

U.S. General Services Administration EEOC Management Directive 715

Annual Equal Opportunity Program Status Report

Fiscal Year 2019

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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: 10,814-; Number of temporary employees, 512; Number of employees in total workforce, 11,326.

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

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Agency Head Designee	Allison Brigati, Deputy Administrator, ES-00, 202-412-1093; allison.brigati@gsa.gov
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Affirmative Employment Program	Vacant
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Hispanic Program Manager (SEPM)	Edgar Delgado; Contract Specialist; GS-13; 312-502-9424; edgar.delgado@gsa.gov
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Part D.1: List of Subordinate Components Covered in This Report

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

Part D.1: List of Subordinate Components Covered in	This Re	port <i>(Conti</i>	nued)
Subordinate Component	Code (EHRI)		
Office of Government-wide Policy	Washin	gton, DC; GS	26
Office of GSA Information Technology	Washin	gton, DC; GS	28
Federal Acquisition Service	Washin	gton, DC; GS	30
Office of Mission Assurance	Washin	gton, DC; GS	31
Office of Strategic Communication	Washin	gton, DC; GS	32
Office of Customer Experience	Washin	gton, DC; GS	33
Part D.2: Mandatory and Optional Documents for This	Report		
Did the agency submit the following mandatory documents?		Yes or No	Comments
Organizational Chart		Yes	
EEO Policy Statement		Yes	
Strategic Plan		Yes	
Anti-Harassment Policy and Procedures		Yes	
Reasonable Accommodation Procedures		Yes	
Personal Assistance Services Procedures		Yes	Included in Reasonable Accommodation Procedures
Did the agency submit the following optional documents?		Yes or No	Comments
Disabled Veterans Affirmative Action Program (DVAAP) Report		Yes	
Diversity Policy Statement		Yes	Human Capital Operation Plan
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, and property management practices promote efficient government operations.

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

HIGHLIGHT: -GSA demonstrated strength in four elements: Demonstrated Commitment from Agency Leadership, Management and Program Accountability, Program Efficiency, and Responsiveness and Legal Compliance. Deficiencies were identified in two elements: Integration of EEO into the Agency's Strategic Mission, and Proactive Prevention of Unlawful Discrimination.

This Equal Employment Opportunity (EEO) Program Status Report for fiscal year (FY) 2019 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 employment obligations under the Rehabilitation Act of 1973, and as required by 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 of a model EEO program. In FY 2019, 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 four essential elements (A, C, E and F) and some deficiencies in two other elements (B and D).

FY 2019 Model EEO Program Scorecard	Measures	Measures Met	Score
Essential Element A: Demonstrated Commitment from Agency Leadership	14	14	100%
Essential Element B: Integration of EEO into the Agency's Strategic Mission	39	35	90%
Essential Element C: Management and Program Accountability	44	44	100%
Essential Element D: Proactive Prevention of Unlawful Discrimination	14	7	50%
Essential Element E: Program Efficiency	34	34	100%
Essential Element F: Responsiveness and Legal Compliance	12	12	100%

FY 2019 EEO Program Deficiencies

HIGHLIGHT: GSA will correct the deficiencies identified below in FY 2020.

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

- Lack of senior official involvement in the barrier analysis process (Essential Element B, Measures B.6.b, B.6.c., and B.6.d.)
- Lack of analysis of identified triggers to find potential barriers to EEO. (Essential Element D, Measures D.2.a., D.2.b., D.2.c., and D.2.d.)
- Lack of action plans to remove identified barriers (Essential Element D, Measures D.3.a., D.3.b., and D.3.c.)

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

<u>Status</u>: Measures B.6.b, B.6.c, and B.6.d. ask agencies whether senior managers participate in the barrier analysis process and whether senior managers participate in the development and implementation EEO action plans when barriers are identified. It further asks whether EEO plan objectives are incorporated into agency strategic plans.

GSA, through its affirmative employment program, seeks to regularly and systematically identify potentially discriminatory policies and practices, deficient program areas, and other barriers to the advancement of protected groups; however, little to no barrier analysis occurred in FY 2019. FY 2019 was unusual in that the Agency's Office of Civil Rights (OCR) was reorganizing and both OCR and the Agency's Office of Human Resources Management (OHRM) had staffing shortages and vacancies that impacted the Agency's ability to execute the affirmative employment program and devote resources to conducting barrier analysis throughout the year. Consequently, GSA has answered no to most self-assessment questions related to the barrier

analysis process and any associated action plans for EEO barrier removal.

<u>Action:</u> GSA will hire a new affirmative employment program manager and re-establish a process to conduct barrier analysis review by the end of FY 2020. An outline of actions that will be taken to address this deficiency during FY 2020 is in Part H.

Essential Element D:Proactive Prevention of Unlawful Discrimination

Status: Sub-elements of Element D (Measures D.2.a., D.2.b., D.2.c., D.2.d., D.3.a., D.3.b., and D.3.c.) ask whether the Agency has a process to analyze identified triggers and whether it systematically and regularly reviews its employment policies and practices to identify potential barriers. As mentioned, due to unforeseen circumstances, GSA did not conduct barrier analysis during FY 2019.

<u>Action</u>: Once the affirmative employment program is re-established GSA will resume work to analyze triggers and identify potentially discriminatory policies and practices. An outline of actions that will be taken to address deficiencies under Element D during FY 2020 is in Part H.

Resolved Deficiencies from the MD-715 Report for FY 2018

HIGHLIGHT: GSA resolved all deficiencies identified in its MD-715 Report for FY 2018.

In FY 2019, GSA resolved all three of the program deficiencies identified in its FY 2018 MD 715 report, as follows.

Element C: Demonstrated Commitment from Agency Leadership

Status: *Resolved.* Sub-elements of Element C (Measure C.3.a and C.3.b.) asked agencies whether all managers and supervisors had performance plans that evaluated their commitment to EEO policies and principles as well as their participation in the EEO program. At the time, GSA had no mandatory measures on EEO policies or participation for non-senior executive service supervisors' and managers' performance plans.

<u>Action</u>: In November 2019, GSA implemented a policy requiring all managers' and supervisors' performance plans to include a performance measure that evaluates their commitment to EEO principles and to leading a diverse workforce.

Essential Element D: Proactive Prevention

Status: *Resolved.* Measure D.1.c. asked whether the Agency conducted exit interviews or surveys that included questions on how the Agency could improve the recruitment, hiring, inclusion, retention and advancement of persons with disabilities. At the time of the FY 2018 program review, GSA did not conduct exit interviews or surveys that included disability-related questions.

<u>Action</u>: In August 2019, GSA made available on its internal website an exit survey that includes disability-related questions. GSA invites all employees who are separating from the Agency to voluntarily participate in the exit survey.

Essential Element F: Responsiveness and Legal Compliance:

Status: *Resolved.* Measure F.3.a. asked whether the Agency timely submitted to the EEOC an accurate and complete No FEAR Act report. GSA's No FEAR Act Report for FY 2018 was submitted one day after the deadline.

<u>Action:</u> GSA submitted an accurate and complete FY 2020 No FEAR Act Report to the EEOC on March 26, 2020, two days before the deadline.

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

HIGHLIGHTS:

Workforce Analysis

- The data for FY 2019 presented in this report indicates the same potential triggers as the FY 2018 data.
- OCR was reorganizing in FY 2019 and its affirmative employment program was unstaffed due to staff departures. Lacking the necessary manpower, GSA was unable to complete trigger identification or address barriers to EEO as required by MD-715.

Complaint Activity

- GSA's complaint activity in FY 2019 dropped 21 percent from FY 2018 levels.
- The Agency's FY 2019 Alternative Dispute Resolution Rate (ADR) rate was 64 percent.

<u>Data Sources</u>

GSA conducted a statistical analysis of its workforce data for trigger identification. Figures One and Two represent a summary view of GSA's workforce by gender, race, and disability status. The tables consolidate statistics to show how the demographics of the GSA workforce compare to established benchmarks. These data are based on voluntary self-identification by employees and derived from GSA's human resources system of record, HR Links. ²

For benchmarking, GSA compared its workforce data to the National Civilian Labor Force (NCLF) and to the GSA Relevant Civilian Labor Force (RCLF), which is a subset of the NCLF calculated from

 $^{^{1}}$ The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act).

