



Federal Aviation
Administration

Federal Aviation Administration (FAA)

Annual EEO Program Status Report

Fiscal Year

2023

Prepared by FAA
Office of Civil Rights 2024

EEOC Forms and Documents Included in this Report.

- EEOC (Form 715-01 Part A-D) Tab 1
- FAA Executive Summary (Form 715-01 Part E) Tab 2
- FAA Statement of Establishment of Continuing EEO Programs (Form 715-01 Part F) Tab 3
- FAA Policy Statements Tab 4
- FAA Annual Self-Assessment Checklist of Essential Elements (Form 715-01 Part G) Tab 5
- FAA EEO Plan to obtain the Essential Elements of a Model EEO Program (Form 715-01 Part H) Tab 6
- FAA EEO Plan to Eliminate Identified Barrier (Form 715-01 Part I) Tab 7
- FAA Special Program Plan for Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities for Agencies with 1000 or more Employees (Form 715-01 Part J) Tab 8
- FAA Workforce Data Tables ("A" Tables) Tab 9
- FAA Disability Workforce Data Tables ("B" Tables) Tab 10
- FAA 462 Report Tab 11
- FAA Organization Chart Tab 12

TAB 1

Parts A-D

Agency Information

**MD-715
Parts A Through E**

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
U.S. Department of Transportation, Federal Aviation Administration	N /A	800 Independence Avenue S.W.	Washington	DC	20591	TD03	1101

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	44,412	1,036	45,448

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Michael Whitaker	Administrator
Head of Agency Designee	John P. Benison	Assistant Administrator, Office of Civil Rights

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	John P. Benson	Assistant Administrator or Office of Civil Rights	0301	ES	202.267.3254	John.P.Benison@faa.gov
Diversity and Inclusion Officer	Kasandra R. Styles	Chief Diversity Officer (A) (DE), DEIA Program	0260	FV-K	202.267.9852	Kasandra.Styles@faa.gov
Affirmative Employment	Yvette Aine	Director (A),	0260	FV-K	202.267.9928	Yvette.Aine@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade	Phone Number (xxx-xxx-xxxx)	Email Address
Program Manager		National EEO Policy, Compliance & Outreach				
Complaint Processing Program Manager	Cheryl L. Wilkes	Director, EEO Complaints Services	0260	FV-K	609.485.6676	Cheryl.Wilkes@faa.gov
Diversity & Inclusion Officer	Thomas C. Harris	DEIA Program Manager, DEIA Program	0260	FV-J	405.954.5536	Thomas.C.Harris@faa.gov
Hispanic Employment Program Manager	Migdalia Gonzalez	Hispanic Employment Program Manager	0260	FV-J	202.267.2742	Migdalia.Gonzalez@faa.gov
Federal Women's Program Manager	Gioia Albi	Federal Women's Program Manager	0260	FV-J	202.267.6312	Gioia.Albi@faa.gov
People with Disabilities Program Manager	Laura Tronge	People with Disabilities Program Manager	0260	FV-J	202.267.7213	Laura.Tronge@faa.gov
Black Employment Program Manager	Gary Alexander	Black Employment Program Manager	0260	FV-J	202.267.4098	Gary.Alexander@faa.gov
Reasonable Accommodation Program Manager	Laura Tronge	People with Disabilities Program Manager	0260	FV-J	202.267.7213	Laura.Tronge@faa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade	Phone Number (xxx-xxx-xxxx)	Email Address
Anti-Harassment Program Manager	Gloria Van Brakle	Program Manager, Office of Accountability Board	0343	FV-J	202.267.7118	Gloria.J.Vanbrakle@faa.gov
ADR Program Manager	Damon Manning	National ADR Program Manager	0260	FV-J	202.267.3117	Damon.Manning@faa.gov
Compliance Manager	Rita Derrico-White	EEO Specialist, National EEO Policy, Compliance & Outreach	0260	FV-I	202.267.6928	Rita.Derrico-White@faa.gov
Principal MD-715 Preparer	Rita Derrico-White	EEO Specialist, National EEO Policy, Compliance & Outreach	0260	FV-I	202.267.6928	Rita.Derrico-White@faa.gov

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
N/A					

Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	Yes	
Diversity and Inclusion Plan under Executive Order 13583	Yes	
Diversity Policy Statement	No	
Human Capital Strategic Plan	Yes	
EEO Strategic Plan	Yes	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

TAB 2

Part E

Executive Summary

Part E – Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

Part E.1 - Executive Summary: Mission

The FAA is a component of the U.S. Department of Transportation (DOT). Its continuing mission is to provide the safest, most efficient aerospace system in the world. The FAA aspires to reach the next level of safety and efficiency by demonstrating global leadership through its commitment to integrate diverse users, innovative technology and promise of excellence into our aviation system.

Part E.2 - Executive Summary: Essential Element A – F

Essential Element A: Demonstrated Commitment from Agency Leadership

- FAA affirmed its continued commitment to EEO and diversity with the distribution of the Secretary's Policy Statements on Equal Employment Opportunity (EEO) and the Prevention of Harassment in support of equal employment opportunity, diversity, and a workplace free of discriminatory harassment. FAA issued the first ever Equity and Access Policy Statement that ensures non-discrimination in all its federally conducted programs, activities, and services. The policy statements were electronically forwarded to employees via a FAA Broadcast email.
- FAA continues to refine its strategy after the issuance of "Flight Plan 21 for a 21st Century FAA, which prioritizes the flight plan's four pillars of Safety, People, Operational Excellence and Global Leadership.
- The Office of Civil Rights (ACR) sponsored its Third Annual FAA Diversity Equity Inclusion and Accessibility (DEIA) Symposium. This year's theme, "The Year of Inclusion," was conducted June 27-29, 2023, and exemplified the agency's leadership's commitment in creating a model agency that promotes diversity, equity, inclusion, and accessibility, aligning with the FAA mission to provide the safest and most efficient aerospace system in the world. The symposium consisted of several moderator led DEIA related trainings, panel discussions, and a platform which allowed the 2,420 attendees to virtually interact at the national level with representatives from 150 federal agencies.
- The innovative design of the Civil Rights Application was recently upgraded with two additional sections, enabling users' seamless access to current civil rights events, resources, and links to the Equal Employment Opportunity (EEO) and National External Operations' Programs.

The app equips users with an understanding of civil rights laws, policies, and regulations relating to the EEO complaint, reasonable accommodation processes, the Americans with Disabilities Act (ADA), the Disadvantaged Business Enterprise (DBE) and Airport Concessions Disadvantaged Business Enterprise (ACDBE) Programs, Title VII of the Civil Rights Act of 1964, and related federal civil rights requirements.

Additionally, the app enables users and stakeholders to provide feedback on provided services as well as instructions on how to file an EEO or Airport Disability Compliance complaint. At the conclusion of FY23, the app had 1,576 total downloads.

- The Assistant Administrator for Civil Rights (ACR-1) continued to conduct regular meetings with FAA's Administrator on the effectiveness, efficiency, and legal compliance necessary for non-discrimination and equal employment opportunity. ACR delivered this information through briefings to the Management Board and meetings with the Office of General Counsel (AGC).
- Executive leadership actively engages with the Historically Black Colleges and Universities (HBCU) Directors Council Program and monthly Council meetings as well as encourages management and employee participation in events hosted by the agency's employee associations and special interest groups.

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

- To enhance the hiring goal initiative from the EEOC regulation (29 C.F.R. § 1614.203(d)(7)) requiring federal agencies to establish specific numerical goals for increasing the participation of PWDs and PWTDs in the Federal Government, using the Federal Government goal of 12% for PWD and 2% for PWTD in the permanent workforce as the benchmark. FAA created a communications/awareness campaign to encourage employee self-identification of their Race and National Origin (RNO) and disability status. As a result of the successful campaign, the Department's Employee Express system was revised to accurately capture hiring statistical data.
- FAA's Aviation Development Program (ADP) was developed to hire People with Disabilities (PWD) and Targeted Disabilities (PWTD) into the agency's mission critical occupations. ADP continues to use the agency's On-the-Spot Hiring Authority, to hire PWDs and PWTDs into mission-critical aviation occupations, and the participants must meet the same qualifications as any other applicants. As a direct result of the ADP program, there has been an increase in the hiring, and accessibility to agency facilities for PWDs.
- As a commitment to targeted outreach, consultation, collaboration, and education, ACR-1 took the following steps to improve the National Outreach Team for Diversity and Inclusion by:
 - Hiring FAA's first Black Employment Manager. This position was designed to educate stakeholders of employment barriers and problems affecting the agency and recommending effective strategies and solutions.
 - Developed a temporary detail for the FAA's first Acting Chief Diversity Officer (CDO). This position was created to identify and accurately describe the organizational structure (e.g., duties and responsibilities, selective placement factors, specialized experience and subordinate staffing requirements) for the permanent CDO position.
- The Air Traffic Organization (ATO) DEIA leadership established specific targets to support the overall DEIA Business Plan Goals in alignment with the agency's strategic mission, which included:
 - FY23 DEIA Workshop, "What's the Big IDEA?" to increase the awareness and understanding of DEIA components and how it relates to the agency's strategic mission.
 - Hosted the Fourth Annual ATO DEIA Month; this year's theme: "Valuable Perspectives, Elevate." This hybrid event included in-person activities, moderated discussions, live chats, credited trainings sessions, and the first ever "STEMbration"; a highly successful event with 675 staff and students in attendance, and a collaboration with the HQ Childcare Center. Activities included a Pilot Meet and Greet, a live drone demonstration and arts and crafts.

- [“On The Front Line Tech Ops Webinar”](#); provided an overall understanding of the ATO DEIA Initiatives, the connection with Tech Ops and ways for employee engagement.
- The Quarterly Senior Leadership and Community of People Metrics Meeting, advises leadership on important people related matters, to include, but not limited to DEIA, Business Plan goals, upcoming events and action items.

Essential Element C: Management and Program Accountability

- The DEIA Scorecard, established in FY21, was recently upgraded to provide ACR Leadership and the Lines of Business (LOB) and Staff Offices (SOs) with their compiled DEIA Scorecard results. The new version equips the users with an overall understanding of the national commonalities and trends across organizational lines to cultivate a common baseline for future recommendations and best practices.
- Managers and supervisors continue to display accountability for their efforts related to EEO, diversity, and inclusion through their performance measures and by implementing other policies to strengthen the importance of the message.
- To ensure that employee/applicants have full accessibility to agency facilities, the agency maintains the Uniform Federal Accessibility Standards (UFAS)/Section 504 Rehabilitation Act and the ABASS Accessibility Assessment to identify and address issues involving facility access.
- The FAA Office of Chief Counsel (AGC), in alignment with the President’s Management Agenda (PMA), improved the “Leaders Lead” index within the Employment Engagement Index (EEI). AGC’s actions encompass:
 - In alignment with the Corporate Short-Term Incentive (CSTI) Executive/Manager Motivation, focused on advancement opportunities and the recognition of excellent work as they pertain to DEIA-related actions.
- FAA hosted 232 interns via the Minority Serving Institutes (MSI) Program, DOT Honors Attorney Program, and Summer Honors Intern Program.

Essential Element D: Proactive Prevention of Unlawful Discrimination

- The ACR’s Center for Excellence in EEO Learning (CEEL) quickly developed a new Reasonable Accommodation training to incorporate the new process and roles of the Decision Maker and First Level Managers , effective July 1, 2023. Training was expedited to ensure that all FAA managers were trained to ensure compliance of the new requirements prior to the July 1st deadline. The Let’s Talk About Reasonable Accommodation course was also updated to include the new requirements.
- During FY23, FAA conducted trainings on:
 - Pregnant Workers Fairness Act,
 - EEO Counseling and the ADR Processing,
 - Pre-Mediation Meetings,
 - Interest Based Problem Solving,
 - The Nuts and Bolts of the Resolution Agreement,
 - Unmasking Unconscious Bias, and
 - Microaggressions and Workplace Bullying.

- During the first quarter of the calendar year, the annual Standards of Conduct and Penalties of Discriminatory Behavior were disseminated via email and/or eLMS for review to all managers and employees.
- FAA hosted the following mandatory managers training:
 - Legal Excellence in the National Airspace Conference: “Mission, Structure, People” which focused on addressing current and emerging issues with more confidence, teamwork, and navigation across the newly reorganized AGC, with particular attention on enhancing the professional skills necessary to provide legal support to the agency. The training was accomplished through in-person technical sessions and collaborative activities, legal skills, practice area subject matter legal training, and holistic improvement of workforce techniques. Among the 50+ hours of training, workshops, and keynote addresses, the conference encompassed several noteworthy classes which included, but not limited to:
 - Manager’s Responsibilities Regarding the EEO Complaint Process,
 - Alternative Dispute Resolutions (ADR), and
 - Reasonable Accommodation for Managers.

Essential Element E: Efficiency

- ACR timely submitted 100% of their 195 EEO Counselor Reports to the Departmental Office of Civil Rights (DOCR) within 15 days or less, surpassing the 89% requirement.
- As a result of the upgraded National Intake Process, 84% of all new EEO cases were assigned to an EEO Counselor within seven (7) days or less, and Intake cases were assigned to counselors on an average of five days. As a result, aggrieved parties can connect with the National Intake Unit (NIU) quickly to efficiently resolve issues with more favorable outcomes.
- Since the development of the Civil Rights Scheduler (CRS) the National Complaints Services (NCS) has improved its overall efficiency and customer service capabilities. In FY23, the NCS processed 612 contacts (including 277 inquiries for claims not filed) and 335 new informal complaints. The scheduler provides all the pertinent case file data (e.g., new contacts, cases, bases, claims and duty stations) and improves the coordination and management of complaints for all applicants, contractors, current, and former FAA employees. In FY23, the scheduler was enhanced to include the counselor’s module, ADR, and the ability to consolidate complaint documents.
- The Alternate Dispute Resolution (ADR) Program was successfully centralized to the National Complaints Services, which currently requires 70% of managers to participate in the ADR process when a complainant elects ADR . This centralization improved the operational consistency and efficiency, resulting in:
 - 73.8% of all managers engaged in the ADR program; surpassing the goal of 70%; and
 - The development of an EEO ADR Policy Guide which provides the requisite guidance on which cases are appropriate prior to the initiation of the ADR process.
- The NCS Customer Feedback Database was upgraded, and received 195 feedback entries, resulting in an overall score of 4.3 out of a possible 5.0. The database serves as a repository for customer concerns, inquiries, and general information. Customer feedback is addressed accordingly and used for process improvement.
- The College/University Initiative Project is a program designed to increase college students exposure to the FAA while participating in a capstone project for the semester. The capstone project not only introduces college students to potential careers in the FAA, but also assist

with recruitment efforts to expand the applicant pool of the FAA. In FY23, ACR worked with students from Oklahoma University on the capstone project to assist in the development of the first-ever fully automated agency-wide Reasonable Accommodation (RA) tracking system. This system provides employees and managers full tracking capabilities of an employee's RA request; allowing EEO staff the requisite time to address more vital in-person customer service requirements. In turn, students were provided with an opportunity to build career relationships and gain first-hand knowledge of working in a federal work environment. This project also aligns with the FAA's diversity, equity, inclusion and accessibility framework, by working with college students from diverse backgrounds, and improving the efficiency of the RA process.

Essential Element F: Responsiveness and Legal Compliance

- ACR monitors all civil rights laws, EEOC regulations, directives, and Executive Orders to ensure that the agency maintains its compliance requirements.
- DOCR is responsible for posting all required No FEAR Act information, providing the required training, and consistently and timely filing its EEOC Form 462 and MD-715 reports.
- The agency continued to execute corrective actions in cases where discrimination was found, to include facility postings, trainings, and corrective action reviews and disciplinary action reports to DOCR when warranted. ACR played a lead role in advising/conducting all warranted EEO training.

Part E.3 - Executive Summary: Workforce Analyses

ACR'S examination of the FAA workforce in FY23 revealed that the total Agency workforce increased from FY22, with an increase in both temporary and permanent employees. The examination also revealed several important – and in some cases persistent – trends with respect to hiring and advancement of groups with historically low participation rates.

- The National Civilian Labor Force (NCLF) is the benchmark against which we measure the diversity of our workforce. Compared to the NCLF, FAA's male workforce remains above the NCLF participation while the majority of FAA's female workforce remains below the NCLF except for Native Hawaiian and Other Pacific Islander (NHOP) females (See Figure 1).
- The overall diversity of the workforce increased marginally in FY 2023: Hispanic/Latino males and females, Black/African American males, Asian males, males, and females of Two or More Races displayed a moderate increase in participation while American Indian and Alaska Native male and female participation incrementally decreased. The participation rate for individuals with targeted disabilities increased to surpass the Section 501 goal of 2%.
- Women's participation decreased slightly in 2023 (23.78% in FY23 as compared to 23.65% in FY22), following a period of gradual increase in women's participation from FY20 to FY22. Women continue to participate in FAA's workforce at more than half of expected levels, relative to the overall American civilian labor force.
- In FY23, although FAA's women's participation was decreased as a whole, women's participation increased slightly in many mission-critical engineering occupations and other

mission critical occupations including electrical engineering (0850), electronics engineering (0855), technical engineering (0802), aircraft operation (2181), and general attorney (0905).

- For FAA's largest occupational series, air traffic controllers (2152), the participation rate of women remained stagnant, but there was an increase in participation across Hispanic/Latino employees (9.87% to 10.37%), Black or African American employees (6.74% to 6.92%), Asian employees (3.05% to 3.14%) and employees of Two or More Races (2.98% to 3.12%). There is no civilian labor force comparator for this series since the FAA encompasses the industry of civilian air traffic controllers.

FY22 – FY23 FAA Total Workforce

As noted above, during FY23, the FAA saw its total workforce increase, recovering from a sharp decline in the workforce from FY20 to FY21.

- FAA's total workforce increased by 1.81% from FY22 to FY23.
- From FY13 to FY23, the Agency's total workforce decreased by 0.92% and the permanent workforce decreased by 2.66%. Indicating, that the workforce size has remained relatively stagnant over the past 10 fiscal years.
- FY23 saw a noticeable increase in FAA's temporary workforce, which saw a drop in FY22, but has overall increased greatly over the past 10 years. In FY23, FAA's temporary workforce increased by 24.07%; since FY13, the Agency's temporary workforce has increased by over 300% (243 employees to 1,036 employees).
- In FY23 FAA hired over 600 more employees than it hired in FY22 (3,773 hires in FY23 compared with 3,164 in FY22). Additionally, there were a consistent number of separations over the past 2 fiscal years, resulting in an increase in the overall FAA workforce (3,010 separations in FY23 compared with 3,178 separations in FY22). Although about half (46.05%) of separations in FY23 were voluntary retirements, there was a significant increase in involuntary removals from FY22 to FY23 (15.98% in FY23 compared with 9.82% in FY22).

Gender Diversity in the FAA Workforce

FAA's representation of women saw a slight decrease from the previous year, with women's workforce participation standing at 23.65%, sitting more than 50% below the American civilian labor force.

- In FY23, the FAA reported lower-than-expected participation rates for women in the total workforce at 23.65%, as compared to the civilian labor force rate (48%). Despite the total workforce participation rate, FAA Executive Leadership has shown an increase in representation of women and sits much closer to the American civilian labor force benchmarks (33.51% in FY23 compared with 32.81% in FY22). The participation rate of women in non-mission critical occupations sits at 51.67%. Therefore, the principal factor influencing low women's participation at FAA continues to be the high proportion of

occupations in aviation and engineering fields in which women traditionally and currently have low participation rates. Therefore, FAA is committed to increasing gender diversity across the FAA workforce, with a focus on mission critical occupations.

FAA Workforce by Race and National Origin

The Agency continued to see an increase in racial and ethnic diversity in its workforce in FY23.

- Although Non-Hispanic White employees still constitute a large majority of the FAA workforce, about 30% of employees are considered minority¹ (30.30%) with a 9.24% representation rate for minority women and a 21.05% representation rate for minority men.
- Among all minority in FY23, 69.49% were men, and 30.51% were women. In general, diversity is higher among women in the FAA workforce. For instance, 18.83% of women employees are Black or African American compared to 8.27% of men employees. However, 9.52% of women employees are Latina compared to 10.01% of men employees who are Hispanic/Latino.
- The largest increase in participation rate for the FAA workforce between 2013 and 2023 has been for the Hispanic/Latino population, which has increased by over 40%. There has also been significant increase in participation rates of Asian employees (34.95%).

FY23 Hiring and Separation Trends

FAA hiring data by gender shows that its rate of hiring women in FY23 was slightly higher than FAA’s women’s workforce participation rate. During the past year, approximately one fourth of all hires were women (24.62%), as compared to the workforce participation rate of 23.65%. However, the FAA understands that to see considerable improvement in women participation, the hiring rate of women must increase more significantly.

The FY23 hiring rate of Black/African American (12.24%), Hispanic/Latino (15.88%), Asian (6.23%) and Two or More Races (6.71%) populations all exceeded current workforce participation rates. In all race and national origin groups, the hiring rate of men was higher than that of women. Despite this, the hiring rates of Latinas and women of Two or More Races were significantly higher than their current workforce participation rates (3.58% versus 2.25% for Latinas, 2.41% versus 0.78% for women of Two or More Races).²⁵

In FY23, separation rates of most race and ethnicity groups fell within 1% of their participation rates. However, Hispanic/Latino and Black/African American employees, both men and women, experienced a higher separation rate relative to their workforce participation rate.

Total Workforce by RNO – FAA	Participation Rate for FY 2023		2018 CLF
Males	34,698	76.35%	51.79%

¹ The Race or National Origin (RNO) Minority Employees in the FAA include American Indians or Alaskan Natives, Asians, Native Hawaiians or Other Pacific Islanders, Black or African Americans, Hispanic/Latinos, and Two or More Races of Latinas and women of Two or More Races were significantly higher than their current workforce participation rates (3.58% versus 2.25% for Latinas, 2.41% versus 0.78% for women of Two or More Races).

Females	10,750	23.65%	48.21%
Hispanic or Latino Males	3,475	7.65%	6.82%
Hispanic or Latino Females	1,023	2.25%	6.16%
White Males	25,130	55.29%	35.65%
White Females	6,549	14.41%	31.82%
Black or African American Males	2,869	6.31%	5.70%
Black or African American Females	2,024	4.45%	6.61%
Asian Males	1,835	4.04%	2.19%
Asian Females	640	1.41%	2.18%
NHOPI Males	157	0.35%	0.08%
NHOPI Females	49	0.11%	0.08%
AIAN Males	249	0.55%	0.31%
AIAN Females	109	0.24%	0.31%
Two or More Races Males	983	2.16%	1.05%
Two or More Races Females	356	0.78%	1.05%
Individuals with Targeted Disabilities	944	2.08%	CLF Not Available
*Numbers in red represent participation rates lower than the CLF			

Part E.4 - Executive Summary: Accomplishments

Special Emphasis Programs

- In August 2023, attended Blacks In Government (BIG) National Training Institute. The Black Employment Program Manager (BEPM) met with the Special Emphasis Program Managers (SEPMs) to develop a think tank/share point across military and government agencies, to share best practices, lessons learned.
- FAA held its third annual Virtual DEIA Symposium – “The Year of Inclusion” – on June 27-29, 2023. There were representatives from all 50 states, 150 federal agencies, and a total of 2,420 participants for this year’s event.
- The Federal Women’s Program (FWP) conducted mentoring sessions and year-round training on “Resume Writing,” “Navigating USAjobs.gov”, and “Interviewing Skills”.
- The Federal Women’s Program (FWP) collaborated with STEM AVSED on the K-12 Girl Scouts, Scouts USA, Boys and Girls Club, Youth Pride Association, Gender Cool Project, and Parent Teacher Associations. These events were attended by FAA staff/managers, external organizational staff members, parents and students, and focused on inspiring children to go into STEM related specialties.
- The National People with Disabilities Program Manager developed a communications/awareness campaign to encourage employee self-identification of disabilities to ensure accurate understanding of current representation. As a result of the successful campaign, DOT updated Employee Express to capture all PWDs throughout the agency to include the Race and National Origin (RNO) data.

Training

- The Center for Educational Excellence (CEEL) Team provided a Facilitator Training Course, designed to enhance the trainer’s presentation skills. Trainers are required to complete extensive practice sessions with feedback from team members before delivering a training module to FAA managers and employees. Facilitator training also includes skill with delivering virtual and in-person courses. This flexibility has greatly enhanced our ability to meet the agency’s various training needs.
- NCS provided the following training to agency Attorneys, EEO Specialists, Counselors, and Mediators:
 - The Civil Rights Scheduler
 - Reasonable Accommodation Process (Role of new Decision Maker and First Level Manager)
 - Pregnant Workers Fairness Act
 - National ADR centralized process (e.g., pre-mediation meetings, mediator cadre expectations, interest-based problem solving, and the nuts & bolts of the resolution agreement)
- **National External Operations Program**
 - Participated in nine national conferences, including: Open Doors Organization Universal Access in Airports Conference (Dallas, TX); AAAE Annual Aviation Issues Conference 2023 (Maui, HI); AAAE/ACC Airport Planning, Design and Construction

Symposium (Orange County, CA); 2023 Passenger Terminal Conference and Expo (Amsterdam); ACI-NA Business of Airports Conference (Phoenix, AZ); AMAC Annual Airport Business Diversity Conference (San Antonio, TX); National ADA Symposium (Kansas City, MO); American Contract Compliance Association (ACCA) National Training Institute (Memphis, TN); and Airport Car Rental Supplier Diversity Outreach Event

- Participated in four year-long national training programs, including: Introduction to ADA, DBE, and Title VI program webinars for airport sponsors and FAA Office of Airports staff in all nine regions; and Introduction to DOT Title VI Order (DOT Order 1000.12(c)) Requirements webinars for airport sponsors and FAA Office of Airports, which included recording three training webinars and offering seven live question and answer sessions.
- Participated in o a nationwide training conference, the 14th Annual FAA National Civil Rights Training Conference for Airports, which included six ADA, 12 DBE, and six Title VI training sessions for over 1100 unique registrants and averaged 500 unique attendees per day with a peak of 638 unique attendees on the first day, which featured DBE sessions.
- AGC sponsored the following trainings:
 - Building an Inclusive Workplace in the FAA: This productive discussion was conducted by prominent leadership, including representatives from the Office of Civil Rights (ACR), Air Traffic Organization (ATO), and Acquisition and Business Services (ACQ), and it was facilitated by the Office of the Chief Counsel (AGC). These individuals touched on EEO and DEIA concerns and best practices from different aspects of the agency, including executive operations, contract business, diversity leadership, and litigation strategy.
 - Mental Health Awareness: *What You Need to Know*: This class underscored the significance of emotional health and the necessity of reducing the stigma surrounding mental health. We acknowledge the paramount importance of emotional well-being among our staff, and we will provide support whenever it is required.
 - Unpacking Unconscious Bias: This course promoted an inclusive workplace by enhancing awareness of diversity, addressing challenges related to differences, and mitigating non-inclusive behavior.
 - Using Emotional Intelligence in the Workplace: This thought-provoking session examined the importance of emotional intelligence in the workplace, sharing methods of improving the emotional intelligence of a team to foster better relationships and collaboration.
 - Navigating Difficult Conversations: This class equipped the AGC team to effectively handle challenging conversations, leading to reduced stress and improved relationships.
- ATO
 - Senior Leadership endorsed the Agency's EEO Training Goal, which included recommended courses, and suggestions of how to complete the training. The leadership set a goal of 100% of Managers to complete EEO training above the Agency Goal of 75%. ATO ended the year with EEO training completed by 98% of Managers and 64% of employees.

- FAA established a Business Plan goal to improve the efficiency and timeliness of Reasonable Accommodation requests by directing that the processing of 90% of all RA requests must be completed within 25 business days from the date received. During FY23, ATO had approximately 400 requests, and due to significant changes in the process, adjustments were made to meet the targeted goal.
- The FY23 Business Plan Goal is that 75% of managers and 25% of employees complete at least one ACR approved DEIA EEO training course. A DEIA Training Module was incorporated in the “Leaders Teaching Leaders” program, as well as the onboarding package for new employees. This module was designed as a customized version of the “What’s the Big IDEA” presentation. The DEIA team worked with ACR to ensure that the training module met the Business Plan criteria and attendees received eLMS credit for their participation in the DEIA EEO training course.
- The ATO Executive mentoring partnership continues its support of the Employee Association (EA) Presidents by attending the National Employee Forum (NEF) meetings; hosting booths at the EA events, and providing copies of the ATO DEIA Quick Reference guide, along with other DEIA materials to participating ATO managers and staff.

Part E.5 - Executive Summary: Planned Activities

- The Agency’s RA Order is currently under revision and targeted for release in FY24.
- The fourth annual virtual DEIA Symposium – “The Year of Inclusion Remix” is scheduled for the last week in June 2024.
- FAA is on target to hire its first Chief Diversity Officer in FY24.
- AGC
 - Will improve the "Leaders Lead" index within the Employment Engagement Index (EEI). Our projected actions encompass the following:
 - The introduction of quarterly manager and senior leadership open listening sessions/forums with employees.
 - Implementation of two team-building workshops annually for two years, with team-building activities being included in all upcoming AGC meetings.

TAB 3

Part F

Certification

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

EEOC FORM 715-01 Part F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
Department of Transportation Federal Aviation Administration	For period covering October 1, 2022 to September 30, 2023		

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

I, John P. Benison, Assistant Administrator for the Office of Civil Rights, am the Principal EEO Director/Official for the U.S. Department of Transportation, Federal Aviation Administration.

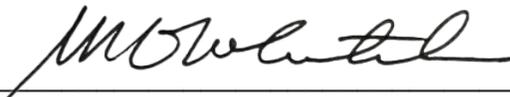
The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO plans for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

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

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

Signature of Agency Head or Agency Head Designee

Date



5/3/2024

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

Date



TAB 4

Policy Statements



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

Policy Statement: Access to Programs, Services, Information, and Technology
December 18, 2023

The U.S. Department of Transportation will take appropriate steps to ensure equal access in compliance with Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits disability discrimination in any program or activity that receives federal funds or is conducted by an executive agency. The Department will ensure that persons with disabilities enjoy equal opportunity and benefit from all its programs, services, activities, and facilities.

Section 508 of the Rehabilitation Act requires all electronic and information technology purchased, developed, maintained, or used by the Department to meet accessibility standards for information that is shared with the American public and employees.

Simply put, to achieve organizational excellence, the Department must maintain an accessible work environment. This is crucial to ensuring that individuals with disabilities have equal access to employment opportunities. Supervisors and managers are responsible for effective leadership that demonstrates our commitment and accomplishes the goal of equal access. The Chief Information Officer, the Assistant Secretary for Administration, and the Director of our Departmental Office of Civil Rights are available to provide policy guidance and technical assistance on how to create and maintain an accessible work environment.

A handwritten signature in blue ink, appearing to read "Pete Buttigieg".

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION

WASHINGTON, DC 20590

Policy Statement: Employment and Advancement of Persons with Disabilities December 18, 2023

The U.S. Department of Transportation is committed to providing fair and equitable employment to persons with disabilities. As Secretary, I will strive to make the Department a model employer of persons with disabilities, especially those with severe disabilities—referred to as “targeted disabilities”—by affording hiring, placement, and advancement opportunities. I expect all managers, supervisors, and employees to contribute to sustaining this commitment.

The Department complies with Section 501 of the Rehabilitation Act of 1973, as amended, which prohibits federal agencies from discriminating against individuals with disabilities. Violations of this law will result in swift and appropriate disciplinary actions against the offenders, up to and including dismissal.

The Department will continue to identify and remove barriers to hiring, training, retaining, and promoting persons with disabilities. In accordance with Executive Order 13548, “Increasing Federal Employment of Individuals with Disabilities,” and the respective Departmental Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities, all Departmental organizations will work with their Offices of Human Resources in outreach efforts to provide internship, employment, and advancement opportunities to persons with disabilities, especially those with targeted disabilities.

The Department also will ensure that employees and applicants with disabilities have access to reasonable accommodations. Guidance on how to handle requests for reasonable accommodation by employees and job applicants is contained in DOT Order 1011.1B, “Procedures for Processing Reasonable Accommodation Requests from Job Applicants and DOT Employees with Disabilities” (available on the Department’s website at <https://www.transportation.gov/civil-rights>). Additional guidance is available from our Departmental Office of Civil Rights.

A handwritten signature in blue ink, appearing to read "Pete Buttigieg", is positioned above the printed name.

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

**Policy Statement: Equal Employment Opportunity
December 18, 2023**

The U.S. Department of Transportation embraces equal employment opportunity (EEO) and inclusiveness and maintains a model federal work environment that is free of discrimination. No employee, former employee, or applicant for employment at the Department will be denied equal opportunity because of race, color, sex, national origin, religion, age, disability, pregnancy, sexual orientation, gender identity, genetic information, retaliation, or any other non-merit-based factor. This not only is the law; it is an essential component of the Department's mission and our responsibility to the public we serve.

