

**Department of Navy  
EEO Program Status Report  
FY2016**



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**Parts A-D**

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
<b>For period covering October 1, 2015, to September 30, 2016.</b>					
<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		1. Department of Defense		
	1.a. 2 <sup>nd</sup> level reporting component		<b>Department of the Navy</b>		
	1.b. 3 <sup>rd</sup> level reporting component				
	1.c. 4 <sup>th</sup> level reporting component				
	<b>2. Address</b>		<b>2. Room 4E598, The Pentagon</b>		
	<b>3. City, State, Zip Code</b>		<b>3. Washington, DC 20350-1000</b>		
	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				1. <b>202,523</b>
	2. Enter total number of temporary employees				2. <b>4,151</b>
	3. Enter total number employees paid from non-appropriated funds				3. <b>49,900</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>				4. <b>256,574</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. The Honorable Ray Mabus, Secretary of the Navy</b>		
	2. Agency Head Designee		<b>2. The Honorable Franklin R. Parker, Assistant Secretary of the Navy (Manpower and Reserve Affairs)</b>		
	3. Principal EEO Director/Official Official Title/series/grade		<b>3. Celina Kline, Director, Office of Equal Employment Opportunity (OEEO), GS-0260-15</b>		
	4. Title VII Affirmative EEO Program Official		<b>4. Paul Boinay, Affirmative Employment Program Manager</b>		
	5. Section 501 Affirmative Action Program Official		<b>5. Meena Farzanfar, People with Disabilities Program Manager</b>		
	6. Complaint Processing Program Manager		<b>6. Deanner White, Complaints Program Manager</b>		
	7. Other Responsible EEO Staff		Sherry Baker, Compliance Manager Marco Bagnas, Special Emphasis Program Manager Theo Trifkovic, Data Analyst		
		Command Deputy EEO Officers and Deputy EEO Officers, as well as the Office of Civilian Human Resources Division Directors and Human Resources Program Managers with respect to their program responsibilities.			

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> <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 codes</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 - Arlington, VA	NV14	95-2
	Naval Intelligence Agency - Washington, DC	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 - Millington, TN	NV22 (B)	95-2
	Manpower, Personnel, Training and Education - Arlington, VA	NV22 (M)	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 - Norfolk, VA	NV33	95-2
	Space and Naval Warfare Systems Command - San Diego, CA	NV39	95-2
	Commander, Navy Installations Command - Washington, DC	NV52	95-2
	Commander, Fleet Cyber Command - Fort Meade, MD	NV55	95-2
	Commander, U.S. Fleet Forces Command - 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 715-01 PART 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 715-01 PART 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	
*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	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

**Department of Navy  
EEO Program Status Report  
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**Part E  
Executive Summary**

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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<b>DEPARTMENT OF THE NAVY</b>	<b>For period covering October 1, 2015, to September 30, 2016</b>
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**EXECUTIVE SUMMARY**

**Purpose of this Report & MD-715**

This document was prepared to fulfill the reporting portion of the annual Department of Navy (DON) responsibilities under Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715).

MD-715 codifies detailed, ongoing federal agency responsibilities to (1) proactively prevent EEO discrimination and (2) to affirmatively hire, place and advance individuals with disabilities. Among annual responsibilities outlined in MD-715, the most critical are listed in Table 1, last of which is the submission of this report to the EEOC. This summary (Part E), and all other parts of this report, each address the very specific content directed by MD-715, using its required format and templates.

**Table 1**

	<b>Agency MD-715 Responsibilities</b>
<b>1</b>	<b>Develop Workforce &amp; Applicant Data Tables</b>
<b>2</b>	<b>Conduct 13 Mandatory Workforce Analyses</b>
<b>3</b>	<b>Identify &amp; Remove Barriers to EEO</b>
<b>4</b>	<b>Complete Annual Self-Assessment Checklist</b>
<b>5</b>	<b>Develop Plans to Resolve Checklist Shortfalls</b>
<b>6</b>	<b>Provide Hiring, Placement &amp; Advancement Opportunities for Individuals with Disabilities</b>
<b>7</b>	<b>Compile &amp; Submit Annual Report to EEOC</b>

Much of this report consists of mandatory data tables and associated analyses. Half of the tables characterize the workforce (and applicants) according to their race, national origin and sex, while the other half address individuals with disabilities and its important sub-group, “individuals with targeted disabilities”<sup>1</sup> (IWTD). The sole purpose of the demographic tables is to facilitate proactive prevention of discrimination, by supporting mandatory analyses that compare agency workforce conditions against neutral benchmarks, in order to identify potential barriers to equal employment opportunity. There are no racial, national origin or sex-related goals directed or inferred by MD-715. The only numerical objective relating to MD-715 is a federal goal to have IWTD represent 2 percent of the agency’s workforce.

**Evaluation of Program Effectiveness**

This executive summary provides an overview of the state of the overall 2016 DON EEO program. It is divided into six sections, corresponding to the major agency responsibilities listed in Table 1. Each section identifies notable strengths and progress, if any, and specifically addresses the EEOC requirements to “discuss any problems discovered during its self-assessment” and “briefly outline what activities will be undertaken to address any program deficiencies.”

**Overview**

DON EEO program responsibilities, including MD-715 requirements, are executed primarily by 22 subordinate major commands that provide EEO services to a total of 1,350 units and 256,000 assigned civilian personnel. Programmatic oversight of major command EEO functions is provided by the DON Office of EEO (OEEO). The DON’s Program Director of EEO is not under the

<sup>1</sup> Disabilities that the federal government identifies for special emphasis in affirmative action programs.

immediate supervision of the agency head. Instead, the DON EEO Program Director receives policy and technical direction from the Assistant Secretary of the Navy for Manpower and Reserve Affairs (ASN (M&RA)), who is the DON EEO Director, as delegated by the Secretary of the Navy (SECNAV), who is the agency head.

The greatest strength of the DON EEO program is its collective workforce of skilled, passionate and dedicated EEO experts. The program does, however, have various areas that need further improvement. While the DON Office of EEO has programmatic oversight of the major commands' EEO programs, there are some instances when the major commands provide untimely responses to EEO requests and their deliverables are at times not complete or accurate. Existing oversight mechanisms are inefficient and ineffective, although modifications and improvements are planned for Fiscal Year (FY) 2017. Additionally, the DON Office of EEO has little insight into how the major commands' EEO programs are resourced, in terms of personnel, training, budget, etc., or what their competing non-EEO priorities are. In combination, these limitations have impeded execution of agency EEO responsibilities and hindered programmatic progress affecting all levels of the DON organization.

Within the immediate DON Office of EEO, virtually the entire staff transitioned in FY2016. The DON EEO Program Director, Complaints Manager, Disability Program Manager and Affirmative Employment Program Manager (also responsible for the MD-715 program) all transitioned during FY2016. Given the many ongoing program responsibilities and the very small size of the OEEC team (only one-deep in each mandatory program area), these transitions placed extraordinary burdens on staff members, yet also offered unique opportunities. The new personnel brought original perspectives and introduced important lessons learned.

### **Workforce & Applicant Data Tables**

The DON Human Resources (HR) Analytics team and their HRLink data system are major assets to the EEO community and MD-715 program. Standard MD-715 tables, available through the "EEO App," are particularly useful. Those tables will have to be updated prior to the FY2017 reporting period, as a result of major modifications to the tables made by the EEOC and new targeted disabilities and associated disability codes introduced by the Office of Personnel Management (OPM) at the end of FY2016.

The FY2016 DON MD-715 program made notable progress with the agency data tables, primarily through major improvements in the quality and quantity of data being populated. Several tables that were blank or omitted data in previous years were able to be fully completed in FY2016, the most prominent being tables on applicants and hires, internal selections of individuals with disabilities, and internal and non-competitive promotions, by race, national origin and sex.

Through very comprehensive trend analysis using both prior and current-year data tables, numerous longstanding data errors were also discovered and resolved, and thus avoided in the FY2016 reporting cycle. One such error was that the correct workforce benchmark, the National Civilian Labor Force (NCLF) was not used in previous reporting periods. In FY2015, 20 major commands used 8 different (and incorrect) versions of the NCLF throughout their reports. The timely discovery of this issue enabled the DON to provide preventative guidance to the major commands prior to development of their respective FY2016 workforce data tables.

Among the most significant data-related shortfalls are those associated with Applicant Flow Data (AFD), which is used to populate 8 of the 36 mandatory data tables. AFD is not maintained by the DON, but is only available from the USA Staffing database maintained by OPM. The AFD in its current form is only useful in very limited circumstances because of technical data limitations that introduce known errors, misalignment with MD-715 data categories, and most critically, because self-identification of applicants is voluntary, resulting in incomplete and highly inconsistent data. OPM has made numerous improvements to their USA Staffing interface, and the DON and other

agencies continue to work together to identify and refine new ways to make effective use of the available AFD, particularly in barrier analyses.

One newly identified problem discovered during the FY2016 assessment relates to data on career development. Specifically, prior-year MD-715 tables that were intended to document participation in career development programs were found to have instead been populated with mandatory training statistics, due to a lack of a defined career development track. Furthermore, the majority of major commands did not populate those tables in FY2016. The DON will be conducting a complete assessment of major command data tables in FY2017.

Two other notable issues relate to OPM's Standard Form 256 (SF-256), the primary mechanism by which employees voluntarily self-identify disability information. A previously existing issue is that the numerical disability codes used on the SF-256 (created by OPM) do not match the disability codes used on the MD-715 tables (created by EEOC). This has caused major challenges when cross-walking information between the two systems. The DON Office of EEO has requested to EEOC on numerous occasions that they work with OPM to make the coding match. Additionally, recent changes to the SF-256 did not resolve a longstanding shortcoming of the form, specifically the lack of a separate code for Post-Traumatic Stress Disorder (PTSD). This is believed to be a factor that limits robust and accurate self-identification, particularly of veterans (who make up over 40 percent of the DON workforce). Because PTSD is considered a targeted disability and doesn't have a separate code on the SF-256, this likely also has a negative impact on the DON's ability to attain the federal goal for participation of individuals with targeted disabilities.

### **Mandatory Workforce Analyses**

For the FY2016 DON MD-715 reporting period, the workforce analyses use data spanning the one-year period from July 1, 2015 through June 30, 2016. This was done in order to initiate the analyses well before the end of the Fiscal Year, in order to resolve numerous known data challenges prior to the reporting deadline.

The overarching goal of the mandatory MD-715 workforce analyses is to serve as a staging point for the eventual identification and elimination of barriers to EEO. In that regard, the two-fold MD-715 requirements in Table 1 to "conduct workforce analyses" and "identify and remove barriers" actually represent a continuum of effort. In the workforce analysis phase, MD-715 directs each of the analytical actions that must be taken, which data tables must be used, and which agency workforce and applicant data must be compared with which relevant benchmark. The barrier investigation phase, however, requires far more critical thinking, analytical skills and effort.

The most important distinction between those two phases is that the analysis phase only results in identification of potential symptoms of discrimination; actual causes are identified only after thorough barrier investigations are completed, and only then should plans be developed to eliminate them. A major problem with the command-level workforce analyses is a systemic blurring of the lines between the two phases. Specifically, 61 percent of the analyses conducted between FY2013 and FY2016 resulted in major commands instituting well-intended but premature "corrective" actions, before conducting a barrier investigation to first determine if an actual barrier even existed. Very often, this related to an issue described in greater detail below, when analysis results of low participation of a particular group were often mistaken at the major command level as a mandate to then immediately raise the participation of that affected group, rather than to progress to the barrier investigation phase.

The problem described above involves serious misconceptions about the very purpose of the mandatory workforce analyses. As previously mentioned, the purpose of the demographic data in MD-715 is to permit analyses to identify potential discrimination. In many cases, however, rather than using the workforce data tables to proactively look for signs of discrimination, major commands instead described and/or listed planned activities to make their respective workforce

distributions more representative of the National Civilian Labor Force. These situations are indicative of significant gaps in EEO training, and are exacerbated by the low levels of resourcing at both the DON and command levels when employees are required to perform multiple different programs without the additional personnel. EEO requirements are derived from law, and are fundamentally different from diversity goals, making clarity of purpose paramount to ensuring that agency EEO responsibilities are met. In this regard, however, DON OEEEO has very limited visibility of the many, often competing roles of EEO practitioners at the major command level. Resolution of workforce analysis training gaps will be addressed in FY2017.

Another fundamental problem with many major command reports, as well as with recent DON-level reports, has been the use of inappropriate benchmark comparators. EEOC instructions on MD-715 are very clear on which benchmarks should be used for each analysis, however many major commands do not follow either the EEOC instructions or related DON OEEEO guidance. The previously described use of the incorrect NCLF is but one of many examples. The chronic and systemic misuse of comparators is indicative of significant deficiencies in both MD-715 knowledge and basic analytical skills, and will be addressed in FY2017.

Because the workforce analysis phase is primarily a stepping-off point for barrier investigations, its numerical outcomes cannot be typically gauged as actionable, without further investigation. The one exception is the participation of individuals with targeted disabilities (IWTD), because IWTD do have a specific participation goal (the 2 percent federal goal for participation in the overall workforce). In that regard, the results of the workforce analyses are not favorable, with IWTD participation remaining stagnant for the past several years and far below that goal, at only 0.63 percent.

With data aggregated at the DON-level, execution of the 13 mandatory analyses in FY2016 yielded more than 1,000 separate instances where various racial, national origin or sex groups participated in the workforce below their respective relevant benchmark levels. In over 300 such cases, their actual participation rates were less than half of their relevant benchmarks. Although none of those “triggers” are actionable in the analysis phase (except as precursors to barrier identifications), their high numbers provide perspective on the expansiveness of the mandatory workforce analyses and on the potential demands of subsequent barrier investigations.

Separate from the 13 mandatory data analyses, the DON has also made progress through introduction of additional, non-standard analyses of data relating to veterans. These analyses focus on improving the participation and self-identification of individuals with targeted disabilities. More information on this section can be found in the Appropriated and Non-Appropriated Fund workforce analysis attachments to this Part E.

### **Identification and Removal of Barriers to EEO**

The intentions of the MD-715 are well summarized by EEOC’s Instructions to Federal Agencies:

*“MD-715 does not require the compilation of workforce data simply to produce a report to EEOC. Instead, agency attention should be devoted to what the compiled data reveals about the agency and its workforce. The process itself, barrier identification and elimination, is much more important than the end product of a report and workforce tables.”*

As stated above, and due to the results of the review of historical submissions for the past several years, DON-wide training in FY2017 is necessary to improve barrier analysis efforts.

As expected of aggregated DON-level analysis results, there have not been considerable changes to the agency-wide demographic “triggers” in many years. The same, however, is also true of many of the subordinate major commands, suggesting that different approaches to barrier identification should be explored. For example, in 79 percent of barrier investigations conducted by major commands between FY2013 and FY2016, the potential issue that triggered the investigations was generic low participation of a particular group within the overall workforce.

While that condition is among the easiest to identify, it is also one of the most difficult to thoroughly investigate. Based on empirical DON data, analysis of overall low participation has also historically been unlikely to result in identification of actual barriers or yield actionable results. In FY2017, further analysis will be conducted to look for ways to improve the effectiveness of barrier investigations through more focused efforts. This can be done, for example, by having major commands concentrate instead on more specific workplace conditions, such as internal promotions of key groups into high grades, or within major occupations, etc.

Significant progress was made in FY2016 through the systematic and comprehensive assessment of all major command MD-715 reports from FY2013 through FY2016, including specific analysis of all barrier identification efforts planned and/or conducted by all major commands throughout that four-year period. Of 315 barrier investigation plans catalogued, 127 plans (40 percent) were analyzed in detail, to accurately characterize the potential trigger issues that they raised and to assess their progress. Further evaluation of the remaining plans is ongoing. Of those plans that were fully analyzed, most plans did not show suitable progress or lead to actionable results. In the majority of cases, mandatory workforce analyses never transitioned into more thorough barrier investigations. This will be a focus of training in FY2017.

Another significant problem relating to barrier investigations has been accountability of major commands for their respective annual plans. Routinely, major commands outlined detailed plans, but ultimately failed to fully execute them. Only rarely were planned activities accomplished as originally documented. In many cases, identical plans were simply copied from year to year, without any change or actual progress made.

The vast majority of barrier investigation plans lacked intermediate milestones, by which definitive progress could be gauged. In almost every case, the overall target date for completion was the very last day of the reporting period. In many instances, even multiple intermediate milestones all shared that same date. The absence of both intermediate milestones and progressive dates (and effecting tracking thereof) has significantly hampered DON's ability to provide necessary oversight of barrier investigations and to ensure that progress is made in accordance with MD-715.

The DON plans to develop simplified analytical procedures, tools and training in FY2017 to aid the major commands in effectively and efficiently fulfilling their respective workforce analysis and barrier investigation responsibilities.

### **Self-Assessment Checklist & Plans to Resolve Deficiencies**

The annual self-assessment checklist measures compliance with 125 mandatory agency-level EEO responsibilities covering all aspects of the program. Every major command completes their own checklist, and the results are then compiled by DON OEEO. In FY2016, the major commands collectively indicated deficiencies in 49 of the 125 responsibility areas, which aggregated into 20 DON-level deficiencies (compared to only 9 in FY2015).

The two most significant DON-level deficiencies have to do with the reporting structure of the DON EEO Program Director. First, similar to other Department of Defense components, the DON EEO Program Director position does not report directly to the agency head (a Code of Federal Regulations<sup>2</sup> requirement). Second, the position does not have direct authority over the EEO programs of the DON's subordinate major commands, but does have programmatic policy oversight.

Progress was made in FY2016 to resolve reporting structure deficiencies at the major command level. Previously, subordinate Command Deputy EEO Officers and Deputy EEO Officers were not under the immediate supervision of their respective sub-component heads. Those field-level

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<sup>2</sup> 29 CFR 1614.102.b(4)

deficiencies were corrected in FY2016, when the EEO staffs at the major commands were organizationally realigned to provide them direct access to their respective Commanding Officers and remove them from the reporting chain of Human Resources, in accordance with EEOC Management Directive 110. Additional compliance checks with the commands will occur in FY2017 regarding this realignment.

The DON-level deficiencies associated with complaints processing timeliness are longstanding issues that have been the subject of detailed examination and improved oversight methods in FY2016. Previously developed DON OEEEO Compliance Scorecards were found to have been ineffective and very inefficient, and were replaced by new compliance tools designed to increase major command accountability and systematically resolve outstanding complaints deficiencies, with emphasis on addressing the most serious issues first. Those tools will continue to evolve throughout FY2017, as the DON pursues its goal of 100 percent timely complaints processing. The most significant ongoing challenges in this regard are oversight limitations related to major command responsiveness and accountability.

Deficiencies related to MD-715 and Special Emphasis Programs (SEP) were typically cited at both the DON and major command level being linked to inadequate field-level resources. DON OEEEO will pursue greater understanding of these situations in FY2017, with a goal of ensuring that all field-level EEO responsibilities are fulfilled.

Efforts to resolve the deficiencies associated with Reasonable Accommodations will make use of data compiled within the new Navy Electronic Accommodations Tracker (NEAT) system being deployed in FY2017. The introduction of the NEAT system has been highly anticipated, and is expected to facilitate many improvements to local and DON-wide Reasonable Accommodations programs through centralization of program information. The DON's progress in this area is particularly notable, as the NEAT system is the first component-wide Reasonable Accommodations tracking system to be deployed within the Department of Defense. Potential resolution of deficiencies associated with Reasonable Accommodations and those associated with Alternative Dispute Resolution are being explored, and will progress in FY2017.

One fundamental shortfall that negatively affects the overall self-assessment program is incorrect and/or inconsistent major command answers. In many cases, major command responses have been directly contradicted by other sections of their respective reports, and/or have been inconsistent with validated, reliable responses of other commands. Collectively, the incorrect responses create further DON oversight challenges by reducing the reliability of a key mechanism specifically required by MD-715 to assess overall EEO compliance. The DON plans to develop quantifiable metadata requirements for each of the 125 measures, to ensure accurate and repeatable assessments. Additionally, the DON will conduct periodic validation checks throughout the year to ensure progress can be tracked and measured.

### **Hiring, Placement & Advancement of Individuals with Disabilities**

A major weakness in this area is a discriminatory barrier that was positively identified during the reporting period: Bias against using the "Schedule A(u)" hiring authority (a legal authority that permits agencies to quickly hire qualified individuals with disabilities and IWTD). That barrier, identified through data analysis and subsequent survey results, has direct negative impacts on the already low participation rates of IWTD, as well as unfavorable impacts on agency self-identification statistics. Notably, there is wide variation among the major commands regarding their use of Schedule A(u), with many of the larger commands not using the hiring authority as effectively as their smaller counterparts. More information regarding this issue can be found in Part J of this report.

An ongoing and significant weakness in this area is the DON's poor performance in reaching the 2 percent federal goal for participation of IWTD. As previously stated, the DON's performance in this

area remains stagnant, and far below the goal, at 0.63 percent.

Other challenges in this area include the aforementioned limitations of OPM's SF-256, while one area of notable progress is the upcoming DON-wide launch in FY2017 of the NEAT system for centrally managing reasonable accommodation program data, which will improve DON oversight and allow for tracking of major trends and issues in reasonable accommodation processing.

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EEO Program Status Report  
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# **Part E Attachments**

- 1. Workforce Analysis:  
Appropriated Fund  
Workforce**

## MD-715 Workforce Analysis

The overarching purposes of the annual self-assessment are (1) to monitor steady and measurable programmatic progress and (2) to identify areas where discriminatory “barriers” may operate to exclude certain groups. The primary mechanism of self-analysis is to utilize civilian workforce demographic data from 36 mandatory tables to identify areas of “low participation” of certain racial, national origin and/or sex groups, as well as “under-representation<sup>1</sup>” of individuals with disabilities. Throughout the analyses, low participation is always specifically evaluated relative to relevant civilian labor force (CLF) benchmarks. Depending on the analyses being conducted, the most relevant benchmark may be the National CLF (NCLF), an Occupational CLF (OCLF, corresponding to a particular major occupation), the overall workforce participation rate or participation rates from specific applicant pools or other sub-groups. In some cases, the relevant benchmark may instead be an independent figure, such as the federal goal for participation of Individuals with Targeted Disabilities.

Aside from Males and Females, the self-assessment must also evaluate seven specific racial/national origin groups, including Hispanic or Latino, White, Black or African American, Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and Two or More Races. To facilitate more succinct analyses and clearer graphics, where feasible, the two-letter abbreviations in Table 1 are used throughout this document, in lieu of those lengthier narrative descriptions.

**Table 1: Abbreviations**

Male	Female	Race/National Origin
HM	HF	Hispanic or Latino
WM	WF	White
BM	BF	Black or African American
AM	AF	Asian
NM	NF	Native Hawaiian or Other Pacific Islander
IM	IF	American Indian or Alaska Native
2M	2F	Two or More Races
IWD		Individuals with Disabilities
IWTD		Individuals with Targeted Disabilities

The following generally rules are applied throughout this workforce analyses and report:

1. Participation rates that deviate appreciably from their relevant benchmarks are described as “low” or “high” or as “over-participation” or “under-participation.” These are used as *objective* descriptors, solely to describe the positions of actual participation rates relative to their associated relevant benchmarks. Use of these terms does not infer that these conditions warrant “corrective” action (i.e. to bring them closer to their benchmarks).
2. Wherever practicable, participation rates have been calculated as a percentage *relative to their appropriate benchmark*. For example, if the relevant CLF for a particular group is 5.0 percent, and their actual participation rate in the workforce is 3.5 percent, the primary figure used for analysis purposes would be 70 percent (i.e. the 3.5 actual rate divided by the 5.0 benchmark rate).

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<sup>1</sup> For clarity, “participation” will be used exclusively hereafter (in lieu of “representation”)

3. Participation rates are displayed relative to their benchmarks. To provide visibility of groups that have low participation, charts are generally formatted with the benchmarks equal to 100 percent, so that all values below that benchmark are known to be cases of low participation. Furthermore, because all rates are calculated relative to their appropriate benchmarks, they can also be compared directly to one another, with lower rates (relative to one another) indicating more significant under-participation.
4. Where applicable, the vertical axes of most charts have been adjusted to show data only up to no more than 200 percent (or participation up to twice the applicable benchmark). This is done purposefully to focus visibility specifically on those groups that have participation that falls *below* their respective benchmarks.
5. The vertical axes of charts are kept at 100 percent or higher to ensure that the appropriate benchmark is always referenced. While this sacrifices the ability to amplify small trends, it ensures that the focus will remain on *under-participation*, rather than often inconsequential trends (for example, slight increases to very low IWTD participation).
6. In cases where data points far exceed a relevant benchmark (and the figures therefore fall outside the plotted area of the graphs), those values may be noted narratively, because high participation of certain groups will almost always be an indirectly contributing or causal factor driving lower participation of other groups.
7. For data that falls outside the plotted area, the objective descriptor “very high” is used to describe rates between 200 and 400 percent of the benchmark, and “exceptionally high” is used to describe rates that exceed 400 percent of the relevant benchmark.
8. In cases where tabular data provides for more meaningful analysis, figures are still typically calculated relative to their respective benchmarks, so that values above 100 percent indicate over-participation and values below 100 percent indicate under-participation. The tabular data is typically conditionally formatted in shades of red and green, with green denoting over-participation and red indicating under-participation. Furthermore, darker shades of red are generally used to show more significant under-participation. In instances where trend information is shown, red and green may be used to show decreasing and increasing trends, respectively.
9. Data related to overall workforce or sub-group *population sizes* is only shown where immediately relevant. In most cases, population size is only relevant to analyses of how participation of certain sub-groups impacts overall participation rates. Similarly, changes in population sizes are also typically irrelevant, and are omitted unless important to specific analyses. In all cases, the mandatory A and B Tables include both participation rates and their associated population figures.
10. Data is only displayed to the necessary level of detail. Unless exact information is required, large figures are typically rounded, and all figures include no more decimal places than necessary to convey relevant information.
11. Workforce data for the FY2016 report is from July 1, 2015 through June 30, 2016.

These rules collectively support effective execution of the main focus of the data analyses: To identify “triggers” (instances of low participation, unfavorable trends, and/or other situations that suggest that certain demographic groups may potentially be experiencing discrimination). By uniformly applying and integrating relevant benchmarks into all mandatory analyses, these rules further enable the triggers in all situations to be both identified and quantified, thereby helping to pinpoint the most significant potential issues as key focus areas for future barrier analyses.

## Department of Navy (DON) Workforce

As of June 30, 2016, the DON civilian workforce (“workforce”) comprised 256,600 total employees: 202,500 permanent Appropriated Fund employees (79 percent), 4,200 temporary Appropriated Fund employees (2 percent) and 49,900 Non-Appropriated Fund (NAF) employees (19 percent overall). The NAF workforce also includes both permanent and temporary employees.

The workforce is distributed organizationally into 22 major commands, each with its own unique Agency Code (NV number). Collectively, the major commands oversee thousands of individual DON units consisting of various combinations of military personnel and/or civilian employees. A total of 1,350 such units include civilian employees, and are thus subject to MD-715 analyses, both by their respective major commands and collectively at the DON-wide level.

The overall number of Appropriated Fund civilians assigned to each major command varies considerably, ranging from 436 at the smallest to almost 30,000 at the largest. The overall number of units assigned to each major command also varies widely, from seven to 190 each. Taken together, the number of units and number of assigned civilians at each of the major commands provide a gross indicator of the dispersion of their respective workforces, which in turn can be reflective of certain EEO service delivery and data analysis challenges. For example, at one extreme, major command NV72 has the fewest number of civilians (436) but among the greatest number of units (112). This combination generally indicates a widely dispersed civilian population (averaging only four per unit). At the opposite extreme, NV19 has among the highest number of civilians (27,000), yet only 26 subordinate units (averaging over 1,000 civilians per unit). Each of the major commands is responsible for conducting independent MD-715 workforce analyses of their respective organizations, including their subordinate components, regardless of their size (the number of civilians assigned), and separately from the broader analyses conducted by the DON pursuant to the agency’s MD-715 program. Lastly, in addition to the major commands and DON, 48 subordinate units with over 500 civilians also have separate MD-715 reporting requirements (internal to the DON).

Of the 22 major commands, only three (NV23, NV27 and NV52) employ NAF employees. The delineating factor for Appropriated Fund and NAF employees is their funding source. Appropriated Fund positions are paid from funding approved and received from Congress, while NAF positions are paid from revenue generated by “fee for services” programs. In addition to different funding sources, Appropriated Fund and NAF employees are also governed by separate employment policies, practices and procedures. Compared to the Appropriated Fund workforce, the NAF workforce is comprised more heavily of sales and service-related occupations, as well as a larger proportion of seasonal employees. These factors make it appropriate for NAF-specific analyses to be conducted separately by their respective commands and/or collectively by one of the three commands with NAF members.

DON workforce data is maintained across multiple systems. The primary system of record is HRLink, which includes onboard workforce data associated only with Appropriated Fund employees. Secondly, NAF workforce data is maintained independently by each of the three commands that have such employees, in three different systems. For analyses of the Appropriated Fund workforce, MD-715 data is accessed for agency-wide and command-level analyses from HRLink via an application, the EEO App, which produces outputs structured and formatted to match the pre-FY16 MD-715 tables.<sup>2</sup> Lastly, Applicant Flow Data is

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<sup>2</sup> EEOC introduced redesigned MD-715 templates at the end of FY16, which differ from the DON HRLink/EEO App tables that were last updated earlier in FY16.

obtained through USA Staffing, the hiring software used by the Office of Personnel Management (OPM) for Federal agencies.

In addition to executing the seven mandatory workforce analyses associated with race, national origin and sex, and the six mandatory workforce analyses associated with disabilities, the DON also conducts agency-level analyses of NAF data, separate from the analyses of permanent and temporary Appropriated Fund employees. These distinctions are warranted due to significant differences between the NAF and Appropriated workforces.

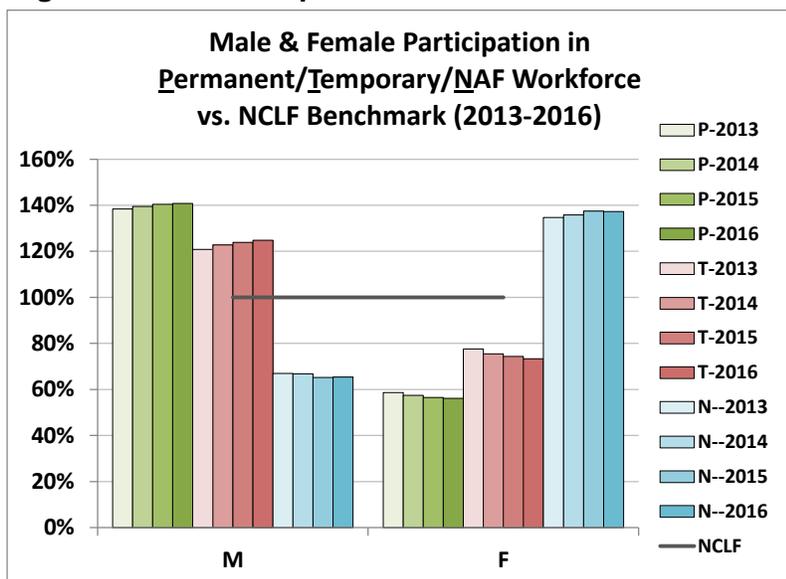
All further references within this analysis to “permanent” and “temporary” workforces refer specifically to Appropriated Funds personnel, separate from NAF employees.

**Mandatory Analysis #1: Total workforce distribution by race, national origin and sex:**

This is the only mandatory analysis that combines both the Appropriated Fund permanent and temporary employees and the NAF workforce to provide a Total Workforce distribution. The remaining mandatory analyses focus exclusively on the Appropriated Fund workforce. NAF workforce analyses are provided a separate section.

Participation of race, national origin and sex groups was analyzed for the permanent, temporary and NAF workforces. FY2016 DON workforce data shows similar participation-related triggers as it has over the previous three years.<sup>3</sup>

**Figure 1: Sex Participation – FY2013 to FY2016**



The benchmark used for Figure 1 is participation in the National Civilian Labor Force (NCLF), defined as persons 16 years of age or over, except those in the armed forces, who are employed or are unemployed and seeking work.

For example, M participation in the NCLF is 52 percent. Within the DON permanent workforce, however, the actual M participation rate is much higher, at 73 percent.

To depict the data *relative to the benchmark*, 73 is divided by 52, resulting in 140 percent (the value depicted in Figure 1 for permanent M). This shows that DON's M participation rate is 40 percent higher than if it were proportioned identically to the NCLF.

As shown in Figure 1, M have overall low participation in the NAF workforce and F have low participation in both the permanent and temporary (Appropriated Fund) workforces. In all three cases, those figures are trending unfavorably, with lows getting even lower.

<sup>3</sup> The adoption of 2010 Census data in 2013 resulted in significant changes to the National Civilian Labor Force (NCLF) benchmark for many ethnic and race groups. The change in NCLF from FY2012 to FY2013 subsequently created a noticeable artificial shift in the data plots between those two years (even in cases where workforce participation remained static), skewing associated trend analyses. For that reason, most of the analyses contained herein are limited to FY2013 through FY2016, inclusive.

**Figure 2: Overall Group Participation vs. NCLF – FY2013 to FY2016**

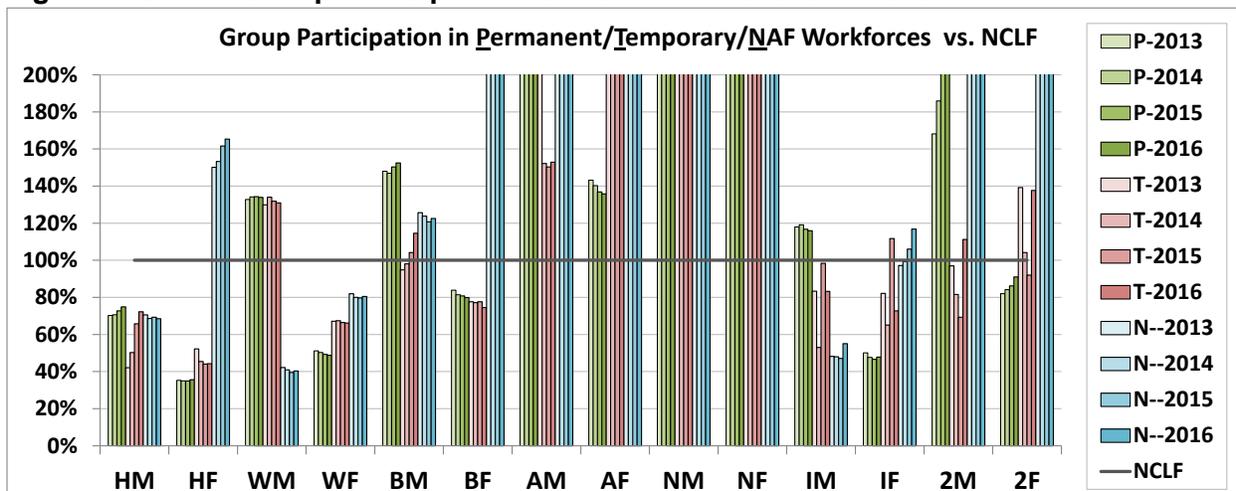


Figure 2 shows the following for the permanent workforce, using green shading:

- Unfavorably, there remains protracted low participation of HM, as well as all F groups other than AF and NF (i.e. HF, WF, BF, IF and 2F).
- Of those same groups with already low participation, the four years from FY2013 to FY2016 have also shown steady unfavorable trends in the participation of WF and BF. Other unfavorable trends include further increases in the already high participation of BM, AM, NM/NF and 2M.
- The data also shows ongoing and notably high participation of WM, BM and AF, very high participation of AM (360 percent), and exceptionally high participation of NM and NF (1500 percent and 540 percent, respectively), relative to their respective NCLF benchmarks.
- Favorable trends include modest but steady increases in the participation of HM and 2F, as well as modest but steady decreases in AF participation.

Figure 2 uses red shading to depict the temporary workforce. It shows many similarities between the temporary workforce and the permanent workforce, except with generally greater rates of change for certain temporary groups, due primarily to their substantially lower population sizes. For the temporary workforce, it shows:

- Unfavorably, there remains protracted low participation of HM/HF, WF, BF, and IM/IF. Both IM/IF and 2M/2F show volatility over the past four years, likely due at least in part to their very low population sizes (only seven 2M and ten 2F temporary Appropriated Fund employees).
- Of groups with already low participation, the four years from FY2013 to FY2016 have also shown steady unfavorable trends in the participation of HF, WF, and BF. Other unfavorable trends include further increases in the already high participation of BM.
- The data also shows ongoing and notably high participation of WM, AM and NM/NF, very high participation of AF (240 percent), and exceptionally high participation of NM and NF (1000 percent and 700 percent, respectively), relative to their respective NCLFs.
- Favorable trends include modest but steady increases in the participation of HM, as well as modest but steady decreases in AF participation.

Figure 2 uses blue shading to depict NAF data. The FY2016 NAF workforce data shows similar trends as it has for the previous three years. For many groups, NAF data typically runs contrary to the Appropriated Fund workforce. For example, where the Appropriated Fund workforce has low F participation, the NAF workforce has low M participation. Similarly, NAF participation of HF and BF are high, where for the Appropriated Fund workforce they are low. Overall, the NAF workforce has higher participation of all F groups than the Appropriated Fund workforce.

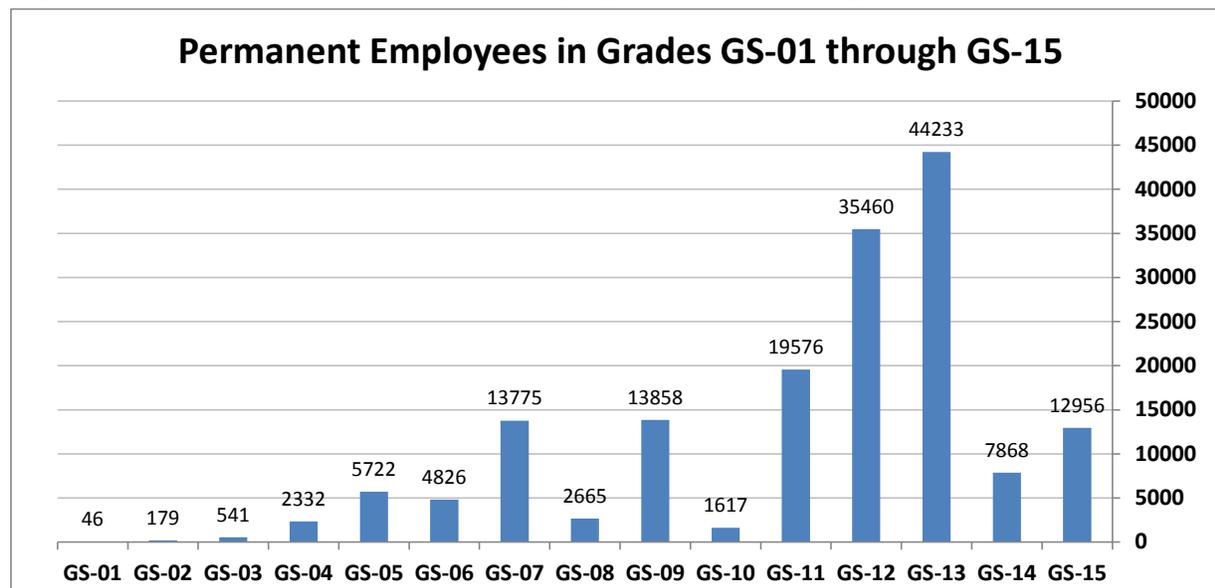
- There remains chronic under-participation of HM, WM/WF, and IM.
- Unfavorable trends include further growth of the already high participation of HF, BF (210 percent), IF and 2M (415 percent).
- As with the Appropriated Funds workforce, NAF data has very high participation of AM (270 percent) and exceptionally high participation of AF (630 percent), NM (2100 percent), NF (3400 percent), 2M (420 percent) and 2F (600 percent).

Analyses were inconclusive with respect to impacts of affirmative programs on racial, national origin and/or sex groups. Many of the low participation triggers described in this analysis were also subject to barrier analyses over the past four years, with negligible tangible results.

**Mandatory Analysis #2: Workforce participation rates for each grade level by race, national origin and sex:**

Collectively, permanent employees in General Schedule (GS) grades GS-01 through GS-15 make up 65 percent of the DON civilian workforce<sup>4</sup>. Temporary GS employees make up only roughly 1.4 percent. As shown in Figure 3, the majority of the GS workforce (59 percent) is concentrated in grades GS-11, GS-12, and GS-13.

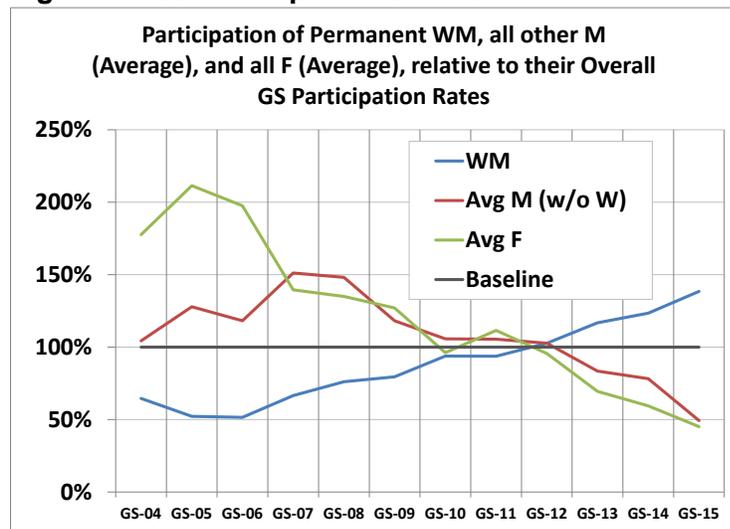
**Figure 3: Distribution of Permanent Employees GS-01 through GS-15 – FY2016**



<sup>4</sup> For the purposes of this analysis, GS includes not only General Schedule employees, but also includes relevant grades from other series (e.g. IE, IP, SL, ND, NM, etc.), converted to their appropriate GS grade equivalents.

Analysis of participation in the GS grades included development of distribution curves for employees in all race, national origin and sex groups. After the plots were developed, all fourteen of the groups were found to follow one of only three general patterns: one pattern unique to WM, another pattern followed by all other M groups (but not WM), and a third pattern followed by all F groups (i.e. HF, WF, BF, AF, NF, IF and 2F).

**Figure 4: GS Participation Curves – Permanent - FY2016**



The relevant benchmark used for Figure 4 is the participation rate of each of the groups shown within the permanent GS workforce.

For example, WM represent 49 percent of the overall permanent GS workforce. In contrast, WM account for only 37 percent of GS-08s.

To depict the data relative to the relevant benchmark, 37 is divided by 49, resulting in 76 percent (the value depicted in Figure 4 for WM). This shows that WM have low participation in GS-08, about 24 percent below their participation in the overall GS workforce.

**WM Pattern:** WM initially under-participate (but only in the lowest GS grades), then show increased participation in each successively higher grade. At GS-12, they begin to over-participate, eventually reaching about 140 percent participation, relative to their overall participation in the GS workforce. The upward mobility of WM alone, singularly among all groups, is a recurring finding in many of the analyses.

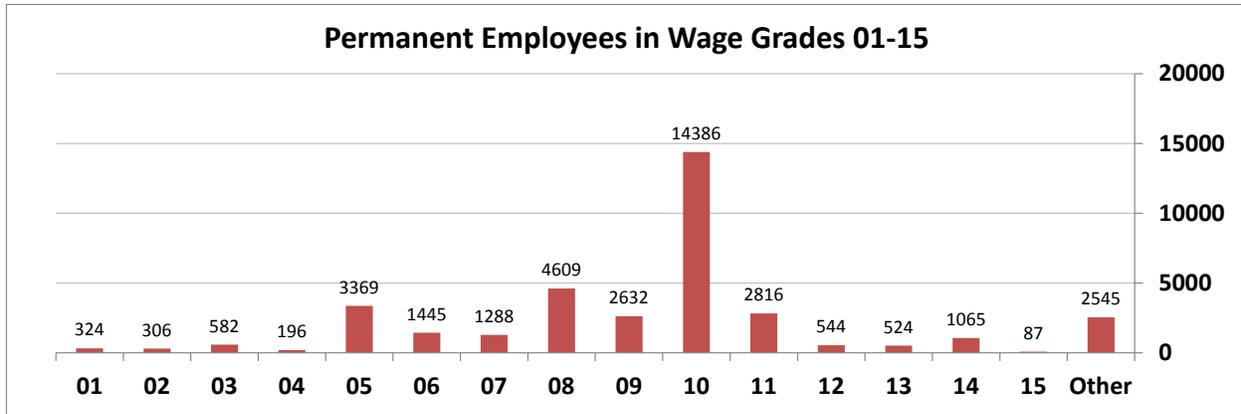
**“Other M” Pattern:** Absent WM, all other M groups (HM, BM, AM, NM, IM and 2M) show early participation close to their overall GS workforce participation rate, rising to pronounced over-participation in the middle GS grades (GS-06 through GS-09), followed by ever-decreasing participation through each progressively higher grade, eventually reaching participation levels at the GS-15 level of around only 50 percent of their respective overall GS participation rates.

**F Groups:** The pattern for F groups is nearly a mirror image of the WM pattern. Every F group (HF, WF, BF, AF, NF, IF and 2F) shows early over-participation in the lowest GS levels, rising and peaking around GS-05 to GS-06 to roughly 200 percent, followed by steadily declining participation thereafter, becoming unfavorably low around GS-12 and eventually reaching participation levels at GS-15 of around only 50 percent of their respective overall GS participation rates. Of additional interest, the distribution of WF follows a shallower curve than the other F groups, starting with less over-participation, and ending up with less under-participation than the other (non-W) F groups.

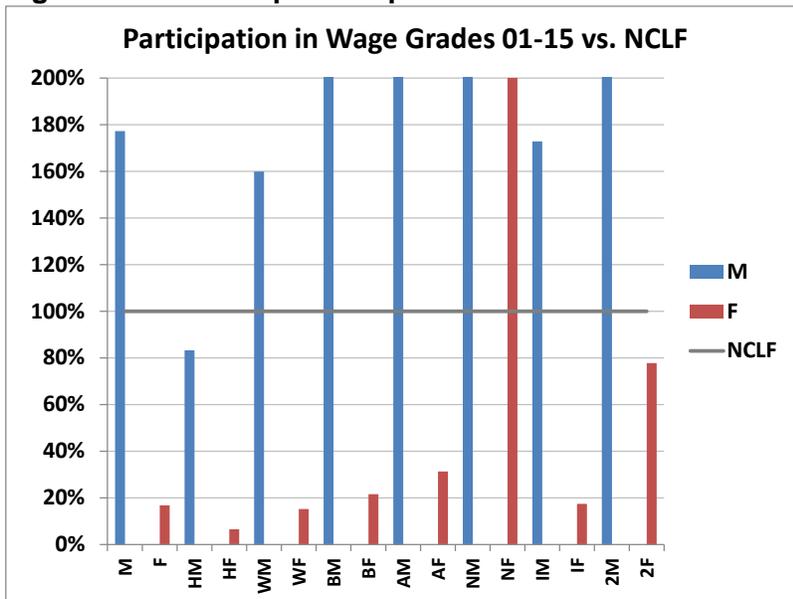
For the temporary GS workforce, the patterns for the WM group and the F group are very similar to those of the permanent workforce; however, the temporary “other M groups” curve differs somewhat from the permanent workforce pattern. In the temporary workforce plot, the “other M group” peak now occurs further to the right, at higher grades, between GS-10 and GS-12, rather than between GS-06 and GS-09, as it did with permanent GS employees.

Wage Grade (WG) Employees: WG employees make up 14 percent of the DON workforce<sup>5</sup>. As shown in Figure 5, the predominant concentration of WG personnel occurs in WG-10.

**Figure 5: WG Participation Curves - Permanent - FY2016**



**Figure 6: WG Group Participation - Permanent - FY2016**



The relevant benchmark used for Figure 6 is the participation rate of each of the groups shown within the NCLF.

For example, BF represent 6.5 percent of the NCLF, but only 1.4 percent of the permanent WG workforce

To depict the data relative to the relevant benchmark, 1.4 is divided by 6.5, resulting in 22 percent (the value depicted in Figure 6 for BF). This shows that BF participate among permanent WG at a rate that is only 22 percent of what it would be if it were proportioned identically to the NCLF.

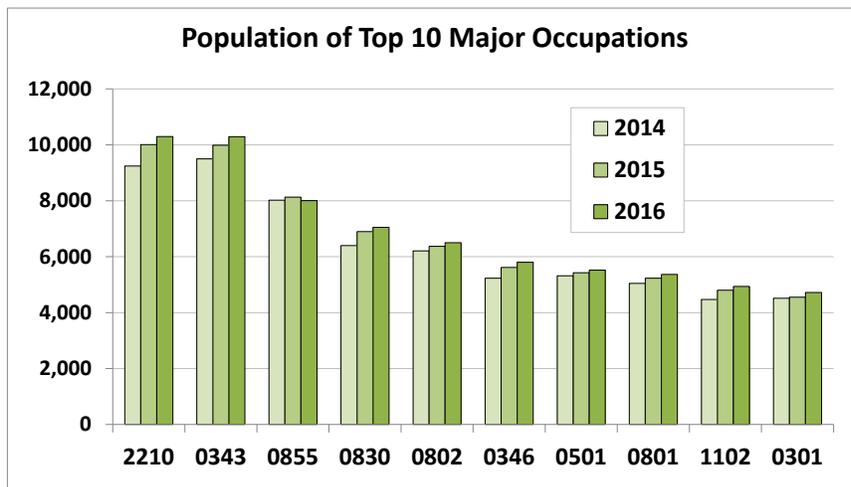
Analysis of WG participation curves (not depicted) and Figure 6 shows:

- Very low participation by F in general, with only NF over-participating.
- Very high participation of BM (220 percent) and exceptionally high participation of AM, NM and 2M (at 490, 3600 and 460 percent of their NCLFs).
- Upward mobility trends for WM (though shallower than within the GS grades).
- Pronounced declines in F participation with increasing grades, from a peak of 330 percent at Grade 02 to a low of 40 percent at Grade 15. This trend is similar for HF, WF, and BF.
- Due to relatively low populations (particularly in certain grades), WG workforce data follows a less smooth curve than GS workforce data, making trend analysis more difficult.

<sup>5</sup> WG includes Wage Grades WD, WG, WL, WN, WS and WT.

**Mandatory Analysis #3: Workforce participation rates for each of the agency's major occupational categories by race, national origin and sex:**

**Figure 7: Major Occupation Populations – FY2013 to FY2016**



The top ten major occupations collectively account for 33 percent of the Appropriated Fund workforce. Each occupation accounts for between 5 percent (2210) and 2.3 percent (0301) of the workforce.

Analysis of the major occupations from FY2014 to FY2016 shows relatively consistent participation rates by most groups.

**Table 2: Major Occupations**

<b>2210</b>	Information Technology Management
<b>0343</b>	Management and Program Analysis
<b>0855</b>	Electronics Engineering
<b>0830</b>	Mechanical Engineering
<b>0802</b>	Engineering Technician
<b>0346</b>	Logistics Management
<b>0501</b>	Financial Administration and Program
<b>0801</b>	General Engineering
<b>1102</b>	Contracting
<b>0301</b>	Miscellaneous Administration and Program Series

Analysis of IM/IF and 2M/2F was difficult due to relatively significant data volatility, likely due to low overall populations and independent factors associated with self-identification of 2M and 2F. Additionally, analysis of NM/NF was challenged by limitations in the Occupational Civilian Labor Force (OCLF<sup>6</sup>) benchmarks for those groups. The NM/NF OCLFs frequently have values of zero percent, making benchmark comparisons impossible (since one cannot divide by zero). The zero OCLF situation also affected IF and 2F data analyses, but to a lesser extent. Lastly, trend analysis was also hampered by FY2015 data that was found to be in error, limiting the trends to two only data points (FY2014 and FY2016).

<sup>6</sup> The OCLF is calculated using the Census Data Tool, which compiles the civilian labor market availability, similar to the NCLF, but within much more narrowly defined occupational and geographical categories. The Disclosure Review Board at Census places certain restrictions on what information is disclosed, in order to protect the identities of individuals. As a result, Census only provides information down to a certain level of detail, and for certain occupations and geographical areas, some groups may not be represented, and will have OCLF values corresponding to zero.

The data associated with major occupations is particularly information rich and most revealing if both the current participation (Table 3A) and recent trends (Table 3B) are shown together. As such, the tables are stacked below, and duplicated once again on the next page to facilitate alignment with their corresponding narrative analyses.

**Table 3A & 3B: Major Occupation Participation & Trends – FY2016 (Trends FY2014-16)**

**Table 3A - Major Occupation Participation, relative to OCLF - FY16**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F
2210	106%	85%	75%	66%	106%	77%	149%	120%	87%	113%	758%	N/A	389%	233%	80%	55%
0343	87%	119%	106%	131%	81%	104%	213%	246%	55%	107%	N/A	N/A	486%	170%	83%	72%
0855	97%	126%	112%	146%	92%	110%	106%	180%	115%	143%	N/A	N/A	194%	N/A	36%	87%
0830	95%	165%	101%	213%	95%	165%	85%	160%	99%	142%	298%	N/A	170%	N/A	76%	N/A
0802	114%	41%	47%	15%	126%	47%	97%	48%	99%	21%	800%	N/A	289%	31%	39%	8%
0346	108%	85%	64%	66%	114%	85%	92%	108%	167%	79%	121%	69%	195%	103%	42%	34%
0501	74%	121%	58%	66%	64%	104%	116%	210%	155%	201%	N/A	1069%	100%	326%	49.8%	49.8%
0801	96%	131%	85%	96%	100%	143%	126%	166%	68%	95%	317%	N/A	124%	N/A	93%	84%
1102	94%	105%	60%	73%	83%	87%	192%	204%	208%	240%	N/A	1215%	132%	162%	233%	111%
0301	164%	62%	107%	45%	175%	59%	188%	86%	88%	52%	N/A	551%	456%	138%	76%	55%

**Table 3B - Major Occupation Participation Trends, relative to OCLF - FY14 to FY16**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F
2210	2%	-6%	3%	-9%	4.8%	-6%	12%	7%	-18%	-32%	76%	N/A	237%	109%	-151%	-107%
0343	-1%	1%	-4%	2%	1.4%	4%	26%	16%	-18%	-23%	N/A	N/A	354%	30%	-70%	-37%
0855	1%	-9%	2%	6%	5.0%	0%	14%	17%	-41%	-68%	N/A	N/A	124%	N/A	-39%	N/A
0830	-1%	9%	-12%	17%	3.2%	17%	8%	-8%	-49%	-74%	1%	N/A	69%	N/A	-34%	N/A
0802	0%	0%	-3%	0.3%	2.7%	1%	3%	7%	-7%	-2%	123%	N/A	141%	7%	-41%	8%
0346	1%	-2%	-4%	-14%	-0.2%	1%	12%	2%	21%	-29%	12%	-8%	97%	62%	-120%	11%
0501	4%	-3%	7%	-3%	3.9%	0%	15%	1%	-46%	-52%	N/A	129%	18%	279%	-7%	-157%
0801	-1%	4%	-0.5%	11%	3.0%	13%	14%	3%	-19%	-14%	-20%	N/A	45%	N/A	-59%	-75%
1102	1%	-1%	3%	-5%	0.7%	1%	5%	4%	-21%	-35%	N/A	-82%	59%	73%	-125%	-101%
0301	-4%	1%	-26%	-4%	1.7%	3%	9%	1%	-15%	-13%	N/A	19%	206%	60%	-68%	-64%

Table 3A, Participation, shows the workforce participation rates for each racial, national origin and sex group, relative to their respective OCLF values. In that table, values below 100 percent indicate low participation, and are shaded red, with darker shades indicating under-participation that is more significant. Values above 100 percent indicate over-participation, and are shaded green.