 $^{^2\,}$ Employees may voluntarily self-identify their race, gender and ethnicity in HR Links.

aggregated employment availability statistics associated with the specific occupational groups within GSA's workforce. Detailed statistical data on GSA's workforce may be found in the attached workforce tables.

FY 2019 Workforce Data

The following is a summary of GSA's workforce data as of September 30, 2019:

- GSA had a total workforce of 11,326 employees:
 - 10,814 permanent
 - 512 temporary

GSA's workforce increased by 275 (2.8 percent) from 11,051 in FY2018.

- 10,743 permanent
- 308 temporary
- The workforce is:
 - 11,240 (99 percent) employees in the General Schedule and Related pay systems, including 125 senior executives, and 86 (1 percent) employees in the Wage Grade System.
 - 6,100 (53.8 percent) men and 5,266 (46.1 percent) women. (Figure One)
 - 1,200 (10.6 percent) self-identified persons with disabilities (PWD) and 233 (2.06 percent) persons with targeted disabilities (PWTDs). (Figure Two)

Trend Analysis, 2014–2019

Gender and Race/Ethnicity

HIGHLIGHTS:

 Overall, all groups are better represented in the GSA workforce than in the RCLF with the exception of White women and Hispanics.

With a workforce that is 58.4 percent White and 41.6 percent minority employees, GSA is a diverse agency with overall demographic

distributions that are largely in line with expected employment rates.

The GSA total workforce is:

- 6.3 percent Hispanic or Latino (721)
- 26.5 percent Black or African American (3,016)
- 6.5 percent Asian (751)
- 0.2 percent Native Hawaiian or Pacific Islander (30)
- 0.9 percent American Indian or Alaska Native (94)
- 0.7 percent Two or more Minority Races (87).

White women and Hispanics are better represented in the GSA-specific RCLF than in the GSA workforce. Hispanics represent 6.3 percent of the workforce compared to 7.4 percent in the GSA RCLF. Despite an increase in the employment of White women to 2,593 in FY 2019, from 2,577 in FY 2018, GSA lags behind the RCLF for this group. White women represent 22.8 percent of the workforce compared to 37.2

G	GSA Employee ERI and Gender		FY 2014	FY 2019	
	Men (6,100)		51.7%	53.8%	
	Total Employees	Women (5,226)	48.3%	46.1%	
	Hispanic	Men (377)	2.4%	3.3%	
	or Latino (721)	Women (344)	2.7%	3.0%	
	White (6,627)	Men (4034)	35.8%	35.6%	
_	Willie (0,027)	Women (2593)	25.3%	22.8%	
_	Black or African	Men (1,177)	9.7%	10.3%	
oanic)	American (3,016)	Women (1,839)	16.8%	16.2%	
ın-His _l	Asian (751)	Men (405)	3.0%	3.5%	
Race and Ethnicity (Non-Hispanic)	Asian (731)	Women (346)	2.9%	3.0%	
thnici	Native Hawaiian or	Men (16)	0.1%	0.1%	
and E	Pacific Islander (30)	Women (14)	0.1%	0.1%	
Race	American Indian or	Men (52)	0.4%	0.5%	
	Alaska Native (94)	Women (42)	0.4%	0.4%	
	Two or More	Men (39)	0.2%	0.3%	
_	Minority Races (87)	Women (48)	0.2%	0.4%	

percent of the RCLF in 2019. Overall, women represent 46.1 percent of the workforce compared to 50.2 of the RCLF. Certain groups of women—Black, Asian, and Native Hawaiian or Pacific Islander—exceeded their representation in the RCLF.

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Disability Employment

HIGHLIGHTS:

- GSA's PWD participation rate is 10.6 percent compared to the Federal goal of 12 percent.
- The PWTD participation rate is 2.1 percent compared to the Federal goal of 2 percent.

Including all veterans hired using the 10-Point 30 Percent Compensable Disability Preference would increase the PWD participation rate to 18 percent. GSA's analysis of FY 2019 demographic workforce data revealed a small gap in participation rates compared with the Federal 12 percent participation goal for PWDs. However, GSA for the first time exceeded the two percent Federal participation goal for PWTD. As shown in Figure Two, PWD participation was 10.6 percent (1,200), which is 5 percent (58 persons) above the FY 2018 rate (10.3 percent, 1,142). By contrast, PWTD participation was 2.1 percent (233), over the Federal goal, and 12.5 percent over FY 2018 participation (1.9 percent, 207).

Figure Two: Self-Reported Disability Rates, FY 2019

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
No Disability (9,753)	93.1%	92.8%	92.1%	91.2%	89.7%	89.4%
Disability (1,200)	6.5%	7.2%	7.9%	8.8%	10.3%	10.6%
Non-Targeted (967)	5.6%	6.4%	7.1%	7.5%	8.4%	8.5%
Targeted (233)	0.9%	0.8%	0.8%	1.3%	1.9%	2.1%

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 2014 and FY 2019, GSA achieved almost a four percent gain in disability participation. This increase is primarily due to a change in self-identification, resulting in 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 GSA examined the number of veterans who were hired under a 10-Point 30 Percent Compensable Disability Preference. As of September 30, 2019, veterans represented 22 percent (2,423 employees) of GSA's workforce. The percentage of veteran's in GSA workforce that were hired under 10-Point 30 Percent Compensable Disability Preference is 11 percent (1,223). However, of these disabled veterans, 69 percent (844) report 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 844 employees, or an 18 percent (2,044) disability employment rate, exceeding the 12 percent Federal goal.

<u>Action</u>: 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

<u>Introduction</u>

At the end of FY 2019, 105 different job series were 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; determine appropriate benchmarks, and note significant triggers (i.e., data anomalies) that may point to EEO issues. The eight mission-

Figure Three: Mission-Critical Occupations by Gender, FY 2019

Contracting	Men (754)	6.6%
1102 Series (1,783)	Women (1,029)	9.8%
General Business & Industry	Men (867)	7.6%
1101 Series (1,534)	Women (667)	5.8%
Management & Program Analyst	Men (407)	3.6%
0343 Series (1,120)	Women (713)	6.3%
Miscellaneous Administration	Men (537)	4.7%
0301 Series (1,073)	Women (536)	4.7%
Building Management	Men (652)	5.7%
1176 Series (917)	Women (265)	2.3%
Information Technology Specialists	Men (481)	4.2%
2210 Series (695)	Women (214)	1.8%
Realty	Men (309)	2.7%
1170 Series (607)	Women (298)	2.6%
General Attorney	Men (75)	0.6%
0905 Series (158)	Women (83)	0.7%

critical occupational series at GSA, based on EEOC guidance, are reflected by overall population size in Figure Three and are identified in the A6P and B6P workforce tables attached to this report. The following are key observations:

- Ninety-five point four percent (7,887) of the workforce population is employed in the eight mission critical job series.
- Contracting (1102 Series) and General Business and Industry (1101 Series) comprise 29.3 percent (3,317) of the total permanent GSA workforce population, and are considered a driver for workforce trends in GSA.

Disability Employment in Mission-Critical Series

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

 One of the major occupation series (1176) reached the overall agency disability employment rate of 12.2 percent (112). Two other mission critical series (0343 and 1170) are close to the 12 percent goal.

³ 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 the same "major" or "mission critical occupations" identified by human resources for personnel-management purposes and definitions unrelated to barrier analysis.

- The targeted disability rates for the most populated series (1101 and 1102) are lower than the overall agency rate of 2.1 percent, at 1.7 percent (31 and 27 persons), respectively.
- The general attorney series has the lowest overall rate of disability employment, at 4.4 percent (7 persons) and lowest targeted disability among the mission-critical occupations, at 1.2 percent (2 persons).

Notable Elements by Mission Critical Series

Contracting: 1102 Series.

- Contracting is the largest occupation at GSA for the seventh year.
- Women outnumber men, 57.7 percent to 42.2 percent (1,029 to 754), which is 4 percent over the RCLF benchmark for contracting work.
- The workforce in contracting is 25.9 percent (463) White women and their participation rate is 22 percent below the RCLF benchmark (47.9 percent).
- Black and Asian women's employment rates are above their availability, and Hispanic and White men's participation rates are below their availability.

General Business and Industry: 1101 Series.