I am committed to fostering an inclusive workforce that reflects America's diversity through effective outreach, recruitment, hiring, promotion, employee development, and equitable treatment of the Department's employees, recipients, and other partners and stakeholders whom we work with, through, and for. We will continue to identify and eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate in our workforce. I also expect all managers and supervisors to ensure that our employees are given equal opportunity for training and career development programs, promotions, awards and recognition, and other applicable terms, conditions, benefits, and privileges of employment.

All Department employees, former employees, and applicants for employment have the right to raise allegations of discrimination and harassment without fear of reprisal. We will take swift and appropriate corrective and/or disciplinary action, up to and including dismissal, when employees are found to have engaged in discrimination, retaliation, or harassment, which are prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates federal law.

Employees, former employees, and applicants for employment who believe they have been subjected to unlawful discrimination or retaliation for opposing discrimination in the Department, or hindered from participating in the employment discrimination complaint process, are encouraged to contact an EEO Counselor, their Office of Civil Rights, or our Departmental Office of Civil Rights within 45 calendar days from the date of the alleged discrimination or retaliation or from the date on which they reasonably became aware of the discrimination or retaliation. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation, and we will keep confidential, to the greatest extent possible, the facts of these investigations.

I am committed to ensuring that the Department operates in accordance with principles of equity and fairness and that our workplace environment is safe, productive, and free from discrimination.

A handwritten signature in blue ink, appearing to read "Pete Buttigieg".

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION

WASHINGTON, DC 20590

Policy Statement: Harassment Prevention December 18, 2023

The U.S. Department of Transportation is committed to creating a work environment free from harassment on the basis of race, color, sex, national origin, religion, age, disability, pregnancy, sexual orientation, gender identity, genetic information, or retaliation. As Secretary of Transportation, I am committed to our longstanding policy that the Department will not tolerate harassment and I will address any violation of this policy promptly and effectively.

This policy applies within the four walls of the physical office space and extends to employees teleworking or working remotely, on work travel, at other work-related events and activities, and wherever there may be a nexus to the Department and an impact on the workplace. Harassment may occur in person, via telephone, e-mail, video conference, social media, or other venue and may utilize any method of action or communication. The obligation to act in a professional and non-discriminatory manner extends to everyone in our workplace.

Proactive prevention is the best tool to eliminate harassment in the workplace. As such, the Department strives to maintain an environment in which employees feel free to raise concerns and are confident that those concerns will be addressed. Employees, former employees, and applicants for employment who believe they have been subjected to harassment should, without fear of retaliation, seek the immediate assistance of any management official, their designated anti-harassment coordinator, their Office of Human Resources or Civil Rights, or the Departmental Office of Civil Rights or Departmental Office of Human Resource Management. We will investigate all allegations of harassment promptly, thoroughly, and impartially, and we will keep confidential, to the greatest extent possible, the facts of these investigations.

I expect any manager or supervisor who becomes aware of harassment or other or inappropriate behavior to take immediate and appropriate corrective action to ensure that the harassment or behavior stops and does not recur. Violations of the law prohibiting harassment or of this policy will result in appropriate disciplinary actions against the offenders, up to and including dismissal. This includes where a manager or supervisor knew or should have known about the harassment and failed to take prompt and appropriate corrective action. Moreover, all employees are prohibited from retaliating against and/or harassing those who report such conduct or behavior.

Employees, former employees, and applicants for employment who believe they have been subjected to harassment or discrimination also may contact an EEO Counselor, their Office of Civil Rights, or our Departmental Office of Civil Rights to file a complaint within 45 calendar days of the alleged harassment or discrimination or the date on which they reasonably became aware of the harassment or discrimination. If a formal complaint is filed and accepted, there will be a prompt, thorough, and impartial investigation.

I am committed to providing a workplace free from harassment where everyone is treated with respect and dignity. I expect each of you to join me in cultivating this ideal.

A handwritten signature in blue ink, appearing to read "Pete Buttigieg".

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION
WASHINGTON, DC 20590

**Policy Statement: Implementation of the
Notification and Federal Employee
Antidiscrimination and Retaliation
Act of 2002 (No FEAR Act), Pub. L. No. 107-174
December 18, 2023**

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), as amended by the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020, requires federal agencies to keep their employees, former employees, and applicants for employment informed of their antidiscrimination and whistleblower protections; post statistics on EEO complaints and findings of discrimination on their websites; and train all employees regarding the rights and remedies to which they are entitled under the law. Federal agencies are required to submit annual reports to Congress demonstrating their compliance with the law not later than 180 days after the end of each fiscal year.

It is the U.S. Department of Transportation's policy to prohibit employment discrimination, interference, or retaliation for protected disclosures. I fully support the principles of the No FEAR Act, and I am committed to providing a workplace environment that is welcoming to all.

Our Departmental Office of Civil Rights and Office of the Assistant Secretary for Administration are responsible for ensuring proper implementation of the No FEAR Act. I expect all Departmental organizations and leaders to support these offices and to champion these important responsibilities. You can obtain further information regarding the No FEAR Act by contacting our Departmental Office of Civil Rights for assistance or by visiting <https://www.transportation.gov/civil-rights>.

A handwritten signature in blue ink, appearing to read "Pete Buttigieg".

Pete Buttigieg



THE SECRETARY OF TRANSPORTATION

WASHINGTON, DC 20590

Policy Statement: Whistleblowing December 18, 2023

The U.S. Department of Transportation is committed to protecting current and former federal employees and applicants for employment from interference and retaliation when making protected disclosures, or “whistleblowing,” which includes disclosing information related to a violation of law, rule, or regulation; gross mismanagement; gross waste of funds; abuse of authority; or a substantial and specific danger to public health or safety. The Whistleblower Protection Act of 1989, the expanded protections provided by the Whistleblower Protection Enhancement Act of 2012 (WPEA), and the Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017, protect from retaliation individuals who report federal agency misconduct.

These provisions strengthen protections for federal employees who disclose evidence of waste, fraud, or abuse, and modify rules on the use of nondisclosure policies or agreements by government agencies. They also clarify that these agreements do not override employee rights and obligations created by existing statute or Executive Order relating to classified information; communications with Congress; reporting violations and/or misconduct to an Inspector General; or any other whistleblower protection. In addition, Presidential Policy Directive 19 extends whistleblower protections to federal employees eligible for access to classified data and the Kirkpatrick Act of 2017 makes it unlawful to access a federal employee’s or an applicant’s medical records for certain unauthorized purposes.

The Department will initiate appropriate actions against responsible persons who take, threaten to take, or fail to take a personnel action with respect to any employee, former employee, or applicant for employment because of any protected disclosure of information. In 2002, the Notification and Federal Employee Antidiscrimination and Retaliation Act was enacted to make all federal agencies accountable for violations of antidiscrimination and whistleblower protection laws, and the Kirkpatrick Act of 2017 enhances disciplinary penalties for supervisors who engage in whistleblowing retaliation.

Legitimate disclosure of information by employees is an invaluable resource for the oversight of Government operations. I expect employees to report these matters confidentially to the Department’s Office of Inspector General (OIG), the U.S. Office of Special Counsel, or appropriate management officials. In accordance with the WPEA, a Whistleblower Protection Ombudsman has been designated in OIG to educate Agency personnel about whistleblower rights.

The Department will not tolerate whistleblower retaliation. I am committed to maintaining the Department’s role and reputation as a federal agency that respects the rights of current and former federal employees and applicants for employment to raise legitimate concerns without fear of retaliation. I ask you to join me in implementing and communicating this important policy.



Pete Buttigieg

TAB 5

Part G

Self Assessment

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - PART G
Agency Self-Assessment Checklist

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-Assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments," if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - PART G
Agency Self-Assessment Checklist

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.				
 Compliance Indicator or  Measures		Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	The Department of Transportation, of which FAA is a component, prepares EEO policy statements. Policy statements are issued annually. These policy statements were last issued to the FAA workforce on June 9, 2022.	A.1.a.2
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes	The Department of Transportation (DOT) regularly issues EEO Policy Statements. Guidance on the EEOC Pregnant Workers Fairness Act (PWFA), dated June 27, 2023, was posted on FAA's public-facing website: <ul style="list-style-type: none"> • https://www.congress.gov/117/bills/hr2617/BILLS-117hr2617enr.pdf#page=1626 	New
 Compliance Indicator or  Measures		Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
A.2.a	Does the agency disseminate the following policies and procedures to all employees:	Yes		

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A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes		New
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes		New
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:	Yes		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes		New
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes		A.2.c
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	In FY23 the following Laws and Regulations on Processing Accommodation Requests were posted on FAA’s public-facing website: <ul style="list-style-type: none"> • Office of Civil Rights Federal Aviation Administration (faa.gov) • Disability Resource Center US Department of Transportation • https://www.faa.gov/regulations_policies/orders_notices/index.cfm/go/document.information/documentID/13913 • DOT Order 1011.1B - Procedures for Processing Reasonable Accommodation Requests by Job Applicants and Employees with Disabilities US Department of 	A.3.c

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		<u>Transportation</u>		
A.2.c	Does the agency inform its employees about the following topics:			
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	Annually when EEO Policy Statements are forwarded via Govdelivery email message, posted in Daily Broadcast, and at new employee orientations.	A.2.a
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	Annually when EEO Policy Statements are forwarded via Govdelivery email message, posted in Daily Broadcast, and at new employee orientation.	New
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	Ongoing.	New
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	Annually when EEO Policy Statements are forwarded via Govdelivery email message, posted in Daily Broadcast, and at new employee orientations.	New
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.		Annually when EEO Policy Statements are forwarded via Govdelivery email message, posted in Daily Broadcast, and at new employee orientations.	A.3.b
 Compliance Indicator or  Measures	A.3 – The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section.	Yes	Partners in Diversity, Equity, and Inclusion Award (FAA). Equal Employment Opportunity/ Affirmative Action Award (DOT).	New

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A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes		New
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.				
 Compliance Indicator or  Measures	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.a
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	N/A		New
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.d
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes		B.2.a

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B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.	Yes		B.2.b
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes		New
 Compliance Indicator or  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes		B.3.a
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes		New
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be	N/A	The Departmental Office of Civil Rights (DOCR) manages the formal EEO process.	New

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	applicable for certain subordinate level components.]			
B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	DOCR manages the formal EEO process.	New
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes		F.3.b
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes		New
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	Yes		New
 Compliance Indicator or  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career	Yes		B.2.c & B.2.d

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	development opportunities? [see MD-715, II(B)]			
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	The FAA Flight Plan 21 focuses on four pillars – Safety, People, Operational Excellence and Global Leadership. The Strategic Plan references EEO/Diversity and Inclusion principles throughout the pillars and specifically within the section entitled, Maximize the Benefits of Diversity, Equity, Inclusion and Accessibility. The plan assures readers that "Actions under this initiative should closely align with and support those identified in the agency-wide Diversity, and Inclusion (D&I) Strategic Plan. Additionally, the agency should strengthen its commitment to equity in the workforce – the fair and impartial treatment in access, opportunity, and advancement for all employees, including those in underserved groups. Identifying and eliminating barriers to fair treatment of all employees, including disadvantaged groups, through systematic changes will ensure a more robust, thoughtful workforce."	New
 Compliance Indicator or  Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:			
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes		B.3.b

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes		B.4.a
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	Yes		E.5.b
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes		B.4.f & B.4.g
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes		E.1.c
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes		B.4.c
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	The agency had sufficient funding and qualified staffing to successfully implement the EEO program to maintain accurate data collection and tracking systems. However, the agency collaborated with AHR to determine the appropriate centralized collection and tracking method/system. Collaborations between ACR and AHR will continue.	New

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes		B.3.c, B.3.c.1, B.3.c.2, & B.3.c.3
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes		B.4.d
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes		New
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes		New
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes		B.1.b
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes		E.2.d
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual	Yes		E.2.e

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	refresher training, pursuant to Ch. 2(II)(C) of MD-110?			
 Compliance Indicator or  Measures	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:			
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes		New
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes		A.3.d
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes		New
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes		New
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes		E.4.b
 Compliance Indicator or  Measures	B.6 – The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes		New
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes		D.1.a
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes		D.1.b
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes		D.1.c
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator or  Measures	C.1 – The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	ACR conducts four (4) assessments; and four (4) follow-up assessments for a total of eight (8) per year on its EEO Program.	New
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule	Yes	Please see response to C.1.a.	New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	for conducting audits in the comments section.			
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes		New
 Compliance Indicator or  Measures	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC’s enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes		New
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes		New
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement	Yes		New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]			
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes		New
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dept. of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dept. of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If “no”, please provide the percentage of timely-processed inquiries in the comments column.	Yes		New
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes		New
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes		New
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes		E.1.d
C.2.b.2	Has the agency established a firewall between the	Yes		New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]			
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes		New
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes		New
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests in the comments column.	Yes		E.1.e
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC’s regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes		New
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.	Yes	https://www.transportation.gov/drc/personal-assistance-as-reasonable-accommodation	New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes		New
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:			
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes		A.3.a.1
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes		A.3.a.4
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes		A.3.a.5
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes		A.3.a.6
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes		A.3.a.7

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes		A.3.a.8
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes		New
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes		A.3.a.2
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes		New
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes		New
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes		New
 Compliance Indicator or  Measures	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC	Yes		New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]			
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes		C.2.a, C.2.b, & C.2.c
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes		New
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes		New
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes		New
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes		New
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes		New
C.4.e.4	Identify and remove barriers to equal opportunity in the	Yes		New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	workplace? [see MD-715, II(C)]			
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes		New
 Compliance Indicator or  Measures	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes		C.3.a.
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	During FY 2023, the Agency disciplined one (1) manager for discriminatory conduct in compliance with an EEOC OFO Decision.	C.3.c
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes		New
 Compliance Indicator or  Measures	C.6 – The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
C.6.a	Does the EEO office provide management/supervisory	Yes	Bi-Monthly	C.1.a

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.			
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes		New
Essential Element D: PROACTIVE PREVENTION				
This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.				
 Compliance Indicator or  Measures	D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes		New
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes		New
D.1.c	Does the agency conduct exit interviews or surveys that	Yes		New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]			
 Compliance Indicator or  Measures	D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes		New
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.2
D.2.c	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 realignments? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.1
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special	Yes		New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.			
 Compliance Indicator or  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes		New
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes		New
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes		New
 Compliance Indicator or  Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	The last five FAA MD-715 reports including the FY2022 Affirmative Action Plan are currently posted on the FAA’s internal website under Resources, and external website under EEO Affirmative Programs: Internal: Management Directive 715 (MD 715) My FAA –	New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

			External: Management Directive 715 Federal Aviation Administration (faa.gov)	
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes		New
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes		New
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of People with Disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes		New
Essential Element E: EFFICIENCY				
This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency’s EEO programs and an efficient and fair dispute resolution process.				
 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
 Measures				
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes		E.3.a.1
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes		E.3.a.2
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a	N/A	DOCR manages the formal EEO process.	New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	formal complaint, pursuant to MD-110, Ch. 5(l)?			
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.	N/A	DOCR manages the formal EEO process.	New
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	N/A	DOCR manages the formal EEO process.	New
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	N/A	DOCR manages the formal EEO process.	E.3.a.3
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	N/A	DOCR manages the formal EEO process.	New
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	N/A	DOCR manages the formal EEO process.	E.3.a.4
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	N/A	DOCR manages the formal EEO process.	E.3.a.7
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work	N/A	DOCR manages the formal EEO process.	E.2.c

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	product and/or delays? [See MD-110, Ch. 5(V)(A)] If “yes”, please describe how in the comments column.			
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	N/A	DOCR manages the formal EEO process.	New
E.1.i	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	N/A	DOCR manages the formal EEO process.	New
 Compliance Indicator or  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes		New
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	N/A	DOCR manages the formal EEO process.	E.6.a
E.2.c	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency	N/A	DOCR manages the formal EEO process.	New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	representative? [see MD-110, Ch. 1(IV)(D)]			
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	DOCR manages the formal EEO process.	E.6.b
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	Yes	DOCR manages the formal EEO process.	E.6.c
 Compliance Indicator or  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes		E.4.a
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	No	Managers and Supervisors are strongly encouraged but are not required to participate in the ADR process. See Part H.	E.4.c
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes		D.2.a
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes		New
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement	Yes	The FAA established its own FAA EEO Mediation Program (1400.10 Change 1) Order dated May 7, 2002, which defines	E.4.d

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	authority? [see MD-110, Ch. 3(I)]		“Agency Official” as the individual who has the authority to grant or deny the requested relief; and does not provide settlement authority to the responsible management official (RMO)	
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	FAA Order 1400.10 Change 1 does not specifically address ADR training for its supervisors and employees, the FAA requires supervisors and employees to undergo ADR training which is conducted throughout the year. The FAA will revise current FAA Order 1400.10 Change 1 to outline training and training requirements for FAA supervisors and employees.	New
 Compliance Indicator or  Measures	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	Yes		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes		E.5.a
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes		E.5.c
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes		E.5.f
E.4.a.4	External and internal applicant flow data concerning the applicants’ race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	In the final stages of implementing a tracking system to collect all required data. See Part H.	New

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes		New
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes		New
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes		New
 Compliance Indicator or  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	462 Report – Annually MD-715 – Annually EAC Meeting – Bi-Monthly	E.5.e
E.5.b	Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	FAA sponsors an Annual Information Exchange Program, a Diversity & Inclusion Town Hall, and an Annual Diversity, Equity, Inclusion & Accessibility Symposium	E.5.g
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes		E.3.a
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				

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 Compliance Indicator or  Measures	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes		F.1.a
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes		E.3.a.6
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes		F.2.a.1
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes		F.2.a.2
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes		F.3.a.
 Compliance Indicator or  Measures	F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions

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F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	N/A	DOCR manages the formal EEO process.	C.3.d
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	N/A	DOCR manages the formal EEO process.	E.3.a.5
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	N/A	DOCR manages the formal EEO process.	E.3.a.7
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	N/A	DOCR manages the formal EEO process.	New
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	N/A	DOCR manages the formal EEO process.	F.3.d (1 to 9)
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	N/A	DOCR is responsible for the timely submission to the EEOC of the No Fear Act Report.	New
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	N/A	DOCR is responsible for the posting of the No Fear Act Report.	New

TAB 6

Part H

Plan to Obtain Essential Elements of EEO Program

MD-715 – Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
EEO Program Communication	Part G Question E.3.b. The FAA currently requires only 70% of managers to participate in the ADR process if a complainant elects to participate in ADR.

Objective(s) and Dates for EEO Plan

Date Initiated mm/dd/yyyy	Objective	Target Date mm/dd/yyyy	Modified Date mm/dd/yyyy	Date Completed mm/dd/yyyy
09/30/2017	To require ADR participation of all supervisors and managers after the complainant has elected to participate in ADR.	09/30/2023	09/30/2025	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)		
Assistant Administrator for Civil Rights	John P. Benison	Yes		
Planned Activities Toward Completion of Objective Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	The Office of Civil Rights (ACR) in collaboration with the Lines of Business and Staff Offices (LOB/SO) will meet to discuss this deficiency.	Yes		09/30/2019

Title		Name		Performance Standards Address the Plan? (Yes or No)
09/30/2022	FAA is currently addressing this deficiency.	Yes		09/30/2022
09/30/2022	Every year FAA increases the ADR percentage to reach the goal of 100% participation. In FY 2021 the goal was to "Ensure that 75% of all managers engage in mediation when requested by employees." The total participation rated reached 82% thereby exceeding the targeted goal by 7%.	Yes		09/30/2022
09/30/2022	ADR Program Manager hired to manage the program as well as to continue the agency annual evaluation for effectiveness.	Yes		09/30/2022
09/30/2023	FAA do discuss the mandatory participation of supervisors and managers in the ADR process after the complainant has elected to participate in ADR and publishing a policy.	Yes		
09/30/2025	The publication of the policy for mandatory participation of managers in the ADR process is pending, once an aggrieved party at the informal, or complainant at the formal stage has elected to participant in the ADR process.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
FY21	Although FAA exceeded the targeted Agency goal of 75%, ACR-1 continues to discuss the ADR Program requirements with the Office of the Administrator, supervisors, and managers to increase participation to 100%.
FY23	The current ADR targeted management engagement goal is 70%; however, 73.8% of all managers engaged in the ADR process; exceeding the targeted goal by 3.8%. ACR-1 continues to discuss the ADR Program requirements with the Office of the Administrator, supervisors, and managers to increase participation rates to 100%. Until FAA has a mandatory

	ADR participation requirement, ACR's efforts will continue to result in a "No" response to Section E.3.b. and considered a deficiency.
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TAB 7

Part I

Barrier Analysis

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MD-715 – Part I
Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Airway Transportation System Specialist (2101) Major Occupation	A6/B6	Lower than expected participation rate in several categories.

EEO Group(s) Affected by Trigger

EEO Group
All Men
All Women
Hispanic or Latino Males
Hispanic or Latino Females
White Males
White Females
Black or African American Males
Black or African American Females

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EEO Group
Asian Males
Asian Females
Native Hawaiian or Other Pacific Islander Males
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Males
American Indian or Alaska Native Females
Two or More Races Males
Two or More Races Females

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Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	
Complaint Data (Trends)		
Grievance Data (Trends)		
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)		
Climate Assessment Survey (e.g., FEVS)		
Exit Interview Data		
Focus Groups		
Interviews		
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		
Other (Please Describe)		

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	Yes, potential barrier identified.

Statement of Identified Barrier(s)

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Description of Policy, Procedure, or Practice
For several years prior to the barrier analysis being conducted on this major occupation. FAA reported lower than expected participation rates for women when compared to the relevant civilian labor force.

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Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Complete a barrier second analysis of the Airway Transportation System Specialist Hiring Process. Review and analyze all relevant policies, procedures, and practices; and implement agreed upon corrective actions.	11/01/2006	09/30/2023	Yes		
FAA Equal Employment Opportunity (EEO) Diversity and Inclusion Initiative: Achieve shared ownership by all FAA employees, to champion their roles and responsibilities in creating and maintaining a model EEO workplace	10/01/2020	9/30/2021	Yes		9/30/2021
Utilize the EEO Action Committee (EAC) to collaborate and support a diverse and inclusive workplace with existing employee workgroups and LOBs/SOs to create an inclusive work environment.	10/01/2020	9/30/2021	Yes		9/30/2021
Promote and sustain fair and equitable recruitment, retention, and promotion policies by cultivating an environment that encourages collaboration, flexibility, and fairness in which individuals are enabled to perform to their full potential. This will be achieved through the development and implementation of a FAA Diversity and Inclusion Strategic Plan (D&I Plan) supporting Executive Order 13583, which	10/01/2020	9/30/2021	Yes		9/30/2021

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
<p>identifies the following areas of focus: Recruitment, Hiring, Training, Development, Advancement, Promotion, and Retention. The D&I Plan will support the FAA's goal of recruiting from a diverse, qualified group of potential applicants, and developing structures and strategies to equip leaders with the ability to manage diversity, measure results and monitor accountability.</p>					
<p>In support of Presidential Executive Order #13779 and #14041 – The White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities, the Office of Civil Rights will collaborate with LOB/SOs to create a Corporate HBCU Program. The implementation of this program will support the workforce development needs of the FAA by attracting and retaining a diverse and skilled workforce to proactively address transformative technological challenges (e.g. UAS, Cyber, Commercial Space, Data) evaluate regulatory and policy issues, and maintain the safety and efficiency of our global aerospace system.</p>	10/01/2020	9/30/2021	Yes	N/A	9/30/2021
<p>Installed the People with Disabilities Program Manager.</p>		11/02/2022	Yes		11/02/2022

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Installed the Black Employment Program Manager.		01/29/2023	Yes	N/A	01/29/2023
Installed an Acting Chief Diversity Officer.	07/02/2023				

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Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Vice President, Technical Operations, AJW-0	Jeffrey Planty	Yes
Assistant Administrator for Civil Rights, ACR-1	John P. Benison	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2017	Conduct barrier analysis on this FAA Mission Critical Occupation		09/30/2017
09/30/2018	Create an action plan to address and implement improvements, if possible.		09/30/2018
09/30/2020	Develop FAA's Diversity and Inclusion (D&I) Strategic Plan	12/30/2020	12/17/2020
09/30/2020	Craft HBCU Program Charter		09/30/2020
09/30/2021	Establish Diversity, Equity, and Inclusion Annual Symposium		07/15/2021
10/30/2021	Conduct PWD/PWTD Hiring Information Sessions for Managers Virtually		09/30/2021
11/30/2021	Establish DEIA Steering Committee		09/30/2021
04/30/2022	Coordinate LOB/SO Memo promoting the PWD/PWTD Hiring Goals and Initiatives		
06/30/2022	Conduct 2nd Annual Diversity, Equity, and Inclusion Symposium on advancing civil rights, diversity, equity, and inclusion, as well as Equal Employment Opportunity		06/27/2022
09/30/2022	Conduct periodic Diversity, Equity, and Inclusion Town Hall (Listening Session)		
09/30/2022	Create a HBCU Initiative Workgroup internal webpage		

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Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Participate in Virtual Career Fairs for PWD/PWTDs and Veterans with disabilities (First event)		06/30/2020
09/30/2022	Host Virtual Information Session on Starting a Federal Career for PWDs in collaboration with DOT (First event)		10/30/2020
09/30/2022	Participate in PWTD virtual hiring events		06/20/2021
09/30/2024	Collaboration with AGC, AHR, ATO, and ACR continues as FAA moves to addressing the underrepresentation of the Major Occupation.		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2017	Conducted a barrier analysis of this Major Occupation hiring process, implementing all of the recommendations is an ongoing process; however, some of the recommendations from this Corrective Action Plan have been implemented.
FY 2021	Implemented recommended corrective actions.
FY 2021	Hired DEIA Program Manager
FY 2021	The HBCU Initiative Workgroup devised HBCU subgroups
FY 2021	HBCU Initiative Workgroup created an internal webpage
FY 2021	HBCU Initiative Workgroup created a HBCU Directory of potential HBCU Consortium Schools
FY 2021	HBCU Initiative Workgroup partnered with Airports Grant Team to establish Fellowship Program
FY 2017	Conducted a barrier analysis of this Major Occupation hiring process, implementing all of the recommendations is an ongoing process; however, some of the recommendations from this Corrective Action Plan have been implemented.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

FY 2021	Implemented recommended corrective actions.
FY 2021	Engaged in various HBCU Education & Awareness internal events
FY 2021	Conducted HBCU Information sessions
FY 2021	Maintained partnership with the League of United Latin American Citizens (LULAC) and National Council of Hispanic Employment Program Managers (NCHEPM)
FY 2021	Participated in the Virtual LULAC FTIP SES and Leadership Development Training series (LULAC/FTIP/NHEPM Collaboration) to include the assistance with the planning of 33 training session and hosted "Let's Talk About Disability Awareness session
FY 2021	Hosted the Puentes de Oportunidad Education Project (POEP): "Securing the Skies of Opportunity with the Federal Aviation Administration"
FY 2021	Hosted NCHEPM: Women's History Month Training Session
FY 2021	Engaged in various HBCU Education & Awareness internal events
FY 2021	Conducted HBCU Information sessions

TAB 8

Part J

Persons W/Targeted Disabilities

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of People with Disabilities

To capture agencies' affirmative action plan for People with Disabilities (PWD) and people with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes," describe the trigger(s) in the text box.

- a. Cluster GS-1 to GS-10 (PWD) Answer No
- b. Cluster GS-11 to SES (PWD) Answer No

	Goal	Disability
GS-1 to GS-10	12.00%	27.59%
GS-11 to SES	12.00%	16.19%

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes," describe the trigger(s) in the text box.

- a. Cluster GS-1 to GS-10 (PWTD) Answer No
- b. Cluster GS-11 to SES (PWTD) Answer Yes

	Goal	Targeted Disability
GS-1 to GS-10	2.00%	4.01%
GS-11 to SES	2.00%	1.88%

Grade Level Cluster (GS or Alternate Pay Plan)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-1 to GS-10	4,019	1,109	275.9	161	4.01
Grades GS-11 to SES	40,393	6,540	16.19	791	1.88

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

In FY23 the FAA implemented an Organizational Strategic Initiative (OSI), to increase the representation of people with disabilities and people with targeted disabilities throughout its workforce by 1% each year for three years. The FAA communicated the hiring goals to hiring managers in FY23 through a Hiring memorandum directing their managers to promote the PWD/PWTD hiring goal. The agency also broadcasted information on the goals and information session to all employees through our daily broadcast messages in April, May and June. The FAA Disability Program Manager and Selective Placement Program Coordinator hosted four agency-wide information hiring sessions for hiring managers on effective ways to hire people with disabilities. Training on hiring people with disabilities and people with targeted disabilities will continue to be held for managers FY24.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training, and resources to recruit and hire PWDs and PWTs, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

FAA hired a new People with Disabilities Program Manager that onboarded in November FY23 In FY22, an EEO Specialist was hired in support of the disability program.

2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWT	1	0	0	David Hamill Manager, AJG-L33 David.Hamill@FAA.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Tamara Smith MPA, AF-220 Tamara.smith@faa.gov
Processing reasonable accommodation requests from applicants and employees	1	0	0	Laura Tronge, PWDPM, ACR-3 Laura.Tronge@FAA.gov
Section 508 Compliance	1	0	0	Sheree Peters MPA, ASP-110 Sheree.peters@faa.gov
Architectural Barriers Act Compliance	1	0	0	Keith Szakal Law Enforcement Liaison Keith.szakal@dot.gov
Special Emphasis Program for PWD and PWT	1	0	0	Laura Tronge, PWDPM, ACR-3 Laura.Tronge@FAA.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

In FY23, the FAA Former Administrator required all FAA Decision Makers to complete a new reasonable accommodation training provided in June and a makeup session in July FY23. Additional trainings include Harmony and Respect Campaign: Civility Matters at FAA, Model EEO Program, Reasonable Accommodations Management System (RAMS), Conflict Resolution, Prevention of Sexual Harassment, Rethinking Diversity and Inclusion, Hiring People with Disabilities, Disability Awareness Diversity & Inclusion.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no,” describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

The agency is staffed with a full-time People with Disabilities Program Manager. The program also has a dedicated full-time EEO/RA Specialist that supports the People with Disabilities Program.

In addition, the agency also has a National Coalition of Federal Aviation Employees with Disabilities Workgroup that supports that disability program as part of the EAC, which was implemented and supports our recruitment and retention efforts in hiring people with disabilities and people with targeted disabilities.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.

A. Plan to Identify Job Applicants with Disabilities

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The FAA uses the following programs and resources to identify job applicants with disabilities and targeted disabilities: Public Notice on USAJOB’s, Identifying FAA Positions Open to People with Disabilities, Internship Programs for Students with Disabilities, Virtual Career Fairs with Colleges/Universities, and various Disability Organizations, which include: State Vocational Rehabilitation Offices, Veteran’s Administration, Vocational Rehabilitation and Employment Offices, the Workforce Recruitment Program (WRP), FAA Schedule A - Applicant Database for People with Disabilities, and Veterans with Disabilities Aviation Development Program (ADP) for Air Traffic Control Specialist Positions.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

The FAA On-the-Spot Hiring Authority for people with disabilities; similar to the Schedule a Hiring Authority, is promoted and available for use along with Veteran Appointment Authorities to non-competitively appoint PWD/PWTD and veterans with a service-connected disability rating of 30% or more.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When applicants utilize the FAA On-the-Spot Hiring Authority, similar to the Schedule a Hiring Authority, the process for eligibility and hire encompasses:

- 1) Application qualification review process – conducted by the servicing HR Specialist who confirms that the applicant provides a Schedule A letter; and

- 2) Applicant referral - individuals deemed qualified are referred to the hiring manager on a non-competitive (Schedule A) certificate of eligibility. Managers have the option to interview and/or hire from the non-competitive (Schedule A) certificate or to consider other candidates from other issued certificates (e.g., Merit Promotion, Veterans' Recruitment Appointment (VRA), etc.).

Alternatively, when individuals submit their resumes directly to the National People with Disabilities Program Manager and/or the FAA Selective Placement Program Coordinator (SPPC) for vacant positions, the HR Specialist reviews the resume to determine eligibility. If qualified and Schedule A eligibility is met, resumes are forwarded to the hiring manager for consideration. Guidance on selection procedures including the application of veterans' preference, when applicable is provided.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes," describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

The agency held quarterly information sessions for hiring managers regarding the hiring procedures for people with disabilities and people with targeted disabilities. During these information sessions, non-competitive hiring authorities are discussed (e.g., FAA On the Spot Hiring Authority, Veteran). These trainings will continue through FY24.

B. Plan to Establish Contacts with Disability Employment Organizations

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTd, in securing and maintaining employment.