Viewing each group, column-by-column, the data shows:

- Every group other than NM and IM has low participation in at least one of the major occupations.
- NM and NF have exceptionally high participation in most categories (a recurring theme throughout many of the analyses).
- Both BM and BF have relatively strong participation.
- Both HM and HF have notably wide variations in participation, depending on major occupation. Both groups show low participation in six of the ten major occupations.

Analyzing each occupation, row-by-row:

- In 0802, all F groups are significantly below their respective OCLF figures.
- 0301 follows a similar pattern, but to a lesser extent.
- In both of those occupations, WM participation is notably above their OCLF.

**Table 3A - Major Occupation Participation, relative to OCLF - FY16**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F
2210	106%	85%	75%	66%	106%	77%	149%	120%	87%	113%	758%	N/A	389%	233%	80%	55%
0343	87%	119%	106%	131%	81%	104%	213%	246%	55%	107%	N/A	N/A	486%	170%	83%	72%
0855	97%	126%	112%	146%	92%	110%	106%	180%	115%	143%	N/A	N/A	194%	N/A	36%	87%
0830	95%	165%	101%	213%	95%	165%	85%	160%	99%	142%	298%	N/A	170%	N/A	76%	N/A
0802	114%	41%	47%	15%	126%	47%	97%	48%	99%	21%	800%	N/A	289%	31%	39%	8%
0346	108%	85%	64%	66%	114%	85%	92%	108%	167%	79%	121%	69%	195%	103%	42%	34%
0501	74%	121%	58%	66%	64%	104%	116%	210%	155%	201%	N/A	1069%	100%	326%	49.8%	49.8%
0801	96%	131%	85%	96%	100%	143%	126%	166%	68%	95%	317%	N/A	124%	N/A	93%	84%
1102	94%	105%	60%	73%	83%	87%	192%	204%	208%	240%	N/A	1215%	132%	162%	233%	111%
0301	164%	62%	107%	45%	175%	59%	188%	86%	88%	52%	N/A	551%	456%	138%	76%	55%

**Table 3B - Major Occupation Participation Trends, relative to OCLF - FY14 to FY16**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F
2210	2%	-6%	3%	-9%	4.8%	-6%	12%	7%	-18%	-32%	76%	N/A	237%	109%	-151%	-107%
0343	-1%	1%	-4%	2%	1.4%	4%	26%	16%	-18%	-23%	N/A	N/A	354%	30%	-70%	-37%
0855	1%	-9%	2%	6%	5.0%	0%	14%	17%	-41%	-68%	N/A	N/A	124%	N/A	-39%	N/A
0830	-1%	9%	-12%	17%	3.2%	17%	8%	-8%	-49%	-74%	1%	N/A	69%	N/A	-34%	N/A
0802	0%	0%	-3%	0.3%	2.7%	1%	3%	7%	-7%	-2%	123%	N/A	141%	7%	-41%	8%
0346	1%	-2%	-4%	-14%	-0.2%	1%	12%	2%	21%	-29%	12%	-8%	97%	62%	-120%	11%
0501	4%	-3%	7%	-3%	3.9%	0%	15%	1%	-46%	-52%	N/A	129%	18%	279%	-7%	-157%
0801	-1%	4%	-0.5%	11%	3.0%	13%	14%	3%	-19%	-14%	-20%	N/A	45%	N/A	-59%	-75%
1102	1%	-1%	3%	-5%	0.7%	1%	5%	4%	-21%	-35%	N/A	-82%	59%	73%	-125%	-101%
0301	-4%	1%	-26%	-4%	1.7%	3%	9%	1%	-15%	-13%	N/A	19%	206%	60%	-68%	-64%

In combination with the Participation information from Table 3A, the participation Trends in Table 3B are even more revealing. In the Trends table, positive and negative trend values are in shades of green and red, respectively, with darker shades indicating more significant trends. Working left to right, from column-to-column, the following trends are notable:

- HM trends in most major occupations run contrary to their participation, having the effect of making high participation lower and low participation higher. In some cases, however, (e.g. 0346 and 0801), trends are unfavorable, showing slightly decreased participation in occupations that already have low participation.
- HF trends are unfavorable in every major occupation other than 0801, making low participation even lower and high participation even higher.
- WM trends are almost all modestly upward, even in cases of existing over-participation.
- WF trends are unfavorable in several occupations. For 2210, their low participation is trending even lower, and for 0830 and 0801, their over-participation is trending higher.
- BM trends are entirely upward, and fairly pronounced. Coupled with relatively significant over-participation in most occupations, these trends are therefore generally unfavorable.
- BF trends are similar to those of BM, albeit less pronounced. In 0830 and 0802, trends are favorable, lowering over-participation and raising under-participation, respectively.
- AM and AF trends are notably downward (except for AMs in 0346). These trends are favorable in cases of existing over-participation (e.g. AM and AF 1102), but not in cases where participation is already low (e.g. AM 0801 and AF 0301).
- NM and NF trend analyses are negatively impacted by limited OCLF information.
- IM and IF trends are significantly upward, but predominantly unfavorable due to existing over-participation. The only exception is IF 0802, where participation is currently low.
- 2M and 2F trends are mostly downward, however difficult to interpret due to high volatility.

#### **Mandatory Analysis #4: Participation rates in supervisory and management positions by race, national origin and sex:**

Analysis of supervisory and management positions centers on data compiled in Table A-3 of EEOC MD-715 (not to be confused with Table 3A of this workforce analysis). That MD-715 table, *Occupational Categories*, comprises nine total categories, including both “Officials and Managers” and eight occupational classifications:

1. Professionals
2. Technicians
3. Sales Workers
4. Administrative Support Workers
5. Craft Workers
6. Operatives
7. Laborers and Helpers
8. Service Workers

Collectively, the nine Occupational (or Job) Categories address “upward mobility,” both as a direct function of assignment to leadership positions (Officials and Managers), and also indirectly, as a function of participation in the other eight Occupational Categories, each of which requires varying levels of education, scientific/technical knowledge and/or manual skill.

Analysis of the Officials and Managers category was conducted using FY2014, FY2015 and FY2016 data, and broken down further by management level. The three levels analyzed include: First-Level managerial positions (Grades 12 and below), Mid-Level positions (Grades 13-14) and Executive and Senior-Level positions (Grades 15 and above).

The benchmarks for these analyses were the respective overall workforce participation rates for each racial, national origin and sex group, with the intent of identifying significant deviations between each group’s participation in the workforce and their participation rates in leadership positions.

For example, WM represent 44 percent of the overall workforce, but they account for 68 percent of all Executive and Senior-Level positions. To relate their participation rate to the relevant (overall workforce) benchmark, 68 is divided by 44, yielding a result of 154 percent. That figure shows that WM participate in Executive and Senior-Level positions at a rate 54 percent higher than they would, if those senior positions were proportioned identically to the overall workforce. This finding does not show low WM participation (or associated potential for discrimination against WM), however it does suggest that other groups will be indirectly affected with lower participation as a consequence of high WM participation.

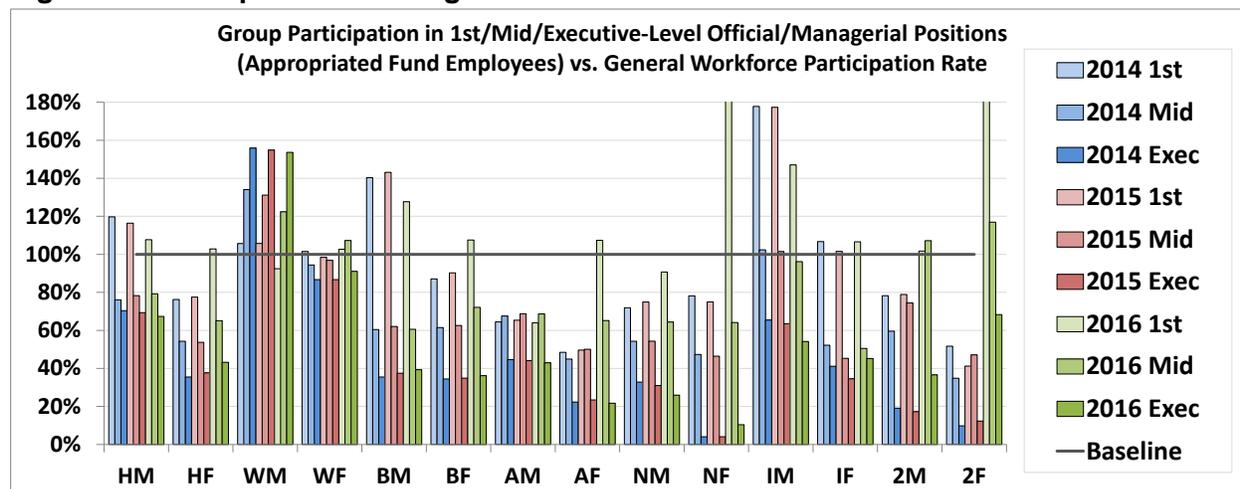
Analysis of the eight other Occupational Categories used data from FY2013 through FY2016 to identify participation rates and trends. Each Occupational Category was analyzed individually, and the results grouped into three categories to consolidate data presentation:

1. Professionals and Technicians
2. Operatives and Service Workers
3. Administrative Support Workers and Craft Workers

Sales Workers were not included in the analysis, due to their very low population. Also, because the Laborers and Helpers category is typically not a feeder pool for advancement into supervisory and management positions (due to the unskilled nature of those occupations), it was analyzed, however the results were not included in the charts.

Figure 8 depicts the rate of participation of each demographic group in each managerial level for over the years FY2014 (blue), FY2015 (red), and FY2016 (green).

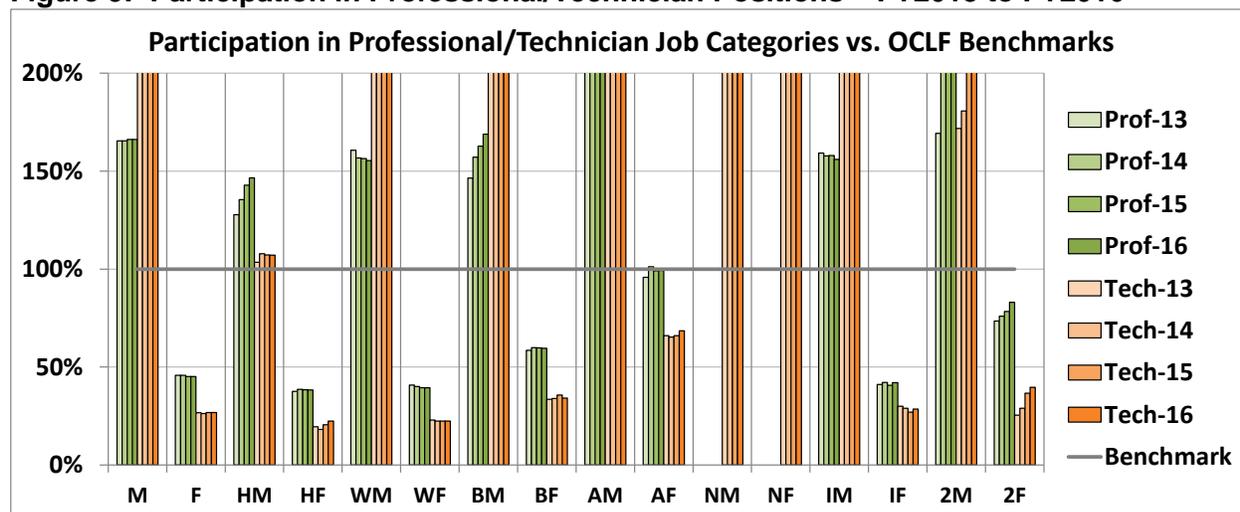
**Figure 8: Participation in Managerial Positions – FY2014 to FY2016**



The benchmark for Figure 8 is the overall workforce participation rate. For example, AF represents 4.5 percent of the overall workforce, but they only account for 1 percent of all Executive and Senior-Level positions. To relate that participation rate to the benchmark, 1 is divided by 4.5, yielding a result of 22 percent, the depicted AF value. That figure shows that AF participate in Executive and Senior-Level positions at a rate 78 percent lower than they would, if participation in those senior positions was proportioned identically to that of the overall workforce.

- Participation rates almost always follow the same pattern, with the highest participation occurring at the First-Level, less at Mid-Level, and lowest at the Executive/Senior-Level. The only exception is WM, which shows an opposite (i.e. upwardly mobile) pattern.
- HM/HF and BM/BF experience a relatively significant drop between participation at the First-Level and participation at Mid-level. While First-Level participation is above their corresponding workforce participation rate, both Mid-Level and Executive/Senior-Level participation fall well below that baseline.
- AM and NM have very low participation in all or almost all Official/Managerial levels.
- WM have high participation at all levels over the past three years, except First-level in FY2016. Alone among all groups, they are also the only group that experiences consistently *increasing* participation at all levels, from First-Level to Mid-Level to Executive-Level.
- WF shows the smallest decline in participation of all groups as they progress from one level to the next.
- WF, AM, and 2M are unusual, in that their participation rate increases (albeit only slightly) from First-Level to Mid-Level, before then declining from Mid-level to Executive-level.
- AF and NF experienced dramatic increases between FY2015 and FY2016 in their participation in the First-Level and lesser increases in their Mid-Level participation. NF experience a significant drop between every level in FY2016.
- NF has sustained exceptionally low participation at the Executive-Level for three years (despite exceptionally high overall participation in the workforce).
- NF, IM, and 2F have very high participation at the First-Level (210, 210, and 240 percent, respectively).

**Figure 9: Participation in Professional/Technician Positions – FY2013 to FY2016**



The benchmark for Figure 9 is the participation rate for each occupation within their respective Occupational Civilian Labor Force (OCLF). For example, HF represents 3.4 percent of the Professional OCLF, but they only account for 1.3 percent of all Professionals in the DON workforce. To relate their participation rate to the benchmark, 1.3 is divided by 3.4, yielding a result of 38 percent, the depicted HF value for Professionals. That figure shows that HF participate in Professional occupations at a rate 62 percent lower than they would, if participation in those positions was proportioned identically to that of the relevant OCLF.

Figure 9 shows the rates of participation in the Professionals and the Technicians categories. These categories generally includes the among the highest education, skill and/or experience levels of the eight occupational categories.

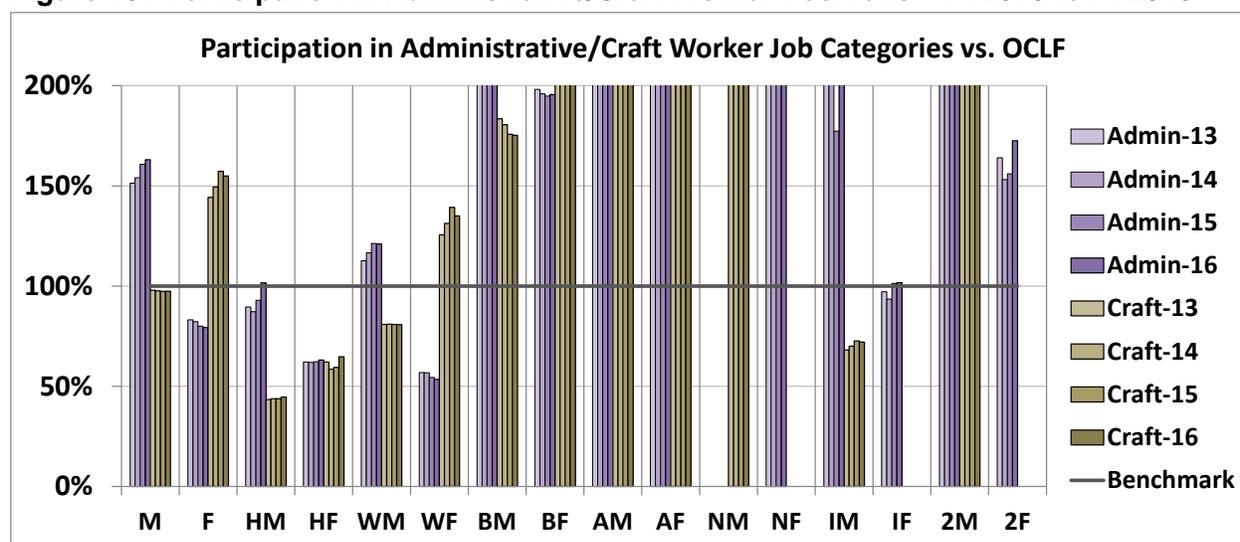
Notable findings for the Professional category include:

- High or very high participation of every M group.
- Very low participation of almost all F groups, except AF (close to their OCLF).
- No measures relative to the OCLF benchmark are possible for NM and NF due to their OCLFs being zero.
- Both HM and BM have unfavorable increases in their already high participation. These are gauged as unfavorable solely due to their indirect impact on other groups (because highs in one group will contribute to lows in other groups).
- 2F is trending favorably.

Notable findings for the Technician category include:

- Very low participation of almost all F groups, except high NF participation (240 percent).
- Very high or exceptionally high participation of every M group, except HM (high participation).
- NM participation in the Technician category is exceptionally high (850 percent).
- 2F is trending favorably.

**Figure 10: Participation in Administrative/Craft Worker Positions – FY2013 to FY2016**



The benchmark for Figure 10 is the participation rate for each occupation within their respective Occupational Civilian Labor Force (OCLF). For example, HM represent 10 percent of the Craft Worker OCLF, but they only account for 4.5 percent of all Craft Workers in the DON workforce. To relate their participation rate to the benchmark, 4.5 is divided by 10, yielding a result of 45 percent, the depicted HM value for Craft Workers. That figure shows that HM participate in Craft Worker occupations at a rate 55 percent lower than they would, if participation in those positions was proportioned identically to that of the relevant OCLF.

Figure 10 shows the rates of participation for Administrative Support and Craft Workers:

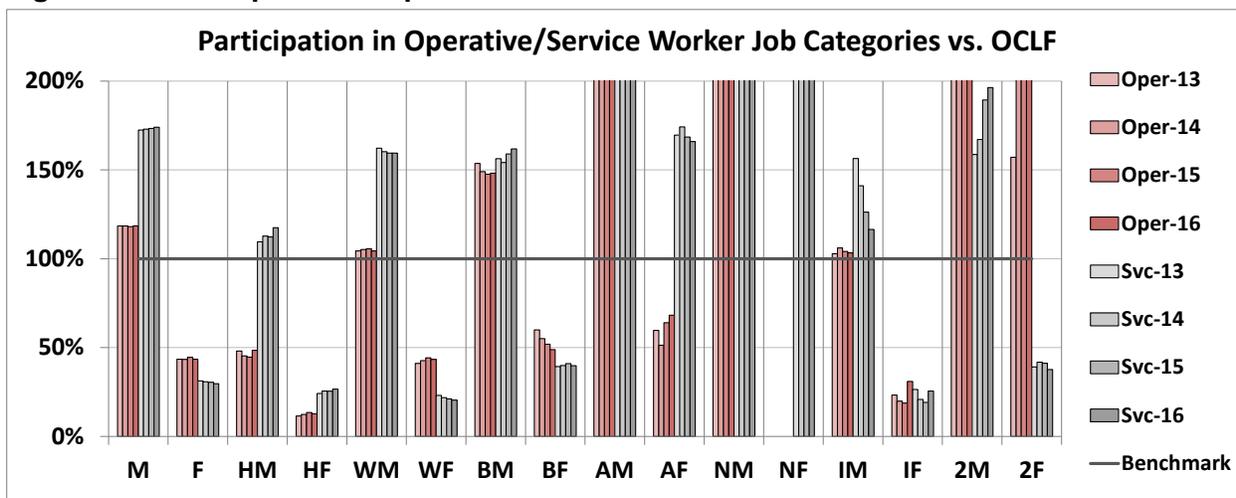
Notable findings for the Administrative Support Worker category include:

- High participation of every M group. Very high BM, IM and 2M participation (280, 200 and 310 percent, respectively) and exceptionally high AM participation (520 percent).
- Unfavorable rising trends for all those same M groups (highs getting higher).
- Low participation of F, HF and WF groups, along with falling or generally static trends.
- High BF and 2F participation, very high AF participation (280 percent) and exceptionally high NF participation (1100 percent).
- No relative measure for NM due to an OCLF of zero.

Notable findings for the Craft Worker category include:

- High participation of all F groups, except HF. Very high BF participation (220 percent) and exceptionally high AF participation (570 percent). Corresponding unfavorable upward trends (making highs higher).
- Low participation of HM, HF, WM and IM.
- High BM participation, very high 2M participation (310 percent) and exceptionally high AM and NM participation (610 and 1270 percent, respectively).
- No relative measures for NF, IF, or 2F due to zero OCLF values.

**Figure 11: Participation in Operative/Service Worker Positions – FY2013 to FY2016**



The benchmark for Figure 11 is the participation rate for each occupation within their respective Occupational Civilian Labor Force (OCLF). For example, F represent 24.6 percent of the Operative OCLF, but they only account for 10.7 percent of all Operatives in the DON workforce. To relate their participation rate to the benchmark, 10.7 is divided by 24.6, yielding a result of 44 percent, the depicted F value for Operatives. That figure shows that F participate in Operative occupations at a rate 56 percent lower than they would, if participation in those positions was proportioned identically to that of the relevant OCLF.

Figure 11 shows the rates of participation for Operative and Service Worker Positions:

Notable findings for the Operative category include:

- Low participation of F, HM, WF, BF and AF.
- BF are trending unfavorably, becoming even lower.
- Very low participation of HF and IF.
- High participation of BM, very high participation of AM and 2M (470 and 270 percent, respectively) and exceptionally high participation of NM (2400 percent).

Notable findings for the Service Worker category include:

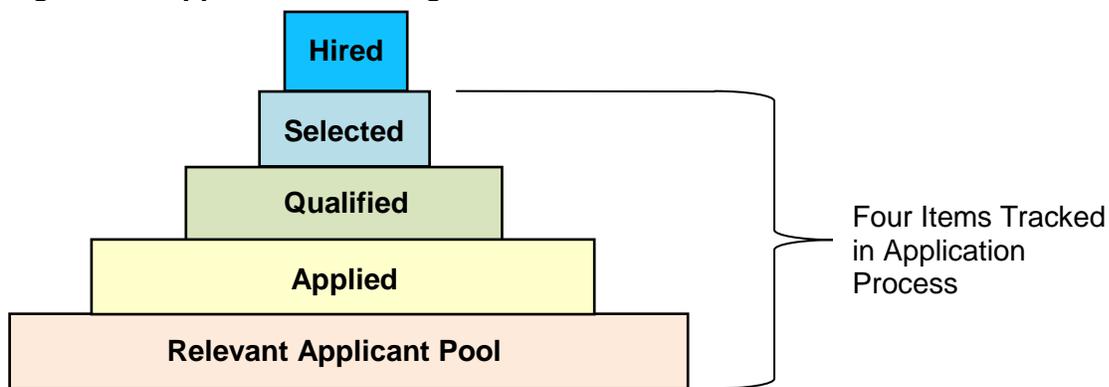
- High participation for every M group (exceptionally high for AM (580 percent) and NM (3100 percent)).
- Very low participation of all F groups, except NF.
- Very *high* participation of NF (290 percent).
- Decreasing trends for IM and rising trends for 2M.

## Mandatory Analysis #5: Race, national origin and sex of applicants for employment

EEOC MD-715 requires affirmative programs of equal employment opportunity not only for employees, but also for applicants for employment, from sources external to the DON.

As shown in Figure 12 the application process is generalized as having three fundamental milestones in a continuum from *Application* to *Qualification* to *Selection*, with the applicants coming from a *Relevant Applicant Pool*. For external hires, the Relevant Applicant Pool is the respective Occupational CLF for the occupational series being evaluated. For internal hires, the Relevant Applicant Pool generally includes all employees both in the next lower pay grade and in those series that qualify them for the position announced. The data compiled in the associated mandatory MD-715 tables tracks the numbers and participation rates of the various racial, national origin, sex and disability groups through each of those milestones, beginning with their participation rates within their respective Relevant Applicant Pools.

Figure 12: Application & Hiring Continuum



One inherent challenge to assessing applicant-related information is that “Applicant Flow Data” is not maintained by the DON. Applicant Flow Data is instead obtained from OPM's USA Staffing applicant flow database. The USA Staffing data presently has several major shortcomings that currently limit its utility in conducting accurate, meaningful analyses:

1. First and foremost, the self-identification by applicants is voluntary. As a result, many applicants provide only partial data, and some do not provide any at all. Overall, the data that is provided is both incomplete and inconsistent. Some applicants do not identify any race, national origin, sex or disability status, and some identify in only some categories, but not within others.
2. A second shortcoming is related to the complexity of the application process itself, and the lack of data-related business rules that accurately capture its nuanced information. For example, individuals may apply to single jobs via multiple certificates. Even in the best case scenario, an applicant can only be selected under one certificate, yet the applicant flow data system would still view their performance *under the other certificates* as unfavorable non-selections (despite their favorable hiring process performance and actual selection under another certificate). This approach therefore inaccurately miscategorizes the performance data of such individuals, and in aggregate, the racial, national origin and/or sex groups to which they self-identify. Because the data does not address all scenarios effectively, it has known limitations in its ability to accurately track the application process through the qualification phase and on to eventual selections.

3. A third area that needs further development is the accounting of data for individuals who fall in the category of Two or More Races. Normally, individuals are given the opportunity when self-identifying to select from among multiple racial indicators. Those who select a single race are assigned within the classification system to that race only; however, individuals who make multiple race selections are processed differently, and their selections are aggregated (using the governing business rules) into only the “Two or More Races” category. In the case of the USA Staffing data, however, multiple selections appear to be assigned, one each, to *all* of the races selected (and none to a separate Two or More Races category). This means that a Male selecting both Black and Asian will show up in *both* the BM and AM categories. The data will appear to have one BM and one AM, instead of just a single 2M, negatively affecting both the overall count of applicants and the overall demographic composition of the whole applicant pool. For this reason, the populations of each race shown in those tables are known to be inaccurate and likely higher than their actual value. This has a significant impact on any race-based analyses, as it impacts the subsequent accuracy of participation rates. For example, the information from MD-715 Table A-9 (Selections for Internal Competitive Promotions for Major Occupations) shows an average of 17 percent discrepancy between the sum of the M and F groups and the sum of race groups, values that are normally identical.
4. With respect to disabilities, the USA Staffing data does not distinguish between the two categories *Not Identified* and *No Disability* used within the MD-715. The first category (*Not Identified*) corresponds to individuals who have disabilities, but do not wish to report them. The second category (*No Disability*) corresponds to individuals who do not have disabilities (and therefore have none to report). Because USA Staffing aggregates these two categories, the MD-715 tables must also be aggregated, reducing the granularity and utility of the data. This shortcoming is particularly limiting, because robust and accurate self-identification is necessary to accurately assess the agency’s overall plan for hiring, placement and advancement of IWD. As later sections of this report will show, self-identification rates are currently declining.

Despite these challenges, extensive analysis was conducted into three areas:

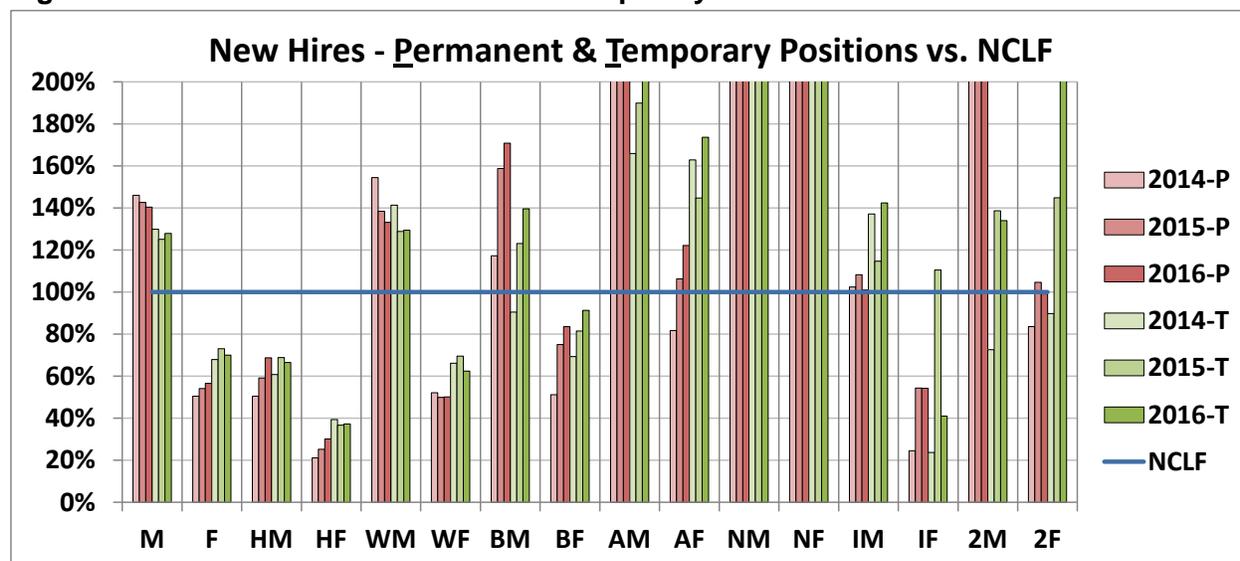
1. [External] Applicants and Hires for Major Occupations
2. Selections for Internal Competitive Promotions for Major Occupations
3. Internal Selections for Senior-Level Positions (GS-13 through SES)

Due to the aforementioned Applicant Flow Data limitations, the available data does not presently lend itself to entirely reliable analysis or guarantee meaningful results. In the case of [External] Applicants and Hires for Major Occupations, extensive analysis was conducted, however the resulting data was contradicted by other, more reliable data sources, and the results are therefore not shown. The analysis of internal selections was less impacted, and is addressed in Mandatory Analysis #6.

Separate from the specific intent of Mandatory Analysis #5 to assess *applicants*, a second, overarching purpose is to consider *accessions* in general, as part of the comprehensive commitment of MD-715 to evaluate the entire employment continuum, from accession to separation. Unlike the Applicant Flow Data, which tracks applications, qualifications, and selections (prior to an applicant becoming an employee), internal DON data tracks the demographic composition of actual employees, including recent hires. While this does not directly address potential triggers in the application process, it does do so indirectly, by gauging equality of employment opportunity based on the results of the selection process, through the demographic composition of those who were actually *hired*.

Figure 13 depicts the participation rates and trends of racial, national origin and sex groups among new hires. In general, it shows that permanent and temporary employee groups have relatively similar participation rates and trends.

**Figure 13: New Hires – Permanent and Temporary Positions – FY2014 to FY2016**



The benchmark for Figure 13 is the participation rate for each group within the National Civilian Labor Force (NCLF). For example, WF represents 34 percent of the NCLF, but they only account for 17 percent of all permanent hires. To relate their participation rate to the benchmark, 17 is divided by 34, yielding a result of 50 percent, the depicted WF value for permanent positions. That figure shows that WF participation among new hires is only half of what it would be, if overall hires were proportioned identically to the NCLF.

The most notable issues for permanent and temporary employees include:

- High participation for every M group, except HM. Very high AM and 2M participation (330 and 250 percent, respectively). Exceptionally high participation for NM (1500 percent).
- Unfavorable trends for BM, with their already high participation trending even higher.
- Low participation for F overall, and for HF, WF, BF, and IF, but *high* AF participation and *exceptionally high* NF participation (480 percent).

These figures, which appear to follow reasonable patterns for the three years shown, were among several measures used to assess the reliability of the results derived from the Applicant Flow Data used in Mandatory Analysis #5. Because of the presumably close connection between Selections and actual Hires, anomalies between those comparators were particularly illuminating, both regarding the overall trustworthiness of the Applicant Flow Data, as well as to the potential nature of specific issues that may be contributing to the data errors. One particularly notable item is the participation of HF. As shown in Figure 13, above, HF participation among actual Hires into the permanent workforce is very low, only about 30 percent. In contrast, the results of the analysis of the application process suggests (erroneously) that HF participation among those Selected (but not yet hired) is almost 200 percent of their benchmark. As a result of the obvious contradictions between the participation rates of Selections and Hires (and further supported by the data in Figure 2 and Table 3 of this workforce analysis), the useful outcomes of Mandatory Analysis #5 are limited to Figure 13, above, and its associated data tables.

**Mandatory Analysis #6: Rates of selections for promotions, training opportunities and performance incentives by race, national origin and sex:**

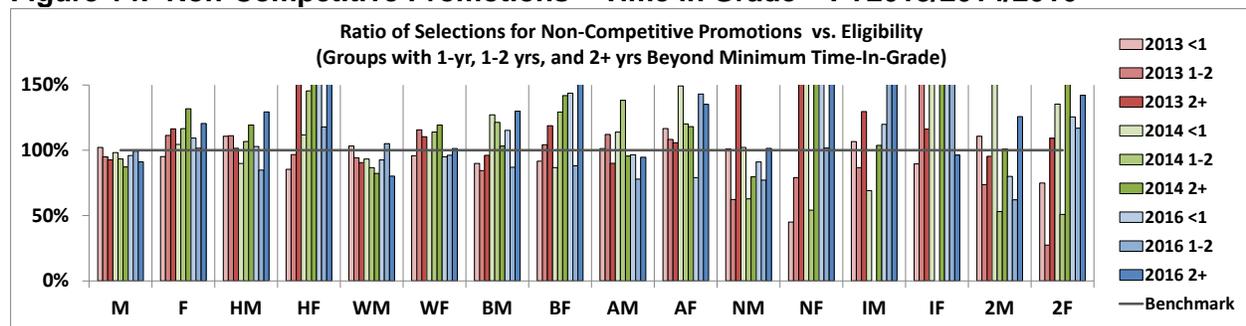
This mandatory analysis covers three sections:

1. Selections for Promotions
2. Training Opportunities
3. Performance Incentives

Selections for Promotions: For Non-Competitive promotions, three groups were analyzed: (1) Employees who waited less than 1 year beyond the minimum Time-In-Grade, (2) those who waited between 1 and 2 years and (3) those who waited in excess of 2 years beyond the minimum Time-In-Grade. Data was originally analyzed spanning FY2013 through FY2016; however, the FY2015 data was found to be in error, and was ultimately not used for the trend analysis. The relevant benchmark for this analysis includes all eligible employees.

The resulting plot, Figure 14, is relatively complex, and shows few notable trends related to non-competitive promotions of specific racial, national origin and sex groups.

**Figure 14: Non-Competitive Promotions – Time in Grade – FY2013/2014/2016**



The benchmark for Figure 14 is the participation rate is the total number of employees eligible for career ladder promotions (which is different from the other previously described benchmarks). For example, WM represent 50 percent of the eligible employees, but they only account for 40 percent of those who waited 2 or more years (2+) beyond the minimum time in grade for non-competitive promotion. To relate their participation rate to the benchmark, 40 is divided by 50, yielding a result of 80 percent, the depicted WM value for non-competitive promotions after 2 or more years beyond the minimum time in grade.

The data was then analyzed more generally, using averages of all three Time-In-Grade groups for FY2013, FY2014 and FY2016, with the results arrayed in tabular form in Table 4.

**Table 4: Average Participation in Non-Competitive Promotions – FY2013/2014/2016**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F
2013	97%	108%	108%	121%	96%	107%	90%	105%	101%	110%	109%	98%	108%	137%	93%	71%
2014	93%	118%	105%	155%	87%	111%	117%	119%	116%	129%	82%	167%	58%	140%	102%	119%
2016	95%	110%	106%	150%	93%	98%	111%	131%	90%	119%	90%	175%	168%	143%	89%	128%

Working left to right, this more granular approach shows that M overall have averaged slight under-participation in non-competitive promotions, relative to their participation in the pool of eligible candidates. That general trend is clearly influenced by low participation of various contributing M sub-groups. In all three years, WM had low participation. In FY2013, so did BM and 2M, and in FY2014, NM and IM also did. In FY2016, WM, AM, NM and 2M all had low participation. In contrast, the only F group with notable under-participation was 2F in FY2013.

Tables 5A and 5B depict the Qualification and Selection rates for each racial, national origin and sex group for Internal Competitive Promotions for each of the ten Major Occupations. Given the utility in showing the Qualifications and Selections information together, along with their respective narratives, the tables are stacked together below, and are also duplicated on the following page.

This analysis was performed using two different benchmarks. The first analysis considered not only the rates of Qualification and Selection, but also the rate of Application (relative to the Relevant Applicant Pool). The results of that analysis lead to further assessment of just Qualifications and Selections, using the *actual applicants* as the benchmark, shown below.

**Table 5A & 5B: FY2016 Qualification/Selection Rates, Internal Competitive Promotions**

**Table 5A - Qualification Rates for Internal Competitive Promotions within Major Occupations**

Qualified	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF
2210	100%	98%	98%	103%	101%	103%	99%	98%	100%	79%	107%	85%	87%	91%
0343	101%	97%	102%	91%	106%	104%	92%	89%	95%	91%	113%	124%	95%	91%
0855	98%	126%	101%	47%	108%	111%	69%	189%	77%	189%	N/A	N/A	135%	N/A
0830	102%	86%	87%	115%	106%	89%	80%	40%	101%	101%	N/A	N/A	104%	121%
0802	101%	90%	99%	151%	108%	99%	72%	38%	96%	N/A	95%	N/A	80%	151%
0346	98%	110%	100%	102%	102%	120%	86%	101%	106%	100%	99%	55%	89%	137%
0501	95%	104%	95%	104%	94%	103%	150%	105%	101%	107%	99%	100%	94%	108%
0801	100%	104%	101%	110%	104%	122%	72%	63%	97%	86%	58%	N/A	78%	123%
1102	96%	106%	88%	106%	95%	106%	95%	101%	104%	110%	124%	131%	90%	104%
0301	102%	91%	101%	79%	104%	96%	100%	87%	86%	75%	69%	117%	101%	102%

**Table 5B - Selection Rates for Internal Competitive Promotions within Major Occupations**

Selected	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF
2210	95%	125%	73%	173%	110%	147%	61%	73%	47%	144%	56%	0%	46%	99%
0343	91%	119%	54%	93%	108%	182%	48%	28%	101%	114%	207%	297%	45%	34%
0855	103%	67%	143%	0%	136%	0%	79%	0%	41%	402%	N/A	N/A	0%	N/A
0830	117%	0%	37%	0%	126%	0%	560%	0%	151%	0%	N/A	N/A	0%	0%
0802	102%	63%	29%	0%	139%	74%	628%	425%	28%	N/A	0%	N/A	0%	0%
0346	92%	134%	78%	258%	124%	193%	27%	59%	69%	120%	2299%	821%	1953%	3120%
0501	84%	113%	61%	93%	87%	161%	140%	63%	70%	109%	0%	1216%	129%	53%
0801	94%	144%	70%	0%	111%	151%	55%	104%	70%	222%	814%	N/A	61%	0%
1102	83%	122%	31%	37%	96%	182%	56%	54%	44%	149%	181%	118%	32%	113%
0301	103%	88%	49%	125%	108%	120%	55%	24%	130%	75%	66%	352%	26%	94%

The benchmark used for Tables 5A and 5B is the participation rates of actual applicants. For example, there were 4 HF out of 338 total applicants, resulting in an actual participation rate of HF applicants of 1.2 percent. That value then served as the benchmark for both qualifications and selections. In the case of qualifications, HF represented 0.56 percent of those qualified. To assess that relative to the benchmark, 0.56 is divided by 1.2 to yield a result of 47 percent. This shows that HF participation in the pool of qualified candidates is less than half of what it would be if they were qualified at a rate comparable to their participation in the actual applicant pool.

Many notable findings are discernible by comparing each group, from column to column, and simultaneously evaluating differences between qualification rates and selection rates:

- Overall, both M and F qualified at approximately their benchmark level, however F have appreciably lower selection rates for 0855, 0830 and 0802.
- HM qualified at approximately their benchmark level, however they have significantly low selection rates for every occupation, except 0855.
- HF show a similar trend as HM, with generally strong qualification rates, but very low selection rates for half of the occupations (and zero selections for four of the ten).
- WM show high qualification rates and even higher selection rates, except for 0501.

**Table 5A - Qualification Rates for Internal Competitive Promotions within Major Occupations**

Qualified	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF
2210	100%	98%	98%	103%	101%	103%	99%	98%	100%	79%	107%	85%	87%	91%
0343	101%	97%	102%	91%	106%	104%	92%	89%	95%	91%	113%	124%	95%	91%
0855	98%	126%	101%	47%	108%	111%	69%	189%	77%	189%	N/A	N/A	135%	N/A
0830	102%	86%	87%	115%	106%	89%	80%	40%	101%	101%	N/A	N/A	104%	121%
0802	101%	90%	99%	151%	108%	99%	72%	38%	96%	N/A	95%	N/A	80%	151%
0346	98%	110%	100%	102%	102%	120%	86%	101%	106%	100%	99%	55%	89%	137%
0501	95%	104%	95%	104%	94%	103%	150%	105%	101%	107%	99%	100%	94%	108%
0801	100%	104%	101%	110%	104%	122%	72%	63%	97%	86%	58%	N/A	78%	123%
1102	96%	106%	88%	106%	95%	106%	95%	101%	104%	110%	124%	131%	90%	104%
0301	102%	91%	101%	79%	104%	96%	100%	87%	86%	75%	69%	117%	101%	102%

**Table 5B - Selection Rates for Internal Competitive Promotions within Major Occupations**

Selected	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF
2210	95%	125%	73%	173%	110%	147%	61%	73%	47%	144%	56%	0%	46%	99%
0343	91%	119%	54%	93%	108%	182%	48%	28%	101%	114%	207%	297%	45%	34%
0855	103%	67%	143%	0%	136%	0%	79%	0%	41%	402%	N/A	N/A	0%	N/A
0830	117%	0%	37%	0%	126%	0%	560%	0%	151%	0%	N/A	N/A	0%	0%
0802	102%	63%	29%	0%	139%	74%	628%	425%	28%	N/A	0%	N/A	0%	0%
0346	92%	134%	78%	258%	124%	193%	27%	59%	69%	120%	2299%	821%	1953%	3120%
0501	84%	113%	61%	93%	87%	161%	140%	63%	70%	109%	0%	1216%	129%	53%
0801	94%	144%	70%	0%	111%	151%	55%	104%	70%	222%	814%	N/A	61%	0%
1102	83%	122%	31%	37%	96%	182%	56%	54%	44%	149%	181%	118%	32%	113%
0301	103%	88%	49%	125%	108%	120%	55%	24%	130%	75%	66%	352%	26%	94%

- WF show generally high qualification rates, and even higher selection rates (higher even than WM), except for 0855, 0830 and 0802, in which they show zero or low selections.
- BM and BF show both low and high qualification rates and low and high selection rates, depending on major occupation, however their selection rates are predominantly unfavorably low, with seven of ten occupations being low for BM and eight of ten being low for BF (including two with zero selections).
- AM have generally favorable qualification rates, but unfavorably low selection rates.

Continuing the findings across each of the groups:

- AF have primarily favorable qualification and selection rates, except for 0830.
- NM/NF have a mix of high and low qualification rates, followed by either low or very/exceptionally high selection rates. Low populations likely are a causal factor. In many cases, the OCLF value was zero, precluding comparative analysis.
- IM/IF have generally favorable qualification rates, but generally poor selection rates.

Looking across each of the major occupation rows, there are also several notable findings:

- For the selections for 0830, F are entirely unrepresented, having zero selections (despite 73 applicants and 39 deemed qualified).
- Selections for 0855 and 0802 follow similar trends of relatively weak F participation (with the exception of AF for 0850 and BF for 0802).
- For 0855, 0830 and 0802, there were many instances where F groups had zero selections.
- 0346 shows exceptionally high participation of NM/NF and 2M/2F.

Tables 6A and 6B show the results of the analysis of Internal Selections for Senior Level Positions (GS-13/14/15).

**Table 6A & 6B: Internal Selections for Senior Level Positions – FY2016**

Qualified	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF
GS-13	100%	100%	98%	98%	103%	105%	92%	96%	104%	102%	101%	109%	92%	90%
GS-14	97%	108%	96%	111%	99%	110%	90%	108%	95%	107%	96%	100%	92%	109%
GS-15	98%	106%	85%	104%	104%	110%	89%	104%	86%	101%	87%	143%	83%	122%

Selected	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF
GS-13	96%	110%	60%	79%	116%	162%	53%	51%	117%	142%	166%	269%	40%	73%
GS-14	103%	93%	70%	76%	127%	132%	51%	45%	75%	106%	293%	172%	80%	39%
GS-15	91%	130%	26%	83%	75%	135%	34%	19%	47%	103%	81%	620%	1185%	1888%

The most notable relevant findings include:

- HM have relatively high qualification rates, but have low selection rates for GS-13 and GS-14 and a very low selection rate for GS-15.
- HF and BF have generally favorable qualification rates, but have low selection rates for all levels. BF have very low selection rates for GS-15.
- WM have favorable qualification rates, and even higher selection rates for GS-13 and GS-14, but low selection rate for GS-15.
- WF have high qualification rates and even higher selection rates.
- BM have slightly low qualification rates and even lower selection rates, with the most pronounced decrease at the GS-15 level.
- AM have unfavorable selection rates at both GS-14 and GS-15.
- AF have slightly high qualification rates and selection rates at all levels.
- NF have high qualification rates and very high/exceptionally high selection rates.
- IM/IF have generally favorable qualifications rates, but low selection rates for GS-13 and GS-14, and exceptionally high selection rates for GS-15.

Training Opportunities: Analysis of training opportunities utilizes MD-715 Table A-12, Participation in Career Development. That table provides a framework for capturing information on career development programs for three different groups: (1) GS-05 through GS-12, (2) GS-13 & GS-14 and (3) GS-15 & SES. Rather than capturing genuine career development programs, however, assessment of historical agency submissions indicates that the DON previously developed Table A-12 using generic *mandatory training* data, and not true developmental programs. In keeping with that methodology, all GS employees were considered to have “applied” and “participants” merely captured the generally high rate of compliance with mandatory training (a condition of employment), rather than participation in actual career development programs. Rather than perpetuating that methodology, the FY2016 submission of Table A-12 will be blank, but populated correctly in FY2017.

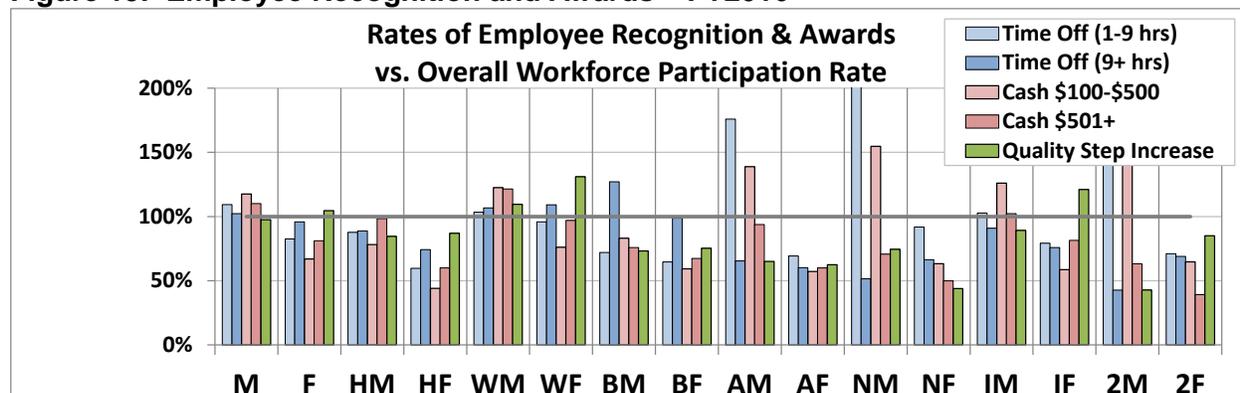
Separate from the tracking of career development at the DON level, the major command programs were also assessed. The results of that evaluation found only very limited tracking or progress at the major command levels, with only two populated Table A-12s out of 22 major commands. Given the systemic nature of this issue, and the lack of prior-year accomplishments, developing this program area will be a focus area in FY2017.

**Performance Incentives:** This analysis centers on MD-715 Table A-13, Employee Recognition and Awards, and is summarized in Table 7 and Figure 15, with findings below.

**Table 7: Employee Recognition and Awards – FY2016**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F
Benchmark	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Time Off (1-9 hrs)	109%	83%	88%	60%	103%	96%	72%	65%	176%	69%	231%	92%	103%	79%	202%	71%
Time Off (9+ hrs)	102%	96%	89%	74%	107%	109%	127%	99%	65%	60%	51%	66%	91%	76%	43%	69%
Cash \$100-\$500	118%	67%	78%	44%	122%	76%	83%	59%	139%	57%	155%	63%	126%	59%	151%	65%
Cash \$501+	110%	81%	98%	60%	122%	97%	76%	67%	94%	60%	71%	50%	102%	81%	63%	39%
Quality Step Increase	98%	105%	85%	87%	109%	131%	73%	75%	65%	63%	74%	44%	89%	121%	43%	85%

**Figure 15: Employee Recognition and Awards – FY2016**

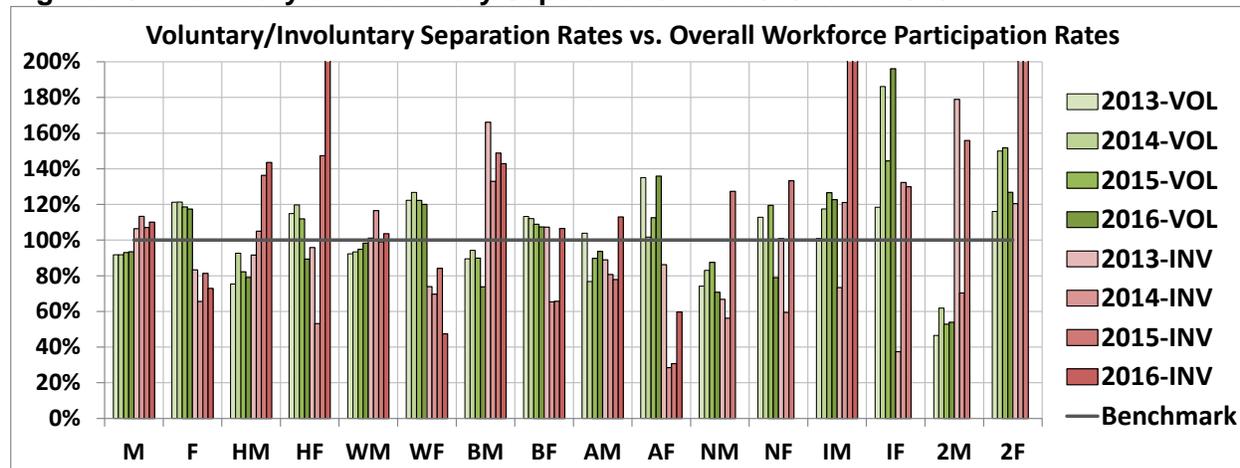


The benchmark is participation within the overall workforce. For example, AF represent 4.5 percent of the workforce, but only 2.8 percent of recipients of Quality Step Increases. To assess that relative to the benchmark, 2.8 is divided by 4.5 to yield a result of 63 percent, the depicted figure. This shows that AF participation among QSI recipients is 37 percent less than it would be, if QSIs were apportioned at a rate comparable to their participation rate in the overall workforce.

- F overall receive all awards, other than Quality Step Increases (QSIs) at a lower rate than the workforce participation benchmark.
- HM, along with the F groups HF, BF, AF, NF and 2F each receive all five awards at a lower rate than their workforce participation benchmark.
- BM and IF receive four out of five awards at a lower rate.
- AM, NM, and 2M receive three of five awards at a lower rate.
- WM receive all awards at a higher rate than their workforce participation benchmark.
- All M groups other than HM and BM receive Time Off (1-9 hours) awards at a higher rate than their respective workforce participation rates.
- All groups, other than WM/WF and BM/BF, receive Time Off (9+ hours) awards at a lower rate than their respective workforce participation rates.
- Cash Awards (\$100-\$500) are dominated by M groups (other than HM and BM). All F groups receive those awards at a lower rate their workforce participation rates.
- The only groups that receive Cash Awards (Over \$500) at or above their workforce participation rates are WM and IM. HM, WF and AM are marginally below their benchmarks, but all other groups are well below theirs.
- QSIs are dominated by WM and WF. IF also participate above their benchmark, but have a significantly smaller population.

**Mandatory Analysis #7: The rates of both voluntary and involuntary separations from employment by race, national origin and sex.**

**Figure 16: Voluntary & Involuntary Separations – FY2013 to FY2016**



The benchmark is participation within the overall workforce. For example, BM represent 8.3 percent of the workforce, but 12 percent of involuntary separations. To assess that relative to the benchmark, 12 is divided by 8.3 to yield a result of 144 percent, the depicted figure. This shows that BM were involuntarily separated at a rate 44 percent higher than they would be, if involuntary separations were apportioned at a rate comparable to participation rates within the overall workforce.

Figure 16 shows the following issues and trends for voluntary and involuntary separations:

- All M groups, except IM, have voluntarily separated at a rate lower than their overall workforce participation rate (13 percent lower, on average, over the past four years).
- Voluntary separations of F groups are generally higher than their workforce participation rate (23 percent higher, on average, over the past four years). HF and NF voluntary separations are the only exceptions, and only fell below the benchmark in FY2016.
- Most F groups, except HF and NF, voluntarily separated in FY2016 at a rate greater than their overall workforce participation rate. From FY2013 to FY2015, those two groups also did.
- Involuntary separation rates are more volatile than voluntary rates, due largely to small population sizes for individual racial, national origin and sex groups (nine employees on average). Omitting the relatively large WM and WF populations, the average group size for involuntary separations is only four employees. Of the six least populous groups (NM/NF, IM/IF and 2M/2F), only IM had involuntary separations in FY2016 (two employees).
- All M groups with involuntary separations did so at higher rates than their respective workforce participation rates (51 percent higher, on average). IM involuntary separations were very high (250 percent), due in part to low population size (two).
- Involuntary separations of HF were very high (280 percent) and BF were slightly high (107 percent). The only other F groups with involuntary separations (WF and AF) did so at rates significantly lower than their workforce participation rates.
- Within the M separations, most groups (except IM) had higher rates of involuntary separation than WM. This includes HM, BM, and AM.
- Both HM and HF involuntary separations are trending unfavorably higher.