- Hispanic/Latino men are employed at a rate higher than their availability rate in the RCLF, 3.9 percent to 2.9 percent.
- Men outnumber women in this field (867 to 667).
- White women (383) are employed at a rate below their availability (24.9 percent to 43.9 percent).
- Hispanic/Latina women (39) are employed at a rate below their availability, 2.5 percent to 5.9 percent.

Management and Program Analysis: 0343 Series.

- Women are prevalent in this series. Their representation exceeds the RCLF figures for the occupation, with the participation rate of every group except White women, either close to, or above, the expected occupational-availability.
- Black women are participating in this job series at a rate of 25.3 percent (238), over their availability rate of 3.8 percent.

Figure Four: Mission-Critical Occupations by Disability, FY 2019

Mission-Critical Occupations		
Contracting	Disability (168)	9.4%
1102 Series (1,783)	Targeted (31)	1.7%
General Business & Industry	Disability (146)	9.5%
1101 Series (1,534)	Targeted (27)	1.7%
Management & Program Analyst	Disability (124)	11.0%
0343 Series (1,120)	Targeted (27)	2.4%
Miscellaneous Administration	Disability (107)	9.9%
0301 Series (1073)	Targeted (22)	2.0%
Building Management	Disability (112)	12.2%
1176 Series (917)	Targeted (74)	1.9%
Information Technology Specialists	Disability (74)	10.6%
2210 Series (695)	Targeted (13)	1.8%
Realty	Disability (69)	11.3%
1170 Series (607)	Targeted (12)	1.9%
General Attorney	Disability (7)	4.4%
0950 Series (158)	Targeted (2)	1.2%

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/Latina and White women are the furthest from their availability in this series, 2.2 percent (24) to 5.9 percent, and 30.2 percent (325) to 43.9 percent.

Building Management: 1176 Series.

- Building management is in the same "job family" group with Contracting (1102) and General Business and Industry (1101).
- Hispanic/Latina and White women are employed in this series below their expected participation rates, at 2.2 percent (24) and 13.0 percent (120).
- One of only a few categories where Hispanic/Latino men's employment level of 4.8 percent (44) is near the expected rate of 4.0 percent.

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 69.2 percent (481) to 30.7 percent (214); on a national level, 70 percent of IT specialists are men.
- Prior workforce analyses regarding the 2210 series indicates that GSA has a significant, highgraded 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 the Agency's Technology Transformation Services Division.

Realty: 1170 Series.

- Men and women are almost equal at 50.9 percent to 49.0 percent (309and 298).
- Hispanic/Latina women are at 5.6 percent (34), slightly higher than their expected rate of 5.3 percent

General Attorney: 0905 Series.

- Attorneys comprise 1.3 percent of the overall population.
- White women participate in this series at 37.3 percent (59), higher than their availability of 36.4 percent.
- Hispanic/Latina women and men are employed at the rate of 1.9 percent (3), higher than the benchmark for attorneys of 0.62 percent.

Triggers and Barrier Analysis

HIGHLIGHT: During FY 2019, GSA was unable to perform barrier analysis of identified triggers.

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 in the GSA workforce. Although GSA employs a diverse workforce with participation rates in line with the RCLF, the data show that the same four triggers found in FY 2018 existed in FY 2019.

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

- Women represent 46.6 percent (5,041 employees) of the 10,814 permanent GSA employees.
- Women are 3.6 percent (389 employees) below the RCLF of 50.2 percent (5,429 employees)
- Inherent in the lower than expected participation rate, is that—
 - White women represent 23.2 percent (2,505 employees) of the workforce, which is 14.0 percent (1,514 employees) below the RCLF of 37.17 percent.
 - Hispanic/Latina women represent 2.8 percent (305 employees) of the workforce, which is 1.2 percent (130 employees) below the RCLF of 4.0 percent.

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

- Hispanic or Latino employees represent 5.7 percent (616 employees) of the permanent GSA workforce.
- Hispanic or Latino employee representation is 1.7 percent (184 employees) below the RCLF of 7.4 percent (800 employees). This is driven by lower than expected rates for both Hispanic or Latina women and Hispanic or Latino men.
 - Hispanic/ Latina women represent 2.8 percent (305 employees) of the workforce, which is 1.2 percent (130 employees) below the RCLF.
 - Hispanic/Latino men represent 2.9 percent (311 employees) of the workforce, which is 0.5 percent (54 employees) below the RCLF.

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

- Women represent 31.2 percent (39) of the 125 SES positions, which is 18.9 percent (24 employees) below the expected inclusion rate. This is largely attributable to underrepresentation of minority groups.
 - The representation of Asian women is 0.80 percent (1 employee), which is 1.3 percent (2 employees) below the expected inclusion rate.
 - The representation of Hispanic/Latina women is 0.80 percent (1 employee), which is
 3.2 percent (4 employees) below the expected inclusion rate.
 - The representation of Black or African American women is 5.60 percent (7 employees), which is 0.12 percent above the expected inclusion rate.

• The representation of White women is 24.0 percent (30 employees), which is 13.2 percent (16 employees) below the expected inclusion rate.

Trigger 4 – Lower than Expected Participation of PWD.

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 selfreporting/identification of the data.

Barrier Analysis

This report does not evaluate the root causes of the identified triggers because GSA did not perform any barrier analysis during FY 2019. The affirmative employment program manager position in OCR became vacant as the office was reorganizing. OHRM was similarly reorganizing and had vacant positions. GSA has therefore deferred investigating triggers until after the affirmative employment program manager position is filled. GSA's FY 2020 report will detail actions taken by the agency to reboot the affirmative employment program and to identify and remove barriers to equal employment opportunity at GSA. (See the GSA's plan in Part H to this report.)

Complaint Activity in the Workforce

HIGHLIGHTS:

- Sixty-five formal complaints were filed in FY 2019, a 21-percent drop from FY 2018's total of 84.
- In FY 2019, alternative dispute resolution (ADR) was elected in 86 out of 134 informal cases (64 percent).

<u>Introduction</u>

In FY 2019, 125 informal complaints were initiated, which was a 1.57 percent decrease from FY 2018. Of those, 65 formal complaints were filed by 58 complainants. The number of formal complaints represents a 22 percent decrease from FY 2018, when 84 formal complaints were filed.

⁴ Data derived from the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462).

Additional statistics are in Figure Five.

Figure Five: Complaint Summary, FY 2018-2019

Informal Complaints Filed	127	125
Informal Complaints Filed Per 100 Employees	1.15	1.10
Formal Complaints Filed	84	65
Formal Complaints Filed Per 100 Employees	0.76	0.57
Permanent Employees as of September 30 Per Year	11,051	11,326

Bases and Issues of Discrimination

The most frequently cited basis of discrimination alleged in the 65 formal complaints in FY 2019 was reprisal/retaliation (29), followed by race (27), age (22), and sex (21), as reflected in Figure Six.

Figure Six: Top Complaint Bases, FY 2019

Basis	FY 2019
Reprisal/Retaliation	29
Race	27
Age	22
Sex	21

Of the 65 formal complaints filed in FY 2019, the issue most frequently alleged was harassment-non-sexual (21), followed by promotion/non-selection (11), terms/conditions of employment (8) and termination (8), as reflected in Figure Seven, below.

Figure Seven: Top Complaint Issues, FY 2019

Issues	FY 2019	
Harassment-Non-Sexual	21	
Promotion/Non-Selection	11	
Terms /Conditions of Employment	8	
Termination	8	
	-	

Top bases and issues in GSA's formal complaint filings in FY 2019 were consistent with Government-wide statistics as reported by the EEOC.⁵

Alternative Dispute Resolution

GSA offers ADR to 100 percent of individuals initiating pre-complaints as well as those initiating formal complaints of discrimination. Of the 134 informal completed cases, 86 aggrieved persons elected ADR, resulting in a 64 percent participation rate. Settlement was achieved in 5 percent (4) of the informal cases where ADR was used. Of the 65 formal cases filed, 8 complainants elected ADR, resulting in a 12 percent participation rate. Settlement was achieved in 20 percent (2) of the formal cases where ADR was used.