The FAA maintains relationships with The Council of State Administrators of Vocational Rehabilitation (CSAVAR) and the Veterans Affairs Vocational Rehabilitation and Employment Centers; College and Universities Career/Disability Services Offices to assist with recruitment, advertisement, and training (e.g., Gallaudet University, Rochester Institute of Technology, and the National Technical Institute for the Deaf). The FAA also work with disability organizations such as the Paralyzed Veterans of America, Little People of America, United Spinal Association, and Epilepsy Foundation to assist with recruitment and outreach for agency positions.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTd as the benchmarks, do triggers exist for PWD and/or PWTd among the new hires in the permanent workforce? If "yes", please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer No
 b. New Hires for Permanent Workforce (PWTd) Answer No

	Benchmark	New Hires
PWD	12%	30.38%
PWTd	2%	2.51%

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	152,070	24.23	11.66	6.74	2.50
% of Qualified Applicants	87,389	25.90	10.74	6.77	1.87

% of New Hires	3,773	30.38	12.06	2.51	1.15
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2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PTWD) Answer Yes

PWD	0110	0602	0801	0802	0803	0804	0808	0810	0819	0830	0850	0854	
QUALIFIED	23.48%	16.92%	20.62%	22.18%	20.05%	18.29%	50.00%	18.41%	20.45%	17.18%	18.15%	20.79%	
NEW HIRES	0.00%	57.14%	12.90%	43.24%	0.00%	100%	50.00%	15.25%	0.00%	16.13%	9.09%	0.00%	
PWD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
QUALIFIED	21.87%	31.47%	16.61%	18.16%	9.90%	30.08%	27.78%	25.93%	33.46%	18.04%	21.52%	9.77%	7.19%
NEW HIRES	13.51%	57.14%	14.49%	0.00%	23.53%	50.00%	43.48%	30.61%	31.58%	24.00%	27.89%	7.07%	40.00%
PWTD	0110	0602	0801	0802	0803	0804	0808	0810	0819	0830	0850	0854	
QUALIFIED	7.69%	2.31%	4.72%	7.15%	4.50%	2.44%	0.00%	3.24%	5.11%	4.58%	5.34%	6.11%	
NEW HIRES	0.00%	14.29%	0.00%	5.41%	0.00%	0.00%	0.00%	0.00%	0.00%	3.23%	0.00%	0.00%	
PWTD	0855	0856	0861	0896	0899	0905	1361	1801	1802	1825	2101	2152	2181
QUALIFIED	5.33%	6.47%	3.26%	4.02%	2.48%	4.66%	3.03%	4.83%	5.38%	2.14%	3.84%	1.14%	0.00%
NEW HIRES	2.70%	0.00%	0.00%	0.00%	5.88%	0.00%	4.35%	2.04%	5.26%	0.36%	1.76%	0.38%	0.00%

About 11.79% of the PWD/PWTD Qualified Applicants were not referred for the following reasons: withdrew application, unable to read submission, citizenship requirements not met, no specialized experience, and/or serving probation.

New Hires to Mission-Critical Occupations	Total #	Reported Disability	Targeted Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0110 ECONOMIST	2	0.00	0.00
0602 MEDICAL OFFICER	7	57.14	14.29
0801 GENERAL ENGINEERING	31	12.90	0.00
0802 ENGINEERING TECHNICAL	37	43.24	5.41
0804 ENGINEERING TECHNICAL	1	100.00	0.00
0808 ENGINEERING TECHNICAL	2	50.00	0.00
0810 CIVIL ENGINEERING	59	15.25	0.00
0819 ENVIRONMENTAL ENGINEERING	7	0.00	0.00
0830 MECHANICAL ENGINEERING	31	16.13	3.23
0850 ELECTRICAL ENGINEERING	11	9.09	0.00
0854 COMPUTER ENGINEERING	1	0.00	0.00
0855 ELECTRONICS ENGINEERING	37	13.51	2.70
0856 ELECTRONICS TECHNICAL	14	57.14	0.00
0861 AEROSPACE ENGINEERING	69	14.49	0.00
0896 INDUSTRIAL ENGINEERING	2	0.00	0.00
0899 ENGINEER & ARCHITECT STUDENT TRAINEE	17	23.53	5.88
0905 GENERAL ATTORNEY	18	50.00	0.00
1361 NAVIGATIONAL INFORMATION	23	43.48	4.35
1801 GENERAL INSP INVES AND COMP	49	30.61	2.04
1802 COMPLIANCE INSPECTION AND SUPPORT	19	31.58	5.26
1825 AVIATION SAFETY	275	24.00	0.36
2101 TRANSPORTATION SPECIALIST	398	27.89	1.76
2152 AIR TRAFFIC CONTROL	1571	7.07	0.38
2181 AIRCRAFT OPERATION	10	40.00	0.00

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. Advancement Program Plan

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The Department of Transportation developed a DOT-wide mentoring program that will incorporate people with disabilities and people with targeted disabilities. The agency also has online learning opportunities that are accessible to all FAA employees through a Training Management System and eLMS.

B. Career Development Opportunities

1. Please describe the career development opportunities that the agency provides to its employees.

The FAA offers the following to employees: fellowships, mentoring, coaching, training, and detail opportunities.

The Department of Transportation continues to promote and create career opportunities for all DOT Administrative Personnel for GS-9 and below to include career counseling, mentoring, interviewing, resume writing, and professional imaging workshops.

There are also Leadership Development Programs that are accessible to all employees. These programs include Program for Emerging Leaders (PEL); FAA Leadership & Learning Institute (FLLI); Senior Leadership Development Program (SLDP); Forum for Executive Excellence (FEE); Federal Executive Institute (FEI); Rotational Assignment Programs; Executive Development; and LOB/SO Leadership Programs.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	4,511	351	13.66	15.38	4.21	5.13
Fellowship Programs	0	0	0	0	0	0
Mentoring Programs	86	74	39.53	41.89	4.65	5.41
Coaching Programs	0	0	0	0	0	0
Training Programs	209	209	27.75	27.75	3.35	3.35
Detail Programs	105	4	12.38	0.00	0	0
Other Career Development Programs	107	0	14.95	6.25	0	0

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes," describe the trigger(s) in the text box.

- | | | |
|---------------------|--------|----|
| a. Applicants (PWD) | Answer | No |
| b. Selections (PWD) | Answer | No |

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes,” describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer No
 b. Selections (PWTD) Answer No

For Internship Programs, 4.21% of applicants are PWTD, while 5.13% of selectees are PWTD. In FY24, the mentoring, coaching, training, and other career development programs will update their tracking process.

C. Awards

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes,” please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer No
 b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

Time-Off Awards	Total (#)	Reported Disability	Without Reported Disability	Targeted Disability	Without Targeted Disability
Time-Off Awards 1 - 10 hours: Awards Given	7584	12.94	17.47	12.39	16.78
Time-Off Awards 11 - 20 hours: Awards Given	3193	9.30	6.55	10.28	6.96
Time-Off Awards 21 - 30 hours: Awards Given	785	2.41	1.58	2.01	1.72
Time-Off Awards 31 - 40 hours: Awards Given	438	1.47	0.86	1.06	0.96
Time-Off Awards 41+ hours: Awards Given	2	0.01	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability	Without Reportable Disability	Targeted Disability	Without Targeted Disability
Cash Awards: \$501 - \$999: Awards Given	2132	5.77	4.47	5.93	4.66
Cash Awards: \$1000 - \$1999: Awards Given	5046	13.72	10.56	14.62	11.03
Cash Awards: \$2000 - \$2999: Awards Given	1814	4.79	3.83	4.66	3.98
Cash Awards: \$3000 - \$3999: Awards Given	729	1.81	1.56	1.69	1.60
Cash Awards	Total (#)	Reportable Disability	Without Reportable Disability	Targeted Disability	Without Targeted Disability
Cash Awards: \$4000 - \$4999: Awards Given	96	0.14	0.23	0.21	0.21

Cash Awards: \$5000 or more: Awards Given	131	0.31	0.28	0.21	0.29
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2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes, please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer Yes
 b. Pay Increases (PWTD) Answer Yes

	PWD	PWTD
Benchmark	0.19%	0.21%
FAA Rate	18.29%	2.44%

Other Awards	Total (#)	Reported Disability	Targeted Disability	Without Targeted Disability
Total Performance Based Pay Increases awarded	21,143	30.76	26.06	46.96

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD) Answer N/A
 b. Other Types of Recognition (PWTD) Answer N/A

D. Promotions

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- a. SES
 i. Qualified Internal Applicants (PWD) Answer N/A
 ii. Internal Selections (PWD) Answer N/A
 b. Grade GS-15
 i. Qualified Internal Applicants (PWD) Answer No
 ii. Internal Selections (PWD) Answer Yes
 c. Grade GS-14
 i. Qualified Internal Applicants (PWD) Answer No
 ii. Internal Selections (PWD) Answer Yes
 d. Grade GS-13
 i. Qualified Internal Applicants (PWD) Answer No
 ii. Internal Selections (PWD) Answer Yes

For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the qualified selectees for promotions to the senior grade levels. Below are the percentages for PWD Internal Selections.				
	SES	GS-15	GS-14	GS-13
Benchmark	0.00%	18.92%	21.93%	21.99%

Internal Selection	0.00%	14.52%	15.10%	19.57%
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2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)	Answer	N/A
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ii. Internal Selections (PWTD)	Answer	N/A
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b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Answer	No
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ii. Internal Selections (PWTD)	Answer	Yes
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c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Answer	No
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ii. Internal Selections (PWTD)	Answer	Yes
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d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Answer	No
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ii. Internal Selections (PWTD)	Answer	Yes
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For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the qualified selectees for promotions to the senior grade levels. Below are the percentages for PWTD Internal Selections.

	SES	GS-15	GS-14	GS-13
Benchmark	0.00%	1.76%	2.30%	2.82%
Internal Selection	0.00%	0.83%	1.49%	1.78%

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- | | | | | |
|----|--------------------|-------|--------|-----|
| a. | New Hires to SES | (PWD) | Answer | No |
| b. | New Hires to GS-15 | (PWD) | Answer | Yes |
| c. | New Hires to GS-14 | (PWD) | Answer | No |
| d. | New Hires to GS-13 | (PWD) | Answer | No |

For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the qualified selectees for promotions to the senior grade levels. Below are the percentages for PWD Internal Selections.

	SES	GS-15	GS-14	GS-13
Benchmark	23.77%	27.65%	26.74%	21.29%
New Hires	42.86%	26.67%	34.48%	33.57%

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- | | | | | |
|----|--------------------|--------|--------|-----|
| a. | New Hires to SES | (PWTD) | Answer | Yes |
| b. | New Hires to GS-15 | (PWTD) | Answer | Yes |
| c. | New Hires to GS-14 | (PWTD) | Answer | Yes |
| d. | New Hires to GS-13 | (PWTD) | Answer | Yes |

For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the senior grade levels.

	SES	GS-15	GS-14	GS-13
Benchmark	3.00%	3.79%	4.85%	3.88%
New Hires	0.00%	3.33%	3.02%	2.45%

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer Yes
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer Yes

For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the internal selections to the supervisory positions.			
	Executives	Managers	Supervisors
Benchmark	18.67%	21.47%	4.85%
Internal Selections	14.49%	13.30%	9.09%

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer Yes
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer Yes

For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among the internal selections to the supervisory positions.			
	Executives	Managers	Supervisors
Benchmark	1.75%	2.18%	1.64%
Internal Selections	0.88%	1.39%	0.83%

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes,” describe the trigger(s) in the text box.

- a. New Hires for Executives (PWD) Answer Yes
- b. New Hires for Managers (PWD) Answer Yes
- c. New Hires for Supervisors (PWD) Answer N/A

For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWD among new hires to the supervisory positions. Supervisor Level positions had no external new hires.

	Executives	Managers	Supervisors
Benchmark	27.07%	34.26%	0.00%
New Hires	16.00%	0.00%	00.00%

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- a. New Hires for Executives (PWTD) Answer Yes
- b. New Hires for Managers (PWTD) Answer Yes
- c. New Hires for Supervisors (PWTD) Answer N/A

For FY 2023, the FAA looked at the qualified applicant pool as the benchmark for triggers involving PWTD among the new hires to the supervisory positions. Supervisor Level positions had no external new hires.

	Executives	Managers	Supervisors
Benchmark	3.62%	6.79%	0.00%
New Hires	0.00%	0.00%	0.00%

Section V: Plan to Improve Retention of PWDs

To be a model employer for PWDs, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer No

The FAA did not convert all Schedule A Employees eligible for conversion. FAA is currently reviewing the data and conducting an analysis of the process to determine the reason why all eligible Schedule A hires were not converted into competitive service and will create a conversion plan for all eligible Schedule A employees.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWD) Answer Yes
- b. Involuntary Separations (PWD) Answer Yes

	Voluntary Separations	Involuntary Separations
Inclusion Rate of PWD	6.33%	1.02%
Inclusion Rate of PWTD	5.41%	1.07%

The information including a description of how to file a complaint is located at:
<https://www.faa.gov/accessibility>.

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

The following Architectural Barriers Act guidance is posted on FAA's external facing website:

- **Architectural Barriers Act** [Architectural Barriers Act \(access-board.gov\)](#)
 - Online ABA Complaint Form [Home \(site.com\)](#)
 - Information on how complaints are handled [Access Board ABA Enforcement page](#)

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The FAA works collaboratively with the DOT's Disability Resource Center (DRC) to ensure all assistive technology is deployed agency wide. The DRC provides technical assistance to DOT/FAA staff on issues related to accessibility, facilities, and assistive technology.

C. Reasonable Accommodation Program

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average processing of a reasonable accommodation request is 25 business days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The People with Disabilities Program staff compiles weekly RA reports for the requests located in the Reasonable Accommodation Management System (RAMS). These reports are then provided ACR Service Areas ACR Directors (SACRD) for follow-up and assistance. SACRDs are required to follow the RA Standard Operating Procedures (SOP) guidance before processing any RA requests. The LOB/SO points of contacts are provided monthly reports updating them on total number of requests received and processed within 25 business days or less.

In FY23, all decision makers attended the mandatory RA training, and received hands-on training; enabling them to actively engage in the process. With the assistance of the LOB/SOs' POC, managers were encouraged to timely input all RA requests into the RAMS. To meet all required deadlines, the ACR Disability Program Manager and SACRD Team Leads consistently track all active requests with the assigned managers.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The following personal assistance services procedures are posted on the FAA external facing website:

- [Procedures for Providing Personal Assistance Services for Individuals with Disabilities | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#)
- Employee Assistance Program: https://my.faa.gov/org/centers/mmac/employee_services/eap/procedures
- National Link added: <https://nationaleap.com/employee-assistance-programs/>

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

In FY23 FAA had one finding of discrimination, citing the denial of a reasonable accommodation, based on a physical disability. Pursuant to the final agency decision, the following corrective action was timely completed:

- Complainant awarded compensatory damages;
 - Training required and completed by the management officials named in the decision; and
- The order was posted at the Air Traffic Control facility named in the complaint.

B. EEO Complaint Data involving Reasonable Accommodation

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

In FY23 FAA had one finding of discrimination, citing the denial of a reasonable accommodation, based on a physical disability. Pursuant to the final agency decision, the following corrective action was timely completed:

- Complainant awarded compensatory damages;
- Training required and completed by the management officials named in the decision; and
- The order was posted at the Air Traffic Control facility named in the complaint.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1	People with targeted disabilities (PWTD) have a low participation rate in the FAA workforce.	
Barrier(s)	Recruitment Practices: the agency focuses its recruitment efforts by distributing competitive vacancy announcements.	
Objective(s)	Increase hiring manager and HR Specialist awareness and knowledge of how to use non-competitive hiring authorities for individuals with disabilities (Schedule A; "On-the-Spot"). Increased awareness of this hiring flexibility will serve the longstanding FAA goal that three percent of all new hires should be PWTD.	
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
Angelia Neal, Assistant Administrator for Human Resources, AHR-1		Yes
John P. Benison, Assistant Administrator for Civil Rights, ACR-1		Yes
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
No		No
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables		
Complaint Data (Trends)		
Grievance Data (Trends)		
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)		
Climate Assessment Survey (e.g., FEVS)		
Exit Interview Data		
Focus Groups		
Interviews		

Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)				
Other (Please Describe)				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
July 2024	<p>ACR-1 initiated a detail for the first Chief Diversity Officer (CDO), assigned to the Office of Civil Rights. The role of the Director currently detailed in this position is to develop an organizational structure to include:</p> <ul style="list-style-type: none"> • CDO position description • Performance Standards • Staffing requirements 	Yes		
Ongoing	The ACR and AHR will analyze data regarding disability status reporting of preference eligible veterans to determine what, if any, outreach education should be developed to encourage identifying as a PWD/PWTD.	Yes		Ongoing
Fiscal Year	Accomplishments			
2023	FAA hired a new People with Disabilities Program Manager that onboarded in November FY23. In FY22, an EEO Specialist was hired in support of the disability program.			
2023	The National Coalition of Federal Aviation Employees with Disabilities (NCFAED) presented the first Keller-Sullivan Award Initiative, named in honor of Anne Sullivan’s unique teaching approach with Hellen Keller. This awards program encourages employees and contractors to honor exemplary employees or staff offices that recognize the daily struggle of an individual with a physical or mental disability and was instrumental in recognizing and surpassing the barriers prohibiting a successful transition in the agency.			
2023	To enhance the hiring goal initiative, FAA’s communications/awareness campaign encouraged employee self-identification of their Race, National Origin (RNO) and disability status. As a result of this successful campaign, the Department’s Employee Express system was revised to accurately capture hiring statistical data.			
2023	In FY22, 16.26% of the agency’s workforce identified as having a disability. In our commitment to identifying strategies that foster fairness and inclusion for people with disabilities, we hosted four (4) agency-wide information sessions, equipping hiring managers and supervisors with the tools to effectively hire people with disabilities. As a direct result, on May 31, 2023, 16.60% of the agency’s workforce identified as having a disability, with 2.0% of those individuals identified as a PWTD, exceeding our targeted 12% hiring goal for PWD and 2% hiring goal for PWTD.			
2023	Hosted the 4 th Annual ATO DEIA Month “Valuable Perspectives, Elevate Voices”; which included 675 in-person participants, moderated discussions, EEO credited training sessions, and culminated with the first ever “STEMbration”; which was a collaboration with the HQ Childcare Center and provided several interactive activities, to include a live drone demonstration.			
2023	ATO hosted a DEIA Workshop titled “What’s the Big IDEA?”, which is designed increase the awareness and understanding of DEIA components and how it relates to the ATO. Over 1,000 employees participated in the workshop, and sessions were held at three Employee Association Training Conferences, and the “Big IDEA” presentation was also shared in a hybrid format during ATO DEIA Month.			
2023	ATO Leadership set a goal of 100% of ATO Managers to complete EEO training above the Agency Goal of 75%. ATO ended the year with 98% of Managers, and 64% of employees who completed the required training.			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

All of FAA's FY23 planned activities were fully implemented.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

The activities that were completed allowed us to provide information about how to apply for positions at FAA and utilize non-competitive hiring authorities for PWD/PWTD and veterans with disabilities for hiring managers. Through these activities the Agency was able to bring awareness to people with disabilities (PWD) and targeted disabilities (PWTD) about the agency's job opportunities.

Our ADP program continues to recruit PWD and PWTD candidates. After completing one year of experience in an Air Route Traffic Control Center (ARTCC), candidates have the potential to convert to a 2152 upon successfully meeting existing 2152 criteria at one of the 10 Air Route Centers. If a candidate is not successful in the pilot program, their resume is placed in our TrackStarHire database. This database stores resumes of potential PWD/PWTD applicants and may be shared with hiring managers if they have a vacant position. This also increases the potential hiring of PWTD candidates for eligible positions.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

In FY22, the agency implemented an Organizational Strategic Goal (OSI) to target increasing the hiring of PWD/PWTD over the next three years. The agency plans to increase the participation rate of PWD/PWTD by 1% each fiscal year over the next three years. The agency LOB/SOs will also promote the hiring goals and resources to increase the hiring of PWD/PWTD through senior leadership communication to hiring managers. The agency successfully met this year's hiring goal of PWD/PWTD, which can be contributed to the increased outreach and awareness regarding people with disabilities (PWD) and people with targeted disabilities (PWTD), particularly the training and information sessions on the recruitment and hiring of PWD/PWTD.

The agency continues to develop, execute, and improve the ADP Program to build and champion a diverse and capable Air Traffic Control Conversion Program for PWD/PWTDs. This program allows PWD/PWTD candidates to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with the potential to convert to a 2152 upon successfully meeting existing 2152 criteria at 10 Air Route Centers.

TAB 9

Tables by RNO and Gender

“A” Data Tables Table of Contents

Table A1: Total Workforce Distribution by Race, Ethnicity, and Sex

Table A2: Permanent Workforce by Component Distribution by Race, Ethnicity, and Sex

Table A3: Occupational Categories Distribution by Race, Ethnicity, and Sex (Permanent)

Table A4P: Participation Rate for General Schedule Grades by Race, Ethnicity, and Sex (Permanent)

Table A4T: Participation Rate for General Schedule Grades by Race, Ethnicity, and Sex (Temporary)

Table A5P: Salary Distribution by Race, Ethnicity, and Sex (Permanent)

Table A5T: Salary Distribution by Race, Ethnicity, and Sex (Temporary)

Table A6P: Mission Critical Occupations Distribution by Race, Ethnicity, and Sex (Permanent)

Table A6T: Mission Critical Occupations Distribution by Race, Ethnicity, and Sex (Temporary)

Table A7P: New Hires for Mission Critical Occupations by Race, Ethnicity, and Sex (Permanent)

Table A7T: New Hires for Mission Critical Occupations by Race, Ethnicity, and Sex (Temporary)

Table A8: New Hires by Type of Appointment by Distribution by Race, Ethnicity, and Sex

Table A9P: Internal Competitive Promotions for Mission Critical Occupations by Race, Ethnicity, and Sex (Permanent)

Table A9T: Internal Competitive Promotions for Mission Critical Occupations by Race, Ethnicity, and Sex (Temporary)

Table A11: Internal Competitive Promotions for Senior Grade Level by Race, Ethnicity, and Sex (Permanent)

Table A12: Career Development in Senior Grade Levels Distribution by Race, Ethnicity, and Sex (Permanent)

Table A13: Employee Recognition and Awards Distribution by Race, Ethnicity, and Sex (Permanent)

Table A15: New Hires for Senior Grade Levels by Race, Ethnicity, and Sex (Permanent)

Table A16: Distribution by Race, Ethnicity, and Sex

Table A17: Grade Levels for Management Positions Distribution by Race, Ethnicity, and Sex (Permanent)

Table A18: New Hires for Management Positions by Race, Ethnicity, and Sex (Permanent)

Table A19: Internal Competitive Promotions for Management Positions by Race, Ethnicity, and Sex (Permanent)

Table A20: Career Development for Management Positions Distribution by Race, Ethnicity, and Sex (Permanent)

Worksheet A1: Total Workforce - Distribution by Race/Ethnicity and Sex

Employment Tenure	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
TOTAL																	
Prior FY #	44642	34026	10616	3240	957	24954	6565	2798	2017	1737	629	158	47	261	111	878	290
Prior FY %	100.00	76.22	23.78	7.26	2.14	55.90	14.71	6.27	4.52	3.89	1.41	0.35	0.11	0.58	0.25	1.97	0.65
Current FY #	45448	34698	10750	3475	1023	25130	6549	2869	2024	1835	640	157	49	249	109	983	356
Current FY %	100.00	76.35	23.65	7.65	2.25	55.29	14.41	6.31	4.45	4.04	1.41	0.35	0.11	0.55	0.24	2.16	0.78
CLF 2014 -2018%	100.00	51.79	48.21	6.82	6.16	35.64	31.82	5.70	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0.00	0.00	0.00	0.00	0.00	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 #	806	672	134	235	66	176	-16	71	7	98	11	-1	2	-12	-2	105	66
Ratio Change %	0.00	0.13	-0.13	0.39	0.11	-0.60	-0.30	0.05	-0.06	0.15	0.00	-0.01	0.00	-0.04	-0.01	0.20	0.13
Net Change %	1.81	1.97	1.26	7.25	6.90	0.71	-0.24	2.54	0.35	5.64	1.75	-0.63	4.26	-4.60	-1.80	11.96	22.76
PERMANENT																	
Prior FY #	43807	33448	10359	3155	912	24622	6453	2732	1955	1673	603	155	46	260	109	851	281
Prior FY %	100.00	76.35	23.65	7.20	2.08	56.21	14.73	6.24	4.46	3.82	1.38	0.35	0.11	0.59	0.25	1.94	0.64
Current FY #	44412	33929	10483	3363	980	24699	6433	2753	1959	1760	615	154	48	248	107	952	341
Current FY %	100.00	76.40	23.60	7.57	2.21	55.61	14.48	6.20	4.41	3.96	1.38	0.35	0.11	0.56	0.24	2.14	0.77
Difference #	605	481	124	208	68	77	-20	21	4	87	12	-1	2	-12	-2	101	60
Ratio Change %	0.00	0.04	-0.04	0.37	0.12	-0.59	-0.25	-0.04	-0.05	0.14	0.01	-0.01	0.00	-0.04	-0.01	0.20	0.13
Net Change %	1.38	1.44	1.20	6.59	7.46	0.31	-0.31	0.77	0.20	5.20	1.99	-0.65	4.35	-4.62	-1.83	11.87	21.35
TEMPORARY																	
Prior FY #	835	578	257	85	45	332	112	66	62	64	26	3	1	1	2	27	9
Prior FY %	100.00	69.22	30.78	10.18	5.39	39.76	13.41	7.90	7.43	7.66	3.11	0.36	0.12	0.12	0.24	3.23	1.08
Current FY #	1036	769	267	112	43	431	116	116	65	75	25	3	1	1	2	31	15
Current FY %	100.00	74.23	25.77	10.81	4.15	41.60	11.20	11.20	6.27	7.24	2.41	0.29	0.10	0.10	0.19	2.99	1.45
Difference #	201	191	10	27	-2	99	4	50	3	11	-1	0	0	0	0	4	6
Ratio Change %	0.00	5.01	-5.01	0.63	-1.24	1.84	-2.22	3.29	-1.15	-0.43	-0.70	-0.07	-0.02	-0.02	-0.05	-0.24	0.37
Net Change %	24.07	33.04	3.89	31.76	-4.44	29.82	3.57	75.76	4.84	17.19	-3.85	0.00	0.00	0.00	0.00	14.81	66.67

Worksheet A2: Permanent Workforce by Component - Distribution by Race/Ethnicity and Sex

Employment Tenure	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Permanent Workforce #	44412	33929	10483	3363	980	24699	6433	2753	1959	1760	615	154	48	248	107	952	341
Permanent Workforce %	100.00	76.40	23.60	7.57	2.21	55.61	14.48	6.20	4.41	3.96	1.38	0.35	0.11	0.56	0.24	2.14	0.77
CLF 2014 -2018%	100.00	51.79	48.21	6.82	6.16	35.64	31.82	5.70	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AAE #	22	11	11	0	2	7	3	4	6	0	0	0	0	0	0	0	0
AAE %	100.00	50.00	50.00	0.00	9.09	31.82	13.64	18.18	27.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ACR #	71	25	46	2	6	10	15	12	17	0	3	0	1	0	0	1	4
ACR %	100.00	35.21	64.79	2.82	8.45	14.08	21.13	16.90	23.94	0.00	4.23	0.00	1.41	0.00	0.00	1.41	5.63
AFN #	2553	1435	1118	84	66	951	642	212	260	114	94	3	1	22	21	49	34
AFN %	100.00	56.21	43.79	3.29	2.59	37.25	25.15	8.30	10.18	4.47	3.68	0.12	0.04	0.86	0.82	1.92	1.33
AGC #	256	112	144	7	13	90	95	7	30	7	4	0	0	0	0	1	2
AGC %	100.00	43.75	56.25	2.73	5.08	35.16	37.11	2.73	11.72	2.73	1.56	0.00	0.00	0.00	0.00	0.39	0.78
AGI #	8	2	6	1	0	1	2	0	4	0	0	0	0	0	0	0	0
AGI %	100.00	25.00	75.00	12.50	0.00	12.50	25.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AHR #	496	165	331	19	29	95	138	41	136	4	14	0	1	0	2	6	11
AHR %	100.00	33.27	66.73	3.83	5.85	19.15	27.82	8.27	27.42	0.81	2.82	0.00	0.20	0.00	0.40	1.21	2.22
ANG #	795	555	240	35	11	398	125	46	74	68	26	1	0	1	2	6	2
ANG %	100.00	69.81	30.19	4.40	1.38	50.06	15.72	5.79	9.31	8.55	3.27	0.13	0.00	0.13	0.25	0.75	0.25
AOA #	9	4	5	0	0	3	1	1	4	0	0	0	0	0	0	0	0
AOA %	100.00	44.44	55.56	0.00	0.00	33.33	11.11	11.11	44.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AOC #	60	23	37	2	1	16	21	3	13	0	1	0	0	0	0	2	1
AOC %	100.00	38.33	61.67	3.33	1.67	26.67	35.00	5.00	21.67	0.00	1.67	0.00	0.00	0.00	0.00	3.33	1.67
APL #	309	152	157	11	17	108	96	12	30	19	5	0	0	0	2	2	7
APL %	100.00	49.19	50.81	3.56	5.50	34.95	31.07	3.88	9.71	6.15	1.62	0.00	0.00	0.00	0.65	0.65	2.27
ARP #	666	396	270	40	18	253	172	60	52	23	15	3	2	3	2	14	9
ARP %	100.00	59.46	40.54	6.01	2.70	37.99	25.83	9.01	7.81	3.45	2.25	0.45	0.30	0.45	0.30	2.10	1.35

Worksheet A4P: Participation Rates for General Schedule Grades by Race/Ethnicity and Sex [Permanent]

GS/GM/GL GRADES	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
GS-03 %	100.00	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	35	11	24	1	3	7	15	1	2	2	0	0	0	0	0	0	4
GS-05 %	100.00	31.43	68.57	2.86	8.57	20.00	42.86	2.86	5.71	5.71	0.00	0.00	0.00	0.00	0.00	0.00	11.43
GS-06 #	48	25	23	4	3	12	14	6	3	0	0	0	0	2	2	1	1
GS-06 %	100.00	52.08	47.92	8.33	6.25	25.00	29.17	12.50	6.25	0.00	0.00	0.00	0.00	4.17	4.17	2.08	2.08
GS-07 #	416	135	281	8	29	72	143	42	75	5	16	0	6	0	6	8	6
GS-07 %	100.00	32.45	67.55	1.92	6.97	17.31	34.38	10.10	18.03	1.20	3.85	0.00	1.44	0.00	1.44	1.92	1.44
GS-08 #	821	681	140	103	30	461	74	45	15	37	5	3	1	1	0	31	15
GS-08 %	100.00	82.95	17.05	12.55	3.65	56.15	9.01	5.48	1.83	4.51	0.61	0.37	0.12	0.12	0.00	3.78	1.83
GS-09 #	2035	1143	892	154	119	726	492	128	162	61	52	15	7	11	16	48	44
GS-09 %	100.00	56.17	43.83	7.57	5.85	35.68	24.18	6.29	7.96	3.00	2.56	0.74	0.34	0.54	0.79	2.36	2.16
GS-10 #	661	581	80	104	11	355	56	55	8	36	2	5	0	7	2	19	1
GS-10 %	100.00	87.90	12.10	15.73	1.66	53.71	8.47	8.32	1.21	5.45	0.30	0.76	0.00	1.06	0.30	2.87	0.15
GS-11 #	2626	1882	744	193	95	1391	425	144	130	74	42	4	2	5	10	71	40
GS-11 %	100.00	71.67	28.33	7.35	3.62	52.97	16.18	5.48	4.95	2.82	1.60	0.15	0.08	0.19	0.38	2.70	1.52
GS-12 #	7888	6316	1572	713	169	4538	924	495	311	271	94	42	2	53	14	204	58
GS-12 %	100.00	80.07	19.93	9.04	2.14	57.53	11.71	6.28	3.94	3.44	1.19	0.53	0.03	0.67	0.18	2.59	0.74
GS-13 #	8137	6192	1945	671	183	4253	1106	553	419	456	153	26	16	49	19	184	49
GS-13 %	100.00	76.10	23.90	8.25	2.25	52.27	13.59	6.80	5.15	5.60	1.88	0.32	0.20	0.60	0.23	2.26	0.60
GS-14 #	17355	13690	3665	1175	262	10448	2470	936	594	676	201	47	10	88	31	320	97
GS-14 %	100.00	78.88	21.12	6.77	1.51	60.20	14.23	5.39	3.42	3.90	1.16	0.27	0.06	0.51	0.18	1.84	0.56
GS-15 #	4200	3145	1055	228	76	2344	664	331	231	133	48	12	4	31	7	66	25
GS-15 %	100.00	74.88	25.12	5.43	1.81	55.81	15.81	7.88	5.50	3.17	1.14	0.29	0.10	0.74	0.17	1.57	0.60
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	44225	33804	10421	3354	980	24609	6383	2737	1950	1751	613	154	48	247	107	952	340
Total GS Employees %	100.00	76.44	23.56	7.58	2.22	55.64	14.43	6.19	4.41	3.96	1.39	0.35	0.11	0.56	0.24	2.15	0.77
SES #	187	125	62	9	0	90	50	16	9	9	2	0	0	1	0	0	1
SES %	100.00	66.84	33.16	4.81	0.00	48.13	26.74	8.56	4.81	4.81	1.07	0.00	0.00	0.53	0.00	0.00	0.53
Other Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	0.00	0.00	0.00	0.00	0.00	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 Senior Pay #	187	125	62	9	0	90	50	16	9	9	2	0	0	1	0	0	1
Total Senior Pay %	100.00	66.84	33.16	4.81	0.00	48.13	26.74	8.56	4.81	4.81	1.07	0.00	0.00	0.53	0.00	0.00	0.53

