

**U.S. General Services Administration**  
**EEOC Management Directive 715**  
*Annual Equal Opportunity Program Status Report*

**Fiscal Year 2018**

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**Part A: Department or Agency Identifying Information**

General Services Administration; 1800 F Street NW, Washington D.C., 20405; Agency Code/CFPD: GS00; FIPS code 4177

**Part B: Total Employment**

Number of permanent employees: **10,743**; Number of temporary employees, **308**; Number of employees in total workforce, **11,051**

**Part C: Agency Officials Responsible for Oversight of the EEO Program(s)**

<b>C.1: Agency Head</b>	Emily W. Murphy, Administrator, EX-III, 202-501-1043; emily.murphy@gsa.gov
Agency Head Designee	Allison Brigati, Deputy Administrator, ES-00, 202-412-1093; allison.brigati@gsa.gov
<b>C.2: Principal EEO Director/Official</b>	Mary D. Gibert; Associate Administrator, OCR; ES-00; 202-501-0767; mary.gibert@gsa.gov
Affirmative Employment Program	Jessica Lang; Supervisory EEO Specialist; GS-14; 202-286-4275; jessica.lang@gsa.gov
Complaint Program Manager	Carolyn Sanders; EEO Manager; GS-15; 202-219-2474; carolyn.sanders@gsa.gov
Diversity & Inclusion Officer	Larvone Lewis; Supervisory HR Specialist; GS--15; 202-273-0721; larvone.lewis@gsa.gov
Hispanic Program Manager (SEPM)	Edgar Delgado; Contract Specialist; GS-13; 202-708-0090; edgar.delgado@gsa.gov
Women's Program Manager (SEPM)	Ling Xu; Realty Specialist; GS-13; 404-215-6805; ling.xu@gsa.gov
Disability Program Manager (SEPM)	Taunya Stewart; HR Specialist; GS-14; 202-969-7531; taunya.stewart@gsa.gov
SPPC Coordinator (PWDs)	Taunya Stewart; HR Specialist; GS-14; 202-969-7531; taunya.stewart@gsa.gov
Reasonable Accommodation Manager	Alex Vernacchio; Supvy. HR Specialist; GS-14; 215-446-4975; alexandra.vernachhio@gsa.gov
Anti-Harassment Program Manager	Alex Vernacchio; Supvy. HR Specialist; GS-14; 215-446-4975; alexandra.vernachhio@gsa.gov
ADR Program Manager	Kellyann Williams; Supvy. EEO Specialist; GS-14; 215-446-4906; kellyann.williams@gsa.gov
Compliance Manager	Kellyann Williams; Supvy. EEO Specialist; GS-14; 215-446-4906; kellyann.williams@gsa.gov
Principal MD-715 Preparer	Jessica Lang; Supervisory EEO Specialist; GS-14; 202-286-4275; jessica.lang@gsa.gov
Other EEO Staff	Aluanda Drain, Deputy Associate Administrator; GS-15; 202-501-1624; aluanda.drain@gsa.gov

**Part D.1: List of Subordinate Components Covered in This Report**

<b>Subordinate Component</b>	<b>City and State; Agency Code (EHRI)</b>
<b>Immediate Office of the Administrator</b>	Washington, DC; GS01
<b>Office of Administrative Services</b>	Washington, DC; GS02
<b>Public Buildings Service</b>	Washington, DC; GS03
<b>Office of Civil Rights</b>	Washington, DC; GS04
<b>Office of Small Business Utilization</b>	Washington, DC; GS10
<b>Office of the Chief Financial Officer</b>	Washington, DC; GS11
<b>Office of General Counsel</b>	Washington, DC; GS12
<b>Civilian Board of Contract Appeals</b>	Washington, DC; GS13
<b>Office of Human Resources Management</b>	Washington, DC; GS14
<b>Office of the Inspector General</b>	Washington, DC; GS15
<b>Office of the Chief Acquisition Officer</b>	Washington, DC; GS16
<b>Technology Transformation Services</b>	Washington, DC; GS18
<b>Office of Citizen Service and Innovative Technologies</b>	Washington, DC; GS19
<b>Office of Congressional and Intergovernmental Affairs</b>	Washington, DC; GS20
<b>Office of the Regional Administrators</b>	Washington, DC; GS22

**Part D.1: List of Subordinate Components Covered in This Report (Continued)**

<b>Subordinate Component</b>	<b>Agency Code (EHRI)</b>
Office of Government-wide Policy	Washington, DC; GS26
Office of GSA Information Technology	Washington, DC; GS28
Federal Acquisition Service	Washington, DC; GS30
Office of Mission Assurance	Washington, DC; GS31
Office of Strategic Communication	Washington, DC; GS32
Office of the Customer Experience	Washington, DC; GS33

**Part D.2: Mandatory and Optional Documents for This Report**

<b>Did the agency submit the following <u>mandatory</u> documents?</b>	<b>Yes or No</b>	<b>Comments</b>
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	Included in Reasonable Accommodation Procedures
<b>Did the agency submit the following <u>optional</u> documents?</b>	<b>Yes or No</b>	<b>Comments</b>
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Diversity Policy Statement	No	
EEO Strategic Plan	No	
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Human Capital Strategic Plan	Yes	
Agency Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

## Part E—Executive Summary

### E.1—Executive Summary: Mission

The mission of the U.S. General Services Administration (GSA) is to deliver value and savings in real estate, acquisition, technology, and other mission-support services across government. GSA provides centralized procurement for the Federal Government, offering products, services, and facilities worth billions of dollars that Federal agencies need to serve the American public. GSA's acquisition solutions supply Federal purchasers with cost-effective high-quality products and services from commercial vendors. GSA also helps Federal agencies build and acquire office space, products and other workspace services, and oversees the preservation of historic Federal properties. Its policies covering travel, property and management practices promote efficient Government operations.

### Part E.2—Executive Summary: Essential Elements A-F

**HIGHLIGHT:** GSA demonstrated program strength in three out of six areas, achieving 100% - Demonstrated Commitment from Agency Leadership, Integration of EEO into the Agency's Strategic Mission and Program Efficiencies. Minor deficiencies were identified in three other areas: Management and Program Accountability (82%), Proactive Prevention of Unlawful Discrimination (93%), and Responsiveness and Legal Compliance (92%).

The Equal Employment Opportunity (EEO) Program Status Report for fiscal year (FY) 2018 outlines the state of activities undertaken by GSA pursuant to its EEO program responsibilities under Title VII of the Civil Rights Act of 1964, as amended. It also describes activities undertaken pursuant to the agency's affirmative action obligations under the Rehabilitation Act of 1973, and as required by the U.S. Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715).

EEOC MD-715, at PART A, II. A-F, and PART B, III. A-F, describes six elements as essential for the establishment of a "model" EEO program:

- A. Demonstrated Commitment from Agency Leadership
- B. Integration of EEO into the Agency's Strategic Mission
- C. Management and Program Accountability
- D. Proactive Prevention of Unlawful Discrimination
- E. Program Efficiency
- F. Responsiveness and Legal Compliance

The EEOC has established specific measures for each of the six elements for a model program. In FY 2018, GSA reviewed its EEO and personnel programs, policies, and performance in light of these

elements. The results of GSA’s review are detailed in Part G, *Agency Self-Assessment Checklist of the MD-715*, to this report. Overall, the agency’s self-assessment indicates program strength in three essential elements (Essential Elements A, B and E) and deficiencies in three other elements (Essential Elements C, D, and F).

<b>FY 2018 Model EEO Program Scorecard</b>	<b>Measures</b>	<b>Measures Met</b>	<b>Score</b>
Essential Element A: Demonstrated Commitment from Agency Leadership	16	16	100%
Essential Element B: Integration of EEO into the Agency’s Strategic Mission	39	39	100%
Essential Element C: Management and Program Accountability	44	36	82%
Essential Element D: Proactive Prevention of Unlawful Discrimination	14	13	93%
Essential Element E: Program Efficiency	34	34	100%
Essential Element F: Responsiveness and Legal Compliance	12	11	92%

## **FY 2018 EEO Program Deficiencies**

**HIGHLIGHT:** GSA will correct identified deficiencies in FY 2019.

The EEO program deficiencies that GSA detected in its MD-715 self-assessment relate to the following three areas:

- Lack of a requirement to include specific civil rights language in the performance plans and appraisals of managers and supervisors at GSA (Essential Element C, Measures C.3.a. and C.3.b. in Part G)
- Lack of disability-specific questions in agency exit surveys (Essential Element D, Measure D.1.c. in Part G)
- Untimely submission of the agency’s No FEAR Act Report for FY 2018 (Essential Element F, Measure F.3.a. in Part G)

### ***Element C: Demonstrated Commitment from Agency Leadership***

**Status:** New sub-elements for FY 2018 (Measure C.3.a and C.3.b.) ask agencies whether all managers and supervisors have performance plans that evaluate their commitment to EEO policies and principles as well as their participation in the EEO program. While GSA requires that the performance appraisals of senior executives (SES) include an element that evaluates their commitment to the agency EEO policies and principals and participation in the EEO program, there is no requirement for managers’ and supervisors’ plans. Managers currently have discretion to select leadership competencies appropriate for an employee’s position. One of these leadership competencies — “Leading People” — contains phrases related to EEO and

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diversity principles, but it is optional and not in all supervisory performance plans.<sup>1</sup>

**Action:** During FY 2019, GSA will develop standardized language that addresses EEO and diversity for inclusion as a required element in all supervisors' and managers' plans. Details on the actions that will be taken during FY 2019 to address this deficiency are in Part H.

***Essential Element D: Proactive Prevention***

**Status:** Measure D.1.c. asks whether the agency conducts exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of persons with disabilities. GSA does not currently conduct exit interviews or surveys that include disability-related questions.

**Action:** During FY 2019, GSA will develop and include in the exit surveys issued to employees questions meeting this requirement. Details on the actions that will be taken during FY 2019 to address this deficiency are in Part J.

***Essential Element F: Responsiveness and Legal Compliance:***

**Status:** Measure F.3.a. asks whether the agency timely submitted to EEOC an accurate and complete No FEAR Act report.<sup>2</sup> GSA's No FEAR Act Report for FY 2018 was submitted one day after the deadline.

**Action:** The FY 2019 No FEAR Act will be submitted by the deadline. Details on the actions that will be taken during FY 2019 to address this deficiency are in Part H.

## **Resolved Deficiency from the FY 2017 MD-715**

**HIGHLIGHT:** GSA resolved deficiencies identified in FY 2017 MD-715 Report.

GSA identified two program deficiencies in FY 2017, one of which was resolved in June 2018, when GSA implemented its anti-harassment procedures. The following is a summary of GSA's progress in resolving the second deficiency in FY 2018.

***Element C: Demonstrated Commitment from Agency Leadership***

**Status:** GSA's FY 2017 self-assessment indicated GSA had the following EEO program shortcoming associated with Essential Element C: *Ensure that the agency reviews merit decisions related to disability to ensure compliance with accommodation procedures; analyzes trends in tracked accommodation data; and identifies issues.*

**Action:** In FY 2018, OCR and the Office of Human Resources Management (OHRM) staff responsible for management of the agency's reasonable accommodation processes studied:

- the scope of accommodation data tracked;

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<sup>1</sup> There are five specific measures under "Leading People": Integrity/Honesty, Employee Perspective, Leveraging Diversity, Employee Development and Teambuilding.

<sup>2</sup> The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act).

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- the nature of information required for barrier analysis purposes;
  - the minimum tracking requirements related to accommodation data, per EEOC’s “[Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation](#),” found at II.G.24; and:
  - the nature of an Affirmative Employment Program-focused trigger analysis to detect trends in the above-referenced data.

**Results:** This deficiency is resolved. GSA now tracks, analyzes and acts on this data as appropriate to ensure compliance.

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### E.3—Executive Summary: Workforce Analysis and Complaint Activity

#### HIGHLIGHTS:

- **Workforce Analysis**
  - Analysis based on the following select data and GSA’s permanent workforce
    - Gender and race
    - Disability employment
    - Mission critical occupations
  - The analysis identified four triggers (similar to FY 2017)
  - Barrier analysis of the four identified triggers found no policies, procedures or practices that present barriers to inclusion and equal opportunity at GSA.
- **Complaint Activity**
  - Complaint activity decreased by 27%
  - GSA was 100% timely in all EEO case processing requirements
  - 62% participation rate for Alternative Dispute Resolution Rate (ADR)

#### Data Sources

Figures One and Two represent a summary view for each gender, race, and ethnic group and for employees who report a disability or a targeted disability. The tables consolidate statistics to show how the demographics of the GSA workforce compare to established benchmarks. Demographic information contained in this report was extracted from GSA’s current human resources system of record, HR Links, and the Comprehensive Human Resources Integrated System (CHRIS).<sup>3</sup> Race, ethnicity and gender information is obtained through voluntary submissions by employees.

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<sup>3</sup> In FY 2018, GSA transitioned to HR Links, a personnel data management system from IBM that replaced GSA’s CHRIS, ETAMS, and ALOHA human resources and time/attendance systems.



For benchmarking, GSA’s workforce data was compared to the National Civilian Labor Force (NCLF) and the GSA Relevant Civilian Labor Force (RCLF), which is a subset of the NCLF calculated from aggregated employment availability statistics associated with the specific occupational groups within GSA’s workforce. Detailed statistical data for GSA’s workforce may be found in the attached workforce tables.

### FY 2018 Workforce Data

The following is a summary of GSA’s workforce data.

- As of September 30, 2018, GSA had a total of 11,051 employees:
    - 10,743 permanent
    - 308 temporary
- This was a 4% decrease from 11,488 in FY 2017:
- 11,096 permanent
  - 392 temporary
- The workforce is comprised of:
    - 99% (10,946) salaried employees in the General Schedule (GS) and related pay systems, which includes 123 senior executives; and
    - 1% (105) hourly employees in the Wage Grade (WG) system
  - The GSA workforce is 54% (5,938) male and 46% (51,113) female. (Figure One)
    - The participation rate of men is close to the NCLF of 52%, but a lower rate than federal-wide service (58% or 6,354 persons),<sup>4</sup> and higher than GSA’s alternative RCLF benchmark of 49.9% (5,514 persons).
    - The participation rate of women is close to the NCLF of 48%, but lower than GSA’s RCLF benchmark of 50%
  - Employees self-identifying as persons with disabilities (PWD) make up 10.3% (1,142) of the workforce, 12.9% (130 persons) more than in FY 2017 (9%, 1,012). (Figure Two)
    - The participation rate for persons with targeted disabilities (PWTD) in FY 2018 was 1.9% (207 persons), 42% (61 persons) more than in FY 2017 (1.3%, 146). (Figure Two)

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<sup>4</sup> This statement, and any others that follow regarding federal-wide employment statistics, are derived from OPM’s annual, online “[Common Characteristics of the Government](#)” workforce report, FY 2017.

## Trend Analysis, FY 2011-2018

### Gender and Race/Ethnicity

#### HIGHLIGHTS:

- Hispanics and White women are the groups at GSA whose participation rates are lower than expected.
- Hispanic employees are within one or two percentage points of the GSA-specific RCLF.
- White women overall are participating in the GSA workforce at a rate 14% below their availability.

With a workforce that is 60% White and 40% minority employees (6,581 and 4,470 employees, respectively), GSA is a diverse agency with overall demographic distributions that are largely in line with expected employment rates. Every group remained relatively static during the past year, as well as since 2011, with no significant fluctuations for any demographic category.

The workforce is:

- 5.7% Hispanic or Latino (623)
- 26.7% Black or African American (2,958)
- 6.5% Asian (720)
- 0.29% Native Hawaiian or Pacific Islander (33)
- 0.78% American Indian or Alaska Native (76)
- 0.44% Two or more Minority Races (50).

Against the GSA-specific RCLF, based on their availability for employment with skills matching GSA's complement of particular occupations, Hispanics and White women have lower than expected participation rates. The participation rate of Hispanics is one to

Figure One: Ethnicity and Race Indicator by Gender, FY 2011 to FY 2018

GSA Employee ERI and Gender		FY 2011	FY 2018	GSA RCLF
Total Employees	Men (5,938)	51.3%	53.7%	48.2%
	Women (5,113)	48.7%	46.3%	51.9%
Hispanic or Latino (623)	Men (319)	2.4%	2.9%	3.4%
	Women (304)	2.9%	2.8%	4.0%
White (6,581)	Men (4,004)	36.0%	36.2%	39.6%
	Women (2,577)	25.8%	23.3%	37.2%
Black or African American (2,958)	Men (1,142)	9.8%	10.3%	3.5%
	Women (1,816)	17.0%	16.4%	5.5%
Asian (720)	Men (383)	3.1%	3.5%	2.7%
	Women (337)	2.9%	3.0%	2.7%
Native Hawaiian or Pacific Islander (33)	Men (16)	0.0%	0.14%	0.04%
	Women (17)	0.0%	0.15%	0.06%
American Indian or Alaska Native (76)	Men (58)	0.5%	0.48%	0.37%
	Women (33)	0.4%	0.30%	0.47%
Two or More Minority Races (50)	Men (21)	0.0%	0.20%	0.19%
	Women (29)	0.0%	0.24%	0.26%

two percentage points below their representation rate in the GSA RCLF. White women overall are 14% below their representation rate.

Disability Employment

**HIGHLIGHTS:**

- GSA’s participation rate for PWD is 10.3% compared to Federal goal of 12%
- GSA’s participation rate for PWD is 1.9% compared to Federal goal of 2%
- Participation rate is based on voluntary self-identification
  - Including all Veterans hired using 10-Point 30 Percent Compensable Disability Preference would increase participation rate to 15%

GSA’s analysis of FY 2018 demographic workforce data revealed a small gap in participation rates compared with the current Federal goal of 12% participation for PWDs and 2% participation for PWD. Figure Two indicates GSA PWD participation was 10.3% and PTWD participation was 1.9%.

**Figure Two: Self-Reported Disability Rates, FY 2018**

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
<b>No Disability (9,603)</b>	93.9%	94.0%	94.0%	93.1%	92.8%	92.1%	91.2%	89.7%
<b>Disability (1,142)</b>	6.1%	6.0%	6.0%	6.5%	7.2%	7.9%	8.8%	10.3%
<i>Non-Targeted (935)</i>	5.3%	5.1%	5.2%	5.6%	6.4%	7.1%	7.5%	8.4%
<i>Targeted (207)</i>	0.8%	0.9%	0.8%	0.9%	.8%	.8%	1.3%	1.9%

As a result of GSA’s FY 2017 assessment, GSA had identified a barrier in the lack of training and promotion material for, and subsequent underuse of, Schedule A hiring authority for persons with disabilities as a potential “root cause” for the agency’s data triggers related to disability employment. In FY 2017, GSA began to look more closely at incomplete self-identification as a potential cause. GSA saw its first significant increase in PWD participation rates between FY 2017 and FY 2018, after a large-scale effort by GSA that leveraged EEOC changes to Standard Form 256, *Self-Identification of Disability*, by resurveying employees with disabilities. As shown in Figure Two, between FY 2011 and FY 2018, GSA achieved gains in disability participation rate of 4%, a positive trend. This increase is primarily due to a change in self-identification, resulting in a more accurate identification of PWDs. GSA will continue to survey and encourage self-identification.

