84.80%	15.20%	4.68%	1.75%	40.35%	4.68%	22.22%	5.85%	9.36%	1.75%	5.26%	0.58%	0.00%	0.00%	2.92%	0.58%
WG05	#	2,694	2,281	413	98	9	1,661	301	264	74	135	9	39	1	17	2	67	17
	%	100%	84.67%	15.33%	3.64%	0.33%	61.66%	11.17%	9.80%	2.75%	5.01%	0.33%	1.45%	0.04%	0.63%	0.07%	2.49%	0.63%
WG06	#	830	727	103	49	11	394	55	127	26	98	7	35	2	4		20	2
	%	100%	87.59%	12.41%	5.90%	1.33%	47.47%	6.63%	15.30%	3.13%	11.81%	0.84%	4.22%	0.24%	0.48%	0.00%	2.41%	0.24%
WG07	#	1,282	1,146	136	84	15	657	79	254	32	99	5	30	3	13	1	9	1
	%	100%	89.39%	10.61%	6.55%	1.17%	51.25%	6.16%	19.81%	2.50%	7.72%	0.39%	2.34%	0.23%	1.01%	0.08%	0.70%	0.08%
WG08	#	4,124	3,796	328	219	14	2,547	212	574	77	284	14	90	2	36	4	46	5
	%	100%	92.05%	7.95%	5.31%	0.34%	61.76%	5.14%	13.92%	1.87%	6.89%	0.34%	2.18%	0.05%	0.87%	0.10%	1.12%	0.12%
WG09	#	2,343	2,146	197	103	8	1,418	104	367	56	179	17	46	9	22	1	11	2
	%	100%	91.59%	8.41%	4.40%	0.34%	60.52%	4.44%	15.66%	2.39%	7.64%	0.73%	1.96%	0.38%	0.94%	0.04%	0.47%	0.09%
WG10	#	10,678	10,236	442	473	20	6,553	295	1,652	76	1,172	23	215	18	74	2	97	8
	%	100%	95.86%	4.14%	4.43%	0.19%	61.37%	2.76%	15.47%	0.71%	10.98%	0.22%	2.01%	0.17%	0.69%	0.02%	0.91%	0.07%
WG11	#	2,179	2,080	99	92	4	1,466	64	228	13	216	13	39	4	23		16	1
	%	100%	95.46%	4.54%	4.22%	0.18%	67.28%	2.94%	10.46%	0.60%	9.91%	0.60%	1.79%	0.18%	1.06%	0.00%	0.73%	0.05%
WG12	#	422	406	16	22	2	297	10	39	1	43	1	2		2	1	1	1
	%	100%	96.21%	3.79%	5.21%	0.47%	70.38%	2.37%	9.24%	0.24%	10.19%	0.24%	0.47%	0.00%	0.47%	0.24%	0.24%	0.24%
WG13	#	272	261	11	5		202	8	22	1	21	2	6		3		2	
	%	100%	95.96%	4.04%	1.84%	0.00%	74.26%	2.94%	8.09%	0.37%	7.72%	0.74%	2.21%	0.00%	1.10%	0.00%	0.74%	0.00%
WG14	#	254	239	15	5		193	13	18		18	1	3	1	1		1	
	%	100%	94.09%	5.91%	1.97%	0.00%	75.98%	5.12%	7.09%	0.00%	7.09%	0.39%	1.18%	0.39%	0.39%	0.00%	0.39%	0.00%
WG15	#	5	5	0			3		1		1							
	%	100%	100.00%	0.00%	0.00%	0.00%	60.00%	0.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL02	#	22	16	6	2	1	4	2	8		1	3			1			
	%	100%	72.73%	27.27%	9.09%	4.55%	18.18%	9.09%	36.36%	0.00%	4.55%	13.64%	0.00%	0.00%	4.55%	0.00%	0.00%	0.00%
WL03	#	4	2	2					2	1			1					
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%

WL04	#	6	5	1			2	1	1		2							
	%	100%	83.33%	16.67%	0.00%	0.00%	33.33%	16.67%	16.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL05	#	18	14	4	1		9	2	4	2								
	%	100%	77.78%	22.22%	5.56%	0.00%	50.00%	11.11%	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL06	#	58	53	5	6		23	3	15	2	8		1					
	%	100%	91.38%	8.62%	10.34%	0.00%	39.66%	5.17%	25.86%	3.45%	13.79%	0.00%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%
WL07	#	53	51	2	4	1	24	1	13		4		5		1			
	%	100%	96.23%	3.77%	7.55%	1.89%	45.28%	1.89%	24.53%	0.00%	7.55%	0.00%	9.43%	0.00%	1.89%	0.00%	0.00%	0.00%
WL08	#	116	103	13	6		62	9	25	4	8		2					
	%	100%	88.79%	11.21%	5.17%	0.00%	53.45%	7.76%	21.55%	3.45%	6.90%	0.00%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%
WL09	#	308	273	35	17		161	17	61	13	30	3	2	2	1		1	
	%	100%	88.64%	11.36%	5.52%	0.00%	52.27%	5.52%	19.81%	4.22%	9.74%	0.97%	0.65%	0.65%	0.32%	0.00%	0.32%	0.00%
WL10	#	2,001	1,922	79	71	4	1257	50	266	14	231	6	63	3	12		22	2
	%	100%	96.05%	3.95%	3.55%	0.20%	62.82%	2.50%	13.29%	0.70%	11.54%	0.30%	3.15%	0.15%	0.60%	0.00%	1.10%	0.10%
WL11	#	393	372	21	14		265	11	32	2	45	6	8	2	2		6	
	%	100%	94.66%	5.34%	3.56%	0.00%	67.43%	2.80%	8.14%	0.51%	11.45%	1.53%	2.04%	0.51%	0.51%	0.00%	1.53%	0.00%
WL12	#	73	72	1	2	1	64		1		4						1	
	%	100%	98.63%	1.37%	2.74%	1.37%	87.67%	0.00%	1.37%	0.00%	5.48%	0.00%	0.00%	0.00%	0.00%	0.00%	1.37%	0.00%
WL13	#	67	66	1	2		39	1	7		17		1					
	%	100%	98.51%	1.49%	2.99%	0.00%	58.21%	1.49%	10.45%	0.00%	25.37%	0.00%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%
WL14	#	54	52	2			42	2	1		7		1		1			
	%	100%	96.30%	3.70%	0.00%	0.00%	77.78%	3.70%	1.85%	0.00%	12.96%	0.00%	1.85%	0.00%	1.85%	0.00%	0.00%	0.00%
WS01	#	3	2	1			1		1				1					
	%	100%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS02	#	14	11	3	2		5	1	4	2								
	%	100%	78.57%	21.43%	14.29%	0.00%	35.71%	7.14%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS03	#	10	9	1	2		3	1	2		2							
	%	100%	90.00%	10.00%	20.00%	0.00%	30.00%	10.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS04	#	15	11	4			3	3	5		3			1				
	%	100%	73.33%	26.67%	0.00%	0.00%	20.00%	20.00%	33.33%	0.00%	20.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%
WS05	#	23	18	5	2		8	2	6	1	1	2					1	
	%	100%	78.26%	21.74%	8.70%	0.00%	34.78%	8.70%	26.09%	4.35%	4.35%	8.70%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
WS06	#	40	34	6			15	4	9	2	6		1		2		1	
	%	100%	85.00%	15.00%	0.00%	0.00%	37.50%	10.00%	22.50%	5.00%	15.00%	0.00%	2.50%	0.00%	5.00%	0.00%	2.50%	0.00%
WS07	#	60	56	4	1		32	2	13	1	8	1	1				1	
	%	100%	93.33%	6.67%	1.67%	0.00%	53.33%	3.33%	21.67%	1.67%	13.33%	1.67%	1.67%	0.00%	0.00%	0.00%	1.67%	0.00%
WS08	#	93	86	7	9		43	3	24	2	6	1	2		2			1
	%	100%	92.47%	7.53%	9.68%	0.00%	46.24%	3.23%	25.81%	2.15%	6.45%	1.08%	2.15%	0.00%	2.15%	0.00%	0.00%	1.08%
WS09	#	262	233	29	8	1	150	15	46	11	18	1	7	1	3		1	
	%	100%	88.93%	11.07%	3.05%	0.38%	57.25%	5.73%	17.56%	4.20%	6.87%	0.38%	2.67%	0.38%	1.15%	0.00%	0.38%	0.00%
WS10	#	2,045	1,940	105	60	3	1343	63	257	28	193	3	59	5	15	1	13	2
	%	100%	94.87%	5.13%	2.93%	0.15%	65.67%	3.08%	12.57%	1.37%	9.44%	0.15%	2.89%	0.24%	0.73%	0.05%	0.64%	0.10%
WS11	#	362	342	20	14		259	16	28	1	29	2	7	1	1		4	
	%	100%	94.48%	5.52%	3.87%	0.00%	71.55%	4.42%	7.73%	0.28%	8.01%	0.55%	1.93%	0.28%	0.28%	0.00%	1.10%	0.00%
WS12	#	91	88	3	4		65	3	9		4		3		1		2	
	%	100%	96.70%	3.30%	4.40%	0.00%	71.43%	3.30%	9.89%	0.00%	4.40%	0.00%	3.30%	0.00%	1.10%	0.00%	2.20%	0.00%

WS13	#	72	69	3	1	1	46	1	7		12		2	1	1			
	%	100%	95.83%	4.17%	1.39%	1.39%	63.89%	1.39%	9.72%	0.00%	16.67%	0.00%	2.78%	1.39%	1.39%	0.00%	0.00%	0.00%
WS14	#	610	568	42	14	1	383	35	10	1	110	1	38	3	7	1	6	
	%	100%	93.11%	6.89%	2.30%	0.16%	62.79%	5.74%	1.64%	0.16%	18.03%	0.16%	6.23%	0.49%	1.15%	0.16%	0.98%	0.00%
WS15	#	72	72	0	5		33				24		10					
	%	100%	100.00%	0.00%	6.94%	0.00%	45.83%	0.00%	0.00%	0.00%	33.33%	0.00%	13.89%	0.00%	0.00%	0.00%	0.00%	0.00%
WS16	#	19	19	0	1		10				5		3					
	%	100%	100.00%	0.00%	5.26%	0.00%	52.63%	0.00%	0.00%	0.00%	26.32%	0.00%	15.79%	0.00%	0.00%	0.00%	0.00%	0.00%
WS17	#	14	14	0			13						1					
	%	100%	100.00%	0.00%	0.00%	0.00%	92.86%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%
WS18	#	4	4	0			3				1							
	%	100%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD01	#	2	2	0					2									
	%	100%	100.00%	0.00%	0.00%	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%
WD02	#	1	1	0			1											
	%	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%
WD03	#	1	1	0			1											
	%	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%
WD04	#	18	16	2	1	1	14				1	1						
	%	100%	88.89%	11.11%	5.56%	5.56%	77.78%	0.00%	0.00%	0.00%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD05	#	22	15	7		1	12	5	3	1								
	%	100%	68.18%	31.82%	0.00%	4.55%	54.55%	22.73%	13.64%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD06	#	546	486	60	27	1	343	47	33	5	71	5	6		5	1	1	1
	%	100%	89.01%	10.99%	4.95%	0.18%	62.82%	8.61%	6.04%	0.92%	13.00%	0.92%	1.10%	0.00%	0.92%	0.18%	0.18%	0.18%
WD07	#	112	96	16	1		84	11	5	3	5	2	1					
	%	100%	85.71%	14.29%	0.89%	0.00%	75.00%	9.82%	4.46%	2.68%	4.46%	1.79%	0.89%	0.00%	0.00%	0.00%	0.00%	0.00%
WD08	#	277	259	18	11		198	14	17	1	24	2	4		3	1	2	
	%	100%	93.50%	6.50%	3.97%	0.00%	71.48%	5.05%	6.14%	0.36%	8.66%	0.72%	1.44%	0.00%	1.08%	0.36%	0.72%	0.00%
WD09	#	11	10	1			10	1										
	%	100%	90.91%	9.09%	0.00%	0.00%	90.91%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD10	#	1	1	0			1											
	%	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%
WN04	#	15	12	3	1		11	3										
	%	100%	80.00%	20.00%	6.67%	0.00%	73.33%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN07	#	41	38	3	2		28	2	1		6	1	1					
	%	100%	92.68%	7.32%	4.88%	0.00%	68.29%	4.88%	2.44%	0.00%	14.63%	2.44%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,350	32,692	2,658	1,538	114	21,468	1,632	4,693	537	3,410	185	834	83	264	16	485	91
	%	100%	92.48%	7.52%	4.35%	0.32%	60.73%	4.62%	13.28%	1.52%	9.65%	0.52%	2.36%	0.23%	0.75%	0.05%	1.37%	0.26%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Note: Includes AF employees only.