**Mandatory Analysis #8: Total workforce distribution of employees with disabilities:**

**Figure 17: IWD Distribution – Total Workforce – FY2012 to FY2016**

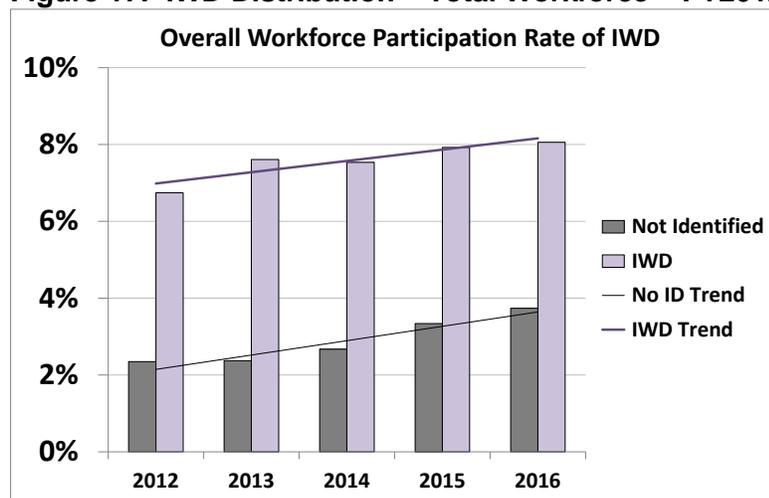
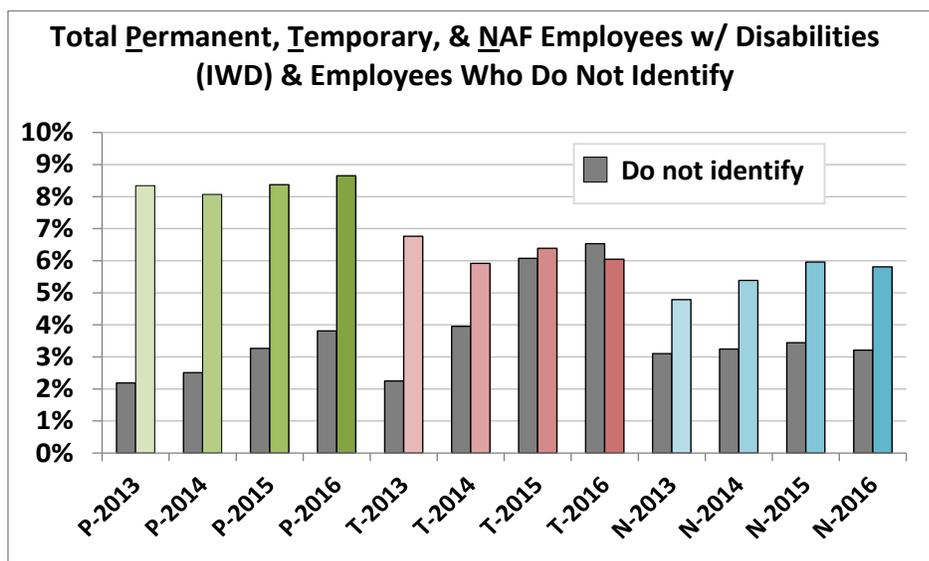


Figure 17 shows that the total workforce has had an overall rise in the participation rate of Individuals With Disabilities (IWD) over the past five years. It also shows a very similar rise in the rate at which individuals elected *Not Identified* as their status (apart from those who have identified as having *No Disability*).

When analyzed separately, however, the permanent, temporary, and NAF workforces

show markedly different participation rates and trends. The combined plot in Figure 18 shows the IWD participation rates of each of the three employee groups (permanent, temporary and NAF), as well as their respective Not Identified rates.

**Figure 18: IWD Distribution – Permanent, Temporary & NAF – FY2013 to FY2016**



The permanent workforce (79 percent of the total) has an IWD participation rate of 8.65 percent, rising steadily over the past three years. The permanent workforce also shows a relatively sharp rise in the rate of non-identification (five times faster than their rise in IWD participation). The temporary workforce (2 percent of the total) has an

IWD participation rate of only 6 percent, and shows a decreasing trend in their rate of IWD participation. The temporary workforce also shows a very prominent rise in their rate of non-identification, the highest of any group.

The NAF workforce (19 percent of the total) has an IWD participation rate of 5.8 percent, and shows the most significant rising trend in IWD participation of all groups, rising on average over the past four years at three times the rate of the permanent workforce.

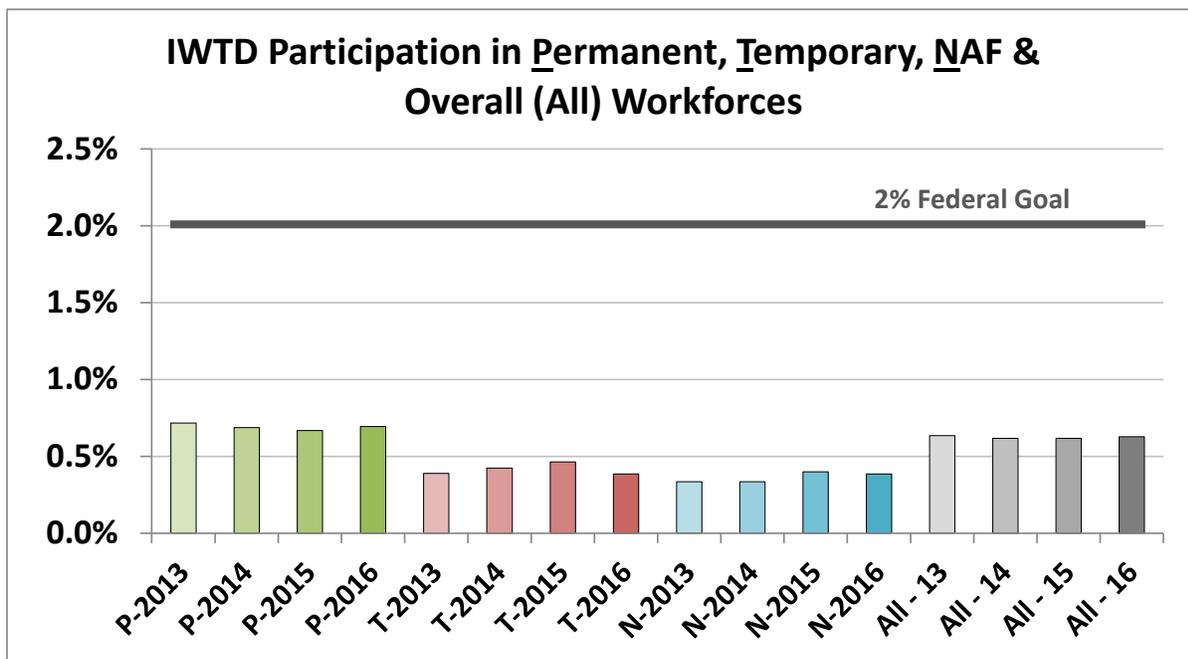
With respect to non-identification trends, the permanent and temporary workforces (3.8 percent and 6.5 percent, respectively) are both rising significantly, while the NAF workforce (3.2 percent) shows a nearly constant rate of non-identification.

There is no formal benchmark for IWD participation, however trends can be used to assess the agency's progress, over time, toward the hiring, placement and advancement of IWD, a primary purpose of MD-715. Additionally, benchmarks such as workforce IWD participation rate can be used to analyze the data for potential discrimination triggers. That benchmark is particularly useful for analyzing the distribution of the IWD workforce at various grade levels, in multi-level management positions and for rates of receiving recognition and awards.

Contained within the overall IWD workforce is the subset Individuals With Targeted Disabilities (IWTG). That group is unique, in that, unlike IWD, IWTG *does* have a formal benchmark established for their participation within the overall workforce, a 2-percent federal goal<sup>7</sup> that is used for most IWTG comparisons.

Figure 19 shows that the IWTG participation rates for the permanent, temporary and NAF workforces have not changed appreciably over the past four years. All workforce components (and therefore the overall workforce) have longstanding IWTG participation far below the 2 percent federal goal benchmark. Overall, the DON attains only one third of that benchmark.

**Figure 19: IWTG Distribution – Permanent, Temporary, NAF & Total Workforce  
FY2013 – FY2016**

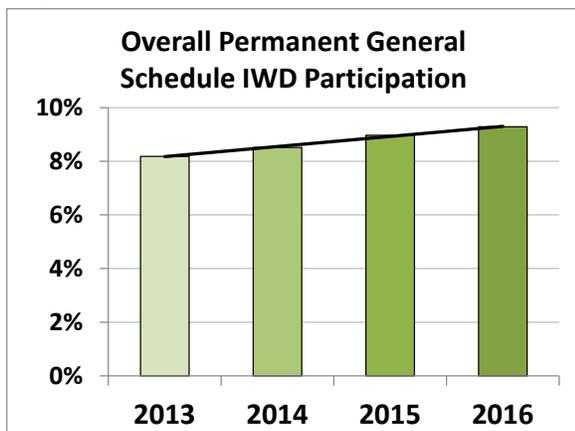


The benchmark for IWTG is a participation-specific goal of 2 percent. Because that benchmark is a fixed ratio, further adjustments were not made to convert the benchmark to a 100 percent baseline, as with the previous figures. On a 100 percent scale, calculated equivalents show the permanent workforce to be at only 35 percent of the goal, and both the temporary workforce and NAF workforce to both be at only 19 percent of the goal. Collectively, the overall DON workforce only achieves 31 percent of the goal.

<sup>7</sup> Established in 2007 by EEOC Leadership in the Advancement of Employees with Disabilities (LEAD) Council

**Mandatory Analysis #9: Representation and distribution of employees with disabilities, by grade:**

**Figure 20: IWD Participation – GS Overall - FY2013 – FY2016**



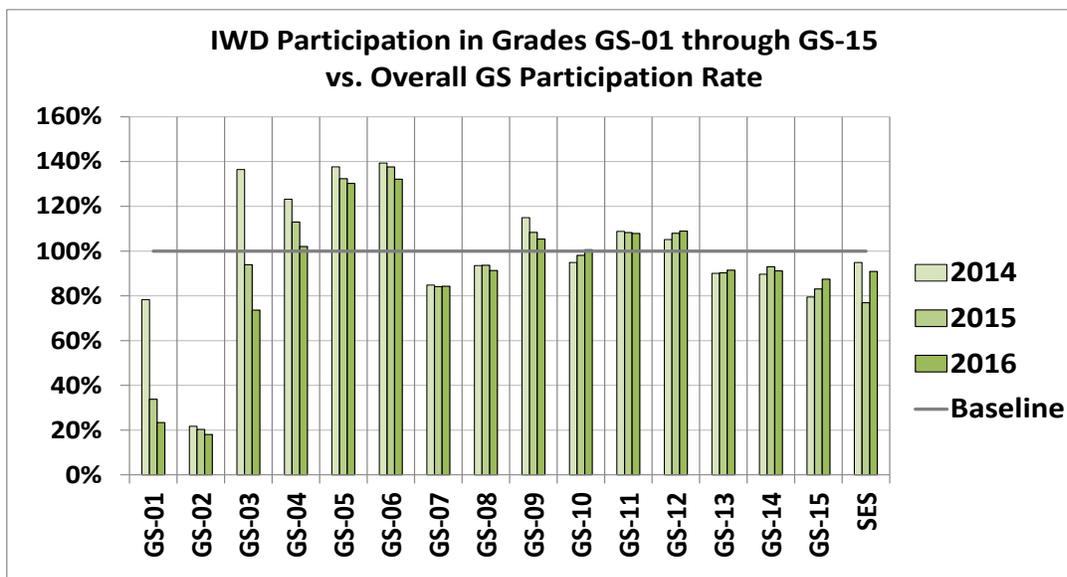
Since permanent employees in General Schedule (GS) Grades<sup>8</sup> 01-15 make up 65 percent of the workforce (as opposed to the 1.4 percent made up by temporary employees), this analysis focuses heavily on the permanent workforce. Additionally, complete information on temporary employees is not available for all recent years, making meaningful trend analysis somewhat unreliable.

Overall, IWD participation in the permanent General Schedule workforce has increased over the past four years from 8.2 percent in FY2013 to 9.3% in FY2016. Additionally, the distribution

of IWD across the range of GS grades has also shown relatively favorable changes over the past three years. This relates primarily to general shifts in IWD participation rates from lower grades to higher grades, as well as to the size distribution of the overall GS workforce (where more employees are in higher grades (see Figure 3 of this workforce analysis)).

Figure 21 depicts IWD participation within the individual GS grades. Table 8, on the next page, presents the same information in a different format, and includes an assessment of the data.

**Figure 21: IWD Participation – GS Grades - FY2014 – FY2016**



The benchmark for Figure 21 and Table 8 is overall IWD participation within the permanent GS grades. For example, in FY2016, IWD comprised 9.3 percent of the permanent GS workforce. However, IWD represented 12.1 percent of all GS-05s. To calculate GS-05 IWD participation relative to the benchmark, 12.1 is divided by 9.3, yielding 130 percent, the figure depicted in FY2016 for GS-05.

<sup>8</sup> For the purposes of this analysis, GS includes not only General Schedule employees, but also includes relevant grades from other series (e.g. IE, IP, SL, ND, NM, etc.), converted to their appropriate GS grade equivalents.

**Table 8: IWD Distribution - GS - FY2013 – FY2016**

	2014	2015	2016
GS-01	78.3%	33.8%	23.4%
GS-02	21.7%	20.3%	18.1%
GS-03	136.5%	93.9%	73.7%
GS-04	123.2%	113.0%	102.1%
GS-05	137.7%	132.4%	130.3%
GS-06	139.4%	137.6%	132.1%
GS-07	84.8%	84.2%	84.3%
GS-08	93.6%	93.7%	91.3%
GS-09	114.9%	108.3%	105.4%
GS-10	94.9%	98.1%	100.6%
GS-11	108.8%	108.3%	107.8%
GS-12	105.2%	108.0%	108.9%
GS-13	90.1%	90.3%	91.5%
GS-14	89.6%	93.0%	91.2%
GS-15	79.5%	83.1%	87.5%
SES	94.9%	76.9%	90.9%

Table 8 shows the distribution of IWD within each GS grade level and year, relative to their respective overall participation in the GS workforce. Over-participation is shown in shades of green and under-participation is in shades of red, with darker red indicating more significant under-participation. This depiction is particularly useful for showing grade-specific participation rates and changes from year-to-year.

In FY2014, IWD over-participated most in the lower grades (GS-03 through GS-06) and somewhat less in GS-09 and GS-11. Since then, their rates of over-participation in all of those grades have steadily decreased, while at the same time, favorable rising trends have occurred in the far more populous GS-12 and GS-13 grades. This is favorable, because employment in higher grades offers both greater income and often provides greater opportunities for further advancement.

In general, and in combination with Figure 20, the GS-related IWD data shows positive trends relating to the overall participation of IWD, and potentially, a long-term shift in their participation distribution to favor higher GS grades. As the GS-13 through SES grades show, however, there remains low participation within the more senior GS grades, a condition that will be monitored, planned and prioritized for appropriate affirmative actions.

**Mandatory Analysis #10: Participation of employees with disabilities in major occupations:**

Tables 9A and 9B show the participation and participation trends of IWD and IWTD within the ten major occupations, between FY2014 and FY2016. Participation of those groups is countered by participation of those who elect *Not Identified*. For the purposes of this mandatory analysis, however, the focus is on IWD participation, as well as the participation of its subset, IWTD. Since IWDs lack a formal Civilian Labor Force benchmark, their analyses instead use as a benchmark the overall IWD participation rates within all ten major occupations. All columns of Table 9A, except the last one, are relative to participation rates across all ten major occupations. The rightmost column is relative to the 2-percent federal goal, to show that, for all major occupations, participation relative to that benchmark remains far below the goal.

IWD have notable under-participation in major occupations 0855, 0830 and 0801, and lesser under-participation in 1102. Unfavorably, all of those already under-participating occupations also show falling trends over the past three years, further decreasing their already low participation. Compared to their participation across all major occupations, IWTD show similar low participation and unfavorable trends in all the same major occupations as IWD.

While non-identification does not signify an actual barrier, it does reduce the accuracy of the corresponding IWD and IWTD participation rates, so *low ratios are favorable*. In that light, the high non-identification rates and increasing trends of 2210, 0346 and 0301 are unfavorable, while the low rates and decreasing trends of 0855, 0830, 0801 and 1102 are entirely favorable.

**Tables 9A & 9B: IWTD - Major Occupations Participation & Trends – FY2016**

**Table 9A - IWD & IWTD Participation in Major Occupations**

Major Occupation	Not Identified	IWD	IWTD (1)	IWTD (2)
2210	122%	135%	109%	39%
0343	142%	128%	123%	44%
0855	40%	54%	60%	21%
0830	49%	48%	46%	16%
0802	94%	97%	76%	27%
0346	145%	146%	160%	57%
0501	96%	94%	148%	53%
0801	75%	58%	58%	20%
1102	87%	84%	100%	35%
0301	137%	137%	131%	47%

The benchmarks for the first three columns of Table 9A are the respective overall participation rates for Not Identified, IWD and IWTD within the ten major occupations. For example, 5.5 percent of major occupation 0343 did not identify as having a disability. Across all major occupations, however, 3.9 percent did not identify. To assess the 0343 figure relative to the benchmark, 5.5 is divided by 3.9, yielding 142 percent, the figure shown for major occupation 0343 in Table 9A.

The benchmark for the fourth column of Table 9A, (IWTD (2)) is the 2-percent Federal Goal for IWTD participation. For example, the IWTD participation rate in major occupation 0801 is 0.4 percent. 0.4 divided by the 2 percent goal yields a result of only 20 percent, the value depicted.

Table 9B depicts the overall change between FY14 and FY16

**Table 9B - IWD & IWTD Trends in Major Occupations**

Major Occupation	Not Identified	IWD	IWTD (1)	IWTD (2)
2210	8%	8%	-15%	-3%
0343	-6%	1%	13%	6%
0855	-10%	-1%	5%	3%
0830	-20%	-8%	-14%	-4%
0802	10%	-3%	-26%	-8%
0346	27%	2%	17%	8%
0501	11%	-2%	1%	3%
0801	-28%	-4%	-9%	-2%
1102	-5%	-4%	-9%	-1%
0301	11%	0%	43%	17%

## **Mandatory Analysis #11: The representation of individuals with disabilities among applicants for employment:**

As previously stated, applicant flow data is derived from information that is submitted voluntarily, and without business rules that require applicants to self-identify in any (or all) of the four data sets (race, national origin, sex and/or disabilities). As such, applicants are able to self-identify in none of those four areas, or only those areas they wish to, and do not have to self-identify in the others. For this reason, the total number of applicants who identify as having disabilities differs dramatically from the total number of applicants who identified their race, national origin and/or sex.

A very significant shortcoming of OPM's USA Staffing system is the gross misalignment of their Disability Codes with those required for MD-715 reporting. This situation is closely related to confusing and seemingly unnecessary differences between the Disability Codes in OPM's Standard Form 256 (SF-256 – Self-Identification of Disability) and the disabilities tracked by MD-715. Further complicating matters, the latest revision of the SF-256 (August 2016) makes significant changes that will require substantial rework of the DON HRLink and EEO App data and interfaces. Notably, the new SF-256 added several new categories (for example, Attention Deficit/Hyperactivity Disorder (ADHD)), but does not separately address Post-Traumatic Stress Disorder (PTSD). As this is a relatively common affliction of disabled veterans, the lack of a PTSD code (and it being instead categorized as a “psychiatric disability”) are likely to negatively impact self-identification by disabled veterans with PTSD.

Another potential limitation of the applicant flow data may be skewing of the participation rates, due to the selection of multiple disabilities (similar to the way that selecting multiple races will give the appearance of “extra” single-race applicants). Finally, this is the first year that applicant flow data has been available for Tables B-7, B-9, and B-11, so there is no historical data with which to compare the FY2016 data and gauge its consistency and/or apparent accuracy.

Another disability-specific shortcoming of the USA Staffing interface is that it combines the *No Disability* and *Not Identified* categories into a single field, where they are two separate fields for MD-715 reporting purposes. To allow for comparisons against the single-category benchmark from the USA Staffing data, analyses that also used internal DON data sources had to aggregate those categories into a single field. Because evaluation of *Not Identified* participation and trends is a key component of overall IWD/IWTD analysis, the absence of discreet *Not Identified* category within the USA Staffing system is a limitation.

For the purposes of analyzing selections for internal competitive promotions for major occupations, the benchmark that is intended to be used for comparison is the Relevant Applicant Pool<sup>9</sup>. One immediate concern regarding the accuracy of this data was that the Relevant Applicant Pool has generally much higher IWD participation and IWTD participation than anticipated. Regardless of the absolute accuracy of the resultant data, the relative rates of application, qualification and selection were thought to possibly still provide useful information, and were analyzed accordingly.

Ultimately, both IWD and IWTD show far more over-participation than expected, likely due to the previously described data shortcomings and/or very low population sizes. Overall, the information derived with the FY2016 applicant flow data is not believed to be complete or accurate enough for entirely reliable analyses, so evaluation of accession-related anomalies relies heavily on analysis of actual hires.

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<sup>9</sup> Those employees both in the next lower pay grade and in any series that would qualify them for the position announced.

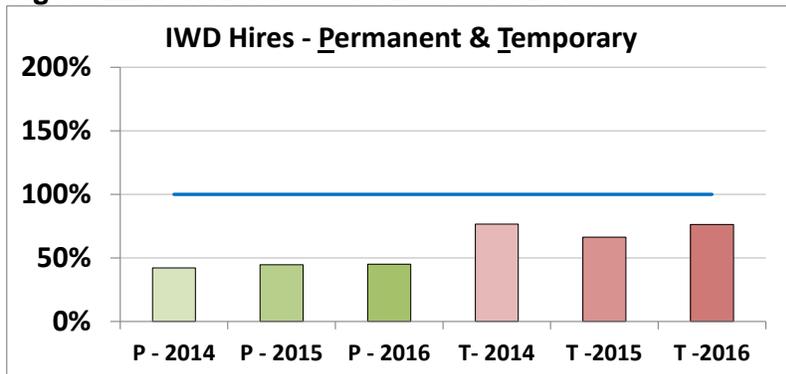
IWD and IWTD data for new hires was analyzed, by type of appointment, for the period FY2013 through FY2016. The FY2013 data was found to be in error, and was therefore ultimately omitted.

Figures 22A and 22B show IWD and IWTD participation rates among new hires, compared to the respective IWD participation rates within the overall permanent and temporary workforces, and the 2-percent federal goal for IWTD.

The results show that IWD are significantly under-participating among new hires, at a rate of only 45 percent of their overall workforce participation rate for permanent employees and only 76 percent for temporary employees.

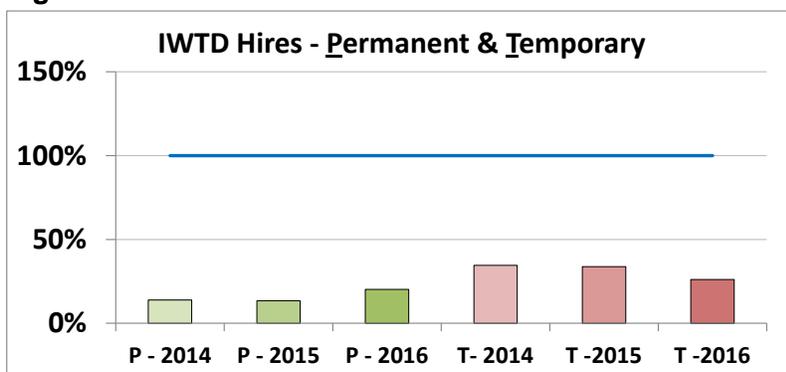
IWTD participation among new hires is even less favorable, remaining well below both the existing workforce participation rates and very far below the governing 2 percent federal goal. IWTD participation among new permanent hires is only 20 percent of the federal goal, and among new temporary hires is only 26 percent of the federal goal. Coupled with existing overall low IWTD participation in the workforce (see Figure 19, p.27), the low participation among new hires negatively impacts agency attainment of the 2 percent federal goal.

**Figure 22A: IWD Hires – FY2014 – FY2016**



There is no benchmark for IWD, so for analysis of IWD hires, the participation rates of hires were benchmarked against the rates within the overall permanent and temporary workforces. For example, in FY2016, IWD represented 8.7 percent of the permanent workforce, but only 3.9 percent of permanent hires. To compare with the benchmark, 3.9 is divided by 8.7 to yield 45 percent, the amount depicted.

**Figure 22B: IWTD Hires – FY2014 – FY2016**



The only benchmark for IWTD is the 2-percent Federal Goal, which is only an overall participation goal, and not directly relatable to hires, individual grades/occupations, etc. Nonetheless, by comparing the rate of IWTD hires against the 2-percent goal, and with the knowledge that the current participation rate is already far below the goal, it is clear that the rate of hiring IWTD is not helping to achieve 2 percent IWTD participation.

IWD and IWTD status can change over the employment cycle, through development of actual reportable conditions and through increased or more accurate self-identification. This means that the low participation of IWD and IWTD among hires is not necessarily a permanently limiting condition. In fact, the data in Figure 22A seems to contradict the generally rising IWD participation rates shown in Figures 17 and 18, suggesting that self-identification increases after employment. The hiring, placement and advancement of IWDs is, however, a cornerstone requirement of MD-715, so it remains a significant trigger to be monitored and improved upon.

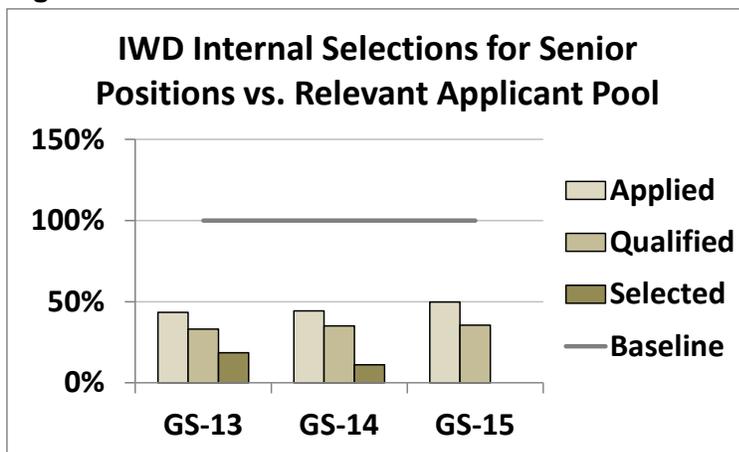
**Mandatory Analysis #12: The representation of employees with disabilities among those who received promotions, training opportunities and performance incentives:**

This mandatory analysis covers three sections:

1. Selections for Promotions
2. Training Opportunities
3. Performance Incentives

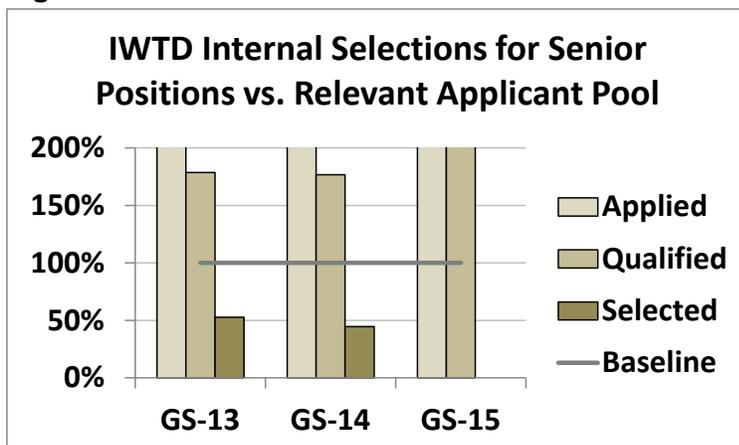
Selections for Promotions: Figure 23A depicts the application, qualification and selection rates for internal selections for senior-level positions (GS-13 through SES). In Figure 23A, internal selections for GS-13, GS-14 and GS-15 positions show IWD participation to be very low in all stages of the hiring process, and overall decreasing participation along the application-qualification-selection continuum for each grade level. Among IWTD, however, Figure 23B shows that all grade levels begin with high or very high participation in the application and qualification phases (between 240 and 530 percent of their respective benchmarks), but end up with low or zero participation in the selection phase (30 percent, on average, with none at the GS-15 level).

**Figure 23A: IWD Senior Selections – FY2016**



The benchmark comparator for Figure 23A is the Relevant Applicant Pool, those employees both in the next lower pay grade and in series that would qualify them for the position announced. For example, there are 8.5 percent IWD in the GS-14 Applicant Pool, but only 3 percent IWD among those *Qualified* for internal selections for senior positions. 3 divided by 8.5 is 35 percent, the depicted value for Qualified IWD GS-14s, relative to the Relevant Applicant Pool benchmark.

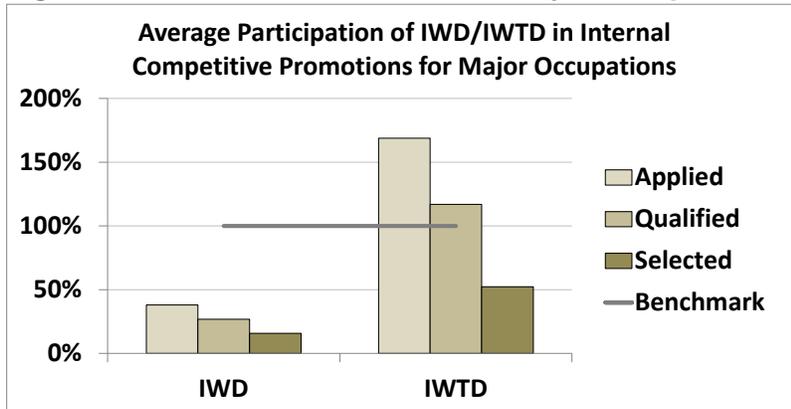
**Figure 23B: IWTD Senior Selections – FY2016**



The benchmark comparator for Figure 23B is also the Relevant Applicant Pool, those employees both in the next lower pay grade and in series that would qualify them for the position announced. For example, there are 0.72 percent IWTD in the GS-13 Applicant Pool, but only 0.38 percent IWTD among those *Selected* internally for senior positions. 0.38 divided by 0.72 is 53 percent, the depicted value for Selected IWTD GS-13s, relative to the Relevant Applicant Pool benchmark.

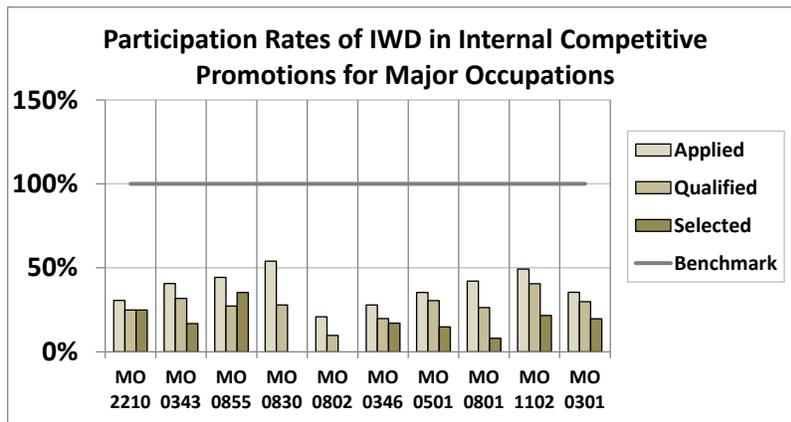
Figure 24 shows the average participation levels and trends of applications, qualifications and selections into the ten major occupations. Overall, it shows similar results as those from the internal selections for senior positions. IWD participation is notably low throughout the application-qualification-selection continuum, and shows decreasing trends. IWTD participation starts above the benchmark early in the process, and ends up below the benchmark at the end selection phase, and also shows unfavorable decreasing trends. Figures 25A and 25B show the breakdowns for each of the major occupations.

**Figure 24: IWD/IWTD Selections for Major Occupations – FY2016**

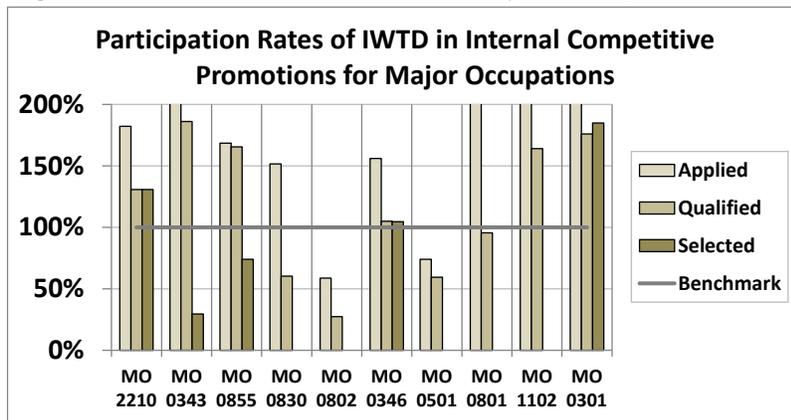


The benchmark comparator for Figures 24, 25A and 25B is the Relevant Applicant Pool, those employees both in the next lower pay grades and in series that would qualify them for the positions announced. The figures shown are averages of the application, qualification and selection rates across all ten major occupations.

**Figure 25A: IWD Selections for Major Occupations – FY2016**



**Figure 25B: IWTD Selections for Major Occupations – FY2016**



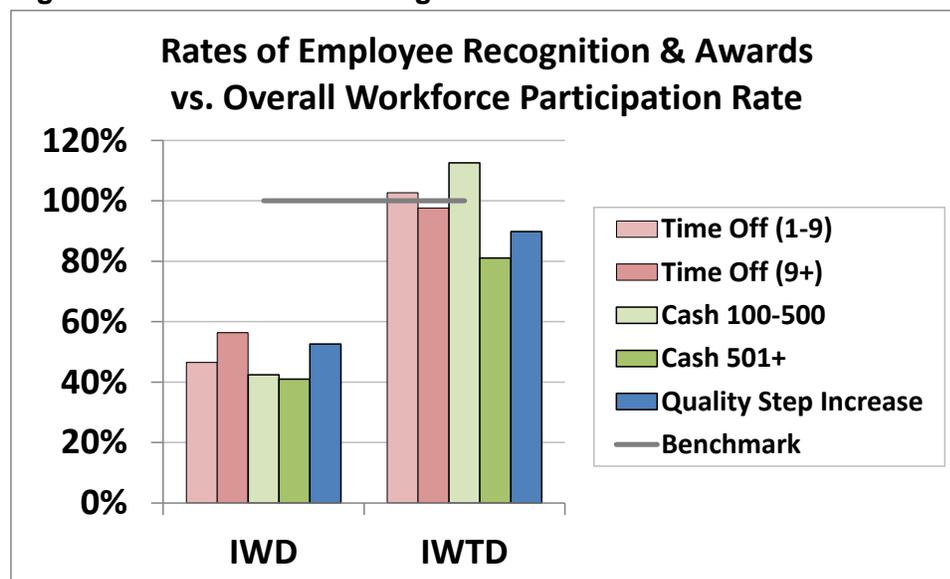
During the analysis of major occupations, the most notable items, beyond the overall patterns described in Figure 24, were instances of very low selections, relative to qualified population sizes. For example, IWTD had 181 applicants qualified for 0343, but only a single selection. Similarly, for 1102, there were 68 qualified applicants, but zero selections.

Training Opportunities: As described previously in Mandatory Analysis #6, Participation in Career Development has not been accurately tracked by the DON, and MD-715 Tables A-12 and B-12 were instead previously populated using mandatory training statistics. Data on career development opportunities for IWD and IWTD is lacking, and will be a focus area for FY2017.

Performance Incentives: This analysis centers on MD-715 Table B-13, Employee Recognition and Awards. IWD and IWTD rates of time off awards, cash awards and Quality Step Increases (QSIs) were evaluated, relative to their respective overall workforce participation rates.

As shown in Figure 26, IWD were found to have low rates of participation in all such programs, averaging only 48 percent of their overall workforce participation rate. IWTD participation in those programs is at near benchmark rates for awards of Time Off (1-9 hours) and Time Off (9+ hours), as well as for Cash Awards between \$100 and \$500. IWTD participation was slightly low for both Cash Awards over \$500 and QSIs. Furthermore, they also experience slight decreases in participation between the lower and higher Time Off and Cash Awards.

**Figure 26: IWD & IWTD Recognition & Awards – FY2016**



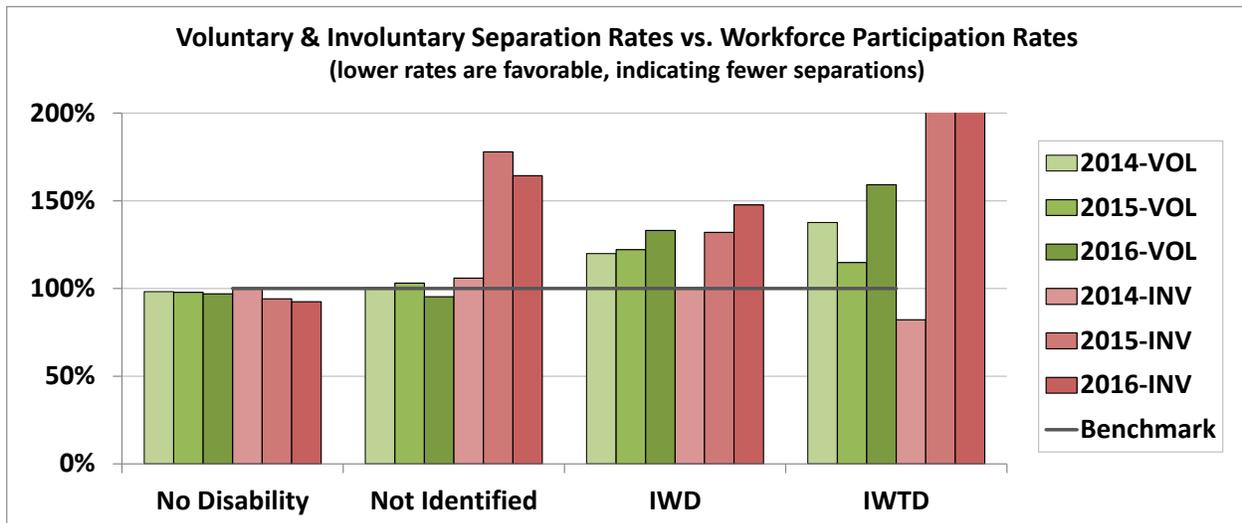
The benchmark comparator for Figure 26 is participation in the overall workforce. For example, IWD received 4.2 percent of all Quality Step Increases, but represented 8 percent of the total workforce. To assess their participation relative to the benchmark, 4.2 is divided by 8, yielding a result of 53 percent, the value shown for IWD QSIs. This indicates that IWD received QSIs at a rate about half of what they would have, if the distribution of QSIs was apportioned according to participation rates across the total workforce.

**Mandatory Analysis #13: The representation of employees with disabilities among those who were voluntarily and involuntarily separated:**

As shown in Figure 27, IWD experienced higher separation rates in both the voluntary and involuntary categories, compared to their workforce participation rates, and that trend has risen unfavorably for both categories over the past three years. The rate of involuntary separations of IWD is almost 50 percent greater than their workforce participation, and has increased nearly 50 percent since FY2013.

IWTD have similar but more pronounced unfavorable separation trends. IWTD had very high involuntary separation rates in FY2016 (230 percent). These statistics are heavily influenced by very low population sizes (two IWTD involuntarily separated, out of 126 total employees).

**Figure 27: IWD & IWTD Separation Rates – FY2014 – FY2016**



The benchmark comparator for Figure 27 is participation in the overall appropriated fund workforce. For example, IWD represent 12.7 percent of all involuntary separations, but only 8.6 percent of the workforce. To relate their participation to the benchmark, 12.7 is divided by 8.6, yielding a value of 148 percent, the value depicted for IWD involuntary separations in 2016. This indicates that IWD were involuntarily separated at a rate 48 percent higher than they would have, if separations were instead apportioned according to participation rates across the workforce.

**Department of Navy  
EEO Program Status Report  
FY2016**

# **Part E Attachments**

## **2. Workforce Analysis: Non-Appropriated Fund (NAF) Workforce**

This analysis was conducted independently by the Command Deputy Equal Employment Opportunity Officer (CDEEOO) of the Naval Supply Systems Command, using consolidated data from all three major commands with NAF personnel.

## **DON Workforce Analysis**

### **Non-Appropriated Fund (NAF)**

#### **DON NAF Total Workforce<sup>1</sup>**

“Appropriated Funds” refers to money which is allocated by legislation, passed by Congress and signed by the President. Appropriated Funds are detailed annually in Congress’s budget or, in what seems to be more common recently, by continuing resolution; this money comes primarily from Federal Taxes. Non-Appropriated Funds (NAF) refers to money earned by government agencies, not allocated through the U.S. annual budget. For example, the Navy and Marine Corps Exchanges sell products commonly found in privately owned businesses and they use the revenue from those sales to pay overhead costs, employee’s salaries, marketing campaigns, etc.

In the DON, three major commands oversee the DON NAF workforce; Marine Corps (MARCORP), Commander, Navy Installations Command (CNIC), and Naval Supply Systems Command (NAVSUP). The primary mission of the DON NAF workforce is to provide authorized customers with quality goods and services at a savings and to support Navy quality of life programs for active duty military, retirees, reservists and their families. The DON NAF workforce operates military exchanges, Navy Gateway Inns & Suites, Navy Lodges, Navy and Marine Corps Morale, Welfare, and Recreation Offices, and many more services that directly impact DON sailors and marines.

In FY16 the DON NAF total workforce was 49,905 employees, which is a +10.16% difference from FY15. Of that total, 30,481 (61%) were permanent NAF employees and 19,424 (39%) were temporary employees. In contrast, approximately 2% of the DON Appropriated Funds’ workforce is temporary employees. The large difference in percentages of temporary employees is explained by the retail business models used by MARCORP, CNIC and NAVSUP in their respective NAF operations. The majority of revenue collected through DON NAF business operations comes directly from retail services like the exchanges, lodging establishments, and morale, welfare, and recreation offices. Much like private sector retailers, DON retail services experience significant increases in customers at regular times each year. For example, exchanges need temporary employees to help handle the holiday rush from fall through early winter. Morale, welfare, and recreation offices need temporary employees to help handle the outdoor rush from spring through fall. Much like H&R Block (retail tax services that hires thousands of temporary employees annually), the DON NAF operations rely heavily on a temporary workforce to meet mission goals and requirements.

The increase in the NAF workforce between FY15 and FY16 occurred primarily with temporary employees. The percent of change for permanent NAF employees was +25.62%, while the percent of change for temporary NAF employees was +2.14% between FY15 and FY16.

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<sup>1</sup> Based on Analysis of Workforce Table A1 of 30 June 2016

**Table 1: Total Non-Appropriated Fund (NAF) Workforce Participation Rate<sup>2 3</sup>**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	NCLF (2010)	NCLF less FY 2016 Rate	Performance Marker
HM	3.75%	↓ 3.63%	↓ 3.54%	↓ 3.47%	↑ 3.54%	5.17%	1.63%	
HF	7.08%	↑ 7.34%	↓ 7.28%	↑ 7.55%	↑ 7.92%	4.79%		
WM	16.42%	↓ 15.93%	↓ 15.81%	↓ 15.59%	↓ 15.48%	38.33%	22.85%	
WF	27.08%	↑ 27.60%	↓ 27.30%	↑ 27.36%	↑ 27.40%	34.03%	6.63%	
BM	7.14%	↓ 6.84%	↓ 6.75%	↓ 6.67%	↑ 6.73%	5.49%		
BF	13.12%	↑ 13.37%	↑ 13.51%	↑ 13.58%	↑ 13.91%	6.53%		
AM	5.96%	↓ 5.73%	↓ 5.71%	↓ 5.55%	↓ 5.32%	1.97%		
AF	13.22%	↓ 13.03%	↓ 12.74%	↓ 12.67%	↓ 12.20%	1.93%		
NM	1.42%	↑ 1.48%	↑ 1.54%	⇒ 1.54%	↓ 1.45%	0.07%		
NF	2.21%	↑ 2.33%	↑ 2.47%	↑ 2.48%	↓ 2.39%	0.07%		
IM	0.24%	↑ 0.26%	⇒ 0.26%	↑ 0.28%	↑ 0.30%	0.55%	0.25%	
IF	0.52%	↑ 0.53%	↓ 0.52%	↑ 0.57%	↑ 0.62%	0.53%		
2M	0.73%	↑ 0.73%	↑ 0.98%	↑ 1.01%	↑ 1.08%	0.26%		
2F	1.10%	↑ 1.20%	↑ 1.51%	↑ 1.67%	↓ 1.66%	0.28%		

Table 1 shows the overall participation rates, inclusive of NAF permanent and temporary employees, for each major ethnic/racial group in the DON civilian workforce. Four groups – Hispanic Males (HM), While Males (WM), White Females (WF) and American Indian/Alaska Native Males (IM) are represented in the DON workforce at lower rates than they participate in the National Civilian Labor Force (NCLF). For more than five years, HM, WM and WF have participated in the DON workforce at a lower rate than they do in the NCLF. HM and WF saw slight increases in their participation rates equating to changes of +0.07% and +0.04%, respectively, compared to FY15. WM have steadily decreased every year since FY12.

<sup>2</sup> Red blocks denote groups at less than 80% of the NCLF; Gray blocks denote groups at less than 100% of the NCLF but at or above 80% of the NCLF

<sup>3</sup> Performance markers with the trend line are at the right side of each chart to easily see the five-year trends and the NCLF marker is to the far right

## NAF Analysis – Permanent Employees<sup>1</sup>

Table 2 provides a snapshot of the permanent NAF employees in the DON workforce. The groups that fall below the 2010 NCLF include HM, WM, WF and IM. These are the same groups that were below the NCLF in FY15. In FY16, HM and WF saw small increases in workforce participation rates (+0.02% and +0.17%, respectively), while WM decreased by -0.36% and IM did not change. Black Males (BM), Asian Males (AM), Asian Female (AF), and Native Hawaiian or Other Pacific Islander Males (NM) experienced drops in their participation rates but still remained over the NCLF. Similar to the Appropriated Fund workforce, the NAF workforce is concerned primarily with three groups, HM, WM and WF. The three groups in the AF workforce are almost identical with the only difference being HF instead of WM.

**Table 2: Permanent Non-Appropriated Fund (NAF) Participation Rate<sup>2 3</sup>**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	NCLF (2010)	NCLF less FY 2016 Rate	Performance Marker
HM	3.62%	↓ 3.54%	↓ 3.44%	↑ 3.50%	↑ 3.52%	5.17%	1.65%	
HF	7.03%	↑ 7.12%	↑ 7.26%	↑ 7.53%	↑ 7.84%	4.79%		
WM	16.03%	↓ 15.58%	→ 15.58%	↓ 15.14%	↓ 14.78%	38.33%	23.55%	
WF	26.08%	↑ 26.77%	↑ 26.88%	→ 26.88%	↑ 27.05%	34.03%	6.98%	
BM	6.51%	↓ 6.39%	↑ 6.40%	↓ 6.35%	↓ 6.21%	5.49%		
BF	13.22%	↑ 13.44%	↑ 13.56%	↑ 13.66%	↑ 13.84%	6.53%		
AM	6.01%	↓ 5.85%	↓ 5.70%	↓ 5.54%	↓ 5.41%	1.97%		
AF	15.23%	↓ 14.91%	↓ 14.38%	↓ 14.16%	↓ 14.08%	1.93%		
NM	1.50%	↓ 1.49%	→ 1.49%	↑ 1.57%	↓ 1.43%	0.07%		
NF	2.27%	↑ 2.31%	↑ 2.37%	↑ 2.48%	↑ 2.49%	0.07%		
IM	0.21%	↑ 0.22%	↓ 0.21%	↑ 0.23%	→ 0.23%	0.55%	0.32%	
IF	0.49%	↓ 0.46%	↓ 0.44%	↑ 0.48%	↑ 0.55%	0.53%		
2M	0.67%	↑ 0.72%	↑ 0.91%	↑ 0.92%	↑ 0.97%	0.26%		
2F	1.13%	↑ 1.21%	↑ 1.38%	↑ 1.55%	↑ 1.59%	0.28%		

## NAF Analysis – Temporary Employees<sup>1</sup>

Between 2015 and 2016, NAF temporary employees in the DON workforce increased by +25.62% equating to a gain of 3961 employees. In the past, these employees were analyzed with the permanent Appropriated Fund employees. While they are a small group, without splitting them out, it is impossible to tell if they are impacting the data on permanent employees or if the larger number of permanent employees is covering something that may be occurring within this group. Table 3 shows the participation rate of temporary NAF employees by gender and demographic group. The Temporary NAF employees follow a pattern similar to the permanent NAF employees in that the groups with low participation in this segment of the workforce include HM, WM and WF.

**Table 3: Temporary Non-Appropriated Fund (NAF) Participation Rate<sup>2 3</sup>**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	NCLF (2010)	NCLF less FY 2016 Rate	Performance Marker
HM	3.97%	↓ 3.79%	↓ 3.72%	↓ 3.43%	↑ 3.58%	5.17%	1.59%	
HF	7.17%	↑ 7.72%	↓ 7.32%	↑ 7.60%	↑ 8.05%	4.79%		
WM	17.02%	↓ 16.53%	↓ 16.20%	↑ 16.46%	↑ 16.56%	38.33%	21.77%	
WF	28.64%	↑ 29.06%	↓ 28.24%	↑ 28.29%	↓ 27.95%	34.03%	6.08%	
BM	8.13%	↓ 7.61%	↓ 7.37%	↓ 7.29%	↑ 7.54%	5.49%		
BF	12.96%	↑ 13.24%	↑ 13.42%	⇒ 13.42%	↑ 14.02%	6.53%		
AM	5.90%	↓ 5.54%	↑ 5.72%	↓ 5.57%	↓ 5.18%	1.97%		
AF	10.07%	↓ 9.77%	↑ 9.88%	↓ 9.80%	↓ 9.24%	1.93%		
NM	1.29%	↑ 1.48%	↑ 1.62%	↓ 1.47%	↑ 1.49%	0.07%		
NF	2.12%	↑ 2.35%	↑ 2.65%	↓ 2.48%	↓ 2.22%	0.07%		
IM	0.29%	↑ 0.34%	↑ 0.35%	↑ 0.37%	↑ 0.42%	0.55%	0.13%	
IF	0.57%	↑ 0.65%	↑ 0.66%	↑ 0.74%	↓ 0.73%	0.53%		
2M	0.83%	↑ 0.74%	↑ 1.11%	↑ 1.18%	↑ 1.25%	0.26%		
2F	1.04%	↑ 1.19%	↑ 1.75%	↑ 1.90%	↓ 1.77%	0.28%		

**DON Major Occupations**

**Permanent NAF Workforce<sup>4</sup>:** Based on the A-6 Table (permanent NAF employees), the top seven major occupational series (MOS) have been analyzed for low participation rates. These series make up 64% of the DON NAF workforce. The tables provided for each of the top seven MOS only display demographic groups with significantly low participation rates identified. For the purposes of the MD-715, the DON has defined “significantly low” as less than 80% of the Occupational Civilian Labor Force (OCLF). These are the areas where the DON will focus its attention. The top seven series in the NAF workforce can be found below in Tables 4 -10 with areas of significantly low participation noted.

All groups in the DON NAF workforce have low participation in at least one of the top major occupational series with the exception of Black Females (BF), AF, Native Hawaiian/Pacific Islander Males and Females (NM & NF) and Two or More Races Males and Females (2M & 2F). WF have low participation in all top seven series, WM low in six series, HM low in five series, IM low in four series, BM and HF low in three series, and IF low in two series. Those groups with the most significant low participation rates are WM, WF and HM. These groups are represented at less than 80% of the MOS OCLF in five or more of the DON top seven occupational series.