Worksheet A5P: Salary - Distribution by Race/Ethnicity and Sex [Permanent]

Salary Range	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	14	5	9	1	0	3	6	0	0	1	0	0	0	0	0	0	3
\$30,001-\$40,000 %	100.00	35.71	64.29	7.14	0.00	21.43	42.86	0.00	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	21.43
\$40,001-\$50,000 #	96	36	60	5	7	20	36	7	10	1	2	0	0	2	1	1	4
\$40,001-\$50,000 %	100.00	37.50	62.50	5.21	7.29	20.83	37.50	7.29	10.42	1.04	2.08	0.00	0.00	2.08	1.04	1.04	4.17
\$50,001-\$60,000 #	944	626	318	77	45	422	167	70	56	27	18	1	4	2	7	27	21
\$50,001-\$60,000 %	100.00	66.31	33.69	8.16	4.77	44.70	17.69	7.42	5.93	2.86	1.91	0.11	0.42	0.21	0.74	2.86	2.22
\$60,001-\$70,000 #	955	466	489	76	63	268	277	69	86	28	26	4	3	2	8	19	26
\$60,001-\$70,000 %	100.00	48.80	51.20	7.96	6.60	28.06	29.01	7.23	9.01	2.93	2.72	0.42	0.31	0.21	0.84	1.99	2.72
\$70,001-\$80,000 #	1697	1001	696	114	96	683	407	89	119	57	27	7	4	6	10	45	33
\$70,001-\$80,000 %	100.00	58.99	41.01	6.72	5.66	40.25	23.98	5.24	7.01	3.36	1.59	0.41	0.24	0.35	0.59	2.65	1.94
\$80,001-\$90,000 #	2429	1702	727	245	89	1150	413	146	138	78	42	8	6	11	12	64	27
\$80,001-\$90,000 %	100.00	70.07	29.93	10.09	3.66	47.34	17.00	6.01	5.68	3.21	1.73	0.33	0.25	0.45	0.49	2.63	1.11
\$90,001-\$100,000 #	3647	2939	708	396	74	2028	395	233	153	140	49	22	1	20	10	100	26
\$90,001-\$100,000 %	100.00	80.59	19.41	10.86	2.03	55.61	10.83	6.39	4.20	3.84	1.34	0.60	0.03	0.55	0.27	2.74	0.71
\$100,001-\$110,000 #	3922	3179	743	346	75	2280	433	243	150	158	49	17	7	21	7	114	22
\$100,001-\$110,000 %	100.00	81.06	18.94	8.82	1.91	58.13	11.04	6.20	3.82	4.03	1.25	0.43	0.18	0.54	0.18	2.91	0.56
\$110,001-\$120,000 #	3547	2775	772	281	74	1966	450	258	165	138	56	20	1	29	4	83	22
\$110,001-\$120,000 %	100.00	78.24	21.76	7.92	2.09	55.43	12.69	7.27	4.65	3.89	1.58	0.56	0.03	0.82	0.11	2.34	0.62
\$120,001-\$130,000 #	3705	2882	823	263	67	2130	475	223	173	146	64	10	3	27	11	83	30
\$120,001-\$130,000 %	100.00	77.79	22.21	7.10	1.81	57.49	12.82	6.02	4.67	3.94	1.73	0.27	0.08	0.73	0.30	2.24	0.81
\$130,001-\$140,000 #	3183	2481	702	245	69	1814	432	202	128	130	49	11	2	16	5	63	17
\$130,001-\$140,000 %	100.00	77.95	22.05	7.70	2.17	56.99	13.57	6.35	4.02	4.08	1.54	0.35	0.06	0.50	0.16	1.98	0.53
\$140,001-\$150,000 #	3170	2470	700	224	61	1805	440	182	144	157	28	14	3	18	6	70	18
\$140,001-\$150,000 %	100.00	77.92	22.08	7.07	1.92	56.94	13.88	5.74	4.54	4.95	0.88	0.44	0.09	0.57	0.19	2.21	0.57
\$150,001-\$160,000 #	2963	2331	632	208	41	1751	419	153	104	138	40	9	5	13	5	59	18
\$150,001-\$160,000 %	100.00	78.67	21.33	7.02	1.38	59.10	14.14	5.16	3.51	4.66	1.35	0.30	0.17	0.44	0.17	1.99	0.61
\$160,001-\$170,000 #	3256	2614	642	198	51	1991	418	177	106	137	40	14	3	23	4	74	20
\$160,001-\$170,000 %	100.00	80.28	19.72	6.08	1.57	61.15	12.84	5.44	3.26	4.21	1.23	0.43	0.09	0.71	0.12	2.27	0.61
\$170,001-\$180,000 #	3168	2483	685	221	40	1898	492	165	97	134	31	6	1	12	6	47	18
\$170,001-\$180,000 %	100.00	78.38	21.62	6.98	1.26	59.91	15.53	5.21	3.06	4.23	0.98	0.19	0.03	0.38	0.19	1.48	0.57

Worksheet A7P: New Hires for Mission-Critical Occupations by Race/Ethnicity and Sex [Permanent]

New Hires for Mission-Critical Occupations	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series:		0110															
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	2064	1431	582	234	79	749	219	225	188	170	66	6	1	14	7	33	22
Voluntarily Identified Applicants %	100.00	69.33	28.20	11.34	3.83	36.29	10.61	10.90	9.11	8.24	3.20	0.29	0.05	0.68	0.34	1.60	1.07
Qualified External Applicants #	1315	917	357	153	49	506	150	119	94	107	46	2	1	8	5	22	12
Qualified External Applicants %	100.00	69.73	27.15	11.63	3.73	38.48	11.41	9.05	7.15	8.14	3.50	0.15	0.08	0.61	0.38	1.67	0.91
Referred Applicants #	1315	917	357	153	49	506	150	119	94	107	46	2	1	8	5	22	12
Referred Applicants %	100.00	69.73	27.15	11.63	3.73	38.48	11.41	9.05	7.15	8.14	3.50	0.15	0.08	0.61	0.38	1.67	0.91
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	68.04	31.96	5.35	1.98	52.31	24.07	3.97	1.71	5.08	3.05	0.07	0	0.1	0.3	1.19	0.89
Job Series:		0602															
Vacancy Announcements #	15																
Voluntarily Identified Applicants #	473	287	170	31	20	154	58	48	58	39	23	1	1	4	4	10	6
Voluntarily Identified Applicants %	100.00	60.68	35.94	6.55	4.23	32.56	12.26	10.15	12.26	8.25	4.86	0.21	0.21	0.85	0.85	2.11	1.27
Qualified External Applicants #	126	92	30	10	2	53	13	7	7	15	5	0	0	2	2	5	1
Qualified External Applicants %	100.00	73.02	23.81	7.94	1.59	42.06	10.32	5.56	5.56	11.90	3.97	0.00	0.00	1.59	1.59	3.97	0.79
Referred Applicants #	126	92	30	10	2	53	13	7	7	15	5	0	0	2	2	5	1
Referred Applicants %	100.00	73.02	23.81	7.94	1.59	42.06	10.32	5.56	5.56	11.90	3.97	0.00	0.00	1.59	1.59	3.97	0.79
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	64	36	3.76	2.31	45.84	22.31	2.29	2.48	10.63	7.83	0.04	0.01	0.08	0.05	1.37	1
Job Series:		0801															
Vacancy Announcements #	40																
Voluntarily Identified Applicants #	3387	2618	634	438	101	1206	254	410	151	474	98	9	2	21	3	60	25
Voluntarily Identified Applicants %	100.00	77.30	18.72	12.93	2.98	35.61	7.50	12.11	4.46	13.99	2.89	0.27	0.06	0.62	0.09	1.77	0.74
Qualified External Applicants #	2401	1854	441	317	72	887	185	243	97	348	70	5	0	11	2	43	15
Qualified External Applicants %	100.00	77.22	18.37	13.20	3.00	36.94	7.71	10.12	4.04	14.49	2.92	0.21	0.00	0.46	0.08	1.79	0.62
Referred Applicants #	2377	1834	438	313	72	880	185	239	96	344	68	5	0	11	2	42	15
Referred Applicants %	100.00	77.16	18.43	13.17	3.03	37.02	7.78	10.05	4.04	14.47	2.86	0.21	0.00	0.46	0.08	1.77	0.63
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	8	5	2	1	0	3	0	0	1	1	1	0	0	0	0	0	0
External Selections %	100.00	62.50	25.00	12.50	0.00	37.50	0.00	0.00	12.50	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	87.11	12.89	5.88	0.99	65.59	8.56	3.76	0.89	9.88	2.06	0.07	0.04	0.20	0.05	1.72	0.31
Job Series:		0802															
Vacancy Announcements #	19																
Voluntarily Identified Applicants #	2687	2373	270	385	53	1302	100	340	83	207	16	30	1	70	7	39	10
Voluntarily Identified Applicants %	100.00	88.31	10.05	14.33	1.97	48.46	3.72	12.65	3.09	7.70	0.60	1.12	0.04	2.61	0.26	1.45	0.37
Qualified External Applicants #	2326	2045	246	336	48	1134	92	275	76	178	14	26	1	61	6	35	9
Qualified External Applicants %	100.00	87.92	10.58	14.45	2.06	48.75	3.96	11.82	3.27	7.65	0.60	1.12	0.04	2.62	0.26	1.50	0.39
Referred Applicants #	2324	2043	246	334	48	1134	92	275	76	178	14	26	1	61	6	35	9

Referred Applicants %	100.00	87.91	10.59	14.37	2.07	48.80	3.96	11.83	3.27	7.66	0.60	1.12	0.04	2.62	0.26	1.51	0.39
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00
CLF %	100	82.48	17.52	8.80	1.89	61.92	11.85	5.35	1.78	4.21	1.48	0.10	0.03	0.46	0.11	1.64	0.38
Job Series:		0803															
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	654	494	132	87	18	249	49	89	39	53	18	1	0	6	3	9	5
Voluntarily Identified Applicants %	100.00	75.54	20.18	13.30	2.75	38.07	7.49	13.61	5.96	8.10	2.75	0.15	0.00	0.92	0.46	1.38	0.76
Qualified External Applicants #	447	329	95	63	13	153	35	53	27	50	15	0	0	1	2	9	3
Qualified External Applicants %	100.00	73.60	21.25	14.09	2.91	34.23	7.83	11.86	6.04	11.19	3.36	0.00	0.00	0.22	0.45	2.01	0.67
Referred Applicants #	447	329	95	63	13	153	35	53	27	50	15	0	0	1	2	9	3
Referred Applicants %	100.00	73.60	21.25	14.09	2.91	34.23	7.83	11.86	6.04	11.19	3.36	0.00	0.00	0.22	0.45	2.01	0.67
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21	0.49
Job Series:		0804															
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	659	567	83	76	13	344	36	98	24	25	7	6	0	7	0	11	3
Voluntarily Identified Applicants %	100.00	86.04	12.59	11.53	1.97	52.20	5.46	14.87	3.64	3.79	1.06	0.91	0.00	1.06	0.00	1.67	0.46
Qualified External Applicants #	83	68	14	10	0	47	6	5	5	4	2	0	0	1	0	1	1
Qualified External Applicants %	100.00	81.93	16.87	12.05	0.00	56.63	7.23	6.02	6.02	4.82	2.41	0.00	0.00	1.20	0.00	1.20	1.20
Referred Applicants #	83	68	14	10	0	47	6	5	5	4	2	0	0	1	0	1	1
Referred Applicants %	100.00	81.93	16.87	12.05	0.00	56.63	7.23	6.02	6.02	4.82	2.41	0.00	0.00	1.20	0.00	1.20	1.20
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21	0.49
Job Series:		0808															
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	8	8	0	1	0	4	0	1	0	2	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100.00	100.00	0.00	12.50	0.00	50.00	0.00	12.50	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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	0.00
Referred Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00
CLF %	100	74.34	25.66	6.02	1.99	60.39	20.17	2.07	0.74	4.31	2.08	0.05	0.02	0.12	0.07	1.38	0.59
Job Series:		0810															
Vacancy Announcements #	17																
Voluntarily Identified Applicants #	891	677	179	96	26	339	87	84	31	120	22	5	2	8	2	25	9
Voluntarily Identified Applicants %	100.00	75.98	20.09	10.77	2.92	38.05	9.76	9.43	3.48	13.47	2.47	0.56	0.22	0.90	0.22	2.81	1.01
Qualified External Applicants #	700	535	136	73	18	274	67	61	23	96	21	3	2	7	2	21	3

Qualified External Applicants %	100.00	76.43	19.43	10.43	2.57	39.14	9.57	8.71	3.29	13.71	3.00	0.43	0.29	1.00	0.29	3.00	0.43
Referred Applicants #	685	522	134	72	18	267	65	60	23	92	21	3	2	7	2	21	3
Referred Applicants %	100.00	76.20	19.56	10.51	2.63	38.98	9.49	8.76	3.36	13.43	3.07	0.44	0.29	1.02	0.29	3.07	0.44
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	5	5	0	0	0	3	0	1	0	1	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	60.00	0.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	86.34	13.66	6.11	1.20	68.17	9.82	3.49	0.81	6.74	1.47	0.07	0.02	0.21	0.04	1.54	0.30
Job Series:	0819																
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	636	400	216	54	30	210	98	54	45	60	31	2	3	7	4	13	5
Voluntarily Identified Applicants %	100.00	62.89	33.96	8.49	4.72	33.02	15.41	8.49	7.08	9.43	4.87	0.31	0.47	1.10	0.63	2.04	0.79
Qualified External Applicants #	514	319	179	43	27	175	82	32	35	51	24	2	3	5	4	11	4
Qualified External Applicants %	100.00	62.06	34.82	8.37	5.25	34.05	15.95	6.23	6.81	9.92	4.67	0.39	0.58	0.97	0.78	2.14	0.78
Referred Applicants #	514	319	179	43	27	175	82	32	35	51	24	2	3	5	4	11	4
Referred Applicants %	100.00	62.06	34.82	8.37	5.25	34.05	15.95	6.23	6.81	9.92	4.67	0.39	0.58	0.97	0.78	2.14	0.78
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	70.58	29.42	4.28	2.15	55.23	21.67	4.33	2.29	4.84	2.60	0.09	0.05	0.45	0.14	1.34	0.50
Job Series:	0830																
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	1525	1297	182	232	30	642	89	153	33	212	23	8	3	20	0	30	4
Voluntarily Identified Applicants %	100.00	85.05	11.93	15.21	1.97	42.10	5.84	10.03	2.16	13.90	1.51	0.52	0.20	1.31	0.00	1.97	0.26
Qualified External Applicants #	1250	1060	146	197	23	532	71	101	27	187	20	4	2	16	0	23	3
Qualified External Applicants %	100.00	84.80	11.68	15.76	1.84	42.56	5.68	8.08	2.16	14.96	1.60	0.32	0.16	1.28	0.00	1.84	0.24
Referred Applicants #	1250	1060	146	197	23	532	71	101	27	187	20	4	2	16	0	23	3
Referred Applicants %	100.00	84.80	11.68	15.76	1.84	42.56	5.68	8.08	2.16	14.96	1.60	0.32	0.16	1.28	0.00	1.84	0.24
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00
CLF %	100	91.65	8.35	5.63	0.61	75.09	5.94	3.27	0.46	6.09	1.08	0.07	0.00	0.20	0.02	1.31	0.23
Job Series:	0850																
Vacancy Announcements #	7																
Voluntarily Identified Applicants #	735	642	72	114	11	265	29	117	11	133	19	0	0	3	1	10	1
Voluntarily Identified Applicants %	100.00	87.35	9.80	15.51	1.50	36.05	3.95	15.92	1.50	18.10	2.59	0.00	0.00	0.41	0.14	1.36	0.14
Qualified External Applicants #	581	500	64	97	10	209	25	79	10	104	17	0	0	2	1	9	1
Qualified External Applicants %	100.00	86.06	11.02	16.70	1.72	35.97	4.30	13.60	1.72	17.90	2.93	0.00	0.00	0.34	0.17	1.55	0.17
Referred Applicants #	581	500	64	97	10	209	25	79	10	104	17	0	0	2	1	9	1
Referred Applicants %	100.00	86.06	11.02	16.70	1.72	35.97	4.30	13.60	1.72	17.90	2.93	0.00	0.00	0.34	0.17	1.55	0.17
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	91.16	8.84	6.30	0.93	67.69	5.29	4.68	0.85	10.34	1.58	0.08	0.00	0.14	0.03	1.93	0.17
Job Series:	0854																
Vacancy Announcements #	5																
Voluntarily Identified Applicants #	931	747	152	119	25	274	38	125	44	189	40	4	0	7	1	29	4

Voluntarily Identified Applicants %	100.00	80.24	16.33	12.78	2.69	29.43	4.08	13.43	4.73	20.30	4.30	0.43	0.00	0.75	0.11	3.11	0.43
Qualified External Applicants #	614	482	108	76	15	165	30	68	30	148	31	3	0	2	0	20	2
Qualified External Applicants %	100.00	78.50	17.59	12.38	2.44	26.87	4.89	11.07	4.89	24.10	5.05	0.49	0.00	0.33	0.00	3.26	0.33
Referred Applicants #	614	482	108	76	15	165	30	68	30	148	31	3	0	2	0	20	2
Referred Applicants %	100.00	78.50	17.59	12.38	2.44	26.87	4.89	11.07	4.89	24.10	5.05	0.49	0.00	0.33	0.00	3.26	0.33
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	86.59	13.41	2.44	1.22	62.20	8.54	3.66	0.00	12.20	3.66	0.00	0.00	3.66	0.00	2.44	0.00

Job Series: 0855

Vacancy Announcements #	15																
Voluntarily Identified Applicants #	1249	1073	127	185	20	420	33	222	38	203	33	5	1	13	1	25	1
Voluntarily Identified Applicants %	100.00	85.91	10.17	14.81	1.60	33.63	2.64	17.77	3.04	16.25	2.64	0.40	0.08	1.04	0.08	2.00	0.08
Qualified External Applicants #	882	755	84	132	12	273	24	148	22	169	26	3	0	9	0	21	0
Qualified External Applicants %	100.00	85.60	9.52	14.97	1.36	30.95	2.72	16.78	2.49	19.16	2.95	0.34	0.00	1.02	0.00	2.38	0.00
Referred Applicants #	879	752	84	131	12	273	24	148	22	168	26	3	0	9	0	20	0
Referred Applicants %	100.00	85.55	9.56	14.90	1.37	31.06	2.73	16.84	2.50	19.11	2.96	0.34	0.00	1.02	0.00	2.28	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
External Selections %	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	0.00
CLF %	100	91.16	8.84	6.30	0.93	67.69	5.29	4.68	0.85	10.34	1.58	0.08	0.00	0.14	0.03	1.93	0.17

Job Series: 0856

Vacancy Announcements #	4																
Voluntarily Identified Applicants #	342	317	19	50	6	166	8	54	3	30	2	1	0	10	0	6	0
Voluntarily Identified Applicants %	100.00	92.69	5.56	14.62	1.75	48.54	2.34	15.79	0.88	8.77	0.58	0.29	0.00	2.92	0.00	1.75	0.00
Qualified External Applicants #	116	111	2	18	0	59	1	20	1	6	0	0	0	5	0	3	0
Qualified External Applicants %	100.00	95.69	1.72	15.52	0.00	50.86	0.86	17.24	0.86	5.17	0.00	0.00	0.00	4.31	0.00	2.59	0.00
Referred Applicants #	116	111	2	18	0	59	1	20	1	6	0	0	0	5	0	3	0
Referred Applicants %	100.00	95.69	1.72	15.52	0.00	50.86	0.86	17.24	0.86	5.17	0.00	0.00	0.00	4.31	0.00	2.59	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00
CLF %	100	82.48	17.52	8.80	1.89	61.92	11.85	5.35	1.78	4.21	1.48	0.10	0.03	0.46	0.11	1.64	0.38

Job Series: 0861

Vacancy Announcements #	70																
Voluntarily Identified Applicants #	4497	3743	589	643	72	1846	305	373	88	733	102	13	2	40	2	95	18
Voluntarily Identified Applicants %	100.00	83.23	13.10	14.30	1.60	41.05	6.78	8.29	1.96	16.30	2.27	0.29	0.04	0.89	0.04	2.11	0.40
Qualified External Applicants #	2654	2219	329	393	36	1114	180	181	37	449	69	8	1	13	2	61	4
Qualified External Applicants %	100.00	83.61	12.40	14.81	1.36	41.97	6.78	6.82	1.39	16.92	2.60	0.30	0.04	0.49	0.08	2.30	0.15
Referred Applicants #	2646	2212	328	393	36	1109	179	180	37	448	69	8	1	13	2	61	4
Referred Applicants %	100.00	83.60	12.40	14.85	1.36	41.91	6.76	6.80	1.40	16.93	2.61	0.30	0.04	0.49	0.08	2.31	0.15
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	20	20	0	3	0	11	0	0	0	6	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	15.00	0.00	55.00	0.00	0.00	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21	0.49

Job Series: 0896

Vacancy Announcements #	3																
Voluntarily Identified Applicants #	669	498	146	88	35	245	51	72	36	74	19	3	1	4	2	12	2
Voluntarily Identified Applicants %	100.00	74.44	21.82	13.15	5.23	36.62	7.62	10.76	5.38	11.06	2.84	0.45	0.15	0.60	0.30	1.79	0.30
Qualified External Applicants #	555	409	127	72	34	199	42	60	33	63	15	3	0	2	1	10	2
Qualified External Applicants %	100.00	73.69	22.88	12.97	6.13	35.86	7.57	10.81	5.95	11.35	2.70	0.54	0.00	0.36	0.18	1.80	0.36
Referred Applicants #	554	408	127	71	34	199	42	60	33	63	15	3	0	2	1	10	2
Referred Applicants %	100.00	73.65	22.92	12.82	6.14	35.92	7.58	10.83	5.96	11.37	2.71	0.54	0.00	0.36	0.18	1.81	0.36
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	0.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	80.04	19.96	5.32	1.68	64.54	13.78	3.19	1.70	5.44	2.22	0.06	0.04	0.28	0.06	1.21	0.49
Job Series:		0905															
Vacancy Announcements #	26																
Voluntarily Identified Applicants #	1016	567	408	70	42	323	189	78	126	45	26	2	3	18	4	31	18
Voluntarily Identified Applicants %	100.00	55.81	40.16	6.89	4.13	31.79	18.60	7.68	12.40	4.43	2.56	0.20	0.30	1.77	0.39	3.05	1.77
Qualified External Applicants #	246	132	102	11	9	76	55	16	26	13	5	1	1	6	1	9	5
Qualified External Applicants %	100.00	53.66	41.46	4.47	3.66	30.89	22.36	6.50	10.57	5.28	2.03	0.41	0.41	2.44	0.41	3.66	2.03
Referred Applicants #	246	132	102	11	9	76	55	16	26	13	5	1	1	6	1	9	5
Referred Applicants %	100.00	53.66	41.46	4.47	3.66	30.89	22.36	6.50	10.57	5.28	2.03	0.41	0.41	2.44	0.41	3.66	2.03
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	17	9	8	1	1	5	5	0	2	1	0	0	0	0	0	2	0
External Selections %	100.00	52.94	47.06	5.88	5.88	29.41	29.41	0.00	11.76	5.88	0.00	0.00	0.00	0.00	0.00	11.76	0.00
CLF %	100	62.91	37.09	3.08	2.54	54.68	28.53	2.24	2.98	1.91	2.13	0.02	0.01	0.11	0.10	0.88	0.80
Job Series:		1361															
Vacancy Announcements #	17																
Voluntarily Identified Applicants #	579	436	109	47	12	252	41	82	29	30	16	2	0	8	3	15	8
Voluntarily Identified Applicants %	100.00	75.30	18.83	8.12	2.07	43.52	7.08	14.16	5.01	5.18	2.76	0.35	0.00	1.38	0.52	2.59	1.38
Qualified External Applicants #	182	137	29	17	8	85	12	16	3	7	5	2	0	2	0	8	1
Qualified External Applicants %	100.00	75.27	15.93	9.34	4.40	46.70	6.59	8.79	1.65	3.85	2.75	1.10	0.00	1.10	0.00	4.40	0.55
Referred Applicants #	182	137	29	17	8	85	12	16	3	7	5	2	0	2	0	8	1
Referred Applicants %	100.00	75.27	15.93	9.34	4.40	46.70	6.59	8.79	1.65	3.85	2.75	1.10	0.00	1.10	0.00	4.40	0.55
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	16	13	2	0	0	10	1	1	1	1	0	0	0	0	0	1	0
External Selections %	100.00	81.25	12.50	0.00	0.00	62.50	6.25	6.25	6.25	6.25	0.00	0.00	0.00	0.00	0.00	6.25	0.00
CLF %	100	57.09	42.92	6.38	4.79	40.93	28.58	4.35	4.42	3.41	3.68	0.10	0.06	0.51	0.32	1.39	1.07
Job Series:		1801															
Vacancy Announcements #	46																
Voluntarily Identified Applicants #	3624	2686	842	408	134	1512	314	498	308	146	47	19	6	40	10	63	23
Voluntarily Identified Applicants %	100.00	74.12	23.23	11.26	3.70	41.72	8.66	13.74	8.50	4.03	1.30	0.52	0.17	1.10	0.28	1.74	0.63
Qualified External Applicants #	1182	902	244	135	39	525	104	146	75	54	21	11	2	18	1	13	2
Qualified External Applicants %	100.00	76.31	20.64	11.42	3.30	44.42	8.80	12.35	6.35	4.57	1.78	0.93	0.17	1.52	0.08	1.10	0.17
Referred Applicants #	1165	891	240	134	38	520	104	144	72	51	21	11	2	18	1	13	2
Referred Applicants %	100.00	76.48	20.60	11.50	3.26	44.64	8.93	12.36	6.18	4.38	1.80	0.94	0.17	1.55	0.09	1.12	0.17
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	9	6	3	0	1	4	1	2	1	0	0	0	0	0	0	0	0
External Selections %	100.00	66.67	33.33	0.00	11.11	44.44	11.11	22.22	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19

Job Series:		1802																
Vacancy Announcements #	32																	
Voluntarily Identified Applicants #	779	579	181	82	18	344	107	107	33	26	11	3	0	8	4	9	8	
Voluntarily Identified Applicants %	100.00	74.33	23.23	10.53	2.31	44.16	13.74	13.74	4.24	3.34	1.41	0.39	0.00	1.03	0.51	1.16	1.03	
Qualified External Applicants #	154	119	29	20	2	74	17	19	5	5	2	0	0	0	0	1	3	
Qualified External Applicants %	100.00	77.27	18.83	12.99	1.30	48.05	11.04	12.34	3.25	3.25	1.30	0.00	0.00	0.00	0.00	0.65	1.95	
Referred Applicants #	154	119	29	20	2	74	17	19	5	5	2	0	0	0	0	1	3	
Referred Applicants %	100.00	77.27	18.83	12.99	1.30	48.05	11.04	12.34	3.25	3.25	1.30	0.00	0.00	0.00	0.00	0.65	1.95	
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
External Selections #	13	7	5	1	1	5	4	1	0	0	0	0	0	0	0	0	0	
External Selections %	100.00	53.85	38.46	7.69	7.69	38.46	30.77	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
CLF %	100	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19	
Job Series:		1825																
Vacancy Announcements #	51																	
Voluntarily Identified Applicants #	4117	3592	447	612	68	2137	193	486	156	195	12	34	4	74	7	54	7	
Voluntarily Identified Applicants %	100.00	87.25	10.86	14.87	1.65	51.91	4.69	11.80	3.79	4.74	0.29	0.83	0.10	1.80	0.17	1.31	0.17	
Qualified External Applicants #	1355	1259	73	202	9	856	45	80	11	54	2	15	1	32	4	20	1	
Qualified External Applicants %	100.00	92.92	5.39	14.91	0.66	63.17	3.32	5.90	0.81	3.99	0.15	1.11	0.07	2.36	0.30	1.48	0.07	
Referred Applicants #	964	890	56	132	6	634	35	45	9	33	2	11	1	20	2	15	1	
Referred Applicants %	100.00	92.32	5.81	13.69	0.62	65.77	3.63	4.67	0.93	3.42	0.21	1.14	0.10	2.07	0.21	1.56	0.10	
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
External Selections #	147	141	3	17	0	108	2	3	1	4	0	2	0	4	0	3	0	
External Selections %	100.00	95.92	2.04	11.56	0.00	73.47	1.36	2.04	0.68	2.72	0.00	1.36	0.00	2.72	0.00	2.04	0.00	
CLF %	100	80.80	19.20	14.47	3.13	46.27	9.56	13.63	5.27	3.29	0.46	0.30	0.11	0.58	0.14	2.26	0.53	
Job Series:		2101																
Vacancy Announcements #	25																	
Voluntarily Identified Applicants #	2999	2595	333	582	71	1236	96	475	107	174	32	28	4	51	7	49	16	
Voluntarily Identified Applicants %	100.00	86.53	11.10	19.41	2.37	41.21	3.20	15.84	3.57	5.80	1.07	0.93	0.13	1.70	0.23	1.63	0.53	
Qualified External Applicants #	1443	1311	91	296	25	674	36	200	13	79	10	15	1	25	2	22	4	
Qualified External Applicants %	100.00	90.85	6.31	20.51	1.73	46.71	2.49	13.86	0.90	5.47	0.69	1.04	0.07	1.73	0.14	1.52	0.28	
Referred Applicants #	1443	1311	91	296	25	674	36	200	13	79	10	15	1	25	2	22	4	
Referred Applicants %	100.00	90.85	6.31	20.51	1.73	46.71	2.49	13.86	0.90	5.47	0.69	1.04	0.07	1.73	0.14	1.52	0.28	
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
External Selections #	78	75	2	16	0	40	1	8	0	6	1	1	0	3	0	1	0	
External Selections %	100.00	96.15	2.56	20.51	0.00	51.28	1.28	10.26	0.00	7.69	1.28	1.28	0.00	3.85	0.00	1.28	0.00	
CLF %	100	45.69	54.31	4.40	5.45	32.48	36.41	4.04	7.18	3.54	3.55	0.06	0.07	0.21	0.32	0.94	1.33	
Job Series:		2152																
Vacancy Announcements #	3																	
Voluntarily Identified Applicants #	1014	818	180	162	35	440	76	146	55	37	5	6	3	13	3	14	3	
Voluntarily Identified Applicants %	100.00	80.67	17.75	15.98	3.45	43.39	7.50	14.40	5.42	3.65	0.49	0.59	0.30	1.28	0.30	1.38	0.30	
Qualified External Applicants #	405	352	45	68	7	211	29	41	3	18	2	2	1	5	2	7	1	
Qualified External Applicants %	100.00	86.91	11.11	16.79	1.73	52.10	7.16	10.12	0.74	4.44	0.49	0.49	0.25	1.23	0.49	1.73	0.25	
Referred Applicants #	405	352	45	68	7	211	29	41	3	18	2	2	1	5	2	7	1	
Referred Applicants %	100.00	86.91	11.11	16.79	1.73	52.10	7.16	10.12	0.74	4.44	0.49	0.49	0.25	1.23	0.49	1.73	0.25	
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
External Selections #	210	188	21	35	3	116	14	17	2	11	1	2	1	2	0	5	0	

Worksheet A7T: New Hires for Mission-Critical Occupations by Race/Ethnicity and Sex [Temporary]