WL06	#	58	53	5	6		23	3	15	2	8		1					
	%	0.16%	0.16%	0.19%	0.39%	0.00%	0.11%	0.18%	0.32%	0.37%	0.23%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%
WL07	#	53	51	2	4	1	24	1	13		4		5		1			
	%	0.15%	0.16%	0.08%	0.26%	0.88%	0.11%	0.06%	0.28%	0.00%	0.12%	0.00%	0.60%	0.00%	0.38%	0.00%	0.00%	0.00%
WL08	#	116	103	13	6		62	9	25	4	8		2					
	%	0.33%	0.32%	0.49%	0.39%	0.00%	0.29%	0.55%	0.53%	0.74%	0.23%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%
WL09	#	308	273	35	17		161	17	61	13	30	3	2	2	1		1	
	%	0.87%	0.84%	1.32%	1.11%	0.00%	0.75%	1.04%	1.30%	2.42%	0.88%	1.62%	0.24%	2.41%	0.38%	0.00%	0.21%	0.00%
WL10	#	2001	1922	79	71	4	1257	50	266	14	231	6	63	3	12		22	2
	%	5.66%	5.88%	2.97%	4.62%	3.51%	5.86%	3.06%	5.67%	2.61%	6.77%	3.24%	7.55%	3.61%	4.55%	0.00%	4.54%	2.20%
WL11	#	393	372	21	14		265	11	32	2	45	6	8	2	2		6	
	%	1.11%	1.14%	0.79%	0.91%	0.00%	1.23%	0.67%	0.68%	0.37%	1.32%	3.24%	0.96%	2.41%	0.76%	0.00%	1.24%	0.00%
WL12	#	73	72	1	2	1	64		1		4						1	
	%	0.21%	0.22%	0.04%	0.13%	0.88%	0.30%	0.00%	0.02%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%
WL13	#	67	66	1	2		39	1	7		17		1					
	%	0.19%	0.20%	0.04%	0.13%	0.00%	0.18%	0.06%	0.15%	0.00%	0.50%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%
WL14	#	54	52	2			42	2	1		7		1		1			
	%	0.15%	0.16%	0.08%	0.00%	0.00%	0.20%	0.12%	0.02%	0.00%	0.21%	0.00%	0.12%	0.00%	0.38%	0.00%	0.00%	0.00%
WS01	#	3	2	1			1		1			1						
	%	0.01%	0.01%	0.04%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS02	#	14	11	3	2		5	1	4	2								
	%	0.04%	0.03%	0.11%	0.13%	0.00%	0.02%	0.06%	0.09%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS03	#	10	9	1	2		3	1	2		2							
	%	0.03%	0.03%	0.04%	0.13%	0.00%	0.01%	0.06%	0.04%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS04	#	15	11	4			3	3	5		3		1					
	%	0.04%	0.03%	0.15%	0.00%	0.00%	0.01%	0.18%	0.11%	0.00%	0.09%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%
WS05	#	23	18	5	2		8	2	6	1	1	2					1	
	%	0.07%	0.06%	0.19%	0.13%	0.00%	0.04%	0.12%	0.13%	0.19%	0.03%	1.08%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%
WS06	#	40	34	6			15	4	9	2	6		1		2		1	
	%	0.11%	0.10%	0.23%	0.00%	0.00%	0.07%	0.25%	0.19%	0.37%	0.18%	0.00%	0.12%	0.00%	0.76%	0.00%	0.21%	0.00%
WS07	#	60	56	4	1		32	2	13	1	8	1	1				1	
	%	0.17%	0.17%	0.15%	0.07%	0.00%	0.15%	0.12%	0.28%	0.19%	0.23%	0.54%	0.12%	0.00%	0.00%	0.00%	0.21%	0.00%
WS08	#	93	86	7	9		43	3	24	2	6	1	2	2				1
	%	0.26%	0.26%	0.26%	0.59%	0.00%	0.20%	0.18%	0.51%	0.37%	0.18%	0.54%	0.24%	0.00%	0.76%	0.00%	0.00%	1.10%
WS09	#	262	233	29	8	1	150	15	46	11	18	1	7	1	3		1	
	%	0.74%	0.71%	1.09%	0.52%	0.88%	0.70%	0.92%	0.98%	2.05%	0.53%	0.54%	0.84%	1.20%	1.14%	0.00%	0.21%	0.00%
WS10	#	2045	1940	105	60	3	1343	63	257	28	193	3	59	5	15	1	13	2
	%	5.79%	5.93%	3.95%	3.90%	2.63%	6.26%	3.86%	5.48%	5.21%	5.66%	1.62%	7.07%	6.02%	5.68%	6.25%	2.68%	2.20%
WS11	#	362	342	20	14		259	16	28	1	29	2	7	1	1		4	
	%	1.02%	1.05%	0.75%	0.91%	0.00%	1.21%	0.98%	0.60%	0.19%	0.85%	1.08%	0.84%	1.20%	0.38%	0.00%	0.82%	0.00%
WS12	#	91	88	3	4		65	3	9		4		3		1		2	
	%	0.26%	0.27%	0.11%	0.26%	0.00%	0.30%	0.18%	0.19%	0.00%	0.12%	0.00%	0.36%	0.00%	0.38%	0.00%	0.41%	0.00%
WS13	#	72	69	3	1	1	46	1	7		12		2	1	1			
	%	0.20%	0.21%	0.11%	0.07%	0.88%	0.21%	0.06%	0.15%	0.00%	0.35%	0.00%	0.24%	1.20%	0.38%	0.00%	0.00%	0.00%
WS14	#	610	568	42	14	1	383	35	10	1	110	1	38	3	7	1	6	
	%	1.73%	1.74%	1.58%	0.91%	0.88%	1.78%	2.14%	0.21%	0.19%	3.23%	0.54%	4.56%	3.61%	2.65%	6.25%	1.24%	0.00%
WS15	#	72	72	0	5		33				24		10					
	%	0.20%	0.22%	0.00%	0.33%	0.00%	0.15%	0.00%	0.00%	0.00%	0.70%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%

WS16	#	19	19	0	1		10				5		3					
	%	0.05%	0.06%	0.00%	0.07%	0.00%	0.05%	0.00%	0.00%	0.00%	0.15%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%
WS17	#	14	14	0			13						1					
	%	0.04%	0.04%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%
WS18	#	4	4	0			3				1							
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD01	#	2	2	0					2									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD02	#	1	1	0			1											
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD03	#	1	1	0			1											
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD04	#	18	16	2	1	1	14				1	1						
	%	0.05%	0.05%	0.08%	0.07%	0.88%	0.07%	0.00%	0.00%	0.00%	0.03%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD05	#	22	15	7		1	12	5	3	1								
	%	0.06%	0.05%	0.26%	0.00%	0.88%	0.06%	0.31%	0.06%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD06	#	546	486	60	27	1	343	47	33	5	71	5	6		5	1	1	1
	%	1.54%	1.49%	2.26%	1.76%	0.88%	1.60%	2.88%	0.70%	0.93%	2.08%	2.70%	0.72%	0.00%	1.89%	6.25%	0.21%	1.10%
WD07	#	112	96	16	1		84	11	5	3	5	2	1					
	%	0.32%	0.29%	0.60%	0.07%	0.00%	0.39%	0.67%	0.11%	0.56%	0.15%	1.08%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%
WD08	#	277	259	18	11		198	14	17	1	24	2	4		3	1	2	
	%	0.78%	0.79%	0.68%	0.72%	0.00%	0.92%	0.86%	0.36%	0.19%	0.70%	1.08%	0.48%	0.00%	1.14%	6.25%	0.41%	0.00%
WD09	#	11	10	1			10	1										
	%	0.03%	0.03%	0.04%	0.00%	0.00%	0.05%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD10	#	1	1	0			1											
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN04	#	15	12	3	1		11	3										
	%	0.04%	0.04%	0.11%	0.07%	0.00%	0.05%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN07	#	41	38	3	2		28	2	1		6	1	1					
	%	0.12%	0.12%	0.11%	0.13%	0.00%	0.13%	0.12%	0.02%	0.00%	0.18%	0.54%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,350	32,692	2,658	1,538	114	21,468	1,632	4,693	537	3,410	185	834	83	264	16	485	91
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,413	143,331	58,082	6,937	3,434	102,540	36,069	15,753	10,918	13,394	5,478	1,954	767	856	353	1,897	1,063
	%	100%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

Notes: Percentages computed down columns and NOT across rows. Includes AF employees only.

**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
Management Program Analysis - 0343	#	9,728	4,816	4,912	246	265	3737	3323	496	851	206	301	27	64	32	21	72	87
	%	100%	49.51%	50.49%	2.53%	2.72%	<b>38.41%</b>	34.16%	5.10%	8.75%	<b>2.12%</b>	3.09%	0.28%	0.66%	0.33%	0.22%	<b>0.74%</b>	0.89%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
Information Technology Mgmt - 2210	#	9,182	6,560	2,622	306	126	4877	1754	734	453	413	194	62	29	36	16	132	50
	%	100%	71.44%	28.56%	3.33%	<b>1.37%</b>	53.11%	<b>19.10%</b>	7.99%	4.93%	<b>4.50%</b>	<b>2.11%</b>	0.68%	0.32%	0.39%	0.17%	1.44%	0.54%
Occupational CLF		100%	66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.40%
Electronics Engineering - 0855	#	8,366	7,415	951	420	69	5275	499	320	104	1272	252	43	12	25	4	60	11
	%	100%	88.63%	11.37%	5.02%	0.82%	<b>63.05%</b>	5.96%	3.83%	1.24%	15.20%	3.01%	0.51%	0.14%	0.30%	0.05%	<b>0.72%</b>	0.13%
Occupational CLF		100%	91.30%	8.70%	3.60%	0.40%	72.10%	5.50%	3.50%	0.90%	10.50%	1.60%	0.10%	0.00%	0.20%	0.00%	1.20%	0.10%
Engineering Technician - 0802	#	6,969	6,370	599	227	17	5215	474	405	53	353	42	52	7	46	2	72	4
	%	100%	91.40%	8.60%	<b>3.26%</b>	<b>0.24%</b>	74.83%	<b>6.80%</b>	<b>5.81%</b>	<b>0.76%</b>	<b>5.07%</b>	<b>0.60%</b>	0.75%	0.10%	0.66%	<b>0.03%</b>	<b>1.03%</b>	<b>0.06%</b>
Occupational CLF		100%	80.90%	19.10%	6.10%	1.60%	62.30%	13.00%	5.70%	2.20%	5.10%	1.80%	0.10%	0.00%	0.40%	0.10%	1.10%	0.40%
Mechanical Engineering - 0830	#	6,324	5,675	649	233	48	4676	491	168	41	505	58	19	1	15	3	59	7
	%	100%	89.74%	10.26%	3.68%	0.76%	<b>73.94%</b>	7.76%	<b>2.66%</b>	0.65%	7.99%	0.92%	0.30%	0.02%	0.24%	0.05%	<b>0.93%</b>	0.11%
Occupational CLF		100%	93.40%	6.50%	3.10%	0.20%	79.00%	5.10%	3.00%	0.50%	6.80%	0.60%	0.10%	0.00%	0.20%	0.00%	1.10%	0.10%
Financial Administration and Program - 0501	#	5,380	1,581	3,799	95	211	1028	2273	228	812	167	392	24	45	5	11	34	55
	%	100%	29.39%	70.61%	<b>1.77%</b>	3.92%	<b>19.11%</b>	42.25%	<b>4.24%</b>	15.09%	3.10%	7.29%	0.45%	0.84%	<b>0.09%</b>	0.20%	<b>0.63%</b>	1.02%
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Logistics Management - 0346	#	5,150	3,540	1,610	157	111	2747	1125	374	262	185	78	15	6	21	11	41	17
	%	100%	68.74%	31.26%	<b>3.05%</b>	<b>2.16%</b>	53.34%	<b>21.84%</b>	7.26%	5.09%	3.59%	1.51%	0.29%	0.12%	0.41%	0.21%	<b>0.80%</b>	<b>0.33%</b>
Occupational CLF		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
Misc. Administration/Program - 0301	#	5,032	3,040	1,992	158	140	2402	1316	283	342	118	114	24	27	22	16	33	37
	%	100%	60.41%	39.59%	<b>3.14%</b>	<b>2.78%</b>	47.73%	<b>26.15%</b>	5.62%	<b>6.80%</b>	<b>2.34%</b>	<b>2.27%</b>	0.48%	0.54%	0.44%	<b>0.32%</b>	0.66%	<b>0.74%</b>
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
General Engineering - 0801	#	4,878	4,192	686	155	22	3395	497	175	66	390	83	20	2	12		45	16
	%	100%	85.94%	14.06%	<b>3.18%</b>	<b>0.45%</b>	<b>69.60%</b>	10.19%	3.59%	1.35%	<b>8.00%</b>	1.70%	0.41%	0.04%	0.25%	0.00%	<b>0.92%</b>	0.33%
Occupational CLF		100%	89.60%	10.40%	3.20%	0.60%	71.80%	7.10%	3.00%	0.80%	9.90%	1.60%	0.10%	0.00%	0.20%	0.00%	0.80%	0.10%
Contracting - 1102	#	4,552	1,891	2,661	81	135	1390	1701	214	494	145	213	24	62	5	11	32	45
	%	100%	41.54%	58.46%	<b>1.78%</b>	<b>2.97%</b>	<b>30.54%</b>	<b>37.37%</b>	4.70%	10.85%	3.19%	4.68%	0.53%	1.36%	<b>0.11%</b>	<b>0.24%</b>	0.70%	0.99%
Occupational CLF		100%	47.00%	53.00%	2.90%	3.20%	39.80%	42.70%	2.50%	4.70%	1.00%	1.30%	0.00%	0.10%	0.20%	0.30%	0.40%	0.80%
Total Major Occupations	#	65,561	45,080	20,481	2,078	1,144	34,742	13,453	3,397	3,478	3,754	1,727	310	255	219	95	580	329
	%	100%	68.76%	31.24%	3.17%	1.74%	52.99%	20.52%	5.18%	5.30%	5.73%	2.63%	0.47%	0.39%	0.33%	0.14%	0.88%	0.50%

Note: Includes AF employees only

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Job Title/Series: Management Analysis - 0343</b>																		
Total Received	#																	
Voluntarily Identified	#	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														
	%	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														
	%	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%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
<b>Job Title/Series: Electronics Engineering - 0855</b>																		
Total Received	#																	
Voluntarily Identified	#	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														
	%	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														
	%	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%
Occupational CLF		100%	91.30%	8.70%	3.60%	0.40%	72.10%	5.50%	3.50%	0.90%	10.50%	1.60%	0.10%	0.00%	0.20%	0.00%	1.20%	0.10%
<b>Job Title/Series: Information Technology Management - 2210</b>																		
Total Received	#																	
Voluntarily Identified	#	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														
	%	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														
	%	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%
Occupational CLF		100%	66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.40%
<b>Job Title/Series: Engineering Technician - 0802</b>																		
Total Received	#																	
Voluntarily Identified	#	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														
	%	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														
	%	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%
Occupational CLF		100%	80.90%	19.10%	6.10%	1.60%	62.30%	13.00%	5.70%	2.20%	5.10%	1.80%	0.10%	0.00%	0.40%	0.10%	1.10%	0.40%

**Job Title/Series: Mechanical Engineering - 0830**

<b>Total Received</b>	#																	
<b>Voluntarily Identified</b>	#	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%
<b>Qualified of those Identified</b>	#	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%
<b>Selected of those Identified</b>	#	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%
<b>Occupational CLF</b>		100%	93.40%	6.50%	3.10%	0.20%	79.00%	5.10%	3.00%	0.50%	6.80%	0.60%	0.10%	0.00%	0.20%	0.00%	1.10%	0.10%

**Job Title/Series: Financial Administration and Program - 0501**

<b>Total Received</b>	#																	
<b>Voluntarily Identified</b>	#	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%
<b>Qualified of those Identified</b>	#	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%
<b>Selected of those Identified</b>	#	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%
<b>Occupational CLF</b>		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%

**Job Title/Series: Misc. Administration/Program - 0301**

<b>Total Received</b>	#																	
<b>Voluntarily Identified</b>	#	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%
<b>Qualified of those Identified</b>	#	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%
<b>Selected of those Identified</b>	#	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%
<b>Occupational CLF</b>		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%

**Job Title/Series: Logistics Management - 0346**

<b>Total Received</b>	#																	
<b>Voluntarily Identified</b>	#	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%
<b>Qualified of those Identified</b>	#	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%
<b>Selected of those Identified</b>	#	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%
<b>Occupational CLF</b>		100%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%

**Job Title/Series: Contracting - 1102**

<b>Total Received</b>	#																	
<b>Voluntarily Identified</b>	#	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%
<b>Qualified of those Identified</b>	#	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%
<b>Selected of those Identified</b>	#	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%
<b>Occupational CLF</b>		100%	47.00%	53.00%	2.90%	3.20%	39.80%	42.70%	2.50%	4.70%	1.00%	1.30%	0.00%	0.10%	0.20%	0.30%	0.40%	0.80%