To further support that a lack of self-reporting understates the number of PWDs employed at GSA, the agency examined the number of veterans who were hired under a 10-Point 30 Percent Compensable Disability Preference. As of September 30, 2018, veterans represented 20.5% (2,262) of GSA’s workforce. The percentage of veterans in GSA’s workforce that were hired under 10-Point

30 Percent Compensable Disability Preference is 9.2% (785). However, of these disabled veterans, 64% (503) reported on their SF-256 at onboarding that they either did not have a disability or did not wish to identify a disability. Inclusion of all veterans who were hired using this preference would result in an additional 503 employees, or a 15% (1,645) disability employment rate, exceeding the 12% Federal goal.

GSA recognizes the need to ensure that disabled veterans are accurately identified and will continue to work to improve data quality in this area. GSA’s plan of action to further recruit, hire and advance PWD and PTWD generally is at Part J.

## Mission-Critical Occupations

### Introduction

At the end of FY 2018, 114 different job series are represented in the GSA workforce. For the purposes of this report and corresponding workforce and barrier analyses, EEOC requires that agencies identify significant, “mission-critical” occupations,<sup>5</sup> determine appropriate benchmarks, and note significant data anomalies (“triggers”) that may point to EEO issues. The eight mission-

Figure Three: Mission-Critical Occupations by Gender, FY 2018

Mission-Critical Occupations by Gender, FY 2018			% Perm. Wkfc.
Contracting 1102 Series (1,712)	Men (704)	41%	16%
	Women (1,008)	59%	
General Business & Industry 1101 Series (1,504)	Men (846)	56%	14%
	Women (658)	44%	
Management & Program Analyst 0343 Series (1,123)	Men (400)	36%	10%
	Women (723)	64%	
Miscellaneous Administration 0301 Series (973)	Men (448)	46%	9%
	Women (525)	54%	
Building Management 1176 Series (979)	Men (677)	69%	9%
	Women (302)	31%	
Information Technology Specialists 2210 Series (632)	Men (433)	69%	6%
	Women (199)	31%	
Realty 1170 Series (616)	Men (311)	50%	6%
	Women (305)	50%	
General Attorney 0950 Series (146)	Men (73)	50%	1%
	Women (73)	50%	

critical occupational series at GSA are reflected by overall population size in Figure Three and are identified in the A6 and B6 workforce tables attached to this report. The following are key observations:

- Seventy-one percent (71%) (4,469) of the permanent workforce population is employed in the eight mission critical job series.
- Contracting (1102 Series), and General Business and Industry (1101 Series), comprise 30% (3,216) of the total permanent GSA workforce population, and are considered a driver for workforce trends in the agency.

<sup>5</sup> The definition for “mission critical occupations” is provided in MD-715 guidance as occupations that are mission-related with career advancement potential and heavily populated; these are singled out for special analysis. See: [Instructions to Federal Agencies for EEO MD-715: Barrier Identification and Elimination](#). These are not necessarily the same “major” or “mission critical occupations” identified by human resources for personnel-management purposes and definitions unrelated to barrier analysis.

## Disability Employment in Mission-Critical Series

Disability employment in each of the mission-critical occupations is reflected in Figure Four.

- None of the major occupations reach the overall agency disability employment rate of 10.3% (1,142). The two most populated series (1102 and 1101) are close, at 9%, (155 and 139 persons).
- The targeted disability rates for most populated series (110 1 and 1102) are less than half the overall agency rate of 1.9%, at 0.82% and 0.6% (14 and 9 persons), respectively.
- The general attorney series has the lowest overall rate of disability employment, at 4% (6 persons), but the highest (relative to its size) rate of targeted disability among the mission-critical occupations, at 1.4% (2 persons).

Figure Four: Mission-Critical Occupations by Disability, FY 2018

Mission-Critical Occupations			% Perm. Wkfc.
Contracting 1102 Series (1,712)	Disability (155) 9% Targeted (14) .82%		16%
General Business & Industry 1101 Series (1,504)	Disability (139) 9% Targeted (9) .6%		14%
Management & Program Analyst 0343 Series (1,123)	Disability (88) 8% Targeted (13) 1.2%		10%
Miscellaneous Administration 0301 Series (973)	Disability (67) 7% Targeted (12) 1.2%		9%
Building Management 1176 Series (979)	Disability (77) 8% Targeted (4) .4%		9%
Information Technology Specialists 2210 Series (632)	Disability (51) 8% Targeted (8) 1.3%		6%
Realty 1170 Series (616)	Disability (52) 8% Targeted (2) .3%		6%
General Attorney 0950 Series (146)	Disability (6) 4% Targeted (2) 1.4%		1%

## Notable Elements by Mission Critical Series

### **Contracting: 1102 Series.**

- Contracting is the largest occupation at GSA for the sixth year.
- Women outnumber men in this field, 59% to 41% (1,008 to 704), which is 5% over the RCLF benchmark for contracting work.
- The workforce in contracting is 27.6% (472) White women, and their participation rate is 20% below the RCLF benchmark (47.9%).
- Black and Asian women's employment rates are above their availability, and Hispanic and White men's participation rates are below the occupational availability.

### **General Business and Industry: 1101 Series.**

- Hispanic men are employed at a rate higher than their availability rate in the RCLF, 3.7% to 2.7%.
- Men outnumber women in this field (846 to 658).
- White women (340) are employed at a rate below their availability (22.6% to 43.9%).
- Hispanic women (33) are employed at a rate below their availability, 2.2% to 5.9%.

### ***Management and Program Analysis: 0343 Series.***

- Women are prevalent in this series, beyond the RCLF figures identified for the occupation, with women’s participation rates in every group except White either close to, or above, the expected occupational-availability statistics for each.
- Black women are participating in this job series at a rate of 27% (304), over their availability rate of just under 3.8%.
- Data analysis related to barrier discussions revealed that, compared with other occupations in this job family, opportunities for promotion from the middle to higher grades diminish greatly in this series because GSA has very few high-grade GS-0343 positions.
- Prior implemented suggestions from the Barrier Analysis Workgroup in 2016 included enhancing detail opportunities for persons in jobs with diminished promotion opportunity.

### ***Miscellaneous Administration: 0301 Series.***

- This job series is a “miscellaneous” program administration catch-all, with hundreds of potential job titles and roles; consequently, benchmarking in this series is imprecise for drawing conclusions.
- This series offers greater high-grade opportunities, especially senior executive positions.
- Hispanic and White women are the furthest below their availability in this series, 3.4% (33) to 5.9%, and 31.5% (306) to 43.9%.

### ***Building Management: 1176 Series.***

- In the same “job family” group with Contracting (1102) and General Business and Industry (1101).
- Hispanic and White women are employed in this series below their expected participation rates, at 2.3% (22) and 14.8% (145).
- One of only a few categories where Hispanic men’s employment level of 3.7% (36) is near the expected rate of 4.0%.

### ***Information Technology Specialists: 2210 Series.***

- This is a predominantly male field, and the GSA workforce deviates little from the expected population for men versus women of 68.5% (433) to 31.5% (199); on a national level, 70% of IT specialists are men.
- Prior workforce analyses regarding the 2210 series indicates that GSA has a significant, high-graded population of technology specialists and these persons perform web development and data architecture responsibilities that do not fall within the 2210 series classification per Office of Personnel Management (OPM) standards. These persons are classified in the 0301 series within agency’s Technology Transformation Services Division.

### **Realty: 1170 Series.**

- Men and women are divided evenly at 50.5% to 49.5% (311 and 305), when the RCLF availability for this field is expected to be like the IT series, at 70% men.
- Hispanic women are at 5.4% (33), slightly over their expected rate of 5.3%.

### **General Attorney: 0905 Series.**

- Attorneys comprise 1% of the overall population.
- Prior MD-715 analyses indicated this group has among the greatest potential for reaching an executive level in the GS pay plan, or a contract appeals administrative judge position, which is another executive category.
- White women participate in this series at 37.0% (64), slightly over their availability of 36.4%.
- Hispanic women and men are employed at the rate of 0.68%, at the benchmark for attorneys of 0.62%. Note: the population overall is so small that this translates to just one person each.

## **Triggers and Barrier Analysis**

**HIGHLIGHT: GSA identified no barriers to fair and equitable treatment of any EEO group.**

### **Trigger Analysis**

#### Introduction

GSA looked for EEO triggers (statistical anomalies) through an analysis of data on gender and race, disability employment, and mission critical occupations as it relates to workplace policies, procedures and practices, with a focus on identifying barriers to diversity inclusion and equal opportunity. GSA employs a diverse workforce with participation rates in line with the RCLF; however, four triggers were found. The same four triggers were identified in prior years.

GSA has conducted a barrier analysis on the four identified triggers, detecting no barriers to fair and equitable treatment of any EEO group.

The results of the analysis of the four identified triggers follow.

#### **Trigger 1 –Lower than Expected Female Participation in the GSA Workforce.**

- Women represent 46.3% (4,969 employees) of the 10,743 permanent GSA employees.
- 3.9% (419 employees) below the RCLF of 50.2% (419 employees)
- Driven by lower than expected participation rates of:
  - White women (13.9%, or 1,494 employees, below the RCLF)
  - Hispanic women (1.3%, or 138 employees, below the RCLF)
- **GSA did not find any policy, procedure or practice adversely impacting equal employment opportunity associated with this trigger.**

***Trigger 2 – Lower than Expected Hispanic Participation in the GSA Workforce.***

- Hispanic or Latino employees represent 5.8% (623 employees) of the permanent GSA workforce.
- 1.6% (171 employees) below the RCLF of 7.4% (794 employees)
- Lower than expected participation of Hispanic or Latina women (1.3%), or 138 employees, below the RCLF)
- Lower than expected participation of Hispanic or Latino men (0.5%, or 50 employees, below the RCLF)
- GSA did not find any policy, procedure or practice adversely impacting equal employment opportunity associated with this trigger.

***Trigger 3 – Lower than Expected Inclusion of Women in Leadership Positions.***

- Women represent 26.8% (33 employees) of the 123 permanent SES positions.
- 19.4% (24 employees) below the expected inclusion rate, driven by lower than expected inclusion rates for:
  - Black women at 10.0% (12 employees) below the expected inclusion rate
  - Asian women at 3.1% (4 employees) below the expected inclusion rate
- GSA did not find any policy, procedure or practice adversely impacting equal employment opportunity associated with this trigger.

***Trigger 4 – Lower than Expected Participation of PWD and PWTD.***

- As discussed earlier in Disability Employment (page 11), GSA believes that PWD and PWTD are participating at a higher rate based on veterans who were hired under a 10-Point 30 Percent Compensable Disability Preference and that the challenge is in the self-reporting/identification of the data.
- GSA did not find any policy, procedure or practice adversely impacting equal employment opportunity associated with this trigger.

**Barrier Analysis Workgroup (BAW) Analysis**

Introduction

GSA's Barrier Analysis Workgroup (BAW) examined policies to detect potential barriers to equal opportunity. Additionally the BAW examined data anomalies and potential explanations for those anomalies, analyzing a range of information including workforce data; EEO complaint data; exit interview data; results from the Employee Viewpoint Survey (EVS); and GSA's personnel policies and practices regarding merit promotion, awards and training. Barrier analysis identified no barriers in GSA policies and practices to equal employment for any specific demographic group in the agency.



The BAW's findings included the following:

- Applicant flow data indicates the application, qualification, and selection rates for women and all minority groups remained strong, and the results were similarly positive for disability employment efforts. This indicates that OHRM's practices related to recruitment and outreach are working well to create diverse pools of qualified applicants.
- PWD and PWTD in the GS-1 to GS-10 cluster exceed the federal goals of 12% and 2%, respectively. In the population of 545 persons, the percentage of PWD was 21% (114) and the percentage of PWTD was 7.16 % (39).
- The participation rate of PWD and PWTD in the GS-11 to SES cluster fell below the Federal goals of 12% and 2%, respectively. In the population of 10,198, the percentage of PWD was 9.7% (987) and PWTD was 1.55% (158).
- Cash awards for blind employees were lower than the average for GSA employees overall.
- Awards are predominately based on grade and salary; the employees in this category were lower-graded, providing an explanation for the lower than average cash awards for this category.
- Persons with disabilities were 5% to 10% less likely to respond positively to EVS questions regarding improving skills, whether training needs are met, and performance measures being fair and meaningful.
- These observations, though leading to no identification of an actual barrier in the training and development policy itself, will inform the disability-focused review of the agency's new reasonable accommodation policy and procedure, which is slated for FY 2019.

## Complaint Activity in the Workforce

### HIGHLIGHTS:

- Complaint volume decreased by 27% in FY 2018.
- GSA was 100% timely in all filings.
- 62% Alternative Dispute Resolution (ADR) participation.

### Introduction

In FY 2018,<sup>6</sup> 127 new complaints were initiated, which was a 27% decrease from FY 2017.<sup>7</sup> Of those, 84 formal complaints were filed by 79 complainants. The number of formal complaints represents a six percent decrease from FY 2017, when 89 formal complaints were filed. Additional specifics are provided in Figure Five.

Figure Five: Complaint Summary, FY 2017-2018

	FY 2017	FY 2018	Net Change
Informal Complaints Filed	172	127	-27%
Informal Complaints Filed Per 100 Employees	1.50	1.15	-0.35%
Formal Complaints Filed	89	84	-6%
Formal Complaints Filed Per 100 Employees	0.74	0.76	+0.02%
Permanent Employees as of September 30 Per Year	11,488	11,051	-4%

### Bases and Issues of Discrimination

The most frequently cited basis of discrimination alleged in the 84 formal complaints in FY 2018 was reprisal/retaliation (50), followed by sex (44), age (40), and race (35) as reflected in Figure Six.

Figure Six: Top Complaint Bases, FY 2018

Basis	FY 2018
Reprisal/Retaliation	50
Age	40
Sex	44
Race	35

<sup>6</sup> Data derived from No FEAR Act Report instead of the EEOC 462 Report.

<sup>7</sup> Informal complaints are not reported in No FEAR Act quarterly postings but are shown here to distinguish informal from formal EEO activity in a given year.

Of the 84 formal complaints filed in FY 2018, the issue most frequently alleged was non-sexual harassment (24), followed by promotion/non-selection (16), and then terms/conditions of employment (12), as reflected in Figure Seven, below.

**Figure Seven: Top Complaint Issues, FY 2018**

Basis	FY 2018
Harassment—Nonsexual	24
Performance Evaluation/Appraisal	11
Reasonable Accommodation—Disability	10
Promotion/Non-selection	16
Terms and Conditions of Employment	12

Top bases and issues in GSA’s formal complaint filings in FY 2018 were consistent with Government-wide statistics as reported by the EEOC.<sup>8</sup> In FY 2018, GSA was 100 percent timely and completed 63 investigations with an average processing time of 215.48 days. This represents a four percent increase from FY 2017, when investigation processing time averaged 207.12 days.

Alternative Dispute Resolution (ADR)

GSA offers ADR to 100% of individuals initiating pre-complaints as well as those initiating formal complaints of discrimination. Of the 134 informal cases, 83 aggrieved persons elected ADR, resulting in a 62% participation rate. Settlement was achieved in 46% (38) of the informal cases where ADR was used.

Findings of Discrimination

As stated in the agency’s annual EEOC Form 462 Report, four findings of discrimination were issued during the reporting period:

- One Final Agency Decision on the merits by GSA.
- One EEOC administrative judge decision finding discrimination that resolved through settlement.<sup>9</sup>
- One EEOC Office of Federal Operations (OFO) decision affirming default judgment in two cases that were consolidated. GSA filed a request for reconsideration to the OFO; the decision is pending.

<sup>8</sup> See EEOC FY 2015 Annual Report on the Federal Workforce, Executive Summary, Part VI, Tables 6.6-6.7, at <https://www.eeoc.gov/federal/reports/fsp2015/index.cfm>

<sup>9</sup> Because of the timing of the agency’s appeal (regarding calculation of damages), this decision was not reported in the annual EEOC 462 Report (attached) until FY 2018, after the case settled.

## E.4—Executive Summary: Accomplishments

During FY 2018, GSA took a number of actions towards becoming a model EEO agency. The following describes some of the major accomplishments related to the EEO program.

**Equal Opportunity Policy.** Pursuant to MD-715, on September 18, 2019, the GSA Administrator issued the agency’s annual statement on GSA EEO policy to all employees. The policy affirmed GSA’s commitment to a work environment that is free of discrimination and harassment. In addition to reinforcing GSA’s zero tolerance for discrimination and retaliation, the policy also emphasized GSA’s commitment to diversity in its workforce and in all GSA programs and activities. Administrator Murphy concluded the statement with the following:

*As I stated in my February 2018 testimony to Congress, “GSA must have a culture that encourages a diversity of opinions and values the contributions of all employees in working together to promote the best possible decisions by the agency.” This starts with me as the Administrator, but it requires the support of us all. (GSA, 2018)*

**Program Review.** A new Associate Administrator (AA) for the Office of Civil Rights (OCR) was appointed in April 2018. The new AA undertook a full program review of OCR. The program review was conducted by EEO professionals from the Department of Homeland Security (DHS) and the Department of Defense. The Review indicated that the organization is meeting almost all program requirements of a Federal EEO program in accordance with 29 CFR 1614, but could benefit from additional changes to office functions, structure and staffing in order to achieve optimal performance. The results of the assessment are being used to improve the efficiency and effectiveness of OCR.

### **Training.**

- 95.8% of eligible, onboard employees had completed No FEAR Act training.
- 84.4% of managers and supervisors participated in EEO diversity training. The training focused on the specific role of managers and supervisors in ensuring a diverse workforce, focusing on hiring; their roles in the Federal-sector EEO process, including interacting with EEO counselors and investigators; harassment (general and sexual), and reasonable accommodation.
- OCR staff conducted seven Unconscious Bias training sessions, reaching 287 employees.

**Reporting.** OCR also worked with the EEOC and OPM to develop a pilot database for reporting the RCLF for conducting EEO trigger analysis. OCR and OHRM shared the innovative approach with other Federal agencies at the 2018 Federal Dispute Resolution Conference, with several agencies expressing interest in adopting the database for their civil rights barrier analysis and human resources planning.