New Hires for Mission-Critical Occupations	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series: 0855																	
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	9	7	2	2	0	4	1	1	0	0	1	0	0	0	0	0	0
Voluntarily Identified Applicants %	100.00	77.78	22.22	22.22	0.00	44.44	11.11	11.11	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	7	6	1	2	0	3	0	1	0	0	1	0	0	0	0	0	0
Qualified External Applicants %	100.00	85.71	14.29	28.57	0.00	42.86	0.00	14.29	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	7	6	1	2	0	3	0	1	0	0	1	0	0	0	0	0	0
Referred Applicants %	100.00	85.71	14.29	28.57	0.00	42.86	0.00	14.29	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
External Selections %	100.00	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	91.16	8.84	6.30	0.93	67.69	5.29	4.68	0.85	10.34	1.58	0.08	0.00	0.14	0.03	1.93	0.17
Job Series: 0899																	
Vacancy Announcements #	9																
Voluntarily Identified Applicants #	427	330	94	27	14	151	25	63	22	75	27	2	0	5	0	7	6
Voluntarily Identified Applicants %	100.00	77.28	22.01	6.32	3.28	35.36	5.85	14.75	5.15	17.56	6.32	0.47	0.00	1.17	0.00	1.64	1.41
Qualified External Applicants #	245	194	48	14	11	93	13	30	10	47	12	1	0	5	0	4	2
Qualified External Applicants %	100.00	79.18	19.59	5.71	4.49	37.96	5.31	12.24	4.08	19.18	4.90	0.41	0.00	2.04	0.00	1.63	0.82
Referred Applicants #	245	194	48	14	11	93	13	30	10	47	12	1	0	5	0	4	2
Referred Applicants %	100.00	79.18	19.59	5.71	4.49	37.96	5.31	12.24	4.08	19.18	4.90	0.41	0.00	2.04	0.00	1.63	0.82
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	17	12	5	0	1	6	2	2	1	3	1	0	0	0	0	1	0
External Selections %	100.00	70.59	29.41	0.00	5.88	35.29	11.76	11.76	5.88	17.65	5.88	0.00	0.00	0.00	0.00	5.88	0.00
CLF %	100.00	87.11	12.89	5.88	0.99	65.59	8.56	3.76	0.89	9.88	2.06	0.07	0.04	0.20	0.05	1.72	0.31
Job Series: 1802																	
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	71	44	27	10	7	15	10	12	6	6	1	0	0	0	0	1	3
Voluntarily Identified Applicants %	100.00	61.97	38.03	14.08	9.86	21.13	14.08	16.90	8.45	8.45	1.41	0.00	0.00	0.00	0.00	1.41	4.23
Qualified External Applicants #	8	4	4	0	1	2	2	2	0	0	0	0	0	0	0	0	1
Qualified External Applicants %	100.00	50.00	50.00	0.00	12.50	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50
Referred Applicants #	8	4	4	0	1	2	2	2	0	0	0	0	0	0	0	0	1
Referred Applicants %	100.00	50.00	50.00	0.00	12.50	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF %	100.00	47.38	52.62	5.10	5.11	34.07	36.39	4.51	6.72	2.36	2.87	0.07	0.06	0.25	0.27	1.01	1.19
Job Series: 2152																	
Vacancy Announcements #	5																
Voluntarily Identified Applicants #	15832	11487	4164	2319	879	4376	1296	3665	1603	643	200	57	22	137	38	290	126
Voluntarily Identified Applicants %	100.00	72.56	26.30	14.65	5.55	27.64	8.19	23.15	10.13	4.06	1.26	0.36	0.14	0.87	0.24	1.83	0.80
Qualified External Applicants #	10068	7148	2787	1455	583	3044	962	1918	969	440	155	31	10	80	28	180	80
Qualified External Applicants %	100.00	71.00	27.68	14.45	5.79	30.23	9.56	19.05	9.62	4.37	1.54	0.31	0.10	0.79	0.28	1.79	0.79
Referred Applicants #	1382	959	403	195	100	459	169	185	90	83	29	3	2	11	4	23	9

Worksheet A9P: Internal Competitive Promotions for Mission-Critical Occupations by Race/Ethnicity and Sex [Permanent]

Internal Competitive Promotions	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series:		0110															
Vacancy Announcements #	1																
Relevant Applicant Pool %	100.00	61.11	38.89	5.56	5.56	38.89	19.44	2.78	8.33	13.89	2.78	0.00	0.00	0.00	0.00	0.00	2.78
Internal Applications #	13	5	7	0	1	2	2	0	1	2	2	0	0	0	0	1	1
Internal Applications %	100.00	38.46	53.85	0.00	7.69	15.38	15.38	0.00	7.69	15.38	15.38	0.00	0.00	0.00	0.00	7.69	7.69
Qualified Internal Applicants #	11	5	5	0	0	2	2	0	0	2	2	0	0	0	0	1	1
Qualified Internal Applicants %	100.00	45.45	45.45	0.00	0.00	18.18	18.18	0.00	0.00	18.18	18.18	0.00	0.00	0.00	0.00	9.09	9.09
Referred Applicants #	11	5	5	0	0	2	2	0	0	2	2	0	0	0	0	1	1
Referred Applicants %	100.00	45.45	45.45	0.00	0.00	18.18	18.18	0.00	0.00	18.18	18.18	0.00	0.00	0.00	0.00	9.09	9.09
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Internal Selections %	100.00	0.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
Job Series:		0602															
Vacancy Announcements #	12																
Relevant Applicant Pool %	100.00	82.14	17.86	5.36	0	66.07	14.29	3.57	3.57	7.14	0	0	0	0	0	0	0
Internal Applications #	49	37	10	3	0	24	5	2	4	6	1	0	0	1	0	1	0
Internal Applications %	100.00	75.51	20.41	6.12	0.00	48.98	10.20	4.08	8.16	12.24	2.04	0.00	0.00	2.04	0.00	2.04	0.00
Qualified Internal Applicants #	20	16	4	2	0	11	1	1	2	1	1	0	0	0	0	1	0
Qualified Internal Applicants %	100.00	80.00	20.00	10.00	0.00	55.00	5.00	5.00	10.00	5.00	5.00	0.00	0.00	0.00	0.00	5.00	0.00
Referred Applicants #	20	16	4	2	0	11	1	1	2	1	1	0	0	0	0	1	0
Referred Applicants %	100.00	80.00	20.00	10.00	0.00	55.00	5.00	5.00	10.00	5.00	5.00	0.00	0.00	0.00	0.00	5.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	3	2	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0
Internal Selections %	100.00	66.67	33.33	33.33	0.00	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0801															
Vacancy Announcements #	90																
Relevant Applicant Pool %	100.00	81.21	18.79	6.66	2.19	50.30	8.45	7.65	3.98	14.51	3.78	0.30	0.10	0.40	0.00	1.39	0.30
Internal Applications #	835	670	110	92	16	308	43	94	21	156	24	1	0	12	1	7	5
Internal Applications %	100.00	80.24	13.17	11.02	1.92	36.89	5.15	11.26	2.51	18.68	2.87	0.12	0.00	1.44	0.12	0.84	0.60
Qualified Internal Applicants #	425	346	51	53	13	170	15	37	7	78	14	0	0	2	0	6	2
Qualified Internal Applicants %	100.00	81.41	12.00	12.47	3.06	40.00	3.53	8.71	1.65	18.35	3.29	0.00	0.00	0.47	0.00	1.41	0.47
Referred Applicants #	414	336	51	50	13	165	15	36	7	77	14	0	0	2	0	6	2
Referred Applicants %	100.00	81.16	12.32	12.08	3.14	39.86	3.62	8.70	1.69	18.60	3.38	0.00	0.00	0.48	0.00	1.45	0.48
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	35	29	6	3	2	17	1	1	1	7	2	0	0	0	0	1	0
Internal Selections %	100.00	82.86	17.14	8.57	5.71	48.57	2.86	2.86	2.86	20.00	5.71	0.00	0.00	0.00	0.00	2.86	0.00
Job Series:		0802															
Vacancy Announcements #	32																
Relevant Applicant Pool %	100.00	97.5	2.5	8.3333333	0.625	71.4583333	0.4166667	7.5	0.4166667	4.5833333	0.2083333	1.4583333	0	1.4583333	0	2.7083333	0.8333333
Internal Applications #	331	317	5	42	1	179	1	38	2	32	1	5	0	16	0	5	0
Internal Applications %	100.00	95.77	1.51	12.69	0.30	54.08	0.30	11.48	0.60	9.67	0.30	1.51	0.00	4.83	0.00	1.51	0.00
Qualified Internal Applicants #	122	118	1	16	0	74	1	13	0	6	0	1	0	5	0	3	0
Qualified Internal Applicants %	100.00	96.72	0.82	13.11	0.00	60.66	0.82	10.66	0.00	4.92	0.00	0.82	0.00	4.10	0.00	2.46	0.00
Referred Applicants #	121	117	1	16	0	74	1	13	0	5	0	1	0	5	0	3	0

Referred Applicants %	100.00	96.69	0.83	13.22	0.00	61.16	0.83	10.74	0.00	4.13	0.00	0.83	0.00	4.13	0.00	2.48	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	19	19	0	0	0	14	0	0	0	2	0	0	0	2	0	1	0
Internal Selections %	100.00	100.00	0.00	0.00	0.00	73.68	0.00	0.00	0.00	10.53	0.00	0.00	0.00	10.53	0.00	5.26	0.00
Job Series:		0803															
Vacancy Announcements #	1																
Relevant Applicant Pool %	100.00	77.78	22.22	22.22	0.00	44.44	11.11	0.00	11.11	0.00	0.00	0.00	0.00	11.11	0.00	0.00	0.00
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0804															
Vacancy Announcements #	1																
Relevant Applicant Pool %	100.00	100.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00
Internal Applications #	5	4	1	0	0	4	0	0	0	0	0	0	0	0	0	0	1
Internal Applications %	100.00	80.00	20.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00
Qualified Internal Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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	0.00
Referred Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00
Job Series:		0808															
Vacancy Announcements #	1																
Relevant Applicant Pool %	100.00	63.64	36.36	9.09	0.00	36.36	18.18	9.09	0.00	0.00	9.09	0.00	0.00	0.00	0.00	9.09	9.09
Internal Applications #	6	5	1	0	0	4	1	1	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	83.33	16.67	0.00	0.00	66.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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	0.00
Referred Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0810															
Vacancy Announcements #	21																
Relevant Applicant Pool %	100.00	80.09	19.91	11.14	3.08	45.73	11.37	7.82	2.13	12.32	2.84	0.24	0.00	1.18	0.00	1.66	0.47
Internal Applications #	130	108	15	13	2	45	6	17	3	28	4	1	0	0	0	4	0
Internal Applications %	100.00	83.08	11.54	10.00	1.54	34.62	4.62	13.08	2.31	21.54	3.08	0.77	0.00	0.00	0.00	3.08	0.00
Qualified Internal Applicants #	61	44	12	6	0	24	6	5	3	5	3	0	0	0	0	4	0
Qualified Internal Applicants %	100.00	72.13	19.67	9.84	0.00	39.34	9.84	8.20	4.92	8.20	4.92	0.00	0.00	0.00	0.00	6.56	0.00
Referred Applicants #	59	42	12	6	0	22	6	5	3	5	3	0	0	0	0	4	0
Referred Applicants %	100.00	71.19	20.34	10.17	0.00	37.29	10.17	8.47	5.08	8.47	5.08	0.00	0.00	0.00	0.00	6.78	0.00

Internal Selections #	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
Internal Selections %	100.00	0.00	100.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0905															
Vacancy Announcements #	3																
Relevant Applicant Pool %	100.00	48.33	51.67	2.87	4.31	41.15	37.80	1.44	7.18	2.39	1.44	0.00	0.00	0.00	0.00	0.48	0.96
Internal Applications #	9	4	4	0	0	4	2	0	2	0	0	0	0	0	0	0	0
Internal Applications %	100.00	44.44	44.44	0.00	0.00	44.44	22.22	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	7	3	3	0	0	3	2	0	1	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	42.86	42.86	0.00	0.00	42.86	28.57	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	7	3	3	0	0	3	2	0	1	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	42.86	42.86	0.00	0.00	42.86	28.57	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	3	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	0.00	66.67	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		1361															
Vacancy Announcements #	22																
Relevant Applicant Pool %	100.00	76.25	23.75	2.83	1.09	59.69	18.08	8.28	2.83	3.49	0.87	0.00	0.00	0.22	0.22	1.74	0.65
Internal Applications #	478	360	87	27	9	213	34	68	26	29	10	2	0	15	5	6	3
Internal Applications %	100.00	75.31	18.20	5.65	1.88	44.56	7.11	14.23	5.44	6.07	2.09	0.42	0.00	3.14	1.05	1.26	0.63
Qualified Internal Applicants #	167	126	29	10	2	80	20	19	4	7	2	2	0	5	0	3	1
Qualified Internal Applicants %	100.00	75.45	17.37	5.99	1.20	47.90	11.98	11.38	2.40	4.19	1.20	1.20	0.00	2.99	0.00	1.80	0.60
Referred Applicants #	161	121	28	10	2	75	19	19	4	7	2	2	0	5	0	3	1
Referred Applicants %	100.00	75.16	17.39	6.21	1.24	46.58	11.80	11.80	2.48	4.35	1.24	1.24	0.00	3.11	0.00	1.86	0.62
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	23	16	6	1	1	12	4	2	0	0	1	0	0	0	0	1	0
Internal Selections %	100.00	69.57	26.09	4.35	4.35	52.17	17.39	8.70	0.00	0.00	4.35	0.00	0.00	0.00	0.00	4.35	0.00
Job Series:		1801															
Vacancy Announcements #	116																
Relevant Applicant Pool %	100.00	69.43	30.57	8.28	2.39	47.13	18.63	8.28	7.01	3.18	1.43	0.64	0.16	0.48	0.00	1.43	0.96
Internal Applications #	5363	3876	1264	627	179	2120	523	716	408	213	60	28	12	63	22	109	60
Internal Applications %	100.00	72.27	23.57	11.69	3.34	39.53	9.75	13.35	7.61	3.97	1.12	0.52	0.22	1.17	0.41	2.03	1.12
Qualified Internal Applicants #	1461	1056	334	166	38	597	172	163	89	78	18	6	1	17	3	29	13
Qualified Internal Applicants %	100.00	72.28	22.86	11.36	2.60	40.86	11.77	11.16	6.09	5.34	1.23	0.41	0.07	1.16	0.21	1.98	0.89
Referred Applicants #	1392	1012	313	161	37	570	162	156	81	75	17	6	1	16	3	28	12
Referred Applicants %	100.00	72.70	22.49	11.57	2.66	40.95	11.64	11.21	5.82	5.39	1.22	0.43	0.07	1.15	0.22	2.01	0.86
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	87	57	28	7	3	37	20	7	3	2	1	0	0	2	0	2	1
Internal Selections %	100.00	65.52	32.18	8.05	3.45	42.53	22.99	8.05	3.45	2.30	1.15	0.00	0.00	2.30	0.00	2.30	1.15
Job Series:		1802															
Vacancy Announcements #	45																
Relevant Applicant Pool %	100.00	53.57	46.43	5.61	6.63	36.22	28.57	6.63	7.14	3.06	2.04	0.51	0.51	0.00	0.51	1.53	1.02
Internal Applications #	592	369	209	60	41	190	83	76	57	24	15	3	1	12	4	4	8
Internal Applications %	100.00	62.33	35.30	10.14	6.93	32.09	14.02	12.84	9.63	4.05	2.53	0.51	0.17	2.03	0.68	0.68	1.35
Qualified Internal Applicants #	211	124	80	27	14	61	39	23	15	8	7	0	0	5	3	0	2
Qualified Internal Applicants %	100.00	58.77	37.91	12.80	6.64	28.91	18.48	10.90	7.11	3.79	3.32	0.00	0.00	2.37	1.42	0.00	0.95
Referred Applicants #	211	124	80	27	14	61	39	23	15	8	7	0	0	5	3	0	2
Referred Applicants %	100.00	58.77	37.91	12.80	6.64	28.91	18.48	10.90	7.11	3.79	3.32	0.00	0.00	2.37	1.42	0.00	0.95
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	29	21	8	8	1	12	5	1	0	0	2	0	0	0	0	0	0

Worksheet A9T: Internal Competitive Promotions for Mission-Critical Occupations by Race/Ethnicity and Sex [Temporary]

Internal Competitive Promotions	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Job Series:	0801																
Vacancy Announcements #	11																
Relevant Applicant Pool %	100.00	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Applications #	68	56	9	13	4	30	2	5	1	6	1	0	0	0	0	2	1
Internal Applications %	100.00	82.35	13.24	19.12	5.88	44.12	2.94	7.35	1.47	8.82	1.47	0.00	0.00	0.00	0.00	2.94	1.47
Qualified Internal Applicants #	33	24	6	7	3	13	2	2	0	2	1	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	72.73	18.18	21.21	9.09	39.39	6.06	6.06	0.00	6.06	3.03	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	33	24	6	7	3	13	2	2	0	2	1	0	0	0	0	0	0
Referred Applicants %	100.00	72.73	18.18	21.21	9.09	39.39	6.06	6.06	0.00	6.06	3.03	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	6	5	1	3	1	1	0	1	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	83.33	16.67	50.00	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0802																
Vacancy Announcements #	5																
Relevant Applicant Pool %	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	0.00
Internal Applications #	18	18	0	1	0	15	0	0	0	0	0	0	0	2	0	0	0
Internal Applications %	100.00	100.00	0.00	5.56	0.00	83.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	0.00	0.00
Qualified Internal Applicants #	8	8	0	0	0	7	0	0	0	0	0	0	0	1	0	0	0
Qualified Internal Applicants %	100.00	100.00	0.00	0.00	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00
Referred Applicants #	8	8	0	0	0	7	0	0	0	0	0	0	0	1	0	0	0
Referred Applicants %	100.00	100.00	0.00	0.00	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00
Job Series:	0855																
Vacancy Announcements #	3																
Relevant Applicant Pool %	100.00	72.73	27.27	0.00	0.00	63.64	18.18	0.00	0.00	0.00	9.09	0.00	0.00	0.00	0.00	9.09	0.00
Internal Applications #	14	13	1	2	0	3	0	3	1	5	0	0	0	0	0	0	0
Internal Applications %	100.00	92.86	7.14	14.29	0.00	21.43	0.00	21.43	7.14	35.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	3	2	1	0	0	0	0	0	1	2	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	3	2	1	0	0	0	0	0	1	2	0	0	0	0	0	0	0
Referred Applicants %	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Internal Selections %	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	0.00
Job Series:	0856																
Vacancy Announcements #	3																
Relevant Applicant Pool %	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	0.00
Internal Applications #	55	52	0	7	0	18	0	15	0	5	0	1	0	4	0	2	0
Internal Applications %	100.00	94.55	0.00	12.73	0.00	32.73	0.00	27.27	0.00	9.09	0.00	1.82	0.00	7.27	0.00	3.64	0.00
Qualified Internal Applicants #	16	15	0	3	0	7	0	1	0	2	0	0	0	1	0	1	0
Qualified Internal Applicants %	100.00	93.75	0.00	18.75	0.00	43.75	0.00	6.25	0.00	12.50	0.00	0.00	0.00	6.25	0.00	6.25	0.00
Referred Applicants #	16	15	0	3	0	7	0	1	0	2	0	0	0	1	0	1	0
Referred Applicants %	100.00	93.75	0.00	18.75	0.00	43.75	0.00	6.25	0.00	12.50	0.00	0.00	0.00	6.25	0.00	6.25	0.00

Worksheet A13: Employee Recognition And Awards - Distribution by Race/Ethnicity and Sex [Permanent]

Awards	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Time-Off Awards																	
Total Time-Off Awards: 1 - 10 hours #	7584	5744	1840	588	182	4285	1172	416	300	238	104	34	10	30	19	153	53
Total Time-Off Awards: 1 - 10 hours %	100.00	75.74	24.26	7.75	2.40	56.50	15.45	5.49	3.96	3.14	1.37	0.45	0.13	0.40	0.25	2.02	0.70
Total Hours	51007	38122	12885	4065	1249	28059	8068	2876	2217	1662	778	232	68	205	133	1023	372
Average Hours	6.7256065	6.6368384	7.0027174	6.9132653	6.8626374	6.5481914	6.883959	6.9134615	7.39	6.9831933	7.4807692	6.8235294	6.8	6.8333333	7	6.6862745	7.0188679
Total Time-Off Awards: 11 - 20 hours #	3193	2180	1013	188	94	1650	624	168	192	106	69	8	7	7	10	53	17
Total Time-Off Awards: 11 - 20 hours %	100.00	68.27	31.73	5.89	2.94	51.68	19.54	5.26	6.01	3.32	2.16	0.25	0.22	0.22	0.31	1.66	0.53
Total Hours	50919	34886	16033	3030	1461	26397	9844	2679	3064	1703	1125	123	113	116	152	838	274
Average Hours	15.947072	16.002752	15.827246	16.117021	15.542553	15.998182	15.775641	15.946429	15.958333	16.066038	16.304348	15.375	16.142857	16.571429	15.2	15.811321	16.117647
Total Time-Off Awards: 21 - 30 hours #	785	455	330	30	26	348	207	42	66	19	13	0	1	6	0	10	17
Total Time-Off Awards: 21 - 30 hours %	100.00	57.96	42.04	3.82	3.31	44.33	26.37	5.35	8.41	2.42	1.66	0.00	0.13	0.76	0.00	1.27	2.17
Total Hours	19067	11084	7983	736	629	8481	5006	1008	1597	469	307	0	30	144	0	246	414
Average Hours	24.289172	24.36044	24.190909	24.533333	24.192308	24.37069	24.183575	24	24.19697	24.684211	23.615385	0	30	24	0	24.6	24.352941
Total Time-Off Awards: 31 - 40 hours #	438	249	189	22	13	193	116	20	42	7	8	0	1	3	2	4	7
Total Time-Off Awards: 31 - 40 hours %	100.00	56.85	43.15	5.02	2.97	44.06	26.48	4.57	9.59	1.60	1.83	0.00	0.23	0.68	0.46	0.91	1.60
Total Hours	16239	9243	6996	824	480	7147	4320	752	1560	256	280	0	32	104	72	160	252
Average Hours	37.075342	37.120482	37.015873	37.454545	36.923077	37.031088	37.241379	37.6	37.142857	36.571429	35	0	32	34.666667	36	40	36
Total Time-Off Awards:41 or more hours #	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Total Time-Off Awards:41 or more hours %	100.00	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	160	80	80	0	0	80	0	0	0	0	80	0	0	0	0	0	0
Average Hours	80	80	80	0	0	80	0	0	0	0	80	0	0	0	0	0	0
Cash Awards																	
Cash Awards: \$500 and Under #	5915	4286	1629	430	168	3122	961	360	314	203	99	30	10	34	15	107	62
Cash Awards: \$500 and Under %	100.00	72.46	27.54	7.27	2.84	52.78	16.25	6.09	5.31	3.43	1.67	0.51	0.17	0.57	0.25	1.81	1.05
Total Amount	2234720	1589750	644970	159826	62923	1152893	380996	131640	127267	78923	38239	12100	3865	13103	6250	41265	25430
Average Amount	377.80558	370.91694	395.93002	371.68837	374.54167	369.28027	396.45786	365.66667	405.30892	388.78325	386.25253	403.33333	386.5	385.38235	416.66667	385.65421	410.16129
Cash Awards: \$501 - \$999 #	2132	1366	766	94	66	949	458	151	172	119	46	7	2	12	5	34	17
Cash Awards: \$501 - \$999 %	100.00	64.07	35.93	4.41	3.10	44.51	21.48	7.08	8.07	5.58	2.16	0.33	0.09	0.56	0.23	1.59	0.80
Total Amount	1578125	1011033	567092	69337	49609	702656	335795	111353	128265	88454	35055	4812	1660	9351	3598	25070	13110
Average Amount	740.20872	740.14129	740.32898	737.62766	751.65152	740.41728	733.17686	737.43709	745.72674	743.31092	762.06522	687.42857	830	779.25	719.6	737.35294	771.17647
Cash Awards: \$1000 - \$1999 #	5046	3048	1998	252	171	2192	1163	314	469	192	103	2	16	25	24	71	52
Cash Awards: \$1000 - \$1999 %	100.00	60.40	39.60	4.99	3.39	43.44	23.05	6.22	9.29	3.80	2.04	0.04	0.32	0.50	0.48	1.41	1.03
Total Amount	6193034	3729153	2463881	303446	212082	2675172	1441867	391547	572090	236886	124123	2100	18450	31514	28999	88488	66270
Average Amount	1227.3155	1223.4754	1233.1737	1204.1508	1240.2456	1220.4252	1239.7825	1246.965	1219.8081	1233.7813	1205.0777	1050	1153.125	1260.56	1208.2917	1246.3099	1274.4231
Cash Awards: \$2000 - \$2999 #	1814	1032	782	56	59	755	463	113	187	74	46	4	3	8	5	22	19
Cash Awards: \$2000 - \$2999 %	100.00	56.89	43.11	3.09	3.25	41.62	25.52	6.23	10.31	4.08	2.54	0.22	0.17	0.44	0.28	1.21	1.05
Total Amount	4067225	2311553	1755672	126631	134228	1691909	1048320	251249	412849	164022	100725	8600	6750	19331	10500	49811	42300

Average Amount	2242.1307	2239.8769	2245.1049	2261.2679	2275.0508	2240.9391	2264.1901	2223.4425	2207.7487	2216.5135	2189.6739	2150	2250	2416.375	2100	2264.1364	2226.3158
Cash Awards: \$3000 - \$3999 #	729	431	298	26	23	343	188	35	70	16	13	2	1	2	1	7	2
Cash Awards: \$3000 - \$3999 %	100.00	59.12	40.88	3.57	3.16	47.05	25.79	4.80	9.60	2.19	1.78	0.27	0.14	0.27	0.14	0.96	0.27
Total Amount	2229224	1316165	913059	78898	71737	1047037	573923	108050	216400	48682	39000	6000	3000	6000	2999	21498	6000
Average Amount	3057.9204	3053.7471	3063.9564	3034.5385	3119	3052.586	3052.7819	3087.1429	3091.4286	3042.625	3000	3000	3000	3000	2999	3071.1429	3000
Cash Awards: \$4000 - \$4999 #	96	68	28	4	2	54	18	7	8	0	0	0	0	0	0	3	0
Cash Awards: \$4000 - \$4999 %	100.00	70.83	29.17	4.17	2.08	56.25	18.75	7.29	8.33	0.00	0.00	0.00	0.00	0.00	0.00	3.13	0.00
Total Amount	392300	276450	115850	16000	8000	219850	74500	28600	33350	0	0	0	0	0	0	12000	0
Average Amount	4086.4583	4065.4412	4137.5	4000	4000	4071.2963	4138.8889	4085.7143	4168.75	0	0	0	0	0	0	4000	0
Cash Awards: \$5000 or more #	131	75	56	7	4	53	35	11	17	3	0	1	0	0	0	0	0
Cash Awards: \$5000 or more %	0.00	57.25	42.75	5.34	3.05	40.46	26.72	8.40	12.98	2.29	0.00	0.76	0.00	0.00	0.00	0.00	0.00
Total Amount	680900	391000	289900	35500	20000	280500	182500	55000	87400	15000	0	5000	0	0	0	0	0
Average Amount	5197.7099	5213.3333	5176.7857	5071.4286	5000	5292.4528	5214.2857	5000	5141.1765	5000	0	5000	0	0	0	0	0
Other Awards																	
Quality Step Increases (QSI) #	82	62	20	3	1	51	16	3	1	1	1	1	1	0	0	3	0
Quality Step Increases (QSI) %	100.00	75.61	24.39	3.66	1.22	62.20	19.51	3.66	1.22	1.22	1.22	1.22	1.22	0.00	0.00	3.66	0.00
Total Benefit	293153	235142	58011	12026	3561	192800	44406	10532	2792	4534	3837	4073	3415	0	0	11177	0
Average Benefit	3575.0366	3792.6129	2900.55	4008.6667	3561	3780.3922	2775.375	3510.6667	2792	4534	3837	4073	3415	0	0	3725.6667	0

Worksheet A15: New Hires for Senior Grade Levels by Race/Ethnicity and Sex [Permanent]

New Hires for Senior Grade Levels	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Total Senior Grades #	134	103	28	10	4	57	12	12	6	21	6	0	0	0	0	3	0
Total Senior Grades %	100.00	76.87	20.90	7.46	2.99	42.54	8.96	8.96	4.48	15.67	4.48	0.00	0.00	0.00	0.00	2.24	0.00
Upward Mobility Benchmark %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Alternative Benchmark %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent																	
Vacancy Announcements #	196																
Voluntarily Identified Applicants #	9222	6204	2798	876	337	3146	1113	1208	910	738	300	30	21	81	27	156	103
Voluntarily Identified Applicants	100.00	67.27	30.34	9.50	3.65	34.11	12.07	13.10	9.87	8.00	3.25	0.33	0.23	0.88	0.29	1.69	1.12
Qualified External Applicants #	2690	1801	806	236	97	987	337	299	247	202	83	9	7	22	11	53	26
Qualified External Applicants %	100.00	66.95	29.96	8.77	3.61	36.69	12.53	11.12	9.18	7.51	3.09	0.33	0.26	0.82	0.41	1.97	0.97
Referred Applicants #	2674	1781	805	231	96	983	337	295	247	201	83	9	7	22	11	53	26
Referred Applicants %	100.00	66.60	30.10	8.64	3.59	36.76	12.60	11.03	9.24	7.52	3.10	0.34	0.26	0.82	0.41	1.98	0.97
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	54	46	7	1	3	27	1	5	2	12	1	0	0	0	0	1	0
External Selections %	100.00	85.19	12.96	1.85	5.56	50.00	1.85	9.26	3.70	22.22	1.85	0.00	0.00	0.00	0.00	1.85	0.00
GS-14 or Equivalent																	
Vacancy Announcements #	219																
Voluntarily Identified Applicants #	10846	7208	3317	928	373	3482	1166	1619	1239	866	360	31	15	104	31	217	159
Voluntarily Identified Applicants	100.00	66.46	30.58	8.56	3.44	32.10	10.75	14.93	11.42	7.98	3.32	0.29	0.14	0.96	0.29	2.00	1.47
Qualified External Applicants #	2306	1464	744	153	63	753	254	327	291	169	85	4	4	21	7	45	41
Qualified External Applicants %	100.00	63.49	32.26	6.63	2.73	32.65	11.01	14.18	12.62	7.33	3.69	0.17	0.17	0.91	0.30	1.95	1.78
Referred Applicants #	2278	1438	742	149	63	740	253	322	291	166	84	4	4	20	7	45	41
Referred Applicants %	100.00	63.13	32.57	6.54	2.77	32.48	11.11	14.14	12.77	7.29	3.69	0.18	0.18	0.88	0.31	1.98	1.80
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	54	38	14	5	1	20	5	5	3	7	5	0	0	0	0	1	0
External Selections %	100.00	70.37	25.93	9.26	1.85	37.04	9.26	9.26	5.56	12.96	9.26	0.00	0.00	0.00	0.00	1.85	0.00
GS-15 or Equivalent																	
Vacancy Announcements #	67																
Voluntarily Identified Applicants #	2008	1324	611	160	71	647	216	266	222	186	61	7	4	16	9	48	29
Voluntarily Identified Applicants	100.00	65.94	30.43	7.97	3.54	32.22	10.76	13.25	11.06	9.26	3.04	0.35	0.20	0.80	0.45	2.39	1.44
Qualified External Applicants #	584	374	181	47	17	187	71	67	69	49	14	3	1	8	4	14	5
Qualified External Applicants %	100.00	64.04	30.99	8.05	2.91	32.02	12.16	11.47	11.82	8.39	2.40	0.51	0.17	1.37	0.68	2.40	0.86
Referred Applicants #	584	374	181	47	17	187	71	67	69	49	14	3	1	8	4	14	5
Referred Applicants %	100.00	64.04	30.99	8.05	2.91	32.02	12.16	11.47	11.82	8.39	2.40	0.51	0.17	1.37	0.68	2.40	0.86
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	9	8	1	2	0	4	1	0	0	1	0	0	0	0	0	1	0
External Selections %	100.00	88.89	11.11	22.22	0.00	44.44	11.11	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	11.11	0.00
SES or Equivalent																	
Vacancy Announcements #	52																
Voluntarily Identified Applicants #	1601	1091	452	113	41	601	159	216	185	110	44	3	0	18	8	37	17
Voluntarily Identified Applicants	100.00	68.14	28.23	7.06	2.56	37.54	9.93	13.49	11.56	6.87	2.75	0.19	0.00	1.12	0.50	2.31	1.06
Qualified External Applicants #	381	251	112	22	3	157	52	36	43	31	10	1	0	2	2	3	3
Qualified External Applicants %	100.00	65.88	29.40	5.77	0.79	41.21	13.65	9.45	11.29	8.14	2.62	0.26	0.00	0.52	0.52	0.79	0.79