Findings of Discrimination

As stated in the Agency's annual EEOC Form 462 Report for FY 2019, GSA had no findings of discrimination. GSA had the following agency actions in FY 2019:

- 41 final agency decisions on the merits
- 23 final orders fully implementing an EEOC administrative judge's decision

E.4—Executive Summary: Accomplishments

The steps taken by GSA towards becoming a model EEO agency during FY 2019 include the following:

Equal Opportunity Policy Statement: Pursuant to MD-715, on October 4, 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 and its workforce in all GSA programs and activities. Administrator Murphy concluded the statement with the following:

Every one of us at GSA—no matter the profession, organization, or geographic location—shares in the responsibility to help create and foster a discrimination-free workplace. This starts with me as the Administrator, but it requires the support of us all. (GSA, 2019)

Reorganization. OCR reorganized in October 2019 after a yearlong planning process that emanated from a program review in FY 2018. Designed to reduce costs and streamline operations, the reorganization reduced the staff-to-supervisor ratio by 33 percent. It also repositioned OCR's staff from being dual-hatted, under an inefficient matrix model, to fully dedicated to key mission areas. New goals for performance management were achieved through new position descriptions and

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⁵ See EEOC FY 2018 Annual Report on the Federal Workforce, Tables B-8, at https://www.eeoc.gov/federal/reports/tables.cfm

performance plans for OCR staff. Further, as part of staffing changes, OCR secured an in-house attorney to serve exclusively as firewall counsel for OCR and devoted resources to employee training and development.

<u>Training</u>. GSA piloted civility in the workplace training offered by the EEOC. Seventy-five GSA employees, including managers, supervisors, and senior executives, learned valuable information on how to prevent or mitigate harassment and cultivate a respectful workplace. OCR also conducted an extensive training and outreach campaign, training over 200 employees in unconscious bias and other EEO-related topics.

<u>Performance Elements Related to EEO Principles</u>. Fulfilling a commitment from its FY 2018 Management Directive 715 annual report, GSA implemented in November 2019 a policy requiring all supervisors' performance plans to include a performance measure that evaluates their commitment to EEO principles and to leading a diverse workforce.

<u>Increased ADR Participation Rates</u>. GSA offers ADR to all aggrieved persons and complainants. In FY 2019, GSA actively promoted ADR during all phases of the complaint process and in EEO-related training for GSA employees. ADR was elected in 86 out of 134 informal cases (64 percent).

Reporting.

- 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.

E.5—Executive Summary: Planned Activities

In addition to addressing the program deficiencies outlined in Part E.2, in FY 2020 GSA will undertake several activities to further move the agency toward being a model EEO agency.

Reconstitution of the Barrier Analysis Workgroup: As a result of OCR's focus on completing the reorganization/restructure, and the affirmative employment program manager position being vacant, OCR did not engage OHRM or GSA program directorate staff to participate in the barrier analysis review major agency personnel policies and procedures as contemplated in its FY 2018 report. Reforming the barrier analysis workgroup (BAW) and rebooting a robust affirmative employment program will be a primary focus of OCR during FY 2020. OCR expects to hire a new affirmative employment program manager and begin conducting barrier analysis again by the end of FY 2020.

Reinforcing the EEO Program: One result of the reorganization was that OCR hired a new director to oversee EEO case processing, the affirmative employment program, and external programs. During FY 2020, OCR will fill other critical vacant positions, including that of affirmative employment program manager. OCR has begun the recruitment process and expects to have the new affirmative employment program manager onboard by the fourth quarter of FY 2020. Additional areas of focus include the following:

- Developing a five-year strategic plan aimed at enhancing OCR's efficiency and effectiveness under the new structure.
- Expanding OCR's capability to offer a range of EEO-related training topics and delivery options agency-wide.

Support of Special Emphasis Programs: Since FY 2019, OHRM has lost staff that supported GSA's diversity and inclusion program. During FY 2020, OHRM will work to fill the open positions within OHRM and then collaborate with OCR to reconstitute the BAW and re-engage affinity groups such as the Veterans Employee Resource Association, and the Lesbian, Gay, Bisexual and Transgender and Allies Employee Association in BAW discussions.

CERTIFICATION OF ESTABLISHMENT OF CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Mary Gibert, Associate Administrator for Civil Rights, Office of Civil Rights (OCR), ES-0340-00, am the Principal EEO Director for the *General Services Administration*.

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

The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure, or practice is operating to disadvantage any group based on race, national origin, sex, or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this annual EEO program status report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon **Decas** signed by:

x Mary V. Gibert
2D506F41ED214BA...

Signature of Mary D. Gibert, Principal EEO Director:

Certifies that this Agency Annual EEO Program Status Report is in compliance with EEOC MD-715.

X aleint Bright

Signature of Allison Brigati, Deputy Administrator, for Emily W. Murphy, Agency Head, GSA:

Certifies that this Agency Annual EEO Program Status Report is in compliance with EEOC MD-715.

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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
A.1—The agency issues an effective, up-to-date EEO policy statement.		
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	October 4, 2019
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
A.2—The agency has communicated EEO policies and procedures to all employees.		
A.2.a. Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1Anti-harassment policy? [see: MD-715, II(A)]	Yes	
A.2.a.2Reasonable 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.1The 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.2Written 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.3Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If "yes," please provide the internet address in the comments column.	Yes	https://insite.gsa.gov/directives- library/policy-and-procedures-for- providing-reasonable-accommodation-for individuals-with-disabilities-23001-hrm
A.2.c. Does the agency inform its employees about the following topics:		
A.2.c.1EEO 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.2ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	Yes	Biannually
A.2.c.3Reasonable 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

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Measures	Met?	Comments
A.3—The agency assesses and ensures EEO principles are part of its culture. 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 discussions.
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.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.		
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? If "yes," please provide the title of the agency head designee in the comments.	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	GSA's org chart is being corrected to accurately show reporting structure. See attached performance plan showing that the EEOC Director reports to agency head.
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)] If "yes," please provide the date of the briefing in the comments column.	Yes	-
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	
Measures	Met?	Comments
B.2—The EEO Director controls all aspects of the EEO program.		
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	

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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
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	
Measures	Met?	Comments
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.1to conduct a self-assessment of the agency for possible program deficiencies? [see: MD-715, II(D)]	Yes	
B.4.a.2to enable the agency to conduct a thorough barrier analysis of its workforce? [see: MD-715, II(B)]	Yes	
B.4.a.3to 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.4to 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.5to 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.6to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see: MD-715, II(B)]	Yes	
B.4.a.7to 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.8to 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.9to 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.10to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	
B.4.a.11to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	

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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
B.5—The agency recruits, hires, develops, and retains supervisors and managers who have <u>effective</u> 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.1EEO Complaint Process? [see: MD-715(II)(B)]	Yes	
B.5.a.2Reasonable Accommodation Procedures? [see: 29 C.F.R. § 1614.102(d)(3)]	Yes	
B.5.a.3Anti-Harassment Policy? [see: MD-715(II)(B)]	Yes	
B.5.a.4Supervisory, 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.5ADR, 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
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]	No	GSA conducted no barrier analysis in FY2019 due to OCR's reorganization and AEP vacancy. See Part J for OCR's plan to relaunch the AEP in FY 2020.
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]	No	GSA conducted no barrier analysis in FY2019 due to OCR's reorganization and AEP vacancy. See Part J for OCR's plan to relaunch the AEP in FY 2020.
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)]	No	GSA conducted no barrier analysis in FY2019 due to OCR's reorganization and AEP vacancy. See Part J for OCR's plan to relaunch the AEP in FY 2020.

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.

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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)] If "yes," please provide the schedule for conducting audits in the comments section.	N/A	GSA has had a centrally managed and operated civil rights program since 2015; there are no separate programs run by 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"</i> , please provide the schedule for conducting audits in the comments section.	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
C.2—The agency has established procedures to prevent all forms of EEO discrimination.		
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	
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	
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	
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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	https://insite.gsa.gov/directives- library/policy-and-procedures-for- providing-reasonable- accommodation-for-individuals- with-disabilities-23001-hrmth-
Measures	Met?	Comments
C.3—The agency evaluates managers and supervisors on their efforts to ensure equal opportunity.		
C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes	
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.1Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see: MD-110, Ch. 3.I]	Yes	
C.3.b.2Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see: 29 CFR §1614.102(b)(6)]	Yes	
C.3.b.3Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see: MD-715,II(C)]	Yes	
C.3.b.4Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see: MD-715 Instructions, Sec. I]	Yes	
C.3.b.5Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
C.3.b.6Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	
C.3.b.7Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes	
C.3.b.8Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes	
C.3.b.9Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes	
C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes	
Measures	Met?	Comments

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C.4—The agency ensures that there is effective coordination between its EEO/civil rights programs and Human Resources (HR) program.		
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)]	Yes	
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)]	Yes	
C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see: MD-715, II(C)]	Yes	
C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
Measures	Met?	Comments
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 Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	Yes	
C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	Zero individuals
C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes	
Measures	Met?	Comments
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] If "yes," please identify the frequency of the EEO updates in the comments column.	Yes	EEO updates are provided to Regional Administrators monthl The Agency Head also regularly receives EEO updates.
C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
Essential Element D: Proactive Prevention		

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.