**Table 4: Sales Store Clerical (2091)<sup>2 3</sup>**

**Total Employees: 6,068**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	OCLF (2010)	OCLF less FY 2016 Rate	Parity	Performance Marker
HM	2.30%	↓ 2.24%	↓ 2.02%	↓ 1.97%	↑ 2.52%	5.20%	2.68%	+163	
WM	7.61%	↓ 7.58%	↓ 7.35%	↑ 7.72%	↓ 6.86%	36.10%	29.24%	+1775	
WF	25.62%	↑ 25.78%	↓ 25.08%	↑ 25.53%	↓ 23.40%	35.90%	12.50%	+658	
BM	4.74%	↑ 4.89%	↑ 4.63%	↑ 4.69%	↓ 4.32%	5.00%	0.68%	+41	
IM	0.08%	⇒ 0.08%	↓ 0.06%	↑ 0.09%	↑ 0.15%	0.40%	0.25%	+15	

**Table 5: Education & Training Tech. (1702)<sup>2 3</sup>**

**Total Employees: 7,761**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	OCLF (2010)	OCLF less FY 2016 Rate	Parity	Performance Marker
HM	0.88%	⇒ 0.88%	↑ 0.90%	↓ 0.89%	↓ 0.79%	1.80%	1.01%	+79	
WM	2.28%	↑ 2.55%	↓ 2.21%	⇒ 2.21%	↓ 2.16%	20.90%	18.74%	+1454	
WF	38.30%	↓ 38.07%	↓ 37.55%	↓ 36.13%	↓ 35.51%	54.00%	18.49%	+2771	
BM	2.30%	↑ 2.55%	↑ 2.40%	↑ 2.27%	↑ 2.05%	3.30%	1.25%	+97	
AM	0.57%	↑ 0.80%	↓ 0.76%	↑ 0.80%	↓ 0.68%	0.90%	0.22%	+17	
IM	0.02%	↑ 0.03%	⇒ 0.03%	⇒ 0.03%	↓ 0.04%	0.20%	0.16%	+13	
IF	0.80%	↑ 0.90%	↑ 0.95%	↑ 1.02%	↓ 0.91%	1.00%	0.09%	+7	

<sup>4</sup> Based on Table A-6 (NAF Permanent) 30 June 2016

**Table 6: Recreation Aide (0189)<sup>2 3</sup>**

**Total Employees: 6,973**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	OCLF (2010)	OCLF less FY 2016 Rate	Parity	Performance Marker
HF	3.89%	↑ 4.02%	↑ 4.39%	↑ 4.88%	↑ 5.05%	4.70%		+0	
WF	28.92%	↑ 29.06%	↓ 27.81%	↓ 27.50%	↑ 27.81%	50.80%	22.99%	+1603	

**Table 7: Custodial (3566)<sup>2 3</sup>**

**Total Employees: 3,898**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	OCLF (2010)	OCLF less FY 2016 Rate	Parity	Performance Marker
HM	3.30%	↑ 3.57%	↓ 3.23%	↓ 3.09%	↑ 3.21%	10.20%	6.99%	+273	
WM	5.96%	↑ 6.05%	↓ 5.80%	↓ 5.39%	↑ 5.82%	42.90%	37.08%	+1445	
WF	11.28%	↑ 12.22%	↑ 13.11%	↑ 13.39%	↑ 13.88%	17.00%	3.12%	+122	
BM	7.74%	↓ 7.20%	↑ 7.74%	↑ 7.91%	↑ 8.31%	14.20%	5.89%	+230	
IM	0.15%	↑ 0.23%	↑ 0.26%	↓ 0.22%	↑ 0.31%	0.80%	0.49%	+19	

**Table 8: General Business & Industry (1101)<sup>2 3</sup>**

**Total Employees: 2,984**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	OCLF (2010)	OCLF less FY 2016 Rate	Parity	Performance Marker
HF	4.56%	↑ 4.62%	↑ 4.93%	↓ 4.76%	↑ 4.99%	5.80%	0.81%	+24	
WF	32.56%	↑ 34.34%	↓ 33.90%	↑ 34.13%	↓ 33.95%	43.80%	9.85%	+294	
IF	0.37%	→ 0.37%	↓ 0.30%	↑ 0.34%	↓ 0.27%	0.40%	0.13%	+4	

**Table 9: Miscellaneous Clerk & Assistant (0303)<sup>2 3</sup>**

**Total Employees: 1,848**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	OCLF (2010)	OCLF less FY 2016 Rate	Parity	Performance Marker
HM	1.44%	↑ 1.73%	↓ 1.64%	↓ 1.10%	↓ 1.03%	2.60%	1.57%	+29	
HF	6.73%	↓ 6.44%	↑ 6.95%	↑ 7.10%	↑ 7.90%	7.40%		+9	
WM	5.91%	↑ 6.30%	↑ 6.95%	↓ 6.33%	↑ 6.82%	16.90%	10.08%	+186	
WF	32.62%	↓ 31.45%	↑ 31.85%	↑ 32.41%	↓ 32.31%	53.20%	20.79%	+386	
IM	0.27%	↓ 0.20%	↓ 0.13%	→ 0.13%	↑ 0.16%	0.20%	0.04%	+1	

**Table 10: Food Service (7408)<sup>2 3</sup>**

**Total Employees: 1,317**

Group	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	OCLF (2010)	OCLF less FY 2016 Rate	Parity	Performance Marker
HM	4.35%	↓ 4.05%	↓ 3.09%	↓ 2.82%	↑ 3.04%	10.00%	6.96%	+92	
HF	6.00%	↑ 7.59%	↓ 7.42%	↓ 7.20%	↓ 7.06%	7.50%	0.44%	+6	
WM	10.25%	↓ 8.73%	↑ 10.30%	↑ 10.75%	↓ 10.48%	32.40%	21.92%	+289	
WF	21.01%	↑ 21.83%	↑ 22.45%	↓ 21.40%	↑ 22.48%	29.80%	7.32%	+96	
IM	0.31%	↓ 0.10%	↑ 0.51%	↓ 0.42%	↑ 0.61%	0.40%		+3	

## Accessions

Table 11 – NAF Accessions<sup>5</sup>

Total NAF Accessions: 15,428

Group	NCLF (2010)	Accessions				Net Gain/Loss (Accessions less Separations)			
		FY 2015		FY 2016		FY 2015		FY 2016	
		#	%	#	%	#	%	#	%
HM	5.17%	430	3.74%	↑ 608	↑ 3.94%	34	-0.20%	↓ 5	↑ 0.11%
HF	4.79%	1037	9.03%	↑ 1578	↑ 10.23%	100	-0.28%	↑ 162	↑ 1.24%
WM	38.33%	1649	14.35%	↑ 2146	↓ 13.91%	373	1.67%	↓ -209	↓ -1.05%
WF	34.03%	3522	30.66%	↑ 4601	↓ 29.82%	437	0.00%	↓ -260	↓ -1.06%
BM	5.49%	884	7.69%	↑ 1112	↓ 7.21%	102	-0.08%	↓ -78	↓ -0.35%
BF	6.53%	1594	13.87%	↑ 2294	↑ 14.87%	195	-0.03%	↑ 68	↑ 0.73%
AM	1.97%	395	3.44%	↑ 516	↓ 3.34%	21	-0.28%	↓ -67	↓ -0.36%
AF	1.93%	855	7.44%	↑ 1223	↑ 7.93%	26	-0.80%	↓ 15	↑ 0.26%
NM	0.07%	141	1.23%	↑ 191	↑ 1.24%	5	-0.12%	↓ -24	↑ -0.13%
NF	0.07%	243	2.12%	↑ 371	↑ 2.40%	-19	-0.48%	↓ 22	↑ 0.18%
IM	0.55%	34	0.30%	↑ 58	↑ 0.38%	14	0.10%	↓ 9	↑ 0.07%
IF	0.53%	97	0.84%	↑ 126	↓ 0.82%	33	0.20%	↓ 10	↑ 0.08%
2M	0.26%	220	1.91%	↑ 243	↑ 1.58%	22	-0.06%	↓ 19	↑ 0.16%
2F	0.28%	388	3.38%	↑ 361	↑ 2.34%	83	0.35%	↓ 12	↑ 0.12%

Table 11 shows the number of NAF new hires in FY16. The majority of the accessions (29.82%) in FY16 were WF, unlike the Appropriated Fund new hires, which were majority WM. Only HM, WM and WF groups had accessions below the NCLF. The groups that remain the biggest concern for the NAF workforce are HM, WM and WF; the accession rate for these groups never seems to surpass their participation rate in the NCLF. The NAF workforce accession rate for all other groups typically surpass their participation rate in the NCLF, and helps keep the overall participation rate for these groups well above the NCLF.

<sup>5</sup> Based on Workforce Table A-8 (NAF) 30 June 2016

## Separations

Table 12 – NAF Separations<sup>6</sup>

Total NAF Separations: 15,744

Group	Total DON NAF Participation Current FY	Separations				Net Gain/Loss (Accessions less Separations)			
		FY 2015		FY 2016		FY 2015		FY 2016	
		#	%	#	%	#	%	#	%
HM	3.54%	396	3.94%	↑ 603	↓ 3.83%	34	-0.20%	↓ 5	↑ 0.11%
HF	7.92%	937	9.31%	↑ 1416	↓ 8.99%	100	-0.28%	↑ 162	↑ 1.24%
WM	15.48%	1276	12.68%	↑ 2355	↑ 14.96%	373	1.67%	↓ -209	↓ -1.05%
WF	27.40%	3085	30.66%	↑ 4861	↑ 30.88%	437	0.00%	↓ -260	↓ -1.06%
BM	6.73%	782	7.77%	↑ 1190	↓ 7.56%	102	-0.08%	↓ -78	↓ -0.35%
BF	13.91%	1399	13.90%	↑ 2226	↑ 14.14%	195	-0.03%	↑ 68	↑ 0.73%
AM	5.32%	374	3.72%	↑ 583	↓ 3.70%	21	-0.28%	↓ -67	↓ -0.36%
AF	12.20%	829	8.24%	↑ 1208	↓ 7.67%	26	-0.80%	↓ 15	↑ 0.26%
NM	1.45%	136	1.35%	↑ 215	↑ 1.37%	5	-0.12%	↓ -24	↑ -0.13%
NF	2.39%	262	2.60%	↑ 349	↓ 2.22%	-19	-0.48%	↓ 22	↑ 0.18%
IM	0.30%	20	0.20%	↑ 49	↑ 0.31%	14	0.10%	↓ 9	↑ 0.07%
IF	0.62%	64	0.64%	↑ 116	↑ 0.74%	33	0.20%	↓ 10	↑ 0.08%
2M	1.08%	198	1.97%	↑ 224	↑ 1.42%	22	-0.06%	↓ 19	↑ 0.16%
2F	1.66%	305	3.03%	↑ 349	↑ 2.22%	83	0.35%	↓ 12	↑ 0.12%

In FY16, the DON had a total of 15,744 separations in the non-appropriated fund (NAF) workforce. Table 12 shows NAF separations by group as compared to the participation rate of the group within the DON NAF workforce. HM, HF, WF, BM, BF, IM, IF, 2M and 2F are separating at a rate that is higher than their participation in the DON NAF workforce. In addition, it is notable that in FY16 all non-appropriated fund female groups, with the exception of WF and AF, are voluntarily separating at a higher rate than their group's total separation rate (see Workforce Table A-14 for NAF).

WM, WF, BM, AM and NM had net gain/loss numbers that were negative in FY16. The historical trend for the DON NAF workforce does not indicate that these groups will move further from parity and into low participation in the NAF workforce. This is mainly due to the accession rate for these groups being significantly larger than their participation rate in the NCLF, and noted previously.

<sup>6</sup> Based on Workforce Table A-14 (NAF) 30 June 2016

**Individuals with Targeted Disabilities (IWTD)**

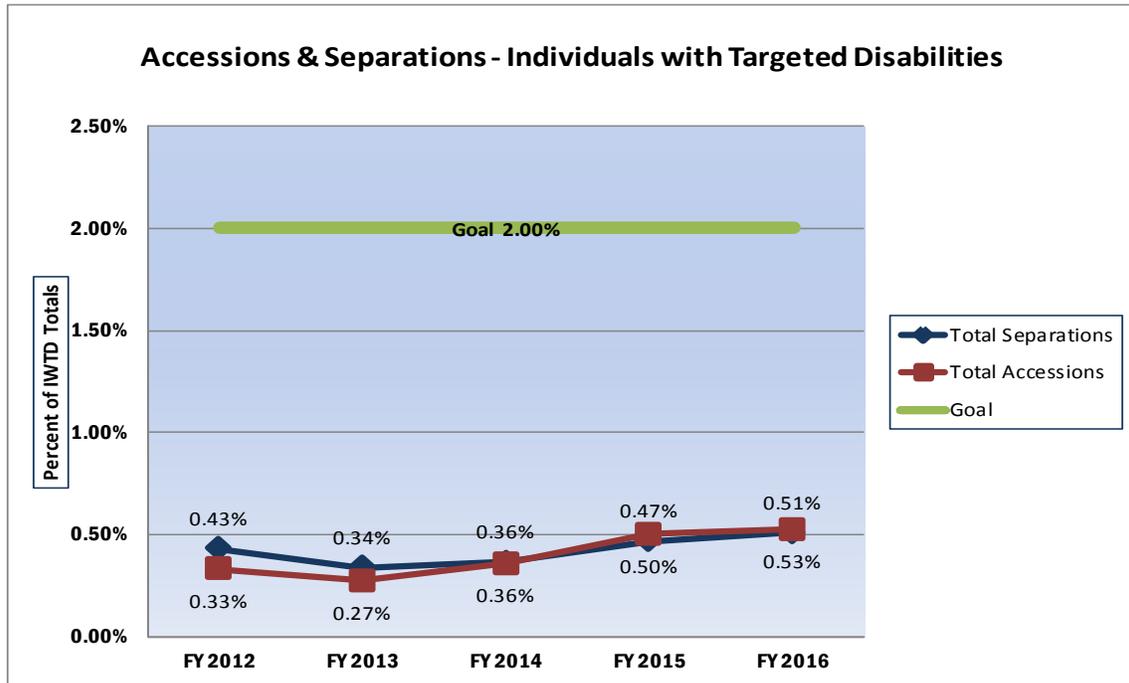
As shown in Table 13, and for the second consecutive year, the DON NAF population of IWTD increased from 168 in FY2015 to 192 in FY2016. Additionally, the workforce percentage increased proportionally from 0.37% in FY2015 to 0.38% in FY2016. There were 2,718 individuals with non-targeted disabilities in the DON NAF population, a small increase from 2,527 people in FY2015.

**Table 13 – ITWD/Non-Targeted Disabilities – NAF Only**

Non-Appropriated Funds	EEOC Goal	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		2.00% less FY 2016 DON Participation
		#	%	#	%	#	%	#	%	#	%	
Individuals With Targeted Disabilities	2.00%	165	0.37%	↓ 152	↓ 0.34%	↓ 150	↓ 0.33%	↑ 168	↑ 0.37%	↑ 192	↑ 0.38%	↓ 1.62%
Individuals With Non-Targeted Disabilities	N/A	2,087	4.66%	↑ 2,153	↑ 4.81%	↑ 2,350	↑ 5.19%	↑ 2,527	↑ 5.58%	↑ 2,718	↓ 5.45%	N/A
Total Workforce Current FY 2016 (NAF)	N/A	44,829		44,740		45,257		45,304		49,905		N/A

The DON NAF workforce participation rate of IWTDs is below EEOC’s goal of 2.0% at only 0.38%. Individuals with non-targeted disabilities discontinued a six year trend of increased participation in FY16, by decreasing -0.13% to a total of 5.45%; due to the total workforce growing 10%.

Table 14 – IWTD – 5 year trend of Accessions and Separations



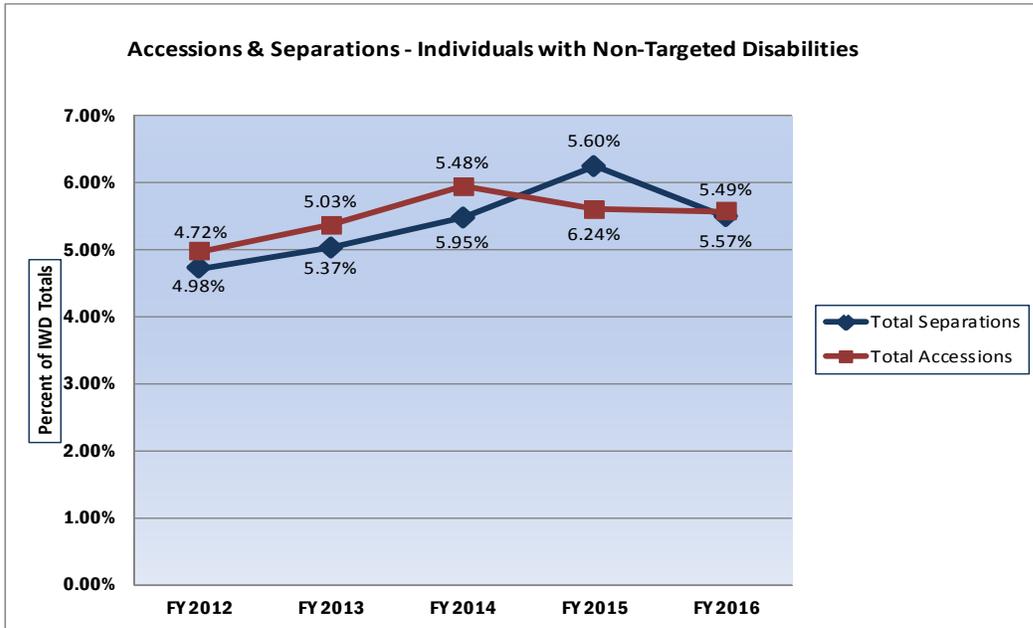
EEOC Target Goal = 2.00%	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	#	%	#	%	#	%	#	%	#	%
Total Accessions	58	0.33%	41	0.27%	60	0.36%	58	0.50%	81	0.53%
Total Workforce Accessions	17,519		15,006		16,794		11,544		15,428	
Total Separations	68	0.43%	51	0.34%	56	0.36%	47	0.47%	80	0.51%
Total Workforce Separations	15,831		15,175		15,403		10,063		15,744	

*Note: This table includes DON NAF permanent and temporary employees only.*

DON NAF IWTD Accessions have outpaced Separations for the past three fiscal years. In FY14, the percentage of accessions and separations were identical, but the actual number of IWTD accessions was greater by four. In FY15 & FY16, both number and percentage of IWTD accessions were greater than IWTD separations.

A deeper look was taken into the 81 accessions and the 80 separations in FY16. Out of the 80 separations, 16 (20%) were involuntary actions and 64 (80%) were voluntary. Out of the 81 accessions, 20 (25%) were permanent and 61 (75%) were temporary. A more in depth analysis into the types of voluntary and involuntary separations is warranted as well as an analysis of NAF workforce exit interviews and surveys.

**Table 15 – Non-Targeted Disabilities – 5 year trend of Accessions and Separations**

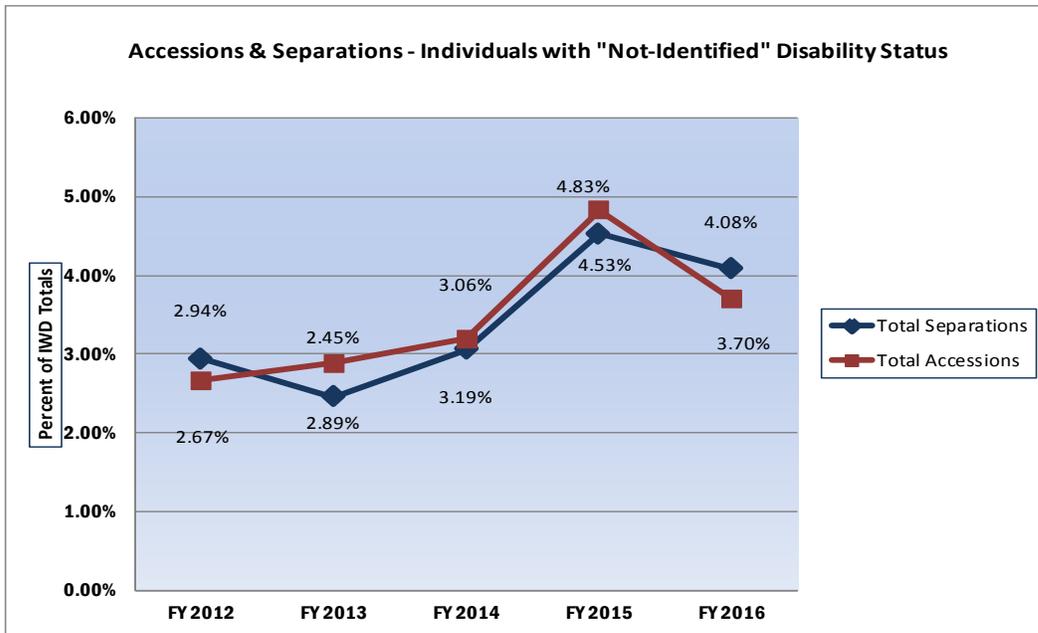


	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	#	%	#	%	#	%	#	%	#	%
Total Accessions	814	4.98%	766	5.37%	938	5.95%	589	5.60%	859	5.57%
Total IWD Workforce Accessions Current FY 2016 (NAF)	17,519		15,006		16,794		11,544		15,428	
Total Separations	679	4.72%	711	5.03%	789	5.48%	581	5.24%	865	5.49%
Total IWD Workforce Separations Current FY 2016 (NAF)	15,831		15,175		15,403		10,063		15,744	

*Note: This table includes DON NAF permanent and temporary employees only.*

Despite the positive trend from FY12 to FY14 where the accession rate surpassed the separation rate, in FY15 the separation rate far exceeded the number of accessions for individuals with non-targeted disabilities. In FY16, the accession rate exceeds the separation rate for individuals with non-targeted disabilities. Furthermore, the total number of individuals with non-targeted disabilities in the workforce was the highest it has been in 5 years at 2,718 employees. This positive trend can be, in part, attributed to the increase in hiring of our Wounded Warriors who mainly fall into this category.

**Table 16 – Individuals that Do Not Want to Identify Their Disability Status – 5 year trend of Accessions and Separations**



	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016	
	#	%	#	%	#	%	#	%	#	%
Total Accessions	467	2.67%	433	2.89%	536	3.19%	558	4.83%	571	3.70%
Total IWD Workforce Accessions Current FY 2016 (NAF)	17,519		15,006		16,794		11,544		15,428	
Total Separations	465	2.94%	372	2.45%	471	3.06%	456	4.53%	643	4.08%
Total IWD Workforce Separations Current FY 2016 (NAF)	15,831		15,175		15,403		10,063		15,744	

*Note: This table includes DON NAF permanent and temporary employees only.*

Chart Data

FY 2012 FY 2013 FY 2014 FY 2015 FY 2016

The chart above shows that a very large percentage of new hires, when provided the SF 256 to identify their disability status, selected the option that states that they did not wish to identify their disability status. In FY16, this percentage decreased after seeing steady increases for five consecutive years. The percentage of individuals who have separated that do not wish to identify their disability also decreased in FY16. Individuals with Disabilities are often fearful of coding themselves correctly in MyBiz or via the SF-256 because of how they believe the data may be utilized and/or the information may be shared inappropriately. Some will only identify themselves as having a disability or targeted disability once on-board or after several months, or years, of employment.

## **DON NAF Recruitment**

Because of the different rules governing the NAF workforce, recruitment for NAF positions enjoys greater flexibilities than seen in the Appropriated Fund workforce. Recruitment and hiring for NAF positions is very similar to the private sector and often uses similar recruitment websites like Monster® or CareerBuilder®, along with billboards, national and local magazines, local newspapers, Craigslist®, and LinkedIn®. Dependent on the type of position, e.g. recreation aide, NAF recruiters target specific organizations like parks and recreation offices.

Recruitments are executed in accordance with merit systems principles and job announcements include EEO statements and reasonable accommodation statements. Job announcements vary in the amount of time they are open, but they are usually open for at least five days and typically don't exceed 14 days; hard to fill and high turnover positions are often open for 30 days or longer. Permanent change of station, and other relocation incentives, is used to recruit employees for jobs in overseas locations like the Middle East, Asia, Europe and Africa. Many of the positions in NAF locations all over the world are filled by military spousal hires when families are permitted to accompany soldiers overseas, this is a critical component to serving our soldiers as it provides stability and income for our military families.

## **DON NAF Retention**

Retention programs vary in the NAF workforce depending on whether a position is blue-collar or white-collar. Telework is available for certain positions, typically white-collar positions as the majority of the blue-collar positions require face-to-face customer service or require employees to do physical work like stocking shelves or loading and unloading trucks, etc. Internship opportunities are available and typically in the white-collar workforce. Awards are used in the NAF workforce and the FY16 analysis will dig deeper into how awards are distributed in the NAF workforce. Some of the NAF uses incentives like employee discounts in exchanges or when using Morale, Welfare & Recreation services. NAF offers reasonable accommodation to qualified employees and applicants and reasonable accommodation statements can be found in job announcements and on NAF websites.

## **DON NAF Development**

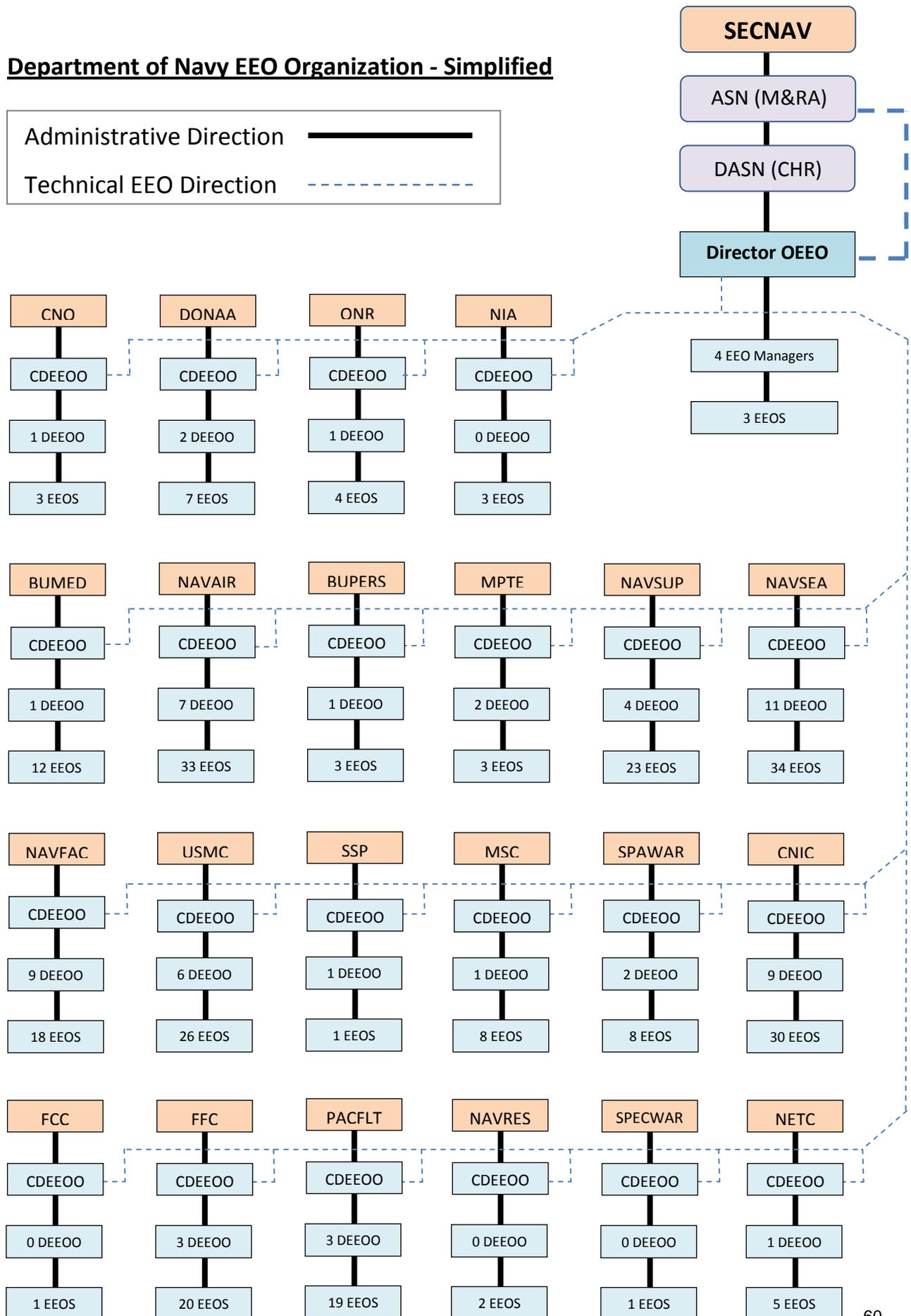
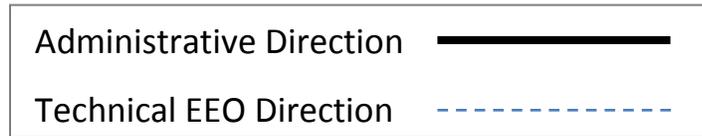
White-collar NAF career fields tend to have training, development, and mentoring programs that help employees grow but similar programs for the blue-collar workforce are severely lacking or non-existent at all. Supervisors have mandatory training and development programs that provide them the skills to properly supervise. Mandatory training is provided to all employees to help foster a work environment that is inclusive and free from discrimination and harassment.

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**Part E Attachments**

**3. Organizational Chart**

# Department of Navy EEO Organization - Simplified



**Department of Navy  
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**Part E Attachments**

**4. SECNAV EEO Statement**



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

AUG 31 2016

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

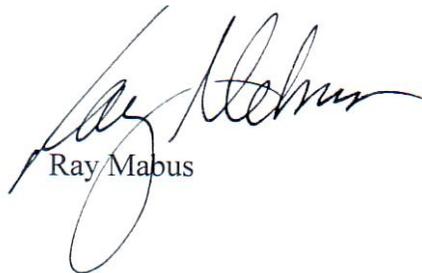
As the Secretary of the Navy, I am strongly committed to the principles of Equal Employment Opportunity (EEO) and will strive to ensure EEO remains an organizational imperative. The Department of the Navy's (DON) mission, which is to maintain, train, and equip combat-ready Naval forces capable of winning wars, deterring aggression, and maintaining freedom of the seas, hinges on the participation and engagement of every member. The work done to prevent, halt, and remedy all forms of discrimination or harassment that occur in our workplace is paramount to our collective success.

It is the DON's policy to provide equal employment opportunities for all persons regardless of race, color, religion, sex (including pregnancy, sex stereotyping, gender identity, transgender status, and sexual orientation), national origin, age, disability, genetic information (including family medical history), parental status, marital status, political affiliation, military service, or any other non-merit based factor. Employment anti-discrimination laws cover all human capital and employment programs, management practices, and decisions, including but not limited to: recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

All DON employees and applicants are also specifically protected against retaliation. Consistent with Federal laws, acts of retaliation against an employee or applicant who engages in a protected activity will not be tolerated. All DON employees are responsible for adhering to EEO principles, and supervisors, managers, and leaders are expected to maintain an inclusive work environment free of discrimination. Any employee or applicant who feels that he or she is subjected to these or other forms of unlawful discrimination should contact the Command's EEO Office, Human Resources Office, or the Office of Counsel, as appropriate.

Our commitment to EEO requires more than mere compliance. We must continue to meet both the letter of the law and its spirit. We must view our commitment to EEO as a matter of personal integrity and accountability. I ask each member of our workforce to take personal responsibility for implementing our EEO policy and to cooperate fully in its enforcement. It is incumbent upon every employee to ensure the DON maintains a culture that promotes the full realization of equality of opportunity that truly reflects the DON Core Values: Honor, Courage, and Commitment.

Thank you for your hard work and continued dedication to fulfilling the DON's mission in service to our Nation.



Ray Mabus

**Department of Navy  
EEO Program Status Report  
FY2016**

**Part E Attachments**

**5. Agency Mission**

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

The Department of the Navy (DON) mission 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 two main objectives:

1. The first objective is to organize, train, equip, prepare and maintain the readiness of Navy and Marine Corps forces to perform military missions. These forces carry out military missions as directed by the President through the Secretary of Defense, to the Secretary of the Navy, to the Navy Department.
2. The second objective is to support the Navy and Marine Corps forces as well as the forces of other military departments. The DON supports these forces as directed by the Secretary of Defense.

The DON has three principle components:

1. The Navy Department, consisting of executive offices largely located in metropolitan Washington D.C.
2. The operating forces (known as the "fleet") including the Marine Corps, the reserve components and, in time of war, the U.S. Coast Guard (which in time of peace is a component of the Department of Homeland Security)
3. The shore establishment that provides support to the operating forces.

**Department of Navy  
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**Part F  
Program  
Certification**

<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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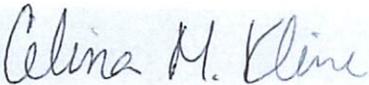
**CERTIFICATION OF ESTABLISHMENT OF CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Celina M. Kline, 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.

 <p>Celina M. Kline Director Department of the Navy Office of Equal Employment Opportunity</p>	<p style="font-size: 1.5em;">1/16/2017</p> <p>Date</p>
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 <p>Franklin R. Parker Assistant Secretary of the Navy (Manpower and Reserve Affairs)</p>	<p style="font-size: 1.5em;">1/16/2017</p> <p>Date</p>
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**Department of Navy  
EEO Program Status Report  
FY2016**

**Part G**

**Self-Assessment Checklist**

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
<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	
Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X		
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>		Yes	No	
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		
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		

 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
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		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.  <i>DON Response: The DON's Schedule of Offenses and Recommended Penalties is included in Civilian Human Resources Manual (CHRM), Subchapter 752 (<a href="http://www.hqmc.marines.mil/Portals/143/Docs/Disciplinary_Actions.pdf">http://www.hqmc.marines.mil/Portals/143/Docs/Disciplinary_Actions.pdf</a>).</i>				See DON response (left)
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		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X		

<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> <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.</b>				
 <b>Compliance Indicator</b>	<b>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.</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>Yes</b>	<b>No</b>	
 <b>Measures</b>				
<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> <p><i>DON Response: At the agency level, the EEO Program Director does not report directly to the Secretary of the Navy (SECNAV). Instead, the DON EEO Program Director receives policy and technical direction from the Assistant Secretary of the Navy for Manpower and Reserve Affairs (ASN (M&amp;RA)), who is the DON EEO Director, as delegated by the SECNAV. Direction for the EEO program execution and the direct reporting line, however, are with the Deputy Assistant Secretary of the Navy Civilian Human Resources (DASN (CHR)). Within the subordinate commands, all Command Deputy EEO Officers (CDEEOOs) and Deputy EEO Officer (DEEOOs) were organizationally realigned in FY2016 to have direct access with their respective Commanding Officers in accordance with the 5 August 2015 revision of EEOC Management Directive 110.</i></p>		X	See DON response (left)	
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
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?			X	
<p>If not, please describe how EEO program authority is delegated to subordinate reporting components.</p> <p><i>DON Response: The DON Office of EEO Program Director is the authoritative source for all DON EEO program policies, as well as the execution of affirmative employment program initiatives, management of the reasonable accommodation program, and the processing of discrimination complaints at the agency level. The DON EEO Program Director; however, does not have direct supervisory responsibilities or control over subordinate organizational EEO programs within the DON major commands. Each major command has a Command Deputy EEO Officer and Deputy EEO Officers who report directly to the major command's Commanding Officer (who serves as the EEO Officer), and not the DON EEO Program Director.</i></p>				See DON response (left)

 Compliance Indicator	<p>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.</p>	Measure has been met		<p>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</p>
 Measures		Yes	No	
	Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X		
	Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X		
	<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> <p><i>DON Response: EEO program officials are present during agency deliberations at the agency level; however, within the subordinate commands, some Command Deputy EEO Officers (CDEEOOs) indicated a negative response for the FY2016 reporting period. The DON recently concluded an agency-wide realignment of subordinate command EEO organizations in which EEO managers were organizationally realigned to provide direct access to their respective Commanding Officers, in accordance with the 5 August 2015 revision of EEOC Management Directive 110. In FY2017, DON OEEO will monitor the relationships between CDEEOOs, DEEOOs and their respective senior leadership to ensure compliance with this measure.</i></p>		X	See DON response (left)
	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X		
	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? <b>[see 29 C.F.R. § 1614.102(b)(3)]</b>	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		

 Compliance Indicator	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	Measure has been met		<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	
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	<i>See Part H-1</i>
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	<i>See Part H-2</i>
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204			X	<i>See Part H-2</i>
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X	<i>See Part H-2</i>
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	<i>See Part H-2</i>
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		

 Compliance Indicator	<b>The agency has committed sufficient budget to support the success of its EEO Programs.</b>	Measure has been met		<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>
		Yes	No	
 Measures				
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	See Part H-1
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? (Incl. subordinate 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		
<p>Is there a central fund or other mechanism for funding supplies, equipment, and services necessary to provide disability accommodations?</p> <p><i>DON Response: The DON does not have a centralized fund to pay for approved accommodations, and at this time, each major command/activity is responsible for funding accommodations. This is due to the breadth of the Department (1,350 units with assigned civilians). The DON plans to obtain a greater understanding regarding the monetary resources required to provide accommodations through its agency-wide accommodation tracking system called Navy Electronic Accommodations Tracker (NEAT), and plans to use this data to make a business case for establishment of a centralized fund in future reporting periods.</i></p>			X	See DON response (left)
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? <b>[see 29 C.F.R. § 1614.102(b)(5)]</b>		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		
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>		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</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>		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</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	<i>See Part H-3</i>
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	<i>See Part H-3</i>
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	<i>See Part H-3</i>
 <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>		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</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		
Has the agency, when appropriate, disciplined or sanctioned managers and/or supervisors or employees found to have discriminated over the past two years?		X		

If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.			
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		

<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>				
 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</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	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
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		

 Compliance Indicator	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?  <i>DON Response: The DON currently does not require managers to participate in ADR once it is elected by the aggrieved/complainant. However, the DON EEO program continues to promote the DON ADR program as an alternative means to resolving an EEO complaint. In FY2016, ADR was offered in 99 percent of pre-complaint EEO cases, of which 50 percent were accepted into the ADR program. Moreover, the percentage of declinations on the part of supervisors is very low. Most instances of ADR being declined are on the part of the aggrieved/complainant and/or their representative. DON OEEEO is pursuing changes to the current policy to make supervisor and manager participation in the ADR process mandatory where appropriate.</i>			X	See DON response (left)
<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>				
 Compliance Indicator	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?			X	See Part H-4
Has the agency implemented adequate data collection/analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?  <i>DON Response: The DON places responsibility on the major commands to monitor processing timeliness of accommodation requests in order to meet Executive Order 13164, and did not have a mechanism in place to gather DON-wide accommodation information in FY2016. In FY2017, the DON's accommodation tracking system, NEAT, will be implemented to allow for the compiling and reporting of accommodation data. The DON plans to have complete accommodation processing data for the next reporting year in order to better evaluate this measure and oversee the DON reasonable accommodation program.</i>			X	See DON response (left)

 Compliance Indicator	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	Measure has been met		<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>
		Yes	No	
 Measures				
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>If yes, briefly describe how:</p> <p><i>Counseling: The DON requires the use of full-time EEO counselors. In exceptional circumstances, when a major command deems that using contractors is necessary, a waiver must be sent to the DON Office of EEO, who reviews the request and statement of work, and holds the EEO processing office responsible for meeting timeframes. Contractor performance measures are reported to major commands.</i></p> <p><i>Investigation: The DON EEO Program offices primarily employ the services of DoD Investigation Review Division (IRD) investigators, and perform 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. However, due to the significant backlogs within IRD since 2012, the DON EEO Program offices have been using other (non-IRD) contract investigators and providing similar oversight as with IRD.</i></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		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 Compliance Indicator	<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>	Measure has been met		<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		
<p>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?</p> <p><i>DON Response: Overall, the DON met this requirement 97 percent of the time. However, one-third of major commands are underperforming in this measure, so DON provided greater oversight during this reporting period and will continue to hold processing offices accountable for meeting informal counseling timeframes.</i></p>		X		

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	See Part H-5
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	See Part H-5
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		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>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>	
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?  <i>DON Response: The DON currently does not require managers to participate in ADR once elected by the aggrieved/complainant. However, the DON EEO program continues to promote the DON ADR program as an alternative means to resolving an EEO complaint. In FY2016, ADR was offered in 99 percent of pre-complaint EEO cases, of which 50 percent were accepted into the ADR program. Moreover, the percentage of declinations on the part of supervisors is very low. Most instances of ADR being declined is on the part of the aggrieved/complainant and/or their representative. DON OEEEO is pursuing changes to the current policy, to make supervisor and manager participation in the ADR process mandatory where appropriate.</i>			X	See DON response (left)
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>	Measure has been met		<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>
		Yes	No	
 <b>Measures</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>	Measure has been met		<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>
		Yes	No	
 <b>Measures</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> This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 <b>Compliance Indicator</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 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 system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
 <b>Compliance Indicator</b>	<b>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.</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 control over the payroll processing function of the agency? If Yes, answer the two questions below.  <i>DON Response: In accordance to the Department of Defense's (DoD) established payroll procedures derived from Title 5 Unites States Code (U.S.C.) Chapters 53, 55 and 81, this requirements is not applicable to the DON. As determined by the Under Secretary of Defense (Comptroller)/Chief Financial Officer, the Defense Civilian Pay System (DCPS) is DoD's only approved standard civilian payroll system for employees paid from appropriated, revolving or trust funds. The Defense Finance and Accounting Service (DFAS) is responsible for maintaining system requirements in compliance with all applicable laws and regulations, guidance issued by OPM, Federal and other taxing authorities, the Department of Treasury, the Department of State and the Department of Labor.</i>			X	See DON response (left)
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		

 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	Measure has been met		<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>
		Yes	No	
 <b>Measures</b>				
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.  <i>DON Response: The DON Compliance Manager is responsible for ensuring the agency complies with all EEOC orders. Their performance plan includes measures of effectiveness for oversight of compliance-related actions.</i>		See DON response (left)		
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.

**Department of Navy  
EEO Program Status Report  
FY2016**

**Part H**

**Plans to Resolve  
Part G Deficiencies**

Individual Part G deficiencies are addressed either in the notes section of the respective actual Part G deficiencies, or in one of the more detailed plans included in this 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>Part H-1 (Barrier Analysis Data Systems &amp; Personnel Resources)</b>
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element B:</b> Integration of EEO in the Agency's Strategic Mission  Three of DON's major commands self-reported that they have insufficient personnel and/or other resources to conduct thorough barrier analyses, including adequate data collection and tracking, as well as to maintain an effective complaint processing system. The issue of data collection, in particular Applicant Flow Data (AFD), affects all major commands and the overall DON.	
<b>OBJECTIVES:</b>	Ensure that all major commands have sufficient personnel resources to perform the required analyses and effectively process complaints.  Ensure that all major commands have adequate data collection and tracking systems.	
<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Affirmative Employment Program Manager Other Responsible Officials: Command Deputy EEO Officers (CDEEOO), DON Complaints Program Manager and DON Special Emphasis Program Manager	
<b>DATE OBJECTIVE INITIATED:</b>	12/1/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVES:</b>	9/1/2017	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</b>		<b>TARGET DATE (Must be specific)</b>
A major portion of this objective will be addressed by the activities planned under Part I-1, which are intended to eliminate inefficient and/or ineffective activities and streamline execution of milestones to reduce schedule slippage. Elimination or reduction of unnecessary activities will free resources and potentially resolve the perceived shortfalls. Additionally, consolidation of systemic issues into DON-level analyses will also free resources at the major command level for execution of their respective field-level responsibilities.		<b>5/5/2017</b>
The provision of adequate data collection and tracking systems is an agency responsibility, however, AFD is only available through the Office of Personnel Management (OPM) USA Staffing system (and not through any DON system). That USA Staffing data has significant inherent limitations, both due to voluntary self-reporting and system limitations that introduce errors whenever data is aggregated for higher-level analysis. OPM has been routinely refining and upgrading the functionality of USA Staffing, including the introduction of		<b>6/16/2017</b>

<p>standard reports (in addition to custom reports). As of 12/12/2016, OPM was in the process of restructuring their AFD and upgrading USA Staffing, with an estimated completion timeframe of 5/1/2017. The target date shown represents the planned date for the DON AEP Manager to assess the anticipated upgrades to determine the degree to which they meet the requirements of MD-715. It is not anticipated that the final functionality will be entirely adequate absent a significant change in the self-reporting structure.</p>	
<p>This Part G measure formally requires that resources be sufficient to both conduct self-assessments and to maintain an effective complaints processing system. This dual requirement is influenced by both the self-assessment workloads at individual major commands, as well as their prioritization of each of those independent efforts. Additionally, inefficient execution of either responsibility will have a negative impact on the resources available to conduct the other. As such, both self-assessment and complaints processing workloads will have to be systematically evaluated. The former is being addressed under the first activity under this Part H. The latter will be assessed independently, by the DON Complaints Manager, who will coordinate her findings with the DON AEP Manager.</p>	<p><b>9/1/2017</b></p>
<p><b>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b></p>	

<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>Part H-2 Plan (Special Emphasis Programs)</b>
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<u>Essential Element B:</u> Integration of EEO into the Agency's Strategic Mission  One-third of major commands are not sufficiently staffing their respective statutory/regulatory EEO-related Special Emphasis Programs, specifically the Federal Women's Program and Hispanic Employment Program, in accordance with 29 Code of Federal Regulations (CFR) §1614. Additionally, one-fourth of major commands are not sufficiently staffing the People with Disabilities Program, as required by Section 501 of the Rehabilitation Act.	
<b>OBJECTIVES:</b>	Ensure sufficient personnel resources are allocated to staff Special Emphasis Programs in compliance with statutes and regulations.	
<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Special Emphasis Program Manager Other Responsible Officials: Command Deputy EEO Officers (CDEEOO) and Deputy EEO Officers (DEEOO)	
<b>DATE OBJECTIVE INITIATED:</b>	11/1/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVES:</b>	8/31/2017	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</b>		<b>TARGET DATE (Must be specific)</b>
Discuss SEP shortfalls with each major command reporting a deficiency in SEP resourcing, and identify appropriate personnel within each command to fulfill the role of full-time or collateral-duty SEP manager.		<b>1/30/2017</b>
Provide SEP training via webinar and/or in-person, technical assistance site visits and/or program reviews, as appropriate for every major command with the deficiency, once a SEP manager is identified.		<b>8/31/2017</b>
<b>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b>		

<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>Part H-3 (Barrier Analysis Time Tables)</b>
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element C: Management &amp; Program Accountability</b>  Roughly 25 percent of major commands self-reported in their respective self-assessments that they do not have time-tables or schedules established for review of the following programs for systemic barriers that may be impeding the full participation and opportunities of all groups: <ol style="list-style-type: none"> <li>1. Employee Recognition Awards Program and Procedures</li> <li>2. Employee Development/Training Programs</li> <li>3. Merit Promotion Program Policy and Procedures</li> </ol>	
<b>OBJECTIVES:</b>	Ensure that all major commands fulfill their mandatory analysis responsibilities, set forth by MD-715.	
<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Affirmative Employment Manager Other Responsible Officials: Command Deputy EEO Officers (CDEEOO)	
<b>DATE OBJECTIVE INITIATED:</b>	12/1/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVES:</b>	4/21/2017	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</b>		<b>TARGET DATE (Must be specific)</b>
This objective will be addressed by activities planned under Part I-1.		<b>4/21/2017</b>
<b>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b>		

<b>EEOC FORM 715-01 PART H</b>	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>DEPARTMENT OF THE NAVY</b>		<b>Part H-4 (Barrier Analysis Training &amp; Experience)</b>
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<u>Essential Element E: Efficiency</u>  Three of DON's major commands self-reported that their respective EEO Offices do not employ personnel with adequate training and/or experience to conduct the analyses required by MD-715.	
<b>OBJECTIVES:</b>	Ensure that all major commands have sufficient personnel minimally trained to perform the required analyses.	
<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Affirmative Employment Manager Other Responsible Officials: Command Deputy EEO Officers (CDEEOO)	
<b>DATE OBJECTIVE INITIATED:</b>	12/1/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVES:</b>	8/18/2017	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</b>		<b>TARGET DATE</b> (Must be specific)
This objective will be addressed by activities planned under Part I-1.		<b>8/18/2017</b>
<b>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b>		

<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>Part H-5 (Formal Complaints Processing)</b>
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<u>Essential Element E: Efficiency</u>  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, more than 30 percent of major commands are not routinely meeting the regulatory timeframes for completing investigations and more than 30 percent of DON Final Agency Decisions (FADs) are not issued within 60 days of the request.  EEOC regulations require agencies to ensure that there are effective systems in place for evaluating the impact and effectiveness of its EEO programs, as well as having an efficient and fair dispute resolution process.	
<b>OBJECTIVES:</b>	Complete investigations within 180 days and issue FADs within 60 days.	
<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Complaints Manager Other Responsible Officials: Command Deputy EEO Officers (CDEEEO), Deputy EEO Officers (DEEEO), EEO Practitioners and Agency Representatives	
<b>DATE OBJECTIVE INITIATED:</b>	8/26/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVES:</b>	10/1/2018	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:</b>		<b>TARGET DATE (Must be specific)</b>
Develop improved oversight mechanisms for monitoring major command complaints processing timeliness, increasing CDEEEO accountability, and improving CDEEEO awareness of the composition and scope of their respective areas of responsibility.		<b>8/26/2016</b>
Require each major command to submit a report on the first day of each month, beginning 10/1/2016, that lists all past due cases, with an explanation regarding the cause of the untimeliness, actions to correct the untimeliness and measures to prevent the recurrence of related untimeliness issues.		<b>Monthly through 10/1/2018</b>
Review iComplaints database weekly to assess progress and timely process cases that require a FAD. DON Complaints Manager is currently executing this, but will transition primary responsibilities to CDEEEOs in FY2017.		<b>Weekly through 10/1/2018</b>

<p>Critical to progress in the overall DON complaints program is bridging related competency gaps within the 0260 community. For this reason, in FY2017, the DON will continue administering monthly training on complaints processing and areas of concern specific to the agency (based on recurring monitoring of major command progress). The DON OEEO will utilize the Defense Collaboration Services (DCS) to facilitate the training, which may include:</p> <ul style="list-style-type: none"> <li>○ Compliance</li> <li>○ Preparing Acceptance/Dismissal Letters</li> <li>○ Processing Harassment Complaints</li> <li>○ Conducting Informal Inquiries/Framing Claims</li> <li>○ Acceptance/Dismissal</li> <li>○ Processing Mixed Case Complaints and Bifurcation</li> <li>○ Class Complaints</li> </ul>	<p><b>Monthly from 1/2017 through 8/2017</b></p>
<p>Utilize the monthly Complaints Working Group forum via teleconference to improve complaints efficiencies. Focus on analysis of complaints processing continuum to identify barriers to timely processing, with emphasis on formal complaints.</p>	<p><b>3/1/2017</b></p>
<p>Develop creative ways to potentially obtain additional resources to assist with the preparation of FADs. Possible methods are:</p> <ul style="list-style-type: none"> <li>○ Details</li> <li>○ Training current DON OEEO staff</li> <li>○ Employing retired annuitants/contractors</li> </ul>	<p><b>6/30/2017</b></p>
<ul style="list-style-type: none"> <li>○ Update the DON Complaints Manual to ensure that DON guidance to EEO practitioners is appropriate and that it responds to current and new requirements set forth by the most recent changes to the Management Directive 110 (MD-110). Updates will also include the creation of DON complaints standard operating procedures (SOP) to include: <ul style="list-style-type: none"> <li>○ Procedures for complaints processing</li> <li>○ Standard templates</li> <li>○ Informal Inquiry Checklist</li> <li>○ Formal Processing Checklist</li> <li>○ Required iComplaints entries</li> </ul> </li> </ul>	<p><b>9/1/2017</b></p>
<p><b>FISCAL YEAR 2016 REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b></p> <p><u>Introduction</u></p> <p>In FY2016, the DON continued to aim at reaching 100 percent timeliness both in counseling and formal complaint processing. For that reason, the DON OEEO continues to hold major commands and their EEO servicing offices accountable for quality management and timely processing of complaints.</p> <p>The DON OEEO Compliance Manager compiled quarterly scorecard data for the CDEEOOs to assist commands in reaching 100 percent compliance by immediately identifying and addressing quality of processing issues. The scorecards were also used to monitor compliance with regulatory processing requirements and to hold servicing offices accountable for timely processing. Figure 1 depicts the areas that were included in the scorecard:</p>	

**Figure 1 – Complaints Scorecard Example**

<b>% of Cases Processed Timely</b>				
<b>METRICS</b>	<b>Goal</b>	<b>Green</b>	<b>Yellow</b>	<b>Red</b>
Pre Complaint Process	100%	= > 90%	= > 80% but <90%	< 80%
Formal Process	100%	= > 90%	= > 80% but <90%	< 80%

<b>Processing Days</b>			
<b>METRICS</b>	<b>Goal</b>	<b>Green</b>	<b>Red</b>
Counseling	30 or 90 with ADR or extension	= < 30/90	> 30/90
Counselor Report	7 from formal complaint received	= < 7	> 7
Accept/Dismiss Notice	30 from formal complaint received	= < 30	> 30
Request for Investigation	30 from formal complaint received	= < 30	> 30
Investigation end	180 from formal complaint received or 270 with extension	= < 180/270	> 180/270

However, evaluation of major command compliance through FY2016 indicated that the scorecards were not being utilized effectively by the major commands and not providing a return on investment for the time required by the DON to produce them. As a result, beginning in September 2016, the new DON Complaints Manager ceased production and dissemination of the quarterly scorecards, and instead instituted a new, more effective oversight mechanism that placed the onus of development and reporting on the CDEEOOs, and increased the frequency to monthly (versus quarterly) reporting. Recognizing that untimely updating of data in the iComplaints system of record was an ongoing and systemic issue, the new requirement centers on iComplaints data, and now requires the major commands to submit on the first of every month an explanation for any pending complaint that is past due, using seven different timeliness assessment criteria.

For example, the major commands must address the circumstances for every case where an EEO servicing office did not issue an Acknowledgement Letter within five days of receipt, or where an Accept/Dismiss Letter was not issued within 30 days of receipt, or for cases where the investigation is over 180 days old. Due to the new oversight reporting requirements, the DON was able to close out several very old cases and correct iComplaints data on dozens of cases to accurately reflect the current status of the complaint.

The DON OEEO continued to utilize the established monthly Complaints Working Group throughout FY2016, in which each major command was required to send a representative. The working group meeting agenda routinely included activities such as reviewing regulatory requirement events in iComplaints (the official DON EEO case management system) to ensure that events were in compliance with EEOC regulatory requirements. Working group members also discussed common errors in processing complaints. There were discussions on remanded cases, specifically to identify the cause and how to prevent remands from reoccurring. Furthermore, the DON OEEO has reinforced at almost every meeting to the Working Group members the importance of ensuring that commands are documenting formal receipts, issuance of the Reports of Investigation (ROI) and dismissals. Finally, the DON OEEO conducted multiple training sessions on complaint processing in FY2016 during the Working Group meetings. Training topics included entering events in iComplaints, drafting Accept/Dismiss Letters and processing Mixed Case Complaints.

The DON OEEO continued collaborating with the DoD Investigations and Resolution Division (IRD) to improve the quality of the ROIs. For instance, the DON, along with other DoD agencies, participated in IRD's Investigative Training held in August 2016. During the session, DoD agencies shared concerns regarding the manner in which investigations are being conducted, as well as the lack of supporting documentation provided in the report. More specifically to the DON, the agency has received ROIs where the investigator did not add the new basis to amend an existing complaint. Another topic discussed was the need for IRD to better market their mediation services so that DoD agencies would increase the utilization of ADR.