- OHRM provided each Head of Service and Staff Office (HSSO) with monthly workforce analytic reports which are used in making strategic, data-driven decisions on workforce planning. The reports provide relevant human capital data, featuring information on accessions, reassignments, promotions, separations, race/national origin, gender, and veteran status.
- OHRM developed enterprise-wide workforce plans to help GSA deliver a mission-ready workforce and operating plan, including strategies to recruit and retain persons with disabilities.
- OHRM developed a robust recruitment calendar for FY 2018 based on the needs of the HSSOs. A focus was placed on targeting Hispanic-serving institutions. OHRM conducted virtual and in-person recruiting to maximize GSA's visibility and promote the agency as a model employer.

**Reasonable Accommodation Policy.** In June 2018, GSA released an update of its procedures on providing reasonable accommodations to employees or job applicants with disabilities.

## E.5—Executive Summary: Planned Activities

In addition to addressing the program deficiencies outlined in Part E.2, GSA is undertaking a number of activities to continue to move the Agency towards the goal of being recognized as a model EEO agency.

**Restructure/Realignment.** Building on the Program Review conducted in FY 2018, a restructure/realignment effort has been undertaken to right-size the organization, update process and performance metrics, increase effectiveness and efficiency and improve service delivery to our customers. The effort includes participation and feedback from OCR employees, OCR partner organizations, and EEO Directors from three other agencies (DHS, Department of the Treasury, and OPM). The restructure/realignment effort includes a dedicated attorney who will serve as “firewall” counsel<sup>10</sup> for OCR. The restructure/realignment effort is expected to be completed by the end of FY 2019, with a “go live” date of October 1, 2019.

**Maintenance and Continuation of the Barrier Analysis Workgroup.** In support of the EEOC’s model program element of proactive prevention of discrimination, OCR will continue to review major personnel policies (merit promotion, awards, training) on a formal schedule, using the established, cross-functional team comprised of employees from OCR, OHRM, and GSA program and directorate staff. The next major policy to review will be the agency’s revised reasonable accommodation procedures which will take place in FY 2019.

**Civility and Respect in the Workplace Training.** GSA will be piloting the EEOC sponsored Civility and Respect in the Workplace Training in FY 2019. Four sessions will be conducted: two for employees, one for senior executives that will be hosted by the GSA Administrator, and one for managers.

**Support of Disability, Hispanic Employment, and Federal Women’s Programs.** The collateral-duty Special Emphasis Program Managers selected by OHRM will participate in special emphasis observances, barrier analysis, affinity group development, and related affirmative employment activities. Affinity groups like the Veterans Employee Resource Association and the Lesbian, Gay, Bisexual, and Transgender and Allies Employee Association will be involved in the barrier analysis workgroup discussions.

**Enhanced Dashboard Reporting.** OCR and OHRM’s dashboard to demonstrate demographic information within the context of RCLF will continue to be extended to other agencies upon their request. Demonstrations to date have been provided to the Consumer Financial Protection Bureau, National Aeronautics and Space Administration, and Securities and Exchange Commission.

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<sup>10</sup> The firewall counsel will be independent of attorneys serving as agency representatives in EEO cases. See Part G, E.2.b.

General Services Administration

For period covering October 1, 2017 to September 30, 2018

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

[Redacted] am the  
(Insert Name Above) (Insert official  
title/series/grade above)

Principal EEO Director/Official for

[Redacted]  
(Insert Agency/Component Name above)

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

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

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

[Redacted]

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

[Redacted]

Date

[Redacted]

Signature of Agency Head or Agency Head Designee

[Redacted]

Date

## 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.

Measures	Met?	Comments
<b><u>A.1—The agency issues an effective, up-to-date EEO policy statement.</u></b>		
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	09/27/2018
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	
Measures	Met?	Comments
<b><u>A.2—The agency has communicated EEO policies and procedures to all employees.</u></b>		
A.2.a. Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1 ....Anti-harassment policy? [see: MD-715, II(A)]	Yes	
A.2.a.2 ....Reasonable accommodation procedures? [see: 29 C.F.R § 1614.203(d)(3)]	Yes	
A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:		
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	
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.b.3 ....Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If “yes,” please provide the internet address in the comments column.	Yes	<a href="https://www.gsa.gov/directives-library/policy-and-procedures-for-providing-reasonable-accommodation-for-individuals-with-disabilities-23001-hrm-0">https://www.gsa.gov/directives-library/policy-and-procedures-for-providing-reasonable-accommodation-for-individuals-with-disabilities-23001-hrm-0</a>
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	Biannually
A.2.c.2 ....ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	Biannually
A.2.c.3 ....Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes,” please provide how often.	Yes	Biannually
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	Biannually
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.	Yes	Biannually



Measures	Met?	Comments
<b><u>A.3—The agency assesses and ensures EEO principles are part of its culture.</u></b>		
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	Complaint statistics are shared quarterly among Regional Administrators, and improvements/low EEO totals are noted in the discussion.
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	

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

*This element requires that the agency’s EEO programs maintain a workplace free from discrimination and support the agency’s strategic mission.*

Measures	Met?	Comments
<b><u>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.</u></b>		
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.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? <i>If “yes,” please provide the title of the agency head designee in the comments.</i>	N/A	
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.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.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] <i>If “yes,” please provide the date of the briefing in the comments column.</i>	Yes	May 17, 2018
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	
<b><u>B.2—The EEO Director controls all aspects of the EEO program.</u></b>		
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.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see: 29 CFR §1614.102(c)(4)]	Yes	
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 applicable for certain subordinate level components.]	Yes	
B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR § 1614.102(c)(2)]	Yes	
B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see: 29 CFR §§ 1614.102(e); 1614.502]	Yes	

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**

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)] **N/A**

Measures	Met?	Comments
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**B.3—The EEO Director and other EEO professional staff are involved in, and consulted on, management and personnel actions.**

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 development opportunities? [see: MD-715, II(B)] **Yes**

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** Page 5: “Our success relies on bringing together a talented and diverse workforce.”

Measures	Met?	Comments
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**B.4—The agency has sufficient budget and staffing to support the success of its EEO program.**

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.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.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**

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.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)] **N/A**

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.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**

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.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**

B.4.a.10 .....to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)] **Yes**

B.4.a.11 .....to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)] **Yes**

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
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.4.d. Does the agency ensure that new counselors/ investigators, including contractors/collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes
B.4.e. Does the agency ensure that experienced counselors/ investigators, including contractors/ collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes

Measures	Met?	Comments
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**B.5—The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.**

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
B.5.a.2 ....Reasonable Accommodation Procedures? [see: 29 C.F.R. § 1614.102(d)(3)]	Yes
B.5.a.3 ....Anti-Harassment Policy? [see: MD-715(II)(B)]	Yes
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
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

Measures	Met?	Comments
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**B.6—The agency involves managers in the implementation of its EEO program.**

B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see: MD-715 Instructions, Sec. I]	Yes
B.6.b. Do senior managers participate in the barrier analysis process? [see: MD-715 Instructions, I]	Yes
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, I]	Yes
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

**Essential Element C: Management and Program Accountability**

*This element requires the agency head to hold managers, supervisors, and EEO officials responsible for the effective implementation of the EEO Program Plan.*

Measures	Met?	Comments
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**C.1—The agency conducts regular internal audits of its component and field offices.**

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)] <i>If “yes,” please provide the schedule for conducting audits in the comments section.</i>	N/A	Since 2015, GSA has a centralized civil rights program and does not run separate programs for its subcomponents
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)] <i>If “yes”, please provide the schedule for conducting audits in the comments section.</i>	N/A	
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)]	N/A	

Measures	Met?	Comments
<b><u>C.2—The agency has established procedures to prevent all forms of EEO discrimination.</u></b>		
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	Resolved FY 2018.
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	
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	
C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	Resolved FY 2018.
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	
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 Complainant v. Dep’t of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep’t of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015).] If “no”, please provide the percentage of timely-processed inquiries in the comments column.	Yes	
C.2.a.6. 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	
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	
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	
C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes	
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	
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	
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	
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	
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	<a href="https://www.gsa.gov/directives-library/policy-and-procedures-for-providing-reasonable-accommodation-for-individuals-with-disabilities">https://www.gsa.gov/directives-library/policy-and-procedures-for-providing-reasonable-accommodation-for-individuals-with-disabilities</a>

Measures	Met?	Comments
<b><u>C.3—The agency evaluates managers and supervisors on their efforts to ensure equal opportunity.</u></b>		
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?	No	See Part H.
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. 3.1]	No	
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)]	No	
C.3.b.3 ...Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see: MD-715, II(C)]	No	
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]	No	
C.3.b.5 ...Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	No	
C.3.b.6 ...Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]	No	
C.3.b.7...Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	No	
C.3.b.8...Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	No	
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)]	No	
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)]	N/A	No findings on merit during current Director's tenure.
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)]	N/A	No findings on merit during current Director's tenure.
Measures	Met?	Comments
<b><u>C.4—The agency ensures that there is effective coordination between its EEO/civil rights programs and Human Resources (HR) program.</u></b>		
C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes	
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, 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.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	

C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	<b>Yes</b>
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 Persons with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	<b>Yes</b>
C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	<b>Yes</b>
C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	<b>Yes</b>
C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see: MD-715, II(C)]	<b>Yes</b>
C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	<b>Yes</b>

<b>Measures</b>	<b>Met?</b>	<b>Comments</b>
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**C.5—Following a finding of discrimination, the agency explores whether to take disciplinary action.**

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)]	<b>Yes</b>	
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.	<b>Yes</b>	One individual.
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)]	<b>Yes</b>	

<b>Measures</b>	<b>Met?</b>	<b>Comments</b>
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**C.6—The EEO office advises managers/supervisors on EEO matters.**

C.6.a. Does the EEO office provide management/supervisory 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] <i>If “yes,” please identify the frequency of the EEO updates in the comments column.</i>	<b>Yes</b>	Regional Administrator meetings are quarterly, and the Agency Head is also kept apprised monthly of complaint statistics and given a demographics discussion yearly in State of Agency briefing.
C.6.b. Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	<b>Yes</b>	

**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 opportunity.*

<b>Measures</b>	<b>Met?</b>	<b>Comments</b>
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**D.1—The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.**

D.1.a. Does the agency have a process for identifying triggers in the workplace? [715 Instructions Sec. I]	<b>Yes</b>	
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? [Instructions, Sec. I]	<b>Yes</b>	
D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of Persons with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	<b>No</b>	See Part J.

<b>Measures</b>	<b>Met?</b>	<b>Comments</b>
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**D.2—The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)**

D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see: MD-715, II(B)]	Yes	
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	
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	
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 interest groups? [see MD-715 Instructions, Sec. I] <i>If “yes”, please identify the data sources in the comments column.</i>	Yes	EEO data, exit surveys, affinity groups, union, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program, external special interest groups

Measures	Met?	Comments
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**D.3—The agency establishes appropriate action plans to remove identified barriers.**

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	
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 target dates for the planned activities? [see MD-715, II(D)]	N/A	
D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	

Measures	Met?	Comments
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**D.4—The agency has an affirmative action plan for people with disabilities and targeted disabilities.**

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	<a href="https://www.gsa.gov/about-us/organization/office-of-civil-rights/office-of-civil-rights-library">https://www.gsa.gov/about-us/organization/office-of-civil-rights/office-of-civil-rights-library</a>
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	
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	
D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)ns, Sec. I] <i>If “yes,” please identify the data sources in the comments column.</i>	Yes	Personnel data from CHRIS and HR Links.

**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.*

Measures	Met?	Comments
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**E.1—The agency maintains an efficient, fair, and impartial complaint resolution process.**

E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
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.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	Yes	
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(I)? <i>If “yes,” please provide the average processing time in the comments.</i>	Yes	20 days.

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)?	Yes	
E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	
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)?	Yes	
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)?	Yes	
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)?	Yes	
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 product and/or delays? [See MD-110, Ch. 5(V)(A)] <i>If "yes," please describe how in the comments column.</i>	Yes	Contracts are not renewed if systematic issues arise.
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)]	Yes	
E.1.l. 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)]	Yes	

Measures	Met?	Comments
<b><u>E.2—The agency has a neutral EEO process.</u></b>		
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	
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)] <i>If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.</i>	Yes	OCR's firewall counsel is in the Office of General Counsel, General Law Division; in FY 19, this person will be located in OCR.
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 representative? [see: MD-110, Ch. 1(IV)(D)]	Yes	
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	
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	

Measures	Met?	Comments
<b><u>E.3—The agency has established and encouraged the widespread use of a fair ADR process.</u></b>		
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.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
E.3.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.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(IV)(C)]	Yes	
E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch.3(I)]	Yes	
E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch.3(II)(D)]	Yes	



**E.4.a—Does the agency have systems in place to accurately collect, monitor, and analyze the following data:**

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.4.a.2. The race, national origin, sex, and disability of agency employees? [see 29 CFR §1614.601(a)]? **Yes**

E.4.a.3. Recruitment activities? [MD-715, II(E)]? **Yes**

E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see 29 CFR 1614.601(a)] **Yes**

E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR 1614.203(d)(4)] **Yes**

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**

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**

***E.5.—The agency identifies and disseminates significant trends and best practices in its EEO program.***

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** The agency's No FEAR and MD-715 reports contain narratives with trend analyses that comment on these obligations.

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** The agency requested a program review with other agencies to evaluate the effectiveness and compliance of the EEO program.

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**

### 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.

Measures	Met?	Comments
<b><u>F.1—The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</u></b>		
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.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	
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.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
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	
<b><u>F.2—The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</u></b>		
F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
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)]	Yes	
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]	Yes	
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)]	Yes	
F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	
<b><u>F.3—The agency reports to EEOC its program efforts and accomplishments.</u></b>		
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)]	No	See Part H.
F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	

## EEO Plan for Attaining the Essential Elements of a Model EEO Program

Essential Element	Deficiency Category	Description of Program Deficiency
<p>C.3—The agency evaluates managers and supervisors on their efforts to ensure equal opportunity.</p> <p>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?</p> <p>C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities :</p> <p>C.3.b.1 ...Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see: MD-110, Ch. 3.]</p> <p>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)]</p> <p>C.3.b.3 ... Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see: MD-715,II(C)]</p> <p>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]</p> <p>C.3.b.5 ...Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]</p> <p>C.3.b.6 ...Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]</p> <p>C.3.b.7...Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]</p> <p>C.3.b.8...Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]</p> <p>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)]</p>	<p>Essential Element C: Management and Program Accountability:</p>	<p>This collection of sub-elements is a new addition to the EEOC's "model program elements," and was not part of last year's report for this reason. GSA requires elements related to EEO and diversity principles for inclusion in all SES performance appraisals. Furthermore, GSA does include suggested language under one of its critical element for supervisors, under the heading of "Leading People." This category contains a number of phrases related to the above-referenced principles, and according to the agency's human resources division, this language is used widely. However, there is no such formal requirement or mechanism to guarantee that every manager and supervisor at GSA has performance elements related to these principles in their plans, since the language is optional. GSA has made this optional thus far to ensure flexibility for managers to make the standards appropriate based on position. Changes to make this standard required, without the option to modify the text, would require the approval of the Office of the Administrator.</p>

### EEO Plan Objectives and Dates for Completion

Objective(s)	Date Initiated	Target Date	Date Completed
Require EEO elements in the new Part G checklist in all managers' and supervisors' performance plans in a mandatory "Leading People" element.	10/01/2018	9/30/2019	

### Responsible Official(s)

Title/Program Office	Name
AEP Branch Chief, OCR	Jess Lang
Supervisory HR Specialist, OHRM	Alexandra Vernacchio

*EEO Planned Activities, Objectives and Dates for Completion*

<b>Planned Activities</b>	<b>Date Initiated</b>	<b>Target Date</b>	<b>Date Completed</b>
Draft a single paragraph to summarize all required EEO elements in the new Part G checklist in all managers' and supervisors' performance plans in a mandatory "Leading People" element.	10/01/2019	6/1/2019	<b>4/19/2019</b>
Associate Administrator for Civil Rights and Deputy Chief Human Resources Officer to secure head of agency direction to Heads of Service and Staff Offices to make EEO language required in the Leading People element.	10/01/2018	8/1/2019	

*Report of Accomplishments and Modifications to Plan Objectives: N/A; New Plan.*

## EEO Plan for Attaining the Essential Elements of a Model EEO Program

Statement of Model Program Deficiency (Element)	Deficiency Category	Description of Program Deficiency
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)]	Essential Element F: Responsiveness and Legal Compliance	The agency submitted its FY 2018 No FEAR Act report one day late.

### Objectives and Dates for EEO Plan

Date Initiated	Objective	Target Date	Date Completed
	Develop project plan to ensure timely drafting/coordination/signature of No FEAR Act report.	10/01/2018	9/30/2019

### Responsible Official(s)

Title/Program Office	Name
Policy, Reporting and Outreach Branch Chief, OCR	Rick Jackson
Performance Standards Address Plan? Y/N	

### EEO Planned Activities, Objectives and Dates for Completion

Planned Activities	Date Initiated	Target Date	Date Completed
Draft project plan and provide to OCR leadership for review.	April 1, 2019	6/1/2019	
Finalize project plan and implement.	April 1, 2019	7/1/2019	

Report of Accomplishments and Modifications to Plan Objectives: N/A; New Plan.

**EEO Plan to Eliminate Identified Barriers Part I.1—None.**

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

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

Source of trigger: N/A  
 Specific workforce table: N/A  
 Group(s) affected by trigger: N/A  
 See Part J Barrier Section; no barriers detected; only program deficiencies in FY18.

**BARRIER ANALYSIS:**

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

See Part J Barrier Section; no barriers detected; only program deficiencies in FY18

*List the following sources of data, yes or no; identify information collected in the narrative.*

- 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)*

**STATUS OF BARRIER ANALYSIS PROCESS: COMPLETED?  
Y/N**

**BARRIERS IDENTIFIED?  
Y/N**

**STATEMENT OF IDENTIFIED BARRIER:**

*Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.*

N/A

**OBJECTIVE:**

*State the alternative or revised agency policy, procedure, or practice to be implemented to correct the undesired condition.*

N/A

**RESPONSIBLE OFFICIAL(S):**

N/A

**TITLE:**

Do performance standards address the plan? Y/N

**DATE OBJECTIVE INITIATED:**

N/A

**DATE OBJECTIVE MODIFIED:**

N/A

**TARGET DATE FOR COMPLETION:**

N/A

**REPORT OF ACCOMPLISHMENT, WITH FY:**

N/A

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

To capture agencies' affirmative action plans for persons with disabilities (PWD) and persons 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 must complete this Part of the MD-715 report.