**Job Title/Series: General Engineering - 0801**

<b>Total Received</b>	#																	
<b>Voluntarily Identified</b>	#	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%
<b>Qualified of those Identified</b>	#	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%
<b>Selected of those Identified</b>	#	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%
<b>Occupational CLF</b>		100%	89.60%	10.40%	3.20%	0.60%	71.80%	7.10%	3.00%	0.80%	9.90%	1.60%	0.10%	0.00%	0.20%	0.00%	0.80%	0.10%

Note: Applicant flow data from DON Civilian Hiring and Recruitment Tool (CHART) only

**Table A8: NEW HIRES BY TYPE OF APPOINTMENT (AF) - 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
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	13943	10283	3660	354	132	7658	2620	1146	565	695	203	165	47	57	16	208	77
	%	100%	73.75%	26.25%	2.54%	0.95%	54.92%	18.79%	8.22%	4.05%	4.98%	1.46%	1.18%	0.34%	0.41%	0.11%	1.49%	0.55%
Temporary	#	3711	2228	1483	67	65	1784	1027	117	178	160	136	36	17	11	13	53	47
	%	100%	60.04%	39.96%	1.81%	1.75%	48.07%	27.67%	3.15%	4.80%	4.31%	3.66%	0.97%	0.46%	0.30%	0.35%	1.43%	1.27%
TOTAL	#	17654	12511	5143	421	197	9442	3647	1263	743	855	339	201	64	68	29	261	124
	%	100%	70.87%	29.13%	2.38%	1.12%	53.48%	20.66%	7.15%	4.21%	4.84%	1.92%	1.14%	0.36%	0.39%	0.16%	1.48%	0.70%
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 A8: NEW HIRES BY TYPE OF APPOINTMENT (AF/NAF) - 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
<b>Permanent</b>	#	13943	10283	3660	354	132	7658	2620	1146	565	695	203	165	47	57	16	208	77
	%	100%	73.75%	26.25%	2.54%	0.95%	54.92%	18.79%	8.22%	4.05%	4.98%	1.46%	1.18%	0.34%	0.41%	0.11%	1.49%	0.55%
<b>Temporary</b>	#	3711	2228	1483	67	65	1784	1027	117	178	160	136	36	17	11	13	53	47
	%	100%	60.04%	39.96%	1.81%	1.75%	48.07%	27.67%	3.15%	4.80%	4.31%	3.66%	0.97%	0.46%	0.30%	0.35%	1.43%	1.27%
<b>Non-Appropriated Fund</b>	#	24899	8433	16466	907	1889	3766	7143	1769	3065	1285	3139	363	667	59	146	284	417
	%	100%	33.87%	66.13%	3.64%	7.59%	15.13%	28.69%	7.10%	12.31%	5.16%	12.61%	1.46%	2.68%	0.24%	0.59%	1.14%	1.67%
<b>TOTAL</b>	#	42553	20944	21609	1328	2086	13208	10790	3032	3808	2140	3478	564	731	127	175	545	541
	%	100%	49.22%	50.78%	3.12%	4.90%	31.04%	25.36%	7.13%	8.95%	5.03%	8.17%	1.33%	1.72%	0.30%	0.41%	1.28%	1.27%
<b>CLF</b>	%	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												
			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	
<b>Job Series of Vacancy:</b>																		
Total Applications Received	#	<b>Data is not available. The DON does not have the capability to track internal actions at this time.</b>																
Qualified	#																	
	%																	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
<b>Job Series of Vacancy:</b>																		
Total Applications Received	#																	
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	
<b>Job Series of Vacancy:</b>																		
Total Applications Received	#																	
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	%																	

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

**Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - 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
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Total Employees Eligible for Career Ladder Promotions	#	62,972	42,592	20,380	1,696	1,059	32,306	13,219	3,841	3,422	3,080	1,595	501	359	231	113	937	613
	%	100%	67.64%	32.36%	2.69%	1.68%	51.30%	20.99%	6.10%	5.43%	4.89%	2.53%	0.80%	0.57%	0.37%	0.18%	1.49%	0.97%
<b>Time in grade in excess of minimum</b>																		
1 - 12 months	#	22,800	15,203	7,597	579	347	11531	4945	1383	1304	1115	580	163	141	74	38	358	242
	%	100%	66.68%	33.32%	2.54%	1.52%	50.57%	21.69%	6.07%	5.72%	4.89%	2.54%	0.71%	0.62%	0.32%	0.17%	1.57%	1.06%
13 - 24 months	#	11,802	7,569	4,233	311	255	5,760	2,693	667	680	493	357	126	113	46	17	166	118
	%	100%	64.13%	35.87%	2.64%	2.16%	48.81%	22.82%	5.65%	5.76%	4.18%	3.02%	1.07%	0.96%	0.39%	0.14%	1.41%	1.00%
25+ months	#	28,370	19,820	8,550	806	457	15,015	5,581	1,791	1,438	1,472	658	212	105	111	58	413	253
	%	100%	69.86%	30.14%	2.84%	1.61%	52.93%	19.67%	6.31%	5.07%	5.19%	2.32%	0.75%	0.37%	0.39%	0.20%	1.46%	0.89%

*Note: Includes AF permanent employees only.*

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Grade(s) of Vacancy:</b>																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	<b>Data is not available. The DON does not have the capability to track internal actions at this time.</b>																0.00%	0.00%
Selected																	0.00%	0.00%
Relevant Applicant Pool																		
<b>Grade(s) of Vacancy:</b>																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Relevant Applicant Pool</b>																		
<b>Grade(s) of Vacancy:</b>																		
Total Applications Received	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Relevant Applicant Pool</b>																		

"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**

		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Career Development Programs for GS 5 - 12:</b>																		
Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%																0.00%	0.00%
Participants	#																	
	%																0.00%	0.00%
<b>Career Development Programs for GS 15 and SES:</b>																		
Slots	#																	
Relevant Pool	%																	
Applied	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>"Relevant Pool" includes all employees in pay grades eligible for the career development program.</b>																		

**Data not available. Corporate tracking system under development.**

**Table A13: EMPLOYEE RECOGNITION AND AWARDS - 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	
<b>Time-Off awards - 1-9 hours</b>																		
Total Time-Off Awards Given	#	34467	23898	10569	1102	527	16958	6787	3074	2299	1889	634	422	95	166	73	287	154
	%	100%	69.34%	30.66%	3.20%	1.53%	49.20%	19.69%	8.92%	6.67%	5.48%	1.84%	1.22%	0.28%	0.48%	0.21%	0.83%	0.45%
Total Hours		232647	159144	73503	7457.00	3551.00	117486.00	47132.00	22120.00	16756.00	8058.00	3915.00	1291	574	1164.00	518.00	1568	1057
Average Hours		7	7	7	7	7	7	7	7	7	4	6	3	6	7	7	5	7
<b>Time-Off awards - 9+ hours</b>																		
Total Time-Off Awards Given	#	22483	13364	9119	645	479	9788	5992	1716	1818	871	553	116	88	65	50	163	139
	%	100%	59.44%	40.56%	2.87%	2.13%	43.54%	26.65%	7.63%	8.09%	3.87%	2.46%	0.52%	0.39%	0.29%	0.22%	0.72%	0.62%
Total Hours		525351	316178	209173	15487.00	11053.00	234072.00	137906.00	39290.00	41281.00	19401.00	12530.00	2709	2239	1534.00	1029.00	3685	3135
Average Hours		23	24	23	24	23	24	23	23	23	22	23	23	25	24	21	23	23
<b>Cash Awards - \$100 - \$500</b>																		
Total Cash Awards Given	#	98020	71600	26420	2962	1446	52816	16601	7408	5019	6182	2380	968	372	479	172	785	430
	%	100%	73.05%	26.95%	3.02%	1.48%	53.88%	16.94%	7.56%	5.12%	6.31%	2.43%	0.99%	0.38%	0.49%	0.18%	0.80%	0.44%
Total Amount		\$30,697,481	\$21,866,742	\$8,830,739	\$1,023,746	\$501,431	\$15,762,880	\$5,491,574	\$2,506,911	\$1,717,663	\$1,906,931	\$800,609	\$276,320	\$123,280	\$151,732	\$55,855	\$238,222	\$140,327
Average Amount		313	305	334	346	347	298	331	338	342	308	336	285	331	317	325	303	326
<b>Cash Awards \$501+</b>																		
Total Cash Awards Given	#	79954	55900	24054	2401	1330	43131	16012	5143	4053	3983	1924	420	283	317	142	505	310
	%	100%	69.92%	30.08%	3.00%	1.66%	53.94%	20.03%	6.43%	5.07%	4.98%	2.41%	0.53%	0.35%	0.40%	0.18%	0.63%	0.39%
Total Amount		\$85,121,708	\$60,017,635	\$25,104,073	\$2,363,782	\$1,333,571	\$47,581,722	\$17,187,276	\$4,835,045	\$3,931,974	\$3,970,434	\$1,954,751	\$423,859	\$258,669	\$310,794	\$146,732	\$531,999	\$291,100
Average Amount		1065	1074	1044	984	1003	1103	1073	940	970	997	1016	1009	914	980	1033	1053	939
<b>Quality Step Increases (QSI)</b>																		
Total QSIs Awarded	#	2930	1987	943.00	88	41	1566	687	149	129	139	61	10	6	11	5	24	14
	%	100%	67.82%	32.18%	3.00%	1.40%	53.45%	23.45%	5.09%	4.40%	4.74%	2.08%	0.34%	0.20%	0.38%	0.17%	0.82%	0.48%
Total Benefit		0	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0	0.00	0.00	0	0
Average Benefit		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note: Includes AF employees only.

**Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex**

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
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	14,738	9,654	5,084	418	247	7,173	3,295	1,076	967	727	356	101	59	67	48	92	112
	%	100%	63.24%	36.76%	2.65%	1.85%	46.64%	24.05%	7.19%	6.76%	5.10%	2.87%	0.46%	0.31%	0.60%	0.33%	0.61%	0.59%
Involuntary	#	3,425	2,289	1,136	149	69	1,567	649	306	234	150	105	49	20	19	13	49	46
	%	100%	62.00%	38.00%	2.96%	2.06%	42.77%	22.78%	7.88%	7.31%	5.36%	3.25%	0.48%	0.40%	1.19%	1.27%	1.36%	0.93%
Total Separations	#	18,163	11,943	6,220	567	316	8,740	3,944	1,382	1,201	877	461	150	79	86	61	141	158
	%	100%	62.99%	37.01%	2.72%	1.89%	45.85%	23.79%	7.33%	6.87%	5.16%	2.95%	0.46%	0.33%	0.72%	0.52%	0.76%	0.66%
RCLF	%	100%	71.16%	28.84%	3.44%	1.70%	50.91%	17.91%	7.82%	5.42%	6.65%	2.72%	0.97%	0.38%	0.42%	0.18%	0.94%	0.53%

*Note: Includes AF employees only.*

**FY 2012**

**B Tables**



**Table B1: DON FY 2012 TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Employment Tenure	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
<b>TOTAL</b>															
Prior FY	#	245,729	223,953	5,968	14,227	1,581	231	157	94	228	81	253	102	369	66
	%	100%	91.14%	2.43%	5.79%	0.64%	0.09%	0.06%	0.04%	0.09%	0.03%	0.10%	0.04%	0.15%	0.03%
Current FY	#	246,494	224,082	5,789	15,063	1,560	224	131	93	234	80	259	92	390	57
	%	100%	90.91%	2.35%	6.11%	0.63%	0.09%	0.05%	0.04%	0.09%	0.03%	0.11%	0.04%	0.16%	0.02%
Difference	#	765	129	-179	836	-21	-7	-26	-1	6	-1	6	-10	21	-9
Ratio Change	%	0.00%	-0.23%	-0.08%	0.32%	-0.01%	0.00%	-0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%
Net Change	%	0.31%	0.06%	-3.00%	5.88%	-1.33%	-3.03%	-16.56%	-1.06%	2.63%	-1.23%	2.37%	-9.80%	5.69%	-13.64%
Federal High	%					2.55%									
<b>PERMANENT</b>															
Prior FY	#	195,108	177,469	4,327	11,956	1,356	214	110	85	210	77	220	84	295	61
	%	100%	90.96%	2.22%	6.13%	0.69%	0.11%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.15%	0.03%
Current FY	#	195,722	177,373	4,219	12,759	1,371	208	105	84	214	74	224	83	327	52
	%	100%	90.62%	2.16%	6.52%	0.70%	0.11%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%
Difference	#	614	-96	-108	803	15	-6	-5	-1	4	-3	4	-1	32	-9
Ratio Change	%	0.00%	-0.33%	-0.06%	0.39%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%
Net Change	%	0.31%	-0.05%	-2.50%	6.72%	1.11%	-2.80%	-4.55%	-1.18%	1.90%	-3.90%	1.82%	-1.19%	10.85%	-14.75%
<b>TEMPORARY</b>															
Prior FY	#	6,418	5,854	194	341	29	2	2	2	3	2	4	1	13	
	%	100%	91.21%	3.02%	5.31%	0.45%	0.03%	0.03%	0.03%	0.05%	0.03%	0.06%	0.02%	0.20%	0.00%
Current FY	#	5,897	5,425	117	329	26	1	3	1	6	3	3		9	
	%	100%	92.00%	1.98%	5.58%	0.44%	0.02%	0.05%	0.02%	0.10%	0.05%	0.05%	0.00%	0.15%	0.00%
Difference	#	-521	-429	-77	-12	-3	-1	1	-1	3	1	-1	-1	-4	0
Ratio Change	%	0.00%	0.78%	-1.04%	0.27%	-0.01%	-0.01%	0.02%	-0.01%	0.06%	0.02%	-0.01%	-0.02%	-0.05%	0.00%
Net Change	%	-8.12%	-7.33%	-39.69%	-3.52%	-10.34%	-50.00%	50.00%	-50.00%	100.00%	50.00%	-25.00%	-100.00%	-30.77%	0.00%
<b>NON-APPROPRIATED</b>															
Prior FY	#	44,203	40,630	1,447	1,930	196	15	45	7	15	2	29	17	61	5
	%	100%	91.92%	3.27%	4.37%	0.44%	0.03%	0.10%	0.02%	0.03%	0.00%	0.07%	0.04%	0.14%	0.01%
Current FY	#	44,875	41,284	1,453	1,975	163	15	23	8	14	3	32	9	54	5
	%	100%	92.00%	3.24%	4.40%	0.36%	0.03%	0.05%	0.02%	0.03%	0.01%	0.07%	0.02%	0.12%	0.01%
Difference	#	672	654	6	45	-33	0	-22	1	-1	1	3	-8	-7	0
Ratio Change	%	0.00%	0.08%	-0.04%	0.03%	-0.08%	0.00%	-0.05%	0.00%	0.00%	0.00%	0.01%	-0.02%	-0.02%	0.00%
Net Change	%	1.52%	1.61%	0.41%	2.33%	-16.84%	0.00%	-48.89%	14.29%	-6.67%	50.00%	10.34%	-47.06%	-11.48%	0.00%