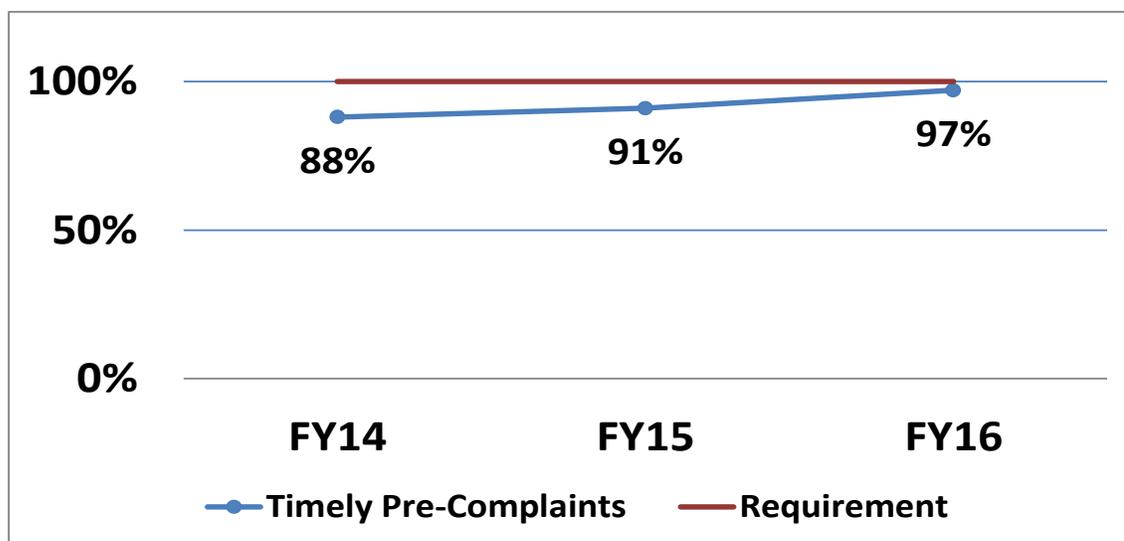
The DON began using the Army Aviation and Missile Research Development and Engineering Center (AMRDEC) file exchange system, which allows subordinate commands to send case files electronically to DON OEEO. This new electronic file sharing process significantly decreased case processing time, especially reducing the time previously associated with transferring case files by mail.

The DON OEEO entered into an inter-agency agreement with the United States Postal Service (USPS) to draft FADs. In addition, the DON OEEO was also able to assign a portion of its FAD requests to four independent contractors. These mitigation strategies allowed for more timely issuances of FADs, despite the fact that the DON employs only one FAD writer (servicing 256,000 civilians). To further mitigate shortfalls, the DON OEEO staff started drafting Final Orders (FO), which are processed within one week of receipt of the Administrative Judge's (AJ) decision, reviewing FADs received from USPS, and signing and issuing FADs and FOs. The DON OEEO has requested that in FY2017 EEOC provide FAD writing training for the entire OEEO staff due to hiring constraints preventing the backfill of vacant FAD writer positions.

#### Timeliness of Complaint Processing

- Pre-Complaints: In FY2016, the DON conducted 1614 total counseling's, of which 1572 (97 percent) were completed in a timely manner. As shown in Figure 2, the percentage of timely counseling DON-wide increased in FY2016, compared to previous years.

**Figure 2: Status of Pre-Complaint Processing – FY2014 through FY2016**



- Investigations: In FY2016, 542 investigations were completed, of which 419 (77 percent) were completed in a timely manner. As shown in Figure 3, the percentage of timely investigation decreased compared to FY2015. The decrease in processing time is attributed to an administrative data input error by DON EEO Specialists, when an incorrect event for an investigation was mapped to the 462 Report in iComplaints. The DON will continue to improve its oversight efforts in FY2017, with the ultimate goal of achieving 100 percent timely completed investigations.

**Figure 3: Percent of Investigations Completed Timely – FY2014 through FY2016**

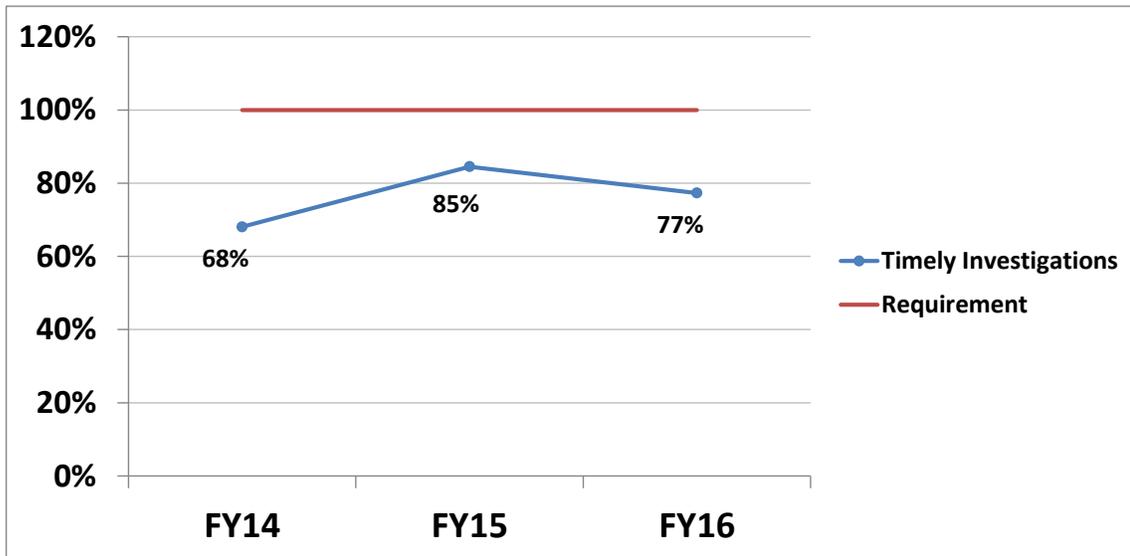
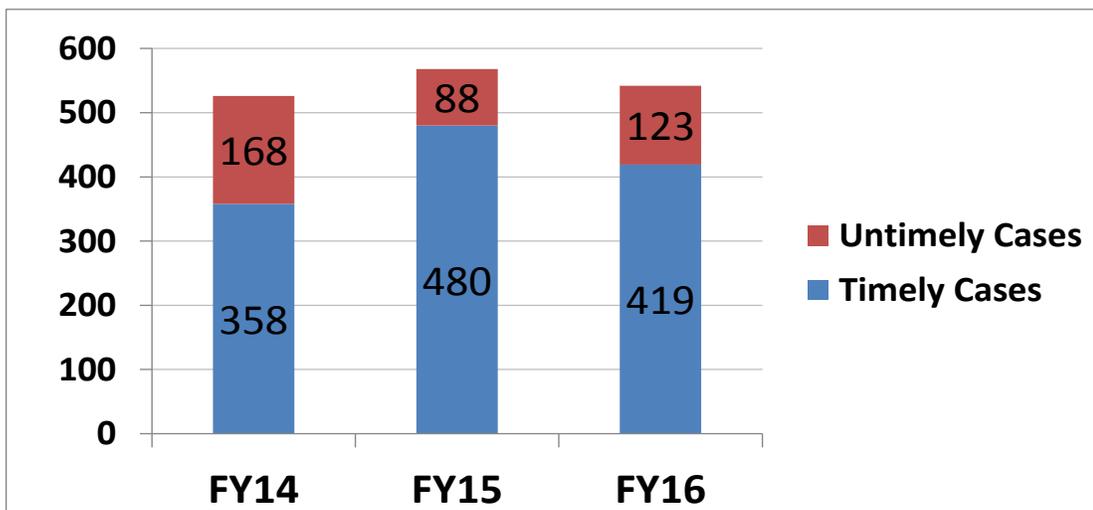


Figure 4 shows that, although the DON processed fewer overall investigations, there was an increase (40 percent) in untimely cases from FY2015 to FY2016 (from 88 to 123).

**Figure 4: Number of Time and Untimely Investigations Completed – FY2014 through FY2016**



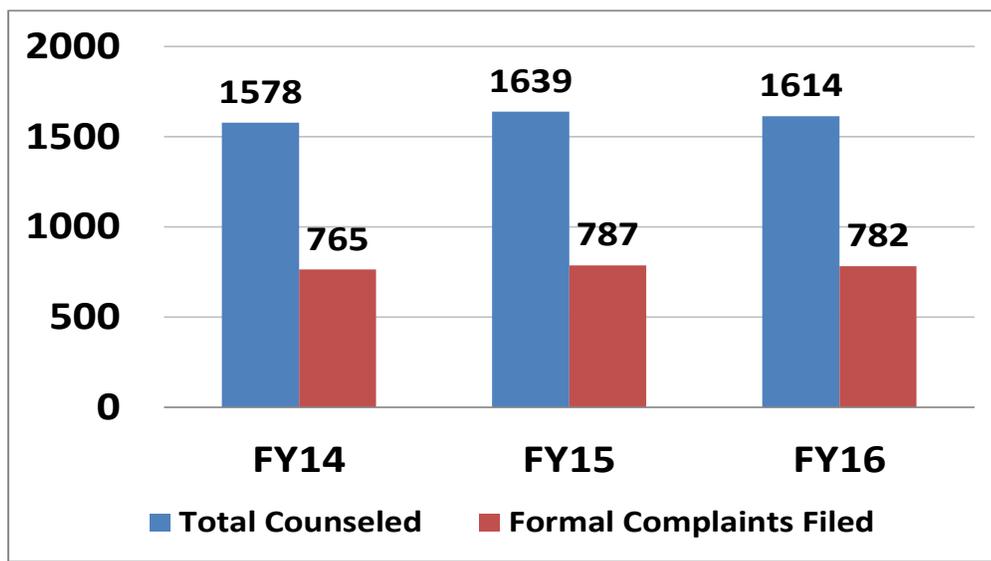
- Final Agency Decisions (FAD)/Final Orders (FO): The DON received 315 FAD and 98 FO requests in FY2016, and issued a total of 458 final agency actions. Figure 5 shows that reprisal continues to be the most prevalent basis and that non-sexual harassment continues to be the most prevalent claim within the DON for the last four fiscal years.

**Figure 5: Most Prevalent Bases and Issues – FY2013 through FY2016**

FY13	FY14	FY15	FY16
<b>Bases</b>			
1. Reprisal	1. Reprisal	1. Reprisal	1. Reprisal
2. Age	2. Age	2. Age	2. Age
3. Race - African American	3. Race - African American	3. Race - African American	3. Disability - Physical
4. Sex - Female	4. Sex - Female	4. Disability - Physical	4. Race - African American
5. Disability - Physical	5. Disability - Physical	5. Sex - Female	5. Sex - Female
<b>Issues</b>			
1. Nonsexual Harassment	1. Nonsexual Harassment	1. Nonsexual Harassment	1. Nonsexual Harassment
2. Promotion/Nonselection	2. Promotion/Nonselection	2. Promotion/Nonselection	2. Promotion/Nonselection
3. Disciplinary Action	3. Appointment/Hire	3. Appointment/Hire	3. Disciplinary Action
4. Assignment of Duties	4. Terms/Conditions of Employment	4. Terms/Conditions of Employment	4. Assignment of Duties
5. Terms/Conditions of Employment	5. Disciplinary Action	5. Disciplinary Action	5. Appointment/Hire

- Counselings and Formal Complaints Filed: The DON counseled 1614 informal/pre-complaints in FY2016. Of those cases, 782 (48 percent) resulted in formal complaints filed. Figure 6 shows this to be a trend over the last three fiscal years, with about half of pre-complaints resulting in formal complaints. A review of complaints data from FY2010 through FY2016 shows that, for those cases where no formal complaint was filed, on average, 13 percent were due to settlement and 36 percent were due to the complainant withdrawing their complaint.

**Figure 6: Number Counseled & Formal Complaints Filed – FY2014 through FY2016**



**Department of Navy  
EEO Program Status Report  
FY2016**

**Part I  
Barrier Analyses**

**DEPARTMENT OF THE NAVY**

**Plan I-1 (Assessment of Overall Barrier Analysis Program)**

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

For this report, this Part I plan is not being used to describe a single barrier analysis, but rather to report on all barrier analyses conducted throughout the agency, by all subordinate major command, and all years from FY2013 through those planned for FY2017.

This Part I includes five sections, addressing more than a single barrier analysis:

1. Overview of all FY2016 barrier analyses
2. Overview of all FY2017 barrier analysis plans
3. Summary of results from agency-level mandatory workforce analyses
4. Comparison of historical and planned barrier analysis efforts against actual triggers from the FY2016 workforce analysis
5. Overall assessment of FY2013 through FY2016 barrier analysis program

The barrier analyses described in this plan cover Males and Females in all seven racial and national origin groups required by MD-715, as well as both Individuals with Disabilities and Individuals with Targeted Disabilities. To facilitate more succinct narratives, the two-letter abbreviations below are used in lieu of their lengthier descriptions.

**Abbreviations**

Male	Female	Race/National Origin
HM	HF	Hispanic or Latino
WM	WF	White
BM	BF	Black or African American
AM	AF	Asian
NM	NF	Native Hawaiian or Other Pacific Islander
IM	IF	American Indian or Alaska Native
2M	2F	Two or More Races
IWD		Individuals with Disabilities
IWTD		Individuals with Targeted Disabilities

**Section 1 – FY2016 Barrier Analyses:**

Barrier analyses are generally not conducted directly by the OEEO. Instead, they are executed by the 22 major commands, and focus predominantly on regionally and/or organizationally-relevant triggers (that may or may not also have alignment with more strategic triggers affecting the overall DON). OEEO has exercised its oversight authority and directed the major commands to also analyze key issues with potential strategic impacts, in addition to their respective tactical analyses. For example, in FY2015, the major commands were directed to include additional examinations in their FY2016 programs, specifically of factors that might be causing low participation rates for HM, HF and WF, as well as factors potentially impeding the advancement of AM and AF into high GS grades and SES. Because of the dispersed method of barrier analysis execution and the large volume of subsequent analyses, a summary of the field-level activities is included in this report, in lieu of the detailed information

included in each of the major commands' barrier analyses reports. Tables 1A and 1B show the number and percentage of barrier analyses activities and plans, from FY2013 through FY2017, by race, national origin, sex and IWTD groups.

**Table 1A: Number of Barrier Analyses Conducted FY2013-FY2017, by Group**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F	IWTD	Other	TOTAL
<b>FY13</b>	0	13	17	18	1	9	1	3	6	7	2	2	2	2	0	0	16	4	<b>103</b>
<b>FY14</b>	0	6	23	23	2	19	3	4	7	10	2	2	2	3	1	1	20	6	<b>134</b>
<b>FY15</b>	1	5	21	23	2	19	5	7	8	9	2	2	2	2	1	2	24	4	<b>139</b>
<b>FY16</b>	0	3	12	14	1	12	1	1	4	4	1	1	1	1	1	1	13	6	<b>77</b>
<b>FY17</b>	1	5	14	13	0	10	2	4	1	1	0	1	0	0	0	0	15	6	<b>73</b>
	<b>2</b>	<b>32</b>	<b>87</b>	<b>91</b>	<b>6</b>	<b>69</b>	<b>12</b>	<b>19</b>	<b>26</b>	<b>31</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>3</b>	<b>4</b>	<b>88</b>	<b>26</b>	<b>526</b>

**Table 1B: Percentage of Barrier Analyses Conducted FY2013-FY2017, by Group**

	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F	IWTD	Other	TOTAL
<b>FY13</b>	0%	13%	17%	17%	1%	9%	1%	3%	6%	7%	2%	2%	2%	2%	0%	0%	16%	4%	100%
<b>FY14</b>	0%	4%	17%	17%	1%	14%	2%	3%	5%	7%	1%	1%	1%	2%	1%	1%	15%	4%	100%
<b>FY15</b>	1%	4%	15%	17%	1%	14%	4%	5%	6%	6%	1%	1%	1%	1%	1%	1%	17%	3%	100%
<b>FY16</b>	0%	4%	16%	18%	1%	16%	1%	1%	5%	5%	1%	1%	1%	1%	1%	1%	17%	8%	100%
<b>FY17</b>	1%	7%	19%	18%	0%	14%	3%	5%	1%	1%	0%	1%	0%	0%	0%	0%	21%	8%	100%

During FY2016, 77 barrier analyses were planned and/or executed by the major commands. The predominant race, national origin and/or sex groups analyzed were HM/HF and WF (12-14 analyses each), followed by AM/AF (4 analyses each), with all other groups receiving only 1 analysis apiece. Lastly, only 13 analyses were conducted into low participation of IWTD (out of 22 major commands).

One particularly notable aspect of the FY2016 program, relative to the previous programs, was the apparent decrease in the number of analyses from a high of 139 in FY2015 to only 77 in FY2016. This is related to greater effort in FY2016 to properly characterize and distinguish between barrier analyses that were merely planned and those that were actually executed. This situation will be discussed in greater detail in Section 5 of this Part I.

**Table 2: Barrier Analyses Topics FY2013-FY2017**

	Overall Low Participation	Separations	Low Participation High Grades	Low Participation Major Occupations
<b>FY13</b>	40	4	11	9
<b>FY14</b>	57	0	9	3
<b>FY15</b>	61	2	17	4
<b>FY16</b>	50	1	10	2
<b>FY17</b>	50	2	9	0
	<b>258</b>	<b>9</b>	<b>56</b>	<b>18</b>

By far, the predominant trigger in FY2016 was generic low participation in the overall workforce (79 percent), followed by low participation in high grades (16 percent) and in major occupations (3 percent). Lastly, there was a single analysis conducted into high separation rates (representing 2 percent of the FY2016 analyses<sup>1</sup>).

The quality of the FY2016 barrier analyses differed dramatically from command to command, based largely on their local resources, their prioritization of barrier analysis efforts against other, often higher-profile EEO activities (namely complaints processing), as well as on the

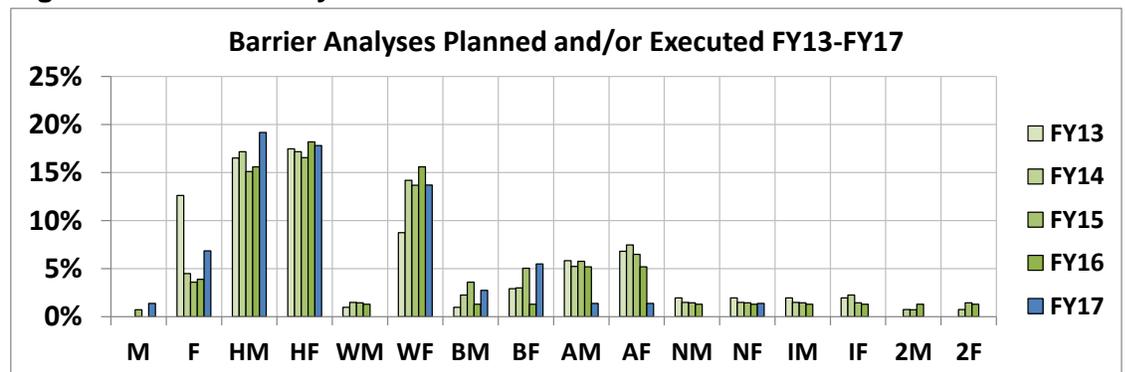
<sup>1</sup> Because several major commands combined multiple demographic groups into single analysis efforts, the total number of analyses represented in Table 1 and Table 2 of this Part I plan will not be identical.

experience and knowledge of those conducting the analyses. A wide range of *activities* were accomplished, however, overall, there was relatively little *progress* made, and there were few tangible results. The best of the major command barrier analyses efforts were relatively disciplined and systematic, and made generally thorough and appropriate use of their data tables to both better understand the broader aspects of the issues being analyzed, as well as to localize potential conditions within the employment life-cycle. Very few of the major commands, however, made effective use of resources beyond their data tables. Two very commonly overlooked tools included consultation with subject matter experts (such as relevant focus groups, Reasonable Accommodations Coordinators, Special Emphasis Program Managers, Leadership and Diversity Councils, senior leader affinity group “champions,” etc.) and analysis of workforce surveys (such as Federal Employee Viewpoint Surveys (FEVS), Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Surveys (DEOCS) and stay/exit surveys, etc.). A large proportion of the commands proposed and/or enacted “corrective” measures based solely on their triggers and absent any barrier identification. In general, the FY2016 efforts are reflective of the overall barrier analysis program over the past several years, and will be addressed further in Section 5 of this Part I.

**Section 2 – Planned FY2017 Barrier Analyses:**

Figure 1 graphs the historical barrier analyses from FY2013 through FY2016, as well as those planned for FY2017. It shows no appreciable change between the primary program priorities executed in FY2016 and the barrier analyses planned for FY2017, with HM/HF and WF remaining the predominant intended focus. It does, however, show a notable shift in the secondary priorities, with a drop in the number of analyses planned for AM and AF and a corresponding uptick in the number of planned analyses of BM and BF. Also notable is the absence of analyses for the remaining groups (except NF), decreasing their respective trends from one per year to zero.

**Figure 1: Barrier Analyses Planned and/or Executed FY2013-FY2017**



Based on comprehensive evaluation of the major commands’ FY2016 barrier analyses and their documented programs from FY2013 through FY2015, and in order to timely institute a number of necessary program improvements, the DON plans to make mid-year changes to the depicted FY2017 program plans. Those improvements are explained in greater detail in Section 5 of this Part I plan.

### Section 3 – Results of Workforce Analysis:

Thirteen mandatory analyses were conducted pursuant to this report, including seven associated with race, national origin and/or sex and six relating to disabilities. Collectively, the thirteen mandatory analyses yielded a total of 1046 low participation triggers, including 926 related to race, national origin and/or sex and 120 related to disabilities.

In order to assess the triggers relative to one another, they were all calculated as ratios of their respective relevant benchmarks, with ratios below or above 100 percent denoting under-participation or over-participation, respectively. To further focus the efforts of the trigger analyses to just those triggers most likely to be associated with potentially significant discriminatory conditions, a decision was made to concentrate initially only on those triggers that fell well below their respective benchmarks. For the purposes of this analysis, a threshold value of 50 percent was selected.

For example, if a relevant Civilian Labor Force participation benchmark for a certain group was 8.0 percent, but the group’s actual participation rate was only 3.9 percent, their resulting ratio, relative to their relevant benchmark, would be 48.75 percent (calculated as 3.9 divided by 8.0). As that value falls below the 50 percent threshold, it would be considered sufficiently significant for the purposes of this analysis. In contrast, had the group’s actual participation rate been 4.1 percent instead, their resulting ratio would have been 51.25 percent (4.1 divided by 8.0), and that trigger would not have been used in the subsequent analysis, despite having very notably low participation. Overall, a total of 319 “significant” triggers were found to fall below the 50 percent threshold. Table 3A is a summary of those significant triggers, by group, for the seven mandatory analyses on race, national origin and/or sex.

**Table 3A: Significant Triggers Identified in FY2016 Mandatory Analyses**

	Low Participation Measure	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F	
1	Overall	0	0	0	2	1	1	0	0	0	0	0	0	0	1	0	0	5
2	By Grade	1	14	5	19	5	12	7	19	4	19	9	18	12	26	11	18	199
3	By Major Occupation	0	1	1	2	0	1	0	1	0	1	0	0	0	1	4	3	15
4	Senior Levels & Job Categories	0	4	3	6	0	5	1	4	1	2	1	1	0	5	1	2	36
5	New Hires	0	0	0	2	0	4	0	1	0	1	1	0	0	2	1	1	13
6	Promotions & Awards	0	1	5	6	0	2	3	6	5	1	2	2	8	5	2	1	49
7	Separations	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	2
		1	20	14	38	6	25	11	31	10	24	13	21	21	40	19	25	319

Each of the seven mandatory workforce analyses on race, national origin and/or sex is intended to address different employment conditions, both at different stages within the civilian employment life cycle and at varying levels in the organization. Additionally, they also specifically assess the ten most populous Major Occupations and eight Job Categories, giving a broad perspective of potentially discriminatory conditions “from accession to separation” and both horizontally and vertically throughout the organization. Because, however, those various analyses explicitly cover many different stages of the employment life cycle and many different

situations, the overall number of potential triggers generated by each analysis is not necessarily reflective of the severity of their respective potential conditions, or the degree to which the groups should be analyzed, relative to one another. For example, Mandatory Analysis #2 (By Grade) requires evaluation of workforce participation rates at all GS and WG grade levels, and therefore has the potential, by itself, to identify more than 60 low participation triggers for any particular group (15 different GS grades and 15 WG levels for both the permanent and temporary workforces). As such, that analysis will almost always yield a larger overall number of triggers than the other mandatory analyses (typically more than all of the others combined). In contrast, Mandatory Analysis #1 (Overall workforce participation) will only yield up to two triggers, one for low participation in the permanent workforce and another for low participation in the temporary workforce.

Converting the total number of triggers into annual ratios not only helps to normalize the figures between the mandatory analyses, but also makes them more directly comparable to the agency's barrier analyses efforts. Table 3B depicts the annual ratios, signifying the relative degree to which each group was affected by significant triggers (i.e. those that fell below 50 percent of their respective benchmarks).

**Table 3B: Ratios of Significant<sup>2</sup> FY2016 Triggers, by Group and Mandatory Analysis**

	Low Participation Measure	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F	
1	Overall	0%	0%	0%	40%	20%	20%	0%	0%	0%	0%	0%	0%	0%	20%	0%	0%	100%
2	By Grade	1%	7%	3%	10%	3%	6%	4%	10%	2%	10%	5%	9%	6%	13%	6%	9%	100%
3	By Major Occupation	0%	7%	7%	13%	0%	7%	0%	7%	0%	7%	0%	0%	0%	7%	27%	20%	100%
4	Senior Levels & Job Categories	0%	11%	8%	17%	0%	14%	3%	11%	3%	6%	3%	3%	0%	14%	3%	6%	100%
5	New Hires	0%	0%	0%	15%	0%	31%	0%	8%	0%	8%	8%	0%	0%	15%	8%	8%	100%
6	Promotions & Awards	0%	2%	10%	12%	0%	4%	6%	12%	10%	2%	4%	4%	16%	10%	4%	2%	100%
7	Separations	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	100%
		0.3%	6%	4%	12%	2%	8%	3%	10%	3%	8%	4%	7%	7%	13%	6%	8%	

**Section 4 – Comparison of Barrier Analyses & FY2016 Triggers:**

In an effort to better gauge whether the DON's FY2017 barrier analysis plans are focused in the right areas, Figure 2 was developed to combine the barrier analysis data from Table 1B with the "significant trigger" data from Table 3B. In the future, the DON intends to continue to develop the comprehensive trigger data associated with the thirteen mandatory analyses, so that trigger trends can be added to the already available barrier analysis trend information. While trigger information will likely only provide lagging indicators, it is believed that comprehensive and consistent tracking of triggers DON-wide, including trend information, will be necessary to accurately assess the effectiveness of barrier analysis efforts and to direct analysis resources where they are truly most needed.

<sup>2</sup> Below 50 percent of their respective benchmark

**Figure 2: Barrier Analyses FY2013-FY2017 vs. Significant FY2016 Triggers**

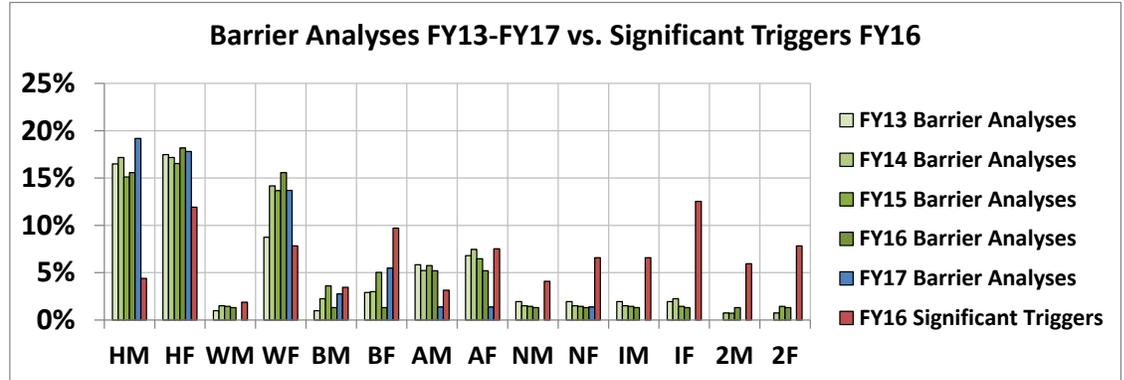
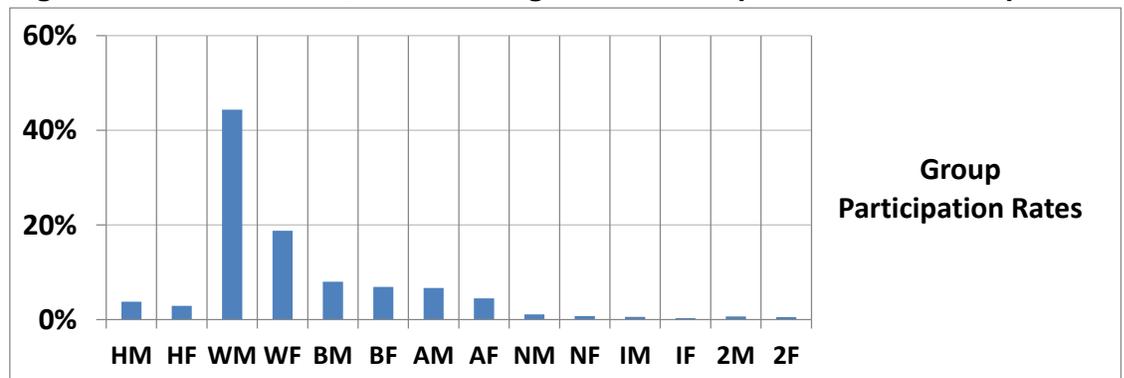


Figure 2 compares the historical barrier analyses (green) and planned FY2017 analyses (blue) against the significant triggers identified in FY2016 (red). The purpose of this comparison is to determine the extent to which the percentages of planned and actual analyses are proportional to the number of triggers for each group. The overall rationale for this assessment is that significant misalignments may warrant adjusting barrier analyses to more closely align with actual triggers. For example, although HM and HF are planned to receive about the same amount of analysis in FY2017 (19 and 18 percent of all analyses, respectively), *HF were found to have three times as many “significant triggers” than HM* (12 percent to HM’s only 4 percent). This assessment suggests that some of the planned FY2017 focus on HM might instead be more appropriately redirected to analyze conditions affecting HF.

At first glance, Figure 2 shows many apparent misalignments between the “significant triggers” identified in FY2016 and the historical and planned barrier analyses. To better assess the potential implications of those misalignments, at least with respect to initial barrier analysis prioritization, the relative sizes of each of the workforce groups were also considered. Figure 3 depicts the groups’ participation rates.

**Figure 3: FY2016 Racial, National Origin & Sex Group Workforce Participation**



WM have, by far, the largest participation rate, representing 44 percent of the overall workforce, and more than twice that of the next largest group (WF). As a result, when WM are included in analyses that consider participation rates, their inclusion has a tendency to skew the results. Additionally, historically, WM have also had a very low rate of identified triggers (and therefore less need, relative to other groups, for further analysis). Because of these conditions, WM have been purposely excluded from the following analysis, and the results depicted in Figure 4, on the next page.

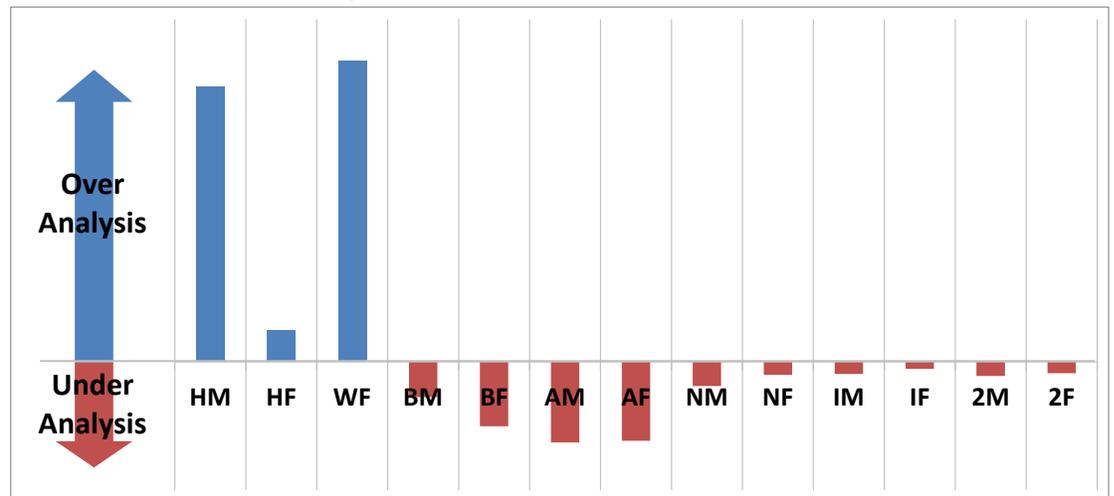
Figure 4 evaluates the difference between each group's FY2016 trigger ratios and their respective FY2017 barrier analysis plans, and then normalizes the outputs by multiplying the results for each group by their respective participation rates from Figure 3. The resulting plot suggests which groups are being over analyzed and which groups are being under analyzed, and to some extent, how much.

Based solely on the combined evaluation of triggers and barriers, and considering the relative sizes of the various groups, Figures 2 and 4 both suggest that HM/HF and WF are being over-analyzed, relative to all other groups (and in particular, relative to AM/AF and BM/BF).

However, other data sources clearly support a need for further exploration of conditions affecting HM/HF and WF, as well as F groups in general, due to significant and chronic low participation, both in the overall workforce and throughout the employment continuum.

To highlight that point, Table 4, on the next page, provides a 3<sup>rd</sup> Quarter snapshot of racial, national origin and sex group participation rates with the individual major commands.

**Figure 4: Relative Over/Under Analysis of Groups, based on Planned FY2017 Analyses vs. Actual FY2016 Significant Triggers, Normalized with FY2016 Participation Rates**



**Table 4: Major Command<sup>3</sup> Racial, National Origin & Sex Group Participation**

Major Command	M	F	HM	HF	WM	WF	BM	BF	AM	AF	NM	NF	IM	IF	2M	2F
NV11	123%	75%	64%	38%	124%	57%	114%	123%	256%	271%	1333%	1067%	57%	82%	239%	200%
NV12	98%	102%	69%	64%	95%	78%	137%	228%	126%	166%	317%	519%	48%	50%	132%	216%
NV14	136%	62%	41%	21%	143%	53%	109%	120%	355%	116%	95%	238%	42%	75%	77%	48%
NV15	122%	76%	40%	23%	124%	69%	209%	172%	83%	42%	0%	195%	75%	0%	53%	49%
NV18	77%	125%	61%	86%	59%	96%	127%	185%	294%	487%	702%	1003%	61%	108%	135%	201%
NV19	146%	51%	92%	35%	151%	54%	108%	42%	302%	75%	472%	143%	103%	48%	86%	32%
NV22	115%	84%	57%	47%	110%	68%	161%	167%	230%	158%	598%	353%	121%	86%	102%	95%
NV23	116%	83%	67%	45%	101%	75%	162%	119%	354%	153%	1454%	855%	133%	65%	236%	96%
NV24	143%	54%	65%	34%	156%	55%	87%	57%	261%	85%	357%	104%	90%	33%	87%	42%
NV25	146%	51%	87%	36%	131%	40%	145%	57%	481%	202%	3329%	1399%	104%	43%	254%	84%
NV27	142%	54%	121%	44%	131%	44%	225%	102%	155%	90%	1164%	312%	153%	54%	141%	68%
NV30	141%	56%	80%	32%	148%	51%	110%	87%	243%	104%	600%	120%	107%	48%	97%	30%
NV33	168%	27%	71%	12%	95%	15%	428%	79%	1063%	93%	2114%	419%	107%	24%	188%	45%
NV39	139%	58%	82%	50%	129%	47%	114%	64%	528%	221%	1201%	682%	109%	51%	156%	107%
NV52	142%	55%	112%	42%	122%	41%	204%	99%	275%	144%	3806%	1190%	150%	52%	304%	99%
NV60	157%	38%	39%	12%	163%	34%	243%	81%	110%	37%	588%	183%	120%	19%	109%	43%
NV70	158%	38%	58%	22%	141%	33%	48%	13%	824%	176%	4639%	1046%	165%	46%	771%	204%
NV72	108%	92%	93%	55%	90%	66%	202%	237%	210%	79%	622%	1245%	119%	123%	84%	233%
NV74	151%	45%	103%	51%	158%	34%	120%	54%	178%	140%	1136%	908%	202%	60%	183%	57%
NV76	125%	73%	68%	38%	122%	69%	168%	107%	178%	95%	348%	174%	186%	92%	206%	122%

Table 4 depicts group participation rates at each major command<sup>3</sup>, with under-participation in red and over-participation in green. This table shows that low participation of WF and HF is prevalent throughout all of the major commands, and the majority of the commands for HM, IF and 2F. It also shows low participation of BF and AF among half of the major commands. In combination, this shows that all F groups, except NF, have significant low participation across the major commands. These figures demonstrate an ongoing need to assess F groups in general, as well as HM/HF for potential discriminatory barriers. Given the breadth of scope of these triggers, and the overarching nature of the overall F group shortfalls, these appear to be a prime candidates for higher, DON-level analysis.

**Section 5 – Assessment of the DON Barrier Analyses Program FY2013-FY2016**

A comprehensive assessment was undertaken in FY2016 to evaluate all DON barrier analyses from FY2013 through FY2015. As FY2016 analyses became available from the major commands, they were also incorporated into the assessment, allowing it to span four years. The findings of the assessment were not altogether promising. The majority of barrier analyses across the DON were not executed as planned, but were instead delayed, reduced in scope, cancelled, and/or simply not accomplished. Very few can be categorized as having made progress toward identifying actual barriers.

The quality of barrier analyses has been largely driven by the highly variable skills, resources, and levels of effort invested by the staffs of the major commands on their respective analyses. A relatively small percentage of the historical barrier analyses demonstrated meaningful progress toward identification of potential barriers to certain groups. In contrast, however, a very large percentage of the analyses have demonstrated quite the opposite. Significantly compounding the problem, the DON has not effectively compiled, tracked and managed the data elements necessary to

<sup>3</sup> This table was generated from a standard report that consolidates the workforce into 20 official major commands, rather than the 22 major commands used throughout the rest of this analysis. To generate reports for the two remaining commands, several additional steps must be taken to remove selected units from various other commands and aggregate their data into the two others. Those steps were not taken in this case, because the standard report clearly illustrates the point as generated.

accurately assess programmatic progress and ensure alignment with broader strategic goals.

Because the major commands are not directly accountable to the Director of OEEEO for performance of barrier analyses (or any other EEO functions), periodic assessments and routine feedback from the DON OEEEO have proved largely ineffective at developing and sustaining productive barrier analyses execution by the major commands. In combination with the absence of direct accountability, the lack of consistent and effective oversight mechanisms have allowed many commands to routinely fall short of minimum MD-715 requirements for barrier analysis. Resolving this situation will be a major DON focus effort of FY2017.

New Assessment Elements: Four major data elements were developed and compiled to assess and categorize the DON's barrier analysis program:

1. Group(s) Covered: All Part I plans from FY2013 on were examined to identify the racial, national origin, sex and/or IWTD group (or groups) that they were intended to analyze. In total, there have been 315 individual Part I plans, each of which addressed between zero and thirteen such groups at one time (and to widely varying degrees of depth and effectiveness). In 60 percent of the plans (189 instances), they focused more reasonably on only a single demographic group. Collectively, the 315 Part I plans accounted for a total of 526 groups. A breakdown of those groups is shown in Table 1A of this Part I plan.
2. Progress Made: To gauge the progress of the various barrier analyses, a rough numerical scale was developed, based on attainment of key milestones, beginning with trigger identification and ending with tracking of former barrier conditions (after they were eliminated). As the barrier analyses were evaluated, however, it was found that a large percentage did not follow the anticipated pattern of systematic progress, and so the measure was subsequently revised to also capture less constructive efforts. One frequent example includes conducting a single barrier analysis to collectively and simultaneously address diverse conditions affecting multiple disparate groups (rather than a barrier analysis focused on a narrow set of conditions affecting a single group). Another common occurrence was providing generic barrier analysis training to personnel not involved in the execution of barrier analyses.
3. Trigger Type: Collectively, all of the DON's legitimate barrier analyses were of one of only four trigger types: Low participation overall, in high grades, in major occupations, and lastly, high separation rates.
4. Other Measures:
  - a. Time Constraints: Many historical DON barrier analysis shortcomings are associated with timeliness issues. To better assess time-related factors, the evaluation of barrier analyses included seven measures relating to time, including initiation and planned completion dates, whether plans included intermediate milestones with dates and/or or were targeted for completion on the final day of the year. Additionally, the assessment captured whether barrier analysis plans were delayed and/or whether they were planned and/or executed as multi-year efforts.
  - b. Subjective Measures: Each Part I plan was also evaluated to determine if the activities planned or executed actually met the criteria to be considered a valid barrier analysis. Examples of common issues that did not meet those criteria include system-related limitations, such as the inability to

track workforce data on non-GS and non-WG groups, and lack of barrier analysis training by the EEO workforce. While both of those issues impact the ability to perform analyses, neither constitutes a trigger or barrier for any particular group. Lastly, all barrier analyses were assessed to determine if they planned or executed “corrective” actions based on triggers alone, absent the prior identification of actual barriers.

Collectively, these four Assessment Elements form one potential empirical basis for the ongoing evaluation of barrier analysis progress, across trigger types and groups, for both the individual major commands and the agency as a whole.

Assessment Findings:

1. Between FY2013 and FY2017, a total of 315 Part I plans were planned and/or executed. Of those, 127 (40 percent) have been comprehensively evaluated, using the four Assessment Elements described above. The remaining plans will continue to be systematically evaluated in FY2017, in order to provide a complete assessment of the past four years of DON barrier analyses.
2. Progress Made: Of the 127 plans that have been comprehensively assessed, only 9 percent demonstrated meaningful progress toward the identification of potential barriers. In contrast, 15 percent of the plans did not even identify a trigger, 35 percent redirected activities away from effective barrier analyses and 1 percent was formally cancelled. The remaining 40 percent did not progress beyond basic trigger identification and early planning stage activities.
3. Group(s) Covered: As depicted in Table 1, the predominant groups being analyzed have been HM/HF and WF. Collectively, they represent 71 percent of all analyses of race, national origin and sex groups. If mandatory IWTD analyses are included, they still represent more half of all analyses DON-wide.
4. Trigger Type: Per Table 2, the most common trigger is overall low participation, accounting for approximately three quarters of all analyses conducted by the DON’s major commands. This is an area of potential future focus at the DON level, for the following reasons:
  - a. Per Table 4, the low participation of HM/HF and WF are systemic issues, affecting almost all major commands. cursory analyses have generally determined that the low participation of those and other groups is due to low rates of application, rather than high separation rates. Given that the majority of hires are made through the [USAJobs.gov](http://USAJobs.gov) portal, a more holistic DON-level analysis of that process may be more effective, as well as more efficient than having every major command do so.
  - b. To date, command-level analyses of conditions of low participation have been largely non-productive. Re-prioritizing analysis efforts to other, more specific conditions is warranted, both to address potential discrimination in areas that have previously received less attention and to broaden the experience of those conducting the analyses.
5. Other Measures: The most informative data came from the assessment of time constraints and subjective measures:
  - a. Critically, more than 90 percent of all Part I plans listed the Target Completion Date as the last day of the Fiscal Year. When coupled with the fact that the majority of plans also lacked intermediate milestones, the end-of-year completion dates eliminated the DON’s ability to effectively monitor

the program and ensure that systematic progress was being made. The DON will be instituting changes in this regard in FY2017.

- b. Notably, 23 percent of barrier analyses were described as having originally been planned for prior years, but delayed, and 39 percent were characterized as being “ongoing” or “continuations” of previous years’ activities. These data elements support the previous finding, that progress has not actually been made on many of the Part I plans.
  - c. One of the most enlightening findings was that 61 percent of the plans advocated “corrective” measures based solely on triggers, and absent first identifying if any barriers actually existed. This indicates a general lack of understanding about the overall purpose of barrier analyses. That condition was further reinforced by language in many of the major command barrier analysis narratives that suggested that parity with the NCLF or other benchmarks was their overall goal, rather than proactive prevention of discrimination. This will also be a focus area for FY2017.
  - d. Lastly, the proposed activities of many of the Part I plans were found to not be specifically related to their stated triggers. Very common examples of insufficiently specific Part I objectives include “monitor separation statistics,” “provide an update,” and “meet with stakeholders.” Similarly, plans to increase IWTD participation often focused only on general outreach to disability-related organizations (i.e. Wounded Warriors or other disabled veterans programs), without ever focusing specifically on *targeted* disabilities, or describing outcomes in terms of IWTD participation.
6. General Findings:
- a. Not all commands completed barrier analyses each year.
  - b. Some commands clearly used the same Part I plans from year to year, with exactly the same objectives, activities and narratives, raising questions about whether the annual plans were developed and executed earnestly.
  - c. Further complicating the assessment of major command programs, the commands typically produced and submitted both an Accomplishment section and a Plans section for their respective Part I plans. Frequently, those sections were nearly identical, except for the dates. Because the listed activities were not adequately specific, measureable, or time-constrained, and/or they included “ongoing” or “continuing” activities, there was virtually no way to assess the actual progress on individual activities within a given Fiscal Year. In many cases, the lack of discrete objectives and activities created situations that blurred the lines between barrier analyses that were merely planned and those that were actually executed.
  - d. Not all commands completed mandatory IWTD analyses each year.
  - e. Not all commands followed through with multi-year plans.
  - f. Many commands show similar patterns of barrier analysis acumen or weakness from year to year, with the relatively weaker major commands not showing expected improvement in their barrier analyses over time. The DON will work in FY2017 to ensure that all major commands have the necessary skills to effectively perform basic barrier analyses.

<p><b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The activities undertaken (by the various major commands) to analyze their respective triggers vary widely from command to command. The primary purposes of this DON-level Part I plan are to codify how the objectives, plans and activities of the major commands will be assessed. Specifically, DON OEE0 will:</p> <ul style="list-style-type: none"> <li>(1) Identify and characterize the triggers identified and barrier analyses being conducted, on behalf of the DON, by the major commands</li> <li>(2) Identify and initiate resolution of potential programmatic shortfalls</li> <li>(3) Develop and institute revised procedures and products to improve oversight of the major commands' barrier analysis efforts, increase major command accountability to DON OEE0, and improve alignment with the purpose of EEOC MD-715.</li> </ul>
<p><b>STATEMENT OF IDENTIFIED BARRIER</b></p>	<p>Not applicable. This Part I Plan does not address any singular barrier, but instead consolidates information from the major commands on their respective barrier analysis efforts, and addresses planned activities to improve major command efforts.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> <li>1. Improve overall program execution by significantly increasing accountability of major commands. In particular: <ul style="list-style-type: none"> <li>a. Improve tracking of all command-level barrier analysis plans and intermediate milestones. Track and accurately characterize them at every stage, from initial development through their eventual execution, deferment, scope reduction, and/or cancellation.</li> <li>b. Ensure development of intermediate milestones that are specific, measureable, achievable, time-constrained and relevant (i.e. "S.M.A.R.T.").</li> </ul> </li> <li>2. Improve awareness of alignment of barrier analyses and triggers through annual tracking and comparison of both elements (as in Tables 1 and 3, and Figure 2).</li> <li>3. <ul style="list-style-type: none"> <li>a. Identify current DON subject matter experts on barrier analyses and relevant related topics and activities, with the goal of cross-pollinating expertise throughout the DON, across major command lines.</li> <li>b. Identify areas in which major commands require training in barrier analyses.</li> </ul> </li> <li>4. Where appropriate, redirect command-specific barrier analysis focus areas, in particular to: <ul style="list-style-type: none"> <li>a. Address policies, practices, procedures and conditions that are more likely to be internally-controllable.</li> <li>b. Eliminate extraneous activities that do not contribute to effective barrier analyses.</li> <li>c. Eliminate Part I plans that are not actually barrier analyses</li> <li>d. Provide forums for perceived programmatic and/or system limitations that impact the barrier analysis programs, but are not actually barrier analyses.</li> </ul> </li> <li>5. Pursue DON-level analyses of agency-wide triggers that are less likely to be actionable at the major command level.</li> </ul>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Primary: DON Office of EEO Affirmative Employment Program Manager Other Responsible Officials: DON OEE0 Director &amp; staff, Command Deputy EEO Officers (CDEEOOs), Deputy EEO Officers (DEEOOs), respective MD-715 preparers</p>



<p>Assess the need for DON-wide (or more command-focused) training for personnel conducting barrier analyses. Prioritize resolution of training shortfalls.</p> <p>Resources permitting, develop training tools, forums, etc., and implement online, one-on-one, and/or group training to broadly resolve critical knowledge gaps.</p> <p>Complete initial round of formalized training, based on prioritized issues (informal training will be conducted throughout the period, on a case-by-case basis).</p>	<p><b>5/17/2017</b></p> <p><b>6/16/2017</b></p> <p><b>8/18/2017</b></p>
<p>Objective 4.a-d: (4.a through 4.c. are addressed under activities for Objective 1.b).</p> <p>4.d: Develop repository to capture triggers, barriers and other shortfalls reported by the major commands (i.e. shortfalls that are not barriers, but impact effectiveness or efficiency of barrier analysis execution (e.g. data/system limitations, training gaps, etc.)). Consolidate issues and evaluate them to identify impacts and address potential resolutions.</p>	<p><b>4/21/2017</b></p> <p><b>3/24/2017</b></p>
<p>Objective 4.e: Evaluate results of Objective 1 and 2 activities and assess the need to consolidate certain planned command-level activities into more strategic DON-wide analyses, using select SMEs and representatives from commands with the trigger topics being addressed. As necessary, prepare revised plans of action, with milestones and deadlines.</p>	<p><b>5/5/2017</b></p>

<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>Plan I-2 (DEOCS Survey Triggers)</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?	<p>The DON consists of 22 major commands, of which 21 comprise the U.S. Navy (USN) and 1 is the U.S. Marine Corps (USMC). For the purposes of assessing organizational climate survey results, the Defense Equal Opportunity Management Institute (DEOMI) provided separate aggregated FY2016 reports for USN and USMC, rather than by major command.</p> <p>In FY2016, hundreds of units across the USN and USMC participated in the DEOMI Organizational Climate Survey (DEOCS). The results of the surveys were tailored by DEOMI in FY2016 to provide data on only their respective civilian workforces. Those reports indicate 19 percent of Navy and 22 percent of USMC civilian respondents perceived some form of discrimination.</p>	
<b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.	DEOMI reports were made available on 11/7/2016, after the end of FY2016. Only preliminary analysis has occurred as of 12/01/2016	
<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.	No barrier has been identified (as of 12/01/2016).	
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Evaluate new USN/USMC civilian DEOCS reports to determine the degree to which the results may be used to address and resolve specific discriminatory conditions.	
<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Affirmative Employment Program Manager Other Responsible Officials: DON OEEEO Director & staff, Command Deputy EEO Officers (CDEEOOs), and Deputy EEO Officers (DEEOOs)	

<b>DATE OBJECTIVE INITIATED:</b>	12/1/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	5/19/2017	
<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>Conduct a detailed assessment of the new reports, evaluating, at a minimum:</p> <ol style="list-style-type: none"> <li>1. The reliability/limitations of the data.</li> <li>2. The degree to which the results can be disaggregated, along major command areas of oversight.</li> <li>3. Alignment of the DEOCS results with MD-715 racial, national origin, sex and disability groups.</li> <li>4. Participation rates in the DEOCS of personnel within each major command and in each of the aforementioned MD-715 groups.</li> </ol>	<b>3/10/2017</b>	
<p>Develop analysis tools to effectively assess the DEOCS report results and identify next steps to further localize and address specific discriminatory conditions.</p>	<b>4/28/2017</b>	
<b>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b>		

**DEPARTMENT OF THE NAVY**

**Plan I-3 (Veteran IWTD Statistics)**

**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?

In addition to tracking the racial, national origin, sex and disability demographics of the workforce, the DON also tracks information on veteran status. Veteran status is a particularly important factor during the hiring process, where it often confers preference in the hiring process to applicants for employment. Given the clear potential for connections between the characterization of disabled veterans, Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTD), a brief analysis was conducted into the representation of IWTD among the DON veteran population and the IWTD representation within the non-veteran population. The preliminary results were counter-intuitive, showing a higher percentage of IWTD among *non*-veterans, despite consistently strong effort by the DON to conduct outreach for and to hire disabled veterans. If the data is correct, the emphasis on hiring veterans may actually be negatively impacting IWTD accessions, and therefore IWTD participation overall.

**BARRIER ANALYSIS:**

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

IWTD participation within the Appropriated Fund workforce has been relatively stagnant over the past five years, and stands at only 35 percent of the federal goal (that 2 percent of the workforce should be IWTD). In contrast to the stagnant IWTD representation, the participation rate of veterans has been slowly rising, and has gone up seven percent (from 38.5 percent participation to 41.3 percent participation) during the same FY2012 to FY2016 period. This does not align with the expectation that disabled veteran hiring would result in increased IWTD participation, so further analysis was conducted into the apparent anomaly.

**Figure 1 – Veteran IWTD Participation Statistics – FY2012 - FY2016**

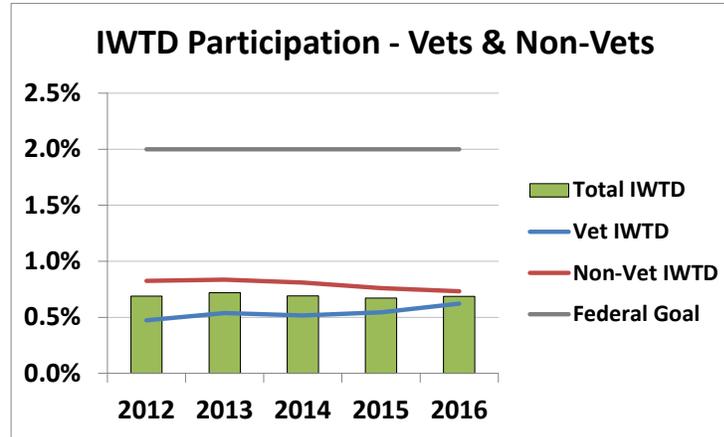
	Veteran IWTD	Non-Vet IWTD	Total Percent Vet	Appropriated Fund Overall IWTD Participation
<b>FY2012</b>	0.47%	0.82%	38.5%	<b>0.69%</b>
<b>FY2013</b>	0.54%	0.84%	39.6%	<b>0.72%</b>
<b>FY2014</b>	0.52%	0.81%	40.0%	<b>0.69%</b>
<b>FY2015</b>	0.54%	0.76%	40.6%	<b>0.67%</b>
<b>FY2016</b>	0.62%	0.73%	41.3%	<b>0.69%</b>

Figure 1 shows three notable findings for the period from FY2012 to FY2016:

1. Veteran IWTD participation has consistently been *below* the overall IWTD participation rate, but is on the rise.
2. Non-veteran IWTD participation has consistently been *above* the overall IWTD participation rate, but is falling.
3. The participation rate of veterans in the total workforce is on the rise.

Figures 2A and 2B graphically depict the same information. Figure 2A shows the values relative to the federal goal benchmark. Figure 2B expands the scale to better illustrate the positioning and trends of Veteran and Non-Veteran IWTD participation.