<b>Section I:</b> Efforts to Reach Regulatory Goals		<b>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.</b>			
1. Using the 12% goal, does your agency have a trigger involving IWD by grade cluster in the permanent workforce?	GS-1/10: Yes/No				
	GS-11-SES: Yes/No	The rate of representation is 9%.			
2. Using the 2% goal, does your agency have a trigger involving PWTD by grade cluster in the permanent workforce?	GS-1/10: Yes/No				
	GS-11-SES Yes/No	The rate of representation is 1.6%.			
3. Describe how the agency has communicated numerical goals to hiring managers/recruiters.		Managers and supervisors take a complement of required courses when they become new supervisors, and the hiring goals related to disability are in reference material thereafter.			
<b>Section II:</b> Model Disability Program		<b>Pursuant to (29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training , and resources to recruit and hire PWD and PWTD, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.</b>			

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

1. Has the agency designated sufficient personnel for its disability program? If "no," describe the plan to improve staffing. <b>Yes/No</b>					
2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.	<b>Disability Program Task</b>	<b>Full Time</b>	<b>Part Time</b>	<b>Coll.</b>	<b>Responsible Official (Office; Name; Title; Email)</b>
	Processing applications from PWD and PWTD (number of FTE staff by status):			1	OHRM; Taunya Stewart, Special Placement Program Coordinator, 202-969-7531, <a href="mailto:taunya.stewart@gsa.gov">taunya.stewart@gsa.gov</a>
	Answering questions from the public about disability hiring authorities:			1	OHRM; Taunya Stewart, Special Placement Program Coordinator, 202-969-7531, <a href="mailto:taunya.stewart@gsa.gov">taunya.stewart@gsa.gov</a>

2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.  (Continued)	Processing Reasonable Accommodation Requests from employees/applicants:			20	OHRM; See link to RAC page (RA Coordinators, attached): <a href="https://insite.gsa.gov/portal/content/615530">https://insite.gsa.gov/portal/content/615530</a>
	Section 508 compliance:			23	OIT; OCR; See link to 508 Coordinator page, attached): <a href="https://insite.gsa.gov/portal/content/629070">https://insite.gsa.gov/portal/content/629070</a>
	Architectural Barriers Act Compliance			2	OCR; Evelyn Britton; Branch Chief, External Programs; (601) 410-3594, <a href="mailto:evelyn.britton@gsa.gov">evelyn.britton@gsa.gov</a> ; Rex Pace, Architect, PBS, (202)969-4026, <a href="mailto:rex.pace@gsa.gov">rex.pace@gsa.gov</a>
	Special Emphasis Program for PWD and PWTD			1	OHRM; Taunya Stewart, Special Placement Program Coordinator, 202-969-7531, <a href="mailto:taunya.stewart@gsa.gov">taunya.stewart@gsa.gov</a>

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 received. If “no”, describe the training planned for the upcoming year. <b>Yes/No</b>	All staff receives annual training in their fields of specialty, across program offices like human resources, information technology, and civil rights.
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**B. Plan to Provide 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 agency’s plan to ensure the disability program has sufficient funding and resources. <b>Yes/No</b>	
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**Section III:  
Plan to Recruit and Hire PWD**

**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 persons 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 PWTD.	GSA uses OPM’s Shared Register of Candidates with Disabilities, the Workforce Recruitment Program and targeted recruitment.
2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency’s use of disability hiring authorities (e.g., Schedule A) to recruit PWD and PWTD for permanent positions.	GSA has designated a Special Placement Program Coordinator to coordinate special placement, and when candidates are located this SPPC works with local human resources specialists to effect the hires and coordinate onboarding and accommodation coordination (when applicable).



<p>3. When persons apply for a position under a disability hiring authority, explain how the agency (1) determines eligibility and (2) forwards the individual's application to the hiring officials with an explanation of how/when the individual may be appointed.</p>	<p>Applicants who apply under Schedule A via USAJobs have eligibility determined via the same evaluation process as other candidates, but are placed on a separate certificate for hiring managers' consideration. Applicants who apply directly to the SPPC have their qualifications reviewed by a human resources specialist (locally identified by the SPPC) for the position identified, and the human resources specialist explains whether and how the hire can/will be affected and the person brought onboard.</p>
<p>1. Describe the programs and resources the agency uses to identify job applicants with disabilities including PWTd.</p>	<p>GSA uses OPM's Shared Register of Candidates with Disabilities, the Workforce Recruitment Program and targeted recruitment.</p>
<p>4. Has the agency provided training to all hiring managers on use of disability hiring authorities? If yes, describe the type(s) of training and frequency. If no, describe the plan to provide this training. <b>Yes/No</b></p>	<p>Managers and supervisors take a complement of required courses when they become new supervisors, and the hiring goals related to disability are in reference material thereafter, in a course titled "Hiring, Retaining, and Including People with Disabilities," which is required for managers to complete every two years.</p>
<p><b>B. Plan to Establish Contacts with Disability Employment Organizations</b></p>	
<p>Describe the agency's efforts to establish and maintain contacts with orgs that assist PWD/TD securing/maintaining employment.</p>	<p>GSA maintains a disability SEP/affinity group with an SES champion to serve as an advocate at the senior level to act as catalyst for change and to advise. GSA will continue to engage executive champions by implementing a diversity and inclusion council. The council will focus on GSA's internal policies and practices, talent recruitment and development, education and training, identifying barriers, building partnerships with rehab agencies, measuring the effectiveness of the diversity initiative process, and ensuring transparency of its operations.</p>
<p><b>C. Progression Towards Goals (Recruitment and Hiring)</b></p>	
<p>1. Using goals of 12% for PWD and 2% for ITWD as the benchmarks, do triggers exist among the new hires? If yes, describe.</p>	<p>PWD: <b>Yes/No</b> Application and hire rates for all mission critical occupations are under the 12% benchmark—but only on basis of voluntary ID, not actual status.</p>
	<p>PWTD: <b>Yes/No</b> Application and hire rates for all mission critical occupations are under the 2% benchmark—but only on basis of voluntary ID, not actual status.</p>
<p>2. Do triggers exist for PWD/PWTD among the new hires for any of the mission critical occupations? If yes, describe.</p>	<p>PWD: <b>Yes/No</b> Application and hire rates for all but two mission critical occupations (1176 and 0501) are under the 12% benchmark for disability.</p>
	<p>PWTD: <b>Yes/No</b> Application and hire rates for all but two mission critical occupations (1176 and 0501) are under the 2% benchmark.</p>
<p>3. Do triggers exist for PWD/PWTD among qualified internal applicants for any of the mission critical occupations? If yes, describe.</p>	<p>PWD: <b>Yes/No</b></p>
	<p>PWTD: <b>Yes/No</b></p>
<p>4. Do triggers exist for PWD/PWTD among employees promoted to any of the mission critical occupations? If "yes," describe.</p>	<p>PWD: <b>Yes/No</b> 1102 and 1101 are under the internal benchmark.</p>
	<p>PWTD: <b>Yes/No</b> 1102 and 1101 are under the internal benchmark.</p>

**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.

**A. Advancement Program Plan**

Describe the agency’s plan to ensure PWD/TD have equal opportunities for advancement.

GSA ensures its HR and OCR staff works in concert to produce FEORP and MD-715 analyses and evaluations related to hiring and promotion; EEO complaint information is promulgated among all GSA employees to describe remedies; hiring managers have required training related to civil rights and merit principles, and selecting officials are provided with reference tools to encourage neutral hiring and promotion practices.

**B. Career Development Opportunities**

1. Describe agency’s plan to ensure PWD/TD have EEO for career development.

GSA ensures its HR staff works in concert to produce FEORP and MD-715 analyses and evaluations related to career development; EEO complaint information is promulgated.

2. Please provide the data for career developmental opportunities that require competition and/or approval to participate.	<i>Total: 10,583</i>	<i>PWD: 1376</i>	<i>PWTD: 122</i>
	<i>Applicants = 195</i>	<i>Applicants = 164</i>	<i>Applicants = 2</i>
	<i>Selected = 116</i>	<i>Selected = 20</i>	<i>Selected = 0</i>

3. Do triggers exist for PWD among the applicants/selectees for career development programs? If “yes”, describe.

Applicants: Yes/**No**  
Selectees: Yes/**No**

4. Do triggers exist for PWTD among the applicants/selectees for career development programs? If yes, describe.

Applicants: Yes/**No**  
Selectees: Yes/**No** No selections—but few applicants/nominees.

**C. Awards**

Does your agency have a trigger involving PWD/PWTD for time-off awards, bonuses, or other incentives? If “yes,” please describe.

PWD: Yes/**No**  
PWTD: Yes/**No** Cash awards for blind employees are slightly lower, but cash awards are tied to salary. Two of the recipients are below than the GSA average (GS-12), bringing the total down. Award policy reviewed by BAW in FY18; conclusion was that the policy of tying awards to salary isn’t a barrier; it’s the federal standard practice.

**D. Promotions/Hires**

1. Does your agency have a trigger involving PWD among the qualified internal applicants/selectees for promotions to the senior grade levels?

a. ...SES positions (and related senior executive-level positions)? If yes, describe.	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
b. ...Grade 15 positions? If yes, describe.	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	

c. ...Grade 14 positions? If yes, describe.	Qualified: Yes/No	3% qualified, 1% selected; pool is 6%.
	Selected: Yes/No	
d. ...Grade 13 positions? If yes, describe.	Qualified: Yes/No	
	Selected: Yes/No	

2. Does your agency have a trigger involving PWTD among the qualified internal applicants/selectees for promotions to the senior grade levels?

a. ...SES positions? If yes, please describe the trigger(s).	Qualified: Yes/No	Only three hires total, so qualified rate of 33% but selection of 0 is not a significant trigger.
	Selected: Yes/No	
b. ...Grade 15 positions? If yes, please describe the trigger(s).	Qualified: Yes/No	
	Selected: Yes/No	
c. ...Grade 14 positions? If yes, please describe the trigger(s).	Qualified: Yes/No	
	Selected: Yes/No	
d. ...Grade 13 positions? If yes, please describe the trigger(s).	Qualified: Yes/No	
	Selected: Yes/No	

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among new hires to senior grade levels?

a. ...SES positions? If yes, please describe.	Qualified: Yes/No	
	Selected: Yes/No	
b. ...Grade 15 positions? If yes, please describe.	Qualified: Yes/No	
	Selected: Yes/No	
c. ...Grade 14 positions? If yes, describe.	Qualified: Yes/No	
	Selected: Yes/No	
d. ...Grade 13 positions? If yes, describe.	Qualified: Yes/No	
	Selected: Yes/No	

4. Using the qualified applicant pool, does your agency have a trigger involving <u>PWTD</u> among the new hires to the senior grade levels?		
a. ...SES positions? If yes, please describe.	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
b. ...Grade 15 positions? If yes, describe.	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
c. ...Grade 14 positions? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	2.9% qualified; 1.8% selected; pool is 6%.
	Selected: Yes/ <b>No</b>	
d. ...Grade 13 positions? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
5. Does your agency have a trigger involving <u>PWD</u> among the qualified internal applicants/selectees for promotions to supervisory positions?		
a. ...SES positions (and related senior executive-level positions)? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
b. ...Supervisors? If yes, please describe.	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
6. Does your agency have a trigger involving <u>PWTD</u> among qualified internal applicants/selectees for promotions to supervisory positions?		
a. ... SES positions (and related senior executive-level positions)? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
b. ...Supervisors? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	Grade 14 and SES—but still within statistically acceptable range.
	Selected: Yes/ <b>No</b>	
7. Using the qualified applicant pool, does your agency have a trigger involving <u>PWD</u> among selectees for new hires to supervisory positions?		
a. ... SES positions (and related senior executive-level positions)? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	
b. ...Supervisors? If yes, please describe the	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	

trigger(s).	Selected: Yes/ <b>No</b>
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8. Using the qualified applicant pool, does your agency have a trigger involving PWTD among selectees for new hires to supervisory positions?

a. ... SES positions (and related senior executive-level positions)? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	

b. ...Supervisors? If yes, please describe the trigger(s).	Qualified: Yes/ <b>No</b>	
	Selected: Yes/ <b>No</b>	

<b>Section V: Plan to Improve Retention of Persons with Disabilities</b>	<b>To be a model employer for PWD, 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; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the RA program and workplace PAS.</b>
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**A. Voluntary and Involuntary Separations**

1. In this reporting period, did the agency convert all eligible Schedule A employees 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. Yes/No	There is no indication that Schedule A persons were not converted.	
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2. Using inclusion rate as a benchmark, did the percentage of PWD among separations exceed that of persons without disabilities? If yes, please describe the trigger(s).	Voluntary: Yes/ <b>No</b>	
	Invol.: Yes/ <b>No</b>	

3. Using inclusion rate as a benchmark, did the percentage of PWTD among separations exceed that of persons without disabilities? If yes, please describe the trigger(s).	Voluntary: Yes/ <b>No</b>	
	Invol.: Yes/ <b>No</b>	

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.	
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<b>B. Accessibility of Technology and Facilities</b>	Pursuant to 29 C.F.R. § 1614.203(d)(4), agencies are required to inform applicants/employees of their rights under Section 508 of the Rehab Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.
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1. Provide internet address on the agency's public site for notice explaining employees/applicants' rights under Sect. 508, including how to file a complaint.	<a href="https://www.gsa.gov/policy-regulations/policy/information-integrity-and-access/it-accessibilitysection-508">https://www.gsa.gov/policy-regulations/policy/information-integrity-and-access/it-accessibilitysection-508</a>
2. Provide internet address on the agency's public site for notice explaining employees/applicants' rights under the Architectural Barriers Act, including how to file a complaint.	<a href="https://www.gsa.gov/real-estate/design-construction/accessible-facility-design">https://www.gsa.gov/real-estate/design-construction/accessible-facility-design</a>
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.	<p>GSA's Office of Administrative Services provides the Center for IT Access (CITA), a centrally funded program that provides assistive technology needs assessments and expertise for all employees with disabilities as well as their management. CITA also maintains an inter-agency agreement with the Department of Defense's Computer Accommodation Program, which provides many kinds of assistive technology and related training. In addition, there are centralized funds provided by the Office of Administrative Services (OAS) to cover these same items when CAP unable to for any reason. OAS also provides workplace modifications when needed from a centralized budget. There is no central funding for interpreters or CART services at this time, but OCR is undertaking a proposal to create an agency-level central fund for each of the separate funding streams the agency operates under.</p> <p>OCR's External Programs Branch will partner with the Public Buildings Service to develop a system to assess GSA-owned, managed and leased space for accessibility purposes pursuant to applicable Federal civil rights laws. Development of this system will allow building management staff to assess their building to ensure access to persons with disabilities.</p>
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. Provide the average timeframe for processing initial requests for reasonable accommodations during the reporting period.	29.6 days.
2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's RA program. Some examples of an effective program include timely processing requests, timely providing accommodations, training for managers and supervisors, and monitoring for trends.	GSA's accommodation procedure was re-written and finalized June 6, 2018. The provision of a complete data set related to accommodation this year, after enhancements to the tracking mechanism, enabled the agency to make definitive statements about timeliness and approval rates, and determine how often requests are modified or denied, and what kinds of disability categories, and products and services, are requested. Training for managers and supervisors is required every other year. Complaint files and settlement-finding data indicates that issues related to RA management exist, but last year's complaint and findings activities indicate the issue was far less prevalent this past year.
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.	OCR's External Programs Branch is partnering with the Public Buildings Service to develop a web-based system to assess GSA owned, managed and leased space for accessibility purposes pursuant to applicable Federal civil rights laws. Development of this system will allow building management staff to assess their building to ensure access to persons with disabilities. The Office of Administrative Services works closely with the Public Buildings Services to ensure compliance with all applicable accessibility standards from the requirements gathering phase through the delivery phase for all technology purchases and development.
D. Personal Assistance Services Allowing Employees to Participate in the Workplace.	Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies 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.

<p>Describe effectiveness of policies, procedures, or practices to implement PAS requirement. Some examples include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring trends.</p>	<p>The PAS requirement is understood by the cohort of RACs, and OHRM coordinated with a program analyst from OCR to obtain a sample job description/PD from another agency (one that has provided PAS as RA before it was required) as an example of a PAS/administrative assistant contract person to use at GSA when the need arises, since it is typical for such persons to be hired as specialized, contract staff and to multitask for these functions. GSA has no requests for PAS at this time.</p>
<p><b>Section VI: EEO Complaint Data Involving Harassment</b></p>	
<p><i>A. EEO Complaint Data Involving Harassment</i></p>	
<p>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? <b>Yes/No</b></p>	
<p>2. During the last fiscal year, did any complaints alleging harassment based on disability result in a finding of discrimination or a settlement agreement? <b>Yes/No</b></p>	<p>One settlement for one case; disability was one basis of six claimed; same complaint as below with accommodation.</p>
<p>3. Did the agency have one or more findings of discrimination alleging harassment based on disability status during the last fiscal year? If so, please describe the corrective measures taken by the agency. <b>Yes/No</b></p>	
<p><i>B. EEO Complaint Data Involving Reasonable Accommodation</i></p>	
<p>1. During the last FY, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide RA, as compared to the government-wide average? <b>Yes/No</b></p>	
<p>2. During the last fiscal year, did any complaints alleging failure to provide accommodation result in a finding of discrimination or settlement? <b>Yes/No</b></p>	<p>One settlement for one case; disability was one basis of six claimed; same complaint as above with harassment allegation.</p>
<p>3. Did the agency have one or more findings of discrimination involving RA during the last fiscal year? If so, please describe corrective measures taken by the agency. <b>Yes/No</b></p>	
<p><b>Section VII: Identification and Removal of Barriers</b></p>	
<p><i>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.</i></p>	
<p>1. Has the agency identified any barriers that affect employment opportunities for PWD and PWTD? <b>Yes/No</b></p>	
<p>2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD? <b>Yes/No</b></p>	

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

Trigger 1	N/A	
Barrier(s)	N/A	
Objective(s)		
Responsible Official(s): N/A		Performance Standards Address the Plan? Yes/ <b>No</b>
Barrier Analysis Process Completed? <b>Yes/No</b>		Barrier(s) Identified? <b>Yes/No</b>
Sources of Data	Reviewed? Yes/No	Identify Information Collected
Workforce Data Tables	Yes	<p>Separation rates for PWTDS, as reflected in table B14 last year, used to be above their participation rates overall. The small size of the population may have caused the figure to sound more significant than it actually was, from a statistical standpoint; yet it is still a trigger to watch. Further analyses were conducted to determine why this condition existed, including a more-comprehensive review of the results from the EVS and employee exit surveys when the new survey material is incorporated.</p> <p>This year, the agency's personnel data indicates GSA is essentially at the federal goal for PWTDS (1.9%). Further, disability is above 10%, far closer to the 12% goal.</p>
Complaint Data (Trends)	Yes	Disability remains in the top EEO bases raised in FY 2018, in keeping with several years' worth of data as reported in the No FEAR Act and EEOC 462 reports.
Grievance Data (Trends)	No	
Findings (EEO/Grievance/MSPB/Anti-Harassment)	Yes	There was an EEO finding in FY 2018 related to nonselection.
Climate Assessment Survey (e.g., FEVS)	Yes	PWD state slightly differing opinions about key EEO/workplace issues like opportunity for training and awards; they are slightly less likely to state their supervisors work well with persons with different backgrounds.