Measures	Met? Comments
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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]	Yes	
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]	Yes	
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)]	Yes	GSA plans to further revise the exit survey in FY 2020
Measures	Met?	Comments
D.2—The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)		GSA conducted no barrier analysis in FY2019
D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see: MD-715, (II)(B)]	No	due to OCR's reorganization and AEP vacancy. See Part H for OCR's plan to relaunch the AEP in FY 2020.
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)]	No	GSA conducted no barrier analysis in FY2019 due to OCR's reorganization and AEP vacancy. See Part H for OCR's plan to relaunch the AEP in FY 2020.
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)]	No	Agency reorganizations and realignments are based on business needs that assist the agency in accomplishing its mission.
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] If "yes", please identify the data sources in the comments column.	No	GSA did not have a barrier analysis process for FY 2019; however, there were periodic reviews of information related to EEO data, exit surveys, the reasonable accommodation program, and the anti-harassment program.
Measures	Met?	Comments
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)]	No	GSA conducted no barrier analysis in FY2019 due to OCR's reorganization and AEP vacancy. See Part H for OCR's plan to
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)]	No	relaunch the AEP in FY 2020. GSA conducted no barrier analysis in FY2019 due to OCR's reorganization and AEP vacancy. See Part H for OCR's plan to relaunch the AEP in FY 2020.
D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	No	GSA conducted no barrier analysis in FY2019 due to OCR's reorganization and AEP vacancy. See Part H for OCR's plan to relaunch the AEP in FY 2020.
Measures	Met?	Comments
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	https://www.gsa.gov/about- us/organization/office-of-civil-rights/office- of-civil-rights-library
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	

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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] If "yes," please identify the data sources in the comments column.

Yes Personnel data from 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
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)? If "yes," please provide the average processing time in the comments.	Yes	18 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)?	N/A	
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)] If "yes," please describe how in the comments column.	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
E.2—The agency has a neutral EEO process.		
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)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	Under the reorganization started in FY 2019 OCR added to its staff an attorney who conducts legal sufficiency reviews solely for 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)]	N/A	OCR does not rely on agency defensive counsel. OCR has its own firewall counsel.

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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
E.3—The agency has established and encouraged the widespread use of a fair ADR process.		
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 participates in EEO-work groups and committees and incorporates best practices from those discussions.
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	

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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.

Met?	Comments
Yes	
Yes	
Yes	
Yes	
Met?	Comments
<u>1</u>	
Yes	
Yes	
N/A	
Z's Yes	
Yes	
Met?	Comments
Yes	
Yes	
	Yes Yes Yes Yes Met? d Yes N/A Yes Yes Met?

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

Essential Element Deficiency Category Description of Program Deficiency

Deficiencies Identified in GSA MD-715 Report for FY 2018's C.3—The agency evaluates managers and supervisors on their efforts to ensure equal opportunity.

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?

C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:

C.3.b.1 ...Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see: MD-110, Ch. 3.I]

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)]

C.3.b.3 ... Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see: MD-715,II(C)]

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]

C.3.b.5 ... Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]

C.3.b.6 ... Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR $\S1614.102(a)(8)$]

C.3.b.7...Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]

C.3.b.8...Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]

C.3.b.9...Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]

Essential Element C:

Management and

Program Accountability:

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.

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	11/14/2019

Responsible Official(s)

Title/Program Office	Name
Associate Administrator, Office of Civil Rights	Mary D. Gibert
Supervisory HR Specialist, OHRM	Alexandra Vernacchio

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EEO Planned Activities, Objectives and Dates for Completion

Planned Activities	Date Initiated	Target Date	Date Completed
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	4/19/2019
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	7/22/2019

Report of Accomplishments and Modifications to Plan Objectives:

GSA modified the Leading People critical element to include EEO-related requirements. On November 14, 2019, GSA implemented a policy that made the revised Leading People critical element mandatory for all supervisors' and managers' performance plans.

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

Statement of Model Program Deficiency (Element)	Deficiency Category	Description of Program Deficiency
Deficiencies Identified in GSA MD-715 Report for FY 2018 (continued)		
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

Objective	Date Initiated	Target Date	Date Completed
Develop project plan to ensure timely drafting/coordination/signature of No FEAR Act report.	10/01/2018	9/30/2019	11/01/2019

Responsible Official(s)

Title/Program Office	Name
Management and Program Analyst, OCR	Shannon Klonecki
Performance Standards Address Plan? Yes	

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	1/18/2019
Finalize project plan and implement.	April 1, 2019	7/1/2019	11/01/2019

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

The agency's No FEAR Act Report for FY 2019 was submitted to the EEOC on March 26, 2020, two days before the March 28, 2020 deadline.

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

Statement of Model Program Deficiency (Element)	Deficiency Category	Description of Program Deficiency
Deficiencies Identified in GSA MD-715 Report for FY 2019, continued B.6.b. Do senior managers participate in the barrier analysis process? [see: MD-715 Instructions, I] 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] B.6.d. 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)]	Essential Element B: Integration of EEO into the Agency's Strategic Mission	As a result of OCR's focus on completing the reorganization/restructure, and the affirmative employment program manager being vacant, OCR did not engage OHRM or GSA program directorate staff to participate in the barrier analysis review major agency personnel policies and procedures as contemplated in its FY 2018 report. Reforming the BAW Group and rebooting a robust affirmative employment program will be a primary focus of OCR during FY 2020. OCR expects to hire a new affirmative employment program manager and begin conducting barrier analysis again by the end of O2 of FY 2021.

Objectives and Dates for EEO Plan

Objective	Date Initiated	Target Date	Date Completed
To reboot the affirmative employment program and review barrier analysis process.	04/15/2020	09/30/2020	

Responsible Official(s)

Title/Program Office	Name
Deputy Associate Administrator, OCR	Aluanda Drain
Director, Mission Delivery, OCR	Darlene Thompson
Affirmative Employment Program Manager, Mission Delivery, OCR	TBD

EEO Planned Activities, Objectives and Dates for Completion

Planned Activities	Date Initiated	Target Date	Date Completed
Hire a new affirmative employment program manager.	04/15/2020	07/01/2020	
Evaluate agency needs and provide a project plan for rebooting program to OCR management for review.	07/01/2020	09/01/2020	
Develop a project plan for outlining senior managers involvement in barrier analysis.	09/01/2020	09/30/2020	

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		
Deficiencies Identified in GSA MD-715 Report for FY 2019, continued D.2.a. Does the agency have a process for analyzing the identified triggers to	Essential Element D:	As a result of OCR's focus on completing the reorganization/restructure, and the affirmative employment program manager being vacant,		
find possible barriers? [see: MD-715, (II)(B)]	Proactive Prevention	OCR did not engage OHRM or GSA program directorate staff to participate in the barrier		
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)]		analysis review major agency personnel policies and procedures as contemplated in its FY 2018 report. Reforming the BAW Group and		
D.2.c. Does the agency consider whether any group of employees or applicant might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]		rebooting a robust affirmative employment program will be a primary focus of OCR during FY 2020. OCR expects to hire a new affirmative		
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] If "yes", please identify the data sources in the comments column.	urces of information employment progra employee climate conducting barrier a aluations, anti- able accommodation cial interest groups?			
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)]				
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)]				
D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, $II(D)$]				

Objectives and Dates for EEO Plan

Objective	Date Initiated	Target Date	Date Completed
To reboot the affirmative employment program and re-engage OHRM.	04/15/2020	10/01/2020	

Responsible Official(s)

Title/Program Office	Name
Deputy Associate Administrator, OCR	Aluanda Drain
Director, Mission Delivery, OCR	Darlene Thompson
Program Manager, Mission Delivery, OCR	TBD

EEO Planned Activities, Objectives and Dates for Completion

Planned Activities	Date Initiated	Target Date	Date Completed
Hire a new affirmative employment program manager.	04/15/2020	07/01/2020	
Evaluate agency needs and provide a project plan for rebooting program to OCR management for review.	07/01/2020	09/01/2020	

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Establish working group between OHRM and OCR by identifying key individuals within both programs.	09/01/2020	09/30/2020
Review the BAW group function and establish a plan for establishing group in FY 2021.	09/01/2020	09/30/2020

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

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

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

As indicated in the Executive Summary, at Par J, Barrier Analysis, GSA did not conduct barrier analysis and therefore has not developed an action plan for any of the identified triggers. GSA will revisit this upon the hiring of an affirmative employment program manager, which is expected to be completed by the fourth quarter of FY 2020.