**Figure 2A – Veteran IWTD Statistics vs. Federal Goal – FY2012 through FY2016**



**Figure 2B – Veteran IWTD Statistics vs. Federal Goal – FY2012 through FY2016**

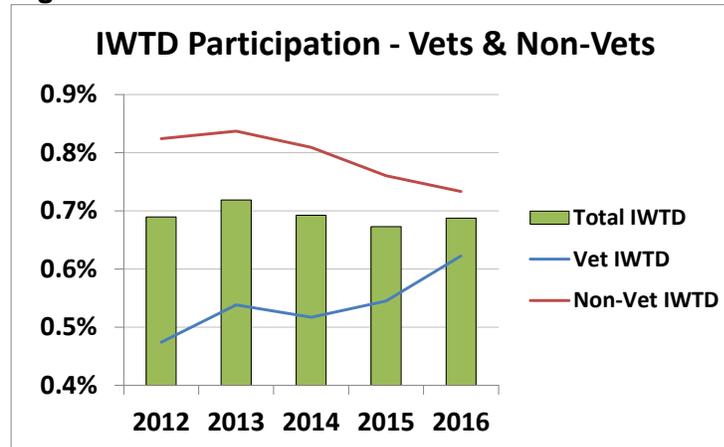


Figure 2B shows that the falling IWTD participation of Non-Veterans (red) and the rising IWTD participation of Veterans (blue) appear to be converging, and will meet in one or two years, if the trends continue. Also, if the trend continues, at about the same time, they would both be approximately equal to the overall IWTD participation rate.

<b>STATEMENT OF IDENTIFIED BARRIER:</b>	No barrier has been identified.
<b>OBJECTIVE:</b>	Track veteran hiring statistics on a regular basis, not to exceed annually, and assess the potential of discriminatory policies, practices, procedures and/or conditions.
<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Affirmative Employment Program Manager Other Responsible Officials: DON Disability Program Manager and Special Emphasis Program Manager
<b>DATE OBJECTIVE INITIATED:</b>	12/1/2016

<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	10/1/2018	
<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>	
Validate the data and methodology used for the FY2012 through FY2016 analysis.	<b>1/30/2017</b>	
Document DON-wide IWTD and IWD populations and participation rates every six months, beginning 4/1/2017, and continue through 10/1/2018. Include separate figures for Veterans and Non-Veterans.	<b>4/1/2017</b>	
Develop the same information as immediately above, but at the major command level, and analyze for potential discriminatory conditions.	<b>4/14/2017</b>	
Assess data trends for potential discriminatory conditions within 1 month after each tracking milestone, and if appropriate, initiate more detailed barrier analyses and corrective action.	<b>5/1/2017</b>	
<b>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b>		

<p><b>EEOC FORM 715-01 PART I</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>Plan I-4 (Limitations of Schedule A(u) Hiring Authority)</b></p>
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The Department of the Navy (DON) benchmark and participation goal for the employment of Individuals with Targeted Disabilities (IWTD) is to have IWTD represent 2 percent of the overall workforce. Despite numerous actions taken to increase participation, the DON participation rates of IWTD remain far below that goal at 0.63 percent.</p> <p>One way to increase participation of IWTD is to increase recruitment via 5 Code of Federal Regulations 213.3102(u), otherwise known as the "Schedule A(u)" hiring authority, which allows for expedited hiring of eligible IWD and IWTD. Under Schedule A(u), the DON may non-competitively recruit qualified IWD/IWTD, as long as they meet eligibility requirements. Because a key stipulation of the Schedule A(u) authority is <i>mandatory</i> self-identification of disabilities (via the Standard Form 256), use of the authority would also result in a direct increase in the number of IWD and/or IWTD, and thus would assist the DON in making progress toward its affirmative employment goals.</p>	
<p><b>BARRIER ANALYSIS:</b></p>	<p>Barrier analysis efforts are detailed in Part J of this report.</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>A systemic bias against the use of Schedule A(u) limits opportunities for otherwise eligible IWD and IWTD to apply and be hired into the DON. Only approximately six percent of DON vacancy announcements posted on the <a href="http://USAJobs.gov">USAJobs.gov</a> website include Schedule A(u) as an area of consideration. In addition, the DON is not effectively participating in the Selective Placement Program. Lastly, hiring managers are not obligated to actively seek or to consider Schedule A(u) candidates, reducing the effectiveness of DON efforts to fulfill the MD-715 mandate to maintain "an affirmative action program plan for the hiring, placement and advancement of individuals with disabilities."</p>	
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Streamline the process in which résumés and Schedule A(u) letters are collected.</p> <p>Restructure the process for accepting, reviewing, distilling and disseminating résumés for non-competitive hiring to the appropriate parties.</p> <p>Secure a mandate from the DON Office of Civilian Human Resources Headquarters (OCHR HQ) stating that a segment, if not all, recruitment actions must include Schedule A(u) area of consideration in the job announcement. OCHR HQ, the OCHR HR Career Program, and several other DON organizations have made the commitment in previous fiscal years to include Schedule A(u) as an area of consideration in all vacancy announcements, so the rest of the DON should follow suit.</p>	

<b>RESPONSIBLE OFFICIAL:</b>	Primary: DON Disability Program Manager Other Responsible Officials: DON OEEEO Director, Director of OCHR, Director of OCHR Staffing, Classification & Compensation Division, Director of OCHR HR Policy and Programs Director, Director of OCHR HR Operations, Operations Centers Directors & staff and identified Working Group members.	
<b>DATE OBJECTIVE INITIATED:</b>	7/1/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	6/30/2018	
<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>	
Meet with OCHR Staffing, Classification & Compensation Division to strategize ways to maximize the utilization of Schedule A(u) within the DON.	<b>09/30/2016</b>	
Develop drafts of charter and materials to serve as the basis of project to present to leadership.	<b>09/30/2016</b>	
Obtain leadership buy-in regarding project objectives and formulate diverse working group that would generate effective plan to achieve objectives.	<b>3/31/2017</b>	
Establish recurring meetings with working group and prepare Plan Of Action and Milestones (POAM).	<b>6/30/2017</b>	
Draft policy that maximizes Schedule A(u) hiring authority based on working group efforts.	<b>03/31/2018</b>	
Fully implement policy.	<b>6/30/2018</b>	
<b>REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:</b>		

**Department of Navy  
EEO Program Status Report  
FY2016**

**Part J**

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

<b>EEOC FORM 715-01 PART J</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>
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<b>PART I Department or Agency Information</b>	1. Agency	1. Department of Navy
	1.a. 2 <sup>nd</sup> Level Component	1.a.
	1.b. 3 <sup>rd</sup> Level or lower	1.b.

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... end of FY15.		... end of FY 2016.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	246,497	100.00%	256,574	100.00%	10,077	+4.09%
	Reportable Disability	19,524	7.92%	20,668	8.06%	1,144	+5.86%
	Targeted Disability*	1,523	0.62%	1,613	0.63%	+43	+5.91%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					17,325	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period (includes non-appropriated fund)					255	

**PART III Participation Rates In Agency Employment Programs**

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions (See Note 1)	2,077	35	1.69%	9	0.43%	2042	98.3%	(See Note 2)	
4. Non-Competitive Promotions	18,983	1,192	6.28%	157	0.83%	967	5.09%	16,824	88.63%
5. Employee Career Development									
5.a. Grades 5 - 12	No data available for this section (See Note 3)								
5.b. Grades 13 - 14									
5.a. Grades 15/SES									
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	602,028	26,451	4.39%	3,817	0.63%	51,600	8.57%	523,997	87.04%
6.b. Cash Awards (total \$\$\$ awarded)	\$143.17M	\$4.71M	3.29%	\$0.76M	0.53%	\$11.07M	7.73%	\$127.39M	88.98%
6.c. Quality-Step Increase	1,771	75	4.23%	10	0.56%	146	8.24%	1,550	87.52%

1. Line 3 includes the totals for actual Selections into the 10 Major Occupations only.
2. The data for Competitive Promotions does not distinguish between Not Identified and No Disability. As such, the figure in the Not Identified column in Part III, above, reflects the aggregated amounts for both categories.
3. Career Development data is not available at this time. Previous data instead reflected mandatory employee training, instead of participation in actual Career Development programs.

## Part IV Identification and Elimination of Barriers

The Department of the Navy (DON) shares EEOC's federal goal as its benchmark and participation goal for the employment of Individuals with Targeted Disabilities (IWTD): To have IWTD represent 2 percent of the overall workforce. Despite numerous actions taken to increase participation, the actual DON participation rate of IWTD remains far below that goal at 0.63 percent.

During FY2016, the DON identified a discriminatory barrier when conducting analysis of low IWTD participation: **Institutional and attitudinal barriers against using the Schedule A(u) hiring authority, such as underutilization of Schedule A(u) and limited use of Schedule A(u) in DON vacancy announcements on [USAJobs.gov](http://USAJobs.gov).** In addition, several other triggers came to light that warrant further analysis, including veteran-specific IWTD participation rates, inherent limitations of the Standard Form 256 (SF-256), and potential self-identification gaps associated with newly-retired veterans who have yet to receive formal Veterans Affairs (VA) disability ratings.

### **Barrier: Underutilization of Schedule A(u)**

5 Code of Federal Regulations 213.3102(u), hereby referred to as "Schedule A(u)," provides the authority for agencies to fill positions with qualified Individuals with Disabilities (IWD) and IWTD candidates without competition. This hiring authority offers two immediate advantages, including significantly expediting the hiring process and fulfilling agency responsibilities to improve hiring, placement and advancement of IWD and IWTD.

A third key benefit of utilizing Schedule A(u) relates to the self-identification of a disability. Self-identification occurs through the use of the SF-256, which is a form provided to new employees during onboarding (and periodically throughout employment via resurveying efforts), which prompts individuals to identify any disability/health condition they have. Presently, the SF-256 is the only avenue through which the DON obtains workforce demographic data on IWDs and IWTDs. Employee self-identification of a disability is generally voluntary; however, individuals appointed under the Schedule A(u) hiring authority *must* self-identify. Unfortunately, the rate at which DON employees have elected to *not* self-identify has been on the rise (see Figures 17 and 18 of the Appropriated Fund Workforce Analysis), negatively impacting the agency's ability to accurately assess the size and composition of its IWD and IWTD workforce. Consequently, the lack of self-identification reduces the DON's ability to both optimize service delivery and to fulfill its affirmative program responsibilities under MD-715.

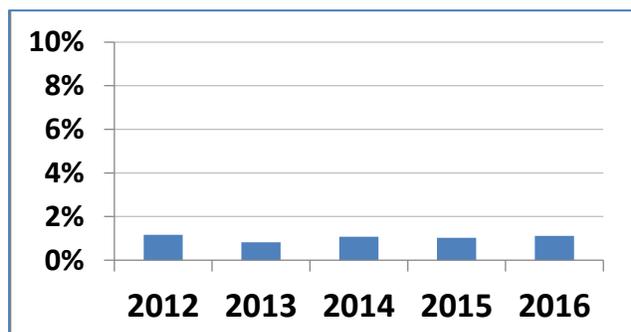
In the FY2015 DON MD-715, attitudinal barriers against voluntary self-identification on the SF-256 were identified, limiting its effective use. Because employees hired via Schedule A(u) are required to complete the SF-256, the institutional and attitudinal barriers that limit the use of Schedule A(u) further exacerbate participation rates of IWD and IWTD, by preventing the DON from fully utilizing an effective and readily available tool to improve self-identification. By increasing the number of Schedule A(u) hires, the DON would also directly increase the number of individuals who self-identify as IWD or IWTD, and thus would make progress toward the DON's affirmative IWD employment goals and attainment of the 2 percent federal IWTD goal. Importantly, the increased knowledge and utilization of Schedule A(u) could also foster a positive culture shift regarding IWDs and IWTDs within the workforce, as their contributions to the workforce are more fully realized.

Lastly, the DON's vision is for its hiring managers to routinely use the Schedule A(u) hiring authority as an "Area of Consideration" in vacancy announcements posted on OPM's [USAJobs.gov](http://USAJobs.gov) website as well as using the authority prior to even having to post an

announcement. To achieve this, the DON will need to look further into how the Schedule A(u) hiring authority is utilized across the DON and how additional training can increase the usage.

Low Rates of Schedule A(u) Non-Competitive Hiring Relative to Total Accessions

**Figure 1: Schedule A(u) Hires from FY2012 through Reporting Year 2016 (July 1, 2015 – June 30, 2016)**



As seen in Figure 1, the DON's percentage of Schedule A(u) hires, relative to total accessions, has remained fairly stagnant over the past five years, hovering at approximately 1% of all Appropriated-Fund hires.

Across the DON, use of Schedule A(u) by individual major commands<sup>1</sup> in 2016 varied considerably. Figure 2 shows the distribution of all Schedule A(u) hires made over the one-year period from July 1, 2015 through June 30, 2016.

**Figure 2: Distribution of Schedule A(u) hires by Major Command (July 1, 2015 – June 30, 2016)**

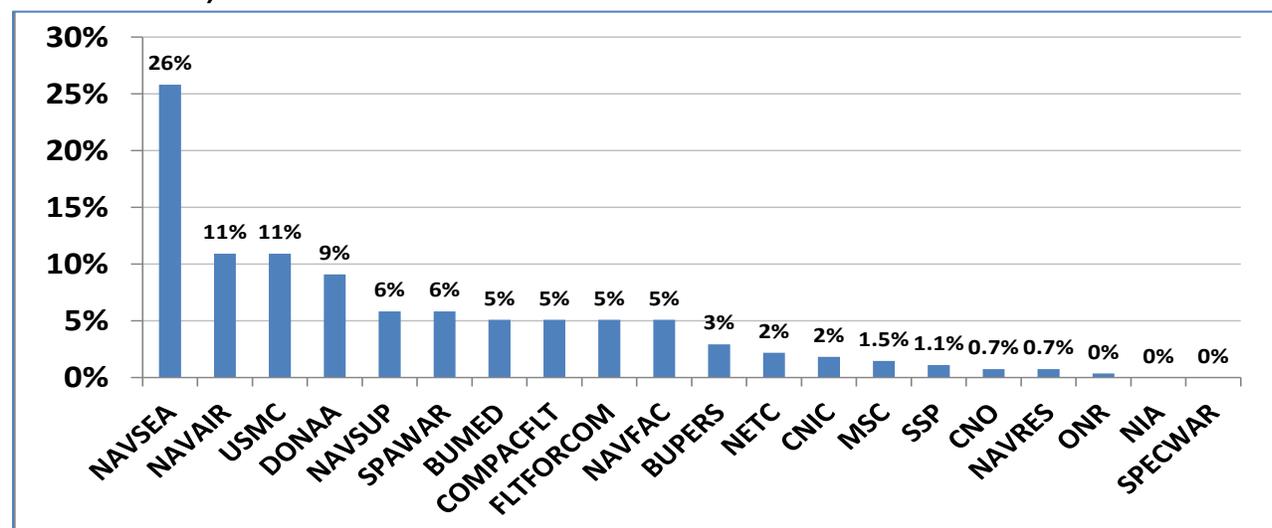


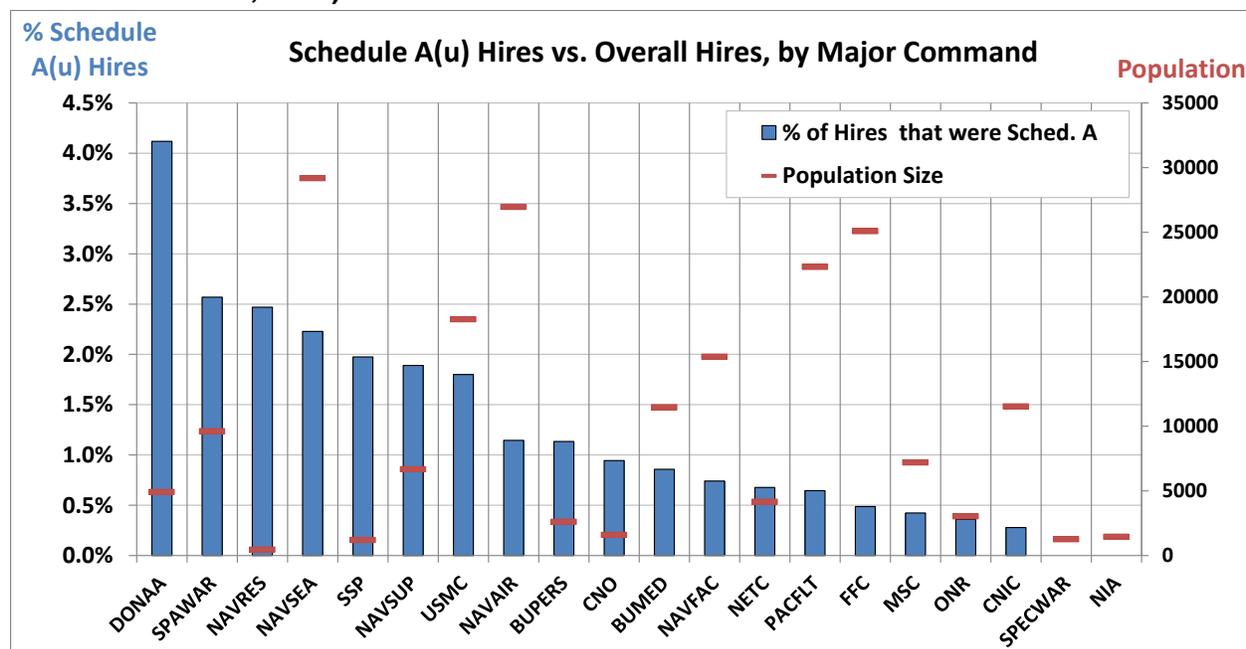
Figure 2 shows that NAVSEA alone was responsible for one-fourth of all Schedule A(u) hires during this period.

Figure 3 shows the ratio of Schedule A(u) hires compared to all hires for each major command for the one-year period from July 1, 2015 through June 30, 2016. Included are red bars that

<sup>1</sup> Data on Fleet Cyber Command and Manpower, Personnel, Training & Education is not currently available through standard HRLink reports. Therefore, the DON does not have data on their Schedule A(u) hiring efforts.

indicate the relative size of each of the major commands, scaled to the right axis scale). These provide a gauge of how command size may have impacted the rate of Schedule A(u) use.

**Figure 3: Schedule A(u) Hires by Major Command in Reporting Year 2016 (July 1, 2015 – June 30, 2016)**



Notably, Figure 3 shows:

- From left to right, DONAA had the highest rate of Schedule A(u) hires (4.1 percent of their overall hires), while CNIC had the lowest rate of those who had Schedule A(u) hires (0.3 percent).
- Using the red Population Size bars as a comparator, Schedule A(u) hiring was clearly not proportional to command size. NAVRES and SSP both had relatively high Schedule A(u) hiring rates, yet are among the smallest commands. In contrast, PACFLT and FFC are among the largest commands, yet had relatively low Schedule A(u) hiring rates<sup>2</sup>.
- Despite being responsible for 26 percent of the overall DON Schedule A(u) hires for the period (see Figure 2), NAVSEA has only the fourth highest rate of Schedule A(u) hiring, when compared to all Schedule A(u) hires of each major command over the same period.

Most commands articulated in their assessments that the utilization of Schedule A(u) is publicized as a way for hiring managers to recruit qualified candidates, but did not identify or analyze significant barriers preventing increased use of the hiring authority. Some commands did not mention Schedule A(u) within their command assessments.

<sup>2</sup> The Schedule A(u) hiring data does not include Non-Appropriated Fund (NAF) data. For the purposes of this analysis, the NAF components of CNIC, NAVSUP and USMC were not considered part of the population size, so as not to skew the results by combining NAF and Appropriated Fund workforces.

## Limited Use of Schedule A(u) in DON Vacancy Announcements on [USAJobs.gov](https://USAJobs.gov)

Previous MD-715 analyses examined total Schedule A(u) hires within the DON, however this reporting year is the first that also explored the extent and impacts of the use of Schedule A(u) as an Area of Consideration (AOC). In order to analyze this data, a report from OPM's USA Staffing system was pulled (with data from June 1, 2015 through June 1, 2016) that details hiring activity for DON vacancy announcements posted on [USAJobs.gov](https://USAJobs.gov), by Operations Center. This report includes the total number of vacancy announcements posted on [USAJobs.gov](https://USAJobs.gov), the number of announcements that included Schedule A(u) in the AOC, the number of candidates who applied utilizing their Schedule A(u)-eligibility (of those that met minimum qualifications for the posted vacancies), and the number of candidates hired via Schedule A(u) from the posted vacancy announcements that included Schedule A(u) as an AOC.

The Office of Civilian Human Resources (OCHR) has five operations centers that provide human resources services for the DON commands: OCHR Norfolk, OCHR Philadelphia, OCHR San Diego, OCHR Silverdale and OCHR Stennis. Figure 4 displays the percentage of overall vacancy announcements that included Schedule A(u) within the AOC, by Operations Center, for the one-year period from June 1, 2015 through June 1, 2016.

**Figure 4: Percentage of Vacancy Announcements that Included Schedule A(u) as an AOC by OCHR Operations Center from June 1, 2015 – June 1, 2016**

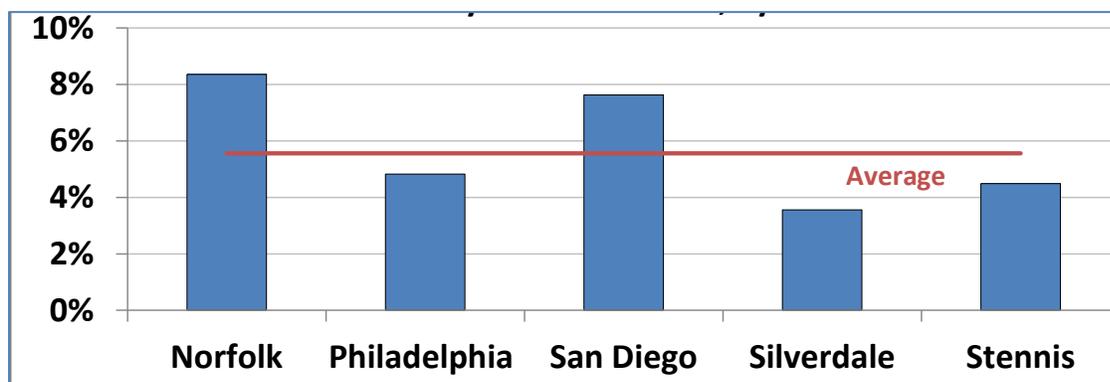


Figure 4 reveals that, overall, the Schedule A(u) hiring authority was used only sparingly, on average for only 5.6 percent of all vacancy announcements (for Appropriated-Fund positions). OCHR Norfolk, which processes personnel actions for FFC, NAVRES, MSC, and BUMED, had the greatest percentage of announcements that included Schedule A(u), at 8.4 percent. Of the five Operations Centers, OCHR Silverdale, which processes personnel actions for PACFLT, NAVSEA, SSP and DON/AA, had the lowest rate of announcements that included Schedule A(u), at 3.6 percent. Although OCHR Operations Centers are not directly responsible for the hiring managers' selections of each recruitment's AOC, commitment by all parties to maximize the inclusion of Schedule A(u) can have a significant impact. Further training of all parties involved (HR personnel at the Operations Centers and HROs, as well as hiring managers) is planned for FY2017. The DON plans to obtain Schedule A(u) inclusion data, by command, from the USA Staffing system in order to determine whether including Schedule A(u) as an AOC ultimately translates to higher Schedule A(u) accessions.

Schedule A(u)-eligible applicants who wish to leverage their eligibility are able to compete for any vacancy announcement on [USAJobs.gov](https://USAJobs.gov) that states "Persons with Disabilities" can apply. Figure 5 depicts the average number of applications, qualifications and selections for those positions where Schedule A(u) was included in the AOC.

**Figure 5: Average Schedule A(u) Selection Statistics by OCHR Operations Center from June 1, 2015 – June 1, 2016**



In this depiction, the average number of applications, qualifications and selections were calculated based on the number of announcements that included Schedule A(u) as an AOC. For example, Philadelphia had 171 announcements with Schedule A(u) as an AOC, and 428 Schedule A(u) applications. Dividing 428 by 171 yielded an average of 2.5 applications per announcement, the figure shown.

On average, such announcements yielded 2.8 applications on the Schedule A(u) certificate, of which 0.9 were referred to the hiring manager as qualified for the position, and an average of only 0.05 were ultimately selected. This corresponds to an overall selection rate of 4.8 percent when vacancy announcements did include Schedule A(u).

Based on both anecdotal evidence and hiring manager survey responses (described later in this report), hiring managers often desire for their applicant pool to include as many qualified candidates as possible. By making sure to include Schedule A(u) candidates, this does widen the applicant pool. Although OCHR Operations Centers are not directly responsible for the hiring managers' selections of each recruitment's AOC, commitment by all parties to maximize the inclusion of Schedule A(u) can have a significant impact. Further training of all parties involved (HR personnel at the Operations Centers and HROs, as well as hiring managers) is planned for FY2017.

**Table 1: Schedule A(u) Statistics by OCHR Operations Center from June 1, 2015 – June 1, 2016**

Ops Center	Announcements w/Schedule A	Avg Applied	Avg Qualified	Avg Selected
Norfolk	8%	3.6	0.9	0.06
Philadelphia	5%	2.5	0.7	0.01
San Diego	8%	2.1	0.6	0.05
Silverdale	4%	3.1	1.2	0.04
Stennis	4%	2.8	1.0	0.06
<b>Averages:</b>	<b>5.6%</b>	<b>2.8</b>	<b>0.9</b>	<b>0.05</b>

Based on the rates depicted in Figure 4, Figure 5, and listed in Table 1, Schedule A(u)-eligible candidates who are seeking employment within the DON have a very low likelihood of finding vacancy announcements that are open to the Schedule A(u) AOC, especially if one considers the additional limiters of career fields and desired geographic locations.

Collectively, this information shows that Schedule A(u) hiring authority is being underutilized. The DON needs to identify where the barrier(s) lies within the recruitment process, and plans to dig deeper in FY2017 by analyzing the completed DON Recruit/Fill Request forms across the agency to determine whether hiring managers have selected “Persons with Disabilities (Schedule A)” as an AOC when considering recruitment sources available to fill their vacancies. The completed Recruit/Fill Request form documents the first stage of the hiring process, where managers make crucial decisions that shape the vacancy announcement and ultimately the composition of the DON workforce.

Illuminating information was obtained by analyzing some of DON’s organizations, including the HR Career Program and the OCHR Headquarters, both of which have committed to opening their candidate pool to the Schedule A(u) AOC. Table 2 shows that those organizations use Schedule A(u) in a relatively high percentage of their announcements (19 and 47 percent, respectively, rates considerably higher than the Operations Center average of 5.6 percent). Despite that, however, their respective average Schedule A(u) selection rates are at or below those of the Operations Centers (zero, in the case of OCHR HQ). The DON plans to further assess if there are any barriers limiting Schedule A(u)-eligible candidates from being selected from DON vacancy certificates.

**Table 2: Schedule A(u) Statistics for DON HR Career Program and OCHR HQ from June 1, 2015 – June 1, 2016**

Office Name	Announcements w/Schedule A	Avg Applied	Avg Qualified	Avg Selected
OCHR HQ	19%	0.0	0.0	0.00
Navy HR Career Program	47%	4.9	1.1	0.05

The data analyzed shows that the DON has not been more than marginally effective in its overall use of Schedule A(u). In addition to improving internal awareness and broadening the use of Schedule A(u), the DON must continue to not only make

non-competitive Schedule A(u) referrals, but also to maximize exposure to eligible candidates with disabilities through recruitment sources such as the OPM Shared List and the Workforce Recruitment Program.

Knowledge Gaps regarding the Hiring of Individuals with Disabilities

As was identified in prior DON MD-715 Part J submissions, preconceived notions and negative stereotypes regarding the capabilities of IWD remain across the DON, and prevent equal employment opportunities for IWD and IWTD.

To further substantiate this claim, a DON Fellow of the Partnership for Public Service’s Excellence in Government Fellows Program conducted a survey (January through February 2016) to better understand the workforce’s thoughts on hiring individuals with disabilities and to be able to identify barriers to employment. The survey yielded 374 overall responses, including non-Human Resources personnel (213 responses), Human Resources Office (HRO) personnel (104 responses), OCHR Operations Center personnel (27 responses), and individuals who did not identify (30 responses). Figure 6 displays the composition of survey respondents as a percentage of the total responses received. Figures 7 through 12 further break down the results based on the survey question. While this data only captures a fraction of members within a small subsection of the DON organization (limited to HRO personnel, Operations Center personnel, hiring managers, etc.), it does provide a useful snapshot of the viewpoints pertaining to the hiring and employment of IWD and IWTD, from personnel in various organizations and at varying levels.

**Figure 6: Composition of Survey Respondents**

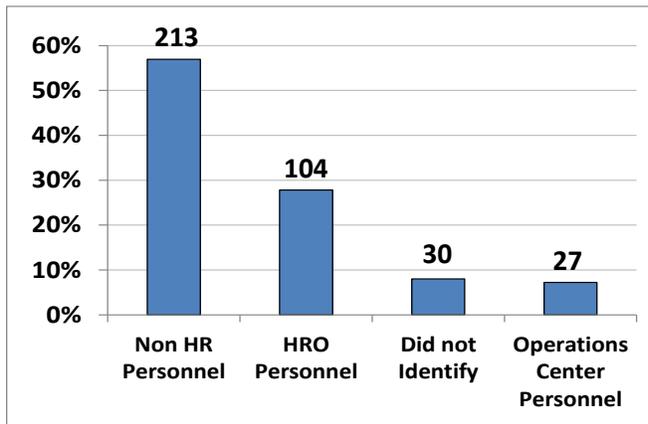
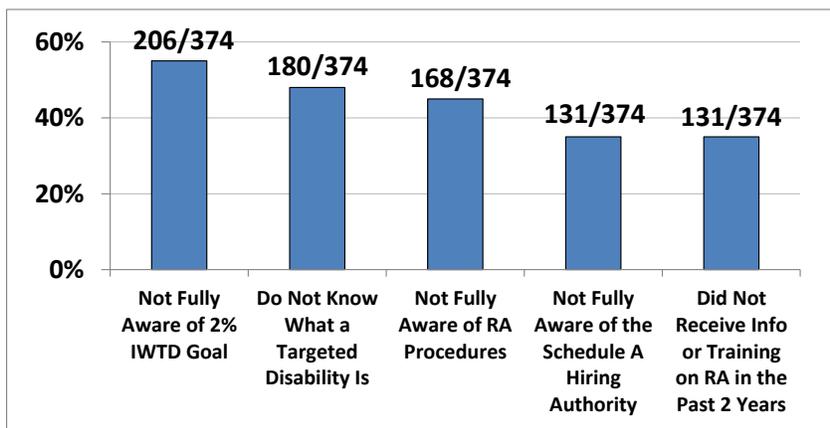


Figure 6 shows the composition of the survey respondents. Out of 374 responses, 57 percent were non-Human Resources personnel, 28 percent were Human Resources Offices (HRO) personnel, 8 percent were individuals who did not identify their affiliation, and 7 percent were Operations Center personnel.

**Figure 7: Survey Responses pertaining to Knowledge of IWTD, Schedule A(u) and RA**



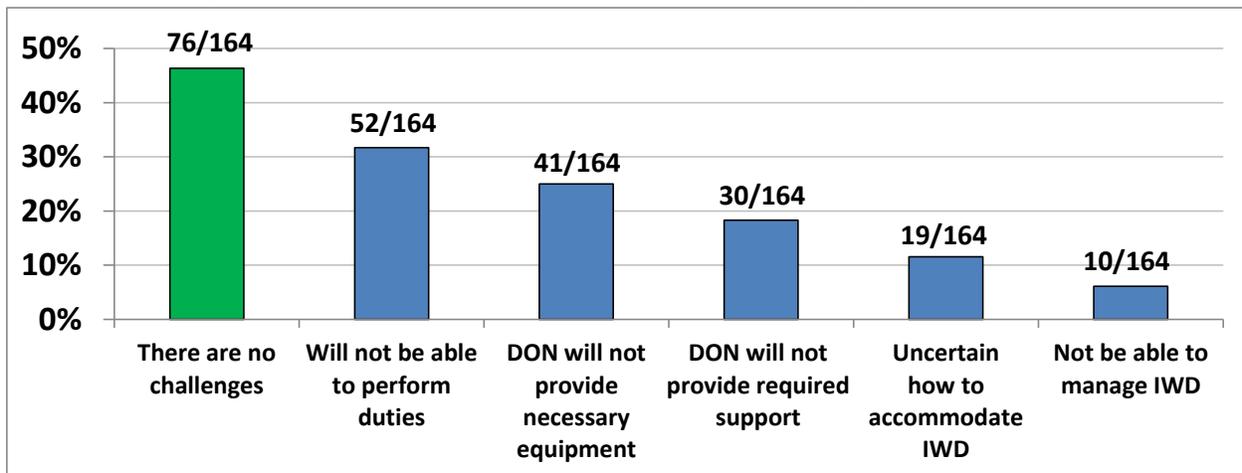
Of these responses, Figure 7 shows that 55 percent of respondents are not fully aware of the 2 percent Federal Goal of employing IWTD, 48 percent do not know what a targeted disability is, 45 percent are not fully aware of Reasonable Accommodation (RA) procedures, 35 percent are not fully aware that the DON is able to hire qualified

persons with disabilities directly using Schedule A(u) hiring authority, and 35 percent indicated they received no information or training on reasonable accommodations in the past two years.

Of the respondents, 50 percent indicated that they were Hiring Managers, some of whom work within a Human Resources Office (HRO) or at an Operations Center. Figure 8, on the next page, reflects the results of when Hiring Managers were asked what they perceive to be a challenge to hiring people with disabilities. Some of the specific comments entered by Hiring Managers in response to this question were:

- *“The buildings in which we operate are not well-equipped for people with disabilities.”*
- *“I do not know how to access candidates with disabilities.”*
- *“Fear of EEO complaints.”*
- *“Being the hiring manager in a security field, I am limited by the billets that I’d be able to hire someone with a disability for.”*

**Figure 8: Hiring Manager Responses to Challenges with Hiring People with Disabilities**



**Figure 9: Hiring Manager Responses to Knowledge of Schedule A(u) Hiring Authority**

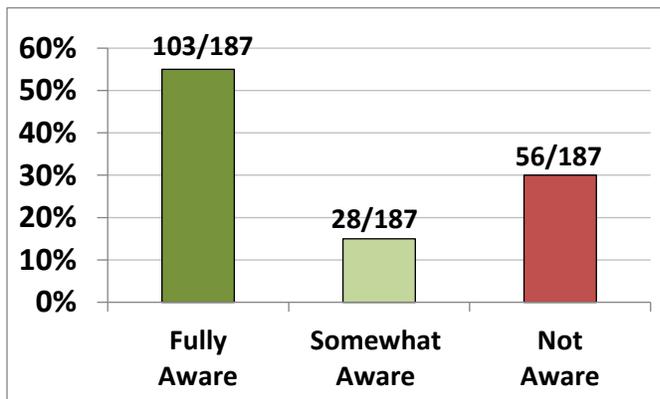


Figure 9 shows that more than half of Hiring Managers surveyed were fully aware of the ability to hire qualified individuals with disabilities via Schedule A(u) without advertising the position, but 30 percent of Hiring Managers had no knowledge of this hiring flexibility. These responses show that there are significant knowledge gaps amongst Hiring Managers regarding the full extent of hiring flexibilities available to them, and confirm the existence of barriers that limit the employment of IWDs and IWTDs.

Further training of all parties involved (HR personnel at the Operations Centers, HROs as well as hiring managers) is planned for FY2017. The DON relies on the HR professionals to facilitate the hiring process and educate Hiring Managers regarding different hiring flexibilities, to include Schedule A(u), as they are on the front lines and interact frequently with the customer. When asked what they perceive to be a challenge to hiring people with disabilities, some of the comments entered by HRO personnel in response to this question were:

- *“Having the right skill.”*
- *“Acquiring necessary equipment is a difficult and time-consuming process with many hoops to jump through.”*
- *“Employee will not pass physical for blue collar positions.”*
- *“Biggest challenge is locating qualified individuals to hire under this authority.”*
- *“I don’t get lists of names of qualified individuals with disabilities.”*

**Figure 10: Human Resources Office Practitioner Responses to *Knowledge of Schedule A(u) Hiring Authority***

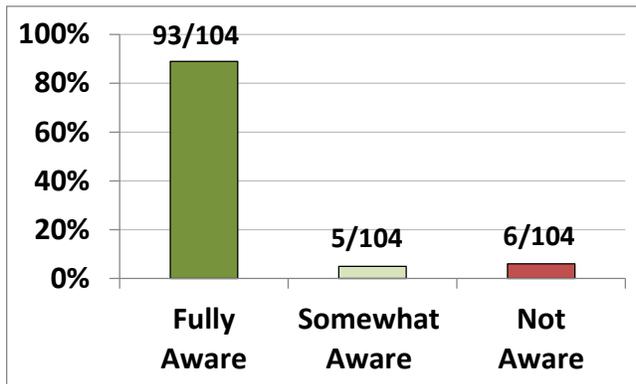
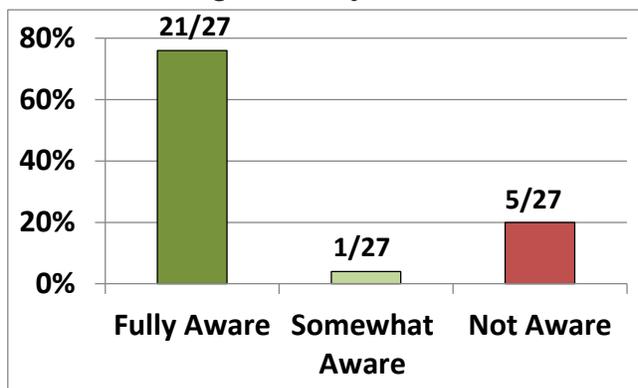


Figure 10 shows that most HRO practitioners surveyed were fully aware of the ability to hire qualified IWDs without advertising the position via Schedule A(u), but knowledge gaps still exist regarding the availability of the recruitment method. This data and comments confirm the existence of barriers in employing IWDs and IWTDs. The DON cannot succeed in fully utilizing Schedule A if DON HR practitioners are unaware of Schedule A(u) and/or do not share this resource with Hiring Managers.

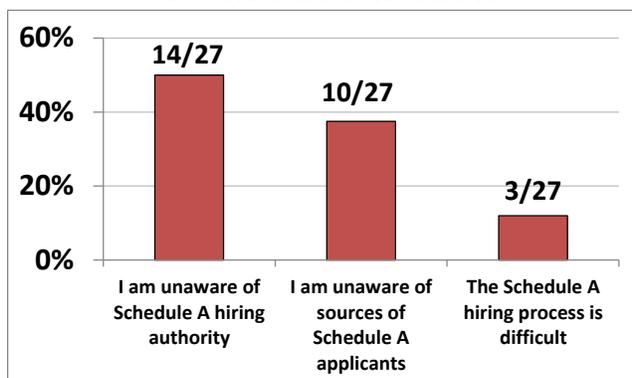
Operations Center personnel work directly with HRO personnel to execute recruitments, to include posting announcements on [USAJobs.gov](http://USAJobs.gov) and determining qualifications of applicants. Figures 11 and 12 depict 27 survey responses from those HR professionals that work within the Operations Center of which there are almost 800 employees.

**Figure 11: Operations Center Practitioner Responses to *Knowledge of Schedule A(u) Hiring Authority***



The awareness gaps among Operations Center practitioners fall between those of Hiring Managers and those of HRO Practitioners, with 20 percent of Operations Center practitioners surveyed indicating no knowledge of this hiring flexibility.

**Figure 12: Operations Center Practitioner Responses to *Why Respondents did not Recommend Schedule A***



When asked if they have recommended the use of Schedule A(u) hiring authority as part of the AOC, 32 percent indicated that they have not. Figure 12 shows that, of those Operations Center employees surveyed who did not recommend using the Schedule A(u) hiring authority, 50 percent were unaware of the Schedule A(u) hiring authority, 38 percent surveyed were unaware of the sources of Schedule A(u) applicants, and 12 percent indicated that the Schedule A(u) hiring process is difficult.

In revealing the extent of the knowledge gaps and negative perceptions pertaining to utilizing Schedule A(u), in FY2017 the DON will also look to find new ways to promote the awareness and benefits of this readily available hiring authority.

#### Applicant Flow Data pertaining to Individuals with Disabilities and Individuals with Targeted Disabilities

This reporting cycle is the first time that the DON was able to obtain applicant flow data (AFD) on IWD and IWTD applying for DON positions. That data shows that, although IWTD are applying to DON vacancies (17,325 applications received), only 1.5 percent of those applications resulted in hires. In contrast, applicants who either identified as having no disabilities or elected not to identify were hired at over twice that rate (3.6 percent). In order to get the best use of IWD and IWTD applicant flow data, the limitations of the data require further refinement in FY2017 and beyond.

#### Lack of a Clearly-Defined process for the DON's Selective Placement Program

As a recommended strategy by the Office of Personnel Management (OPM) to accomplish the goals set in Executive Order 13548, each agency should ensure that a full-time Selective Placement Program Coordinator (SPPC) is in place to assist management in recruiting, hiring and accommodating individuals with disabilities. The DON has placed the responsibilities of the SPPC at OCHR Headquarters in the HR Policy and Programs division, as OPM indicates that the SPPC is “primarily located at agency headquarters and can provide information on coordinators in field offices.” As the Policy and Programs office is not directly involved in recruitment, the SPPC does not have knowledge of vacancies DON-wide and must rely heavily on field office support to successfully execute the SPPC roles and responsibilities.

Currently, there is not an existing process for receiving, reviewing and disseminating Schedule A(u)-eligible candidates to the proper hiring office. Interested individuals must instead send an email to the DON Staffing general inbox (listed on OPM's SPPC directory) to inquire about non-competitive placement within the DON via Schedule A(u). The candidates are then provided an email response that states that the DON does not maintain a job or résumé registry, and that the DON utilizes [USAJobs.gov](http://USAJobs.gov) to facilitate Schedule A(u) hiring. Candidates are advised to search and apply for DON positions that include “Schedule A – Individuals with Disabilities” in the AOC. In addition, the applicants are told to contact the DON Employment Information Center for more information regarding the DON's hiring process. However, when applicants email the DON Employment Information Center, they are redirected to the DON Staffing general inbox, the DON HR's website on hiring people with disabilities, and the OPM SPPC listing. This established practice creates a cyclical dead-end, without beneficial engagement. Such responses may cause frustration with potential candidates who are looking to inquire about Schedule A(u) placement opportunities and leverage their Schedule A(u) eligibility in order to become a member of the DON workforce.

The lack of an effective, clearly defined process with appropriate oversight results in the DON turning away many Schedule A(u)-eligible candidates every year. As previously mentioned, with Schedule A(u) included in only 5.6% of vacancy announcements posted, there is a very low likelihood that Schedule A(u)-eligible candidates are able to locate DON vacancies on [USAJobs.gov](http://USAJobs.gov) that include Schedule A(u) in the AOC, and are within their job field and geographic preference. The DON plans to identify and establish a more effective process in FY2017 to provide greater opportunities for IWD and IWTD to be non-competitively hired within the DON. The DON plan to eliminate this barrier is outlined in Part I-4 of this report.

## Identified Triggers

### DON Veteran IWTD Rate

Counterintuitively, recently compiled data suggests that DON veterans have lower IWTD participation than non-veterans. Additionally, the participation of veterans within the DON has shown steady increases over the past five years. This trigger is addressed in Part I-3.

### Limitations of the Standard Form 256 (SF-256)

As previously described, the SF-256 is currently the only method to collect disability data from our workforce. The DON relies on robust and accurate self-identification of disabilities during onboarding of new employees and when prompted to verify their disability status through routine resurveying of the workforce. The SF-256 that is currently in use by the DON was issued in July 2010, and has contributed to incomplete disability data because of several issues:

- A fear among users that the information will negatively impact employment
- Inability to select more than one disability code
- Lack of clarity regarding if particular disabilities fall into the limited categories listed

The DON contends that the absence of Post-Traumatic Stress Disorder (PTSD) as either its own disability code and/or clearly defined as an example of a “Psychiatric Disability” hinders opportunities to increase the IWTD participation rate. The U.S. Department of Veterans Affairs data indicates that an average of 11 to 20 percent of veterans who served in Operation Iraqi Freedom and Operation Enduring Freedom, an average of 12 percent of Gulf War (Desert Storm) Veterans, and an estimated 30 percent of Vietnam War Veterans have or have had PTSD in their lifetime. With veterans representing 41 percent of the DON workforce (and rising), and considering the aforementioned PTSD averages, this reasoning assumes that as high as 4 percent of the DON workforce has PTSD, and thus has a targeted disability.

OPM updated the SF-256 in August 2016, which includes significant changes to the listing of targeted and other disabilities. The positive aspects of the updates include the expansion of targeted disabilities from 9 to 12, which will give the DON a greater opportunity to increase its participation rates of IWTD. However, the updated SF-256 still does not include or clarify the role PTSD plays in the form.

An additional concern that may be limiting accurate self-identification of a targeted disability is that the DON’s primary personnel database, the Defense Civilian Personnel Data System (DCPDS), has not been updated to reflect the August 2016 updated issuance of the SF-256 from OPM. From August to December 2016 (from when the updated SF-256 was issued to when this report was written), new employees that have come on board, as well as current employees who updated their disability status in DCPDS’ self-service portal, were only able to select the codes that corresponded to the previous form, and thus cannot select the newly expanded disability codes. In addition, some of the codes on the previous form are now obsolete, further exacerbating inaccuracies of the DON’s disability data. Once DCPDS is able to process the updated disability codes, the DON plans to communicate these changes throughout the workforce to enhance resurveying efforts, which could result in increased participation of IWTD in FY2017.

In an effort to educate the workforce regarding the importance of self-identification and the categorization of PTSD as a psychiatric disability (and thus a targeted disability), in FY2016, the DON created and issued a Fact Sheet to the HR and EEO communities that explains the definition of “targeted disabilities” and the importance of the SF-256, answers frequently asked questions about self-identification, and lists instructions on how employees can update their

disability codes. In FY2017, the DON plans to specifically target the DON's veteran population when encouraging workforce self-identification of a disability, as well as to engage with OPM to positively inform and influence future SF-256 updates.

#### Newly-Retired Veteran Self-Identification

A substantial number of new DON hires are recently retired military personnel. Typically, there is a 5-to 6 month lag between military retirement and receipt of formal Veterans Affairs disability ratings. Absent their formal ratings, some transitioning military retirees may not feel compelled and/or authorized to claim disabilities for which they have no formal rating. This potential situation will be considered for additional analysis and/or modifications to workforce resurveys (i.e. to perhaps resurvey recent retirees after 6 months at DON, after they are likely to have received their formal VA disability ratings.)

## **FY 2016 Accomplishments**

#### FY2016 Objective #1: Barrier analysis efforts to eliminate the identified barriers in regards to the IWD population and the DON IWD Working Group.

The DON Office of EEO's (OEEO) Disability Program continued its barrier analysis efforts to eliminate barriers to employment within the DON for the IWD and IWTD population. The barrier analysis efforts are described within Part V of Part J. Despite having the Disability Program Manager position gapped for six months, the DON IWD Working Group continued to give program updates to group members and opened the floor to share issues and potential solutions across the agency.

#### FY2016 Objective #2: IWD SES Champion working group that includes IWD SES champions from commands across DON.

The DON OEEO Disability Program coordinated and hosted quarterly meetings with Individuals with Disabilities (IWD) Senior Executive Service (SES) Champions to align efforts toward the common goal of ensuring equal employment opportunities for the IWD, including Individuals with Targeted Disabilities (IWTD), community across the DON enterprise.

#### FY2016 Objective #3: Secure approval to implement the DON-wide RA electronic tracking system.

The Office of Management and Budget (OMB) approved the DON's use of the Navy Electronic Accommodations Tracker (NEAT) in FY2016. As the system requirements were several years old by the time NEAT was approved, DON OEEO worked with the system contractor to bring system requirements and production site up-to-date. This included further modifications to the system to meet user needs and upgrading the system to a newer, more user-friendly version. The DON Disability Program office implemented a controlled soft-launch of the system by opening access to proficient Reasonable Accommodation processors across the DON to enter cases in the system and report user and system issues to DON OEEO. In FY2017, system access will be granted to Reasonable Accommodation POCs DON-wide.

FY2016 Objective #4: Ensure EEO involvement in the development of the exit interviews/surveys to get further information to analyze about why IWD and IWTD separations are outpacing accessions.

Although there are examples of commands who offer voluntary exit surveys for all departing supervisors and employees, DON does not currently direct those surveys nor collect the data from them. Therefore, the OEEEO was not involved in the development of the exit interviews/surveys in FY2016. Obtaining exit interview data could provide the DON with greater insight as to why IWD and IWTD separations are outpacing accessions, so this objective will continue into the next reporting period by engaging with the appropriate DON division that could lead the effort.

FY2016 Objective #5: Revising and updating the DON Guide for Processing Reasonable Accommodation Requests.

The DON OEEEO did not make notable progress in the revision of the DON Guide for Processing Requests for Reasonable Accommodation. These efforts will be reinvigorated in FY2017.

## **Part V Goals for Targeted Disabilities**

In FY2017, the DON plans to:

- Draft a Strategic Plan with the DON Individuals with Disabilities Senior Executive Service Champion to increase the hiring, placement and advancement of individuals with disabilities, individuals with targeted disabilities and Wounded Warriors.
- Establish a working group to determine the best method to maximize and utilize the Schedule A(u) hiring authority within DON vacancy announcements posted on [USAJobs.gov](http://USAJobs.gov).
- Implement a revised process for referring Schedule A(u)-eligible candidates to applicable DON vacancies.
- Leverage and further promote the Department of Labor's Workforce Recruitment Program as a viable recruitment source for individuals with disabilities and targeted disabilities, and aim for filling all of the Department of Defense's funded allocations for temporary employment.
- Partner with HR to further promote and educate the DON on the Schedule A(u) hiring authority.
- Increase awareness regarding self-identification of disabilities, and tailor the messaging to veterans (especially those who have been hired via 30-percent or more Disabled Veteran hiring authority) who may not otherwise want to self-identify. Further examine DON workforce data, specifically that of veterans, to identify additional barriers to their self-identification of disabilities via the Standard Form 256.
- Revise the DON's Procedures for Processing Requests for Reasonable Accommodation.

**Department of Navy  
EEO Program Status Report  
FY2016**

**Workforce Tables**

**Tables A1-A14  
Race, National Origin & Sex**

These tables are mandatory protected templates provided by EEOC, and do not permit modifications to formats, fonts, etc.