Exit Interview Data	Yes	PWD have similar/comparable responses to employees without disabilities in this year's sampling, but it is a very small sample. The collection mechanism was tied to a new HR management system, and from March to September 2018, no surveys could be sent. Also, as discussed in Part E, GSA (like essentially every other agency), does not collect exit interview data from persons who separated involuntarily. Planned enhancements to the exit survey will provide more information from this point onward.		
Focus Groups	No			
Interviews	No			
Reports (Congress, EEOC, MSPB, GAO, OPM)	Yes	OCR has reviewed results of external studies conducted by the EEOC and the National Council on Disability on common obstacles to employment faced by persons with disabilities which suggest attitudinal barriers in management are a concern to remain cognizant of. These reports also suggest that reasonable accommodation processing and funding issues may explain high attrition rates just like the high rates observed at GSA in past years. Data related to accommodation requests, kept in accordance with EEOC enforcement guidance, must be analyzed to determine: who at GSA is requesting accommodations (job title/series/grade), for what categories of disability, grant and denial rates for requests, and average time taken to inform employees about decisions and provide equipment/services, and this is now done at GSA.		
Other (Please Describe) RA Data Records	Yes	GSA overhauled the collection mechanism to track accommodation activity more completely; average processing days now calculated.		
Target Date	Planned Activities	Sufficient Staff/Funding	Modified Date	Completion Date
September 30, 2019	Modification of exit survey to add disability-specific questions as described in EEOC's revised Part G checklist. See: <i>D.1.c.: Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of persons with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]</i>	Yes/No	N/A	7/1/2019
4. Please explain the factors that prevented the agency from timely completing any of the planned activities. N/A				
5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barriers. N/A				
6. If the planned activities were completed, please describe the how the agency intends to improve the plan for the next fiscal year. N/A				









General Services Administration

For period covering October 1, 2017 to September 30, 2018.

File Process Date and Time: 05/31/2019 03:42 PM

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	70.80	29.20	1.77	0.88	55.75	27.43	4.42	0.88	8.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	10	3	7	0	0	3	0	0	7	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	30.00	70.00	0.00	0.00	30.00	0.00	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	10743	5773	4971	311	295	3900	2498	1106	1768	370	329	15	17	51	33	20	30
TOTAL percent row	%	100	53.74	46.27	2.89	2.75	36.30	23.25	10.30	16.46	3.44	3.06	0.14	0.16	0.47	0.31	0.19	0.28



General Services Administration

For period covering October 1, 2017 to September 30, 2018.

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	308	164	144	8	9	105	78	36	48	13	8	1	0	1	1	0	0
TOTAL percent row	%	100	53.25	46.75	2.60	2.92	34.09	25.32	11.69	15.58	4.22	2.60	0.32	0.00	0.32	0.32	0.00	0.00



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

WD/WG, WL/WS & OTHER Wage Grades		Total	Total	Total	Hispanic	Hispanic	White	White	Black or	Black or	Asian	Asian	Native	Native	American	American	Two or	Two or
		Workforce	Workforce	Workforce	or Latino	or Latino	Male	Female	African	African	Male	Female	Hawaiian	Hawaiian	Indian or	Indian or	More	More
			Male	Female	Male	Female			American	American			or Other	or Other	Alaskan	Alaskan	Races	Races
					Male	Female	Male	Female	Male	Female	Male	Female	Pacific	Pacific	Native	Native	Male	Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	15	5	10	0	0	0	0	5	10	0	0	0	0	0	0	0	0
Grade-03 percent row	%	100	33.33	66.67	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	0.00
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	11	6	5	0	0	1	0	3	5	2	0	0	0	0	0	0	0
Grade-05 percent row	%	100	54.55	45.45	0.00	0.00	9.09	0.00	27.27	45.45	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	2	2	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
Grade-06 percent row	%	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Grade-07 percent row	%	100	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	5	1	4	0	0	1	0	0	4	0	0	0	0	0	0	0	0
Grade-08 percent row	%	100	20.00	80.00	0.00	0.00	20.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	10	10	0	0	0	4	0	6	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	100	100.00	0.00	0.00	0.00	40.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	33	32	1	0	0	18	0	14	1	0	0	0	0	0	0	0	0
Grade-10 percent row	%	100	96.97	3.03	0.00	0.00	54.55	0.00	42.42	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	10	10	0	0	0	7	0	3	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	100	100.00	0.00	0.00	0.00	70.00	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	11	10	1	0	0	9	1	1	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	100	90.91	9.09	0.00	0.00	81.82	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	100	100.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	100	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
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	105	83	22	1	0	46	1	33	21	2	0	1	0	0	0	0	0
TOTAL percent row	%	100	79.05	20.95	0.95	0.00	43.81	0.95	31.43	20.00	1.90	0.00	0.95	0.00	0.00	0.00	0.00	0.00









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

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	17	5	12	0	0	0	0	5	12	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	29.41	70.59	0.00	0.00	0.00	0.00	29.41	70.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	18	5	13	0	0	0	0	3	12	2	1	0	0	0	0	0	0
GS-04 percent row	%	100	27.78	72.22	0.00	0.00	0.00	0.00	16.67	66.67	11.11	5.56	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	44	13	31	1	2	4	7	5	20	3	2	0	0	0	0	0	0
GS-05 percent row	%	100	29.55	70.45	2.27	4.55	9.09	15.91	11.36	45.45	6.82	4.55	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	31	5	26	0	3	2	4	2	18	0	1	1	0	0	0	0	0
GS-06 percent row	%	100	16.13	83.87	0.00	9.68	6.45	12.90	6.45	58.06	0.00	3.23	3.23	0.00	0.00	0.00	0.00	0.00
GS-07	#	124	36	88	5	6	14	34	17	44	0	2	0	0	0	1	0	1
GS-07 percent row	%	100	29.03	70.97	4.03	4.84	11.29	27.42	13.71	35.48	0.00	1.61	0.00	0.00	0.00	0.81	0.00	0.81
GS-08	#	31	11	20	1	1	6	9	4	8	0	1	0	0	0	0	0	1
GS-08 percent row	%	100	35.48	64.52	3.23	3.23	19.35	29.03	12.90	25.81	0.00	3.23	0.00	0.00	0.00	0.00	0.00	3.23
GS-09	#	280	119	161	6	14	68	66	34	67	9	8	0	1	1	2	1	3
GS-09 percent row	%	100	42.50	57.50	2.14	5.00	24.29	23.57	12.14	23.93	3.21	2.86	0.00	0.36	0.36	0.71	0.36	1.07
GS-10	#	31	30	1	0	0	16	0	14	1	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	96.77	3.23	0.00	0.00	51.61	0.00	45.16	3.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	710	418	292	31	30	244	100	115	130	20	26	2	2	5	4	1	0
GS-11 percent row	%	100	58.87	41.13	4.37	4.23	34.37	14.08	16.20	18.31	2.82	3.66	0.28	0.28	0.70	0.56	0.14	0.00
GS-12	#	3325	1737	1588	93	113	1107	754	398	596	103	99	6	5	21	11	9	10
GS-12 percent row	%	100	52.24	47.76	2.80	3.40	33.29	22.68	11.97	17.92	3.10	2.98	0.18	0.15	0.63	0.33	0.27	0.30
GS-13	#	3149	1715	1434	103	70	1183	733	279	504	124	104	3	5	18	8	5	10
GS-13 percent row	%	100	54.46	45.54	3.27	2.22	37.57	23.28	8.86	16.01	3.94	3.30	0.10	0.16	0.57	0.25	0.16	0.32
GS-14	#	1916	1079	838	49	39	779	477	166	252	76	58	1	4	4	4	4	3
GS-14 percent row	%	100	56.32	43.74	2.56	2.04	40.66	24.90	8.66	13.15	3.97	3.03	0.05	0.21	0.21	0.21	0.21	0.16
GS-15	#	944	517	427	20	16	411	283	59	96	23	27	2	0	2	3	0	2
GS-15 percent row	%	100	54.77	45.23	2.12	1.69	43.54	29.98	6.25	10.17	2.44	2.86	0.21	0.00	0.21	0.32	0.00	0.21
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) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	113	80	33	2	1	63	31	5	1	10	0	0	0	0	0	0	0

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	70.80	29.20	1.77	0.88	55.75	27.43	4.42	0.88	8.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	10	3	7	0	0	3	0	0	7	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	30.00	70.00	0.00	0.00	30.00	0.00	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	10743	5773	4971	311	295	3900	2498	1106	1768	370	329	15	17	51	33	20	30
TOTAL percent row	%	100	53.74	46.27	2.89	2.75	36.30	23.25	10.30	16.46	3.44	3.06	0.14	0.16	0.47	0.31	0.19	0.28





General Services Administration

For period covering October 1, 2017 to September 30, 2018.

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	308	164	144	8	9	105	78	36	48	13	8	1	0	1	1	0	0
TOTAL percent row	%	100	53.25	46.75	2.60	2.92	34.09	25.32	11.69	15.58	4.22	2.60	0.32	0.00	0.32	0.32	0.00	0.00

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

WD/WG, WL/WS & OTHER Wage Grades		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	15	5	10	0	0	0	0	5	10	0	0	0	0	0	0	0	0
Grade-03 percent row	%	100	33.33	66.67	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	0.00
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	11	6	5	0	0	1	0	3	5	2	0	0	0	0	0	0	0
Grade-05 percent row	%	100	54.55	45.45	0.00	0.00	9.09	0.00	27.27	45.45	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	2	2	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
Grade-06 percent row	%	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Grade-07 percent row	%	100	50.00	50.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	5	1	4	0	0	1	0	0	4	0	0	0	0	0	0	0	0
Grade-08 percent row	%	100	20.00	80.00	0.00	0.00	20.00	0.00	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	10	10	0	0	0	4	0	6	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	100	100.00	0.00	0.00	0.00	40.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	33	32	1	0	0	18	0	14	1	0	0	0	0	0	0	0	0
Grade-10 percent row	%	100	96.97	3.03	0.00	0.00	54.55	0.00	42.42	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	10	10	0	0	0	7	0	3	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	100	100.00	0.00	0.00	0.00	70.00	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	11	10	1	0	0	9	1	1	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	100	90.91	9.09	0.00	0.00	81.82	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	100	100.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	100	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
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	105	83	22	1	0	46	1	33	21	2	0	1	0	0	0	0	0
TOTAL percent row	%	100	79.05	20.95	0.95	0.00	43.81	0.95	31.43	20.00	1.90	0.00	0.95	0.00	0.00	0.00	0.00	0.00



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

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
1102: CONTRACTING	#	1712	704	1008	31	57	421	472	193	422	47	47	0	1	9	4	3	5
1102: CONTRACTING percent row	%	100	41.12	58.88	1.81	3.33	24.59	27.57	11.27	24.65	2.75	2.75	0.00	0.06	0.53	0.23	0.18	0.29
Occupational CLF	%	100	46.24	53.76	3.29	3.8	38.09	47.87	3.02	5.47	1.38	1.77	0.02	0.12	0.34	0.48	0.11	0.26
1101: GENERAL BUSINESS AND INDUSTRY	#	1504	846	658	56	33	637	340	107	235	35	40	1	2	8	6	2	2
1101: GENERAL BUSINESS AND INDUSTRY percent row	%	100	56.25	43.75	3.72	2.19	42.35	22.61	7.11	15.63	2.33	2.66	0.07	0.13	0.53	0.40	0.13	0.13
Occupational CLF	%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.6	8.89	2.57	3.64	0.03	0.05	0.33	0.62	0.26	0.39
0343: MANAGEMENT AND PROGRAM ANALYSTS	#	1123	400	723	13	38	282	326	81	304	21	43	1	1	1	4	1	7
0343: MANAGEMENT AND PROGRAM ANALYSTS percent row	%	100	35.62	64.38	1.16	3.38	25.11	29.03	7.21	27.07	1.87	3.83	0.09	0.09	0.09	0.36	0.09	0.62
Occupational CLF	%	100	58.45	41.55	2.46	2.14	49.01	32.56	3.03	3.8	3.33	2.46	0.02	0.04	0.31	0.32	0.27	0.24
0301: MISC PROGRAM AND ADMINISTRATION	#	973	448	525	23	33	337	306	50	153	32	28	0	1	3	3	3	1
0301: MISC PROGRAM AND ADMINISTRATION percent row	%	100	46.04	53.96	2.36	3.39	34.64	31.45	5.14	15.72	3.29	2.88	0.00	0.10	0.31	0.31	0.31	0.10
Occupational CLF	%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.6	8.89	2.57	3.64	0.03	0.05	0.33	0.62	0.26	0.39
1176: BUILDING MANAGEMENT	#	979	677	302	36	22	464	145	146	111	20	16	2	3	8	3	1	2
1176: BUILDING MANAGEMENT percent row	%	100	69.15	30.85	3.68	2.25	47.40	14.81	14.91	11.34	2.04	1.63	0.20	0.31	0.82	0.31	0.10	0.20
Occupational CLF	%	100	48.85	51.15	3.97	5.27	39.39	38.49	3.22	4.95	1.52	1.47	0.04	0.09	0.48	0.6	0.2	0.28
2210: INFORMATION TECHNOLOGY SPECIALIST	#	632	433	199	22	6	272	101	73	62	62	27	1	1	2	2	1	0
2210: INFORMATION TECHNOLOGY SPECIALIST percent row	%	100	68.51	31.49	3.48	0.95	43.04	15.98	11.55	9.81	9.81	4.27	0.16	0.16	0.32	0.32	0.16	0.00
Occupational CLF	%	100	70.36	29.64	5.39	2.17	52.21	20.89	6.61	4.5	5.14	1.55	0.1	0.05	0.53	0.29	0.38	0.18
1170: REALTY	#	616	311	305	14	33	208	160	74	84	14	20	0	2	1	3	0	3
1170: REALTY percent row	%	100	50.49	49.51	2.27	5.36	33.77	25.97	12.01	13.64	2.27	3.25	0.00	0.32	0.16	0.49	0.00	0.49
Occupational CLF	%	100	70.36	29.64	3.97	5.27	39.39	38.49	3.22	4.95	1.53	1.47	0.04	0.09	0.48	0.6	0.2	0.28
0950: GENERAL ATTORNEY	#	146	73	73	1	1	64	54	7	10	1	7	0	0	0	1	0	0
0950: GENERAL ATTORNEY percent row	%	100	50.00	50.00	0.68	0.68	43.84	36.99	4.79	6.85	0.68	4.79	0.00	0.00	0.00	0.68	0.00	0.00
Occupational CLF	%	100	51.23	48.77	0.62	0.62	45.06	36.42	4.32	6.79	1.23	4.32	0	0	0	0.62	0	0

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

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
1102: CONTRACTING	#	1712	704	1008	31	57	421	472	193	422	47	47	0	1	9	4	3	5
1102: CONTRACTING percent row	%	100	41.12	58.88	1.81	3.33	24.59	27.57	11.27	24.65	2.75	2.75	0.00	0.06	0.53	0.23	0.18	0.29
Occupational CLF	%	100	46.24	53.76	3.29	3.8	38.09	47.87	3.02	5.47	1.38	1.77	0.02	0.12	0.34	0.48	0.11	0.26
1101: GENERAL BUSINESS AND INDUSTRY	#	1504	846	658	56	33	637	340	107	235	35	40	1	2	8	6	2	2
1101: GENERAL BUSINESS AND INDUSTRY percent row	%	100	56.25	43.75	3.72	2.19	42.35	22.61	7.11	15.63	2.33	2.66	0.07	0.13	0.53	0.40	0.13	0.13
Occupational CLF	%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.6	8.89	2.57	3.64	0.03	0.05	0.33	0.62	0.26	0.39
0343: MANAGEMENT AND PROGRAM ANALYSTS	#	1123	400	723	13	38	282	326	81	304	21	43	1	1	1	4	1	7
0343: MANAGEMENT AND PROGRAM ANALYSTS percent row	%	100	35.62	64.38	1.16	3.38	25.11	29.03	7.21	27.07	1.87	3.83	0.09	0.09	0.09	0.36	0.09	0.62
Occupational CLF	%	100	58.45	41.55	2.46	2.14	49.01	32.56	3.03	3.8	3.33	2.46	0.02	0.04	0.31	0.32	0.27	0.24
0301: MISC PROGRAM AND ADMINISTRATION	#	973	448	525	23	33	337	306	50	153	32	28	0	1	3	3	3	1
0301: MISC PROGRAM AND ADMINISTRATION percent row	%	100	46.04	53.96	2.36	3.39	34.64	31.45	5.14	15.72	3.29	2.88	0.00	0.10	0.31	0.31	0.31	0.10
Occupational CLF	%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.6	8.89	2.57	3.64	0.03	0.05	0.33	0.62	0.26	0.39
1176: BUILDING MANAGEMENT	#	979	677	302	36	22	464	145	146	111	20	16	2	3	8	3	1	2
1176: BUILDING MANAGEMENT percent row	%	100	69.15	30.85	3.68	2.25	47.40	14.81	14.91	11.34	2.04	1.63	0.20	0.31	0.82	0.31	0.10	0.20
Occupational CLF	%	100	48.85	51.15	3.97	5.27	39.39	38.49	3.22	4.95	1.52	1.47	0.04	0.09	0.48	0.6	0.2	0.28
2210: INFORMATION TECHNOLOGY SPECIALIST	#	632	433	199	22	6	272	101	73	62	62	27	1	1	2	2	1	0
2210: INFORMATION TECHNOLOGY SPECIALIST percent row	%	100	68.51	31.49	3.48	0.95	43.04	15.98	11.55	9.81	9.81	4.27	0.16	0.16	0.32	0.32	0.16	0.00
Occupational CLF	%	100	70.36	29.64	5.39	2.17	52.21	20.89	6.61	4.5	5.14	1.55	0.1	0.05	0.53	0.29	0.38	0.18
1170: REALTY	#	616	311	305	14	33	208	160	74	84	14	20	0	2	1	3	0	3
1170: REALTY percent row	%	100	50.49	49.51	2.27	5.36	33.77	25.97	12.01	13.64	2.27	3.25	0.00	0.32	0.16	0.49	0.00	0.49
Occupational CLF	%	100	70.36	29.64	3.97	5.27	39.39	38.49	3.22	4.95	1.53	1.47	0.04	0.09	0.48	0.6	0.2	0.28
0950: GENERAL ATTORNEY	#	146	73	73	1	1	64	54	7	10	1	7	0	0	0	1	0	0
0950: GENERAL ATTORNEY percent row	%	100	50.00	50.00	0.68	0.68	43.84	36.99	4.79	6.85	0.68	4.79	0.00	0.00	0.00	0.68	0.00	0.00
Occupational CLF	%	100	51.23	48.77	0.62	0.62	45.06	36.42	4.32	6.79	1.23	4.32	0	0	0	0.62	0	0