**Table B2: FY 2012 DON TOTAL WORKFORCE BY COMPONENT**

Component		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL FY	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%
Federal High						2.55%									
Chief Naval Operations (NV11)	#	4,629	4084	199	319	27	1	2	1	6		4	4	8	1
	%	100%	88.23%	4.30%	6.89%	0.58%	0.02%	0.04%	0.02%	0.13%	0.00%	0.09%	0.09%	0.17%	0.02%
Department of the Navy Assistant for Administration (NV12)	#	4,900	4143	416	309	32	11	3	1	5	2	6		4	
	%	100%	84.55%	8.49%	6.31%	0.65%	0.22%	0.06%	0.02%	0.10%	0.04%	0.12%	0.00%	0.08%	0.00%
Office of Naval Research (NV14)	#	3,150	2904	78	145	23	4	1	1	4	1	4	4	4	
	%	100%	92.19%	2.48%	4.60%	0.73%	0.13%	0.03%	0.03%	0.13%	0.03%	0.13%	0.13%	0.13%	0.00%
Office of Naval Intelligence (NV 15)	#	1,680	1561	22	88	9	1		2	1		3		2	
	%	100%	92.92%	1.31%	5.24%	0.54%	0.06%	0.00%	0.12%	0.06%	0.00%	0.18%	0.00%	0.12%	0.00%
Bureau of Medicine and Surgery (NV18)	#	12,061	10814	286	859	102	9	5	6	20	1	11	9	37	4
	%	100%	89.66%	2.37%	7.12%	0.85%	0.07%	0.04%	0.05%	0.17%	0.01%	0.09%	0.07%	0.31%	0.03%
Naval Air Systems Command (NV19)	#	24,755	22702	283	1551	219	42	15	16	29	17	33	2	51	14
	%	100%	91.71%	1.14%	6.27%	0.88%	0.17%	0.06%	0.06%	0.12%	0.07%	0.13%	0.01%	0.21%	0.06%
Navy Personnel Command (NV22)	#	1,770	1524	47	180	19	6	2	2	2	1	4		1	1
	%	100%	86.10%	2.66%	10.17%	1.07%	0.34%	0.11%	0.11%	0.11%	0.06%	0.23%	0.00%	0.06%	0.06%
Naval Supply Systems Command (NV23)	#	6,343	5673	114	449	107	19	9	8	26	8	12	8	10	7
	%	100%	89.44%	1.80%	7.08%	1.69%	0.30%	0.14%	0.13%	0.41%	0.13%	0.19%	0.13%	0.16%	0.11%
Naval Sea Systems Command (NV24)	#	26,643	23823	855	1754	211	33	22	16	33	11	36	9	47	4
	%	100%	89.42%	3.21%	6.58%	0.79%	0.12%	0.08%	0.06%	0.12%	0.04%	0.14%	0.03%	0.18%	0.02%
Naval Facilities Engineering Command (NV25)	#	16,215	14788	306	1015	106	20	8	2	13	4	20	10	25	4
	%	100%	91.20%	1.89%	6.26%	0.65%	0.12%	0.05%	0.01%	0.08%	0.02%	0.12%	0.06%	0.15%	0.02%
United States Marine Corps (NV27)	#	19,401	17596	286	1406	113	11	8	10	15	10	15	12	28	4
	%	100%	90.70%	1.47%	7.25%	0.58%	0.06%	0.04%	0.05%	0.08%	0.05%	0.08%	0.06%	0.14%	0.02%
Strategic Systems Programs (NV30)	#	1,069	925	64	78	2				2					
	%	100%	86.53%	5.99%	7.30%	0.19%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%
Military Sealift Command (NV33)	#	6,937	6621	73	225	18	1	4	1			1		11	
	%	100%	95.44%	1.05%	3.24%	0.26%	0.01%	0.06%	0.01%	0.00%	0.00%	0.01%	0.00%	0.16%	0.00%

Component		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Space and Naval Warfare Systems Command (NV39)	#	9,102	8258	124	670	50	8	3	1	9	4	13	2	9	1
	%	100%	90.73%	1.36%	7.36%	0.55%	0.09%	0.03%	0.01%	0.10%	0.04%	0.14%	0.02%	0.10%	0.01%
Naval Systems Management Activity (NV41)	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Commander, Navy Installations Command (NV52)	#	15,036	13564	333	1052	87	13	7	3	20	9	12	1	20	2
	%	100%	90.21%	2.21%	7.00%	0.58%	0.09%	0.05%	0.02%	0.13%	0.06%	0.08%	0.01%	0.13%	0.01%
Commander, U.S. Fleet Forces (NV60)	#	22,782	21123	297	1235	127	13	12	8	18	4	25	10	34	3
	%	100%	92.72%	1.30%	5.42%	0.56%	0.06%	0.05%	0.04%	0.08%	0.02%	0.11%	0.04%	0.15%	0.01%
Commander, U.S. Pacific Fleet (NV70)	#	18,989	17404	412	1078	95	12	7	6	10	4	19	11	24	2
	%	100%	91.65%	2.17%	5.68%	0.50%	0.06%	0.04%	0.03%	0.05%	0.02%	0.10%	0.06%	0.13%	0.01%
Commander, Navy Reserve Forces (NV72)	#	465	406	16	39	4						1		3	
	%	100%	87.31%	3.44%	8.39%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.65%	0.00%
Naval Special Warfare Command (NV74)	#	1,163	998	22	140	3								1	2
	%	100%	85.81%	1.89%	12.04%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.09%	0.17%
Naval Education and Training Command (NV76)	#	4,527	3885	103	496	43	5		1	7	1	8	1	17	3
	%	100%	85.82%	2.28%	10.96%	0.95%	0.11%	0.00%	0.02%	0.15%	0.02%	0.18%	0.02%	0.38%	0.07%

*Note: This table includes DON AF employees only.*

**Table B2: FY 2012 DON TOTAL WORKFORCE BY COMPONENT**

Component		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL FY	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%
Federal High						2.55%									
Chief Naval Operations (NV11)	#	4,629	4084	199	319	27	1	2	1	6		4	4	8	1
	%	100%	88.23%	4.30%	6.89%	0.58%	0.02%	0.04%	0.02%	0.13%	0.00%	0.09%	0.09%	0.17%	0.02%
Department of the Navy Assistant for Administration (NV12)	#	4,900	4143	416	309	32	11	3	1	5	2	6		4	
	%	100%	84.55%	8.49%	6.31%	0.65%	0.22%	0.06%	0.02%	0.10%	0.04%	0.12%	0.00%	0.08%	0.00%
Office of Naval Research (NV14)	#	3,150	2904	78	145	23	4	1	1	4	1	4	4	4	
	%	100%	92.19%	2.48%	4.60%	0.73%	0.13%	0.03%	0.03%	0.13%	0.03%	0.13%	0.13%	0.13%	0.00%
Office of Naval Intelligence (NV 15)	#	1,680	1561	22	88	9	1		2	1		3		2	
	%	100%	92.92%	1.31%	5.24%	0.54%	0.06%	0.00%	0.12%	0.06%	0.00%	0.18%	0.00%	0.12%	0.00%
Bureau of Medicine and Surgery (NV18)	#	12,061	10814	286	859	102	9	5	6	20	1	11	9	37	4
	%	100%	89.66%	2.37%	7.12%	0.85%	0.07%	0.04%	0.05%	0.17%	0.01%	0.09%	0.07%	0.31%	0.03%
Naval Air Systems Command (NV19)	#	24,755	22702	283	1551	219	42	15	16	29	17	33	2	51	14
	%	100%	91.71%	1.14%	6.27%	0.88%	0.17%	0.06%	0.06%	0.12%	0.07%	0.13%	0.01%	0.21%	0.06%
Navy Personnel Command (NV22)	#	1,770	1524	47	180	19	6	2	2	2	1	4		1	1
	%	100%	86.10%	2.66%	10.17%	1.07%	0.34%	0.11%	0.11%	0.11%	0.06%	0.23%	0.00%	0.06%	0.06%
Naval Supply Systems Command (NV23)	#	18,330	16818	426	924	162	25	18	10	33	9	23	15	21	8
	%	100%	91.75%	2.32%	5.04%	0.88%	0.14%	0.10%	0.05%	0.18%	0.05%	0.13%	0.08%	0.11%	0.04%
Naval Sea Systems Command (NV24)	#	26,643	23823	855	1754	211	33	22	16	33	11	36	9	47	4
	%	100%	89.42%	3.21%	6.58%	0.79%	0.12%	0.08%	0.06%	0.12%	0.04%	0.14%	0.03%	0.18%	0.02%
Naval Facilities Engineering Command (NV25)	#	16,215	14788	306	1015	106	20	8	2	13	4	20	10	25	4
	%	100%	91.20%	1.89%	6.26%	0.65%	0.12%	0.05%	0.01%	0.08%	0.02%	0.12%	0.06%	0.15%	0.02%
United States Marine Corps (NV27)	#	33,314	29998	988	2163	165	15	8	12	20	12	25	14	54	5
	%	100%	90.05%	2.97%	6.49%	0.50%	0.05%	0.02%	0.04%	0.06%	0.04%	0.08%	0.04%	0.16%	0.02%
Strategic Systems Programs (NV30)	#	1,069	925	64	78	2				2					
	%	100%	86.53%	5.99%	7.30%	0.19%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%
Military Sealift Command (NV33)	#	6,937	6621	73	225	18	1	4	1			1		11	
	%	100%	95.44%	1.05%	3.24%	0.26%	0.01%	0.06%	0.01%	0.00%	0.00%	0.01%	0.00%	0.16%	0.00%

Component		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Space and Naval Warfare Systems Command (NV39)	#	9,102	8258	124	670	50	8	3	1	9	4	13	2	9	1
	%	100%	90.73%	1.36%	7.36%	0.55%	0.09%	0.03%	0.01%	0.10%	0.04%	0.14%	0.02%	0.10%	0.01%
Naval Systems Management Activity (NV41)	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Commander, Navy Installations Command (NV52)	#	34,011	31301	772	1795	143	18	21	7	22	9	23	1	37	5
	%	100%	92.03%	2.27%	5.28%	0.42%	0.05%	0.06%	0.02%	0.06%	0.03%	0.07%	0.00%	0.11%	0.01%
Commander, U.S. Fleet Forces (NV60)	#	22,782	21123	297	1235	127	13	12	8	18	4	25	10	34	3
	%	100%	92.72%	1.30%	5.42%	0.56%	0.06%	0.05%	0.04%	0.08%	0.02%	0.11%	0.04%	0.15%	0.01%
Commander, U.S. Pacific Fleet (NV70)	#	18,989	17404	412	1078	95	12	7	6	10	4	19	11	24	2
	%	100%	91.65%	2.17%	5.68%	0.50%	0.06%	0.04%	0.03%	0.05%	0.02%	0.10%	0.06%	0.13%	0.01%
Commander, Navy Reserve Forces (NV72)	#	465	406	16	39	4						1		3	
	%	100%	87.31%	3.44%	8.39%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.65%	0.00%
Naval Special Warfare Command (NV74)	#	1,163	998	22	140	3								1	2
	%	100%	85.81%	1.89%	12.04%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.09%	0.17%
Naval Education and Training Command (NV76)	#	4,527	3885	103	496	43	5		1	7	1	8	1	17	3
	%	100%	85.82%	2.28%	10.96%	0.95%	0.11%	0.00%	0.02%	0.15%	0.02%	0.18%	0.02%	0.38%	0.07%

Note: This table includes DON AF and NAF employees.

**Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees**

Occupational Category	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	4401	4006	152	230	13	1	3	1	3		1		2	2
	%	100%	91.02%	3.45%	5.23%	0.30%	0.02%	0.07%	0.02%	0.07%	0.00%	0.02%	0.00%	0.05%	0.05%
- Mid-Level (Grades 13-14)	#	12595	11459	315	778	43		2	7	10	3	13		8	
	%	100%	90.98%	2.50%	6.18%	0.34%	0.00%	0.02%	0.06%	0.08%	0.02%	0.10%	0.00%	0.06%	0.00%
- First-Level (Grades 12 and Below)	#	9469	8581	188	666	34	1	6	6	5	5	6		5	
	%	100%	90.62%	1.99%	7.03%	0.36%	0.01%	0.06%	0.06%	0.05%	0.05%	0.06%	0.00%	0.05%	0.00%
- Other Officials and Managers	#	42156	37501	1002	3338	315	32	26	31	58	19	67	4	65	13
	%	100%	88.96%	2.38%	7.92%	0.75%	0.08%	0.06%	0.07%	0.14%	0.05%	0.16%	0.01%	0.15%	0.03%
<b>Officials and Managers - TOTAL</b>	#	68621	61547	1657	5012	405	34	37	45	76	27	87	4	80	15
	%	100%	89.69%	2.41%	7.30%	0.59%	0.05%	0.05%	0.07%	0.11%	0.04%	0.13%	0.01%	0.12%	0.02%
<b>2. Professionals</b>	#	57090	52343	1209	3205	333	43	28	15	59	19	57		101	11
	%	100%	91.69%	2.12%	5.61%	0.58%	0.08%	0.05%	0.03%	0.10%	0.03%	0.10%	0.00%	0.18%	0.02%
<b>3. Technicians</b>	#	15213	13737	284	1102	90	11	6	8	17	6	11	3	24	4
	%	100%	90.30%	1.87%	7.24%	0.59%	0.07%	0.04%	0.05%	0.11%	0.04%	0.07%	0.02%	0.16%	0.03%
<b>4. Sales Workers</b>	#	7	6		1	0									
	%	100%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>5. Administrative Support Workers</b>	#	17181	14871	357	1631	322	63	17	10	48	23	39	28	78	16
	%	100%	86.55%	2.08%	9.49%	1.87%	0.37%	0.10%	0.06%	0.28%	0.13%	0.23%	0.16%	0.45%	0.09%
<b>6. Craft Workers</b>	#	27222	25275	430	1367	150	40	13	5	13	1	22	18	34	4
	%	100%	92.85%	1.58%	5.02%	0.55%	0.15%	0.05%	0.02%	0.05%	0.00%	0.08%	0.07%	0.12%	0.01%
<b>7. Operatives</b>	#	5330	4882	92	312	44	10	3	2	2	1	4	12	8	2
	%	100%	91.59%	1.73%	5.85%	0.83%	0.19%	0.06%	0.04%	0.04%	0.02%	0.08%	0.23%	0.15%	0.04%
<b>8. Laborers and Helpers</b>	#	704	621	16	46	21	3	2				2	11	3	
	%	100%	88.21%	2.27%	6.53%	2.98%	0.43%	0.28%	0.00%	0.00%	0.00%	0.28%	1.56%	0.43%	0.00%
<b>9. Service Workers</b>	#	10,128	9411	279	406	32	5	2		5		5	7	8	
	%	100%	92.92%	2.75%	4.01%	0.32%	0.05%	0.02%	0.00%	0.05%	0.00%	0.05%	0.07%	0.08%	0.00%
<b>Total Workforce</b>	#	201,619	182798	4336	13088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