Source of trigger: N/A
Specific workforce table: N/A
Group(s) affected by trigger: N/A

BARRIER ANALYSIS:

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

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?	BARRIERS IDENTIFIED?			
Y/N	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				

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

<u>Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of</u> 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.

Section I: Efforts to Reach Regulatory Goals		EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.						
1. Using the 12% goal, does your agency have a trigger involving IWD	GS-1/10: Yes/ No							
by grade cluster in the permanent workforce?	GS-11-SES: Yes/No	The rate of representation is 10.5%.	The rate of representation is 10.5%.					
2. Using the 2% goal, does your agency have a trigger involving GS-1/10: Yes/No								
PWTD by grade cluster in the permanent workforce?	GS-11-SES Yes/No	The rate of representation is 1.5%.						
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.					
Section II: Model Disability Program		Pursuant to (29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training, and resources to recruit and hire 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.						
 Plan to Provide Sufficient and Control Has the agency designated sufficient personnel for its disability program describe the plan to improve staffin 	ient ? If "no,"	affing for the Disability Program						
2. Identify all staff responsible for implementing the agency's disabilit		Disability Program Task	Full Time	Part Time	Coll.	Responsible Official (Office; Name; Title; Email)		
employment program by the office, staff employment status, and responsible official.		Processing applications from PWD and PWTD (number of FTE staff by status):			1	OHRM; Taunya Stewart, Special Placement Program Coordinator, 202-230-3259, taunya.stewart@gsa.gov		
		Answering questions from the public about disability hiring authorities:			1	OHRM; Taunya Stewart, Special Placement Program Coordinator, 202-230-3259, taunya.stewart@gsa.gov		

2. Identify all staff seems with the	Dunancium Danier - III-			20	OUDAN Con link to DAG
2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.	Processing Reasonable Accommodation Requests from employees/applicants:			20	OHRM; See link to RAC page (RA Coordinators, attached): https://insite.qsa.qov/topics/hr-pay-and-leave/policies-and-
(Continued)					resources/reasonable- accommodation/reasonable- accommodation-coordinators
	Section 508 compliance:			23	OIT; OCR; See link to 508 Coordinator page, attached):
					https://insite.qsa.qov/topics/infor mation-technology/508- accessibility/coordinators-and- contacts?term=section%20508%20 compliance
	Architectural Barriers Act Compliance			2	OCR; Evelyn Britton; Branch Chief, External Programs; (601) 410-3594, evelyn.britton@gsa.gov;
					Rex Pace, Architect, PBS, (202)969-4026, rex.pace@gsa.gov
	Special Emphasis Program for PWD and PWTD			1	OHRM; Taunya Stewart, Special Placement Program Coordinator, 202-230-2359, taunya.stewart@gsa.gov
3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If "yes," describe the training received. If "no", describe the training planned for the upcoming year. <i>Yes/No</i>	All staff receives annual training in t resources, information technology,			cy, acros	s program offices like human
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. Yes/No					
Section III: Plan to Recruit and Hire PWD	Pursuant to 29 C.F.R. § 1614.203(d) the recruitment and hiring of persoidentify outcomes of the agency's r	ns with d	isabilities.	The que	stions below are designed to
A. Plan to Identify Job Applicants with Disab	ilities				
1. Describe the programs and resources the agency uses to identify job applicants with disabilities including PWTD.	GSA uses OPM's Shared Register of Program and targeted recruitment.	Candidate	es with Disa	ibilities,	the Workforce 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.	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).						
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.	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.						
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.						
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. Yes/No	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.						
B. Plan to Establish Contacts with Disability Employment Organizations							
Describe the agency's efforts to establish and maintain contacts with orgs that assist PWD/TD securing/maintaining employment.	and 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 focu 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.						
C. Progression Towards Goals (Recruitment	and Hiring)						
1. Using goals of 12% for PWD and 2% for	PWD: Yes/ No						
ITWD as the benchmarks, do triggers exist among the new hires? If yes, describe.	PWTD: Yes/ No						
2. Do triggers exist for PWD/PWTD among	PWD: Yes/ No						
the new hires for any of the mission critical occupations? If yes, describe.	PWTD: Yes/ No						
3. Do triggers exist for PWD/PWTD among	PWD: Yes/ No						
qualified internal applicants for any of the mission critical occupations? If yes, describe.	PWTD: Yes/ No						
4. Do triggers exist for PWD/PWTD among	PWD: Yes/ No						
employees promoted to any of the mission critical occupations? If "yes," describe.	PWTD:						

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.						
В.	Career Development Opportunities								
	Please describe the career lopment opportunities that the age ides to its employees	ncy				rt to produce FEC ent; EEO complai			
	2. In the table below, please p mmendation/approval to participat								
	Career Development Opportunities		Total Participants		PWD		PWTD		
			licants (#) Selectees (#)		Applicants (%)	Selectees (%)	Applicants (%)	Selectees(%)	
	Internship Programs								
	Fellowship Programs								
	Mentoring Programs								
	Coaching Programs								
	Training Programs								
	Detail Programs								
	Other Career Development Programs								
							,		
3. Do triggers exist for PWD among the			Applicants: Yes/No N/A - no dat		ata available.				
	licants/selectees for career develop grams? If "yes", describe.	ment	Selectee Yes/No		N/A - no data available.				
	o triggers exist for PWTD among th		Applican Yes/No		ata available.				
applicants/selectees for career development programs? If yes, describe.			Selectees: Yes/No N/A - no data available.						

C. Awards		
December of the second state of the second sta	PWD: Yes/ No	
Does your agency have a trigger involving PWD/PWTD for time-off awards, bonuses, or other incentives? If "yes," please describe.	PWTD: Yes/ No	
D. Promotions/Hires		
1. Does your agency have a trigger involving PW	<u>D</u> among th	e qualified internal applicants/selectees for promotions to the senior grade levels?
aSES positions (and related senior	Qualified: Yes/ No	
executive-level positions)? If yes, describe.	Selected: Yes/ No	
	Qualified: Yes/No	
bGrade 15 positions? If yes, describe.	Selected: Yes/No	5.4% qualified, 4.25% selected; pool is 6.9%
cGrade 14 positions? If yes, describe.	Qualified: Yes/No	2. FM munified 0.00/ colorady modify 9.20/
	Selected: Yes/No	3.5% qualified, 0.0% selected; pool is 8.3%
	Qualified: Yes/No	
dGrade 13 positions? If yes, describe.	Selected: Yes/No	6.7% qualified, 1.7% selected; pool is 12.4%
2. Does your agency have a trigger involving <u>PW</u> levels?	TD among t	he qualified internal applicants/selectees for promotions to the senior grade
aSES positions? If yes, please describe the	Qualified: Yes/ No	
trigger(s).	Selected: Yes/ No	
bGrade 15 positions? If yes, please	Qualified: Yes/ No	
describe the trigger(s).	Selected: Yes/ No	
cGrade 14 positions? If yes, please	Qualified: Yes/ No	
describe the trigger(s).	Selected: Yes/ No	
dGrade 13 positions? If yes, please	Qualified: Yes/ No	
describe the trigger(s).	Selected: Yes/ No	