Worksheet A16: Distribution by Race/Ethnicity and Sex

Separations	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Total Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	481	389	92	81	22	178	35	87	26	25	4	2	1	1	1	15	3
Removal %	100.00	80.87	19.13	16.84	4.57	37.01	7.28	18.09	5.41	5.20	0.83	0.42	0.21	0.21	0.21	3.12	0.62
Resignation #	698	488	210	60	34	323	109	50	42	30	12	5	0	3	1	17	12
Resignation %	100.00	69.91	30.09	8.60	4.87	46.28	15.62	7.16	6.02	4.30	1.72	0.72	0.00	0.43	0.14	2.44	1.72
Retirement #	1386	1063	323	67	12	842	228	88	57	29	11	4	3	20	4	13	8
Retirement %	100.00	76.70	23.30	4.83	0.87	60.75	16.45	6.35	4.11	2.09	0.79	0.29	0.22	1.44	0.29	0.94	0.58
Other Separations #	445	263	182	40	20	146	72	45	57	17	23	1	2	3	0	11	8
Other Separations %	100.00	59.10	40.90	8.99	4.49	32.81	16.18	10.11	12.81	3.82	5.17	0.22	0.45	0.67	0.00	2.47	1.80
Total Separations #	3010	2203	807	248	88	1489	444	270	182	101	50	12	6	27	6	56	31
Total Separations %	100.00	73.19	26.81	8.24	2.92	49.47	14.75	8.97	6.05	3.36	1.66	0.40	0.20	0.90	0.20	1.86	1.03
Permanent Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	124	98	26	17	4	59	12	17	8	2	1	1	0	0	0	2	1
Removal %	100.00	79.03	20.97	13.71	3.23	47.58	9.68	13.71	6.45	1.61	0.81	0.81	0.00	0.00	0.00	1.61	0.81
Resignation #	487	356	131	41	12	264	83	27	24	12	6	3	0	1	0	8	6
Resignation %	100.00	73.10	26.90	8.42	2.46	54.21	17.04	5.54	4.93	2.46	1.23	0.62	0.00	0.21	0.00	1.64	1.23
Retirement #	1386	1063	323	67	12	842	228	88	57	29	11	4	3	20	4	13	8
Retirement %	100.00	76.70	23.30	4.83	0.87	60.75	16.45	6.35	4.11	2.09	0.79	0.29	0.22	1.44	0.29	0.94	0.58
Other Separations #	300	179	121	21	8	121	54	26	41	2	10	0	2	3	0	6	6
Other Separations %	100.00	59.67	40.33	7.00	2.67	40.33	18.00	8.67	13.67	0.67	3.33	0.00	0.67	1.00	0.00	2.00	2.00
Total Separations #	2297	1696	601	146	36	1286	377	158	130	45	28	8	5	24	4	29	21
Total Separations %	100.00	73.84	26.16	6.36	1.57	55.99	16.41	6.88	5.66	1.96	1.22	0.35	0.22	1.04	0.17	1.26	0.91
Temporary Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	357	291	66	64	18	119	23	70	18	23	3	1	1	1	1	13	2
Removal %	100.00	81.51	18.49	17.93	5.04	33.33	6.44	19.61	5.04	6.44	0.84	0.28	0.28	0.28	0.28	3.64	0.56
Resignation #	211	132	79	19	22	59	26	23	18	18	6	2	0	2	1	9	6
Resignation %	100.00	62.56	37.44	9.00	10.43	27.96	12.32	10.90	8.53	8.53	2.84	0.95	0.00	0.95	0.47	4.27	2.84
Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations #	145	84	61	19	12	25	18	19	16	15	13	1	0	0	0	5	2
Other Separations %	100.00	57.93	42.07	13.10	8.28	17.24	12.41	13.10	11.03	10.34	8.97	0.69	0.00	0.00	0.00	3.45	1.38
Total Separations #	713	507	206	102	52	203	67	112	52	56	22	4	1	3	2	27	10
Total Separations %	100.00	71.11	28.89	14.31	7.29	28.47	9.40	15.71	7.29	7.85	3.09	0.56	0.14	0.42	0.28	3.79	1.40

TAB 10

Tables by Disability

“B” Data Tables Table of Contents

Table B1: Total Workforce Distribution by Disability

Table B2: Permanent Workforce by Component Distribution by Disability

Table B3: Occupational Categories Distribution by Disability (Permanent)

Table B4P: General Schedule (GS Grades) Distribution by Disability (Permanent)

Table B4T: General Schedule (GS Grades) Distribution by Disability (Temporary)

Table B5P: Salary by Disability (Permanent)

Table B5T: Salary by Disability (Temporary)

Table B6P: Mission Critical Occupations Distribution by Disability (Permanent)

Table B6T: Mission Critical Occupations Distribution by Disability (Temporary)

Table B7P: New Hires for Mission Critical Occupations by Disability (Permanent)

Table B7T: New Hires for Mission Critical Occupations by Disability (Temporary)

Table B8: New Hires for Type of Appointment by Disability

Table B9P: Internal Competitive Promotions for Mission Critical Occupations by Disability
(Permanent)

B9T: Internal Competitive Promotions for Mission Critical Occupations by Disability (Temporary)

Table B11: Internal Competitive Promotions by Senior Grade Levels by Disability

Table B12: Career Development for Senior Grade Levels by Disability

Table B13: Employee Recognition and Awards by Disability

Table B15: New Hires for Senior Grade Levels by Disability (Permanent)

Table B16: Separations by Disability

Table B17: Grade Levels for Management Positions by Disability (Permanent)

Table B18: New Hires by Management Positions by Disability

Table B19: Internal Competitive Promotions for Management Positions by Disability (Permanent)

Table B20: Career Development for Management Positions by Disability (Permanent)

Worksheet B1: Total Workforce by Disability

Employment Tenure	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
TOTAL																		
Prior FY #	#	44642	37461	2765	4416	883	11	38	311	90	22	35	92	37	9	217	5	16
Prior FY %	%	100.00	83.91	6.19	9.89	1.98	0.02	0.09	0.70	0.20	0.05	0.08	0.21	0.08	0.02	0.49	0.01	0.04
Current FY #	#	45448	37613	2945	4890	944	20	53	313	87	22	45	79	42	6	257	5	15
Current FY %	%	100.00	82.76	6.48	10.76	2.08	0.04	0.12	0.69	0.19	0.05	0.10	0.17	0.09	0.01	0.57	0.01	0.03
Difference #	#	806	152	180	474	61	9	15	2	-3	0	10	-13	5	-3	40	0	-1
Ratio Change %	%	0.00	-1.15	0.29	0.87	0.10	0.02	0.03	-0.01	-0.01	0.00	0.02	-0.03	0.01	-0.01	0.08	0.00	0.00
Net Change %	%	1.81	0.41	6.51	10.73	6.91	81.82	39.47	0.64	-3.33	0.00	28.57	-14.13	13.51	-33.33	18.43	0.00	-6.25
501 Goal %	%				12.00	2.00												
PERMANENT																		
Prior FY #	#	43807	36780	2694	4333	865	8	37	308	90	21	35	91	37	8	209	5	16
Prior FY %	%	100.00	83.96	6.15	9.89	1.97	0.02	0.08	0.70	0.21	0.05	0.08	0.21	0.08	0.02	0.48	0.01	0.04
Current FY #	#	44412	36763	2869	4780	922	18	50	307	87	22	44	79	42	6	247	5	15
Current FY %	%	100.00	82.78	6.46	10.76	2.08	0.04	0.11	0.69	0.20	0.05	0.10	0.18	0.09	0.01	0.56	0.01	0.03
Difference #	#	605	-17	175	447	57	10	13	-1	-3	1	9	-12	5	-2	38	0	-1
Ratio Change %	%	0.00	-1.18	0.31	0.87	0.10	0.02	0.03	-0.01	-0.01	0.00	0.02	-0.03	0.01	0.00	0.08	0.00	0.00
Net Change %	%	1.38	-0.05	6.50	10.32	6.59	125.00	35.14	-0.32	-3.33	4.76	25.71	-13.19	13.51	-25.00	18.18	0.00	-6.25
TEMPORARY																		
Prior FY #	#	835	681	71	83	18	3	1	3	0	1	0	1	0	1	8	0	0
Prior FY %	%	100.00	81.56	8.50	9.94	2.16	0.36	0.12	0.36	0.00	0.12	0.00	0.12	0.00	0.12	0.96	0.00	0.00
Current FY #	#	1036	850	76	110	22	2	3	6	0	0	1	0	0	0	10	0	0
Current FY %	%	100.00	82.05	7.34	10.62	2.12	0.19	0.29	0.58	0.00	0.00	0.10	0.00	0.00	0.00	0.97	0.00	0.00
Difference #	#	201	169	5	27	4	-1	2	3	0	-1	1	-1	0	-1	2	0	0
Ratio Change %	%	0.00	0.49	-1.17	0.68	-0.03	-0.17	0.17	0.22	0.00	-0.12	0.10	-0.12	0.00	-0.12	0.01	0.00	0.00
Net Change %	%	24.07	24.82	7.04	32.53	22.22	-33.33	200.00	100.00	0.00	-100.00	0.00	-100.00	0.00	-100.00	25.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																		
Prior FY #	#	243	32	35	176	40	0	0	8	9	0	1	5	4	2	9	1	1
Prior FY %	%	100.00	13.17	14.40	72.43	16.46	0.00	0.00	3.29	3.70	0.00	0.41	2.06	1.65	0.82	3.70	0.41	0.41
Current FY #	#	264	34	39	191	41	1	1	9	9	0	1	6	4	1	8	1	0
Current FY %	%	100.00	12.88	14.77	72.35	15.53	0.38	0.38	3.41	3.41	0.00	0.38	2.27	1.52	0.38	3.03	0.38	0.00
Difference #	#	21	2	4	15	1	1	1	1	0	0	0	1	0	-1	-1	0	-1
Ratio Change %	%	0.00	-0.29	0.37	-0.08	-0.93	0.38	0.38	0.12	-0.29	0.00	-0.03	0.22	-0.13	-0.44	-0.67	-0.03	-0.41
Net Change %	%	8.64	6.25	11.43	8.52	2.50	0.00	0.00	12.50	0.00	0.00	0.00	20.00	0.00	-50.00	-11.11	0.00	-100.00

Worksheet B2: Permanent Workforce By Component – Distribution by Disability

Employment Tenure	Total	No Disability (05)	Not Identified (01)	Disability (02, 03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent Workforce #	44412	36763	2869	4780	922	18	50	307	87	22	44	79	42	6	247	5	15
Permanent Workforce %	100.00	82.78	6.46	10.76	2.08	0.04	0.11	0.69	0.20	0.05	0.10	0.18	0.09	0.01	0.56	0.01	0.03
501 Goal %				12.00	2.00												
AAE #	22	16	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
AAE %	100.00	72.73	9.09	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ACR #	71	27	5	39	13	0	0	3	4	0	1	2	1	1	1	0	0
ACR %	100.00	38.03	7.04	54.93	18.31	0.00	0.00	4.23	5.63	0.00	1.41	2.82	1.41	1.41	1.41	0.00	0.00
AFN #	2553	1800	244	509	91	0	8	23	13	1	8	5	7	1	22	1	2
AFN %	100.00	70.51	9.56	19.94	3.56	0.00	0.31	0.90	0.51	0.04	0.31	0.20	0.27	0.04	0.86	0.04	0.08
AGC #	256	193	32	31	5	0	0	1	1	0	0	0	1	0	2	0	0
AGC %	100.00	75.39	12.50	12.11	1.95	0.00	0.00	0.39	0.39	0.00	0.00	0.00	0.39	0.00	0.78	0.00	0.00
AGI #	8	7	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0
AGI %	100.00	87.50	0.00	12.50	12.50	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AHR #	496	322	54	120	18	0	0	6	1	0	2	1	2	0	5	0	1
AHR %	100.00	64.92	10.89	24.19	3.63	0.00	0.00	1.21	0.20	0.00	0.40	0.20	0.40	0.00	1.01	0.00	0.20
ANG #	795	676	32	87	26	0	0	9	4	0	2	4	2	0	5	0	0
ANG %	100.00	85.03	4.03	10.94	3.27	0.00	0.00	1.13	0.50	0.00	0.25	0.50	0.25	0.00	0.63	0.00	0.00
AOA #	9	7	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
AOA %	100.00	77.78	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AOC #	60	38	11	11	1	0	0	0	1	0	0	0	0	0	0	0	0
AOC %	100.00	63.33	18.33	18.33	1.67	0.00	0.00	0.00	1.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
APL #	309	242	28	39	10	1	0	2	2	0	0	1	1	0	3	0	0
APL %	100.00	78.32	9.06	12.62	3.24	0.32	0.00	0.65	0.65	0.00	0.00	0.32	0.32	0.00	0.97	0.00	0.00
ARP #	666	538	54	74	16	0	0	5	3	0	0	2	1	0	4	1	0
ARP %	100.00	80.78	8.11	11.11	2.40	0.00	0.00	0.75	0.45	0.00	0.00	0.30	0.15	0.00	0.60	0.15	0.00
ASH #	568	415	52	101	21	0	3	5	1	0	0	3	1	0	7	0	1
ASH %	100.00	73.06	9.15	17.78	3.70	0.00	0.53	0.88	0.18	0.00	0.00	0.53	0.18	0.00	1.23	0.00	0.18
AST #	138	108	13	17	1	0	1	0	0	0	0	0	0	0	0	0	0
AST %	100.00	78.26	9.42	12.32	0.72	0.00	0.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ATO #	30784	26588	1621	2575	462	9	25	141	37	12	21	41	19	2	143	3	9
ATO %	100.00	86.37	5.27	8.36	1.50	0.03	0.08	0.46	0.12	0.04	0.07	0.13	0.06	0.01	0.46	0.01	0.03
AVS #	7677	5786	721	1170	257	8	13	112	19	9	10	20	7	2	55	0	2
AVS %	100.00	75.37	9.39	15.24	3.35	0.10	0.17	1.46	0.25	0.12	0.13	0.26	0.09	0.03	0.72	0.00	0.03

Worksheet B4P: General Schedule Grades by Disability [Permanent]

GS/GM, SES, and Related Grades	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	3	1	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0
GS-03 %	100.00	33.33	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	35	18	4	13	5	0	0	1	0	0	0	0	0	1	2	0	1
GS-05 %	100.00	51.43	11.43	37.14	14.29	0.00	0.00	2.86	0.00	0.00	0.00	0.00	0.00	2.86	5.71	0.00	2.86
GS-06 #	48	21	8	19	7	0	0	2	1	0	0	1	0	0	3	0	0
GS-06 %	100.00	43.75	16.67	39.58	14.58	0.00	0.00	4.17	2.08	0.00	0.00	2.08	0.00	0.00	6.25	0.00	0.00
GS-07 #	416	223	52	141	37	3	5	10	3	0	1	4	0	2	9	0	0
GS-07 %	100.00	53.61	12.50	33.89	8.89	0.72	1.20	2.40	0.72	0.00	0.24	0.96	0.00	0.48	2.16	0.00	0.00
GS-08 #	821	745	37	39	6	0	0	0	0	2	0	1	0	0	3	0	0
GS-08 %	100.00	90.74	4.51	4.75	0.73	0.00	0.00	0.00	0.00	0.24	0.00	0.12	0.00	0.00	0.37	0.00	0.00
GS-09 #	2035	1360	233	442	96	4	7	20	5	1	2	13	2	1	40	1	0
GS-09 %	100.00	66.83	11.45	21.72	4.72	0.20	0.34	0.98	0.25	0.05	0.10	0.64	0.10	0.05	1.97	0.05	0.00
GS-10 #	661	542	67	52	9	0	2	4	0	0	0	0	0	0	3	0	0
GS-10 %	100.00	82.00	10.14	7.87	1.36	0.00	0.30	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.45	0.00	0.00
GS-11 #	2626	2230	142	254	46	2	2	10	6	0	2	5	4	0	15	0	0
GS-11 %	100.00	84.92	5.41	9.67	1.75	0.08	0.08	0.38	0.23	0.00	0.08	0.19	0.15	0.00	0.57	0.00	0.00
GS-12 #	7888	6350	562	976	178	4	6	61	19	6	11	8	9	1	51	0	2
GS-12 %	100.00	80.50	7.12	12.37	2.26	0.05	0.08	0.77	0.24	0.08	0.14	0.10	0.11	0.01	0.65	0.00	0.03
GS-13 #	8137	6446	618	1073	198	3	14	76	15	4	11	15	5	1	46	2	6
GS-13 %	100.00	79.22	7.59	13.19	2.43	0.04	0.17	0.93	0.18	0.05	0.14	0.18	0.06	0.01	0.57	0.02	0.07
GS-14 #	17355	15018	906	1431	275	2	13	104	30	5	11	28	17	0	59	2	4
GS-14 %	100.00	86.53	5.22	8.25	1.58	0.01	0.07	0.60	0.17	0.03	0.06	0.16	0.10	0.00	0.34	0.01	0.02
GS-15 #	4200	3652	229	319	57	0	1	16	7	4	5	4	3	0	16	0	1
GS-15 %	100.00	86.95	5.45	7.60	1.36	0.00	0.02	0.38	0.17	0.10	0.12	0.10	0.07	0.00	0.38	0.00	0.02
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	44225	36606	2858	4761	915	18	50	304	86	22	43	79	41	6	247	5	14
Total GS Employees %	100.00	82.77	6.46	10.77	2.07	0.04	0.11	0.69	0.19	0.05	0.10	0.18	0.09	0.01	0.56	0.01	0.03
Senior Executive Service #	187	157	11	19	7	0	0	3	1	0	1	0	1	0	0	0	1
Senior Executive Service %	100.00	83.96	5.88	10.16	3.74	0.00	0.00	1.60	0.53	0.00	0.53	0.00	0.53	0.00	0.00	0.00	0.53
Other Senior Pay (Non-SES) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	0.00	0.00	0.00	0.00	0.00	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 Senior Pay #	187	157	11	19	7	0	0	3	1	0	1	0	1	0	0	0	1
Total Senior Pay %	100.00	83.96	5.88	10.16	3.74	0.00	0.00	1.60	0.53	0.00	0.53	0.00	0.53	0.00	0.00	0.00	0.53
GS-1 to GS-10 #	4019	2910	401	708	161	7	14	37	9	3	3	19	3	4	60	1	1
GS-1 to GS-10 %	100.00	72.41	9.98	17.62	4.01	0.17	0.35	0.92	0.22	0.07	0.07	0.47	0.07	0.10	1.49	0.02	0.02
GS-11 to SES #	40393	33853	2468	4072	761	11	36	270	78	19	41	60	39	2	187	4	14
GS-11 to SES %	100.00	83.81	6.11	10.08	1.88	0.03	0.09	0.67	0.19	0.05	0.10	0.15	0.10	0.00	0.46	0.01	0.03

Worksheet B4T: General Schedule Grades by Disability [Temporary]

GS/GM, SES, and Related Grades	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100.00	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	656	578	32	46	9	2	1	2	0	0	0	0	0	0	4	0	0
GS-03 %	100.00	88.11	4.88	7.01	1.37	0.30	0.15	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	47	39	1	7	3	0	0	1	0	0	0	0	0	0	2	0	0
GS-05 %	100.00	82.98	2.13	14.89	6.38	0.00	0.00	2.13	0.00	0.00	0.00	0.00	0.00	0.00	4.26	0.00	0.00
GS-06 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 %	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	0.00	0.00	0.00
GS-07 #	8	7	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
GS-07 %	100.00	87.50	0.00	12.50	12.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	74	46	12	16	4	0	0	2	0	0	1	0	0	0	1	0	0
GS-09 %	100.00	62.16	16.22	21.62	5.41	0.00	0.00	2.70	0.00	0.00	1.35	0.00	0.00	0.00	1.35	0.00	0.00
GS-10 #	98	67	17	14	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100.00	68.37	17.35	14.29	0.00	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 #	28	21	3	4	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-11 %	100.00	75.00	10.71	14.29	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.57	0.00	0.00
GS-12 #	42	29	4	9	2	0	1	0	0	0	0	0	0	0	1	0	0
GS-12 %	100.00	69.05	9.52	21.43	4.76	0.00	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.38	0.00	0.00
GS-13 #	30	24	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100.00	80.00	6.67	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	27	16	4	7	2	0	1	0	0	0	0	0	0	1	0	0	0
GS-14 %	100.00	59.26	14.81	25.93	7.41	0.00	3.70	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00	0.00
GS-15 #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	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	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	1029	845	75	109	22	2	4	5	0	0	1	0	0	1	9	0	0
Total GS Employees %	100.00	82.12	7.29	10.59	2.14	0.19	0.39	0.49	0.00	0.00	0.10	0.00	0.00	0.10	0.87	0.00	0.00
Senior Executive Service #	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100.00	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES)	0.00	0.00	0.00	0.00	0.00	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 Senior Pay #	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	100.00	71.43	14.29	14.29	0.00	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-1 to GS-10 #	894	747	62	85	17	2	2	5	0	0	1	0	0	0	7	0	0
GS-1 to GS-10 %	100.00	83.56	6.94	9.51	1.90	0.22	0.22	0.56	0.00	0.00	0.11	0.00	0.00	0.00	0.78	0.00	0.00
GS-11 to SES #	142	103	14	25	5	0	2	0	0	0	0	0	0	1	2	0	0
GS-11 to SES %	100.00	72.54	9.86	17.61	3.52	0.00	1.41	0.00	0.00	0.00	0.00	0.00	0.00	0.70	1.41	0.00	0.00

	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1361 #	459	323	47	89	17	0	1	4	0	0	1	3	0	0	7	1	0
1361 %	100.00	70.37	10.24	19.39	3.70	0.00	0.22	0.87	0.00	0.00	0.22	0.65	0.00	0.00	1.53	0.22	0.00
FG/09 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
FG/09 %	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/11 #	18	11	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0
FG/11 %	100.00	61.11	16.67	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/12 #	17	13	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
FG/12 %	100.00	76.47	11.76	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FG/13 #	111	76	12	23	9	0	0	2	0	0	0	3	0	0	4	0	0
FG/13 %	100.00	68.47	10.81	20.72	8.11	0.00	0.00	1.80	0.00	0.00	0.00	2.70	0.00	0.00	3.60	0.00	0.00
FG/14 #	193	142	16	35	5	0	1	2	0	0	1	0	0	0	1	0	0
FG/14 %	100.00	73.58	8.29	18.13	2.59	0.00	0.52	1.04	0.00	0.00	0.52	0.00	0.00	0.00	0.52	0.00	0.00
FV/13 #	5	3	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
FV/13 %	100.00	60.00	0.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00
FV/14 #	85	56	8	21	2	0	0	0	0	0	0	0	0	0	1	1	0
FV/14 %	100.00	65.88	9.41	24.71	2.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.18	1.18	0.00
FV/15 #	28	21	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0
FV/15 %	100.00	75.00	21.43	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1801 #	628	466	69	93	16	0	2	7	1	0	0	0	0	0	6	0	0
1801 %	100.00	74.20	10.99	14.81	2.55	0.00	0.32	1.11	0.16	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.00

Worksheet B7P: New Hires For Mission-Critical Occupations by Disability [Permanent]

	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Job Series:		0110															
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	2064	1595	194	115	160	22	18	7	8	6	11	1	15	5	67	0	0
Voluntarily Identified Applicants %	100.00	77.28	9.40	5.57	7.75	1.07	0.87	0.34	0.39	0.29	0.53	0.05	0.73	0.24	3.25	0.00	0.00
Qualified External Applicants #	1315	1011	134	71	99	14	12	4	6	2	9	0	7	3	42	0	0
Qualified External Applicants %	100.00	76.88	10.19	5.40	7.53	1.06	0.91	0.30	0.46	0.15	0.68	0.00	0.53	0.23	3.19	0.00	0.00
Referred Applicants #	1315	1011	134	71	99	14	12	4	6	2	9	0	7	3	42	0	0
Referred Applicants %	100.00	76.88	10.19	5.40	7.53	1.06	0.91	0.30	0.46	0.15	0.68	0.00	0.53	0.23	3.19	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0602															
Vacancy Announcements #	15																
Voluntarily Identified Applicants #	473	385	48	28	12	0	1	1	0	0	0	0	3	0	5	1	1
Voluntarily Identified Applicants %	100.00	81.40	10.15	5.92	2.54	0.00	0.21	0.21	0.00	0.00	0.00	0.00	0.63	0.00	1.06	0.21	0.21
Qualified External Applicants #	126	103	15	5	3	0	0	0	0	0	0	0	1	0	2	0	0
Qualified External Applicants %	100.00	81.75	11.90	3.97	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.79	0.00	1.59	0.00	0.00
Referred Applicants #	126	103	15	5	3	0	0	0	0	0	0	0	1	0	2	0	0
Referred Applicants %	100.00	81.75	11.90	3.97	2.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.79	0.00	1.59	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		0801															
Vacancy Announcements #	40																
Voluntarily Identified Applicants #	3387	2701	340	164	182	32	18	20	5	7	13	4	8	4	70	0	1
Voluntarily Identified Applicants %	100.00	79.75	10.04	4.84	5.37	0.94	0.53	0.59	0.15	0.21	0.38	0.12	0.24	0.12	2.07	0.00	0.03
Qualified External Applicants #	2401	1905	251	126	119	23	11	9	2	6	10	2	5	2	49	0	0
Qualified External Applicants %	100.00	79.34	10.45	0.00	4.96	0.96	0.46	0.37	0.08	0.25	0.42	0.08	0.21	0.08	2.04	0.00	0.00
Referred Applicants #	2377	1888	248	123	118	23	11	8	2	6	10	2	5	2	49	0	0
Referred Applicants %	100.00	79.43	10.43	5.17	4.96	0.97	0.46	0.34	0.08	0.25	0.42	0.08	0.21	0.08	2.06	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00	0.00
Job Series:		0802															
Vacancy Announcements #	19																
Voluntarily Identified Applicants #	2687	2120	211	169	187	14	37	24	7	2	5	2	9	2	83	0	2
Voluntarily Identified Applicants %	100.00	78.90	7.85	6.29	6.96	0.52	1.38	0.89	0.26	0.07	0.19	0.07	0.33	0.07	3.09	0.00	0.07
Qualified External Applicants #	2326	1815	187	155	169	10	34	22	7	2	5	1	8	1	77	0	2
Qualified External Applicants %	100.00	78.03	8.04	6.66	7.27	0.43	1.46	0.95	0.30	0.09	0.21	0.04	0.34	0.04	3.31	0.00	0.09
Referred Applicants #	2324	1814	187	155	168	10	34	22	7	2	5	1	8	1	76	0	2

Referred Applicants %	100.00	78.06	8.05	6.67	7.23	0.43	1.46	0.95	0.30	0.09	0.22	0.04	0.34	0.04	3.27	0.00	0.09
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00	0.00
Job Series:	0803																
Vacancy Announcements #	2																
Voluntarily Identified Applicants #	654	513	74	30	37	4	6	4	1	1	0	2	2	0	17	0	0
Voluntarily Identified Applicants %	100.00	78.44	11.31	4.59	5.66	0.61	0.92	0.61	0.15	0.15	0.00	0.31	0.31	0.00	2.60	0.00	0.00
Qualified External Applicants #	447	358	51	18	20	3	2	3	0	1	0	0	1	0	10	0	0
Qualified External Applicants %	100.00	80.09	11.41	0.00	4.47	0.67	0.45	0.67	0.00	0.22	0.00	0.00	0.22	0.00	2.24	0.00	0.00
Referred Applicants #	447	358	51	18	20	3	2	3	0	1	0	0	1	0	10	0	0
Referred Applicants %	100.00	80.09	11.41	4.03	4.47	0.67	0.45	0.67	0.00	0.22	0.00	0.00	0.22	0.00	2.24	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0804																
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	659	497	74	43	45	2	10	4	2	1	1	3	2	0	17	1	2
Voluntarily Identified Applicants %	100.00	75.42	11.23	6.53	6.83	0.30	1.52	0.61	0.30	0.15	0.15	0.46	0.30	0.00	2.58	0.15	0.30
Qualified External Applicants #	83	68	8	5	2	0	0	1	0	0	0	1	0	0	0	0	0
Qualified External Applicants %	100.00	81.93	9.64	6.02	2.41	0.00	0.00	1.20	0.00	0.00	0.00	1.20	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	83	68	8	5	2	0	0	1	0	0	0	1	0	0	0	0	0
Referred Applicants %	100.00	81.93	9.64	6.02	2.41	0.00	0.00	1.20	0.00	0.00	0.00	1.20	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0808																
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	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	0.00	0.00	0.00
Qualified External Applicants #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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	0.00	0.00	0.00
Referred Applicants #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00	0.00
Job Series:	0810																
Vacancy Announcements #	17																
Voluntarily Identified Applicants #	891	730	93	33	35	4	11	2	0	0	2	0	4	0	12	0	0
Voluntarily Identified Applicants %	100.00	81.93	10.44	3.70	3.93	0.45	1.23	0.22	0.00	0.00	0.22	0.00	0.45	0.00	1.35	0.00	0.00
Qualified External Applicants #	700	575	75	23	27	4	10	2	0	0	1	0	2	0	8	0	0
Qualified External Applicants %	100.00	82.14	10.71	3.29	3.86	0.57	1.43	0.29	0.00	0.00	0.14	0.00	0.29	0.00	1.14	0.00	0.00

Referred Applicants #	685	563	74	22	26	4	9	2	0	0	1	0	2	0	8	0	0
Referred Applicants %	100.00	82.19	10.80	3.21	3.80	0.58	1.31	0.29	0.00	0.00	0.15	0.00	0.29	0.00	1.17	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00	0.00
Job Series:	0819																
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	636	504	61	33	38	7	4	2	1	0	4	0	1	1	18	0	0
Voluntarily Identified Applicants %	100.00	79.25	9.59	5.19	5.97	1.10	0.63	0.31	0.16	0.00	0.63	0.00	0.16	0.16	2.83	0.00	0.00
Qualified External Applicants #	514	409	51	27	27	4	1	2	1	0	3	0	1	1	14	0	0
Qualified External Applicants %	100.00	79.57	9.92	5.25	5.25	0.78	0.19	0.39	0.19	0.00	0.58	0.00	0.19	0.19	2.72	0.00	0.00
Referred Applicants #	514	409	51	27	27	4	1	2	1	0	3	0	1	1	14	0	0
Referred Applicants %	100.00	79.57	9.92	5.25	5.25	0.78	0.19	0.39	0.19	0.00	0.58	0.00	0.19	0.19	2.72	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0830																
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	1525	1273	117	65	70	17	5	5	0	1	3	0	3	3	32	0	1
Voluntarily Identified Applicants %	100.00	83.48	7.67	4.26	4.59	1.11	0.33	0.33	0.00	0.07	0.20	0.00	0.20	0.20	2.10	0.00	0.07
Qualified External Applicants #	1250	1036	104	54	56	15	3	4	0	1	3	0	2	3	24	0	1
Qualified External Applicants %	100.00	82.88	8.32	4.32	4.48	1.20	0.24	0.32	0.00	0.08	0.24	0.00	0.16	0.24	1.92	0.00	0.08
Referred Applicants #	1250	1036	104	54	56	15	3	4	0	1	3	0	2	3	24	0	1
Referred Applicants %	100.00	82.88	8.32	4.32	4.48	1.20	0.24	0.32	0.00	0.08	0.24	0.00	0.16	0.24	1.92	0.00	0.08
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0850																
Vacancy Announcements #	7																
Voluntarily Identified Applicants #	735	610	61	27	37	8	4	4	0	0	6	0	0	1	14	0	0
Voluntarily Identified Applicants %	100.00	82.99	8.30	3.67	5.03	1.09	0.54	0.54	0.00	0.00	0.82	0.00	0.00	0.14	1.90	0.00	0.00
Qualified External Applicants #	581	477	50	24	30	8	3	2	0	0	5	0	0	0	12	0	0
Qualified External Applicants %	100.00	82.10	8.61		5.16	1.38	0.52	0.34	0.00	0.00	0.86	0.00	0.00	0.00	2.07	0.00	0.00
Referred Applicants #	581	477	50	24	30	8	3	2	0	0	5	0	0	0	12	0	0
Referred Applicants %	100.00	82.10	8.61	4.13	5.16	1.38	0.52	0.34	0.00	0.00	0.86	0.00	0.00	0.00	2.07	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0854																
Vacancy Announcements #	5																
Voluntarily Identified Applicants #	931	724	81	63	63	15	6	5	0	1	7	3	2	2	21	0	1
Voluntarily Identified Applicants %	100.00	77.77	8.70	6.77	6.77	1.61	0.64	0.54	0.00	0.11	0.75	0.32	0.21	0.21	2.26	0.00	0.11
Qualified External Applicants #	614	485	53	37	39	13	3	1	0	0	6	2	1	2	10	0	1