*Note: This table includes DON AF employees only.*

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

Occupational Category		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above)	#	4,401	4006	152	230	13	1	3	1	3		1		2	2
	%	2.18%	2.19%	3.51%	1.76%	0.93%	0.48%	2.78%	1.18%	1.36%	0.00%	0.44%	0.00%	0.60%	3.85%
- Mid-Level (Grades 13-14)	#	12595	11459	315	778	43		2	7	10	3	13		8	
	%	6.25%	6.27%	7.26%	5.94%	3.08%	0.00%	1.85%	8.24%	4.55%	3.90%	5.73%	0.00%	2.38%	0.00%
- First-Level (Grades 12 and Below)	#	9469	8581	188	666	34	1	6	6	5	5	6		5	
	%	4.70%	4.69%	4.34%	5.09%	2.43%	0.48%	5.56%	7.06%	2.27%	6.49%	2.64%	0.00%	1.49%	0.00%
- Other Officials and Managers	#	42156	37501	1002	3338	315	32	26	31	58	19	67	4	65	13
	%	20.91%	20.51%	23.11%	25.50%	22.55%	15.31%	24.07%	36.47%	26.36%	24.68%	29.52%	4.82%	19.35%	25.00%
<b>Officials and Managers - TOTAL</b>	#	68621	61547	1657	5012	405	34	37	45	76	27	87	4	80	15
	%	34.03%	33.67%	38.21%	38.29%	28.99%	16.27%	34.26%	52.94%	34.55%	35.06%	38.33%	4.82%	23.81%	28.85%
<b>2. Professionals</b>	#	57090	52343	1209	3205	333	43	28	15	59	19	57		101	11
	%	28.32%	28.63%	27.88%	24.49%	23.84%	20.57%	25.93%	17.65%	26.82%	24.68%	25.11%	0.00%	30.06%	21.15%
<b>3. Technicians</b>	#	15213	13737	284	1102	90	11	6	8	17	6	11	3	24	4
	%	7.55%	7.51%	6.55%	8.42%	6.44%	5.26%	5.56%	9.41%	7.73%	7.79%	4.85%	3.61%	7.14%	7.69%
<b>4. Sales Workers</b>	#	7	6		1	0									
	%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>5. Administrative Support Workers</b>	#	17181	14871	357	1631	322	63	17	10	48	23	39	28	78	16
	%	8.52%	8.14%	8.23%	12.46%	23.05%	30.14%	15.74%	11.76%	21.82%	29.87%	17.18%	33.73%	23.21%	30.77%
<b>6. Craft Workers</b>	#	27222	25275	430	1367	150	40	13	5	13	1	22	18	34	4
	%	13.50%	13.83%	9.92%	10.44%	10.74%	19.14%	12.04%	5.88%	5.91%	1.30%	9.69%	21.69%	10.12%	7.69%
<b>7. Operatives</b>	#	5330	4882	92	312	44	10	3	2	2	1	4	12	8	2
	%	2.64%	2.67%	2.12%	2.38%	3.15%	4.78%	2.78%	2.35%	0.91%	1.30%	1.76%	14.46%	2.38%	3.85%
<b>8. Laborers and Helpers</b>	#	704	621	16	46	21	3	2				2	11	3	
	%	0.35%	0.34%	0.37%	0.35%	1.50%	1.44%	1.85%	0.00%	0.00%	0.00%	0.88%	13.25%	0.89%	0.00%
<b>9. Service Workers</b>	#	10,128	9411	279	406	32	5	2		5		5	7	8	
	%	5.02%	5.15%	6.43%	3.10%	2.29%	2.39%	1.85%	0.00%	2.27%	0.00%	2.20%	8.43%	2.38%	0.00%
<b>Total Workforce</b>	#	201,619	182798	4336	13088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

*Note: This table includes DON AF employees only.*

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

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS-1	#	69	64	1	2	2						1	1		
	%	100%	92.75%	1.45%	2.90%	2.90%	0.00%	0.00%	0.00%	0.00%	0.00%	1.45%	1.45%	0.00%	0.00%
GS-2	#	216	206	2	7	1				1					
	%	100%	95.37%	0.93%	3.24%	0.46%	0.00%	0.00%	0.00%	0.00%	0.46%	0.00%	0.00%	0.00%	0.00%
GS-3	#	455	409	3	32	11	1	2		1	1	1	4	1	
	%	100%	89.89%	0.66%	7.03%	2.42%	0.22%	0.44%	0.00%	0.22%	0.22%	0.22%	0.88%	0.22%	0.00%
GS-4	#	2,676	2,357	45	223	51	12		1	16	2	3	6	9	2
	%	100%	88.08%	1.68%	8.33%	1.91%	0.45%	0.00%	0.04%	0.60%	0.07%	0.11%	0.22%	0.34%	0.07%
GS-5	#	7,470	6,533	138	665	134	19	9	4	16	12	19	7	43	5
	%	100%	87.46%	1.85%	8.90%	1.79%	0.25%	0.12%	0.05%	0.21%	0.16%	0.25%	0.09%	0.58%	0.07%
GS-6	#	4,959	4,376	126	408	49	8	2		10	3	4	3	17	2
	%	100%	88.24%	2.54%	8.23%	0.99%	0.16%	0.04%	0.00%	0.20%	0.06%	0.08%	0.06%	0.34%	0.04%
GS-7	#	10,753	9,716	225	720	92	11	7	5	11	3	15	2	30	8
	%	100%	90.36%	2.09%	6.70%	0.86%	0.10%	0.07%	0.05%	0.10%	0.03%	0.14%	0.02%	0.28%	0.07%
GS-8	#	2,130	1,947	53	122	8	2	1				1	1	3	
	%	100%	91.41%	2.49%	5.73%	0.38%	0.09%	0.05%	0.00%	0.00%	0.00%	0.05%	0.05%	0.14%	0.00%
GS-9	#	10,988	9,791	217	893	87	24	4	3	12	3	18	1	18	4
	%	100%	89.11%	1.97%	8.13%	0.79%	0.22%	0.04%	0.03%	0.11%	0.03%	0.16%	0.01%	0.16%	0.04%
GS-10	#	1,148	1,052	18	72	6	1			2		1		2	
	%	100%	91.64%	1.57%	6.27%	0.52%	0.09%	0.00%	0.00%	0.17%	0.00%	0.09%	0.00%	0.17%	0.00%
GS-11	#	18,858	16,931	389	1,408	130	16	10	13	24	8	15		38	6
	%	100%	89.78%	2.06%	7.47%	0.69%	0.08%	0.05%	0.07%	0.13%	0.04%	0.08%	0.00%	0.20%	0.03%
GS-12	#	29,496	26,746	578	1,989	183	12	22	20	39	16	33	1	32	8
	%	100%	90.68%	1.96%	6.74%	0.62%	0.04%	0.07%	0.07%	0.13%	0.05%	0.11%	0.00%	0.11%	0.03%
GS-13	#	19,704	17,801	542	1,287	74	4	4	10	13	7	18		14	4
	%	100%	90.34%	2.75%	6.53%	0.38%	0.02%	0.02%	0.05%	0.07%	0.04%	0.09%	0.00%	0.07%	0.02%
GS-14	#	7,240	6,439	271	497	33	1	1	3	8		11		9	
	%	100%	88.94%	3.74%	6.86%	0.46%	0.01%	0.01%	0.04%	0.11%	0.00%	0.15%	0.00%	0.12%	0.00%
GS-15	#	3,824	3,410	171	234	9	1	2	1	1				3	1
	%	100%	89.17%	4.47%	6.12%	0.24%	0.03%	0.05%	0.03%	0.03%	0.00%	0.00%	0.00%	0.08%	0.03%
All other (unspecified GS)	#	7,432	7,096	101	219	16		4	1	2		1		8	
	%	100%	95.48%	1.36%	2.95%	0.22%	0.00%	0.05%	0.01%	0.03%	0.00%	0.01%	0.00%	0.11%	0.00%
Senior Ex. Service	#	1,702	1,591	33	73	5			1		1	1		2	
	%	100%	93.48%	1.94%	4.29%	0.29%	0.00%	0.00%	0.06%	0.00%	0.06%	0.06%	0.00%	0.12%	0.00%
Total GS	#	129,120	116,465	2,913	8,851	891	112	68	62	155	57	142	26	229	40
	%	100%	90.20%	2.26%	6.85%	0.69%	0.09%	0.05%	0.05%	0.12%	0.04%	0.11%	0.02%	0.18%	0.03%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

*Note: This table includes DON AF employees only.*

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

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS-1	#	69	64	1	2	2						1	1		
	%	0.05%	0.05%	0.03%	0.02%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.70%	3.85%	0.00%	0.00%
GS-2	#	216	206	2	7	1					1				
	%	0.17%	0.18%	0.07%	0.08%	0.11%	0.00%	0.00%	0.00%	0.00%	1.75%	0.00%	0.00%	0.00%	0.00%
GS-3	#	455	409	3	32	11	1	2		1	1	1	4	1	
	%	0.35%	0.35%	0.10%	0.36%	1.23%	0.89%	2.94%	0.00%	0.65%	1.75%	0.70%	15.38%	0.44%	0.00%
GS-4	#	2,676	2,357	45	223	51	12		1	16	2	3	6	9	2
	%	2.07%	2.02%	1.54%	2.52%	5.72%	10.71%	0.00%	1.61%	10.32%	3.51%	2.11%	23.08%	3.93%	5.00%
GS-5	#	7,470	6,533	138	665	134	19	9	4	16	12	19	7	43	5
	%	5.79%	5.61%	4.74%	7.51%	15.04%	16.96%	13.24%	6.45%	10.32%	21.05%	13.38%	26.92%	18.78%	12.50%
GS-6	#	4,959	4,376	126	408	49	8	2		10	3	4	3	17	2
	%	3.84%	3.76%	4.33%	4.61%	5.50%	7.14%	2.94%	0.00%	6.45%	5.26%	2.82%	11.54%	7.42%	5.00%
GS-7	#	10,753	9,716	225	720	92	11	7	5	11	3	15	2	30	8
	%	8.33%	8.34%	7.72%	8.13%	10.33%	9.82%	10.29%	8.06%	7.10%	5.26%	10.56%	7.69%	13.10%	20.00%
GS-8	#	2,130	1,947	53	122	8	2	1				1	1	3	
	%	1.65%	1.67%	1.82%	1.38%	0.90%	1.79%	1.47%	0.00%	0.00%	0.00%	0.70%	3.85%	1.31%	0.00%
GS-9	#	10,988	9,791	217	893	87	24	4	3	12	3	18	1	18	4
	%	8.51%	8.41%	7.45%	10.09%	9.76%	21.43%	5.88%	4.84%	7.74%	5.26%	12.68%	3.85%	7.86%	10.00%
GS-10	#	1,148	1,052	18	72	6	1			2		1		2	
	%	0.89%	0.90%	0.62%	0.81%	0.67%	0.89%	0.00%	0.00%	1.29%	0.00%	0.70%	0.00%	0.87%	0.00%
GS-11	#	18,858	16,931	389	1,408	130	16	10	13	24	8	15		38	6
	%	14.61%	14.54%	13.35%	15.91%	14.59%	14.29%	14.71%	20.97%	15.48%	14.04%	10.56%	0.00%	16.59%	15.00%
GS-12	#	29,496	26,746	578	1,989	183	12	22	20	39	16	33	1	32	8
	%	22.84%	22.96%	19.84%	22.47%	20.54%	10.71%	32.35%	32.26%	25.16%	28.07%	23.24%	3.85%	13.97%	20.00%
GS-13	#	19,704	17,801	542	1,287	74	4	4	10	13	7	18		14	4
	%	15.26%	15.28%	18.61%	14.54%	8.31%	3.57%	5.88%	16.13%	8.39%	12.28%	12.68%	0.00%	6.11%	10.00%
GS-14	#	7,240	6,439	271	497	33	1	1	3	8		11		9	
	%	5.61%	5.53%	9.30%	5.62%	3.70%	0.89%	1.47%	4.84%	5.16%	0.00%	7.75%	0.00%	3.93%	0.00%
GS-15	#	3,824	3,410	171	234	9	1	2	1	1				3	1
	%	2.96%	2.93%	5.87%	2.64%	1.01%	0.89%	2.94%	1.61%	0.65%	0.00%	0.00%	0.00%	1.31%	2.50%
All Other (Unspecified GS)	#	7,432	7,096	101	219	16		4	1	2		1		8	
	%	5.76%	6.09%	3.47%	2.47%	1.80%	0.00%	5.88%	1.61%	1.29%	0.00%	0.70%	0.00%	3.49%	0.00%
Senior Executive Service	#	1,702	1,591	33	73	5			1		1	1		2	
	%	1.32%	1.37%	1.13%	0.82%	0.56%	0.00%	0.00%	1.61%	0.00%	1.75%	0.70%	0.00%	0.87%	0.00%
Total GS	#	129,120	116,465	2,913	8,851	891	112	68	62	155	57	142	26	229	40
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF employees only.



YI-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-02	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YI-03	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-02	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-03	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YJ-04	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-02	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YK-03	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-02	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-03	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YL-04	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YM-02	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-02	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YN-03	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
YP-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total NSPS Workforce	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

**Note: This table includes DON AF employees only.**



<b>YI-01</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YI-02</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YI-03</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YJ-01</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YJ-02</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YJ-03</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YJ-04</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YK-01</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YK-02</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YK-03</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YL-01</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YL-02</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YL-03</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YL-04</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YM-01</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YM-02</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YN-01</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YN-02</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YN-03</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>YP-01</b>	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total NSPS Workforce</b>	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%
<b>Total Workforce</b>	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF employees only.