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

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)	#	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
<b>1102: CONTRACTING</b>	#	9699																
Voluntarily Identified	#	6395	3356	3039	519	336	1369	939	1166	1540	194	110	8	11	51	42	49	61
Voluntarily Identified percent row	%	100	52.48	47.52	8.12	5.25	21.41	14.68	18.23	24.08	3.03	1.72	0.13	0.17	0.80	0.66	0.77	0.95
Qualified of those Identified	#	4603	2303	2300	362	253	924	719	803	1166	138	87	5	9	38	25	33	41
Qualified of those Identified percent row	%	100	50.03	49.97	7.86	5.50	20.07	15.62	17.45	25.33	3.00	1.89	0.11	0.20	0.83	0.54	0.72	0.89
Selected of those Identified	#	133	63	70	10	6	38	35	13	23	1	4	0	2	1	0	0	0
Selected of those Identified percent row	%	100	47.37	52.63	7.52	4.51	28.57	26.32	9.77	17.29	0.75	3.01	0.00	1.50	0.75	0.00	0.00	0.00
Occupational CLF	%	100	46.24	53.76	3.29	3.8	38.09	41.87	3.02	5.47	1.38	1.77	0.02	0.12	0.34	0.48	0.11	0.26
<b>1101: GENERAL BUSINESS AND INDUSTRY</b>	#	5400																
Voluntarily Identified	#	4367	2862	1505	453	212	1484	524	693	642	167	85	12	2	25	13	28	27
Voluntarily Identified percent row	%	100	65.54	34.46	10.37	4.85	33.98	12.00	15.87	14.70	3.82	1.95	0.27	0.05	0.57	0.30	0.64	0.62
Qualified of those Identified	#	2848	1807	1041	264	132	973	380	433	450	104	50	5	0	12	9	16	20
Qualified of those Identified percent row	%	100	63.45	36.55	9.27	4.63	34.16	13.34	15.20	15.80	3.65	1.76	0.18	0.00	0.42	0.32	0.56	0.70
Selected of those Identified	#	119	70	46	5	6	48	31	14	10	2	2	0	0	1	0	0	0
Selected of those Identified percent row	%	100	58.82	38.66	4.20	5.04	40.34	26.05	11.76	8.40	1.68	1.68	0.00	0.00	0.84	0.00	0.00	0.00
Occupational CLF	%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.6	8.89	2.57	3.64	0.03	0.05	0.33	0.62	0.26	0.39
<b>0343: MANAGEMENT AND PROGRAM ANALYSTS</b>	#	7029																
Voluntarily Identified	#	5636	2773	2863	345	271	1004	643	1067	1667	290	181	5	9	10	17	52	75
Voluntarily Identified percent row	%	100	49.20	50.80	6.12	4.81	17.81	11.41	18.93	29.58	5.15	3.21	0.09	0.16	0.18	0.30	0.92	1.33
Qualified of those Identified	#	3887	1836	2051	230	188	675	439	690	1226	196	121	3	7	4	8	38	63
Qualified of those Identified percent row	%	100	47.23	52.77	5.92	4.84	17.37	11.29	17.75	31.54	5.04	3.11	0.08	0.18	0.10	0.21	0.98	1.62
Selected of those Identified	#	70	29	41	3	5	19	19	3	14	4	1	0	0	0	1	0	1
Selected of those Identified percent row	%	100	41.43	58.57	4.29	7.14	27.14	27.14	4.29	20.00	5.71	1.43	0.00	0.00	0.00	1.43	0.00	1.43
Occupational CLF	%	100	58.45	41.55	2.46	2.14	49.01	32.56	3.03	3.8	3.33	2.46	0.02	0.04	0.31	0.32	0.27	0.24
<b>0301: MISC PROGRAM AND ADMINISTRATION</b>	#	4444																
Voluntarily Identified	#	7656	3840	3816	538	392	1727	1181	1157	1881	275	202	16	12	64	47	63	101
Voluntarily Identified percent row	%	100	50.16	49.84	7.03	5.12	22.56	15.43	15.11	24.57	3.59	2.64	0.21	0.16	0.84	0.61	0.82	1.32
Qualified of those Identified	#	4901	2424	2477	317	250	1091	793	731	1192	186	144	13	10	40	24	46	64
Qualified of those Identified percent row	%	100	49.46	50.54	6.47	5.10	22.26	16.18	14.92	24.32	3.80	2.94	0.27	0.20	0.82	0.49	0.94	1.31
Selected of those Identified	#	94	56	38	5	1	40	20	8	16	1	1	0	0	1	0	1	0
Selected of those Identified percent row	%	100	59.57	40.43	5.32	1.06	42.55	21.28	8.51	17.02	1.06	1.06	0.00	0.00	1.06	0.00	1.06	0.00
Occupational CLF	%	100	36.71	63.29	2.86	5.87	27.06	43.85	3.6	8.89	2.57	3.64	0.03	0.05	0.33	0.62	0.26	0.39

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Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
<b>1176: BUILDING MANAGEMENT</b>	#	1525																
Voluntarily Identified	#	5346	4307	1039	893	192	2101	397	1000	381	164	41	20	6	85	2	44	20
Voluntarily Identified percent row	%	100	80.56	19.44	16.70	3.59	39.30	7.43	18.71	7.13	3.07	0.77	0.37	0.11	1.59	0.04	0.82	0.37
Qualified of those Identified	#	3354	2705	649	558	121	1336	258	618	225	106	27	16	5	47	0	24	13
Qualified of those Identified percent row	%	100	80.65	19.35	16.64	3.61	39.83	7.69	18.43	6.71	3.16	0.81	0.48	0.15	1.40	0.00	0.72	0.39
Selected of those Identified	#	118	96	22	9	3	62	9	18	6	5	3	2	1	0	0	0	0
Selected of those Identified percent row	%	100	81.36	18.64	7.63	2.54	52.54	7.63	15.25	5.08	4.24	2.54	1.69	0.85	0.00	0.00	0.00	0.00
Occupational CLF	%	100	48.85	51.15	3.97	5.27	39.39	38.49	3.22	4.95	1.52	1.47	0.04	0.09	0.47	0.6	0.2	0.28
<b>2210: INFORMATION TECHNOLOGY SPECIALIST</b>	#	7467																
Voluntarily Identified	#	2683	2143	540	275	45	805	145	595	214	403	103	5	2	38	8	22	23
Voluntarily Identified percent row	%	100	79.87	20.13	10.25	1.68	30.00	5.40	22.18	7.98	15.02	3.84	0.19	0.07	1.42	0.30	0.82	0.86
Qualified of those Identified	#	1495	1186	309	147	30	441	79	339	125	227	56	0	0	18	5	14	14
Qualified of those Identified percent row	%	100	79.33	20.67	9.83	2.01	29.50	5.28	22.68	8.36	15.18	3.75	0.00	0.00	1.20	0.33	0.94	0.94
Selected of those Identified	#	27	17	10	2	1	8	7	3	1	4	1	0	0	0	0	0	0
Selected of those Identified percent row	%	100	62.96	37.04	7.41	3.70	29.63	25.93	11.11	3.70	14.81	3.70	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	70.36	29.64	5.39	2.17	52.21	20.89	6.61	4.5	5.14	1.55	0.1	0.05	0.53	0.29	0.38	0.18
<b>1170: REALTY</b>	#	1439																
Voluntarily Identified	#	1643	1001	642	116	84	488	239	275	235	86	54	3	1	17	5	16	24
Voluntarily Identified percent row	%	100	60.93	39.07	7.06	5.11	29.70	14.55	16.74	14.30	5.23	3.29	0.18	0.06	1.03	0.30	0.97	1.46
Qualified of those Identified	#	1091	658	433	64	56	329	173	180	141	63	41	2	1	11	3	9	18
Qualified of those Identified percent row	%	100	60.31	39.69	5.87	5.13	30.16	15.86	16.50	12.92	5.77	3.76	0.18	0.09	1.01	0.27	0.82	1.65
Selected of those Identified	#	49	24	25	1	3	14	14	5	4	4	3	0	0	0	0	0	1
Selected of those Identified percent row	%	100	48.98	51.02	2.04	6.12	28.57	28.57	10.20	8.16	8.16	6.12	0.00	0.00	0.00	0.00	0.00	2.04
Occupational CLF	%	100	70.36	29.64	5.39	2.17	52.21	20.69	6.61	4.5	5.14	1.55	0.1	0.05	0.53	0.29	0.38	0.18
	#	1103																
Voluntarily Identified	#	1987	924	1063	97	107	443	352	257	476	106	94	0	5	12	11	9	18
Voluntarily Identified percent row	%	100	46.50	53.50	4.88	5.39	22.29	17.72	12.93	23.96	5.33	4.73	0.00	0.25	0.60	0.55	0.45	0.91
Qualified of those Identified	#	1041	432	609	42	55	233	223	106	254	41	55	0	1	5	8	5	13
Qualified of those Identified percent row	%	100	41.50	58.50	4.03	5.28	22.38	21.42	10.18	24.40	3.94	5.28	0.00	0.10	0.48	0.77	0.48	1.25
Selected of those Identified	#	31	14	17	2	2	6	11	2	2	3	2	0	0	1	0	0	0
Selected of those Identified percent row	%	100	45.16	54.84	6.45	6.45	19.35	35.48	6.45	6.45	9.68	6.45	0.00	0.00	3.23	0.00	0.00	0.00
Occupational CLF	%	100	36.71	63.3	2.86	5.87	27.06	43.85	3.6	8.89	2.57	3.64	0.03	0.05	0.33	0.62	0.26	0.39
	#	1065																
Voluntarily Identified	#	810	432	378	76	52	270	153	62	138	18	31	0	0	1	3	5	1
Voluntarily Identified percent row	%	100	53.33	46.67	9.38	6.42	33.33	18.89	7.65	17.04	2.22	3.83	0.00	0.00	0.12	0.37	0.62	0.12



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Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Qualified of those Identified	#	738	392	346	71	49	245	138	54	126	17	29	0	0	1	3	4	1
Qualified of those Identified percent row	%	100	53.12	46.88	9.62	6.64	33.20	18.70	7.32	17.07	2.30	3.93	0.00	0.00	0.14	0.41	0.54	0.14
Selected of those Identified	#	7	3	4	0	0	3	2	0	2	0	0	0	0	0	0	0	0
Selected of those Identified percent row	%	100	42.86	57.14	0.00	0.00	42.86	28.57	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	51.23	48.77	0.62	0.62	45.06	36.42	4.32	6.79	1.23	4.32	0	0	0	0.62	0	0

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

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Permanent New Hires	#	436	259	177	21	6	172	97	43	59	14	8	2	1	7	6	0	0
Permanent New Hires percent row	%	100	59.40	40.60	4.82	1.38	39.45	22.25	9.86	13.53	3.21	1.83	0.46	0.23	1.61	1.38	0.00	0.00
Temporary New Hires	#	69	49	20	3	2	35	15	7	2	2	0	1	0	1	1	0	0
Temporary New Hires percent row	%	100	71.01	28.99	4.35	2.90	50.72	21.74	10.14	2.90	2.90	0.00	1.45	0.00	1.45	1.45	0.00	0.00
Non-Appropriated New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Appropriated New Hires percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total New Hires	#	505	308	197	24	8	207	112	50	61	16	8	3	1	8	7	0	0
Total New Hires percent row	%	100	60.99	39.01	4.75	1.58	40.99	22.18	9.90	12.08	3.17	1.58	0.59	0.20	1.58	1.39	0.00	0.00
Alternate Benchmark	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CLF2010</b>	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

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

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
1102: CONTRACTING	#	100	53	47	7	4	30	22	11	16	4	2	0	2	1	0	0	1
1102: CONTRACTING percent row	%	100	53.00	47.00	7.00	4.00	30.00	22.00	11.00	16.00	4.00	2.00	0.00	2.00	1.00	0.00	0.00	1.00
Qualified	#	70	33	37	4	2	19	22	6	11	3	1	0	1	1	0	0	0
Qualified percent row	%	100	47.14	52.86	5.71	2.86	27.14	31.43	8.57	15.71	4.29	1.43	0.00	1.43	1.43	0.00	0.00	0.00
Selected	#	17	8	9	1	0	6	5	1	2	0	1	0	1	0	0	0	0
Selected percent row	%	100	47.06	52.94	5.88	0.00	35.29	29.41	5.88	11.76	0.00	5.88	0.00	5.88	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	41.12	58.88	1.81	3.33	24.59	27.57	11.27	24.65	2.75	2.75	0	0.06	0.53	0.23	0.18	0.29
1101: GENERAL BUSINESS AND INDUSTRY	#	213	142	71	17	7	100	46	10	8	14	9	1	0	0	1	0	0
1101: GENERAL BUSINESS AND INDUSTRY percent row	%	100	66.67	33.33	7.98	3.29	46.95	21.60	4.69	3.76	6.57	4.23	0.47	0.00	0.00	0.47	0.00	0.00
Qualified	#	181	124	57	15	5	91	35	9	7	8	9	1	0	0	1	0	0
Qualified percent row	%	100	68.51	31.49	8.29	2.76	50.28	19.34	4.97	3.87	4.42	4.97	0.55	0.00	0.00	0.55	0.00	0.00
Selected	#	34	22	12	3	1	17	7	0	2	2	2	0	0	0	0	0	0
Selected percent row	%	100	64.71	35.29	8.82	2.94	50.00	20.59	0.00	5.88	5.88	5.88	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	56.93	43.07	3.52	2.23	43.07	24.14	7.23	13.66	2.37	2.37	0.07	0.14	0.54	0.41	0.14	0.14
0343: MANAGEMENT AND PROGRAM ANALYSTS	#	101	46	55	4	4	26	19	11	27	4	2	1	0	0	1	0	2
0343: MANAGEMENT AND PROGRAM ANALYSTS percent row	%	100	45.54	54.46	3.96	3.96	25.74	18.81	10.89	26.73	3.96	1.98	0.99	0.00	0.00	0.99	0.00	1.98
Qualified	#	83	38	45	3	3	23	17	9	21	2	1	1	0	0	1	0	2
Qualified percent row	%	100	45.78	54.22	3.61	3.61	27.71	20.48	10.84	25.30	2.41	1.20	1.20	0.00	0.00	1.20	0.00	2.41
Selected	#	11	2	9	0	1	2	5	0	1	0	0	0	0	0	1	0	1
Selected percent row	%	100	18.18	81.82	0.00	9.09	18.18	45.45	0.00	9.09	0.00	0.00	0.00	0.00	0.00	9.09	0.00	9.09
Relevant Applicant Pool	#	100	35.62	64.38	1.16	3.38	25.11	29.03	7.21	27.07	1.87	3.83	0.09	0.09	0.09	0.36	0.09	0.62
0301: MISC PROGRAM AND ADMINISTRATION	#	32	19	13	3	2	11	5	4	6	1	0	0	0	0	0	0	0
0301: MISC PROGRAM AND ADMINISTRATION percent row	%	100	59.38	40.63	9.38	6.25	34.38	15.63	12.50	18.75	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	22	14	8	1	1	11	4	2	3	0	0	0	0	0	0	0	0
Qualified percent row	%	100	63.64	36.36	4.55	4.55	50.00	18.18	9.09	13.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	10	5	5	0	0	5	4	0	1	0	0	0	0	0	0	0	0
Selected percent row	%	100	50.00	50.00	0.00	0.00	50.00	40.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	46.04	53.96	2.36	3.39	34.64	31.45	5.14	15.72	3.29	2.88	0	0.1	0.31	0.31	0.31	0.1
1176: BUILDING MANAGEMENT	#	30	20	10	5	6	7	1	4	1	1	1	3	0	0	0	0	1
1176: BUILDING MANAGEMENT percent row	%	100	66.67	33.33	16.67	20.00	23.33	3.33	13.33	3.33	3.33	3.33	10.00	0.00	0.00	0.00	0.00	3.33

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Qualified	#	27	18	9	4	6	7	1	4	0	0	1	3	0	0	0	0	1
Qualified percent row	%	100	66.67	33.33	14.81	22.22	25.93	3.70	14.81	0.00	0.00	3.70	11.11	0.00	0.00	0.00	0.00	3.70
Selected	#	6	2	4	0	3	1	0	0	0	0	1	1	0	0	0	0	0
Selected percent row	%	100	33.33	66.67	0.00	50.00	16.67	0.00	0.00	0.00	0.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	69.15	30.85	3.68	2.25	47.4	14.81	14.91	11.34	2.04	1.63	0.2	0.31	0.82	0.31	0.1	0
2210: INFORMATION TECHNOLOGY SPECIALIST	#	28	18	10	0	0	13	5	2	4	3	1	0	0	0	0	0	0
2210: INFORMATION TECHNOLOGY SPECIALIST percent row	%	100	64.29	35.71	0.00	0.00	46.43	17.86	7.14	14.29	10.71	3.57	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	24	16	8	0	0	12	4	1	3	3	1	0	0	0	0	0	0
Qualified percent row	%	100	66.67	33.33	0.00	0.00	50.00	16.67	4.17	12.50	12.50	4.17	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	5	3	2	0	0	3	1	0	0	0	1	0	0	0	0	0	0
Selected percent row	%	100	60.00	40.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	68.51	31.49	3.48	0.95	43.04	15.98	11.55	9.81	9.81	4.27	0.16	0.16	0.32	0.32	0.16	0
1170: REALTY	#	85	54	31	2	3	28	22	18	4	5	2	0	0	1	0	0	0
1170: REALTY percent row	%	100	63.53	36.47	2.35	3.53	32.94	25.88	21.18	4.71	5.88	2.35	0.00	0.00	1.18	0.00	0.00	0.00
Qualified	#	72	46	26	0	2	26	18	16	4	3	2	0	0	1	0	0	0
Qualified percent row	%	100	63.89	36.11	0.00	2.78	36.11	25.00	22.22	5.56	4.17	2.78	0.00	0.00	1.39	0.00	0.00	0.00
Selected	#	15	8	7	0	0	5	7	2	0	1	0	0	0	0	0	0	0
Selected percent row	%	100	53.33	46.67	0.00	0.00	33.33	46.67	13.33	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	50.49	49.51	2.27	5.36	33.77	25.97	12.01	13.64	2.27	3.25	0	0.32	0.16	0.49	0	0.49
null percent row	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
null percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	65.55	34.45	5.14	3.6	46.53	21.34	10.54	7.71	2.06	0.77	0.51	0.26	0.51	0.51	0.26	0
null percent row	#	57	12	45	1	3	4	21	7	15	0	6	0	0	0	0	0	0
null percent row	%	100	21.05	78.95	1.75	5.26	7.02	36.84	12.28	26.32	0.00	10.53	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	47	9	38	1	3	3	18	5	11	0	6	0	0	0	0	0	0
Qualified percent row	%	100	19.15	80.85	2.13	6.38	6.38	38.30	10.64	23.40	0.00	12.77	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	5	1	4	0	0	0	3	1	0	0	1	0	0	0	0	0	0
Selected percent row	%	100	20.00	80.00	0.00	0.00	0.00	60.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	39.08	60.92	0.84	2.52	23.11	31.93	7.56	18.91	5.88	7.56	0	0	0.42	0	1.26	0