Qualified External Applicants %	100.00	78.99	8.63	6.03	6.35	2.12	0.49	0.16	0.00	0.00	0.98	0.33	0.16	0.33	1.63	0.00	0.16
Referred Applicants #	614	485	53	37	39	13	3	1	0	0	6	2	1	2	10	0	1
Referred Applicants %	100.00	78.99	8.63	6.03	6.35	2.12	0.49	0.16	0.00	0.00	0.98	0.33	0.16	0.33	1.63	0.00	0.16
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0855																
Vacancy Announcements #	15																
Voluntarily Identified Applicants #	1249	997	125	70	57	8	6	6	1	0	5	0	2	0	29	0	0
Voluntarily Identified Applicants %	100.00	79.82	10.01	5.60	4.56	0.64	0.48	0.48	0.08	0.00	0.40	0.00	0.16	0.00	2.32	0.00	0.00
Qualified External Applicants #	882	692	99	50	41	6	4	5	0	0	4	0	2	0	20	0	0
Qualified External Applicants %	100.00	78.46	11.22	0.00	4.65	0.68	0.45	0.57	0.00	0.00	0.45	0.00	0.23	0.00	2.27	0.00	0.00
Referred Applicants #	879	689	99	50	41	6	4	5	0	0	4	0	2	0	20	0	0
Referred Applicants %	100.00	78.38	11.26	5.69	4.66	0.68	0.46	0.57	0.00	0.00	0.46	0.00	0.23	0.00	2.28	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0856																
Vacancy Announcements #	4																
Voluntarily Identified Applicants #	342	271	22	29	20	2	1	0	0	0	1	1	1	0	14	0	0
Voluntarily Identified Applicants %	100.00	79.24	6.43	8.48	5.85	0.58	0.29	0.00	0.00	0.00	0.29	0.29	0.29	0.00	4.09	0.00	0.00
Qualified External Applicants #	116	84	8	17	7	0	1	0	0	0	0	0	1	0	5	0	0
Qualified External Applicants %	100.00	72.41	6.90	14.66	6.03	0.00	0.86	0.00	0.00	0.00	0.00	0.00	0.86	0.00	4.31	0.00	0.00
Referred Applicants #	116	84	8	17	7	0	1	0	0	0	0	0	1	0	5	0	0
Referred Applicants %	100.00	72.41	6.90	14.66	6.03	0.00	0.86	0.00	0.00	0.00	0.00	0.00	0.86	0.00	4.31	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00	0.00
Job Series:	0861																
Vacancy Announcements #	70																
Voluntarily Identified Applicants #	4497	3781	418	132	166	48	17	12	1	7	10	4	12	1	52	0	2
Voluntarily Identified Applicants %	100.00	84.08	9.30	2.94	3.69	1.07	0.38	0.27	0.02	0.16	0.22	0.09	0.27	0.02	1.16	0.00	0.04
Qualified External Applicants #	2654	2223	260	73	98	30	8	6	0	3	7	2	9	1	30	0	2
Qualified External Applicants %	100.00	83.76	9.80	0.00	3.69	1.13	0.30	0.23	0.00	0.11	0.26	0.08	0.34	0.04	1.13	0.00	0.08
Referred Applicants #	2646	2215	260	73	98	30	8	6	0	3	7	2	9	1	30	0	2
Referred Applicants %	100.00	83.71	9.83	2.76	3.70	1.13	0.30	0.23	0.00	0.11	0.26	0.08	0.34	0.04	1.13	0.00	0.08
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	20	17	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	85.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0896																
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	669	545	69	27	28	6	3	2	0	1	3	2	1	2	8	0	0
Voluntarily Identified Applicants %	100.00	81.46	10.31	4.04	4.19	0.90	0.45	0.30	0.00	0.15	0.45	0.30	0.15	0.30	1.20	0.00	0.00

Qualified External Applicants #	555	457	54	23	21	6	3	1	0	0	2	1	1	0	7	0	0
Qualified External Applicants %	100.00	82.34	9.73	4.14	3.78	1.08	0.54	0.18	0.00	0.00	0.36	0.18	0.18	0.00	1.26	0.00	0.00
Referred Applicants #	554	456	54	23	21	6	3	1	0	0	2	1	1	0	7	0	0
Referred Applicants %	100.00	82.31	9.75	4.15	3.79	1.08	0.54	0.18	0.00	0.00	0.36	0.18	0.18	0.00	1.26	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00	0.00
Job Series:	0905																
Vacancy Announcements #	26																
Voluntarily Identified Applicants #	1016	716	174	66	60	6	5	8	4	2	7	0	4	1	22	0	1
Voluntarily Identified Applicants %	100.00	70.47	17.13	6.50	5.91	0.59	0.49	0.79	0.39	0.20	0.69	0.00	0.39	0.10	2.17	0.00	0.10
Qualified External Applicants #	246	172	47	14	13	2	1	3	0	1	2	0	0	0	4	0	0
Qualified External Applicants %	100.00	69.92	19.11	0.00	5.28	0.81	0.41	1.22	0.00	0.41	0.81	0.00	0.00	0.00	1.63	0.00	0.00
Referred Applicants #	246	172	47	14	13	2	1	3	0	1	2	0	0	0	4	0	0
Referred Applicants %	100.00	69.92	19.11	5.69	5.28	0.81	0.41	1.22	0.00	0.41	0.81	0.00	0.00	0.00	1.63	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	17	11	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	64.71	23.53	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	1361																
Vacancy Announcements #	17																
Voluntarily Identified Applicants #	579	450	75	39	15	1	1	2	0	0	3	1	2	0	5	0	0
Voluntarily Identified Applicants %	100.00	77.72	12.95	6.74	2.59	0.17	0.17	0.35	0.00	0.00	0.52	0.17	0.35	0.00	0.86	0.00	0.00
Qualified External Applicants #	182	131	31	17	3	0	1	1	0	0	1	0	0	0	0	0	0
Qualified External Applicants %	100.00	71.98	17.03	9.34	1.65	0.00	0.55	0.55	0.00	0.00	0.55	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	182	131	31	17	3	0	1	1	0	0	1	0	0	0	0	0	0
Referred Applicants %	100.00	71.98	17.03	9.34	1.65	0.00	0.55	0.55	0.00	0.00	0.55	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	16	13	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	81.25	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	1801																
Vacancy Announcements #	46																
Voluntarily Identified Applicants #	3624	2809	358	269	188	11	25	23	0	3	14	3	12	5	90	0	2
Voluntarily Identified Applicants %	100.00	77.51	9.88	7.42	5.19	0.30	0.69	0.63	0.00	0.08	0.39	0.08	0.33	0.14	2.48	0.00	0.06
Qualified External Applicants #	1182	929	114	95	44	1	6	8	0	1	2	2	5	2	17	0	0
Qualified External Applicants %	100.00	78.60	9.64	0.00	3.72	0.08	0.51	0.68	0.00	0.08	0.17	0.17	0.42	0.17	1.44	0.00	0.00
Referred Applicants #	1165	914	113	95	43	1	6	7	0	1	2	2	5	2	17	0	0
Referred Applicants %	100.00	78.45	9.70	8.15	3.69	0.09	0.52	0.60	0.00	0.09	0.17	0.17	0.43	0.17	1.46	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	9	7	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	77.78	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	1802																
Vacancy Announcements #	32																
Voluntarily Identified Applicants #	779	596	103	43	37	2	6	3	0	4	2	0	2	0	16	0	2

Voluntarily Identified Applicants %	100.00	76.51	13.22	5.52	4.75	0.26	0.77	0.39	0.00	0.51	0.26	0.00	0.26	0.00	2.05	0.00	0.26
Qualified External Applicants #	154	103	33	9	9	0	1	0	0	2	0	0	1	0	5	0	0
Qualified External Applicants %	100.00	66.88	21.43	5.84	5.84	0.00	0.65	0.00	0.00	1.30	0.00	0.00	0.65	0.00	3.25	0.00	0.00
Referred Applicants #	154	103	33	9	9	0	1	0	0	2	0	0	1	0	5	0	0
Referred Applicants %	100.00	66.88	21.43	5.84	5.84	0.00	0.65	0.00	0.00	1.30	0.00	0.00	0.65	0.00	3.25	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	13	7	4	0	2	0	0	0	0	0	0	0	1	0	1	0	0
External Selections %	100.00	53.85	30.77	0.00	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00	7.69	0.00	0.00
Job Series:		1825															
Vacancy Announcements #	51																
Voluntarily Identified Applicants #	4117	3480	338	151	148	5	24	20	1	6	8	5	8	2	68	0	1
Voluntarily Identified Applicants %	100.00	84.53	8.21	3.67	3.59	0.12	0.58	0.49	0.02	0.15	0.19	0.12	0.19	0.05	1.65	0.00	0.02
Qualified External Applicants #	1355	1162	127	34	32	0	6	2	0	3	1	3	3	0	14	0	0
Qualified External Applicants %	100.00	85.76	9.37	0.00	2.36	0.00	0.44	0.15	0.00	0.22	0.07	0.22	0.22	0.00	1.03	0.00	0.00
Referred Applicants #	964	825	91	27	21	0	2	1	0	2	1	2	1	0	12	0	0
Referred Applicants %	100.00	85.58	9.44	2.80	2.18	0.00	0.21	0.10	0.00	0.21	0.10	0.21	0.10	0.00	1.24	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	147	130	12	4	1	0	0	0	0	1	0	0	0	0	0	0	0
External Selections %	100.00	88.44	8.16	2.72	0.68	0.00	0.00	0.00	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2101															
Vacancy Announcements #	25																
Voluntarily Identified Applicants #	2999	2476	277	113	133	8	24	7	4	2	8	8	6	0	66	0	0
Voluntarily Identified Applicants %	100.00	82.56	9.24	3.77	4.43	0.27	0.80	0.23	0.13	0.07	0.27	0.27	0.20	0.00	2.20	0.00	0.00
Qualified External Applicants #	1443	1187	135	61	60	1	12	3	4	1	3	4	3	0	29	0	0
Qualified External Applicants %	100.00	82.26	9.36	4.23	4.16	0.07	0.83	0.21	0.28	0.07	0.21	0.28	0.21	0.00	2.01	0.00	0.00
Referred Applicants #	1443	1187	135	61	60	1	12	3	4	1	3	4	3	0	29	0	0
Referred Applicants %	100.00	82.26	9.36	4.23	4.16	0.07	0.83	0.21	0.28	0.07	0.21	0.28	0.21	0.00	2.01	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	78	65	7	4	2	0	0	1	0	0	0	0	0	0	1	0	0
External Selections %	100.00	83.33	8.97	5.13	2.56	0.00	0.00	1.28	0.00	0.00	0.00	0.00	0.00	0.00	1.28	0.00	0.00
Job Series:		2152															
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	1014	925	56	23	10	0	3	0	0	1	1	1	1	0	3	0	0
Voluntarily Identified Applicants %	100.00	91.22	5.52	2.27	0.99	0.00	0.30	0.00	0.00	0.10	0.10	0.10	0.10	0.00	0.30	0.00	0.00
Qualified External Applicants #	405	375	22	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	92.59	5.43	1.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	405	375	22	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	92.59	5.43	1.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	210	201	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	95.71	3.81	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2181															
Vacancy Announcements #	9																

Worksheet B7T: New Hires for Mission-Critical Occupations by Disability [Temporary]

	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Job Series:		0855															
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100.00	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	85.71	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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	0.00	0.00	0.00
Job Series:		0899															
Vacancy Announcements #	9																
Voluntarily Identified Applicants #	427	382	20	12	13	10	2	0	0	0	0	0	0	1	0	0	0
Voluntarily Identified Applicants %	100.00	89.46	4.68	2.81	3.04	2.34	0.47	0.00	0.00	0.00	0.00	0.00	0.00	0.23	0.00	0.00	0.00
Qualified External Applicants #	245	216	12	7	10	8	1	0	0	0	0	0	0	1	0	0	0
Qualified External Applicants %	100.00	88.16	4.90	2.86	4.08	3.27	0.41	0.00	0.00	0.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00
Referred Applicants #	245	216	12	7	10	8	1	0	0	0	0	0	0	1	0	0	0
Referred Applicants %	100.00	88.16	4.90	2.86	4.08	3.27	0.41	0.00	0.00	0.00	0.00	0.00	0.00	0.41	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	17	15	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	88.24	5.88	5.88	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		1802															
Vacancy Announcements #	1																
Voluntarily Identified Applicants #	71	60	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100.00	84.51	12.68	2.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2152															
Vacancy Announcements #	5																
Voluntarily Identified Applicants #	15832	14734	546	297	255	68	14	9	2	12	30	6	13	5	93	2	1
Voluntarily Identified Applicants %	100.00	93.06	3.45	1.88	1.61	0.43	0.09	0.06	0.01	0.08	0.19	0.04	0.08	0.03	0.59	0.01	0.01
Qualified External Applicants #	10068	9443	337	163	125	35	6	2	0	7	17	3	9	1	42	2	1
Qualified External Applicants %	100.00	93.79	3.35	1.62	1.24	0.35	0.06	0.02	0.00	0.07	0.17	0.03	0.09	0.01	0.42	0.02	0.01

Worksheet B8: New Hires For Type Of Appointment by Disability

Total New Hires	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent #	2031	1414	300	317	51	5	6	11	0	1	0	1	1	0	25	0	1
Permanent %	100.00	69.62	14.77	15.61	2.51	0.25	0.30	0.54	0.00	0.05	0.00	0.05	0.05	0.00	1.23	0.00	0.05
Temporary #	1742	1532	110	100	20	6	1	5	0	1	1	0	0	1	5	0	0
Temporary %	100.00	87.94	6.31	5.74	1.15	0.34	0.06	0.29	0.00	0.06	0.06	0.00	0.00	0.06	0.29	0.00	0.00
Schedule A (permanent) #	28	8	6	14	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent) %	100.00	28.57	21.43	50.00	0.00	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 #	3773	2946	410	417	71	11	7	16	0	2	1	1	1	1	30	0	1
Total %	100.00	78.08	10.87	11.05	1.88	0.29	0.19	0.42	0.00	0.05	0.03	0.03	0.03	0.03	0.80	0.00	0.03

Worksheet B9P: Internal Competitive Promotions For Mission-Critical Occupations by Disability [Permanent]

Type of Appointment	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Job Series: 0110																	
Vacancy Announcements #	1																
Internal Applications #	13	8	3	1	1	0	1	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	61.54	23.08	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	11	7	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	63.64	27.27	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	11	7	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	63.64	27.27	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	75.00	8.33	5.56	11.11	0.00	0.00	0.00	2.78	0.00	0.00	0.00	2.78	0.00	5.56	0.00	0.00
Job Series: 0602																	
Vacancy Announcements #	12																
Internal Applications #	49	42	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	85.71	12.24	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	20	18	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	90.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	20	18	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	90.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	76.79	3.57	16.07	3.57	0.00	0.00	0.00	0.00	1.79	0.00	0.00	0.00	0.00	1.79	0.00	0.00
Job Series: 0801																	
Vacancy Announcements #	90																
Internal Applications #	835	701	88	22	24	0	5	4	0	0	1	4	0	1	9	0	0
Internal Applications %	100.00	83.95	10.54	2.63	2.87	0.00	0.60	0.48	0.00	0.00	0.12	0.48	0.00	0.12	1.08	0.00	0.00
Qualified Internal Applicants #	425	355	52	6	12	0	0	3	0	0	0	3	0	1	5	0	0
Qualified Internal Applicants %	100.00	83.53	12.24	1.41	2.82	0.00	0.00	0.71	0.00	0.00	0.00	0.71	0.00	0.24	1.18	0.00	0.00
Referred Applicants #	414	345	51	6	12	0	0	3	0	0	0	3	0	1	5	0	0
Referred Applicants %	100.00	83.33	12.32	1.45	2.90	0.00	0.00	0.72	0.00	0.00	0.00	0.72	0.00	0.24	1.21	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	35	31	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	88.57	11.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	88.47	4.87	5.27	1.39	0.00	0.00	0.50	0.30	0.10	0.10	0.10	0.00	0.00	0.30	0.00	0.00
Job Series: 0802																	
Vacancy Announcements #	32																
Internal Applications #	331	262	37	23	9	0	1	1	0	0	0	0	1	0	6	0	0
Internal Applications %	100.00	79.15	11.18	6.95	2.72	0.00	0.30	0.30	0.00	0.00	0.00	0.00	0.30	0.00	1.81	0.00	0.00
Qualified Internal Applicants #	122	96	14	7	5	0	0	1	0	0	0	0	0	0	4	0	0
Qualified Internal Applicants %	100.00	78.69	11.48	5.74	4.10	0.00	0.00	0.82	0.00	0.00	0.00	0.00	0.00	0.00	3.28	0.00	0.00
Referred Applicants #	121	95	14	7	5	0	0	1	0	0	0	0	0	0	4	0	0

Referred Applicants %	100.00	78.51	11.57	5.79	4.13	0.00	0.00	0.83	0.00	0.00	0.00	0.00	0.00	0.00	3.31	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	19	16	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	84.21	5.26	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	68.54	11.88	13.54	6.04	0.21	0.00	2.71	1.04	0.21	0.00	0.42	0.00	0.00	1.46	0.00	0.00
Job Series: 0803																	
Vacancy Announcements #	1																
Internal Applications #	22	16	2	1	3	0	0	0	0	0	0	1	0	0	2	0	0
Internal Applications %	100.00	72.73	9.09	4.55	13.64	0.00	0.00	0.00	0.00	0.00	0.00	4.55	0.00	0.00	9.09	0.00	0.00
Qualified Internal Applicants #	16	12	2	1	1	0	0	0	0	0	0	0	0	0	1	0	0
Qualified Internal Applicants %	100.00	75.00	12.50	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00
Referred Applicants #	16	12	2	1	1	0	0	0	0	0	0	0	0	0	1	0	0
Referred Applicants %	100.00	75.00	12.50	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 0804																	
Vacancy Announcements #	1																
Internal Applications #	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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	0.00	0.00	0.00
Referred Applicants #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 0808																	
Vacancy Announcements #	1																
Internal Applications #	6	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	66.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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	0.00	0.00
Referred Applicants #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	81.82	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 0810																	
Vacancy Announcements #	21																
Internal Applications #	130	106	20	0	4	0	3	0	0	0	0	0	0	0	1	0	0
Internal Applications %	100.00	81.54	15.38	0.00	3.08	0.00	2.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.77	0.00	0.00
Qualified Internal Applicants #	61	44	13	0	4	0	3	0	0	0	0	0	0	0	1	0	0
Qualified Internal Applicants %	100.00	72.13	21.31	0.00	6.56	0.00	4.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.64	0.00	0.00

Qualified Internal Applicants #	9	7	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	77.78	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	8	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	78.26	17.39	0.00	4.35	0.00	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 0905																	
Vacancy Announcements #	3																
Internal Applications #	9	7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	77.78	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	71.43	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	76.08	12.92	8.61	2.39	0.00	0.00	0.48	0.48	0.00	0.00	0.00	0.48	0.00	0.96	0.00	0.00
Job Series: 1361																	
Vacancy Announcements #	22																
Internal Applications #	478	367	70	35	6	1	1	1	0	0	1	0	0	0	1	0	1
Internal Applications %	100.00	76.78	14.64	7.32	1.26	0.21	0.21	0.21	0.00	0.00	0.21	0.00	0.00	0.00	0.21	0.00	0.21
Qualified Internal Applicants #	167	122	26	16	3	0	1	0	0	0	0	0	0	0	1	0	1
Qualified Internal Applicants %	100.00	73.05	15.57	9.58	1.80	0.00	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.60
Referred Applicants #	161	117	25	16	3	0	1	0	0	0	0	0	0	0	1	0	1
Referred Applicants %	100.00	72.67	15.53	9.94	1.86	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.62	0.00	0.62
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	23	17	4	0	2	0	1	0	0	0	0	0	0	0	1	0	0
Internal Selections %	100.00	73.91	17.39	0.00	8.70	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
Relevant Applicant Pool %	100.00	70.37	10.24	15.69	3.70	0.00	0.22	0.87	0.00	0.00	0.22	0.65	0.00	0.00	1.53	0.22	0.00
Job Series: 1801																	
Vacancy Announcements #	116																
Internal Applications #	5363	3902	772	396	293	3	63	29	2	1	12	17	29	3	127	0	7
Internal Applications %	100.00	72.76	14.39	7.38	5.46	0.06	1.17	0.54	0.04	0.02	0.22	0.32	0.54	0.06	2.37	0.00	0.13
Qualified Internal Applicants #	1461	1062	219	104	76	0	11	5	1	0	4	9	12	0	33	0	1
Qualified Internal Applicants %	100.00	72.69	14.99	7.12	5.20	0.00	0.75	0.34	0.07	0.00	0.27	0.62	0.82	0.00	2.26	0.00	0.07
Referred Applicants #	1392	1015	207	99	71	0	11	4	1	0	4	9	12	0	30	0	0
Referred Applicants %	100.00	72.92	14.87	7.11	5.10	0.00	0.79	0.29	0.07	0.00	0.29	0.65	0.86	0.00	2.16	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	87	68	8	7	4	0	0	1	0	0	0	1	0	0	2	0	0
Internal Selections %	100.00	78.16	9.20	8.05	4.60	0.00	0.00	1.15	0.00	0.00	0.00	1.15	0.00	0.00	2.30	0.00	0.00
Relevant Applicant Pool %	100.00	74.20	10.99	12.26	2.55	0.00	0.32	1.11	0.16	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.00
Job Series: 1802																	
Vacancy Announcements #	45																
Internal Applications #	592	437	93	32	30	3	6	1	0	1	2	0	0	0	17	0	0

Internal Applications %	100.00	73.82	15.71	5.41	5.07	0.51	1.01	0.17	0.00	0.17	0.34	0.00	0.00	0.00	2.87	0.00	0.00
Qualified Internal Applicants #	211	144	44	13	10	1	0	0	0	1	0	0	0	0	8	0	0
Qualified Internal Applicants %	100.00	68.25	20.85	6.16	4.74	0.47	0.00	0.00	0.00	0.47	0.00	0.00	0.00	0.00	3.79	0.00	0.00
Referred Applicants #	211	144	44	13	10	1	0	0	0	1	0	0	0	0	8	0	0
Referred Applicants %	100.00	68.25	20.85	6.16	4.74	0.47	0.00	0.00	0.00	0.47	0.00	0.00	0.00	0.00	3.79	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	29	27	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Internal Selections %	100.00	93.10	3.45	0.00	3.45	0.00	0.00	0.00	0.00	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	61.73	9.69	22.45	6.12	0.00	0.00	1.02	0.00	0.51	0.00	1.02	0.51	0.00	3.06	0.00	0.00
Job Series:	1825																
Vacancy Announcements #	618																
Internal Applications #	5806	4827	605	235	139	1	13	14	0	15	11	14	13	1	57	0	0
Internal Applications %	100.00	83.14	10.42	4.05	2.39	0.02	0.22	0.24	0.00	0.26	0.19	0.24	0.22	0.02	0.98	0.00	0.00
Qualified Internal Applicants #	2547	2059	324	117	47	0	4	5	0	9	4	5	6	0	14	0	0
Qualified Internal Applicants %	100.00	80.84	12.72	4.59	1.85	0.00	0.16	0.20	0.00	0.35	0.16	0.20	0.24	0.00	0.55	0.00	0.00
Referred Applicants #	2543	2056	323	117	47	0	4	5	0	9	4	5	6	0	14	0	0
Referred Applicants %	100.00	80.85	12.70	4.60	1.85	0.00	0.16	0.20	0.00	0.35	0.16	0.20	0.24	0.00	0.55	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	353	309	29	11	4	0	0	1	0	0	0	1	0	0	2	0	0
Internal Selections %	100.00	87.54	8.22	3.12	1.13	0.00	0.00	0.28	0.00	0.00	0.00	0.28	0.00	0.00	0.57	0.00	0.00
Relevant Applicant Pool %	100.00	77.75	9.25	10.37	2.63	0.00	0.17	1.66	0.12	0.09	0.09	0.19	0.00	0.00	0.28	0.00	0.02
Job Series:	2101																
Vacancy Announcements #	318																
Internal Applications #	3431	2761	361	180	129	4	14	13	1	2	11	11	8	6	58	0	1
Internal Applications %	100.00	80.47	10.52	5.25	3.76	0.12	0.41	0.38	0.03	0.06	0.32	0.32	0.23	0.17	1.69	0.00	0.03
Qualified Internal Applicants #	1646	1293	220	92	41	0	7	5	0	0	3	6	1	1	17	0	1
Qualified Internal Applicants %	100.00	78.55	13.37	5.59	2.49	0.00	0.43	0.30	0.00	0.00	0.18	0.36	0.06	0.06	1.03	0.00	0.06
Referred Applicants #	1642	1289	220	92	41	0	7	5	0	0	3	6	1	1	17	0	1
Referred Applicants %	100.00	78.50	13.40	5.60	2.50	0.00	0.43	0.30	0.00	0.00	0.18	0.37	0.06	0.06	1.04	0.00	0.06
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	323	264	38	14	7	0	0	0	0	0	2	2	0	0	3	0	0
Internal Selections %	100.00	81.73	11.76	4.33	2.17	0.00	0.00	0.00	0.00	0.00	0.62	0.62	0.00	0.00	0.93	0.00	0.00
Relevant Applicant Pool %	100.00	78.64	8.65	10.16	2.54	0.04	0.15	1.17	0.17	0.02	0.06	0.09	0.07	0.00	0.76	0.00	0.02
Job Series:	2152																
Vacancy Announcements #	788																
Internal Applications #	15459	12892	1831	541	195	4	11	14	1	6	8	10	81	2	51	0	7
Internal Applications %	100.00	83.39	11.84	3.50	1.26	0.03	0.07	0.09	0.01	0.04	0.05	0.06	0.52	0.01	0.33	0.00	0.05
Qualified Internal Applicants #	11623	9672	1395	430	126	0	4	10	1	4	3	6	65	0	29	0	4
Qualified Internal Applicants %	100.00	83.21	12.00	3.70	1.08	0.00	0.03	0.09	0.01	0.03	0.03	0.05	0.56	0.00	0.25	0.00	0.03
Referred Applicants #	11615	9666	1393	430	126	0	4	10	1	4	3	6	65	0	29	0	4
Referred Applicants %	100.00	83.22	11.99	3.70	1.08	0.00	0.03	0.09	0.01	0.03	0.03	0.05	0.56	0.00	0.25	0.00	0.03
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	724	621	83	17	3	0	0	1	0	0	0	0	1	0	1	0	0
Internal Selections %	100.00	85.77	11.46	2.35	0.41	0.00	0.00	0.14	0.00	0.00	0.00	0.00	0.14	0.00	0.14	0.00	0.00
Relevant Applicant Pool %	100.00	93.63	2.91	3.06	0.41	0.01	0.02	0.08	0.00	0.03	0.03	0.07	0.04	0.00	0.11	0.00	0.02
Job Series:	2181																
Vacancy Announcements #	3																

Worksheet B9T: Internal Competitive Promotions For Mission-Critical Occupations by Disability [Temporary]

Type of Appointment	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Job Series: 0801																	
Vacancy Announcements #	11																
Internal Applications #	68	57	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	83.82	13.24	2.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	33	26	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	78.79	21.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	33	26	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	78.79	21.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	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	0.00	0.00	0.00
Job Series: 0802																	
Vacancy Announcements #	5																
Internal Applications #	18	11	2	2	3	0	0	1	0	0	0	0	2	0	0	0	0
Internal Applications %	100.00	61.11	11.11	11.11	16.67	0.00	0.00	5.56	0.00	0.00	0.00	0.00	11.11	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	8	6	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Qualified Internal Applicants %	100.00	75.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00
Referred Applicants #	8	6	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0
Referred Applicants %	100.00	75.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	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	0.00	0.00	0.00
Job Series: 0855																	
Vacancy Announcements #	3																
Internal Applications #	14	11	1	0	2	0	0	0	0	0	1	0	0	0	1	0	0
Internal Applications %	100.00	78.57	7.14	0.00	14.29	0.00	0.00	0.00	0.00	0.00	7.14	0.00	0.00	0.00	7.14	0.00	0.00
Qualified Internal Applicants #	3	2	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
Qualified Internal Applicants %	100.00	66.67	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
Referred Applicants #	3	2	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
Referred Applicants %	100.00	66.67	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
Internal Selections %	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	100.00	0.00	0.00
Relevant Applicant Pool %	100.00	90.91	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series: 0856																	
Vacancy Announcements #	3																
Internal Applications #	55	38	12	1	4	0	0	0	0	0	0	0	1	0	3	0	0
Internal Applications %	100.00	69.09	21.82	1.82	7.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.82	0.00	5.45	0.00	0.00
Qualified Internal Applicants #	16	10	5	0	1	0	0	0	0	0	0	0	1	0	0	0	0
Qualified Internal Applicants %	100.00	62.50	31.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00
Referred Applicants #	16	10	5	0	1	0	0	0	0	0	0	0	1	0	0	0	0

Referred Applicants %	100.00	62.50	31.25	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	62.50	0.00	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00
Job Series:	0861																
Vacancy Announcements #	4																
Internal Applications #	21	19	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	90.48	4.76	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	17	15	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	88.24	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	17	15	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	88.24	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	75.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	83.33	4.17	8.33	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	0905																
Vacancy Announcements #	2																
Internal Applications #	11	6	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100.00	54.55	36.36	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	60.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	1361																
Vacancy Announcements #	1																
Internal Applications #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:	1801																
Vacancy Announcements #	10																
Internal Applications #	196	151	28	12	5	0	2	0	0	0	0	1	0	0	2	0	0
Internal Applications %	100.00	77.04	14.29	6.12	2.55	0.00	1.02	0.00	0.00	0.00	0.00	0.51	0.00	0.00	1.02	0.00	0.00
Qualified Internal Applicants #	121	97	17	4	3	0	0	0	0	0	0	1	0	0	2	0	0
Qualified Internal Applicants %	100.00	80.17	14.05	3.31	2.48	0.00	0.00	0.00	0.00	0.00	0.00	0.83	0.00	0.00	1.65	0.00	0.00

Referred Applicants #	121	97	17	4	3	0	0	0	0	0	0	1	0	0	2	0	0
Referred Applicants %	100.00	80.17	14.05	3.31	2.48	0.00	0.00	0.00	0.00	0.00	0.00	0.83	0.00	0.00	1.65	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	12	11	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100.00	91.67	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		1802															
Vacancy Announcements #	1																
Internal Applications #	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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	0.00	0.00	0.00
Qualified Internal Applicants #	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100.00	83.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100.00	83.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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	0.00	0.00	0.00
Relevant Applicant Pool %	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	0.00	0.00	0.00
Job Series:		1825															
Vacancy Announcements #	114																
Internal Applications #	1043	877	107	35	24	0	5	2	0	1	4	1	1	0	10	0	0
Internal Applications %	100.00	84.08	10.26	3.36	2.30	0.00	0.48	0.19	0.00	0.10	0.38	0.10	0.10	0.00	0.96	0.00	0.00
Qualified Internal Applicants #	527	428	70	21	8	0	0	0	0	0	3	1	0	0	4	0	0
Qualified Internal Applicants %	100.00	81.21	13.28	3.98	1.52	0.00	0.00	0.00	0.00	0.00	0.57	0.19	0.00	0.00	0.76	0.00	0.00
Referred Applicants #	527	428	70	21	8	0	0	0	0	0	3	1	0	0	4	0	0
Referred Applicants %	100.00	81.21	13.28	3.98	1.52	0.00	0.00	0.00	0.00	0.00	0.57	0.19	0.00	0.00	0.76	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	74	65	4	4	1	0	0	0	0	0	1	0	0	0	0	0	0
Internal Selections %	100.00	87.84	5.41	5.41	1.35	0.00	0.00	0.00	0.00	0.00	1.35	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool %	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2101															
Vacancy Announcements #	108																
Internal Applications #	608	465	91	31	21	0	2	4	0	0	1	3	2	0	9	0	0
Internal Applications %	100.00	76.48	14.97	5.10	3.45	0.00	0.33	0.66	0.00	0.00	0.16	0.49	0.33	0.00	1.48	0.00	0.00
Qualified Internal Applicants #	372	272	68	22	10	0	1	2	0	0	1	2	0	0	4	0	0
Qualified Internal Applicants %	100.00	73.12	18.28	5.91	2.69	0.00	0.27	0.54	0.00	0.00	0.27	0.54	0.00	0.00	1.08	0.00	0.00
Referred Applicants #	372	272	68	22	10	0	1	2	0	0	1	2	0	0	4	0	0
Referred Applicants %	100.00	73.12	18.28	5.91	2.69	0.00	0.27	0.54	0.00	0.00	0.27	0.54	0.00	0.00	1.08	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	77	68	6	1	2	0	0	1	0	0	0	0	0	0	1	0	0
Internal Selections %	100.00	88.31	7.79	1.30	2.60	0.00	0.00	1.30	0.00	0.00	0.00	0.00	0.00	0.00	1.30	0.00	0.00
Relevant Applicant Pool %	100.00	68.87	17.22	12.58	1.32	0.00	0.66	0.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Job Series:		2152															
Vacancy Announcements #	226																
Internal Applications #	3286	2706	425	109	46	0	5	3	0	1	0	3	23	0	8	0	3
Internal Applications %	100.00	82.35	12.93	3.32	1.40	0.00	0.15	0.09	0.00	0.03	0.00	0.09	0.70	0.00	0.24	0.00	0.09
Qualified Internal Applicants #	2338	1928	305	74	31	0	3	1	0	1	0	2	16	0	5	0	3