**Table B4-1: DON PARTICIPATION RATES FOR NAVAIR STRL GRADES by Disability**

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectu	[91] Psychiatric	[92] Dwarfism
DA-01	#	9	9			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	30	29			1								1	
	%	100%	96.67%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%
DA-03	#	111	105		5	1			1						
	%	100%	94.59%	0.00%	4.50%	0.90%	0.00%	0.00%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-04	#	353	307	6	35	5				2		1		2	
	%	100%	86.97%	1.70%	9.92%	1.42%	0.00%	0.00%	0.00%	0.57%	0.00%	0.28%	0.00%	0.57%	0.00%
DA-05	#	298	267	2	25	4			1	1	1	1			
	%	100%	89.60%	0.67%	8.39%	1.34%	0.00%	0.34%	0.00%	0.34%	0.34%	0.34%	0.00%	0.00%	0.00%
DA-06	#	327	297	2	26	2			1			1			
	%	100%	90.83%	0.61%	7.95%	0.61%	0.00%	0.31%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%
DG-01	#	65	65			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	71	62		8	1						1			
	%	100%	87.32%	0.00%	11.27%	1.41%	0.00%	0.00%	0.00%	0.00%	0.00%	1.41%	0.00%	0.00%	0.00%
DG-03	#	74	65		7	2		1						1	
	%	100%	87.84%	0.00%	9.46%	2.70%	1.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.35%	0.00%
DG-04	#	102	93		8	1			1						
	%	100%	91.18%	0.00%	7.84%	0.98%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-05	#	37	32	1	4	0									
	%	100%	86.49%	2.70%	10.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-06	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	97	92		5	0									
	%	100%	94.85%	0.00%	5.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	226	211		13	2								2	
	%	100%	93.36%	0.00%	5.75%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%
DP-03	#	640	599	2	30	9		1		1		1		4	2
	%	100%	93.59%	0.31%	4.69%	1.41%	0.16%	0.00%	0.00%	0.16%	0.00%	0.16%	0.00%	0.63%	0.31%
DP-04	#	2,823	2,620	51	132	20		4		2		3		1	2
	%	100%	92.81%	1.81%	4.68%	0.71%	0.14%	0.07%	0.00%	0.11%	0.04%	0.07%	0.00%	0.25%	0.04%
DS-01	#	3	3			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-02	#	7	6		1	0									
	%	100%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	65	53	3	7	2						1		1	
	%	100%	81.54%	4.62%	10.77%	3.08%	0.00%	0.00%	0.00%	0.00%	0.00%	1.54%	0.00%	1.54%	0.00%
DS-04	#	220	200	2	16	2				1				1	
	%	100%	90.91%	0.91%	7.27%	0.91%	0.00%	0.00%	0.45%	0.00%	0.00%	0.00%	0.00%	0.45%	0.00%
DS-05	#	322	281	9	31	1				1					
	%	100%	87.27%	2.80%	9.63%	0.31%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-06	#	134	118	3	13	0									
	%	100%	88.06%	2.24%	9.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-01	#	251	245		6	0									
	%	100%	97.61%	0.00%	2.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-02	#	31	25	1	3	2						1		1	
	%	100%	80.65%	3.23%	9.68%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	3.23%	0.00%	3.23%	0.00%
DT-03	#	61	53	1	6	1									
	%	100%	86.89%	1.64%	9.84%	1.64%	0.00%	0.00%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%

<b>DT-04</b>	#	272	248	5	17	2				1		1			
	%	100%	91.18%	1.84%	6.25%	0.74%	0.00%	0.00%	0.00%	0.37%	0.00%	0.37%	0.00%	0.00%	0.00%
<b>DT-05</b>	#	129	120		8	1	1								
	%	100%	93.02%	0.00%	6.20%	0.78%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		6760	6207	88	406	59	7	4	3	10	2	10	0	20	3
<b>NM-02</b>	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NM-03</b>	#	21	19		2	0									
	%	100%	90.48%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NM-04</b>	#	280	248	3	28	1		1							
	%	100%	88.57%	1.07%	10.00%	0.36%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NM-05</b>	#	763	718	7	35	3					2			1	
	%	100%	94.10%	0.92%	4.59%	0.39%	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.13%
<b>Total NAVAIR STRL</b>	#	7826	7194	98	471	63	7	5	3	10	2	12	0	20	4
	%	100%	91.92%	1.25%	6.02%	0.81%	0.09%	0.06%	0.04%	0.13%	0.03%	0.15%	0.00%	0.26%	0.05%
<b>Total Workforce</b>	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100.00%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

**Note: This table includes NAVAIR STRL employees only.**



DP-01	#	97	92		5	0									
	%	1.43%	1.48%	0.00%	1.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	226	211		13	2								2	
	%	3.34%	3.40%	0.00%	3.20%	3.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%
DP-03	#	640	599	2	30	9	1			1		1		4	2
	%	9.47%	9.65%	2.27%	7.39%	15.25%	14.29%	0.00%	0.00%	10.00%	0.00%	10.00%	0.00%	20.00%	66.67%
DP-04	#	2,823	2,620	51	132	20	4	2		3	1	2		7	1
	%	41.76%	42.21%	57.95%	32.51%	33.90%	57.14%	50.00%	0.00%	30.00%	50.00%	20.00%	0.00%	35.00%	33.33%
DS-01	#	3	3			0									
	%	0.04%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-02	#	7	6		1	0									
	%	0.10%	0.10%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	65	53	3	7	2						1		1	
	%	0.96%	0.85%	3.41%	1.72%	3.39%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	5.00%	0.00%
DS-04	#	220	200	2	16	2			1					1	
	%	3.25%	3.22%	2.27%	3.94%	3.39%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%
DS-05	#	322	281	9	31	1				1					
	%	4.76%	4.53%	10.23%	7.64%	1.69%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-06	#	134	118	3	13	0									
	%	1.98%	1.90%	3.41%	3.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-01	#	251	245		6	0									
	%	3.71%	3.95%	0.00%	1.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-02	#	31	25	1	3	2						1		1	
	%	0.46%	0.40%	1.14%	0.74%	3.39%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	5.00%	0.00%
DT-03	#	61	53	1	6	1				1					
	%	0.90%	0.85%	1.14%	1.48%	1.69%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-04	#	272	248	5	17	2				1		1			
	%	4.02%	4.00%	5.68%	4.19%	3.39%	0.00%	0.00%	0.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%
DT-05	#	129	120		8	1	1								
	%	1.91%	1.93%	0.00%	1.97%	1.69%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	6760	6207	88	406	59	7	4	3	10	2	10	0	20	3
NM-02	#	2	2			0									
	%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-03	#	21	19		2	0									
	%	0.27%	0.26%	0.00%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-04	#	280	248	3	28	1		1							
	%	3.58%	3.45%	3.06%	5.94%	1.59%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-05	#	763	718	7	35	3						2			1
	%	9.75%	9.98%	7.14%	7.43%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	25.00%
Total NAVAIR STRL	#	7826	7194	98	471	63	7	5	3	10	2	12	0	20	4
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100.00%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes NAVAIR STRL employees only.

**Table B4-1: DON PARTICIPATION RATES FOR NAVSEA STRL GRADES by Disability**

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
ND-01	#	108	100	2	6	0									
	%	100%	92.59%	1.85%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-02	#	221	199	3	16	3		1				1		1	
	%	100%	90.05%	1.36%	7.24%	1.36%	0.00%	0.45%	0.00%	0.00%	0.00%	0.45%	0.00%	0.45%	0.00%
ND-03	#	692	619	29	41	3		2						1	
	%	100%	89.45%	4.19%	5.92%	0.43%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%
ND-04	#	7,547	6,941	221	334	51		6		2	8	3	11	15	
	%	100%	91.97%	2.93%	4.43%	0.68%	0.08%	0.08%	0.03%	0.11%	0.04%	0.15%	0.00%	0.20%	0.00%
ND-05	#	1,850	1,739	47	57	7		2		1		2		2	
	%	100%	94.00%	2.54%	3.08%	0.38%	0.00%	0.11%	0.00%	0.05%	0.00%	0.11%	0.00%	0.11%	0.00%
NG-01	#	25	18	1	2	4		1			1		1	1	
	%	100%	72.00%	4.00%	8.00%	16.00%	4.00%	0.00%	0.00%	0.00%	4.00%	0.00%	4.00%	4.00%	0.00%
NG-02	#	115	86	1	24	4		1		1			1	1	
	%	100%	74.78%	0.87%	20.87%	3.48%	0.87%	0.00%	0.00%	0.87%	0.00%	0.00%	0.87%	0.87%	0.00%
NG-03	#	139	112		17	10		7		1		1	1		
	%	100%	80.58%	0.00%	12.23%	7.19%	5.04%	0.00%	0.72%	0.00%	0.72%	0.72%	0.00%	0.00%	0.00%
NG-04	#	37	32	1	4	0									
	%	100%	86.49%	2.70%	10.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG-05	#	5	5												
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-02	#	10	8	2		0									
	%	100%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-03	#	55	43	6	6	0									
	%	100%	78.18%	10.91%	10.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NH-04	#	53	40	5	7	1				1					
	%	100%	75.47%	9.43%	13.21%	1.89%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-01	#	37	33	1	3	0									
	%	100%	89.19%	2.70%	8.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NT-02	#	47	35	2	8	2								2	
	%	100%	74.47%	4.26%	17.02%	4.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.26%	0.00%
NT-03	#	342	286	8	42	6		2		1	2		1		
	%	100%	83.63%	2.34%	12.28%	1.75%	0.58%	0.00%	0.29%	0.58%	0.00%	0.29%	0.00%	0.00%	0.00%
NT-04	#	1,739	1,521	58	145	15		2		1	5	1	2	1	1
	%	100%	87.46%	3.34%	8.34%	0.86%	0.12%	0.00%	0.06%	0.29%	0.06%	0.12%	0.06%	0.12%	0.06%
NT-05	#	2,030	1,790	74	156	10		1		1	3	2	2	1	
	%	100%	88.18%	3.65%	7.68%	0.49%	0.00%	0.05%	0.05%	0.15%	0.10%	0.10%	0.00%	0.05%	0.00%
NT-06	#	187	170	5	11	1					1				
	%	100%	90.91%	2.67%	5.88%	0.53%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%	0.00%
Total NAVSEA STRL	#	15,239	13,777	466	879	117		21		10	6	21	9	20	3
	%	100%	90.41%	3.06%	5.77%	0.77%	0.14%	0.07%	0.04%	0.14%	0.06%	0.13%	0.02%	0.17%	0.01%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397		209		108	85	220	77	227	83
	%	100.00%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Note: This table includes NAVSEA STRL employees only.

**Table B4-2: FY 2009 DON PARTICIPATION RATES FOR NAVSEA STRL GRADES by Disability**

Pay Plan & Grade	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
ND-01	#	108	100	2	6	0									
	%	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
ND-02	#	221	199	3	16	3	1				1		1		
	%	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	
ND-03	#	692	619	29	41	3	2						1		
	%	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	
ND-04	#	7,547	6,941	221	334	51	6	6	2	8	3	11	15		
	%	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	
ND-05	#	1,850	1,739	47	57	7	2		1		2		2		
	%	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	
NG-01	#	25	18	1	2	4	1				1		1		
	%	0.16%	0.13%	0.21%	0.23%	3.42%	4.76%	0.00%	0.00%	0.00%	11.11%	0.00%	33.33%	3.85%	0.00%
NG-02	#	115	86	1	24	4	1			1			1		
	%	0.75%	0.62%	0.21%	2.73%	3.42%	4.76%	0.00%	0.00%	4.76%	0.00%	0.00%	33.33%	3.85%	0.00%
NG-03	#	139	112		17	10	7		1		1	1			
	%	0.91%	0.81%	0.00%	1.93%	8.55%	33.33%	0.00%	16.67%	0.00%	11.11%	5.00%	0.00%	0.00%	0.00%
NG-04	#	37	32	1	4	0									
	%	0.24%	0.23%	0.21%	0.46%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG-05	#	5	5												
	%	0.03%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NH-02	#	10	8	2		0									
	%	0.58%	0.53%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NH-03	#	55	43	6	6	0									
	%	3.16%	2.83%	10.34%	4.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NH-04	#	53	40	5	7	1			1						
	%	3.05%	2.63%	8.62%	4.83%	6.67%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NT-01	#	37	33	1	3	0									
	%	0.24%	0.24%	0.21%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NT-02	#	47	35	2	8	2							2		
	%	0.31%	0.25%	0.43%	0.91%	1.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	
NT-03	#	342	286	8	42	6	2		1	2		1			
	%	2.24%	2.08%	1.72%	4.78%	5.13%	9.52%	0.00%	16.67%	9.52%	0.00%	5.00%	0.00%	0.00%	
NT-04	#	1,739	1,521	58	145	15	2		1	5	1	2	1	2	
	%	11.41%	11.04%	12.45%	16.50%	12.82%	9.52%	0.00%	16.67%	23.81%	11.11%	10.00%	33.33%	7.69%	100.00%
NT-05	#	2,030	1,790	74	156	10		1	1	3	2	2	1		
	%	13.32%	12.99%	15.88%	17.75%	8.55%	0.00%	10.00%	16.67%	14.29%	22.22%	10.00%	0.00%	3.85%	0.00%
NT-06	#	187	170	5	11	1					1				
	%	1.23%	1.23%	1.07%	1.25%	0.85%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%
Total NAVSEA STRL	#	15,239	13,777	466	879	117	21	10	6	21	9	20	3	26	1
	%	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes NAVSEA STRL employees only.

**Table B4-1: DON PARTICIPATION RATES FOR ONR STRL GRADES by Disability**

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
NC-01	#	101	91	1	5	4	2				1		1		
	%	100%	90.10%	0.99%	4.95%	3.96%	1.98%	0.00%	0.00%	0.00%	0.99%	0.00%	0.99%	0.00%	0.00%
NC-02	#	204	175	6	18	5	1			1			3		
	%	100%	85.78%	2.94%	8.82%	2.45%	0.49%	0.00%	0.00%	0.49%	0.00%	0.00%	1.47%	0.00%	0.00%
NC-03	#	32	31		1	0									
	%	100%	96.88%	0.00%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-01	#	5	5			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	154	139	2	12	1							1		
	%	100%	90.26%	1.30%	7.79%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%	0.00%
NO-03	#	174	162	2	9	1		1							
	%	100%	93.10%	1.15%	5.17%	0.57%	0.00%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-04	#	142	119	8	12	3				1		1		1	
	%	100%	83.80%	5.63%	8.45%	2.11%	0.00%	0.00%	0.00%	0.70%	0.00%	0.70%	0.00%	0.70%	0.00%
NO-05	#	146	135	5	6	0									
	%	100%	92.47%	3.42%	4.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-01	#	22	19		3	0									
	%	100%	86.36%	0.00%	13.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-02	#	99	96	1	2	0									
	%	100%	96.97%	1.01%	2.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-03	#	872	808	25	36	3						1		2	
	%	100%	92.66%	2.87%	4.13%	0.34%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.23%	0.00%	
NP-04	#	803	753	18	27	5			1	2					
	%	100%	93.77%	2.24%	3.36%	0.62%	0.00%	0.00%	0.12%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%
NP-05	#	12	12			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-01	#	119	115	1	3	0									
	%	100%	96.64%	0.84%	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	4	4			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-03	#	18	16		2	0									
	%	100%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	70	63	5	2	0									
	%	100%	90.00%	7.14%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total ONR STRL	#	2977	2743	74	138	22	3	1	1	4	1	4	4	4	0
	%	100%	92.14%	2.49%	4.64%	0.74%	0.10%	0.03%	0.03%	0.13%	0.03%	0.13%	0.13%	0.13%	0.00%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Note: This table includes ONR STRL employees only.