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





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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Relevant Applicant Pool	#	100	54.77	45.23	2.12	1.69	43.54	29.98	6.25	10.17	2.44	2.86	0.21	0	0.21	0.32	0	0.21
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>																		

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

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Slots for GS-5 to GS-12 Program	#	45																
Relevant Pool for GS-5 to GS-12 Program	%	100	29.55	70.45	2.27	4.55	9.09	15.91	11.36	45.45	6.82	4.55	0	0	0	0	0	0
Applied for GS-5 to GS-12 Program	#	203	98	105	2	9	63	61	22	28	10	6	0	0	1	1	0	0
Applied for GS-5 to GS-12 Program percent row	%	100	48.28	51.72	0.99	4.43	31.03	30.05	10.84	13.79	4.93	2.96	0.00	0.00	0.49	0.49	0.00	0.00
Participants for GS-5 to GS-12 Program	#	45	14	31	0	2	11	19	2	8	1	2	0	0	0	0	0	0
Participants for GS-5 to GS-12 Program percent row	%	100	31.11	68.89	0.00	4.44	24.44	42.22	4.44	17.78	2.22	4.44	0.00	0.00	0.00	0.00	0.00	0.00
Slots for GS-13 to GS-14 Program	#	110																
Relevant Pool for GS-13 to GS-14 Program	%	100	54.46	45.54	3.27	2.22	37.57	23.28	8.86	16.01	3.94	3.3	0.1	0.16	0.57	0.25	0.16	0.32
Applied for GS-13 to GS-14 Program	#	202	96	106	2	10	67	49	17	39	7	7	0	0	2	1	1	0
Applied for GS-13 to GS-14 Program percent row	%	100	47.52	52.48	0.99	4.95	33.17	24.26	8.42	19.31	3.47	3.47	0.00	0.00	0.99	0.50	0.50	0.00
Participants for GS-13 to GS-14 Program	#	106	46	60	0	2	44	41	0	13	0	3	0	0	2	1	0	0
Participants for GS-13 to GS-14 Program percent row	%	100	43.40	56.60	0.00	1.89	41.51	38.68	0.00	12.26	0.00	2.83	0.00	0.00	1.89	0.94	0.00	0.00
Slots for GS-15 to SES Program	#	15																
Relevant Pool for GS-15 to SES Program	%	100	54.77	45.23	2.12	1.59	43.54	29.98	6.25	10.17	2.44	2.86	0.21	0	0.21	0.32	0	0.21
Applied for GS-15 to SES Program	#	22	11	11	0	0	8	7	3	2	0	2	0	0	0	0	0	0
Applied for GS-15 to SES Program percent row	%	100	50.00	50.00	0.00	0.00	36.36	31.82	13.64	9.09	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-15 to SES Program	#	15	6	9	0	0	5	5	1	2	0	2	0	0	0	0	0	0
Participants for GS-15 to SES Program percent row	%	100	40.00	60.00	0.00	0.00	33.33	33.33	6.67	13.33	0.00	13.33	0.00	0.00	0.00	0.00	0.00	0.00

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





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

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Voluntary Separations	#	762	422	340	27	16	294	188	66	113	30	18	0	0	5	4	0	1
Voluntary Separations percent row	%	100	55.38	44.62	3.54	2.10	38.58	24.67	8.66	14.83	3.94	2.36	0.00	0.00	0.66	0.52	0.00	0.13
Involuntary Separations	#	25	18	7	2	0	9	3	7	4	0	0	0	0	0	0	0	0
Involuntary Separations percent row	%	100	72.00	28.00	8.00	0.00	36.00	12.00	28.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	787	440	347	29	16	303	191	73	117	30	18	0	0	5	4	0	1
Total Separations percent row	%	100	55.91	44.09	3.68	2.03	38.50	24.27	9.28	14.87	3.81	2.29	0.00	0.00	0.64	0.51	0.00	0.13
Total Workforce	#	11051	5938	5113	319	304	4004	2577	1142	1816	383	337	16	17	53	33	21	29
Total Workforce percent row	%	100	53.73	46.27	2.89	2.75	36.23	23.32	10.33	16.43	3.47	3.05	0.14	0.15	0.48	0.30	0.19	0.26







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

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	17	13	0	4	3	0	0	0	0	0	0	0	0	3	0	0	0
GS-03 percent row	%	100	76.47	0.00	23.53	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.65	0.00	0.00	0.00
GS-04	#	18	16	0	2	1	0	0	0	0	0	0	0	0	1	0	0	0
GS-04 percent row	%	100	88.89	0.00	11.11	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00	0.00
GS-05	#	43	31	1	11	5	0	0	2	0	0	0	1	0	1	1	0	0
GS-05 percent row	%	100	72.09	2.33	25.58	11.63	0.00	0.00	4.65	0.00	0.00	0.00	2.33	0.00	2.33	2.33	0.00	0.00
GS-06	#	28	17	2	9	2	0	0	1	1	0	0	0	0	0	1	0	0
GS-06 percent row	%	100	60.71	7.14	32.14	7.14	0.00	0.00	3.57	3.57	0.00	0.00	0.00	0.00	0.00	3.57	0.00	0.00
GS-07	#	124	95	4	25	7	0	0	1	1	0	0	0	0	1	3	1	0
GS-07 percent row	%	100	76.61	3.23	20.16	5.65	0.00	0.00	0.81	0.81	0.00	0.00	0.00	0.00	0.81	2.42	0.81	0.00
GS-08	#	31	24	0	7	1	0	0	0	0	0	0	1	0	0	0	0	0
GS-08 percent row	%	100	77.42	0.00	22.58	3.23	0.00	0.00	0.00	0.00	0.00	0.00	3.23	0.00	0.00	0.00	0.00	0.00
GS-09	#	284	213	15	56	20	0	1	3	3	0	2	2	0	0	8	0	1
GS-09 percent row	%	100	75.00	5.28	19.72	7.04	0.00	0.35	1.06	1.06	0.00	0.70	0.70	0.00	0.00	2.82	0.00	0.35
GS-10	#	31	28	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	90.32	0.00	9.68	0.00	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	#	710	574	26	110	21	0	0	3	2	1	2	2	0	0	10	0	1
GS-11 percent row	%	100	80.85	3.66	15.49	2.96	0.00	0.00	0.42	0.28	0.14	0.28	0.28	0.00	0.00	1.41	0.00	0.14
GS-12	#	3325	2820	92	413	79	1	5	10	9	3	10	8	5	0	28	0	0
GS-12 percent row	%	100	84.81	2.77	12.42	2.38	0.03	0.15	0.30	0.27	0.09	0.30	0.24	0.15	0.00	0.84	0.00	0.00
GS-13	#	3149	2805	83	261	22	0	1	5	0	3	1	3	1	0	7	0	1
GS-13 percent row	%	100	89.08	2.64	8.29	0.70	0.00	0.03	0.16	0.00	0.10	0.03	0.10	0.03	0.00	0.22	0.00	0.03
GS-14	#	1916	1742	44	130	27	0	1	5	1	1	4	4	2	0	9	0	0
GS-14 percent row	%	100	90.92	2.30	6.78	1.41	0.00	0.05	0.26	0.05	0.05	0.21	0.21	0.10	0.00	0.47	0.00	0.00
GS-15	#	944	854	25	65	9	0	0	3	0	1	1	2	1	0	1	0	0
GS-15 percent row	%	100	90.47	2.65	6.89	0.95	0.00	0.00	0.32	0.00	0.11	0.11	0.21	0.11	0.00	0.11	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) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	113	106	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	100	93.81	1.77	4.42	0.00	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)	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	10743	9348	294	1101	197	1	8	33	16	9	20	23	9	6	68	1	3

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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	100	87.01	2.74	10.25	1.83	0.01	0.07	0.31	0.15	0.08	0.19	0.21	0.08	0.06	0.63	0.01	0.03

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

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	100	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
GS-05	#	9	5	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 percent row	%	100	55.56	11.11	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
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	33	28	1	4	2	0	0	0	0	0	0	0	0	0	2	0	0
GS-07 percent row	%	100	84.85	3.03	12.12	6.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.06	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 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	54	45	2	7	3	0	1	0	0	0	0	0	0	0	2	0	0
GS-09 percent row	%	100	83.33	3.70	12.96	5.56	0.00	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00
GS-10	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	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
GS-11	#	17	15	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 percent row	%	100	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
GS-12	#	54	46	2	6	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-12 percent row	%	100	85.19	3.70	11.11	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-13	#	94	79	3	12	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	100	84.04	3.19	12.77	1.06	0.00	0.00	1.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	33	28	0	5	2	0	0	1	1	0	0	0	0	0	0	0	0
GS-14 percent row	%	100	84.85	0.00	15.15	6.06	0.00	0.00	3.03	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	100	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
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) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	308	256	12	40	9	0	1	3	1	0	0	0	0	0	4	0	0



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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	100	83.12	3.90	12.99	2.92	0.00	0.32	0.97	0.32	0.00	0.00	0.00	0.00	0.00	1.30	0.00	0.00

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

WD/WG,WL/WS & Other Wage Grades		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	15	13	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-03 percent row	%	100	86.67	0.00	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
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	11	9	0	2	1	0	0	0	0	0	0	0	0	1	0	0	0
Grade-05 percent row	%	100	81.82	0.00	18.18	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00	0.00	0.00
Grade-06	#	2	0	0	2	2	1	1	0	0	0	0	0	0	0	0	0	0
Grade-06 percent row	%	100	0.00	0.00	100.00	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
Grade-07	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-07 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-08 percent row	%	100	80.00	0.00	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
Grade-09	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	33	32	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-10 percent row	%	100	96.97	0.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	11	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	100	90.91	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	105	95	0	10	3	1	1	0	0	0	0	0	0	1	0	0	0
TOTAL percent row	%	100	90.48	0.00	9.52	2.86	0.95	0.95	0.00	0.00	0.00	0.00	0.00	0.00	0.95	0.00	0.00	0.00

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

Job Title-Series		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
1102: CONTRACTING	#	1712	1496	61	155	14	1	1	1	2	1	1	0	3	0	3	0	1
1102: CONTRACTING	percent row	%	100	87.38	3.56	9.05	0.82	0.06	0.06	0.12	0.06	0.06	0.00	0.18	0.00	0.18	0.00	0.06
1101: GENERAL BUSINESS AND INDUSTRY	#	1504	1327	38	139	9	0	0	0	2	1	0	1	1	0	4	0	0
1101: GENERAL BUSINESS AND INDUSTRY	percent row	%	100	88.23	2.53	9.24	0.60	0.00	0.00	0.13	0.07	0.00	0.07	0.07	0.00	0.27	0.00	0.00
0343: MANAGEMENT AND PROGRAM ANALYSTS	#	1123	1015	20	88	13	1	1	1	2	0	3	0	0	0	4	0	1
0343: MANAGEMENT AND PROGRAM ANALYSTS	percent row	%	100	90.38	1.78	7.84	1.16	0.09	0.09	0.18	0.00	0.27	0.00	0.00	0.00	0.36	0.00	0.09
0301: MISC PROGRAM AND ADMINISTRATION	#	973	891	15	67	12	1	1	1	1	2	1	0	0	0	4	0	1
0301: MISC PROGRAM AND ADMINISTRATION	percent row	%	100	91.57	1.54	6.89	1.23	0.10	0.10	0.10	0.21	0.10	0.00	0.00	0.00	0.41	0.00	0.10
1176: BUILDING MANAGEMENT	#	979	873	29	77	4	0	0	0	0	0	0	0	0	0	4	0	0
1176: BUILDING MANAGEMENT	percent row	%	100	89.17	2.96	7.87	0.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.41	0.00	0.00
2210: INFORMATION TECHNOLOGY SPECIALIST	#	632	564	17	51	8	1	1	1	1	0	2	0	0	0	1	0	1
2210: INFORMATION TECHNOLOGY SPECIALIST	percent row	%	100	89.24	2.69	8.07	1.27	0.16	0.16	0.16	0.00	0.32	0.00	0.00	0.00	0.16	0.00	0.16
1170: REALTY	#	616	548	16	52	2	0	0	0	0	0	1	1	0	0	0	0	0
1170: REALTY	percent row	%	100	88.96	2.60	8.44	0.32	0.00	0.00	0.00	0.00	0.16	0.16	0.00	0.00	0.00	0.00	0.00
0950: GENERAL ATTORNEY	#	146	136	4	6	2	0	0	0	0	1	0	0	0	0	1	0	0
0950: GENERAL ATTORNEY	percent row	%	100	93.15	2.74	4.11	1.37	0.00	0.00	0.00	0.68	0.00	0.00	0.00	0.00	0.68	0.00	0.00



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

Job Title-Series		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
1102: CONTRACTING - Total Received	#	9699																
1102: CONTRACTING - Total Received percent row	%	100																
1102: CONTRACTING - Voluntarily Identified	#	9699	5570	3261	868	448	5	78	48	31	12	71	39	39	1	231	0	0
1102: CONTRACTING - Voluntarily Identified percent row	%	100	57.43	33.62	8.95	4.62	0.05	0.80	0.49	0.32	0.12	0.73	0.40	0.40	0.01	2.38	0.00	0.00
1102: CONTRACTING - Qualified of those Identified	#	6876	4014	2353	509	247	2	0	20	17	5	38	28	32	1	124	0	3
1102: CONTRACTING - Qualified of those Identified percent row	%	100	58.38	34.22	7.40	3.59	0.03	0.00	0.29	0.25	0.07	0.55	0.41	0.47	0.01	1.80	0.00	0.04
1102: CONTRACTING - Selected of those Identified	#	228	124	89	15	9	0	1	1	0	0	1	0	1	0	7	0	0
1102: CONTRACTING - Selected of those Identified percent row	%	100	54.39	39.04	6.58	3.95	0.00	0.44	0.44	0.00	0.00	0.44	0.00	0.44	0.00	3.07	0.00	0.00
1101: GENERAL BUSINESS AND INDUSTRY - Total Received	#	5400																
1101: GENERAL BUSINESS AND INDUSTRY - Total Received percent row	%	100																
1101: GENERAL BUSINESS AND INDUSTRY - Voluntarily Identified	#	4435	3265	828	342	144	5	16	23	12	0	20	10	19	1	60	0	9
1101: GENERAL BUSINESS AND INDUSTRY - Voluntarily Identified percent row	%	100	73.62	18.67	7.71	3.25	0.11	0.36	0.52	0.27	0.00	0.45	0.23	0.43	0.02	1.35	0.00	0.20
1101: GENERAL BUSINESS AND INDUSTRY - Qualified of those Identified	#	2854	2106	546	202	83	2	0	14	9	0	13	5	13	0	30	0	3
1101: GENERAL BUSINESS AND INDUSTRY - Qualified of those Identified percent row	%	100	73.79	19.13	7.08	2.91	0.07	0.00	0.49	0.32	0.00	0.46	0.18	0.46	0.00	1.05	0.00	0.11
1101: GENERAL BUSINESS AND INDUSTRY - Selected of those Identified	#	131	90	35	6	2	0	1	0	0	0	0	0	1	0	0	0	0
1101: GENERAL BUSINESS AND INDUSTRY - Selected of those Identified percent row	%	100	68.70	26.72	4.58	1.53	0.00	0.76	0.00	0.00	0.00	0.00	0.00	0.76	0.00	0.00	0.00	0.00
0343: MANAGEMENT AND PROGRAM ANALYSTS - Total Received	#	7029																
0343: MANAGEMENT AND PROGRAM ANALYSTS - Total Received percent row	%	100																
0343: MANAGEMENT AND PROGRAM ANALYSTS - Voluntarily Identified	#	1921	1379	357	185	73	6	6	18	3	1	4	3	8	0	28	0	2
0343: MANAGEMENT AND PROGRAM ANALYSTS - Voluntarily Identified percent row	%	100	71.79	18.58	9.63	3.80	0.31	0.31	0.94	0.16	0.05	0.21	0.16	0.42	0.00	1.46	0.00	0.10
0343: MANAGEMENT AND PROGRAM ANALYSTS - Qualified of those Identified	#	1378	989	264	125	54	4	0	15	3	1	3	2	4	0	22	0	0
0343: MANAGEMENT AND PROGRAM ANALYSTS - Qualified of those Identified percent row	%	100	71.77	19.16	9.07	3.92	0.29	0.00	1.09	0.22	0.07	0.22	0.15	0.29	0.00	1.60	0.00	0.00
0343: MANAGEMENT AND PROGRAM ANALYSTS - Selected of those Identified	#	50	37	11	2	1	0	0	0	0	1	0	0	0	0	0	0	0

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Job Title-Series		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
0343: MANAGEMENT AND PROGRAM ANALYSTS - Selected of those Identified percent row	%	100	74.00	22.00	4.00	2.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0301: MISC PROGRAM AND ADMINISTRATION - Total Received	#	4444																
0301: MISC PROGRAM AND ADMINISTRATION - Total Received percent row	%	100																
0301: MISC PROGRAM AND ADMINISTRATION - Voluntarily Identified	#	3150	2566	236	348	142	1	25	17	13	3	20	5	9	0	72	0	6
0301: MISC PROGRAM AND ADMINISTRATION - Voluntarily Identified percent row	%	100	81.46	7.49	11.05	4.51	0.03	0.79	0.54	0.41	0.10	0.63	0.16	0.29	0.00	2.29	0.00	0.19
0301: MISC PROGRAM AND ADMINISTRATION - Qualified of those Identified	#	1945	1658	72	215	89	1	52	11	11	1	14	3	6	0	41	0	6
0301: MISC PROGRAM AND ADMINISTRATION - Qualified of those Identified percent row	%	100	85.24	3.70	11.05	4.58	0.05	2.67	0.57	0.57	0.05	0.72	0.15	0.31	0.00	2.11	0.00	0.31
0301: MISC PROGRAM AND ADMINISTRATION - Selected of those Identified	#	49	37	8	4	2	1	0	0	1	0	0	0	0	0	0	0	0
0301: MISC PROGRAM AND ADMINISTRATION - Selected of those Identified percent row	%	100	75.51	16.33	8.16	4.08	2.04	0.00	0.00	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1176: BUILDING MANAGEMENT - Total Received	#	1525																
1176: BUILDING MANAGEMENT - Total Received percent row	%	100																
1176: BUILDING MANAGEMENT - Voluntarily Identified	#	2262	1621	447	194	103	1	13	13	7	2	12	4	5	0	52	0	3
1176: BUILDING MANAGEMENT - Voluntarily Identified percent row	%	100	71.66	19.76	8.58	4.55	0.04	0.57	0.57	0.31	0.09	0.53	0.18	0.22	0.00	2.30	0.00	0.13
1176: BUILDING MANAGEMENT - Qualified of those Identified	#	1437	1032	283	122	57	1	0	10	6	1	8	2	4	0	24	0	3
1176: BUILDING MANAGEMENT - Qualified of those Identified percent row	%	100	71.82	19.69	8.49	3.97	0.07	0.00	0.70	0.42	0.07	0.56	0.14	0.28	0.00	1.67	0.00	0.21
1176: BUILDING MANAGEMENT - Selected of those Identified	#	46	32	9	5	3	0	0	1	0	0	0	1	0	0	1	0	0
1176: BUILDING MANAGEMENT - Selected of those Identified percent row	%	100	69.57	19.57	10.87	6.52	0.00	0.00	2.17	0.00	0.00	0.00	2.17	0.00	0.00	2.17	0.00	0.00
2210: INFORMATION TECHNOLOGY SPECIALIST - Total Received	#	7467																
2210: INFORMATION TECHNOLOGY SPECIALIST - Total Received percent row	%	100																
2210: INFORMATION TECHNOLOGY SPECIALIST - Voluntarily Identified	#	4116	3004	754	358	152	5	19	27	19	0	24	11	6	3	75	0	10
2210: INFORMATION TECHNOLOGY SPECIALIST - Voluntarily Identified percent row	%	100	72.98	18.32	8.70	3.69	0.12	0.46	0.66	0.46	0.00	0.58	0.27	0.15	0.07	1.82	0.00	0.24
2210: INFORMATION TECHNOLOGY SPECIALIST - Qualified of those Identified	#	3105	2282	564	262	113	4	0	18	13	0	22	9	4	3	55	0	7
2210: INFORMATION TECHNOLOGY SPECIALIST - Qualified of those Identified percent row	%	100	73.49	18.16	8.44	3.64	0.13	0.00	0.58	0.42	0.00	0.71	0.29	0.13	0.10	1.77	0.00	0.23