Worksheet B13: Employee Recognition And Awards by Disability

Awards	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Time Off-Awards																	
Total Time-Off Awards: 1 - 10 hours #	7584	6570	399	498	117	2	1	40	14	2	3	10	4	0	41	0	0
Total Time-Off Awards: 1 - 10 hours %	100.00	86.63	5.26	6.57	1.54	0.03	0.01	0.53	0.18	0.03	0.04	0.13	0.05	0.00	0.54	0.00	0.00
Total Hours	51007	43582	2884	3666	875	16	10	306	107	12	19	57	36	0	312	0	0
Average Hours	6.7256065	6.6334855	7.2280702	7.3614458	7.4786325	8	10	7.65	7.6428571	6	6.3333333	5.7	9	0	7.6097561	0	0
Total Time-Off Awards: 11 - 20 hours #	3193	2464	269	363	97	1	7	42	7	4	5	9	1	0	20	0	1
Total Time-Off Awards: 11 - 20 hours %	100.00	77.17	8.42	11.37	3.04	0.03	0.22	1.32	0.22	0.13	0.16	0.28	0.03	0.00	0.63	0.00	0.03
Total Hours	50919	39257	4287	5818	1557	20	112	656	117	60	80	152	20	0	324	0	16
Average Hours	15.947072	15.932224	15.936803	16.027548	16.051546	20	16	15.619048	16.714286	15	16	16.888889	20	0	16.2	0	16
Total Time-Off Awards: 21 - 30 hours #	785	596	77	93	19	0	0	6	1	1	1	0	0	0	9	1	0
Total Time-Off Awards: 21 - 30 hours %	100.00	75.92	9.81	11.85	2.42	0.00	0.00	0.76	0.13	0.13	0.13	0.00	0.00	0.00	1.15	0.13	0.00
Total Hours	19067	14470	1882	2254	461	0	0	149	24	24	24	0	0	0	216	24	0
Average Hours	24.289172	24.278523	24.441558	24.236559	24.263158	0	0	24.833333	24	24	24	0	0	0	24	24	0
Total Time-Off Awards: 31 - 40 hours #	438	323	50	55	10	0	0	4	1	1	1	1	0	0	2	0	0
Total Time-Off Awards: 31 - 40 hours %	100.00	73.74	11.42	12.56	2.28	0.00	0.00	0.91	0.23	0.23	0.23	0.23	0.00	0.00	0.46	0.00	0.00
Total Hours	16239	11967	1864	2040	368	0	0	140	40	36	40	40	0	0	72	0	0
Average Hours	37.075342	37.049536	37.28	37.090909	36.8	0	0	35	40	36	40	40	0	0	36	0	0
Total Time-Off Awards:41 or more hours #	2.00	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Time-Off Awards:41 or more hours %	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hours	160	80	0	80	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours	80	80	0	80	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards																	
Cash Awards: \$500 and Under #	5915	4862	390	544	119	2	10	37	15	2	8	13	5	1	25	0	1
Cash Awards: \$500 and Under %	100.00	82.20	6.59	9.20	2.01	0.03	0.17	0.63	0.25	0.03	0.14	0.22	0.08	0.02	0.42	0.00	0.02
Total Amount	2234720	1806246	159078	221977	47419	805	3725	15374	5344	700	3322	5675	1975	460	9539	0	500
Average Amount	377.80558	371.50267	407.89231	408.04596	398.47899	402.5	372.5	415.51351	356.26667	350	415.25	436.53846	395	460	381.56	0	500
Cash Awards: \$501 - \$999 #	2132	1680	167	229	56	1	2	18	7	1	1	7	4	0	12	1	2
Cash Awards: \$501 - \$999 %	100.00	78.80	7.83	10.74	2.63	0.05	0.09	0.84	0.33	0.05	0.05	0.33	0.19	0.00	0.56	0.05	0.09
Total Amount	1578125	1244920	123047	169272	40886	750	1500	13279	5050	750	750	5270	3100	0	8437	650	1350
Average Amount	740.20872	741.02381	736.80838	739.17904	730.10714	750	750	737.72222	721.42857	750	750	752.85714	775	0	703.08333	650	675
Cash Awards: \$1000 - \$1999 #	5046	3971	407	530	138	3	5	41	23	2	9	13	9	2	25	3	3
Cash Awards: \$1000 - \$1999 %	100.00	78.70	8.07	10.50	2.73	0.06	0.10	0.81	0.46	0.04	0.18	0.26	0.18	0.04	0.50	0.06	0.06
Total Amount	6193034	4869269	506481	644818	172466	4100	5500	48324	30950	2000	12050	17692	11150	3000	31000	3200	3500
Average Amount	1227.3155	1226.2073	1244.4251	1216.6377	1249.7536	1366.66667	1100	1178.6341	1345.6522	1000	1338.8889	1360.9231	1238.8889	1500	1240	1066.6667	1166.6667
Cash Awards: \$2000 - \$2999 #	1814	1439	150	181	44	1	0	12	10	2	1	1	2	1	13	0	1
Cash Awards: \$2000 - \$2999 %	100.00	79.33	8.27	9.98	2.43	0.06	0.00	0.66	0.55	0.11	0.06	0.06	0.11	0.06	0.72	0.00	0.06
Total Amount	4067225	3235078	335043	400173	96931	2050	0	25400	21900	4560	2000	2000	4500	2000	30521	0	2000
Average Amount	2242.1307	2248.1432	2233.62	2210.9006	2202.9773	2050	0	2116.6667	2190	2280	2000	2000	2250	2000	2347.7692	0	2000
Cash Awards: \$3000 - \$3999 #	729	587	54	72	16	0	0	7	2	0	2	3	1	0	1	0	0
Cash Awards: \$3000 - \$3999 %	100.00	80.52	7.41	9.88	2.19	0.00	0.00	0.96	0.27	0.00	0.27	0.41	0.14	0.00	0.14	0.00	0.00
Total Amount	2229224	1794629	166266	219832	48497	0	0	21499	5999	0	6000	8999	3000	0	3000	0	0
Average Amount	3057.9204	3057.2896	3079	3053.2222	3031.0625	0	0	3071.2857	2999.5	0	3000	2999.6667	3000	0	3000	0	0

Cash Awards: \$4000 - \$4999 #	96	85	5	4	2	0	0	2	0	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999 %	100.00	88.54	5.21	4.17	2.08	0.00	0.00	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	392300	346750	20600	16950	8000	0	0	8000	0	0	0	0	0	0	0	0	0
Average Amount	4086.4583	4079.4118	4120	4237.5	4000	0	0	4000	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more #	131	107	14	8	2	0	0	2	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more %	100.00	81.68	10.69	6.11	1.53	0.00	0.00	1.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Amount	680900	558900	72000	40000	10000	0	0	10000	0	0	0	0	0	0	0	0	0
Average Amount	5197.7099	5223.3645	5142.8571	5000	5000	0	0	5000	0	0	0	0	0	0	0	0	0
Other Awards																	
Quality Step Increases (QSI) #	82	67	6	7	2	0	0	0	2	0	0	0	0	0	0	0	0
Quality Step Increases (QSI) %	100.00	81.71	7.32	8.54	2.44	0.00	0.00	0.00	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit	293153	244154	19101	24208	5690	0	0	0	5690	0	0	0	0	0	0	0	0
Average Benefit	3575.0366	3644.0896	3183.5	3458.2857	2845	0	0	0	2845	0	0	0	0	0	0	0	0
Performance Based Pay Increase #	21061	18666	974	1177	244	4	4	72	29	10	12	34	16	2	54	1	6
Performance Based Pay Increase %	100.00	88.63	4.62	5.59	1.16	0.02	0.02	0.34	0.14	0.05	0.06	0.16	0.08	0.01	0.26	0.00	0.03
Total Benefit	76700132	63248763	5267195	6611640	1572534	4830	24303	506432	238243	52401	70716	205978	107325	14343	308372	5426	34165
Average Benefit	3641.8087	3388.4476	5407.7977	5617.3662	6444.8115	1207.5	6075.75	7033.7778	8215.2759	5240.1	5893	6058.1765	6707.8125	7171.5	5710.5926	5426	5694.16667

Worksheet B15: New Hires For Senior Grade Levels by Disability [Permanent]

New Hires for Senior Grade Levels	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Total Senior Grades #	555	368	74	98	15	1	2	5	0	0	0	0	1	0	6	0	0
Total Senior Grades %	100.00	66.31	13.33	17.66	2.70	0.18	0.36	0.90	0.00	0.00	0.00	0.00	0.18	0.00	1.08	0.00	0.00
501 Goal %				12.00	2.00												
GS-13 or Equivalent																	
Vacancy Announcements #	196																
Voluntarily Identified Applicants #	9222	7259	927	608	522	51	57	52	15	12	32	12	30	11	248	1	8
Voluntarily Identified Applicants %	100.00	78.71	10.05	6.59	5.66	0.55	0.62	0.56	0.16	0.13	0.35	0.13	0.33	0.12	2.69	0.01	0.09
Qualified External Applicants #	2690	2129	299	184	104	7	14	13	2	3	5	4	6	3	47	0	1
Qualified External Applicants %	100.00	79.14	11.12	6.84	3.87	0.26	0.52	0.48	0.07	0.11	0.19	0.15	0.22	0.11	1.75	0.00	0.04
Referred Applicants #	2674	2116	298	182	102	7	14	13	2	3	5	4	6	3	45	0	1
Referred Applicants %	100.00	79.13	11.14	6.81	3.81	0.26	0.52	0.49	0.07	0.11	0.19	0.15	0.22	0.11	1.68	0.00	0.04
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	54	46	2	5	1	0	0	1	0	0	0	0	0	0	0	0	0
External Selections %	100.00	85.19	3.70	9.26	1.85	0.00	0.00	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 or Equivalent																	
Vacancy Announcements #	219																
Voluntarily Identified Applicants #	10846	8429	1241	753	605	51	91	69	17	4	48	21	34	10	275	1	5
Voluntarily Identified Applicants %	100.00	77.72	11.44	6.94	5.58	0.47	0.84	0.64	0.16	0.04	0.44	0.19	0.31	0.09	2.54	0.01	0.05
Qualified External Applicants #	2306	1708	307	202	114	6	18	15	1	0	10	6	6	3	52	0	1
Qualified External Applicants %	100.00	74.07	13.31	8.76	4.94	0.26	0.78	0.65	0.04	0.00	0.43	0.26	0.26	0.13	2.25	0.00	0.04
Referred Applicants #	2278	1685	305	201	112	6	18	14	1	0	10	6	6	3	51	0	1
Referred Applicants %	100.00	73.97	13.39	8.82	4.92	0.26	0.79	0.61	0.04	0.00	0.44	0.26	0.26	0.13	2.24	0.00	0.04
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	54	45	5	3	1	0	0	0	0	0	0	0	1	0	0	0	0
External Selections %	100.00	83.33	9.26	5.56	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.85	0.00	0.00	0.00	0.00
GS-15 or Equivalent																	
Vacancy Announcements #	67																
Voluntarily Identified Applicants #	2008	1556	246	143	76	2	9	13	3	0	3	2	6	0	38	1	3
Voluntarily Identified Applicants %	100.00	77.49	12.25	7.12	3.78	0.10	0.45	0.65	0.15	0.00	0.15	0.10	0.30	0.00	1.89	0.05	0.15
Qualified External Applicants #	584	433	87	45	21	0	2	4	1	0	1	1	1	0	12	0	0
Qualified External Applicants %	100.00	74.14	14.90	7.71	3.60	0.00	0.34	0.68	0.17	0.00	0.17	0.17	0.17	0.00	2.05	0.00	0.00
Referred Applicants #	584	433	87	45	21	0	2	4	1	0	1	1	1	0	12	0	0
Referred Applicants %	100.00	74.14	14.90	7.71	3.60	0.00	0.34	0.68	0.17	0.00	0.17	0.17	0.17	0.00	2.05	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	9	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100.00	55.56	44.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES or Equivalent																	
Vacancy Announcements #	52																
Voluntarily Identified Applicants #	1601	1263	207	99	58	1	9	6	0	1	14	2	1	0	21	1	2
Voluntarily Identified Applicants %	100.00	78.89	12.93	6.18	3.62	0.06	0.56	0.37	0.00	0.06	0.87	0.12	0.06	0.00	1.31	0.06	0.12
Qualified External Applicants #	381	294	63	16	14	0	2	1	0	1	3	1	0	0	6	0	0
Qualified External Applicants %	100.00	77.17	16.54	4.20	3.67	0.00	0.52	0.26	0.00	0.26	0.79	0.26	0.00	0.00	1.57	0.00	0.00
Referred Applicants #	381	294	63	16	14	0	2	1	0	1	3	1	0	0	6	0	0

Worksheet B16: Separations by Disability

Type of Separation	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (2)	Traumatic Brain Injury (3)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Total Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	481	401	34	46	15	3	0	3	0	1	1	0	0	0	7	0	0
Removal %	100.00	83.37	7.07	9.56	3.12	0.62	0.00	0.62	0.00	0.21	0.21	0.00	0.00	0.00	1.46	0.00	0.00
Resignation #	698	571	55	72	15	1	2	3	0	0	0	0	0	2	7	0	0
Resignation %	100.00	81.81	7.88	10.32	2.15	0.14	0.29	0.43	0.00	0.00	0.00	0.00	0.00	0.29	1.00	0.00	0.00
Retirement #	1386	1136	76	174	38	0	1	18	3	0	2	5	2	0	7	0	0
Retirement %	100.00	81.96	5.48	12.55	2.74	0.00	0.07	1.30	0.22	0.00	0.14	0.36	0.14	0.00	0.51	0.00	0.00
Other Separations #	445	326	47	72	15	2	4	0	1	1	0	0	0	1	6	0	0
Other Separations %	100.00	73.26	10.56	16.18	3.37	0.45	0.90	0.00	0.22	0.22	0.00	0.00	0.00	0.22	1.35	0.00	0.00
Total Separations #	3010	2434	212	364	83	6	7	24	4	2	3	5	2	3	27	0	0
Total Separations %	100.00	80.86	7.04	12.09	2.76	0.20	0.23	0.80	0.13	0.07	0.10	0.17	0.07	0.10	0.90	0.00	0.00
Permanent Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	124	83	15	26	8	0	0	2	0	0	1	0	0	0	5	0	0
Removal %	100.00	66.94	12.10	20.97	6.45	0.00	0.00	1.61	0.00	0.00	0.81	0.00	0.00	0.00	4.03	0.00	0.00
Resignation #	487	391	40	56	11	0	2	1	0	0	0	0	0	1	7	0	0
Resignation %	100.00	80.29	8.21	11.50	2.26	0.00	0.41	0.21	0.00	0.00	0.00	0.00	0.00	0.21	1.44	0.00	0.00
Retirement #	1386	1136	76	174	38	0	1	18	3	0	2	5	2	0	7	0	0
Retirement %	100.00	81.96	5.48	12.55	2.74	0.00	0.07	1.30	0.22	0.00	0.14	0.36	0.14	0.00	0.51	0.00	0.00
Other Separations #	300	213	32	55	9	0	3	0	1	1	0	0	0	0	4	0	0
Other Separations %	100.00	71.00	10.67	18.33	3.00	0.00	1.00	0.00	0.33	0.33	0.00	0.00	0.00	0.00	1.33	0.00	0.00
Total Separations #	2297	1823	163	311	66	0	6	21	4	1	3	5	2	1	23	0	0
Total Separations %	100.00	79.36	7.10	13.54	2.87	0.00	0.26	0.91	0.17	0.04	0.13	0.22	0.09	0.04	1.00	0.00	0.00
Temporary Workforce																	
Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removal #	357	318	19	20	7	3	0	1	0	1	0	0	0	0	2	0	0
Removal %	100.00	89.08	5.32	5.60	1.96	0.84	0.00	0.28	0.00	0.28	0.00	0.00	0.00	0.00	0.56	0.00	0.00
Resignation #	211	180	15	16	4	1	0	2	0	0	0	0	0	1	0	0	0
Resignation %	100.00	85.31	7.11	7.58	1.90	0.47	0.00	0.95	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00	0.00
Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Separations #	145	113	15	17	6	2	1	0	0	0	0	0	0	1	2	0	0
Other Separations %	100.00	77.93	10.34	11.72	4.14	1.38	0.69	0.00	0.00	0.00	0.00	0.00	0.00	0.69	1.38	0.00	0.00
Total Separations #	713	611	49	53	17	6	1	3	0	1	0	0	0	2	4	0	0
Total Separations %	100.00	85.69	6.87	7.43	2.38	0.84	0.14	0.42	0.00	0.14	0.00	0.00	0.00	0.28	0.56	0.00	0.00

TAB 11

462 Report

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

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

Total Elapsed Time: 00:00:00

Office: FAA (and below)

REPORTING PERIOD: FY 2023

PART I PRE-COMPLAINT ACTIVITIES

			NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
INTENTIONALLY LEFT BLANK	COUNSELINGS	INDIVIDUAL		COUNSELINGS	INDIVIDUAL	AMOUNT
TOTAL COMPLETED / ENDED COUNSELINGS			E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
C. TOTAL COMPLETED / ENDED COUNSELINGS	399	372	E.1. COMPENSATORY DAMAGES	0	0	\$0.00
C.1. COUNSELED WITHIN 30 DAYS	83	80	E.2. BACKPAY/FRONTPAY	0	0	\$0.00
C.2. COUNSELED WITHIN 31 to 90 DAYS	316	304	E.3. LUMP SUM PAYMENT	0	0	\$0.00
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	147	144	E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	168	164	E.5. OTHER NON-ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	1	1	NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
C.3. COUNSELED BEYOND 90 DAYS	0	0	F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	2	2	
C.4. COUNSELED DUE TO REMANDS	0	0	F.1. HIRES	0	0	
PRE-COMPLAINT ACTIVITIES			F.1.a. RETROACTIVE	0	0	
D. PRE-COMPLAINT ACTIVITIES			F.1.b. NON-RETROACTIVE	0	0	
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	102	93	F.2. PROMOTIONS	0	0	
D.2. INITIATED DURING THE REPORTING PERIOD	402	374	F.2.a. RETROACTIVE	0	0	
D.3. COMPLETED/ENDED COUNSELINGS	399	372	F.2.b. NON-RETROACTIVE	0	0	
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	32	32	F.3. EXPUNGEMENTS	0	0	
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	130	130	F.4. REASSIGNMENTS	0	0	
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	224	212	F.5. REMOVALS RESCINDED	0	0	
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	13	13	F.5.a. REINSTATEMENT	0	0	
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	105	94	F.5.b. VOLUNTARY RESIGNATION	0	0	
			F.6. ACCOMMODATIONS	0	0	
			F.7. TRAINING	0	0	
			F.8. APOLOGY	0	0	
			F.9. DISCIPLINARY ACTIONS	1	1	
			F.9.a. RESCINDED	1	1	
			F.9.b. MODIFIED	0	0	
			F.10. PERFORMANCE EVALUATION MODIFIED	1	1	
			F.11. LEAVE RESTORED	0	0	
			F.12. NEUTRAL REFERENCE	0	0	
			F.13. OTHER NON-ADR SETTLEMENTS W/ NON-MONETARY BENEFITS	1	1	
			F.14.	0	0	

ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUAL	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	4	4	\$10000.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	3	3	\$8000.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$2000.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00
G.6.	0	0	\$0.00
ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUAL	
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	28	28	
H.1. HIRES	0	0	
H.1.a. RETROACTIVE	0	0	
H.1.b. NON-RETROACTIVE	0	0	
H.2. PROMOTIONS	0	0	
H.2.a. RETROACTIVE	0	0	
H.2.b. NON-RETROACTIVE	0	0	
H.3. EXPUNGEMENTS	2	2	
H.4. REASSIGNMENTS	4	4	
H.5. REMOVALS RESCINDED	0	0	
H.5.a. REINSTATEMENT	0	0	
H.5.b. VOLUNTARY RESIGNATION	0	0	
H.6. ACCOMMODATIONS	1	1	
H.7. TRAINING	3	3	
H.8. APOLOGY	1	1	
H.9. DISCIPLINARY ACTIONS	3	3	
H.9.a. RESCINDED	1	1	
H.9.b. MODIFIED	2	2	
H.10. PERFORMANCE EVALUATION MODIFIED	1	1	
H.11. LEAVE RESTORED	8	8	
H.12. NEUTRAL REFERENCE	0	0	
H.13. OTHER ADR SETTLEMENTS W/ NON-MONETARY BENEFITS	16	16	
H.14	0	0	
NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUAL	
I. NON-ADR SETTLEMENTS TOTAL	2	2	

PART II - FORMAL COMPLAINT ACTIVITIES

674	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
235	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
910	D. TOTAL COMPLAINTS
906	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
201	F. COMPLAINTS IN LINE E CLOSED DURING REPORTING
4	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORTING
709	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H) + [C2+C3] - C4)
222	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
2	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORKFORCE	0			
A.1.b. PERMANENT EMPLOYEES	0			
A.2. COUNSELOR	0		0	
A.2.a. FULL-TIME	0	0.00	0	0.00
A.2.b. PART-TIME	0	0.00	0	0.00
A.2.c. COLLATERAL DUTY	0	0.00	0	0.00
A.3. INVESTIGATOR	0		0	
A.3.a. FULL-TIME	0	0.00	0	0.00
A.3.b. PART-TIME	0	0.00	0	0.00
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0.00	0	0.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. STAFF - TOTAL	0	0	0	0	0	0
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	0	0	0	0	0	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	0	0	0	0	0	0
B.1.c. TRAINING REQUIREMENT NOT MET	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	0	0	0	0	0	0
B.2.a. ES RECEIVING REQUIRED 8 OR MORE HOURS	0	0	0	0	0	0
B.2.b. ES RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. ES RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME:

1.a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?

Yes/No

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?

PERSON:

TITLE:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?

PERSON:

TITLE:

4. WHO DOES THAT PERSON REPORT TO?

PERSON:

TITLE:

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
N. REASONABLE ACCOMMODATION DISABILITY									33	99	47	46
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION								4	2	6	4	4
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	8	30	13	12
T. TERMINATION	1	0	0	2	0	1	2	0	8	42	18	18
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	2	0	5	2	0	5	4	32	108	48	47
W. TRAINING	0	0	1	7	3	0	7	3	19	92	33	32
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	3	0	10	5	3	13	4	51	207	85	83
X.1	0	0	0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	3	13	2	72	37	11	82	46	385			
TOTAL ALL COMPLAINTS FILED BY BASES	2	6	2	33	19	5	35	23	133			
TOTAL ALL COMPLAINANTS BY BASES	2	6	2	31	19	5	35	22	126			

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	1	1	0	1	1	0			2	2	1	0	13	4	4
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0
C. AWARDS	0	2	0	0	1	0			1	0	0	0	13	4	4
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	5	13	0	0	7	2			18	16	20	0	173	63	60
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0
E.3. SUSPENSION	2	5	0	0	3	1			3	2	1	0	39	18	18
E.4. REMOVAL	0	1	0	0	0	1			4	3	5	0	25	8	8
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	3	7	0	0	4	0			11	11	14	0	109	48	46
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0
G. PERF. EVAL/APPRaisal	1	9	1	0	2	1			8	10	13	1	71	28	27
H. EXAMINATION/TEST	1	2	0	0	0	1			0	0	0	0	4	3	3
I. HARASSMENT	18	55	2	1	18	8			39	31	46	1	422	163	155
I.1. NON-SEXUAL	15	40	2	1	18	8			39	31	46	1	392	160	152
I.2. SEXUAL	3	15	0	0									30	21	20
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	1	0	0	2	1	1
K. PAY INCLUDING OVERTIME	1	5	1	0	1	2	2	1	3	3	9	1	46	16	16
L. PROMOTION/NON-SELECTION	9	5	0	0	6	3			25	3	7	1	102	41	41
M. REASSIGNMENT	4	4	0	0	4	0			9	10	9	0	63	23	23
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
N. REASONABLE ACCOMMODATION DISABILITY				0						25	39	2	99	47	46
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													6	4	4
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
R. SEX-STEREOTYPING	0	0	0										0	0	0
S. TELEWORK	2	3	0	0	3	0			3	6	5	0	30	13	12
T. TERMINATION	1	5	0	0	4	1			6	5	6	0	42	18	18
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	5	9	0	0	3	2			7	12	19	1	108	48	47
W. TRAINING	4	11	1	1	4	2			9	8	11	1	92	33	32
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	7	16	1	1	14	2			27	19	29	2	207	85	83
X.1	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	59	140	6	4	68	24	2	1	157	147	207	10			
TOTAL ALL COMPLAINTS FILED BY BASES	27	54	3	2	31	15	2	1	67	47	65	3			
TOTAL ALL COMPLAINANTS BY BASES	27	50	3	2	31	14	2	1	67	45	65	3			

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMER. INDIAN/ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
N. REASONABLE ACCOMMODATION DISABILITY									4	10	7	7	6	5	5
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION								1	0	0	0	0	1	1	1
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING										3	3	3	0	0	0
S. TELEWORK	0	1	0	1	0	0	0	1	2	5	3	3	6	2	2
T. TERMINATION	0	0	0	1	0	0	0	0	1	2	1	1	5	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	1	0	1	1	0	1	0	5	22	10	10	2	1	1
W. TRAINING	0	0	0	1	1	0	2	1	0	4	2	2	7	4	4
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	6	1	0	2	1	13	30	15	15	29	10	10
X.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	0	5	0	15	6	0	7	2	37						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	1	0	8	1	0	5	1	12						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	1	0	8	1	0	5	1	12						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	13	1	0	14	7	24						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	0	0	4	1	0	6	2	12						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	0	0	4	1	0	6	2	12						

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																	
	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELING SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINTS SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
N. REASONABLE ACCOMMODATION DISABILITY				0						1	11	0	10	7	7	6	5	5
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	1	1	1
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING	1	1	1										3	3	3	0	0	0
S. TELEWORK	0	1	0	0	0	0			2	1	2	0	5	3	3	6	2	2
T. TERMINATION	0	3	0	0	0	1			0	0	1	0	2	1	1	5	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	2	3	0	0	0	2			2	1	5	0	22	10	10	2	1	1
W. TRAINING	0	3	0	0	0	1			2	0	0	0	4	2	2	7	4	4
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	3	9	0	0	2	1			6	4	10	0	30	15	15	29	10	10
X.1	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	9	21	1	0	2	9	0	0	22	5	31	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	3	8	1	0	1	4	0	0	8	2	8	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	3	8	1	0	1	4	0	0	8	2	8	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	5	29	0	0	5	4	0	0	23	13	21	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	3	10	0	0	3	2	0	0	12	5	9	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	3	10	0	0	3	2	0	0	12	5	9	0						

ISSUES OF ALLEGED DISCRIMINATION FOUNDS IN FADs AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FADs AND FINAL ORDERS																
	RACE						COLOR	RELIGION	REPRISAL	NUMBER OF FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER OF COMPLAINANTS ISSUED FAD FINDINGS BY ISSUE	NUMBER OF AJ DECISION FINDINGS BY ISSUE	NUMBER OF AJ DECISION WITH FINDINGS BY ISSUE	NUMBER OF FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	NUMBER OF FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE	NUMBER OF COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMER. INDIAN/ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN / OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
N. REASONABLE ACCOMMODATION DISABILITY									0	0	0	0	1	1	1	1	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEREOTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	1	0	0	0	0	0	0	0	4	1	4	1	1
X.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. FINAL AGENCY DECISION (FAD) FINDINGS	0	0	0	0	0	0	0	0	0								
1A. NUMBER OF FADs WITH FINDINGS	0	0	0	0	0	0	0	0	0								
1B. NUMBER OF COMPLAINANTS ISSUED FAD FINDINGS	0	0	0	0	0	0	0	0	0								
2. AJ DECISION FINDINGS	0	0	0	0	4	0	0	0	0								
2A. NUMBER OF AJ DECISIONS WITH FINDINGS	0	0	0	0	1	0	0	0	0								
3. FINAL AGENCY ORDER FINDINGS FULLY IMPLEMENTED	0	0	0	0	4	0	0	0	0								
3A. NUMBER OF FINAL ORDERS (FOs) WITH FINDINGS IMPLEMENTED	0	0	0	0	1	0	0	0	0								
3B. NUMBER OF COMPLAINANTS ISSUED FOs WITH FINDINGS IMPLEMENTED	0	0	0	0	1	0	0	0	0								

PART V - SUMMARY OF CLOSURES BY STATUTE
--

A. STATUTE

170	A.1. TITLE VII
<hr/>	
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
<hr/>	
58	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
<hr/>	
70	A.3. REHABILITATION ACT
<hr/>	
4	A.4. EQUAL PAY ACT (EPA)
<hr/>	
5	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
<hr/>	
B. TOTAL BY STATUTES	
310	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A.1. + A.1.a. + A.2. + A.3. + A.4. + A.5)
<hr/>	

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL	TOTAL DAYS	AVERAGE
A. TOTAL NUMBER OF CLOSURES (1+2+3)	195	87333	447.86
A.1. WITHDRAWALS (a+b)	6	579	96.50
A.1.a. NON-ADR WITHDRAWALS	6	579	96.50
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	31	12345	398.23
A.2.a. NON-ADR SETTLEMENTS	24	10211	425.46
A.2.b. ADR SETTLEMENTS	7	2134	304.86
A.3. FINAL AGENCY ACTIONS (B+C)	158	74409	470.94
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	112	44900	400.89
B.1 FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	91	39959	439.11
B.3. DISMISSAL OF COMPLAINTS	21	4941	235.29
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	46	29509	641.50
C.1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	45	29131	647.36
C.1.a. FINDING DISCRIMINATION	1	1015	1015.00
C.1.b. FINDING NO DISCRIMINATION	40	24519	612.98
C.1.c. DISMISSAL OF COMPLAINTS	4	3597	899.25
C.2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	1	378	378.00
C.2.a. FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	1	378	378.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	85	16914	198.99
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	18	2543	141.28
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	8	461	57.63
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	10	2082	208.20
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	54	12361	228.91
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	5	219	43.80
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	49	12142	247.80
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	13	2010	154.62
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	4	230	57.50
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	9	1780	197.78
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	32	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	17	\$190444012.13
B.1 BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	6	\$122441.28
B.3. COMPENSATORY DAMAGES	5	\$190017000.00
B.4. ATTORNEY FEES AND COSTS	7	\$277570.85
B.5. OTHER MONETARY BENEFITS	1	\$27000.00
B.6.	0	\$0
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	19	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON- MONETARY BENEFITS
F.1 HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	1
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	1
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	2	2
F.5. REMOVALS RESCINDED	0	1
F.5.a. REINSTATEMENT	0	1
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	2
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	2
F.9.a. RESCINDED	0	1
F.9.b. MODIFIED	0	1
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	2	5
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-MONETARY BENEFITS	2	5
F.14.	0	0

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (same as Part II Line I)	709	1161478			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	11	19580	1780.00	8766	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	92	59992	652.09	6499	
A.2. COMPLAINTS PENDING IN INVESTIGATION	80	58747	734.34	8389	
A.2.a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	18	45964	2553.56	8424	
A.3. COMPLAINTS PENDING IN HEARINGS	327	657503	2010.71	8494	160-2001-08345X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	204	345511	1693.68	9375	

PART IX: SUMMARY OF INVESTIGATIONS COMPLETED			
	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	181	23293	128.69
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (A+B+C)	9	1836	204.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	6	968	161.33
A.1.b. INVESTIGATIONS COMPLETED IN 181-360 DAYS	3	868	289.33
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	3	868	289.33
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. COST OF AGENCY INVESTIGATIONS	0.00		0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS (A+B+C)	172	21457	124.75
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	162	18326	113.12
A.3.b. INVESTIGATIONS COMPLETED IN 181-360 DAYS	9	2103	233.67
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	9	2103	233.67
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	1028	1028.00
A.4. COST OF CONTRACTOR INVESTIGATIONS	3977.15		23.12

**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	281	269		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	112	108		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	169	165		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	160	157		
C.1. INHOUSE	155	152		
C.2. EXTERNAL	4	4		
C.3. INTENTIONALLY LEFT BLANK				
C.4. MULTIPLE RESOURCES USED	1	1		
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	165	162	5714	34.63
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	30	30	1164	38.80
E.1.b. NO FORMAL COMPLAINT FILED	49	49	1719	35.08
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	82	80	2768	33.76
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	4	4	63	15.75

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1 ADR OFFERED BY AGENCY		11	11		
B.2. REJECTED BY COMPLAINANT		0	0		
B.3 INTENTIONALLY LEFT BLANK					
B.4 TOTAL ACCEPTED INTO ADR PROGRAM		11	11		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		2	2		
C.1. IN HOUSE		2	2		
C.2. EXTERNAL		0	0		
C.4. MULTIPLE RESOURCES USED		0	0		
C.6.		0	0		
C.7.		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		0	0	0	0.00
D.1. MEDIATION		0	0	0	0.00
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACT FINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE
E.1. TOTAL CLOSED		10	10	227	22.70
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-Monetary)		7	7	121	17.29
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		1	1	21	21.00
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
E.2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		1	1	\$8000.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		0	0	\$0	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		1	1	\$8000.00	
F.1.e. OTHER MONETARY BENEFITS		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		6	6		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		1	1		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		0	0		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		1	1		
F.2.i.i. RESCINDED		1	1		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		1	1		
F.2.l. NEUTRAL REFERENCE		0	0		
F.2.m. OTHER NON-MONETARY BENEFITS		4	4		
F.2.n.		0	0		

**PART XII: SUMMARY OF EEO ADR PROGRAM ACTIVITIES
EEO ADR RESOURCES**

A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	0	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	0	
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0	
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0	
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
	AMOUNT	
D. EEO ADR FUNDING SPENT	\$0.00	

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER _____

E.2. TITLE _____

E.3. TELEPHONE NUMBER _____

E.4. EMAIL _____

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

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period 10/01/2022 through 09/30/2023, is accurate and complete.

NAME OF CERTIFYING OFFICIAL: _____

TITLE OF CERTIFYING OFFICIAL: _____

TELEPHONE NUMBER: _____

E-MAIL: _____

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

DATE: _____

NAME OF PREPARER: _____

TITLE OF PREPARER: _____

TELEPHONE NUMBER: _____

E-MAIL: _____

DATE: _____

TAB 12

FAA Organizational Chart