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>TOTAL</b>																		
Prior FY	#	246497	162241	84256	9177	6764	111183	46021	19547	16617	16627	11028	2779	1851	1413	759	1515	1216
	%	100.00	65.82	34.18	3.72	2.74	45.11	18.67	7.93	6.74	6.75	4.47	1.13	0.75	0.57	0.31	0.61	0.49
Current FY	#	256574	167360	89214	9766	7492	113784	48240	20571	17718	17168	11584	2918	1980	1462	838	1691	1362
	%	100.00	65.23	34.77	3.81	2.92	44.35	18.80	8.02	6.91	6.69	4.51	1.14	0.77	0.57	0.33	0.66	0.53
CLF 2010	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternate Benchmark	%	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	0.00	0.00	0.00
Difference	#	10077	5119	4958	589	728	2601	2219	1024	1101	541	556	139	129	49	79	176	146
Ratio Change	%	0.00	-0.59	0.59	0.08	0.18	-0.76	0.13	0.09	0.16	-0.05	0.04	0.01	0.02	0.00	0.02	0.04	0.04
Net Change	%	4.09	3.16	5.88	6.42	10.76	2.34	4.82	5.24	6.63	3.25	5.04	5.00	6.97	3.47	10.41	11.62	12.01
<b>PERMANENT</b>																		
Prior FY	#	199359	145119	54240	7496	3333	102656	33407	16457	10520	14087	5266	2074	740	1280	493	1069	481
	%	100.00	72.79	27.21	3.76	1.67	51.49	16.76	8.25	5.28	7.07	2.64	1.04	0.37	0.64	0.25	0.54	0.24
Current FY	#	202523	147763	54760	7843	3452	103977	33631	16953	10573	14388	5307	2169	768	1292	513	1141	516
	%	100.00	72.96	27.04	3.87	1.70	51.34	16.61	8.37	5.22	7.10	2.62	1.07	0.38	0.64	0.25	0.56	0.25
Difference	#	3164	2644	520	347	119	1321	224	496	53	301	41	95	28	12	20	72	35
Ratio Change	%	0.00	0.17	-0.17	0.11	0.03	-0.15	-0.15	0.12	-0.06	0.04	-0.02	0.03	0.01	0.00	0.01	0.03	0.01
Net Change	%	1.59	1.82	0.96	4.63	3.57	1.29	0.67	3.01	0.50	2.14	0.78	4.58	3.78	0.94	4.06	6.74	7.28
<b>TEMPORARY</b>																		
Prior FY	#	3883	2493	1390	132	82	1963	878	222	197	115	185	33	15	21	23	7	10
	%	100.00	64.20	35.80	3.40	2.11	50.55	22.61	5.72	5.07	2.96	4.76	0.85	0.39	0.54	0.59	0.18	0.26
Current FY	#	4151	2685	1466	155	88	2084	934	261	202	125	190	29	20	19	16	12	16
	%	100.00	64.68	35.32	3.73	2.12	50.20	22.50	6.29	4.87	3.01	4.58	0.70	0.48	0.46	0.39	0.29	0.39
Difference	#	268	192	76	23	6	121	56	39	5	10	5	-4	5	-2	-7	5	6
Ratio Change	%	0.00	0.48	-0.48	0.33	0.01	-0.35	-0.11	0.57	-0.21	0.05	-0.19	-0.15	0.10	-0.08	-0.21	0.11	0.13
Net Change	%	6.90	7.70	5.47	17.42	7.32	6.16	6.38	17.57	2.54	8.70	2.70	-12.12	33.33	-9.52	-30.43	71.43	60.00
<b>NON-APPROPRIATED</b>																		
Prior FY	#	43255	14629	28626	1549	3349	6564	11736	2868	5900	2425	5577	672	1096	112	243	439	725
	%	100.00	33.82	66.18	3.58	7.74	15.18	27.13	6.63	13.64	5.61	12.89	1.55	2.53	0.26	0.56	1.01	1.68
Current FY	#	49900	16912	32988	1768	3952	7723	13675	3357	6943	2655	6087	720	1192	151	309	538	830
	%	100.00	33.89	66.11	3.54	7.92	15.48	27.40	6.73	13.91	5.32	12.20	1.44	2.39	0.30	0.62	1.08	1.66
Difference	#	6645	2283	4362	219	603	1159	1939	489	1043	230	510	48	96	39	66	99	105
Ratio Change	%	0.00	0.07	-0.07	-0.04	0.18	0.30	0.27	0.10	0.27	-0.29	-0.69	-0.11	-0.15	0.04	0.06	0.06	-0.01
Net Change	%	15.36	15.61	15.24	14.14	18.01	17.66	16.52	17.05	17.68	9.48	9.14	7.14	8.76	34.82	27.16	22.55	14.48

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

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
<b>TOTAL FY</b>	#	252428	164680	87748	9611	7404	111700	47306	20310	17516	17043	11394	2894	1960	1443	822	1679	1346
	%	100.00	65.24	34.76	3.81	2.93	44.25	18.74	8.05	6.94	6.75	4.51	1.15	0.78	0.57	0.33	0.67	0.53
<b>CLF 2010</b>	%	100.00	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
<b>Alternate Benchmark</b>	%	0.00	0.00	0.00	0.00	0.00	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>11 - IMMEDIATE OFFICE OF THE CHIEF OF NAVAL</b>	#	1516	965	551	52	28	704	293	98	123	80	82	16	11	5	6	10	8
	%	100.00	63.65	36.35	3.43	1.85	46.44	19.33	6.46	8.11	5.28	5.41	1.06	0.73	0.33	0.40	0.66	0.53
<b>12 - DON, ASSISTANT FOR ADMINISTRATIO</b>	#	4660	2352	2308	161	146	1691	1226	347	720	114	158	10	17	12	12	17	29
	%	100.00	50.47	49.53	3.45	3.13	36.29	26.31	7.45	15.45	2.45	3.39	0.21	0.36	0.26	0.26	0.36	0.62
<b>14 - OFFICE OF NAVAL RESEARCH</b>	#	2943	2072	871	64	27	1602	524	179	233	211	66	2	5	7	12	7	4
	%	100.00	70.40	29.60	2.17	0.92	54.43	17.80	6.08	7.92	7.17	2.24	0.07	0.17	0.24	0.41	0.24	0.14
<b>15 - NAVAL INTELLIGENCE COMMAND</b>	#	718	454	264	15	8	342	167	82	81	11	6	0	1	3	0	1	1
	%	100.00	63.23	36.77	2.09	1.11	47.63	23.26	11.42	11.28	1.53	0.84	0.00	0.14	0.42	0.00	0.14	0.14
<b>18 - BUREAU OF MEDICINE AND SURGERY</b>	#	11152	4474	6678	352	459	2550	3633	788	1356	651	1030	56	76	38	65	39	59
	%	100.00	40.12	59.88	3.16	4.12	22.87	32.58	7.07	12.16	5.84	9.24	0.50	0.68	0.34	0.58	0.35	0.53
<b>19 - NAVAL AIR SYSTEMS COMMAND</b>	#	26990	20392	6598	1281	459	15590	4902	1598	730	1615	390	93	26	153	66	62	25
	%	100.00	75.55	24.45	4.75	1.70	57.76	18.16	5.92	2.70	5.98	1.44	0.34	0.10	0.57	0.24	0.23	0.09
<b>22 - CHIEF OF BUREAU OF NAVAL</b>	#	4296	2442	1854	143	110	1565	996	463	561	211	140	17	11	30	22	13	14
	%	100.00	56.84	43.16	3.33	2.56	36.43	23.18	10.78	13.06	4.91	3.26	0.40	0.26	0.70	0.51	0.30	0.33
<b>23 - NAVAL SUPPLY SYSTEMS</b>	#	18471	8025	10446	657	1053	3996	4151	1351	1910	1233	2210	363	527	68	77	357	518
	%	100.00	43.45	56.55	3.56	5.70	21.63	22.47	7.31	10.34	6.68	11.96	1.97	2.85	0.37	0.42	1.93	2.80
<b>24 - NAVAL SEA SYSTEMS COMMAND</b>	#	28897	21366	7531	980	465	17220	5422	1392	1067	1493	470	74	20	142	51	65	36
	%	100.00	73.94	26.06	3.39	1.61	59.59	18.76	4.82	3.69	5.17	1.63	0.26	0.07	0.49	0.18	0.22	0.12
<b>25 - NAVAL FACILITIES ENGINEERING</b>	#	15109	11432	3677	679	267	7551	2040	1214	562	1451	591	349	149	87	32	101	36
	%	100.00	75.66	24.34	4.49	1.77	49.98	13.50	8.03	3.72	9.60	3.91	2.31	0.99	0.58	0.21	0.67	0.24
<b>27 - U.S. MARINE CORPS</b>	#	29863	17102	12761	1643	1551	10843	6479	2967	2829	1022	1344	328	323	188	119	111	116
	%	100.00	57.27	42.73	5.50	5.19	36.31	21.70	9.94	9.47	3.42	4.50	1.10	1.08	0.63	0.40	0.37	0.39

**Table A3: 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>I. Officials and Managers</b>																		
<b>Executive/Senior Level Officials and Managers (Grades 15 and Above)</b>	#	7452	5780	1672	191	94	5077	1275	235	186	214	73	22	6	23	11	18	27
	%	100.00	77.56	22.44	2.56	1.26	68.13	17.11	3.15	2.50	2.87	0.98	0.30	0.08	0.31	0.15	0.24	0.36
<b>Mid-level (Grades 13-14)</b>	#	15149	10412	4737	457	288	8222	3055	736	754	696	446	111	75	83	25	107	94
	%	100.00	68.73	31.27	3.02	1.90	54.27	20.17	4.86	4.98	4.59	2.94	0.73	0.50	0.55	0.17	0.71	0.62
<b>First-Level (Grades 12 and Below)</b>	#	7757	4821	2936	318	233	3180	1497	794	576	332	376	80	127	65	27	52	100
	%	100.00	62.15	37.85	4.10	3.00	41.00	19.30	10.24	7.43	4.28	4.85	1.03	1.64	0.84	0.35	0.67	1.29
<b>Other</b>	#	47461	28289	19172	1550	1235	19977	11895	3773	3998	2151	1423	364	285	273	170	201	166
	%	100.00	59.60	40.40	3.27	2.60	42.09	25.06	7.95	8.42	4.53	3.00	0.77	0.60	0.58	0.36	0.42	0.35
<b>Officials and Managers - TOTAL</b>	#	77819	49302	28517	2516	1850	36456	17722	5538	5514	3393	2318	577	493	444	233	378	387
	%	100.00	63.35	36.65	3.23	2.38	46.85	22.77	7.12	7.09	4.36	2.98	0.74	0.63	0.57	0.30	0.49	0.50
<b>Professionals</b>	#	57588	43064	14524	2254	757	31935	9544	3054	1978	5017	1909	264	99	265	125	275	112
	%	100.00	74.78	25.22	3.91	1.31	55.45	16.57	5.30	3.43	8.71	3.31	0.46	0.17	0.46	0.22	0.48	0.19
<b>Technicians</b>	#	14919	12120	2799	534	183	9260	1635	1167	523	818	358	123	38	149	29	69	33
	%	100.00	81.24	18.76	3.58	1.23	62.07	10.96	7.82	3.51	5.48	2.40	0.82	0.25	1.00	0.19	0.46	0.22
<b>Sales Workers</b>	#	8446	1828	6618	204	832	552	1784	342	1137	402	1801	138	536	6	38	184	490
	%	100.00	21.64	78.36	2.42	9.85	6.54	21.12	4.05	13.46	4.76	21.32	1.63	6.35	0.07	0.45	2.18	5.80
<b>Administrative Support Workers</b>	#	16616	6169	10447	482	902	2970	4784	1600	2731	814	1422	138	257	60	119	105	232
	%	100.00	37.13	62.87	2.90	5.43	17.87	28.79	9.63	16.44	4.90	8.56	0.83	1.55	0.36	0.72	0.63	1.40
<b>Craft Workers</b>	#	28883	26886	1997	1365	81	17200	1273	3686	322	3221	163	761	75	266	25	387	58
	%	100.00	93.09	6.91	4.73	0.28	59.55	4.41	12.76	1.11	11.15	0.56	2.63	0.26	0.92	0.09	1.34	0.20
<b>Operatives</b>	#	7238	5879	1359	400	124	3241	567	1090	252	742	320	232	48	60	11	114	37
	%	100.00	81.22	18.78	5.53	1.71	44.78	7.83	15.06	3.48	10.25	4.42	3.21	0.66	0.83	0.15	1.58	0.51
<b>Laborers and Helpers</b>	#	2703	1857	846	153	114	523	200	465	148	367	214	202	105	9	8	138	57
	%	100.00	68.70	31.30	5.66	4.22	19.35	7.40	17.20	5.48	13.58	7.92	7.47	3.88	0.33	0.30	5.11	2.11
<b>Service Workers</b>	#	12082	8759	3323	785	435	4746	1051	1553	753	1157	836	328	91	67	33	123	124
	%	100.00	72.50	27.50	6.50	3.60	39.28	8.70	12.85	6.23	9.58	6.92	2.71	0.75	0.55	0.27	1.02	1.03

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

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	46	28	18	0	0	21	15	0	1	1	0	4	0	2	1	0	1
	%	100.00	60.87	39.13	0.00	0.00	45.65	32.61	0.00	2.17	2.17	0.00	8.70	0.00	4.35	2.17	0.00	2.17
GS-02	#	179	107	72	5	4	91	54	2	6	9	7			1			
	%	100.00	59.78	40.22	2.79	2.23	50.84	30.17	1.12	3.35	5.03	3.91	0.00	0.00	0.00	0.56	0.00	0.00
GS-03	#	541	348	193	14	15	261	131	29	28	26	10	15	5	2	2	1	2
	%	100.00	64.33	35.67	2.59	2.77	48.24	24.21	5.36	5.18	4.81	1.85	2.77	0.92	0.37	0.37	0.18	0.37
GS-04	#	2332	1196	1136	64	97	740	554	244	331	100	116	26	15	9	12	13	11
	%	100.00	51.29	48.71	2.74	4.16	31.73	23.76	10.46	14.19	4.29	4.97	1.11	0.64	0.39	0.51	0.56	0.47
GS-05	#	5720	2816	2904	201	249	1468	1300	643	853	350	381	104	40	18	49	32	32
	%	100.00	49.23	50.77	3.51	4.35	25.66	22.73	11.24	14.91	6.12	6.66	1.82	0.70	0.31	0.86	0.56	0.56
GS-06	#	4826	2347	2479	203	189	1224	1308	545	607	269	273	62	48	20	24	24	30
	%	100.00	48.63	51.37	4.21	3.92	25.36	27.10	11.29	12.58	5.57	5.66	1.28	0.99	0.41	0.50	0.50	0.62
GS-07	#	13775	8978	4797	702	361	4508	2387	1984	1302	1438	534	184	105	81	53	81	55
	%	100.00	65.18	34.82	5.10	2.62	32.73	17.33	14.40	9.45	10.44	3.88	1.34	0.76	0.59	0.38	0.59	0.40
GS-08	#	2665	1755	910	132	75	997	497	352	221	199	77	37	15	24	15	14	10
	%	100.00	65.85	34.15	4.95	2.81	37.41	18.65	13.21	8.29	7.47	2.89	1.39	0.56	0.90	0.56	0.53	0.38
GS-09	#	13858	8667	5191	600	394	5419	3036	1299	1102	1067	487	125	74	83	52	74	46
	%	100.00	62.54	37.46	4.33	2.84	39.10	21.91	9.37	7.95	7.70	3.51	0.90	0.53	0.60	0.38	0.53	0.33
GS-10	#	1617	1089	528	64	28	746	287	170	152	80	49	9	4	14	4	6	4
	%	100.00	67.35	32.65	3.96	1.73	46.13	17.75	10.51	9.40	4.95	3.03	0.56	0.25	0.87	0.25	0.37	0.25
GS-11	#	19574	12977	6597	776	414	9017	3999	1730	1253	1091	716	142	93	123	60	98	62
	%	100.00	66.30	33.70	3.96	2.12	46.07	20.43	8.84	6.40	5.57	3.66	0.73	0.48	0.63	0.31	0.50	0.32
GS-12	#	35459	24712	10747	1278	681	17887	6859	2499	1865	2388	1006	260	154	236	96	164	86
	%	100.00	69.69	30.31	3.60	1.92	50.44	19.34	7.05	5.26	6.73	2.84	0.73	0.43	0.67	0.27	0.46	0.24
GS-13	#	44228	32828	11400	1645	605	25381	7739	2233	1713	2990	1088	186	97	249	87	144	71
	%	100.00	74.22	25.78	3.72	1.37	57.39	17.50	5.05	3.87	6.76	2.46	0.42	0.22	0.56	0.20	0.33	0.16
GS-14	#	7868	5856	2012	219	90	4775	1444	411	288	335	156	45	13	37	8	34	13
	%	100.00	74.43	25.57	2.78	1.14	60.69	18.35	5.22	3.66	4.26	1.98	0.57	0.17	0.47	0.10	0.43	0.17
GS-15	#	12956	10180	2776	358	135	8816	2090	413	333	502	183	30	7	44	15	17	13
	%	100.00	78.57	21.43	2.76	1.04	68.05	16.13	3.19	2.57	3.87	1.41	0.23	0.05	0.34	0.12	0.13	0.10
All other (unspecified GS)	#	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.71	14.29	0.00	0.00	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	154	131	23	1	0	119	21	1	0	8	2	1	0	1	0	0	0
	%	100.00	85.06	14.94	0.65	0.00	77.27	13.64	0.65	0.00	5.19	1.30	0.65	0.00	0.65	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00	0.00	0.00
TOTAL	#	165805	114021	51784	6262	3337	81476	31722	12555	10055	10853	5085	1230	670	943	479	702	436
	%	100.00	68.77	31.23	3.78	2.01	49.14	19.13	7.57	6.06	6.55	3.07	0.74	0.40	0.57	0.29	0.42	0.26

**Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Permanent)**

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	324	256	68	10	2	190	48	24	14	13	1	12	1	3	0	4	2
	%	100.00	79.01	20.99	3.09	0.62	58.64	14.81	7.41	4.32	4.01	0.31	3.70	0.31	0.93	0.00	1.23	0.62
Grade-02	#	306	224	82	17	7	115	35	61	26	23	12	7	2	0	0	1	0
	%	100.00	73.20	26.80	5.56	2.29	37.58	11.44	19.93	8.50	7.52	3.92	2.29	0.65	0.00	0.00	0.33	0.00
Grade-03	#	582	487	95	20	3	343	63	66	16	37	9	16	1	3	3	2	0
	%	100.00	83.68	16.32	3.44	0.52	58.93	10.82	11.34	2.75	6.36	1.55	2.75	0.17	0.52	0.52	0.34	0.00
Grade-04	#	196	168	28	13	5	88	10	36	6	20	3	6	2	0	0	5	2
	%	100.00	85.71	14.29	6.63	2.55	44.90	5.10	18.37	3.06	10.20	1.53	3.06	1.02	0.00	0.00	2.55	1.02
Grade-05	#	3369	2910	459	107	19	2194	355	256	37	191	22	83	11	40	10	39	5
	%	100.00	86.38	13.62	3.18	0.56	65.12	10.54	7.60	1.10	5.67	0.65	2.46	0.33	1.19	0.30	1.16	0.15
Grade-06	#	1445	1273	172	81	13	774	113	191	30	160	9	41	2	15	1	11	4
	%	100.00	88.10	11.90	5.61	0.90	53.56	7.82	13.22	2.08	11.07	0.62	2.84	0.14	1.04	0.07	0.76	0.28
Grade-07	#	1288	1144	144	83	7	674	87	233	40	102	8	28	1	15	1	9	0
	%	100.00	88.82	11.18	6.44	0.54	52.33	6.75	18.09	3.11	7.92	0.62	2.17	0.08	1.16	0.08	0.70	0.00
Grade-08	#	4609	4288	321	237	13	2947	207	631	74	293	14	89	4	53	6	38	3
	%	100.00	93.04	6.96	5.14	0.28	63.94	4.49	13.69	1.61	6.36	0.30	1.93	0.09	1.15	0.13	0.82	0.07
Grade-09	#	2632	2396	236	119	4	1540	122	388	75	229	16	69	10	28	2	23	7
	%	100.00	91.03	8.97	4.52	0.15	58.51	4.64	14.74	2.85	8.70	0.61	2.62	0.38	1.06	0.08	0.87	0.27
Grade-10	#	14386	13725	661	641	23	8939	398	1993	138	1527	49	344	25	132	5	149	23
	%	100.00	95.41	4.59	4.46	0.16	62.14	2.77	13.85	0.96	10.61	0.34	2.39	0.17	0.92	0.03	1.04	0.16
Grade-11	#	2816	2677	139	115	8	1914	102	290	9	259	11	58	4	24	1	17	4
	%	100.00	95.06	4.94	4.08	0.28	67.97	3.62	10.30	0.32	9.20	0.39	2.06	0.14	0.85	0.04	0.60	0.14
Grade-12	#	544	524	20	35	1	375	16	52	2	49	1	6	0	4	0	3	0
	%	100.00	96.32	3.68	6.43	0.18	68.93	2.94	9.56	0.37	9.01	0.18	1.10	0.00	0.74	0.00	0.55	0.00
Grade-13	#	524	497	27	15	1	377	19	38	3	48	2	12	0	3	1	4	1
	%	100.00	94.85	5.15	2.86	0.19	71.95	3.63	7.25	0.57	9.16	0.38	2.29	0.00	0.57	0.19	0.76	0.19
Grade-14	#	1065	993	72	23	3	708	56	35	2	162	4	39	5	15	1	11	1
	%	100.00	93.24	6.76	2.16	0.28	66.48	5.26	3.29	0.19	15.21	0.38	3.66	0.47	1.41	0.09	1.03	0.09
Grade-15	#	87	84	3	3	0	42	2	4	0	24	0	10	1	0	0	1	0
	%	100.00	96.55	3.45	3.45	0.00	48.28	2.30	4.60	0.00	27.59	0.00	11.49	1.15	0.00	0.00	1.15	0.00
All Other Wage Grades	#	2545	2096	449	62	6	1281	276	100	46	398	61	119	29	14	3	122	28
	%	100.00	82.36	17.64	2.44	0.24	50.33	10.84	3.93	1.81	15.64	2.40	4.68	1.14	0.55	0.12	4.79	1.10
TOTAL	#	36718	33742	2976	1581	115	22501	1909	4398	518	3535	222	939	98	349	34	439	80
	%	100.00	91.89	8.11	4.31	0.31	61.28	5.20	11.98	1.41	9.63	0.60	2.56	0.27	0.95	0.09	1.20	0.22

**Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Temporary)**

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade-01	#	19	13	6	0	0	12	4	0	1	1	1	0	0	0	0	0
	%	100.00	68.42	31.58	0.00	0.00	63.16	21.05	0.00	5.26	5.26	5.26	0.00	0.00	0.00	0.00	0.00
Grade-02	#	18	18	0	1	0	14	0	2	0	1	0	0	0	0	0	0
	%	100.00	100.00	0.00	5.56	0.00	77.78	0.00	11.11	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	4	4	0	1	0	2	0	0	0	0	0	1	0	0	0	0
	%	100.00	100.00	0.00	25.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00
Grade-04	#	12	10	2	0	1	1	0	2	0	1	0	6	1	0	0	0
	%	100.00	83.33	16.67	0.00	8.33	8.33	0.00	16.67	0.00	8.33	0.00	50.00	8.33	0.00	0.00	0.00
Grade-05	#	48	39	9	3	0	25	7	6	1	3	0	1	1	1	0	0
	%	100.00	81.25	18.75	6.25	0.00	52.08	14.58	12.50	2.08	6.25	0.00	2.08	2.08	2.08	0.00	0.00
Grade-06	#	20	20	0	2	0	11	0	7	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	10.00	0.00	55.00	0.00	35.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	32	27	5	2	0	16	2	6	3	2	0	1	0	0	0	0
	%	100.00	84.38	15.63	6.25	0.00	50.00	6.25	18.75	9.38	6.25	0.00	3.13	0.00	0.00	0.00	0.00
Grade-08	#	53	50	3	6	0	34	3	7	0	0	0	0	0	3	0	0
	%	100.00	94.34	5.66	11.32	0.00	64.15	5.66	13.21	0.00	0.00	0.00	0.00	0.00	5.66	0.00	0.00
Grade-09	#	69	61	8	7	2	42	3	8	3	3	0	1	0	0	0	0
	%	100.00	88.41	11.59	10.14	2.90	60.87	4.35	11.59	4.35	4.35	0.00	1.45	0.00	0.00	0.00	0.00
Grade-10	#	154	148	6	15	3	100	3	21	0	6	0	4	0	2	0	0
	%	100.00	96.10	3.90	9.74	1.95	64.94	1.95	13.64	0.00	3.90	0.00	2.60	0.00	1.30	0.00	0.00
Grade-11	#	12	12	0	0	0	9	0	2	0	0	0	1	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	75.00	0.00	16.67	0.00	0.00	0.00	8.33	0.00	0.00	0.00	0.00
Grade-12	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	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	0.00
Grade-13	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00	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	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00	0.00
TOTAL	#	447	408	39	38	6	269	22	61	8	19	1	15	2	6	0	0
	%	100.00	91.28	8.72	8.50	1.34	60.18	4.92	13.65	1.79	4.25	0.22	3.36	0.45	1.34	0.00	0.00

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

Occupation Series Code (Four Digits)		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
2210	#	10295	7737	2558	440	157	5537	1617	980	507	548	210	78	26	80	24	74	17
	%	100.00	75.15	24.85	4.27	1.53	53.78	15.71	9.52	4.92	5.32	2.04	0.76	0.25	0.78	0.23	0.72	0.17
Occupational CLF	%	100.00	70.70	29.30	5.70	2.30	50.90	20.40	6.40	4.10	6.10	1.80	0.10	0.00	0.20	0.10	0.90	0.30
0343	#	10293	5291	5002	294	297	3973	3343	614	886	288	340	38	64	50	35	34	37
	%	100.00	51.40	48.60	2.86	2.89	38.60	32.48	5.97	8.61	2.80	3.30	0.37	0.62	0.49	0.34	0.33	0.36
Occupational CLF	%	100.00	59.10	40.90	2.70	2.20	47.50	31.20	2.80	3.50	5.10	3.10	0.00	0.00	0.10	0.20	0.40	0.50
0855	#	8008	7087	921	458	70	4879	448	358	115	1295	264	46	10	31	7	20	7
	%	100.00	88.50	11.50	5.72	0.87	60.93	5.59	4.47	1.44	16.17	3.30	0.57	0.12	0.39	0.09	0.25	0.09
Occupational CLF	%	100.00	90.90	9.10	5.10	0.60	66.20	5.10	4.20	0.80	14.10	2.30	0.00	0.00	0.20	0.00	0.70	0.10
0830	#	7051	6211	840	305	60	4987	629	203	45	639	90	21	6	24	6	32	4
	%	100.00	88.09	11.91	4.33	0.85	70.73	8.92	2.88	0.64	9.06	1.28	0.30	0.09	0.34	0.09	0.45	0.06
Occupational CLF	%	100.00	92.80	7.20	4.30	0.40	74.60	5.40	3.40	0.40	9.20	0.90	0.10	0.00	0.20	0.00	0.60	0.00
0802	#	6499	5996	503	241	18	4829	378	428	66	348	30	52	8	75	2	23	1
	%	100.00	92.26	7.74	3.71	0.28	74.30	5.82	6.59	1.02	5.35	0.46	0.80	0.12	1.15	0.03	0.35	0.02
Occupational CLF	%	100.00	80.90	19.10	7.90	1.80	59.20	12.50	6.80	2.10	5.40	2.20	0.10	0.00	0.40	0.10	0.90	0.20
0346	#	5801	4071	1730	211	134	3007	1168	514	314	262	82	21	4	34	18	22	10
	%	100.00	70.18	29.82	3.64	2.31	51.84	20.13	8.86	5.41	4.52	1.41	0.36	0.07	0.59	0.31	0.38	0.17
Occupational CLF	%	100.00	64.90	35.10	5.70	3.50	45.30	23.60	9.60	5.00	2.70	1.80	0.30	0.10	0.30	0.30	0.90	0.50
0501	#	5519	1783	3736	127	225	1127	2154	302	869	188	389	17	59	11	18	11	22
	%	100.00	32.31	67.69	2.30	4.08	20.42	39.03	5.47	15.75	3.41	7.05	0.31	1.07	0.20	0.33	0.20	0.40
Occupational CLF	%	100.00	43.90	56.10	4.00	6.20	32.10	37.60	4.70	7.50	2.20	3.50	0.00	0.10	0.20	0.10	0.40	0.80
0801	#	5368	4537	831	206	36	3603	575	224	80	437	123	17	3	20	5	30	9
	%	100.00	84.52	15.48	3.84	0.67	67.12	10.71	4.17	1.49	8.14	2.29	0.32	0.06	0.37	0.09	0.56	0.17
Occupational CLF	%	100.00	88.20	11.80	4.50	0.70	67.00	7.50	3.30	0.90	12.00	2.40	0.10	0.00	0.30	0.00	0.60	0.20
1102	#	4938	2160	2778	115	145	1525	1767	284	523	175	237	25	60	13	24	23	22
	%	100.00	43.74	56.26	2.33	2.94	30.88	35.78	5.75	10.59	3.54	4.80	0.51	1.22	0.26	0.49	0.47	0.45
Occupational CLF	%	100.00	46.60	53.40	3.90	4.00	37.40	41.00	3.00	5.20	1.70	2.00	0.00	0.10	0.20	0.30	0.20	0.40
0301	#	4718	2909	1809	186	127	2202	1175	302	339	128	98	30	26	43	26	18	18
	%	100.00	61.66	38.34	3.94	2.69	46.67	24.90	6.40	7.19	2.71	2.08	0.64	0.55	0.91	0.55	0.38	0.38
Occupational CLF	%	100.00	37.70	62.30	3.70	6.00	26.70	42.40	3.40	8.40	3.10	4.00	0.00	0.10	0.20	0.40	0.50	0.70

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

Occupation Series Code (Four Digits)		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
0301	#	168	119	49	3	3	104	38	10	3	1	3	0	1	1	1	0	0
	%	100.00	70.83	29.17	1.79	1.79	61.90	22.62	5.95	1.79	0.60	1.79	0.00	0.60	0.60	0.60	0.00	0.00
Occupational CLF	%	100.00	37.70	62.30	3.70	6.00	26.70	42.40	3.40	8.40	3.10	4.00	0.00	0.10	0.20	0.40	0.50	0.70
2210	#	99	80	19	11	3	49	12	12	3	3	1	2	0	1	0	2	0
	%	100.00	80.81	19.19	11.11	3.03	49.49	12.12	12.12	3.03	3.03	1.01	2.02	0.00	1.01	0.00	2.02	0.00
Occupational CLF	%	100.00	70.70	29.30	5.70	2.30	50.90	20.40	6.40	4.10	6.10	1.80	0.10	0.00	0.20	0.10	0.90	0.30
0343	#	92	57	35	5	0	41	25	10	4	0	5	1	1	0	0	0	0
	%	100.00	61.96	38.04	5.43	0.00	44.57	27.17	10.87	4.35	0.00	5.43	1.09	1.09	0.00	0.00	0.00	0.00
Occupational CLF	%	100.00	59.10	40.90	2.70	2.20	47.50	31.20	2.80	3.50	5.10	3.10	0.00	0.00	0.10	0.20	0.40	0.50
0801	#	69	58	11	1	2	52	6	1	3	3	0	1	0	0	0	0	0
	%	100.00	84.06	15.94	1.45	2.90	75.36	8.70	1.45	4.35	4.35	0.00	1.45	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100.00	88.20	11.80	4.50	0.70	67.00	7.50	3.30	0.90	12.00	2.40	0.10	0.00	0.30	0.00	0.60	0.20
0346	#	43	35	8	0	2	29	5	4	1	0	0	1	0	1	0	0	0
	%	100.00	81.40	18.60	0.00	4.65	67.44	11.63	9.30	2.33	0.00	0.00	2.33	0.00	2.33	0.00	0.00	0.00
Occupational CLF	%	100.00	64.90	35.10	5.70	3.50	45.30	23.60	9.60	5.00	2.70	1.80	0.30	0.10	0.30	0.30	0.90	0.50
0501	#	40	18	22	1	3	9	13	8	3	0	3	0	0	0	0	0	0
	%	100.00	45.00	55.00	2.50	7.50	22.50	32.50	20.00	7.50	0.00	7.50	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100.00	43.90	56.10	4.00	6.20	32.10	37.60	4.70	7.50	2.20	3.50	0.00	0.10	0.20	0.10	0.40	0.80
1102	#	34	20	14	2	1	16	11	2	2	0	0	0	0	0	0	0	0
	%	100.00	58.82	41.18	5.88	2.94	47.06	32.35	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100.00	46.60	53.40	3.90	4.00	37.40	41.00	3.00	5.20	1.70	2.00	0.00	0.10	0.20	0.30	0.20	0.40
0802	#	27	23	4	0	0	17	2	2	0	4	2	0	0	0	0	0	0
	%	100.00	85.19	14.81	0.00	0.00	62.96	7.41	7.41	0.00	14.81	7.41	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100.00	80.90	19.10	7.90	1.80	59.20	12.50	6.80	2.10	5.40	2.20	0.10	0.00	0.40	0.10	0.90	0.20
0830	#	9	7	2	0	0	7	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	77.78	22.22	0.00	0.00	77.78	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100.00	92.80	7.20	4.30	0.40	74.60	5.40	3.40	0.40	9.20	0.90	0.10	0.00	0.20	0.00	0.60	0.00
0855	#	7	6	1	1	0	5	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.71	14.29	14.29	0.00	71.43	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100.00	90.90	9.10	5.10	0.60	66.20	5.10	4.20	0.80	14.10	2.30	0.00	0.00	0.20	0.00	0.70	0.10

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

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>Occupation Series Code (Four Digits): 0301</b>																		
Total Received	#	28335																
Voluntarily Identified	#	22623	12913	9710	2121	1347	6609	3956	2635	3235	888	659	180	111	221	180	259	222
	%	100.00	57.08	42.92	9.38	5.95	29.21	17.49	11.65	14.30	3.93	2.91	0.80	0.49	0.98	0.80	1.14	0.98
Qualified of those Identified	#	12208	7000	5208	1147	726	3676	2093	1377	1805	471	322	84	58	119	98	126	106
	%	100.00	57.34	42.66	9.40	5.95	30.11	17.14	11.28	14.79	3.86	2.64	0.69	0.48	0.97	0.80	1.03	0.87
Selected of those Identified	#	385	255	130	31	12	161	72	36	27	19	10	4	5	3	1	1	3
	%	100.00	66.23	33.77	8.05	3.12	41.82	18.70	9.35	7.01	4.94	2.60	1.04	1.30	0.78	0.26	0.26	0.78
Occupational CLF	%	100.00	37.70	62.30	3.70	6.00	26.70	42.40	3.40	8.40	3.10	4.00	0.00	0.10	0.20	0.40	0.50	0.70
<b>Occupation Series Code (Four Digits): 2210</b>																		
Total Received	#	53942																
Voluntarily Identified	#	42381	34621	7760	5533	952	15233	2636	8375	2909	3902	930	294	78	664	85	620	170
	%	100.00	81.69	18.31	13.06	2.25	35.94	6.22	19.76	6.86	9.21	2.19	0.69	0.18	1.57	0.20	1.46	0.40
Qualified of those Identified	#	25314	20535	4779	3254	620	9106	1643	4937	1780	2313	551	186	57	369	44	370	84
	%	100.00	81.12	18.88	12.85	2.45	35.97	6.49	19.50	7.03	9.14	2.18	0.73	0.23	1.46	0.17	1.46	0.33
Selected of those Identified	#	666	524	142	67	30	299	62	103	33	42	14	5	1	6	1	2	1
	%	100.00	78.68	21.32	10.06	4.50	44.89	9.31	15.47	4.95	6.31	2.10	0.75	0.15	0.90	0.15	0.30	0.15
Occupational CLF	%	100.00	70.70	29.30	5.70	2.30	50.90	20.40	6.40	4.10	6.10	1.80	0.10	0.00	0.20	0.10	0.90	0.30
<b>Occupation Series Code (Four Digits): 0343</b>																		
Total Received	#	59359																
Voluntarily Identified	#	47411	27089	20322	4125	2626	13294	7484	6266	7771	2274	1411	204	194	454	274	472	562
	%	100.00	57.14	42.86	8.70	5.54	28.04	15.79	13.22	16.39	4.80	2.98	0.43	0.41	0.96	0.58	1.00	1.19
Qualified of those Identified	#	24742	13666	11076	2095	1351	7053	4262	2801	4094	1176	817	100	111	216	172	225	269
	%	100.00	55.23	44.77	8.47	5.46	28.51	17.23	11.32	16.55	4.75	3.30	0.40	0.45	0.87	0.70	0.91	1.09
Selected of those Identified	#	701	368	333	38	43	235	177	59	69	24	27	2	3	2	9	8	5
	%	100.00	52.50	47.50	5.42	6.13	33.52	25.25	8.42	9.84	3.42	3.85	0.29	0.43	0.29	1.28	1.14	0.71
Occupational CLF	%	100.00	59.10	40.90	2.70	2.20	47.50	31.20	2.80	3.50	5.10	3.10	0.00	0.00	0.10	0.20	0.40	0.50

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

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>Occupation Series Code (Four Digits): 0801</b>																		
Total Received	#	20927																
Voluntarily Identified	#	16554	13780	2774	1849	429	6928	1324	2006	536	2699	402	39	5	110	31	149	47
	%	100.00	83.24	16.76	11.17	2.59	41.85	8.00	12.12	3.24	16.30	2.43	0.24	0.03	0.66	0.19	0.90	0.28
Qualified of those Identified	#	10952	9062	1890	1245	311	4717	961	1097	277	1818	269	12	5	64	27	109	40
	%	100.00	82.74	17.26	11.37	2.84	43.07	8.77	10.02	2.53	16.60	2.46	0.11	0.05	0.58	0.25	1.00	0.37
Selected of those Identified	#	562	450	112	46	7	291	79	29	12	75	14	0	0	2	0	7	0
	%	100.00	80.07	19.93	8.19	1.25	51.78	14.06	5.16	2.14	13.35	2.49	0.00	0.00	0.36	0.00	1.25	0.00
Occupational CLF	%	100.00	88.20	11.80	4.50	0.70	67.00	7.50	3.30	0.90	12.00	2.40	0.10	0.00	0.30	0.00	0.60	0.20
<b>Occupation Series Code (Four Digits): 0346</b>																		
Total Received	#	0																
Voluntarily Identified	#	18755	14090	4665	2101	613	6370	1842	3978	1700	1088	273	80	37	243	93	230	107
	%	100.00	75.13	24.87	11.20	3.27	33.96	9.82	21.21	9.06	5.80	1.46	0.43	0.20	1.30	0.50	1.23	0.57
Qualified of those Identified	#	9661	7067	2594	1021	314	3331	1108	1837	912	625	152	52	25	105	40	96	43
	%	100.00	73.15	26.85	10.57	3.25	34.48	11.47	19.01	9.44	6.47	1.57	0.54	0.26	1.09	0.41	0.99	0.45
Selected of those Identified	#	282	201	81	25	7	129	52	23	15	21	4	1	1	2	1	0	1
	%	100.00	71.28	28.72	8.87	2.48	45.74	18.44	8.16	5.32	7.45	1.42	0.35	0.35	0.71	0.35	0.00	0.35
Occupational CLF	%	100.00	64.90	35.10	5.70	3.50	45.30	23.60	9.60	5.00	2.70	1.80	0.30	0.10	0.30	0.30	0.90	0.50
<b>Occupation Series Code (Four Digits): 0501</b>																		
Total Received	#	45031																
Voluntarily Identified	#	33832	14278	19554	1963	2456	6250	6195	3463	7837	2082	2215	173	188	137	243	210	420
	%	100.00	42.20	57.80	5.80	7.26	18.47	18.31	10.24	23.16	6.15	6.55	0.51	0.56	0.40	0.72	0.62	1.24
Qualified of those Identified	#	22798	9213	13585	1224	1687	4034	4191	2203	5562	1418	1587	121	117	97	159	116	282
	%	100.00	40.41	59.59	5.37	7.40	17.69	18.38	9.66	24.40	6.22	6.96	0.53	0.51	0.43	0.70	0.51	1.24
Selected of those Identified	#	526	179	347	25	52	101	140	33	103	16	36	2	7	1	2	1	7
	%	100.00	34.03	65.97	4.75	9.89	19.20	26.62	6.27	19.58	3.04	6.84	0.38	1.33	0.19	0.38	0.19	1.33
Occupational CLF	%	100.00	43.90	56.10	4.00	6.20	32.10	37.60	4.70	7.50	2.20	3.50	0.00	0.10	0.20	0.10	0.40	0.80

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

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>Occupation Series Code (Four Digits): 1102</b>																		
Total Received	#	31964																
Voluntarily Identified	#	24493	13724	10769	2226	1481	6059	3800	3556	4061	1352	997	59	70	190	109	282	251
	%	100.00	56.03	43.97	9.09	6.05	24.74	15.51	14.52	16.58	5.52	4.07	0.24	0.29	0.78	0.45	1.15	1.02
Qualified of those Identified	#	15019	8236	6783	1259	956	3801	2381	2053	2491	827	685	26	41	111	74	159	155
	%	100.00	54.84	45.16	8.38	6.37	25.31	15.85	13.67	16.59	5.51	4.56	0.17	0.27	0.74	0.49	1.06	1.03
Selected of those Identified	#	419	235	184	30	22	140	87	36	43	17	25	1	1	5	1	6	5
	%	100.00	56.09	43.91	7.16	5.25	33.41	20.76	8.59	10.26	4.06	5.97	0.24	0.24	1.19	0.24	1.43	1.19
Occupational CLF	%	100.00	46.60	53.40	3.90	4.00	37.40	41.00	3.00	5.20	1.70	2.00	0.00	0.10	0.20	0.30	0.20	0.40
<b>Occupation Series Code (Four Digits): 0802</b>																		
Total Received	#	18026																
Voluntarily Identified	#	13467	12192	1275	1717	136	6421	556	2261	392	1183	125	217	15	277	20	116	31
	%	100.00	90.53	9.47	12.75	1.01	47.68	4.13	16.79	2.91	8.78	0.93	1.61	0.11	2.06	0.15	0.86	0.23
Qualified of those Identified	#	7123	6415	708	875	84	3459	303	1144	229	610	60	118	7	142	9	67	16
	%	100.00	90.06	9.94	12.28	1.18	48.56	4.25	16.06	3.21	8.56	0.84	1.66	0.10	1.99	0.13	0.94	0.22
Selected of those Identified	#	364	329	35	29	5	232	20	33	7	24	2	4	0	5	0	2	1
	%	100.00	90.38	9.62	7.97	1.37	63.74	5.49	9.07	1.92	6.59	0.55	1.10	0.00	1.37	0.00	0.55	0.27
Occupational CLF	%	100.00	80.90	19.10	7.90	1.80	59.20	12.50	6.80	2.10	5.40	2.20	0.10	0.00	0.40	0.10	0.90	0.20
<b>Occupation Series Code (Four Digits): 0830</b>																		
Total Received	#	8280																
Voluntarily Identified	#	7017	5967	1050	954	220	3149	500	665	124	1056	178	18	7	59	4	66	17
	%	100.00	85.04	14.96	13.60	3.14	44.88	7.13	9.48	1.77	15.05	2.54	0.26	0.10	0.84	0.06	0.94	0.24
Qualified of those Identified	#	4009	3403	606	560	143	1819	265	322	61	642	123	5	5	30	3	25	6
	%	100.00	84.88	15.12	13.97	3.57	45.37	6.61	8.03	1.52	16.01	3.07	0.12	0.12	0.75	0.07	0.62	0.15
Selected of those Identified	#	179	154	25	15	3	102	17	4	0	28	4	1	1	2	0	2	0
	%	100.00	86.03	13.97	8.38	1.68	56.98	9.50	2.23	0.00	15.64	2.23	0.56	0.56	1.12	0.00	1.12	0.00
Occupational CLF	%	100.00	92.80	7.20	4.30	0.40	74.60	5.40	3.40	0.40	9.20	0.90	0.10	0.00	0.20	0.00	0.60	0.00

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

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>Occupation Series Code (Four Digits):</b>		<b>0855</b>																
<b>Total Received</b>	#	6624																
<b>Voluntarily Identified</b>	#	5574	4938	636	882	131	2050	214	553	112	1333	163	6	2	39	0	75	14
	%	100.00	88.59	11.41	15.82	2.35	36.78	3.84	9.92	2.01	23.91	2.92	0.11	0.04	0.70	0.00	1.35	0.25
<b>Qualified of those Identified</b>	#	3051	2691	360	486	79	1099	113	277	51	768	108	3	2	22		36	7
	%	100.00	88.20	11.80	15.93	2.59	36.02	3.70	9.08	1.67	25.17	3.54	0.10	0.07	0.72	0.00	1.18	0.23
<b>Selected of those Identified</b>	#	198	166	32	32	5	80	11	9	2	37	12	0	1	2	0	6	1
	%	100.00	83.84	16.16	16.16	2.53	40.40	5.56	4.55	1.01	18.69	6.06	0.00	0.51	1.01	0.00	3.03	0.51
<b>Occupational CLF</b>	%	100.00	90.90	9.10	5.10	0.60	66.20	5.10	4.20	0.80	14.10	2.30	0.00	0.00	0.20	0.00	0.70	0.10

**This Table A-7 (Temporary) is blank, because available data does not currently differentiate between applicants for Permanent and Temporary positions.**

**Prior to September 2016, the template for Table A-7 consisted of a single table, combining data for all applicants for both Permanent and Temporary positions.**





**The data in this table is known to have inherent anomalies associated with its aggregated data, including disassociation of Two or More Races data into its component parts**

For example, if a male individual self-identifies as Black and Asian, instead of being automatically categorized as a single entry in the Two or More Races Male category, they would instead show up in this report as both a Black Male and an Asian Male, inflating both those categories (and the overall total), and not populating the Two or More Races category at all.

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino										Two or more races		
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native								
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																		
<b>Occupation Series Code (Four Digits): 0301</b>																		
<b>Total Applications Received</b>	#	6602	5425	1177	883	131	4253	635	788	460	335	73	83	31	209	58		
<b>Qualified</b>	#	4352	3649	703	587	68	2925	402	522	264	191	36	38	24	139	39		
	%	100.00	83.85	16.15	13.49	1.56	67.21	9.24	11.99	6.07	4.39	0.83	0.87	0.55	3.19	0.90		
<b>Selected</b>	#	121	102	19	8	3	84	14	8	2	8	1	1	2	1	1		
	%	100.00	84.30	15.70	6.61	2.48	69.42	11.57	6.61	1.65	6.61	0.83	0.83	1.65	0.83	0.83		
<b>Relevant Applicant Pool</b>	%	100.00	37.70	62.30	3.70	6.00	26.70	42.40	3.40	8.40	3.10	4.00	0.00	0.10	0.20	0.40	0.50	0.70
<b>Occupation Series Code (Four Digits): 2210</b>																		
<b>Total Applications Received</b>	#	8341	6929	1412	1012	165	4421	699	1596	550	850	199	102	29	248	58		
<b>Qualified</b>	#	5050	4209	841	601	103	2711	437	955	325	513	95	66	15	131	32		
	%	100.00	83.35	16.65	11.90	2.04	53.68	8.65	18.91	6.44	10.16	1.88	1.31	0.30	2.59	0.63		
<b>Selected</b>	#	146	115	31	13	5	85	18	17	7	7	5	1	0	2	1		
	%	100.00	78.77	21.23	8.90	3.42	58.22	12.33	11.64	4.79	4.79	3.42	0.68	0.00	1.37	0.68		
<b>Relevant Applicant Pool</b>	%	100.00	75.15	24.85	4.27	1.53	53.78	15.71	9.52	4.92	5.32	2.04	0.76	0.25	0.78	0.23	0.72	0.17
<b>Occupation Series Code (Four Digits): 0343</b>																		
<b>Total Applications Received</b>	#	11357	7788	3569	1256	488	5515	1829	1632	1395	617	248	82	38	374	165		
<b>Qualified</b>	#	6270	4356	1914	704	244	3226	1047	825	688	324	124	51	26	197	83		
	%	100.00	69.47	30.53	11.23	3.89	51.45	16.70	13.16	10.97	5.17	1.98	0.81	0.41	3.14	1.32		
<b>Selected</b>	#	201	126	75	12	8	105	59	14	7	11	5	3	2	3	1		
	%	100.00	62.69	37.31	5.97	3.98	52.24	29.35	6.97	3.48	5.47	2.49	1.49	1.00	1.49	0.50		
<b>Relevant Applicant Pool</b>	%	100.00	51.40	48.60	2.86	2.89	38.60	32.48	5.97	8.61	2.80	3.30	0.37	0.62	0.49	0.34	0.33	0.36

**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

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

Occupation Series Code (Four Digits):		0801																
Total Applications Received	#	2173	1918	255	281	33	1342	146	223	47	348	44	12	0	40	7		
Qualified	#	1257	1104	153	164	21	806	103	93	17	196	22	4	0	18	5		
	%	100.00	87.83	12.17	13.05	1.67	64.12	8.19	7.40	1.35	15.59	1.75	0.32	0.00	1.43	0.40		
Selected	#	89	74	15	8	0	61	9	5	2	10	4	4	0	1	0		
	%	100.00	83.15	16.85	8.99	0.00	68.54	10.11	5.62	2.25	11.24	4.49	4.49	0.00	1.12	0.00		
Relevant Applicant Pool	%	100.00	84.52	15.48	3.84	0.67	67.12	10.71	4.17	1.49	8.14	2.29	0.32	0.06	0.37	0.09	0.56	0.17
Occupation Series Code (Four Digits):		0346																
Total Applications Received	#	4885	3982	903	589	89	2549	446	1074	387	251	48	35	7	206	35		
Qualified	#	2538	2023	515	307	47	1355	277	479	203	138	25	18	2	95	25		
	%	100.00	79.71	20.29	12.10	1.85	53.39	10.91	18.87	8.00	5.44	0.99	0.71	0.08	3.74	0.99		
Selected	#	85	64	21	8	4	55	15	5	4	3	1	14	1	70	19		
	%	100.00	75.29	24.71	9.41	4.71	64.71	17.65	5.88	4.71	3.53	1.18	16.47	1.18	82.35	22.35		
Relevant Applicant Pool	%	100.00	70.18	29.82	3.64	2.31	51.84	20.13	8.86	5.41	4.52	1.41	0.36	0.07	0.59	0.31	0.38	0.17
Occupation Series Code (Four Digits):		0501																
Total Applications Received	#	6827	3061	3766	427	494	1955	1468	470	1767	280	484	49	27	102	124		
Qualified	#	5050	2149	2901	299	380	1354	1123	523	1373	210	383	36	20	71	99		
	%	100.00	42.55	57.45	5.92	7.52	26.81	22.24	10.36	27.19	4.16	7.58	0.71	0.40	1.41	1.96		
Selected	#	104	39	65	4	7	26	36	10	17	3	8	0	5	2	1		
	%	100.00	37.50	62.50	3.85	6.73	25.00	34.62	9.62	16.35	2.88	7.69	0.00	4.81	1.92	0.96		
Relevant Applicant Pool	%	100.00	32.31	67.69	2.30	4.08	20.42	39.03	5.47	15.75	3.41	7.05	0.31	1.07	0.20	0.33	0.20	0.40

**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	
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																		
<b>Occupation Series Code (Four Digits):</b>				<b>1102</b>														
<b>Total Applications Received</b>	#	4636	2634	2002	442	278	1604	964	672	706	314	253	38	29	108	91		
<b>Qualified</b>	#	3043	1655	1388	254	193	999	670	417	470	215	182	31	25	64	62		
	%	100.00	54.39	45.61	8.35	6.34	32.83	22.02	13.70	15.45	7.07	5.98	1.02	0.82	2.10	2.04		
<b>Selected</b>	#	135	64	71	4	3	45	51	11	11	4	11	2	1	1	3		
	%	100.00	47.41	52.59	2.96	2.22	33.33	37.78	8.15	8.15	2.96	8.15	1.48	0.74	0.74	2.22		
<b>Relevant Applicant Pool</b>	%	100.00	43.74	56.26	2.33	2.94	30.88	35.78	5.75	10.59	3.54	4.80	0.51	1.22	0.26	0.49	0.47	0.45
<b>Occupation Series Code (Four Digits):</b>				<b>0802</b>														
<b>Total Applications Received</b>	#	442	415	27	58	1	305	23	46	4	60	0	8	0	17	1		
<b>Qualified</b>	#	292	276	16	38	1	218	15	22	1	38	0	5	0	9	1		
	%	100.00	94.52	5.48	13.01	0.34	74.66	5.14	7.53	0.34	13.01	0.00	1.71	0.00	3.08	0.34		
<b>Selected</b>	#	26	25	1	1	0	25	1	17	1	1	0	0	0	0	0		
	%	100.00	96.15	3.85	3.85	0.00	96.15	3.85	65.38	3.85	3.85	0.00	0.00	0.00	0.00	0.00		
<b>Relevant Applicant Pool</b>	%	100.00	92.26	7.74	3.71	0.28	74.30	5.82	6.59	1.02	5.35	0.46	0.80	0.12	1.15	0.03	0.35	0.02
<b>Occupation Series Code (Four Digits):</b>				<b>0830</b>														
<b>Total Applications Received</b>	#	515	442	73	61	14	303	60	48	4	89	8	0	0	17	4		
<b>Qualified</b>	#	320	281	39	33	10	200	33	24	1	56	5	0	0	11	3		
	%	100.00	87.81	12.19	10.31	3.13	62.50	10.31	7.50	0.31	17.50	1.56	0.00	0.00	3.44	0.94		
<b>Selected</b>	#	23	23	0	1	0	17	0	12	0	6	0	0	0	0	0		
	%	100.00	100.00	0.00	4.35	0.00	73.91	0.00	52.17	0.00	26.09	0.00	0.00	0.00	0.00	0.00		
<b>Relevant Applicant Pool</b>	%	100.00	88.09	11.91	4.33	0.85	70.73	8.92	2.88	0.64	9.06	1.28	0.30	0.09	0.34	0.09	0.45	0.06

**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

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

<b>Occupation Series Code (Four Digits):</b>		<b>0855</b>																
<b>Total Applications Received</b>	#	338	314	24	45	4	190	17	41	1	78	4	0	0	7	0		
<b>Qualified</b>	#	179	163	16	24	1	109	10	15	1	32	4	0	0	5	0		
	%	100.00	91.06	8.94	13.41	0.56	60.89	5.59	8.38	0.56	17.88	2.23	0.00	0.00	2.79	0.00		
<b>Selected</b>	#	21	20	1	4	0	16	0	2	0	2	1	0	0	0	0		
	%	100.00	95.24	4.76	19.05	0.00	76.19	0.00	9.52	0.00	9.52	4.76	0.00	0.00	0.00	0.00		
<b>Relevant Applicant Pool</b>	%	100.00	88.50	11.50	5.72	0.87	60.93	5.59	4.47	1.44	16.17	3.30	0.57	0.12	0.39	0.09	0.25	0.09

**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	#	18982	13250	5732	703	387	9582	3646	1411	996	1171	515	182	69	88	59	113	60
	%	100.00	69.80	30.20	3.70	2.04	50.48	19.21	7.43	5.25	6.17	2.71	0.96	0.36	0.46	0.31	0.60	0.32
<b>Time in grade in excess of minimum</b>																		
1-12 months	#	1260	844	416	48	44	589	230	108	95	75	27	11	9	7	6	6	5
	%	100.00	66.98	33.02	3.81	3.49	46.75	18.25	8.57	7.54	5.95	2.14	0.87	0.71	0.56	0.48	0.48	0.40
13-24 months	#	541	375	166	17	13	287	100	35	25	26	21	4	2	4	3	2	2
	%	100.00	69.32	30.68	3.14	2.40	53.05	18.48	6.47	4.62	4.81	3.88	0.74	0.37	0.74	0.55	0.37	0.37
25+ months	#	1335	849	486	64	44	541	260	129	112	78	49	13	11	14	4	10	6
	%	100.00	63.60	36.40	4.79	3.30	40.52	19.48	9.66	8.39	5.84	3.67	0.97	0.82	1.05	0.30	0.75	0.45

**The data in this table is known to have inherent anomalies associated with its aggregated data, including disassociation of Two or More Races data into its component parts**

For example, if a male individual self-identifies as Black and Asian, instead of being automatically categorized as a single entry in the Two or More Races Male category, they would instead show up in this report as both a Black Male and an Asian Male, inflating both those categories (and the overall total), and not populating the Two or More Races category at all.