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

Job Title-Series	Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
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**Table B8: NEW HIRES By Type of Appointment - Distribution by Disability**

Type of Appointment		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 New Hires	#	436	369	15	52	14	0	2	4	0	0	1	0	0	0	7	0	0
Permanent New Hires percent row	%	100	84.63	3.44	11.93	3.21	0.00	0.46	0.92	0.00	0.00	0.23	0.00	0.00	0.00	1.61	0.00	0.00
Temporary New Hires	#	69	55	6	8	2	0	0	0	0	0	0	0	1	0	1	0	0
Temporary New Hires percent row	%	100	79.71	8.70	11.59	2.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.45	0.00	1.45	0.00	0.00
NON-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NON-Appropriated percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	505	424	21	60	16	0	2	4	0	0	1	0	1	0	8	0	0
TOTAL percent row	%	100	83.96	4.16	11.88	3.17	0.00	0.40	0.79	0.00	0.00	0.20	0.00	0.20	0.00	1.58	0.00	0.00



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Internal Competitive Promotions		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
Relevant Applicant Pool	%	100	89.17	2.96	7.87	0.41	0	0	0	0	0	0	0	0	0	0.41	0	0
2210: INFORMATION TECHNOLOGY SPECIALIST	#	28	16	0	12	7	1	1	1	0	1	0	0	4	0	1	0	1
2210: INFORMATION TECHNOLOGY SPECIALIST percent row	%	100	57.14	0.00	42.86	25.00	3.57	3.57	3.57	0.00	3.57	0.00	0.00	14.29	0.00	3.57	0.00	3.57
Qualified	#	24	16	0	8	7	1	1	1	0	1	0	0	4	0	1	0	1
Qualified percent row	%	100	66.67	0.00	33.33	29.17	4.17	4.17	4.17	0.00	4.17	0.00	0.00	16.67	0.00	4.17	0.00	4.17
Selected	#	5	3	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0
Selected percent row	%	100	60.00	0.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	89.24	2.69	8.07	1.18	0	0	0.16	0.16	0	0	0.13	0	0	0.26	0	0
1170: REALTY	#	85	73	0	12	7	1	1	1	0	1	0	0	4	0	1	0	1
1170: REALTY percent row	%	100	85.88	0.00	14.12	8.24	1.18	1.18	1.18	0.00	1.18	0.00	0.00	4.71	0.00	1.18	0.00	1.18
Qualified	#	72	60	0	12	7	1	1	1	0	1	0	0	4	0	1	0	1
Qualified percent row	%	100	83.33	0.00	16.67	9.72	1.39	1.39	1.39	0.00	1.39	0.00	0.00	5.56	0.00	1.39	0.00	1.39
Selected	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	88.96	2.6	8.44	0.32	0	0	0	0	0	0	0.16	0	0	0	0	0
null percent row	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified percent row	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected percent row	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100	84.58	2.06	13.37	0.52	0	0	0	0	0	0	0	0.26	0	0.26	0	0
null percent row	#	57	42	13	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	%	100	73.68	22.81	3.51	0.00	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 percent row	#	47	35	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	%	100	74.47	23.40	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected percent row	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	94.12	1.26	4.62	0.4	0	0	0	0	0	0	0	0.2	0	0	0	0

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



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

Internal Selections for Senior Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
Plan - Grade: GS-13: Total Applications Received	#	1613	849	680	84	43	0	6	1	0	1	11	7	3	0	23	0	0
Plan - Grade: GS-13: Total Applications Received percent row	%	100	52.63	42.16	5.21	2.67	0.00	0.37	0.06	0.00	0.06	0.68	0.43	0.19	0.00	1.43	0.00	0.00
Plan - Grade: GS-13: Qualified	#	1007	510	442	55	26	0	5	1	0	0	5	6	2	0	14	0	0
Plan - Grade: GS-13: Qualified percent row	%	100	50.65	43.89	5.46	2.58	0.00	0.50	0.10	0.00	0.00	0.50	0.60	0.20	0.00	1.39	0.00	0.00
Plan - Grade: GS-13: Selected	#	143	78	60	5	1	0	1	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-13: Selected percent row	%	100	54.55	41.96	3.50	0.70	0.00	0.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-13: Relevant Applicant Pool	%	100	84.81	2.77	12.42	2.38	0	0	0.3	0.27	0.09	0	0.24	0.15	0	0.84	0	0
Plan - Grade: GS-14: Relevant Applicant Pool	%	100	89.08	2.64	8.29	0.7	0	0	0.16	0	0.1	0	0.1	0.03	0	0.22	0	0
Plan - Grade: GS-14: Total Applications Received	#	1239	578	623	38	24	0	0	0	0	1	13	1	15	0	13	0	0
Plan - Grade: GS-14: Total Applications Received percent row	%	100	46.65	50.28	3.07	1.94	0.00	0.00	0.00	0.00	0.08	1.05	0.08	1.21	0.00	1.05	0.00	0.00
Plan - Grade: GS-14: Qualified	#	884	406	452	26	16	0	0	0	0	1	7	1	9	0	10	0	0
Plan - Grade: GS-14: Qualified percent row	%	100	45.93	51.13	2.94	1.81	0.00	0.00	0.00	0.00	0.11	0.79	0.11	1.02	0.00	1.13	0.00	0.00
Plan - Grade: GS-14: Selected	#	84	38	45	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-14: Selected percent row	%	100	45.24	53.57	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-15: Relevant Applicant Pool	%	100	90.93	2.29	6.78	1.41	0	0	0.26	0.05	0.05	0	0.21	0.1	0	0.47	0	0
Plan - Grade: GS-15: Total Applications Received	#	467	236	210	21	18	0	0	0	0	0	8	0	15	0	4	0	0
Plan - Grade: GS-15: Total Applications Received percent row	%	100	50.54	44.97	4.50	3.85	0.00	0.00	0.00	0.00	0.00	1.71	0.00	3.21	0.00	0.86	0.00	0.00
Plan - Grade: GS-15: Qualified	#	343	166	162	15	13	0	0	0	0	0	7	0	12	0	2	0	0
Plan - Grade: GS-15: Qualified percent row	%	100	48.40	47.23	4.37	3.79	0.00	0.00	0.00	0.00	0.00	2.04	0.00	3.50	0.00	0.58	0.00	0.00
Plan - Grade: GS-15: Selected	#	38	26	11	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Plan - Grade: GS-15: Selected percent row	%	100	68.42	28.95	2.63	2.63	0.00	0.00	0.00	0.00	0.00	2.63	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	90.47	2.65	6.89	0.95	0	0	0.32	0	0.11	0	0.21	0.11	0	0.11	0	0
Plan - Grade: SES: Total Applications Received	#	3	2	0	1	1	0	0	0	0	0	1	0	1	0	1	0	0
Plan - Grade: SES: Total Applications Received percent row	%	100	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00	33.33	0.00	0.00
Plan - Grade: SES: Qualified	#	3	2	0	1	1	0	0	0	0	0	1	0	1	0	1	0	0
Plan - Grade: SES: Qualified percent row	%	100	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00	33.33	0.00	0.00
Plan - Grade: SES: Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: SES: Selected percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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





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

Types of Separations		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
Voluntary Separations	#	762	650	22	90	13	0	3	0	2	0	0	2	2	0	4	0	0
Voluntary Separations percent row	%	100	85.30	2.89	11.81	1.71	0.00	0.39	0.00	0.26	0.00	0.00	0.26	0.26	0.00	0.52	0.00	0.00
Involuntary Separations	#	27	17	4	6	1	0	0	0	0	0	0	0	1	0	0	0	0
Involuntary Separations percent row	%	100	62.96	14.81	22.22	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00	0.00	0.00
Total Separations	#	789	667	26	96	14	0	3	0	2	0	0	2	3	0	4	0	0
Total Separations percent row	%	100	84.54	3.30	12.17	1.77	0.00	0.38	0.00	0.25	0.00	0.00	0.25	0.38	0.00	0.51	0.00	0.00
Total Workforce	#	11488	10173	303	1012	146	0	3	11	14	8	13	33	8	8	44	1	3
Total Workforce percent row	%	100	88.55	2.64	8.81	1.27	0.00	0.03	0.10	0.12	0.07	0.11	0.29	0.07	0.07	0.38	0.01	0.03





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Occupational Categories	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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**NOTE: Percentages computed down columns and NOT across rows.**



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Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	10	3	7	0	0	3	0	0	7	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.09	0.05	0.14	0.00	0.00	0.08	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	10743	5773	4971	311	295	3900	2498	1106	1768	370	329	15	17	51	33	20	30
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

**NOTE: Percentages computed down columns and NOT across rows.**



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Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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) percent row	%	0.00	0.00	0.00	0.00	0.00	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	#	308	164	144	8	9	105	78	36	48	13	8	1	0	1	1	0	0
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	100.00	100.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

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

WD/WG, WL/WS & OTHER Wage Grades		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	15	5	10	0	0	0	0	5	10	0	0	0	0	0	0	0	0
Grade-03 percent row	%	14.29	6.02	45.45	0.00	0.00	0.00	0.00	15.15	47.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	11	6	5	0	0	1	0	3	5	2	0	0	0	0	0	0	0
Grade-05 percent row	%	10.48	7.23	22.73	0.00	0.00	2.17	0.00	9.09	23.81	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	2	2	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
Grade-06 percent row	%	1.90	2.41	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Grade-07 percent row	%	1.90	1.20	4.55	0.00	0.00	2.17	0.00	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	5	1	4	0	0	1	0	0	4	0	0	0	0	0	0	0	0
Grade-08 percent row	%	4.76	1.20	18.18	0.00	0.00	2.17	0.00	0.00	19.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	10	10	0	0	0	4	0	6	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	9.52	12.05	0.00	0.00	0.00	8.70	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	33	32	1	0	0	18	0	14	1	0	0	0	0	0	0	0	0
Grade-10 percent row	%	31.43	38.55	4.55	0.00	0.00	39.13	0.00	42.42	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	10	10	0	0	0	7	0	3	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	9.52	12.05	0.00	0.00	0.00	15.22	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	11	10	1	0	0	9	1	1	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	10.48	12.05	4.55	0.00	0.00	19.57	100.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	2.86	3.61	0.00	100.00	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	0.95	1.20	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	1.90	2.41	0.00	0.00	0.00	2.17	0.00	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	0.00	0.00	0.00	0.00	0.00	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	#	105	83	22	1	0	46	1	33	21	2	0	1	0	0	0	0	0
TOTAL percent row	%	100.00	100.00	100.00	100.00	0.00	100.00	100.00	100.00	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00

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WD/WG, WL/WS & OTHER Wage Grades	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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**NOTE: Percentages computed down columns and NOT across rows.**





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WD/WG, WL/WS & OTHER Wage Grades	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
<b>NOTE: Percentages computed down columns and NOT across rows.</b>																	

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

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	0.00	0.00	0.00	0.00	0.00	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 percent row	%	0.00	0.00	0.00	0.00	0.00	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	#	17	13	0	4	3	0	0	0	0	0	0	0	0	3	0	0	0
GS-03 percent row	%	0.16	0.14	0.00	0.36	1.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
GS-04	#	18	16	0	2	1	0	0	0	0	0	0	0	0	1	0	0	0
GS-04 percent row	%	0.17	0.17	0.00	0.18	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00	0.00
GS-05	#	43	31	1	11	5	0	0	2	0	0	0	1	0	1	1	0	0
GS-05 percent row	%	0.40	0.33	0.34	1.00	2.54	0.00	0.00	6.06	0.00	0.00	0.00	4.35	0.00	16.67	1.47	0.00	0.00
GS-06	#	28	17	2	9	2	0	0	1	1	0	0	0	0	0	1	0	0
GS-06 percent row	%	0.26	0.18	0.68	0.82	1.02	0.00	0.00	3.03	6.25	0.00	0.00	0.00	0.00	0.00	1.47	0.00	0.00
GS-07	#	124	95	4	25	7	0	0	1	1	0	0	0	0	1	3	1	0
GS-07 percent row	%	1.15	1.02	1.36	2.27	3.55	0.00	0.00	3.03	6.25	0.00	0.00	0.00	0.00	16.67	4.41	100.00	0.00
GS-08	#	31	24	0	7	1	0	0	0	0	0	0	1	0	0	0	0	0
GS-08 percent row	%	0.29	0.26	0.00	0.64	0.51	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00	0.00	0.00	0.00
GS-09	#	284	213	15	56	20	0	1	3	3	0	2	2	0	0	8	0	1
GS-09 percent row	%	2.64	2.28	5.10	5.09	10.15	0.00	12.50	9.09	18.75	0.00	10.00	8.70	0.00	0.00	11.76	0.00	33.33
GS-10	#	31	28	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	0.29	0.30	0.00	0.27	0.00	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	#	710	574	26	110	21	0	0	3	2	1	2	2	0	0	10	0	1
GS-11 percent row	%	6.61	6.14	8.84	9.99	10.66	0.00	0.00	9.09	12.50	11.11	10.00	8.70	0.00	0.00	14.71	0.00	33.33
GS-12	#	3325	2820	92	413	79	1	5	10	9	3	10	8	5	0	28	0	0
GS-12 percent row	%	30.95	30.17	31.29	37.51	40.10	100.00	62.50	30.30	56.25	33.33	50.00	34.78	55.56	0.00	41.18	0.00	0.00
GS-13	#	3149	2805	83	261	22	0	1	5	0	3	1	3	1	0	7	0	1
GS-13 percent row	%	29.31	30.01	28.23	23.71	11.17	0.00	12.50	15.15	0.00	33.33	5.00	13.04	11.11	0.00	10.29	0.00	33.33
GS-14	#	1916	1742	44	130	27	0	1	5	1	1	4	4	2	0	9	0	0
GS-14 percent row	%	17.83	18.64	14.97	11.81	13.71	0.00	12.50	15.15	6.25	11.11	20.00	17.39	22.22	0.00	13.24	0.00	0.00
GS-15	#	944	854	25	65	9	0	0	3	0	1	1	2	1	0	1	0	0
GS-15 percent row	%	8.79	9.14	8.50	5.90	4.57	0.00	0.00	9.09	0.00	11.11	5.00	8.70	11.11	0.00	1.47	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) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	113	106	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	1.05	1.13	0.68	0.45	0.00	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)	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.09	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	10743	9348	294	1101	197	1	8	33	16	9	20	23	9	6	68	1	3

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

**NOTE: Percentages computed down columns and NOT across rows.**

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

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	0.00	0.00	0.00	0.00	0.00	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 percent row	%	0.00	0.00	0.00	0.00	0.00	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	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	1.62	1.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	1.62	1.17	8.33	2.50	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
GS-05	#	9	5	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 percent row	%	2.92	1.95	8.33	7.50	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
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	0.00	0.00	0.00	0.00	0.00	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	#	33	28	1	4	2	0	0	0	0	0	0	0	0	0	2	0	0
GS-07 percent row	%	10.71	10.94	8.33	10.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	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 percent row	%	0.00	0.00	0.00	0.00	0.00	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	#	54	45	2	7	3	0	1	0	0	0	0	0	0	0	2	0	0
GS-09 percent row	%	17.53	17.58	16.67	17.50	33.33	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00
GS-10	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	0.32	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	0.00
GS-11	#	17	15	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 percent row	%	5.52	5.86	8.33	2.50	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
GS-12	#	54	46	2	6	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-12 percent row	%	17.53	17.97	16.67	15.00	11.11	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	94	79	3	12	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	30.52	30.86	25.00	30.00	11.11	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	33	28	0	5	2	0	0	1	1	0	0	0	0	0	0	0	0
GS-14 percent row	%	10.71	10.94	0.00	12.50	22.22	0.00	0.00	33.33	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	0.97	0.78	0.00	2.50	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
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) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	0.00	0.00	0.00	0.00	0.00	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) percent row	%	0.00	0.00	0.00	0.00	0.00	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	#	308	256	12	40	9	0	1	3	1	0	0	0	0	0	4	0	0

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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 percent row	%	100.00	100.00	100.00	100.00	100.00	0.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

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

WD/WG, WL/WS & Other Wage Grades	Total Workforce	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	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]
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	15	13	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Grade-03 percent row	%	14.29	13.68	0.00	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
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	11	9	0	2	1	0	0	0	0	0	0	0	1	0	0	0
Grade-05 percent row	%	10.48	9.47	0.00	20.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
Grade-06	#	2	0	0	2	2	1	1	0	0	0	0	0	0	0	0	0
Grade-06 percent row	%	1.90	0.00	0.00	20.00	66.67	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-07 percent row	%	1.90	2.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-08 percent row	%	4.76	4.21	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
Grade-09	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	9.52	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	0.00
Grade-10	#	33	32	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-10 percent row	%	31.43	33.68	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
Grade-11	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	9.52	9.47	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
Grade-12	#	11	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	10.48	10.53	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
Grade-13	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	2.86	3.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	0.95	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	1.90	2.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	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	#	105	95	0	10	3	1	1	0	0	0	0	0	1	0	0	0
TOTAL percent row	%	100.00	100.00	0.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**