**Table B4-2: DON PARTICIPATION RATES FOR ONR STRL GRADES by Disability**

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
NC-01	#	101	91	1	5	4	2				1		1		
	%	3.39%	3.32%	1.35%	3.62%	18.18%	66.67%	0.00%	0.00%	0.00%	100.00%	0.00%	25.00%	0.00%	0.00%
NC-02	#	204	175	6	18	5	1			1			3		
	%	6.85%	6.38%	8.11%	13.04%	22.73%	33.33%	0.00%	0.00%	25.00%	0.00%	0.00%	75.00%	0.00%	0.00%
NC-03	#	32	31		1	0									
	%	1.07%	1.13%	0.00%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-01	#	5	5			0									
	%	0.17%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	154	139	2	12	1								1	
	%	5.17%	5.07%	2.70%	8.70%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%
NO-03	#	174	162	2	9	1		1							
	%	5.84%	5.91%	2.70%	6.52%	4.55%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-04	#	142	119	8	12	3				1		1		1	
	%	4.77%	4.34%	10.81%	8.70%	13.64%	0.00%	0.00%	0.00%	25.00%	0.00%	25.00%	0.00%	25.00%	0.00%
NO-05	#	146	135	5	6	0									
	%	4.90%	4.92%	6.76%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-01	#	22	19		3	0									
	%	0.74%	0.69%	0.00%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-02	#	99	96	1	2	0									
	%	3.33%	3.50%	1.35%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NP-03	#	872	808	25	36	3						1		2	
	%	29.29%	29.46%	33.78%	26.09%	13.64%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%
NP-04	#	803	753	18	27	5			1	2		2			
	%	26.97%	27.45%	24.32%	19.57%	22.73%	0.00%	0.00%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%
NP-05	#	12	12			0									
	%	0.40%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-01	#	119	115	1	3	0									
	%	4.00%	4.19%	1.35%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	4	4			0									
	%	0.13%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-03	#	18	16		2	0									
	%	0.60%	0.58%	0.00%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	70	63	5	2	0									
	%	2.35%	2.30%	6.76%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Demo Workforce	#	2977	2743	74	138	22	3	1	1	4	1	4	4	4	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes ONR STRL employees only.

**Table B4-1: DON PARTICIPATION RATES FOR SPAWAR STRL GRADES by Disability**

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
DG-00	#	3	3			0									
	%	100.00%	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%
DG-01	#	0				0									
	%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-03	#	13	8	1	4	0									
	%	100%	61.54%	7.69%	30.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-04	#	1	1			0									
	%	100.00%	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%
DA-01	#	4	3		1	0									
	%	100%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	13	12			1					1				
	%	100%	92.31%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
DA-03	#	65	60	1	4	0									
	%	100%	92.31%	1.54%	6.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	1	1			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	4	3		1	0									
	%	100%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-03	#	285	252	3	25	5		1	1	2		1			
	%	100%	88.42%	1.05%	8.77%	1.75%	0.00%	0.35%	0.35%	0.70%	0.00%	0.35%	0.00%	0.00%	0.00%
DP-04	#	529	486	11	29	3				1		1			1
	%	100%	91.87%	2.08%	5.48%	0.57%	0.00%	0.00%	0.00%	0.19%	0.00%	0.19%	0.00%	0.00%	0.19%
DS-01	#	1			1	0									
	%	100%	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%
DS-02	#	4	4			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	10	9		1	0									
	%	100%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-00	#	1	1			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-01	#	27	27			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-02	#	127	116		11	0									
	%	100%	91.34%	0.00%	8.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-03	#	369	350	2	14	3		1				1		1	
	%	100%	94.85%	0.54%	3.79%	0.81%	0.00%	0.27%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.00%
ND-04	#	2379	2,251	30	95	3				1	1			1	
	%	100%	94.62%	1.26%	3.99%	0.13%	0.00%	0.00%	0.00%	0.04%	0.04%	0.00%	0.00%	0.04%	0.00%
ND-05	#	352	327	8	16	1								1	
	%	100%	92.90%	2.27%	4.55%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%
NG-01	#	74	65	1	5	3				1		1	1	1	
	%	100%	87.84%	1.35%	6.76%	4.05%	0.00%	0.00%	0.00%	1.35%	0.00%	1.35%	1.35%	1.35%	0.00%
NG-02	#	86	67	4	14	1	1								
	%	100%	77.91%	4.65%	16.28%	1.16%	1.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG-03	#	199	155	1	38	5	3			1		1			
	%	100%	77.89%	0.50%	19.10%	2.51%	1.51%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%
NG-04	#	63	46	4	12	1								1	
	%	100%	73.02%	6.35%	19.05%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.59%	0.00%
		4612	4249	66	271	26	4	2	1	5	2	5	1	5	1

NO-01	#	17	17			0										
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NO-02	#	107	89	4	10	4						1		3		
	%	100%	83.18%	3.74%	9.35%	3.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.93%	0.00%	2.80%	0.00%	0.00%
NO-03	#	323	280	5	33	5			1		1	2		1		
	%	100%	86.69%	1.55%	10.22%	1.55%	0.00%	0.31%	0.00%	0.31%	0.00%	0.62%	0.00%	0.31%	0.00%	0.00%
NO-04	#	1467	1,302	17	138	10	4				2	2	1	1		
	%	100%	88.75%	1.16%	9.41%	0.68%	0.27%	0.00%	0.00%	0.14%	0.14%	0.07%	0.07%	0.07%	0.00%	0.00%
NO-05	#	1050	937	15	94	4					1		3			
	%	100%	89.24%	1.43%	8.95%	0.38%	0.00%	0.00%	0.00%	0.10%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%
NO-06	#	162	143	3	16	0										
	%	100%	88.27%	1.85%	9.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-01	#	32	31		1	0										
	%	100%	96.88%	0.00%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-02	#	21	20	1		0										
	%	100%	95.24%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-03	#	30	26	1	3	0										
	%	100%	86.67%	3.33%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-04	#	438	393	7	38	0										
	%	100%	89.73%	1.60%	8.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NR-05	#	157	145		12	0										
	%	100%	92.36%	0.00%	7.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-03	#	1	1			0										
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-04	#	337	307	3	27	0										
	%	100%	91.10%	0.89%	8.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NM-05	#	237	217	1	18	1						1				
	%	100%	91.56%	0.42%	7.59%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.42%	0.00%	0.00%	0.00%	0.00%
Total SPAWAR STRL	#	8991	8157	123	661	50	8	3	1	9	4	13	2	9	1	
	%	100%	90.72%	1.37%	7.35%	0.56%	0.09%	0.03%	0.01%	0.10%	0.04%	0.14%	0.02%	0.10%	0.01%	
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52	
	%	100.00%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%	

**Note: This table includes SPAWAR STRL employees only.**

**Table B4-2: DON PARTICIPATION RATES FOR SPAWAR STRL GRADES by Disability**

Pay Plan & Grade		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
DG-00	#	3	3			0									
	%	0.03%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-01	#	0				0									
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-02	#	2	2			0									
	%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-03	#	13	8	1	4	0									
	%	0.14%	0.10%	0.81%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DG-04	#	1	1			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-01	#	4	3		1	0									
	%	0.17%	0.13%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DA-02	#	13	12			1						1			
	%	0.14%	0.15%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%
DA-03	#	65	60	1	4	0									
	%	0.72%	0.74%	0.81%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-01	#	1	1			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-02	#	4	3		1	0									
	%	0.04%	0.04%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DP-03	#	285	252	3	25	5		1	1	2		1			
	%	3.17%	3.09%	2.44%	3.78%	10.00%	0.00%	33.33%	100.00%	22.22%	0.00%	7.69%	0.00%	0.00%	0.00%
DP-04	#	529	486	11	29	3				1		1			1
	%	5.88%	5.96%	8.94%	4.39%	6.00%	0.00%	0.00%	0.00%	11.11%	0.00%	7.69%	0.00%	0.00%	100.00%
DS-01	#	1			1	0									
	%	0.01%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-02	#	4	4			0									
	%	0.04%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DS-03	#	10	9		1	0									
	%	0.11%	0.11%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DT-00	#	1	1			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-01	#	27	27			0									
	%	0.30%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-02	#	127	116		11	0									
	%	1.41%	1.42%	0.00%	1.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ND-03	#	369	350	2	14	3		1				1		1	
	%	4.10%	4.29%	1.63%	2.12%	6.00%	0.00%	33.33%	0.00%	0.00%	0.00%	7.69%	0.00%	11.11%	0.00%
ND-04	#	2379	2,251	30	95	3				1	1			1	
	%	26.46%	27.60%	24.39%	14.37%	6.00%	0.00%	0.00%	0.00%	11.11%	25.00%	0.00%	0.00%	11.11%	0.00%
ND-05	#	352	327	8	16	1								1	
	%	3.92%	4.01%	6.50%	2.42%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
NG-01	#	74	65	1	5	3					1		1	1	
	%	0.82%	0.80%	0.81%	0.76%	6.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	50.00%	11.11%	0.00%
NG-02	#	86	67	4	14	1		1							
	%	0.96%	0.82%	3.25%	2.12%	2.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NG-03	#	199	155	1	38	5		3			1		1		
	%	2.21%	1.90%	0.81%	5.75%	10.00%	37.50%	0.00%	0.00%	11.11%	0.00%	7.69%	0.00%	0.00%	0.00%

<b>NG-04</b>	#	63	46	4	12	1								1	
	%	0.70%	0.56%	3.25%	1.82%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
		4,612	4,249	66	271	26	4	2	1	5	2	5	1	5	1
<b>NO-01</b>	#	17	17			0									
	%	0.19%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NO-02</b>	#	107	89	4	10	4						1		3	
	%	1.19%	1.09%	3.25%	1.51%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	33.33%	0.00%
<b>NO-03</b>	#	323	280	5	33	5		1		1		2		1	
	%	3.59%	3.43%	4.07%	4.99%	10.00%	0.00%	33.33%	0.00%	11.11%	0.00%	15.38%	0.00%	11.11%	0.00%
<b>NO-04</b>	#	1467	1,302	17	138	10	4			2	2	1	1		
	%	16.32%	15.96%	13.82%	20.88%	20.00%	50.00%	0.00%	0.00%	22.22%	50.00%	7.69%	50.00%	0.00%	0.00%
<b>NO-05</b>	#	1050	937	15	94	4				1		3			
	%	11.68%	11.49%	12.20%	14.22%	8.00%	0.00%	0.00%	0.00%	11.11%	0.00%	23.08%	0.00%	0.00%	0.00%
<b>NO-06</b>	#	162	143	3	16	0									
	%	1.80%	1.75%	2.44%	2.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NR-01</b>	#	32	31		1	0									
	%	0.36%	0.38%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NR-02</b>	#	21	20	1		0									
	%	0.23%	0.25%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NR-03</b>	#	30	26	1	3	0									
	%	0.33%	0.32%	0.81%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NR-04</b>	#	438	393	7	38	0									
	%	4.87%	4.82%	5.69%	5.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NR-05</b>	#	157	145		12	0									
	%	1.75%	1.78%	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NM-03</b>	#	1	1			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NM-04</b>	#	337	307	3	27	0									
	%	3.75%	3.76%	2.44%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>NM-05</b>	#	237	217	1	18	1						1			
	%	2.64%	2.66%	0.81%	2.72%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%
<b>Total SPAWAR</b>	#	8991	8157	123	661	50	8	3	1	9	4	13	2	9	1
<b>Total Workforce</b>	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
<b>Total</b>	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
<b>Workforce</b>	%	100.00%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes SPAWAR STRL employees only.



WS-01	#	3	3			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-02	#	14	13		1	0									
	%	100%	92.86%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-03	#	10	9			1	1								
	%	100%	90.00%	0.00%	0.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-04	#	16	16			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-05	#	23	21	1	1	0									
	%	100%	91.30%	4.35%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-06	#	40	34		6	0									
	%	100%	85.00%	0.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-07	#	60	58		2	0									
	%	100%	96.67%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-08	#	93	84	1	8	0									
	%	100%	90.32%	1.08%	8.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-09	#	262	239	4	18	1					1				
	%	100%	91.22%	1.53%	6.87%	0.38%	0.00%	0.00%	0.00%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-10	#	2,049	1,909	39	92	9	3	3	1	1					
	%	100%	93.17%	1.90%	4.49%	0.44%	0.00%	0.15%	0.15%	0.05%	0.05%	0.00%	0.00%	0.05%	0.00%
WS-11	#	362	335	6	20	1								1	
	%	100%	92.54%	1.66%	5.52%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%
WS-12	#	91	82	1	8	0									
	%	100%	90.11%	1.10%	8.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		<b>6199</b>	<b>5763</b>	<b>103</b>	<b>312</b>	<b>21</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>0</b>
WS-13	#	72	64	3	5	0									
	%	100%	88.89%	4.17%	6.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-14	#	613	583	9	20	1								1	
	%	100%	95.11%	1.47%	3.26%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%
WS-15	#	72	67	2	3	0									
	%	100%	93.06%	2.78%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-16	#	19	16	1	2	0									
	%	100%	84.21%	5.26%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-17	#	14	14			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-18	#	4	4			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-01	#	2	2			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-02	#	1	1			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-03	#	1	1			0									
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-04	#	18	16	1	1	0									
	%	100%	88.89%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	22	20	1	1	0									
	%	100%	90.91%	4.55%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-06	#	547	504	10	29	4				1		2			1
	%	100%	92.14%	1.83%	5.30%	0.73%	0.00%	0.00%	0.00%	0.18%	0.00%	0.37%	0.00%	0.00%	0.18%
WD-07	#	112	104	3	4	1						1			
	%	100%	92.86%	2.68%	3.57%	0.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.89%	0.00%	0.00%	0.00%
WD-08	#	278	266	2	8	2	1	1							
	%	100%	95.68%	0.72%	2.88%	0.72%	0.36%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-09	#	11	10		1	0									
	%	100%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	1			1	0									
	%	100%	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%
WN-04	#	15	14		1	0									
	%	100%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	41	35		5	0									
	%	100%	85.37%	2.44%	12.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total WG Workforce	#	35,383	32,576	613	1,946	248	58	21	11	20	4	34	48	46	6
	%	100.00%	92.07%	1.73%	5.50%	0.70%	0.16%	0.06%	0.03%	0.06%	0.01%	0.10%	0.14%	0.13%	0.02%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Note: This table includes DON AF employees only.