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3. Using the qualified applicant pool as the benc levels?	hmark, doe	s your agency have a trigger involving <u>PWD</u> among new hires to senior grade
aSES positions? If yes, please describe.	Qualified: Yes/ No Selected: Yes/ No	
bGrade 15 positions? If yes, please describe.	Qualified: Yes/No Selected: Yes/No	7.4% qualified and 2.56% selected
cGrade 14 positions? If yes, describe.	Qualified: Yes/ No Selected: Yes/ No	
dGrade 13 positions? If yes, describe.	Qualified: Yes/No Selected: Yes/No	7.88% qualified and 5.58% selected
4. Using the qualified applicant pool, does your aSES positions? If yes, please describe.	agency have Qualified: Yes/ No	e a trigger involving PWTD among the new hires to the senior grade levels?
bGrade 15 positions? If yes, describe.	Selected: Yes/No Qualified: Yes/No Selected:	3.3% qualified and 0.0% selected
cGrade 14 positions? If yes, please describe the trigger(s).	Yes/No Qualified: Yes/No Selected: Yes/No	
dGrade 13 positions? If yes, please describe the trigger(s).	Qualified: Yes/ No Selected: Yes /No	3.65 qualified and 2.8% selected
5. Does your agency have a trigger involving PW	D among th	e qualified internal applicants/selectees for promotions to supervisory positions?
aSES positions (and related senior executive-level positions)? If yes, please	Qualified: Yes/ No Selected:	

Yes/No

describe the trigger(s).

	Qualified: Yes/ No	
bSupervisors? If yes, please describe.	Selected: Yes/ No	
6. Does your agency have a trigger involving P		ualified internal applicants/selectees for promotions to supervisory positions?
a SES positions (and related senior	Qualified:	
executive-level positions)? If yes, please describe the trigger(s).	Yes/ No	
	Selected: Yes/ No	
	Qualified:	
bSupervisors? If yes, please describe the trigger(s).	Yes/ No	
	Selected: Yes/ No	
7. Using the qualified applicant pool, does you	r agency have	a trigger involving <u>PWD</u> among selectees for new hires to supervisory positions?
a SES positions (and related senior	Qualified:	
executive-level positions)? If yes, please describe the trigger(s).	Yes/ No	
	Selected:	
	Yes/ No Qualified:	
bSupervisors? If yes, please describe the trigger(s).	Yes/ No	
uiggei(s).	Selected: Yes/ No	
8. Using the qualified applicant pool, does you	r agency have	a trigger involving <u>PWTD</u> among selectees for new hires to supervisory positions?
a SES positions (and related senior	Qualified:	
executive-level positions)? If yes, please describe the trigger(s).	Yes/ No	
	Selected:	
	Yes/ No	
	Qualified:	
bSupervisors? If yes, please describe the	Yes/ No	
trigger(s).	Selected:	
	Yes/ No	
Section V:		del employer for PWD, agencies must have policies and programs in place to
Plan to Improve Retention of Persons with Disabilities	separation	oyees with disabilities. In this section, agencies should: (1) analyze workforce data to identify barriers; (2) describe efforts to ensure accessibility of technology s; and (3) provide information on the RA program and workplace PAS.
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	
Using inclusion rate as a benchmark, did the percentage of PWD among separations	Voluntary: Yes/ No
exceed that of persons without disabilities? If yes, please describe the trigger(s).	Invol.: Yes/ No
Using inclusion rate as a benchmark, did the percentage of PWTD among separations	Voluntary: 15.5% PWTD separated; 6.2% inclusion rate Yes/No
exceed that of persons without disabilities? If yes, please describe the trigger(s).	Invol.: Yes/ No
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.	Employees voluntarily left the agency by resignation or retirement.
B. Accessibility of Technology and Facilities	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.
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.	https://www.gsa.gov/policy-regulations/policy/information-integrity-and-access/it-accessibilitysection-508
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.	https://www.gsa.gov/real-estate/design-construction/accessible-facility-design
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.	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 is unable to for any reason. OAS also provides workplace modifications when needed from a centralized budget.

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.
Provide the average timeframe for processing initial requests for reasonable accommodations during the reporting period.	29.5 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.	The Office of Administrative Services works closely with the Public Buildings Service 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.
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.	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.
Section VI:	
EEO Complaint Data Involving Harassment	
A. EEO Complaint Data Involving Harassment	
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? Yes/No	
2. During the last fiscal year, did any complaints alleging harassment based on disability result in a finding of discrimination or a settlement agreement? Yes/No	Three settlements for three cases; one case had disability as its only basis; two cases had disability as one basis of multiple claimed.

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. Yes/No		
B. EEO Complaint Data Involving Reasonable Acc	commodation	
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? Yes/No		
	One settlement for one ca complaints from above wi	ise; disability was one basis of five claimed; complaint is one of the th harassment allegation.
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. Yes/No		
Identification and Removal of Barriers		uires agencies to conduct a barrier analysis when a trigger suggests or practice may be impeding the employment opportunities of a
1. Has the agency identified any barriers that affect employment opportunities for PWD and PWTD? Yes/ No		
2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD? Yes/ No		
3. Identify each trigger and plan to remove the lactivities, and where applicable, accomplishmen		fied barrier(s), objective(s), responsible official(s), planned
Frigger 1		
Barrier(s)		
Objective(s)		
Responsible Official(s):		Performance Standards Address the Plan? Yes/No
Barrier Analysis Process Completed? Yes/No		Barrier(s) Identified? Yes/No
Sources of Data	Reviewed? Yes/No	Identify Information Collected

Workforce Data	Tables				
Complaint Data	(Trends)				
Grievance Data	(Trends)				
Findings (EEO/G	rievance/MSPB/Anti-Harassment)				
Climate Assessm	nent Survey (e.g., FEVS)				
Exit Interview Da	ata				
Focus Groups					
Interviews					
Reports (Congre	ess, EEOC, MSPB, GAO, OPM)				
Other (Please De	escribe) RA Data Records				
Target Date	Planned Activities		Sufficient Staff/Funding Yes / No	Modified Date N/A	Completion Date
4. Please explair	n the factors that prevented the ager	ncy from timely comple	ting any of the plann	ed activities.	1
5. For the plann	ed activities that were completed, pl	ease describe the actu	al impact of those act	tivities toward elim	inating the barriers.

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6. If the planned activities were completed, please describe the how the agency intends to improve the plan for the next fiscal year.