**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														
				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
<b>Plan - Grade: GS-13</b>																		
<b>Total Applications Received</b>	#	50852	37232	13620	5863	1714	25247	6761	7809	5327	3543	1370	572	185	1791	556		
	%	100.00	73.22	26.78	9.65	2.82	41.57	11.13	12.86	8.77	5.83	2.26	0.94	0.30	2.95	0.92		
<b>Qualified</b>	#	30011	21956	8055	3355	987	15234	4149	4192	2981	2161	815	338	118	966	292		
	%	100.00	73.16	26.84	9.43	2.77	42.81	11.66	11.78	8.38	6.07	2.29	0.95	0.33	2.71	0.82		
<b>Selected</b>	#	1194	842	352	78	30	649	243	92	60	92	43	21	11	16	9		
	%	100.00	70.52	29.48	5.80	2.23	48.29	18.08	6.85	4.46	6.85	3.20	1.56	0.82	1.19	0.67		
<b>Relevant Applicant Pool</b>	%	100.00	69.69	30.31	3.60	1.92	50.44	19.34	7.05	5.26	6.73	2.84	0.73	0.43	0.67	0.27	0.46	0.24
<b>Plan - Grade: GS-14</b>																		
<b>Total Applications Received</b>	#	19082	13775	5307	2004	694	9618	2524	2686	2161	1340	496	180	51	552	224		
	%	100.00	72.19	27.81	8.89	3.08	42.69	11.20	11.92	9.59	5.95	2.20	0.80	0.23	2.45	0.99		
<b>Qualified</b>	#	11628	8126	3502	1174	467	5814	1683	1467	1416	771	322	105	31	309	149		
	%	100.00	69.88	30.12	8.56	3.41	42.41	12.28	10.70	10.33	5.62	2.35	0.77	0.23	2.25	1.09		
<b>Selected</b>	#	447	332	115	32	12	279	76	31	22	23	12	12	2	10	2		
	%	100.00	74.27	25.73	6.24	2.34	54.39	14.81	6.04	4.29	4.48	2.34	2.34	0.39	1.95	0.39		
<b>Relevant Applicant Pool</b>	%	100.00	74.23	25.77	3.72	1.37	57.38	17.50	5.05	3.87	6.76	2.46	0.42	0.22	0.56	0.20	0.33	0.16
<b>Plan - Grade: GS-15</b>																		
<b>Total Applications Received</b>	#	6442	4934	1508	660	165	3722	836	810	552	365	132	42	11	118	56		
	%	100.00	76.59	23.41	8.84	2.21	49.83	11.19	10.84	7.39	4.89	1.77	0.56	0.15	1.58	0.75		
<b>Qualified</b>	#	3724	2799	925	321	98	2209	526	415	328	180	76	21	9	56	39		
	%	100.00	75.16	24.84	7.50	2.29	51.64	12.30	9.70	7.67	4.21	1.78	0.49	0.21	1.31	0.91		
<b>Selected</b>	#	138	96	42	5	4	82	33	8	3	5	4	1	2	41	31		
	%	100.00	69.57	30.43	2.28	1.83	37.44	15.07	3.65	1.37	2.28	1.83	0.46	0.91	18.72	14.16		
<b>Relevant Applicant Pool</b>	%	100.00	74.43	25.57	2.78	1.14	60.69	18.35	5.22	3.66	4.26	1.98	0.57	0.17	0.47	0.10	0.43	0.17
<b>Plan - Grade: SES</b>																		
<b>Total Applications Received</b>	#	18	14	4	1	0	12	4	1	0	1	0	0	0	0	0		
	%	100.00	77.78	22.22	5.26	0.00	63.16	21.05	5.26	0.00	5.26	0.00	0.00	0.00	0.00	0.00		
<b>Qualified</b>	#	18	14	4	1	0	12	4	1	0	1	0	0	0	0	0		
	%	100.00	77.78	22.22	5.26	0.00	63.16	21.05	5.26	0.00	5.26	0.00	0.00	0.00	0.00	0.00		
<b>Selected</b>	#	18	14	4	1	0	12	4	1	0	1	0	0	0	0	0		
	%	100.00	77.78	22.22	5.26	0.00	63.16	21.05	5.26	0.00	5.26	0.00	0.00	0.00	0.00	0.00		
<b>Relevant Applicant Pool</b>	%	100.00	78.57	21.43	2.76	1.04	68.05	16.13	3.19	2.57	3.87	1.41	0.23	0.05	0.34	0.12	0.13	0.10

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

**Table A-12 is blank, due to the lack of  
data on Career Development**

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

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			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>Career Development Programs for GS 5-12</b>																	
Slots	#	0															
Relevant Applicant Pool	%																
Applied	#																
	%																
Participants	#																
	%																
<b>Career Development Programs for GS 13-14</b>																	
Slots	#	0															
Relevant Applicant Pool	%																
Applied	#																
	%																
Participants	#																
	%																
<b>Career Development Programs for GS 15 and SES</b>																	
Slots	#	0															
Relevant Applicant Pool	%																
Applied	#																
	%																
Participants	#																
	%																

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



**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	#	3984	2711	1273	122	61	2009	800	245	223	262	144	30	12	31	20	12	13
	%	100.00	68.05	31.95	3.06	1.53	50.43	20.08	6.15	5.60	6.58	3.61	0.75	0.30	0.78	0.50	0.30	0.33
Involuntary	#	126	101	25	7	6	67	10	15	7	10	2	0	0	2	0	0	0
	%	100.00	80.16	19.84	5.56	4.76	53.17	7.94	11.90	5.56	7.94	1.59	0.00	0.00	1.59	0.00	0.00	0.00
Total Separations	#	4110	2812	1298	129	67	2076	810	260	230	272	146	30	12	33	20	12	13
	%	100.00	68.42	31.58	3.14	1.63	50.51	19.71	6.33	5.60	6.62	3.55	0.73	0.29	0.80	0.49	0.29	0.32
Total Workforce	#	206674	150448	56226	7998	3540	106061	34565	17214	10775	14513	5497	2198	788	1311	529	1153	532
	%	100.00	72.79	27.21	3.87	1.71	51.32	16.72	8.33	5.21	7.02	2.66	1.06	0.38	0.63	0.26	0.56	0.26

**Department of Navy  
EEO Program Status Report  
FY2016**

# **Workforce Tables**

**Tables B1-B14  
Individuals with Disabilities  
&  
Individuals with Targeted  
Disabilities (IWTD)**

These tables are mandatory protected templates provided by EEOC, and do not permit modifications to formats, fonts, etc.

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

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[ 28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>TOTAL</b>															
Prior FY	#	246497	218,744	8,229	19,524	1523	194	116	73	203	61	263	75	498	40
	%	100.00	88.74	3.34	7.92	0.62	0.08	0.05	0.03	0.08	0.02	0.11	0.03	0.20	0.02
Current FY	#	256,574	226,317	9,589	20,668	1613	186	103	62	206	52	284	78	603	39
	%	100.00	88.21	3.74	8.06	0.63	0.07	0.04	0.02	0.08	0.02	0.11	0.03	0.24	0.02
Difference	#	10,077	7,573	1,360	1,144	90	-8	-13	-11	3	-9	21	3	105	-1
Ratio Change	%	0.00	-0.53	0.40	0.13	0.01	-0.01	-0.01	-0.01	0.00	0.00	0.00	0.00	0.03	0.00
Net Change	%	4.09	3.46	16.53	5.86	5.91	-4.12	-11.21	-15.07	1.48	-14.75	7.98	4.00	21.08	-2.50
Federal Goal	%					2.00									
<b>PERMANENT</b>															
Prior FY	#	199359	176157	6505	16697	1332	185	93	66	194	58	217	66	418	35
	%	100.00	88.36	3.26	8.38	0.67	0.09	0.05	0.03	0.10	0.03	0.11	0.03	0.21	0.02
Current FY	#	202523	177290	7715	17518	1405	178	86	59	197	48	229	63	512	33
	%	100.00	87.54	3.81	8.65	0.69	0.09	0.04	0.03	0.10	0.02	0.11	0.03	0.25	0.02
Difference	#	3,164	1,133	1,210	821	73	-7	-7	-7	3	-10	12	-3	94	-2
Ratio Change	%	0.00	-0.82	0.55	0.27	0.03	0.00	0.00	0.00	0.00	-0.01	0.00	0.00	0.04	0.00
Net Change	%	1.59	0.64	18.60	4.92	5.48	-3.78	-7.53	-10.61	1.55	-17.24	5.53	-4.55	22.49	-5.71
<b>TEMPORARY</b>															
Prior FY	#	3883	3399	236	248	18	0	1	1	0	1	3	2	10	0
	%	100.00	87.54	6.08	6.39	0.46	0.00	0.03	0.03	0.00	0.03	0.08	0.05	0.26	0.00
Current FY	#	4,151	3,629	271	251	16	0	1	1	1	1	2	0	10	0
	%	0.00	87.42	6.53	6.05	0.39	0.00	0.02	0.02	0.02	0.02	0.05	0.00	0.24	0.00
Difference	#	268	230	35	3	-2	0	0	0	1	0	-1	-2	0	0
Ratio Change	%	-100.00	-0.11	0.45	-0.34	-0.08	0.00	0.00	0.00	0.02	0.00	-0.03	-0.05	-0.02	0.00
Net Change	%	6.90	6.77	14.83	1.21	-11.11	0.00	0.00	0.00	0.00	0.00	-33.33	-100.00	0.00	0.00
<b>NON-APPROPRIATED</b>															
Prior FY	#	43255	39188	1488	2579	173	9	22	6	9	2	43	7	70	5
	%	100.00	90.60	3.44	5.96	0.40	0.02	0.05	0.01	0.02	0.00	0.10	0.02	0.16	0.01
Current FY	#	49,900	45,398	1,603	2,899	192	8	16	2	8	3	53	15	81	6
	%	100.00	90.98	3.21	5.81	0.38	0.02	0.03	0.00	0.02	0.01	0.11	0.03	0.16	0.01
Difference	#	6,645	6,210	115	320	19	-1	-6	-4	-1	1	10	8	11	1
Ratio Change	%	0.00	0.38	-0.23	-0.15	-0.02	0.00	-0.02	-0.01	0.00	0.00	0.01	0.01	0.00	0.00
Net Change	%	15.36	15.85	7.73	12.41	10.98	-11.11	-27.27	-66.67	-11.11	50.00	23.26	114.29	15.71	20.00

**Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Total Workforce	#	252626	222688	9330	20608	1596	186	102	61	205	51	281	78	593	39
	%	100.00	88.15	3.69	8.16	0.63	0.07	0.04	0.02	0.08	0.02	0.11	0.03	0.23	0.02
Federal Goal						2.00									
11 - IMMEDIATE OFFICE OF	#	1516	1215	116	185	9	1	0	0	1	0	1	1	5	0
	%	100.00	80.15	7.65	12.20	0.59	0.07	0.00	0.00	0.07	0.00	0.07	0.07	0.33	0.00
12 - DON, ASSISTANT FOR	#	4660	3828	384	448	40	6	4	1	2	0	4	0	23	0
	%	100.00	82.15	8.24	9.61	0.86	0.13	0.09	0.02	0.04	0.00	0.09	0.00	0.49	0.00
14 - OFFICE OF NAVAL RESEARCH	#	2943	2653	107	183	18	3	1	1	3	1	2	3	4	0
	%	100.00	90.15	3.64	6.22	0.61	0.10	0.03	0.03	0.10	0.03	0.07	0.10	0.14	0.00
15 - NAVAL INTELLIGENCE COMMAND	#	718	646	20	52	1	0	0	0	0	0	0	0	1	0
	%	100.00	89.97	2.79	7.24	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.14	0.00
18 - BUREAU OF MEDICINE AND SURGERY	#	11154	9645	481	1028	95	9	4	4	9	2	12	9	46	0
	%	100.00	86.47	4.31	9.22	0.85	0.08	0.04	0.04	0.08	0.02	0.11	0.08	0.41	0.00
19 - NAVAL AIR SYSTEMS COMMAND	#	26990	24107	834	2049	200	32	12	10	30	13	31	2	61	9
	%	100.00	89.32	3.09	7.59	0.74	0.12	0.04	0.04	0.11	0.05	0.11	0.01	0.23	0.03
22 - CHIEF OF BUREAU OF NAVAL	#	4296	3485	240	571	56	8	6	3	7	2	8	3	18	1
	%	100.00	81.12	5.59	13.29	1.30	0.19	0.14	0.07	0.16	0.05	0.19	0.07	0.42	0.02
23 - NAVAL SUPPLY SYSTEMS	#	18540	16199	724	1617	164	27	16	2	26	5	25	14	42	7
	%	100.00	87.37	3.91	8.72	0.88	0.15	0.09	0.01	0.14	0.03	0.13	0.08	0.23	0.04
24 - NAVAL SEA SYSTEMS COMMAND	#	28899	25212	1133	2554	222	30	18	14	36	9	41	6	64	4
	%	100.00	87.24	3.92	8.84	0.77	0.10	0.06	0.05	0.12	0.03	0.14	0.02	0.22	0.01
25 - NAVAL FACILITIES ENGINEERING	#	15109	13588	448	1073	84	16	6	1	10	1	16	5	27	2
	%	100.00	89.93	2.97	7.10	0.56	0.11	0.04	0.01	0.07	0.01	0.11	0.03	0.18	0.01
27 - U.S. MARINE CORPS	#	29895	25809	1509	2577	173	8	11	7	20	6	21	11	84	5
	%	100.00	86.33	5.05	8.62	0.58	0.03	0.04	0.02	0.07	0.02	0.07	0.04	0.28	0.02
30 - STRATEGIC SYSTEMS	#	1191	982	83	126	2	0	0	0	1	0	0	0	1	0
	%	100.00	82.45	6.97	10.58	0.17	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.08	0.00

**Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
33 - MILITARY SEALIFT COMMAND	#	7041	6558	181	302	18	2	4	1	1	0	1	0	9	0
	%	100.00	93.14	2.57	4.29	0.26	0.03	0.06	0.01	0.01	0.00	0.01	0.00	0.13	0.00
39 - SPACE AND NAVAL WARFARE	#	9535	7820	293	1422	96	6	2	2	14	6	19	1	46	0
	%	100.00	82.01	3.07	14.91	1.01	0.06	0.02	0.02	0.15	0.06	0.20	0.01	0.48	0.00
52 - COMMANDER, NAVY	#	36979	33675	1081	2223	136	7	3	1	11	2	43	7	56	6
	%	100.00	91.07	2.92	6.01	0.37	0.02	0.01	0.00	0.03	0.01	0.12	0.02	0.15	0.02
60 - U.S. FLEET FORCES COMMAND	#	24995	22725	602	1668	113	16	9	8	15	1	22	5	36	1
	%	100.00	90.92	2.41	6.67	0.45	0.06	0.04	0.03	0.06	0.00	0.09	0.02	0.14	0.00
70 - U.S. PACIFIC FLEET COMMAND	#	22408	20218	749	1441	112	11	5	4	11	3	24	10	43	1
	%	100.00	90.23	3.34	6.43	0.50	0.05	0.02	0.02	0.05	0.01	0.11	0.04	0.19	0.00
72 - NAVAL RESERVE FORCE	#	460	356	34	70	6	0	0	0	0	0	1	0	5	0
	%	100.00	77.39	7.39	15.22	1.30	0.00	0.00	0.00	0.00	0.00	0.22	0.00	1.09	0.00
74 - NAVAL SPECIAL WARFARE	#	1221	899	67	255	3	0	0	0	0	0	0	0	1	2
	%	100.00	73.63	5.49	20.88	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.08	0.16
76 - NAVAL EDUCATION AND	#	4076	3068	244	764	48	4	1	2	8	0	10	1	21	1
	%	100.00	75.27	5.99	18.74	1.18	0.10	0.02	0.05	0.20	0.00	0.25	0.02	0.52	0.02

**Table B3: Occupational Categories - Distribution by Disability**

Occupational Category		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Officials and Manager - Executive/Senior Level (Grades 15 and Above)	#	7452	6592	258	602	27	1	4	1	4	1	11	0	3	2
	%	100.00	88.46	3.46	8.08	0.36	0.01	0.05	0.01	0.05	0.01	0.15	0.00	0.04	0.03
Mid-Level (Grades 13-14)	#	15149	13397	495	1257	56	0	4	2	13	1	20	0	16	0
	%	100.00	88.43	3.27	8.30	0.37	0.00	0.03	0.01	0.09	0.01	0.13	0.00	0.11	0.00
First-Level (Grades 12 and Below)	#	7757	6710	299	748	30	0	3	0	4	3	7	0	13	0
	%	100.00	86.50	3.85	9.64	0.39	0.00	0.04	0.00	0.05	0.04	0.09	0.00	0.17	0.00
Other Officials and Managers	#	47461	39854	2268	5339	426	38	24	26	65	12	75	7	170	9
	%	100.00	83.97	4.78	11.25	0.90	0.08	0.05	0.05	0.14	0.03	0.16	0.01	0.36	0.02
<b>Officials and Managers TOTAL</b>	#	77819	66553	3320	7946	539	39	35	29	86	17	113	7	202	11
	%	100.00	85.52	4.27	10.21	0.69	0.05	0.04	0.04	0.11	0.02	0.15	0.01	0.26	0.01
<b>Professionals</b>	#	57588	51770	1635	4183	318	35	19	13	52	15	56	0	121	7
	%	100.00	89.90	2.84	7.26	0.55	0.06	0.03	0.02	0.09	0.03	0.10	0.00	0.21	0.01
<b>Technicians</b>	#	14919	12943	569	1407	90	14	5	8	13	3	12	2	32	1
	%	100.00	86.76	3.81	9.43	0.60	0.09	0.03	0.05	0.09	0.02	0.08	0.01	0.21	0.01
<b>Sales Workers</b>	#	8446	7577	293	576	62	2	10	0	8	4	14	4	20	0
	%	100.00	89.71	3.47	6.82	0.73	0.02	0.12	0.00	0.09	0.05	0.17	0.05	0.24	0.00
<b>Administrative Support Workers</b>	#	16616	13403	960	2253	287	44	18	7	37	12	38	23	100	8
	%	100.00	80.66	5.78	13.56	1.73	0.26	0.11	0.04	0.22	0.07	0.23	0.14	0.60	0.05
<b>Craft Workers</b>	#	28883	26550	804	1529	131	38	11	2	7	1	19	9	40	4
	%	100.00	91.92	2.78	5.29	0.45	0.13	0.04	0.01	0.02	0.00	0.07	0.03	0.14	0.01
<b>Operatives</b>	#	7238	6503	262	473	45	11	3	2	1	0	1	8	17	2
	%	100.00	89.85	3.62	6.53	0.62	0.15	0.04	0.03	0.01	0.00	0.01	0.11	0.23	0.03
<b>Laborers and Helpers</b>	#	2703	2387	100	216	25	5	3	0	2	0	1	11	3	0
	%	100.00	88.31	3.70	7.99	0.92	0.18	0.11	0.00	0.07	0.00	0.04	0.41	0.11	0.00
<b>Service Workers</b>	#	12082	10904	559	619	46	4	2	0	3	0	5	13	17	2
	%	100.00	90.25	4.63	5.12	0.38	0.03	0.02	0.00	0.02	0.00	0.04	0.11	0.14	0.02

**Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent)**

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	46	44	1	1	1	0	0	0	0	0	0	1	0	0
	%	100.00	95.65	2.17	2.17	2.17	0.00	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00
GS-02	#	179	173	3	3	1	0	0	0	0	1	0	0	0	0
	%	100.00	96.65	1.68	1.68	0.56	0.00	0.00	0.00	0.00	0.56	0.00	0.00	0.00	0.00
GS-03	#	541	485	19	37	15	2	2	0	0	3	1	6	1	0
	%	100.00	89.65	3.51	6.84	2.77	0.37	0.37	0.00	0.00	0.55	0.18	1.11	0.18	0.00
GS-04	#	2332	1988	123	221	39	9	0	0	8	2	6	3	11	0
	%	100.00	85.25	5.27	9.48	1.67	0.39	0.00	0.00	0.34	0.09	0.26	0.13	0.47	0.00
GS-05	#	5722	4638	392	692	105	13	4	3	13	3	14	6	45	4
	%	100.00	81.06	6.85	12.09	1.84	0.23	0.07	0.05	0.23	0.05	0.24	0.10	0.79	0.07
GS-06	#	4826	3945	289	592	62	11	6	0	8	3	7	1	25	1
	%	100.00	81.74	5.99	12.27	1.28	0.23	0.12	0.00	0.17	0.06	0.15	0.02	0.52	0.02
GS-07	#	13775	12057	640	1078	110	7	8	2	14	1	11	5	59	3
	%	100.00	87.53	4.65	7.83	0.80	0.05	0.06	0.01	0.10	0.01	0.08	0.04	0.43	0.02
GS-08	#	2665	2336	103	226	19	6	0	0	0	1	3	1	8	0
	%	100.00	87.65	3.86	8.48	0.71	0.23	0.00	0.00	0.00	0.04	0.11	0.04	0.30	0.00
GS-09	#	13858	11863	639	1356	117	21	3	4	16	1	22	2	46	2
	%	100.00	85.60	4.61	9.78	0.84	0.15	0.02	0.03	0.12	0.01	0.16	0.01	0.33	0.01
GS-10	#	1617	1394	72	151	15	2	1	0	3	0	3	0	6	0
	%	100.00	86.21	4.45	9.34	0.93	0.12	0.06	0.00	0.19	0.00	0.19	0.00	0.37	0.00
GS-11	#	19576	16722	894	1960	154	18	7	10	23	7	14	3	69	3
	%	100.00	85.42	4.57	10.01	0.79	0.09	0.04	0.05	0.12	0.04	0.07	0.02	0.35	0.02
GS-12	#	35460	30616	1258	3586	257	20	18	17	50	11	45	1	86	9
	%	100.00	86.34	3.55	10.11	0.72	0.06	0.05	0.05	0.14	0.03	0.13	0.00	0.24	0.03
GS-13	#	44233	39042	1433	3758	234	17	17	13	39	11	49	1	84	3
	%	100.00	88.26	3.24	8.50	0.53	0.04	0.04	0.03	0.09	0.02	0.11	0.00	0.19	0.01
GS-14	#	7868	6931	271	666	26	2	2	1	5	0	5	0	11	0
	%	100.00	88.09	3.44	8.46	0.33	0.03	0.03	0.01	0.06	0.00	0.06	0.00	0.14	0.00
GS-15	#	12956	11417	487	1052	53	1	6	3	8	3	22	0	8	2
	%	100.00	88.12	3.76	8.12	0.41	0.01	0.05	0.02	0.06	0.02	0.17	0.00	0.06	0.02
All Other (Unspecified GS)	#	7	5	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	71.43	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	154	135	6	13	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.66	3.90	8.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
TOTAL	#	165815	143791	6630	15394	1208	129	74	53	187	47	202	30	459	27
	%	100.00	86.72	4.00	9.28	0.73	0.08	0.04	0.03	0.11	0.03	0.12	0.02	0.28	0.02

**Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary)**

GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	195	194	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	99.49	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	107	101	2	4	2	0	0	0	0	0	0	0	2	0
	%	100.00	94.39	1.87	3.74	1.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.87	0.00
GS-03	#	136	127	3	6	0	0	0	0	0	0	0	0	0	0
	%	100.00	93.38	2.21	4.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	315	278	17	20	1	0	0	0	0	0	0	0	1	0
	%	100.00	88.25	5.40	6.35	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.32	0.00
GS-05	#	247	211	17	19	2	0	0	0	1	0	0	0	1	0
	%	100.00	85.43	6.88	7.69	0.81	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.40	0.00
GS-06	#	114	96	9	9	0	0	0	0	0	0	0	0	0	0
	%	100.00	84.21	7.89	7.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	207	182	17	8	1	0	0	0	0	0	0	0	1	0
	%	100.00	87.92	8.21	3.86	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48	0.00
GS-08	#	25	23	0	2	1	0	0	0	0	0	0	0	1	0
	%	100.00	92.00	0.00	8.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00
GS-09	#	341	297	28	16	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.10	8.21	4.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#	6	6	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
GS-11	#	200	157	25	18	3	0	0	0	0	1	1	0	1	0
	%	100.00	78.50	12.50	9.00	1.50	0.00	0.00	0.00	0.00	0.50	0.50	0.00	0.50	0.00
GS-12	#	276	229	29	18	0	0	0	0	0	0	0	0	0	0
	%	100.00	82.97	10.51	6.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	515	455	25	35	3	0	0	0	0	0	1	0	2	0
	%	100.00	88.35	4.85	6.80	0.58	0.00	0.00	0.00	0.00	0.00	0.19	0.00	0.39	0.00
GS-14	#	305	249	15	41	1	0	1	0	0	0	0	0	0	0
	%	100.00	81.64	4.92	13.44	0.33	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	291	261	13	17	0	0	0	0	0	0	0	0	0	0
	%	100.00	89.69	4.47	5.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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
Senior Executive Service	#	324	292	8	24	2	0	0	1	0	0	0	0	1	0
	%	100.00	90.12	2.47	7.41	0.62	0.00	0.00	0.31	0.00	0.00	0.00	0.00	0.31	0.00
Other Senior Pay (Non-SES)	#	99	84	13	2	0	0	0	0	0	0	0	0	0	0
	%	100.00	84.85	13.13	2.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	3703	3242	222	239	16	0	1	1	1	1	2	0	10	0
	%	100.00	87.55	6.00	6.45	0.43	0.00	0.03	0.03	0.03	0.03	0.05	0.00	0.27	0.00

**Table B5: PARTICIPATION RATES FOR WAGE GRADES by Disability (Permanent)**

WD/WG, WL/WS Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Grade-01	#	324	288	22	14	5	1	0	0	0	0	0	2	2	0	
	%	100.00	88.89	6.79	4.32	1.54	0.31	0.00	0.00	0.00	0.00	0.00	0.62	0.62	0.00	
Grade-02	#	306	241	11	54	16	1	1	0	0	0	1	11	2	0	
	%	100.00	78.76	3.59	17.65	5.23	0.33	0.33	0.00	0.00	0.00	0.33	3.59	0.65	0.00	
Grade-03	#	582	552	11	19	3	0	0	0	0	0	0	2	1	0	
	%	100.00	94.85	1.89	3.26	0.52	0.00	0.00	0.00	0.00	0.00	0.00	0.34	0.17	0.00	
Grade-04	#	196	165	10	21	4	2	0	0	0	0	2	0	0	0	
	%	100.00	84.18	5.10	10.71	2.04	1.02	0.00	0.00	0.00	0.00	1.02	0.00	0.00	0.00	
Grade-05	#	3369	3089	120	160	29	9	0	0	0	0	1	10	9	0	
	%	100.00	91.69	3.56	4.75	0.86	0.27	0.00	0.00	0.00	0.00	0.03	0.30	0.27	0.00	
Grade-06	#	1445	1239	55	151	19	5	0	1	0	0	5	2	5	1	
	%	100.00	85.74	3.81	10.45	1.31	0.35	0.00	0.07	0.00	0.00	0.35	0.14	0.35	0.07	
Grade-07	#	1288	1153	51	84	13	2	1	1	1	0	3	1	4	0	
	%	100.00	89.52	3.96	6.52	1.01	0.16	0.08	0.08	0.08	0.00	0.23	0.08	0.31	0.00	
Grade-08	#	4609	4090	245	274	15	6	0	1	1	0	0	2	4	1	
	%	100.00	88.74	5.32	5.94	0.33	0.13	0.00	0.02	0.02	0.00	0.00	0.04	0.09	0.02	
Grade-09	#	2632	2391	61	180	20	5	1	0	2	0	4	1	6	1	
	%	100.00	90.84	2.32	6.84	0.76	0.19	0.04	0.00	0.08	0.00	0.15	0.04	0.23	0.04	
Grade-10	#	14386	13230	343	813	54	11	7	2	5	1	6	2	17	3	
	%	100.00	91.96	2.38	5.65	0.38	0.08	0.05	0.01	0.03	0.01	0.04	0.01	0.12	0.02	
Grade-11	#	2816	2546	83	187	10	4	0	1	1	0	2	0	2	0	
	%	100.00	90.41	2.95	6.64	0.36	0.14	0.00	0.04	0.04	0.00	0.07	0.00	0.07	0.00	
Grade-12	#	544	482	14	48	3	2	1	0	0	0	0	0	0	0	
	%	100.00	88.60	2.57	8.82	0.55	0.37	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-13	#	524	478	7	39	2	1	0	0	0	0	1	0	0	0	
	%	100.00	91.22	1.34	7.44	0.38	0.19	0.00	0.00	0.00	0.00	0.19	0.00	0.00	0.00	
Grade-14	#	1065	999	25	41	0	0	0	0	0	0	0	0	0	0	
	%	100.00	93.80	2.35	3.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Grade-15	#	87	81	0	6	1	0	1	0	0	0	0	0	0	0	
	%	100.00	93.10	0.00	6.90	1.15	0.00	1.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
All Other Wage Grades	#	2545	2475	37	33	3	0	0	0	0	0	2	0	1	0	
	%	100.00	97.25	1.45	1.30	0.12	0.00	0.00	0.00	0.00	0.00	0.08	0.00	0.04	0.00	
TOTAL	#	36718	33499	1095	2124	197	49	12	6	10	1	27	33	53	6	
	%	100.00	91.23	2.98	5.78	0.54	0.13	0.03	0.02	0.03	0.00	0.07	0.09	0.14	0.02	



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

Occupation Series Code (Four Digits)		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities[28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
2210	#	10295	8475	489	1331	80	8	6	2	18	4	15	0	24	3
	%	100.00	82.32	4.75	12.93	0.78	0.08	0.06	0.02	0.17	0.04	0.15	0.00	0.23	0.03
0343	#	10293	8462	566	1265	90	2	8	5	17	2	19	1	35	1
	%	100.00	82.21	5.50	12.29	0.87	0.02	0.08	0.05	0.17	0.02	0.18	0.01	0.34	0.01
0855	#	8008	7468	126	414	34	0	3	1	8	2	10	0	10	0
	%	100.00	93.26	1.57	5.17	0.42	0.00	0.04	0.01	0.10	0.02	0.12	0.00	0.12	0.00
0830	#	7051	6595	133	323	23	4	1	0	2	2	3	0	11	0
	%	100.00	93.53	1.89	4.58	0.33	0.06	0.01	0.00	0.03	0.03	0.04	0.00	0.16	0.00
0802	#	6499	5655	238	606	35	8	3	2	7	1	2	0	11	1
	%	100.00	87.01	3.66	9.32	0.54	0.12	0.05	0.03	0.11	0.02	0.03	0.00	0.17	0.02
0346	#	5801	4663	326	812	66	9	5	4	9	3	11	1	24	0
	%	100.00	80.38	5.62	14.00	1.14	0.16	0.09	0.07	0.16	0.05	0.19	0.02	0.41	0.00
0501	#	5519	4814	205	500	58	9	2	6	12	3	10	0	14	2
	%	100.00	87.23	3.71	9.06	1.05	0.16	0.04	0.11	0.22	0.05	0.18	0.00	0.25	0.04
0801	#	5368	4914	157	297	22	1	1	2	5	0	7	0	5	1
	%	100.00	91.54	2.92	5.53	0.41	0.02	0.02	0.04	0.09	0.00	0.13	0.00	0.09	0.02
1102	#	4938	4371	167	400	35	4	2	0	3	4	7	1	13	1
	%	100.00	88.52	3.38	8.10	0.71	0.08	0.04	0.00	0.06	0.08	0.14	0.02	0.26	0.02
0301	#	4718	3845	251	622	44	2	3	2	9	1	9	1	15	2
	%	100.00	81.50	5.32	13.18	0.93	0.04	0.06	0.04	0.19	0.02	0.19	0.02	0.32	0.04
MAJOR OCCUPATIONS	#	68490	59262	2658	6570	487	47	34	24	90	22	93	4	162	11
	%	100.00	86.53	3.88	9.59	0.71	0.07	0.05	0.04	0.13	0.03	0.14	0.01	0.24	0.02

**Table B6: PARTICIPATION RATES BY MAJOR OCCUPATIONS - Distribution by Disability (Temporary)**

Occupation Series Code (Four Digits)		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0301	#	168	135	20	13	2	0	0	0	0	0	0	0	2	0
	%	100.00	80.36	11.90	7.74	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.19	0.00
2210	#	99	77	11	11	1	0	0	0	0	0	0	0	1	0
	%	100.00	77.78	11.11	11.11	1.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.01	0.00
0343	#	92	68	17	7	1	0	0	0	0	0	1	0	0	0
	%	100.00	73.91	18.48	7.61	1.09	0.00	0.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00
0801	#	69	63	2	4	0	0	0	0	0	0	0	0	0	0
	%	100.00	91.30	2.90	5.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0346	#	43	30	10	3	0	0	0	0	0	0	0	0	0	0
	%	100.00	69.77	23.26	6.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0501	#	40	35	2	3	0	0	0	0	0	0	0	0	0	0
	%	100.00	87.50	5.00	7.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1102	#	34	29	2	3	1	0	0	1	0	0	0	0	0	0
	%	100.00	85.29	5.88	8.82	2.94	0.00	0.00	2.94	0.00	0.00	0.00	0.00	0.00	0.00
0802	#	27	21	5	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	77.78	18.52	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0830	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	88.89	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0855	#	7	6	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MAJOR OCCUPATIONS	#	588	472	71	45	5	0	0	1	0	0	1	0	3	0
	%	100.00	80.27	12.07	7.65	0.85	0.00	0.00	0.17	0.00	0.00	0.17	0.00	0.51	0.00

**Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)**

Occupation Series Code (Four Digits)	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Total Paralysis	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>Schedule A</b>																
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	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	0.00
<b>Voluntarily Identified (Outside of Schedule A Applicants)</b>																
Applications	#	1027373	0	982273	45100	17325	3285	850	336	1227	0	1227	1389	165	10063	10
	%	100.00	0.00	95.61	4.39	1.69	0.32	0.08	0.03	0.12	0.00	0.12	0.14	0.02	0.98	0.00
Hires	#	35649	0	34946	703	255	42	5	8	17	0	17	19	0	164	0
	%	100.00	0.00	98.03	1.97	0.72	0.12	0.01	0.02	0.05	0.00	0.05	0.05	0.00	0.46	0.00
<b>Occupation Series Code (Four Digits): 0301</b>																
Total Received	#	28337														
Voluntarily Identified	#	28337	0	26897	1440	569	103	29	11	43	0	43	42	5	335	1
	%	100.00	0.00	94.92	5.08	2.01	0.36	0.10	0.04	0.15	0.00	0.15	0.15	0.02	1.18	0.00
Qualified of those Identified	#	17824	0	17103	721	284	58	19	6	27	0	27	26	0	148	0
	%	100.00	0.00	95.95	4.05	1.59	0.33	0.11	0.03	0.15	0.00	0.15	0.15	0.00	0.83	0.00
Selected of those Identified	#	718	0	702	16	6	1	0	0	2	0	2	0	0	3	0
	%	100.00	0.00	97.77	2.23	0.84	0.14	0.00	0.00	0.28	0.00	0.28	0.00	0.00	0.42	0.00
<b>Occupation Series Code (Four Digits): 2210</b>																
Total Received	#	53944														
Voluntarily Identified	#	53944	0	51424	2520	999	217	41	52	85	0	85	72	0	532	0
	%	100.00	0.00	95.33	4.67	1.85	0.40	0.08	0.10	0.16	0.00	0.16	0.13	0.00	0.99	0.00
Qualified of those Identified	#	36744	0	35361	1383	516	129	31	10	50	0	50	44	0	252	0
	%	100.00	0.00	96.24	3.76	1.40	0.35	0.08	0.03	0.14	0.00	0.14	0.12	0.00	0.69	0.00
Selected of those Identified	#	1317	0	1289	28	10	4	0	1	0	0	0	1	0	4	0
	%	100.00	0.00	97.87	2.13	0.76	0.30	0.00	0.08	0.00	0.00	0.00	0.08	0.00	0.30	0.00

**Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)**

Occupation Series Code (Four Digits)	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Total Paralysis	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>Schedule A</b>																
<b>Occupation Series Code (Four Digits): 0343</b>																
Total Received	#	59361														
Voluntarily Identified	#	59361	0	56366	2995	1072	183	76	20	94	0	94	77	11	611	0
	%	100.00	0.00	94.95	5.05	1.81	0.31	0.13	0.03	0.16	0.00	0.16	0.13	0.02	1.03	0.00
Qualified of those Identified	#	36463	0	34966	1497	529	114	35	5	33	0	33	32	0	310	0
	%	100.00	0.00	95.89	4.11	1.45	0.31	0.10	0.01	0.09	0.00	0.09	0.09	0.00	0.85	0.00
Selected of those Identified	#	1470	0	1444	26	7	3	0	1	0	0	0	1	0	2	0
	%	100.00	0.00	98.23	1.77	0.48	0.20	0.00	0.07	0.00	0.00	0.00	0.07	0.00	0.14	0.00
<b>Occupation Series Code (Four Digits): 0801</b>																
Total Received	#	20929														
Voluntarily Identified	#	20929	0	20363	566	152	35	6	3	21	0	21	19	0	68	0
	%	100.00	0.00	97.30	2.70	0.73	0.17	0.03	0.01	0.10	0.00	0.10	0.09	0.00	0.32	0.00
Qualified of those Identified	#	15287	0	14948	339	82	21	4	3	9	0	9	12	0	33	0
	%	100.00	0.00	97.78	2.22	0.54	0.14	0.03	0.02	0.06	0.00	0.06	0.08	0.00	0.22	0.00
Selected of those Identified	#	1056	0	1048	8	3	0	0	1	0	0	0	1	0	1	0
	%	100.00	0.00	99.24	0.76	0.28	0.00	0.00	0.09	0.00	0.00	0.00	0.09	0.00	0.09	0.00
<b>Occupation Series Code (Four Digits): 0346</b>																
Total Received	#	24338														
Voluntarily Identified	#	24338	0	23198	1140	456	65	19	6	55	0	55	20	4	286	1
	%	100.00	0.00	95.32	4.68	1.87	0.27	0.08	0.02	0.23	0.00	0.23	0.08	0.02	1.18	0.00
Qualified of those Identified	#	15171	0	14634	537	223	42	6	3	28	0	28	11	1	131	1
	%	100.00	0.00	96.46	3.54	1.47	0.28	0.04	0.02	0.18	0.00	0.18	0.07	0.01	0.86	0.01
Selected of those Identified	#	562	0	549	13	8	2	0	0	1	0	1	1	0	4	0
	%	100.00	0.00	97.69	2.31	1.42	0.36	0.00	0.00	0.18	0.00	0.18	0.18	0.00	0.71	0.00
<b>Occupation Series Code (Four Digits): 0501</b>																
Total Received	#	45033														
Voluntarily Identified	#	45033	0	43407	1626	585	139	24	13	54	0	54	61	1	293	0
	%	100.00	0.00	96.39	3.61	1.30	0.31	0.05	0.03	0.12	0.00	0.12	0.14	0.00	0.65	0.00
Qualified of those Identified	#	33900	0	32863	1037	375	90	18	8	37	0	37	47	1	174	0
	%	100.00	0.00	96.94	3.06	1.11	0.27	0.05	0.02	0.11	0.00	0.11	0.14	0.00	0.51	0.00
Selected of those Identified	#	1088	0	1066	22	9	1	0	1	1	0	1	0	0	6	0
	%	100.00	0.00	97.98	2.02	0.83	0.09	0.00	0.09	0.09	0.00	0.09	0.00	0.00	0.55	0.00

**Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)**

Occupation Series Code (Four Digits)	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Total Paralysis	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>Schedule A</b>																
<b>Occupation Series Code (Four Digits): 1102</b>																
Total Received	#	31966														
Voluntarily Identified	#	31966	0	30418	1548	700	154	112	3	62	0	62	72	4	293	0
	%	100.00	0.00	95.16	4.84	2.19	0.48	0.35	0.01	0.19	0.00	0.19	0.23	0.01	0.92	0.00
Qualified of those Identified	#	22376	0	21488	888	411	99	88	0	33	0	33	31	0	160	0
	%	100.00	0.00	96.03	3.97	1.84	0.44	0.39	0.00	0.15	0.00	0.15	0.14	0.00	0.72	0.00
Selected of those Identified	#	865	0	852	13	6	0	2	0	0	0	0	0	0	4	0
	%	100.00	0.00	98.50	1.50	0.69	0.00	0.23	0.00	0.00	0.00	0.00	0.00	0.00	0.46	0.00
<b>Occupation Series Code (Four Digits): 0802</b>																
Total Received	#	18028														
Voluntarily Identified	#	18028	0	17414	614	182	58	5	9	14	0	14	11	0	85	0
	%	100.00	0.00	96.59	3.41	1.01	0.32	0.03	0.05	0.08	0.00	0.08	0.06	0.00	0.47	0.00
Qualified of those Identified	#	11629	0	11342	287	67	19	1	1	10	0	10	9	0	27	0
	%	100.00	0.00	97.53	2.47	0.58	0.16	0.01	0.01	0.09	0.00	0.09	0.08	0.00	0.23	0.00
Selected of those Identified	#	870	0	857	13	5	1	1	0	2	0	2	0	0	1	0
	%	100.00	0.00	98.51	1.49	0.57	0.11	0.11	0.00	0.23	0.00	0.23	0.00	0.00	0.11	0.00
<b>Occupation Series Code (Four Digits): 0830</b>																
Total Received	#	8282														
Voluntarily Identified	#	8282	0	8058	224	59	20	0	0	9	0	9	16	0	14	0
	%	100.00	0.00	97.30	2.70	0.71	0.24	0.00	0.00	0.11	0.00	0.11	0.19	0.00	0.17	0.00
Qualified of those Identified	#	5251	0	5125	126	38	9	0	0	7	0	7	13	0	9	0
	%	100.00	0.00	97.60	2.40	0.72	0.17	0.00	0.00	0.13	0.00	0.13	0.25	0.00	0.17	0.00
Selected of those Identified	#	347	0	344	3	1	0	0	0	1	0	1	0	0	0	0
	%	100.00	0.00	99.14	0.86	0.29	0.00	0.00	0.00	0.29	0.00	0.29	0.00	0.00	0.00	0.00
<b>Occupation Series Code (Four Digits): 0855</b>																
Total Received	#	6626														
Voluntarily Identified	#	6626	0	6455	171	69	6	4	5	11	0	11	7	0	36	0
	%	100.00	0.00	97.42	2.58	1.04	0.09	0.06	0.08	0.17	0.00	0.17	0.11	0.00	0.54	0.00
Qualified of those Identified	#	4089	0	3992	97	29	3	3	0	9	0	9	2	0	12	0
	%	100.00	0.00	97.63	2.37	0.71	0.07	0.07	0.00	0.22	0.00	0.22	0.05	0.00	0.29	0.00
Selected of those Identified	#	344	0	339	5	1	0	0	0	0	0	0	0	0	1	0
	%	100.00	0.00	98.55	1.45	0.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.29	0.00

**This Table B-7 (Temporary) is blank, because available data does not currently differentiate between applicants for Permanent and Temporary positions.**

**Prior to September 2016, the template for Table B-7 consisted of a single table, combining data for all applicants for both Permanent and Temporary positions.**





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

Internal Competitive Promotions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>															
<b>Occupation Series Code (Four Digits):</b>		<b>0301</b>													
Total Applications Received	#	10181	0	9705	476	204	29	7	9	38	0	13	1	107	0
	%	100.00	0.00	95.32	4.68	2.00	0.28	0.07	0.09	0.37	0.00	0.13	0.01	1.05	0.00
Qualified	#	7316	0	7028	288	120	14	2	7	30	0	4	0	63	0
	%	100.00	0.00	96.06	3.94	1.64	0.19	0.03	0.10	0.41	0.00	0.05	0.00	0.86	0.00
Selected	#	232	0	226	6	4	0	0	0	2	0	0	0	2	0
	%	100.00	0.00	97.41	2.59	1.72	0.00	0.00	0.00	0.86	0.00	0.00	0.00	0.86	0.00
Relevant Applicant Pool	%	100.00	81.50	5.32	13.18	0.93	0.04	0.06	0.04	0.19	0.02	0.19	0.02	0.32	0.04
<b>Occupation Series Code (Four Digits):</b>		<b>2210</b>													
Total Applications Received	#	14982	0	14388	594	212	37	13	7	16	0	24	1	114	0
	%	100.00	0.00	96.04	3.96	1.42	0.25	0.09	0.05	0.11	0.00	0.16	0.01	0.76	0.00
Qualified	#	10332	0	9999	333	105	19	7	1	12	0	12	0	54	0
	%	100.00	0.00	96.78	3.22	1.02	0.18	0.07	0.01	0.12	0.00	0.12	0.00	0.52	0.00
Selected	#	344	0	336	8	2	1	0	0	0	0	1	0	0	0
	%	100.00	0.00	97.67	2.33	0.58	0.29	0.00	0.00	0.00	0.00	0.29	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	82.32	4.75	12.93	0.78	0.08	0.06	0.02	0.17	0.04	0.15	0.00	0.23	0.03
<b>Occupation Series Code (Four Digits):</b>		<b>0343</b>													
Total Applications Received	#	17191	0	16331	860	365	57	19	1	25	0	16	2	245	0
	%	100.00	0.00	95.00	5.00	2.12	0.33	0.11	0.01	0.15	0.00	0.09	0.01	1.43	0.00
Qualified	#	11129	0	10695	434	181	30	2	0	8	0	10	0	131	0
	%	100.00	0.00	96.10	3.90	1.63	0.27	0.02	0.00	0.07	0.00	0.09	0.00	1.18	0.00
Selected	#	388	0	380	8	1	0	0	0	1	0	0	0	0	0
	%	100.00	0.00	97.94	2.06	0.26	0.00	0.00	0.00	0.26	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	82.21	5.50	12.29	0.87	0.02	0.08	0.05	0.17	0.02	0.18	0.01	0.34	0.01

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

Internal Competitive Promotions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>															
<b>Occupation Series Code (Four Digits):</b>		<b>0801</b>													
Total Applications Received	#	4336	0	4235	101	41	15	2	0	6	0	5	0	13	0
	%	100.00	0.00	97.67	2.33	0.95	0.35	0.05	0.00	0.14	0.00	0.12	0.00	0.30	0.00
Qualified	#	2810	0	2769	41	11	7	0	0	0	0	2	0	2	0
	%	100.00	0.00	98.54	1.46	0.39	0.25	0.00	0.00	0.00	0.00	0.07	0.00	0.07	0.00
Selected	#	225	0	224	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	99.56	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	91.54	2.92	5.53	0.41	0.02	0.02	0.04	0.09	0.00	0.13	0.00	0.09	0.02
<b>Occupation Series Code (Four Digits):</b>		<b>0346</b>													
Total Applications Received	#	8109	0	7793	316	144	12	1	0	12	0	7	0	112	0
	%	100.00	0.00	96.10	3.90	1.78	0.15	0.01	0.00	0.15	0.00	0.09	0.00	1.38	0.00
Qualified	#	5026	0	4887	139	60	4	0	0	9	0	5	0	42	0
	%	100.00	0.00	97.23	2.77	1.19	0.08	0.00	0.00	0.18	0.00	0.10	0.00	0.84	0.00
Selected	#	168	0	164	4	2	0	0	0	1	0	1	0	0	0
	%	100.00	0.00	97.62	2.38	1.19	0.00	0.00	0.00	0.60	0.00	0.60	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	80.38	5.62	14.00	1.14	0.16	0.09	0.07	0.16	0.05	0.19	0.02	0.41	0.00
<b>Occupation Series Code (Four Digits):</b>		<b>0501</b>													
Total Applications Received	#	11322	0	10960	362	88	26	3	4	9	0	1	0	45	0
	%	100.00	0.00	96.80	3.20	0.78	0.23	0.03	0.04	0.08	0.00	0.01	0.00	0.40	0.00
Qualified	#	9286	0	9030	256	58	20	3	4	4	0	1	0	26	0
	%	100.00	0.00	97.24	2.76	0.62	0.22	0.03	0.04	0.04	0.00	0.01	0.00	0.28	0.00
Selected	#	224	0	221	3	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	98.66	1.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	87.23	3.71	9.06	1.05	0.16	0.04	0.11	0.22	0.05	0.18	0.00	0.25	0.04

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

Internal Competitive Promotions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>															
<b>Occupation Series Code (Four Digits):</b>		<b>1102</b>													
Total Applications Received	#	7632	0	7327	305	113	19	8	0	7	0	5	1	73	0
	%	100.00	0.00	96.00	4.00	1.48	0.25	0.10	0.00	0.09	0.00	0.07	0.01	0.96	0.00
Qualified	#	5847	0	5655	192	68	10	7	0	3	0	1	1	46	0
	%	100.00	0.00	96.72	3.28	1.16	0.17	0.12	0.00	0.05	0.00	0.02	0.02	0.79	0.00
Selected	#	286	0	281	5	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	98.25	1.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100.00	88.52	3.38	8.10	0.71	0.08	0.04	0.00	0.06	0.08	0.14	0.02	0.26	0.02
<b>Occupation Series Code (Four Digits):</b>		<b>0802</b>													
Total Applications Received	#	775	0	760	15	3	0	0	0	0	0	0	0	3	0
	%	100.00	0.00	98.06	1.94	0.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.39	0.00
Qualified	#	552	0	547	5	1	0	0	0	0	0	0	0	1	0
	%	100.00	0.00	99.09	0.91	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.18	0.00
Selected	#	51	0	51	0	0	0	0	0	0	0	0	0	0	0
	%	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
Relevant Applicant Pool	%	100.00	86.95	3.75	9.30	0.66	0.12	0.05	0.03	0.23	0.02	0.03	0.00	0.17	0.02
<b>Occupation Series Code (Four Digits):</b>		<b>0830</b>													
Total Applications Received	#	1618	0	1578	40	8	0	1	0	4	0	1	0	2	0
	%	100.00	0.00	97.53	2.47	0.49	0.00	0.06	0.00	0.25	0.00	0.06	0.00	0.12	0.00
Qualified	#	1017	0	1004	13	2	0	0	0	2	0	0	0	0	0
	%	100.00	0.00	98.72	1.28	0.20	0.00	0.00	0.00	0.20	0.00	0.00	0.00	0.00	0.00
Selected	#	115	0	115	0	0	0	0	0	0	0	0	0	0	0
	%	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
Relevant Applicant Pool	%	100.00	93.53	1.89	4.58	0.33	0.06	0.01	0.00	0.03	0.03	0.04	0.00	0.16	0.00

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

Internal Competitive Promotions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>															
<b>Occupation Series Code (Four Digits):</b>		<b>0855</b>													
<b>Total Applications Received</b>	#	699	0	683	16	5	0	0	0	1	0	0	0	4	0
	%	100.00	0.00	97.71	2.29	0.72	0.00	0.00	0.00	0.14	0.00	0.00	0.00	0.57	0.00
<b>Qualified</b>	#	427	0	421	6	3	0	0	0	1	0	0	0	2	0
	%	100.00	0.00	98.59	1.41	0.70	0.00	0.00	0.00	0.23	0.00	0.00	0.00	0.47	0.00
<b>Selected</b>	#	44	0	44	0	0	0	0	0	0	0	0	0	0	0
	%	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
<b>Relevant Applicant Pool</b>	%	100.00	93.26	1.57	5.17	0.42	0.00	0.04	0.01	0.10	0.02	0.12	0.00	0.12	0.00

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

Non-Competitive Promotions		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Employees in Career Ladder	#	18983	16824	967	1192	157	15	7	8	15	1	19	6	85	1
	%	100.00	88.63	5.09	6.28	0.83	0.08	0.04	0.04	0.08	0.01	0.10	0.03	0.45	0.01
Time in Grade in excess of minimum															
1-12 months	#	1260	1119	37	104	10	1	1	0	1	0	1	0	6	0
	%	100.00	88.81	2.94	8.25	0.79	0.08	0.08	0.00	0.08	0.00	0.08	0.00	0.48	0.00
13-24 months	#	541	484	11	46	9	2	0	0	0	0	1	0	6	0
	%	100.00	89.46	2.03	8.50	1.66	0.37	0.00	0.00	0.00	0.00	0.18	0.00	1.11	0.00
25+ months	#	1336	1133	35	168	21	5	2	1	3	0	3	2	5	0
	%	100.00	84.81	2.62	12.57	1.57	0.37	0.15	0.07	0.22	0.00	0.22	0.15	0.37	0.00

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

Internal Selections for Senior Level	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>Plan - Grade: GS-13</b>															
Relevant Applicant Pool	%	100.00	86.34	3.55	10.11	0.72	0.06	0.05	0.05	0.14	0.03	0.13	0.00	0.24	0.03
Total Applications Received	#	72310	0	69134	3176	1244	206	50	28	128	0	73	3	756	0
	%	100.00	0.00	95.61	4.39	1.72	0.28	0.07	0.04	0.18	0.00	0.10	0.00	1.05	0.00
Qualified	#	49903	0	48236	1667	646	107	16	16	74	0	31	1	401	0
	%	100.00	0.00	96.66	3.34	1.29	0.21	0.03	0.03	0.15	0.00	0.06	0.00	0.80	0.00
Selected	#	2353	0	2309	44	9	3	0	0	2	0	2	0	2	0
	%	100.00	0.00	98.13	1.87	0.38	0.13	0.00	0.00	0.08	0.00	0.08	0.00	0.08	0.00
<b>Plan - Grade: GS-14</b>															
Relevant Applicant Pool	%	100.00	88.26	3.24	8.50	0.53	0.04	0.04	0.03	0.09	0.02	0.11	0.00	0.19	0.01
Total Applications Received	#	28244	0	27180	1064	370	72	19	15	27	0	15	2	220	0
	%	100.00	0.00	96.23	3.77	1.31	0.25	0.07	0.05	0.10	0.00	0.05	0.01	0.78	0.00
Qualified	#	20311	0	19705	606	190	50	8	7	15	0	4	1	105	0
	%	100.00	0.00	97.02	2.98	0.94	0.25	0.04	0.03	0.07	0.00	0.02	0.00	0.52	0.00
Selected	#	847	0	839	8	2	1	0	1	0	0	0	0	0	0
	%	100.00	0.00	99.06	0.94	0.24	0.12	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.00
<b>Plan - Grade: GS-15</b>															
Relevant Applicant Pool	%	100.00	88.09	3.44	8.46	0.33	0.03	0.03	0.01	0.06	0.00	0.06	0.00	0.14	0.00
Total Applications Received	#	9181	0	8794	387	160	46	16	2	24	0	6	1	65	0
	%	100.00	0.00	95.78	4.22	1.74	0.50	0.17	0.02	0.26	0.00	0.07	0.01	0.71	0.00
Qualified	#	6292	0	6103	189	62	23	2	0	15	0	2	0	20	0
	%	100.00	0.00	97.00	3.00	0.99	0.37	0.03	0.00	0.24	0.00	0.03	0.00	0.32	0.00
Selected	#	254	0	254	0	0	0	0	0	0	0	0	0	0	0
	%	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
<b>Plan - Grade: SES</b>															
Relevant Applicant Pool	%	100.00	88.12	3.76	8.12	0.41	0.01	0.05	0.02	0.06	0.02	0.17	0.00	0.06	0.02
Total Applications Received	#	37	0	36	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	97.30	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	37	0	36	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	97.30	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	37	0	36	1	0	0	0	0	0	0	0	0	0	0
	%	100.00	0.00	97.30	2.70	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 B-12 is blank, due to the lack of  
data on Career Development**

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

Career Development	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]

**Career Development Programs for GS 5-12**

Slots	#	0													
Relevant Applicant Pool	%														
Applied	#														
	%														
Participants	#														
	%														

**Career Development Programs for GS 13-14**

Slots	#	0													
Relevant Applicant Pool	%														
Applied	#														
	%														
Participants	#														
	%														

**Career Development Programs for GS 15 and SES**

Slots	#	0													
Relevant Applicant Pool	%														
Applied	#														
	%														
Participants	#														
	%														

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



**Table B14: SEPARATION by Type of Separation - Distribution by Disability**

Type of Separation		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntary	#	4020	3412	148	460	44	5	4	5	11	3	8	0	8	0
	%	100.00	84.88	3.68	11.44	1.09	0.12	0.10	0.12	0.27	0.07	0.20	0.00	0.20	0.00
Involuntary	#	126	102	8	16	2	0	0	0	0	0	0	1	1	0
	%	100.00	80.95	6.35	12.70	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.79	0.79	0.00
Total Separations	#	4146	3514	156	476	46	5	4	5	11	3	8	1	9	0
	%	100.00	84.76	3.76	11.48	1.11	0.12	0.10	0.12	0.27	0.07	0.19	0.02	0.22	0.00
Total Workforce	#	206,674	180,919	7986	17769	1421	178	87	60	198	49	231	63	522	33
	%	100.00	87.54	3.86	8.60	0.69	0.09	0.04	0.03	0.10	0.02	0.11	0.03	0.25	0.02