WS-01	#	3	3			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-02	#	14	13		1	0									
	%	0.04%	0.04%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-03	#	10	9			1	1								
	%	0.03%	0.03%	0.00%	0.00%	0.40%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-04	#	16	16			0									
	%	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-05	#	23	21	1	1	0									
	%	0.07%	0.06%	0.16%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-06	#	40	34		6	0									
	%	0.11%	0.10%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-07	#	60	58		2	0									
	%	0.17%	0.18%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-08	#	93	84	1	8	0									
	%	0.26%	0.26%	0.16%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-09	#	262	239	4	18	1					1				
	%	0.74%	0.73%	0.65%	0.92%	0.40%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%
WS-10	#	2,049	1,909	39	92	9		3	3	1	1			1	
	%	5.79%	5.86%	6.36%	4.73%	3.63%	0.00%	14.29%	27.27%	5.00%	25.00%	0.00%	0.00%	2.17%	0.00%
WS-11	#	362	335	6	20	1								1	
	%	1.02%	1.03%	0.98%	1.03%	0.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%
		<b>6108</b>	<b>5681</b>	<b>102</b>	<b>304</b>	<b>21</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>0</b>
WS-12	#	91	82	1	8	0									
	%	0.26%	0.25%	0.16%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-13	#	72	64	3	5	0									
	%	0.20%	0.20%	0.49%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-14	#	613	583	9	20	1								1	
	%	1.73%	1.79%	1.47%	1.03%	0.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%
WS-15	#	72	67	2	3	0									
	%	0.20%	0.21%	0.33%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-16	#	19	16	1	2	0									
	%	0.05%	0.05%	0.16%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-17	#	14	14			0									
	%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-18	#	4	4			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-01	#	2	2			0									
	%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-02	#	1	1			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%
WD-03	#	1	1			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%
WD-04	#	18	16	1	1	0									
	%	0.05%	0.05%	0.16%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-05	#	22	20	1	1	0									
	%	0.06%	0.06%	0.16%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-06	#	547	504	10	29	4				1		2			1
	%	1.55%	1.55%	1.63%	1.49%	1.61%	0.00%	0.00%	0.00%	5.00%	0.00%	5.88%	0.00%	0.00%	16.67%
WD-07	#	112	104	3	4	1						1			
	%	0.32%	0.32%	0.49%	0.21%	0.40%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%	0.00%	0.00%	0.00%
WD-08	#	278	266	2	8	2	1	1							
	%	0.79%	0.82%	0.33%	0.41%	0.81%	1.72%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-09	#	11	10		1	0									
	%	0.03%	0.03%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-10	#	1			1	0									
	%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-04	#	15	14			0									
	%	0.04%	0.04%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	41	35	1	5	0									
	%	0.12%	0.11%	0.16%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Wage	#	35,383	32,576	613	1,946	248	58	21	11	20	4	34	48	46	6
Grade	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
Workforce	%	100.00%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

Notes: 1. Percentages computed down columns and NOT across rows. 2. This table includes DON AF employees only.

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

Job Title & Series		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
ManagementProgram Analysis - 0343	#	9,734	8,528	345	803	58	2	8	4	13	2	20	1	8	
	%	100%	87.61%	3.54%	8.25%	0.60%	0.02%	0.08%	0.04%	0.13%	0.02%	0.21%	0.01%	0.08%	0.00%
Information Technology Mgmt - 2210	#	9,188	8,083	217	809	79	11	7	6	21	6	14		11	3
	%	100%	87.97%	2.36%	8.80%	0.86%	0.12%	0.08%	0.07%	0.23%	0.07%	0.15%	0.00%	0.12%	0.03%
Electronics Engineering - 0855	#	8,377	7,882	127	332	36		6	2	9		7		11	1
	%	100%	94.09%	1.52%	3.96%	0.43%	0.00%	0.07%	0.02%	0.11%	0.00%	0.08%	0.00%	0.13%	0.01%
Engineering Technician - 0802	#	6,975	6,330	126	482	37	6	4	4	6	3	3		9	2
	%	100%	90.75%	1.81%	6.91%	0.53%	0.09%	0.06%	0.06%	0.09%	0.04%	0.04%	0.00%	0.13%	0.03%
Mechanical Engineering - 0830	#	6,330	5,938	121	240	31	5	1		4	4	5		11	1
	%	100%	93.81%	1.91%	3.79%	0.49%	0.08%	0.02%	0.00%	0.06%	0.06%	0.08%	0.00%	0.17%	0.02%
Financial Administration and Program - 0501	#	5,384	4,881	112	341	50	7	3	8	14	5	6		4	3
	%	100%	90.66%	2.08%	6.33%	0.93%	0.13%	0.06%	0.15%	0.26%	0.09%	0.11%	0.00%	0.07%	0.06%
Misc. Administration/Program - 0301	#	5,040	4,377	146	493	24		2	3	7		5		5	2
	%	100%	86.85%	2.90%	9.78%	0.48%	0.00%	0.04%	0.06%	0.14%	0.00%	0.10%	0.00%	0.10%	0.04%
Logistics Management - 0346	#	5,155	4,492	109	501	53	10	5	4	10	4	10		9	1
	%	100%	87.14%	2.11%	9.72%	1.03%	0.19%	0.10%	0.08%	0.19%	0.08%	0.19%	0.00%	0.17%	0.02%
General Engineering - 0801	#	4,883	4,504	140	224	15		1	1	2	1	6		3	1
	%	100%	92.24%	2.87%	4.59%	0.31%	0.00%	0.02%	0.02%	0.04%	0.02%	0.12%	0.00%	0.06%	0.02%
Contracting - 1102	#	4,555	4,159	88	275	33	3	2	2	4	4	4	2	11	1
	%	100%	91.31%	1.93%	6.04%	0.72%	0.07%	0.04%	0.04%	0.09%	0.09%	0.09%	0.04%	0.24%	0.02%
Total Major Occupations	#	65,621	59,174	1,531	4,500	416	44	39	34	90	29	80	3	82	15
	%	100%	90.18%	2.33%	6.86%	0.63%	0.07%	0.06%	0.05%	0.14%	0.04%	0.12%	0.00%	0.12%	0.02%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

*Note: This table includes DON AF employees only.*



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

Type of Appointment		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
<b>Permanent</b>	#	13,956	12960	215	710	71	6	4	2	9	3	10	3	33	1
	%	100%	92.86%	1.54%	5.09%	0.51%	0.04%	0.03%	0.01%	0.06%	0.02%	0.07%	0.02%	0.24%	0.01%
<b>Temporary</b>	#	3,753	3,499	45	189	20	4	2	2	2	0	3	0	7	0
	%	100%	93.23%	1.20%	5.04%	0.53%	0.11%	0.05%	0.05%	0.05%	0.00%	0.08%	0.00%	0.19%	0.00%
<b>Total</b>	#	17,709	16,459	260	899	91	10	6	4	11	3	13	3	40	1
	%	100%	92.94%	1.47%	5.08%	0.51%	0.06%	0.03%	0.02%	0.06%	0.02%	0.07%	0.02%	0.23%	0.01%
<b>Prior Year</b>	%	100%	87.90%	5.79%	5.81%	0.50%	0.09%	0.03%	0.03%	0.06%	0.01%	0.06%	0.00%	0.20%	0.01%

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

Type of Appointment		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
<b>Permanent</b>	#	13,956	12960	215	710	71	6	4	2	9	3	10	3	33	1
	%	100%	92.86%	1.54%	5.09%	0.51%	0.04%	0.03%	0.01%	0.06%	0.02%	0.07%	0.02%	0.24%	0.01%
<b>Temporary</b>	#	3,753	3,499	45	189	20	4	2	2	2	0	3	0	7	0
	%	100%	93.23%	1.20%	5.04%	0.53%	0.11%	0.05%	0.05%	0.05%	0.00%	0.08%	0.00%	0.19%	0.00%
<b>NonAppropriated Fund (NAF)</b>	#	17,315	16011	462	784	58	6	2	3	5	2	9	0	26	5
	%	100%	92.47%	2.67%	4.53%	0.33%	0.03%	0.01%	0.02%	0.03%	0.01%	0.05%	0.00%	0.15%	0.03%
<b>Total</b>	#	35,024	32,470	722	1,683	149	16	8	7	16	5	22	3	66	6
	%	100%	92.71%	2.06%	4.81%	0.43%	0.05%	0.02%	0.02%	0.05%	0.01%	0.06%	0.01%	0.19%	0.02%
<b>Prior Year</b>	%	100%	88.85%	5.26%	5.44%	0.45%	0.08%	0.05%	0.02%	0.04%	0.01%	0.06%	0.00%	0.18%	0.02%

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

Job Series	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
<b>Job Series:</b>															
Total Applications Received	#	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%	
Qualified	#	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%	
Selected	#														
Relevant /	%														
<b>Job Series:</b>															
Total Applications Received	#	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%	
Qualified	#	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%	
Selected	#	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%	
Relevant Applicant Pool	%														
<b>Job Series:</b>															
Total Applications Received	#	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%	
Qualified	#	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%	
Selected	#	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%	
Relevant Applicant Pool	%														
<b>Job Series:</b>															
Total Applications Received	#	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%	
Qualified	#	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%	
Selected	#	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%	
Relevant Applicant Pool	%														

**Data is not available. The DON does not have the capability to track**

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

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

Non-Competitive Promotions		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Total Employees in Career Ladder	#	62,989	57,869	1,318	3,336	466	86	19	19	41	8	70	19	184	20
	%	100.00%	91.87%	2.09%	5.30%	0.74%	0.14%	0.03%	0.03%	0.07%	0.01%	0.11%	0.03%	0.29%	0.03%
Time in Grade in excess of minimum															
1-12 months	#	22,782	21,055	531	1,053	143	29	5	3	10	3	20	0	68	5
	%	100.00%	92.42%	2.33%	4.62%	0.63%	0.13%	0.02%	0.01%	0.04%	0.01%	0.09%	0.00%	0.30%	0.02%
13-24 months	#	11,773	10,873	281	551	68	17	2	6	10	0	8	4	17	4
	%	100.00%	92.36%	2.39%	4.68%	0.58%	0.14%	0.02%	0.05%	0.08%	0.00%	0.07%	0.03%	0.14%	0.03%
25+ months	#	28,434	25,941	506	1,732	255	40	12	10	21	5	42	15	99	11
	%	100.00%	91.23%	1.78%	6.09%	0.90%	0.14%	0.04%	0.04%	0.07%	0.02%	0.15%	0.05%	0.35%	0.04%

*Note: This table includes DON AF permanent employees only.*

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

Job Series/Grade(s) of Vacancy:	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
<b>Job Series/Grade(s) of Vacancy:</b>															
Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
Selected	#														
<b>Data is not available. The DON does not have the capability to track</b>															
<b>Job Series</b>															
Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Job Series/Grade(s) of Vacancy:</b>															
Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Job Series/Grade(s) of Vacancy:</b>															
Relevant Pool															
Total Applications Received	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

**Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability**

Career Development	Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
<b>Career Development Programs for GS 5-12</b>															
Slots	#														
Relevant Pool	%														0.00%
Applied		<b>Data not available. Corporate tracking system under development.</b>													0.00%
Participants	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Career Development Programs for GS 13-14</b>															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Career Development Programs for GS 15 and SES</b>															
Slots	#														
Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#														
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>															

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

Recognition or Award Program # Awards Given Total Cash	Total by Disability Status	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
<b>Time-Off Awards, 1-9 hours</b>															
Total Time-Off Awards Given	#	34,477	31,398	716	2,080	283	41	22	20	43	14	35	14	72	22
	%	100.00%	91.07%	2.08%	6.03%	0.82%	0.12%	0.06%	0.06%	0.12%	0.04%	0.10%	0.04%	0.21%	0.06%
Total Hours		232,717	212,103	4,734	13,952	1,928	295	158	149	289	99	227	84	473	154
Average Hours		7	7	7	7	7	7	7	7	7	7	6	6	7	8
<b>Time-Off Awards - 9+ hours</b>															
Total Time-Off Awards Given	#	22,507	20,196	475	1,671	165	20	6	12	35	8	16	15	48	5
	%	100.00%	89.73%	2.11%	7.42%	0.73%	0.09%	0.03%	0.05%	0.16%	0.04%	0.07%	0.07%	0.21%	0.02%
Total Hours		525,951	472,159	11,252	38,813	3,727	411	152	282	826	172	349	326	1,109	100
Average Hours		23	23	24	23	23	21	25	24	24	22	22	22	23	20
<b>Cash Awards: \$100 - \$500</b>															
Total Cash Awards Given	#	98,302	89,781	1,865	5,921	735	129	57	41	106	29	118	59	163	33
	%	100.00%	91.33%	1.90%	6.02%	0.75%	0.13%	0.06%	0.04%	0.11%	0.03%	0.12%	0.06%	0.17%	0.03%
Total Amount		\$30,727,074	\$28,023,081	\$603,319	\$1,871,158	\$229,516	\$42,844	\$15,418	\$12,480	\$35,007	\$10,713	\$34,456	\$16,545	\$49,790	\$12,263
Average Amount		313	312	323	316	312	332	270	304	330	369	292	280	305	372
<b>Cash Awards: \$501+</b>															
Total Cash Awards Given	#	80,052	72,932	1,896	4,814	410	51	32	31	80	28	73	10	86	19
	%	100.00%	91.11%	2.37%	6.01%	0.51%	0.06%	0.04%	0.04%	0.10%	0.03%	0.09%	0.01%	0.11%	0.02%
Total Amount		\$85,231,794	\$77,841,768	\$2,197,349	\$4,811,184	\$381,493	\$37,888	\$29,416	\$27,863	\$75,624	\$25,926	\$73,014	\$7,251	\$89,646	\$14,865
Average Amount		1065	1067	1159	999	930	743	919	899	945	926	1000	725	1042	782
<b>Quality Step Increases:</b>															
Total QSI Award	#	2,931	2,672	63	183	13	1	2	3	0	0	2	0	4	1
	%	100.00%	91.16%	2.15%	6.24%	0.44%	0.03%	0.07%	0.10%	0.00%	0.00%	0.07%	0.00%	0.01%	0.03%
Total Benefit															
Average Benefit															

Note: This table includes DON AF employees only.

**Table B14: SEPARATIONS By Type of Separation- Distribution by Disability**

Type of Separation		Total by Disability Status	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	Other Disabilities	Targeted Disability	[18] Hearing	[21] Vision	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Voluntary	#	14,756	13,148	357	1,121	130	19	13	7	20	9	17	5	35	5
	%	100%	89.10%	2.42%	7.60%	0.88%	0.13%	0.09%	0.05%	0.14%	0.06%	0.12%	0.03%	0.24%	0.03%
Involuntary	#	3,440	3,079	114	216	31	5	1	3	5	0	7	0	10	0
	%	100%	89.51%	3.31%	6.28%	0.90%	0.15%	0.03%	0.09%	0.15%	0.00%	0.20%	0.00%	0.29%	0.00%
Total Separations	#	18,196	16,227	471	1,337	161	24	14	10	25	9	24	5	45	5
	%	100%	89.18%	2.59%	7.35%	0.88%	0.13%	0.08%	0.05%	0.14%	0.05%	0.13%	0.03%	0.25%	0.03%
Total Workforce	#	201,619	182,798	4,336	13,088	1,397	209	108	85	220	77	227	83	336	52
	%	100%	90.67%	2.15%	6.49%	0.69%	0.10%	0.05%	0.04%	0.11%	0.04%	0.11%	0.04%	0.17%	0.03%

*Note: This table includes DON AF employees only.*