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)																	
Employment Tenure	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2010 %	100	51.84	48.16	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	11051	5938	5113	319	304	4004	2577	1142	1816	383	337	16	17	53	33	21	29
Total Workforce: Prior FY %	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
Total Workforce: Current FY #	11326	6100	5226	377	344	4034	2593	1177	1839	405	346	16	14	52	42	39	48
Total Workforce: Current FY %	100	53.86	46.14	3.33	3.04	35.62	22.89	10.39	16.24	3.58	3.05	0.14	0.12	0.46	0.37	0.34	0.42
Total Workforce: Difference #	275	162	113	58	40	30	16	35	23	22	9	0	-3	-1	9	18	19
Total Workforce: Ratio Change %	0.00	0.13	-0.13	0.44	0.29	-0.61	-0.43	0.06	-0.19	0.11	0.00	0.00	-0.03	-0.02	0.07	0.15	0.16
Total Workforce: Net Change %	2.49	2.73	2.21	18.18	13.16	0.75	0.62	3.06	1.27	5.74	2.67	0.00	-17.65	-1.89	27.27	85.71	65.52
EMPLOYEE GAINS				-				-			-			•	-		
Total Workforce: New Hires #	1227	705	522	53	37	426	253	142	171	62	45	2	0	5	6	15	10
Total Workforce: New Hires %	100	57.46	42.54	4.32	3.02	34.72	20.62	11.57	13.94	5.05	3.67	0.16	0.00	0.41	0.49	1.22	0.81
EMPLOYEE LOSSES				-				-									
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	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 Workforce: Removal #	18	7	11	0	2	3	3	3	6	1	0	0	0	0	0	0	0
Total Workforce: Removal %	100	38.89	61.11	0.00	11.11	16.67	16.67	16.67	33.33	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	254	135	119	8	7	99	69	18	31	10	12	0	0	0	0	0	0
Total Workforce: Resignation %	100	53.15	46.85	3.15	2.76	38.98	27.17	7.09	12.20	3.94	4.72	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Retirement #	424	257	167	9	12	193	92	37	52	14	10	0	0	3	1	1	0
Total Workforce: Retirement %	100	60.61	39.39	2.12	2.83	45.52	21.70	8.73	12.26	3.30	2.36	0.00	0.00	0.71	0.24	0.24	0.00
Total Workforce: Other Separations #	304	162	142	9	7	97	58	38	59	13	12	1	1	3	2	1	3
Total Workforce: Other Separations %	100	53.29	46.71	2.96	2.30	31.91	19.08	12.50	19.41	4.28	3.95	0.33	0.33	0.99	0.66	0.33	0.99
Total Workforce: Total Separations #	1000	561	439	26	28	392	222	96	148	38	34	1	1	6	3	2	3
Total Workforce: Total Separations %	100	56.10	43.90	2.60	2.80	39.20	22.20	9.60	14.80	3.80	3.40	0.10	0.10	0.60	0.30	0.20	0.30
PERMANENT WORKFORCE	_																
Permanent Workforce: Prior FY #	10743	5774	4969	311	295	3899	2499	1106	1768	370	329	15	17	52	32	21	29
Permanent Workforce: Prior FY %	100	53.75	46.25	2.89	2.75	36.29	23.26	10.30	16.46	3.44	3.06	0.14	0.16	0.48	0.30	0.20	0.27
Permanent Workforce: Current FY #	10814	5773	5041	311	305	3857	2505	1132	1811	383	339	15	14	52	33	23	34
Permanent Workforce: Current FY %	100	53.38	46.62	2.88	2.82	35.67	23.16	10.47	16.75	3.54	3.13	0.14	0.13	0.48	0.31	0.21	0.31
Permanent Workforce: Difference #	71	-1	72	0	10	-42	6	26	43	13	10	0	-3	0	1	2	5
Permanent Workforce: Ratio Change %	0.00	-0.37	0.37	-0.01	0.07	-0.62	-0.10	0.17	0.29	0.10	0.07	0.00	-0.03	0.00	0.01	0.01	0.04
Permanent Workforce: Net Change %	0.66	-0.02	1.45	0.00	3.39	-1.08	0.24	2.35	2.43	3.51	3.04	0.00	-17.65	0.00	3.13	9.52	17.24

File Process Date and Time: 06/30/20	20 00.	.201 101															
Employment Tenure	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
EMPLOYEE GAINS							_			-							
Permanent Workforce: New Hires #	1046	612	434	52	36	364	208	124	146	53	33	2	0	3	4	14	7
Permanent Workforce: New Hires %	100	58.51	41.49	4.97	3.44	34.80	19.89	11.85	13.96	5.07	3.15	0.19	0.00	0.29	0.38	1.34	0.67
EMPLOYEE LOSSES		•	•						•			•		•			AST
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	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
Permanent Workforce: Removal #	18	7	11	0	2	3	3	3	6	1	0	0	0	0	0	0	0
Permanent Workforce: Removal %	100	38.89	61.11	0.00	11.11	16.67	16.67	16.67	33.33	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	254	135	119	8	7	99	69	18	31	10	12	0	0	0	0	0	0
Permanent Workforce: Resignation %	100	53.15	46.85	3.15	2.76	38.98	27.17	7.09	12.20	3.94	4.72	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Retirement #	424	257	167	9	12	193	92	37	52	14	10	0	0	3	1	1	0
Permanent Workforce: Retirement %	100	60.61	39.39	2.12	2.83	45.52	21.70	8.73	12.26	3.30	2.36	0.00	0.00	0.71	0.24	0.24	0.00
Permanent Workforce: Other Separations #	266	145	121	8	6	83	46	36	55	13	9	1	1	3	2	1	2
Permanent Workforce: Other Separations %	100	54.51	45.49	3.01	2.26	31.20	17.29	13.53	20.68	4.89	3.38	0.38	0.38	1.13	0.75	0.38	0.75
Permanent Workforce: Total Separations #	962	544	418	25	27	378	210	94	144	38	31	1	1	6	3	2	2
Permanent Workforce: Total Separations %	100	56.55	43.45	2.60	2.81	39.29	21.83	9.77	14.97	3.95	3.22	0.10	0.10	0.62	0.31	0.21	0.21
TEMPORARY WORKFORCE		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Temporary Workforce: Prior FY #	308	164	144	8	9	105	78	36	48	13	8	1	0	1	1	0	0
Temporary Workforce: Prior FY %	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
Temporary Workforce: Current FY #	512	327	185	66	39	177	88	45	28	22	7	1	0	0	9	16	14
Temporary Workforce: Current FY %	100	63.87	36.13	12.89	7.62	34.57	17.19	8.79	5.47	4.30	1.37	0.20	0.00	0.00	1.76	3.13	2.73
Temporary Workforce: Difference #	204	163	41	58	30	72	10	9	-20	9	-1	0	0	-1	8	16	14
Temporary Workforce: Ratio Change %	0.00	10.62	-10.62	10.29	4.70	0.48	-8.13	-2.90	-10.11	0.08	-1.23	-0.12	0.00	-0.32	1.44	3.13	2.73
Temporary Workforce: Net Change %	66.23	99.39	28.47	725.00	333.33	68.57	12.82	25.00	-41.67	69.23	-12.50	0.00	0.00	-100.00	800.00	0.00	0.00
EMPLOYEE GAINS	_							-		-						-	
Temporary Workforce: New Hires #	181	93	88	1	1	62	45	18	25	9	12	0	0	2	2	1	3
Temporary Workforce: New Hires %	100	51.38	48.62	0.55	0.55	34.25	24.86	9.94	13.81	4.97	6.63	0.00	0.00	1.10	1.10	0.55	1.66
EMPLOYEE LOSSES	_																
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	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
Temporary Workforce: Removal #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	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
Temporary Workforce: Resignation #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	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
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	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

For period covering October 1, 2018 to September 30, 2019.

Employment Tenure	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Other Separations #	38	17	21	1	1	14	12	2	4	0	3	0	0	0	0	0	1
Temporary Workforce: Other Separations %	100	44.74	55.26	2.63	2.63	36.84	31.58	5.26	10.53	0.00	7.89	0.00	0.00	0.00	0.00	0.00	2.63
Temporary Workforce: Total Separations #	38	17	21	1	1	14	12	2	4	0	3	0	0	0	0	0	1
Temporary Workforce: Total Separations %	100	44.74	55.26	2.63	2.63	36.84	31.58	5.26	10.53	0.00	7.89	0.00	0.00	0.00	0.00	0.00	2.63

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2010 %	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
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
Permanent Workforce #	10814	5773	5041	311	305	3857	2505	1132	1811	383	339	15	14	52	33	23	34
Permanent Workforce %	100	53.38	46.62	2.88	2.82	35.67	23.16	10.47	16.75	3.54	3.13	0.14	0.13	0.48	0.31	0.21	0.31
PBS#	5255	3118	2137	156	148	2149	1072	596	737	169	143	9	8	29	12	10	17
PBS %	100	59.33	40.67	2.97	2.82	40.89	20.40	11.34	14.02	3.22	2.72	0.17	0.15	0.55	0.23	0.19	0.32
OAS#	145	50	95	3	5	24	37	20	44	2	4	0	0	0	4	1	1
OAS %	100	34.48	65.52	2.07	3.45	16.55	25.52	13.79	30.34	1.38	2.76	0.00	0.00	0.00	2.76	0.69	0.69
CBCA #	29	13	16	2	3	6	7	2	3	2	3	0	0	0	0	1	0
CBCA %	100	44.83	55.17	6.90	10.34	20.69	24.14	6.90	10.34	6.90	10.34	0.00	0.00	0.00	0.00	3.45	0.00
OGC #	140	60	80	1	2	52	52	5	17	1	9	0	0	0	0	1	0
OGC %	100	42.86	57.14	0.71	1.43	37.14	37.14	3.57	12.14	0.71	6.43	0.00	0.00	0.00	0.00	0.71	0.00
OGP#	189	88	101	3	3	64	56	16	36	5	4	0	0	0	0	0	2
OGP %	100	46.56	53.44	1.59	1.59	33.86	29.63	8.47	19.05	2.65	2.12	0.00	0.00	0.00	0.00	0.00	1.06
OIT#	489	307	182	17	9	184	79	47	69	55	25	1	0	3	0	0	0
OIT %	100	62.78	37.22	3.48	1.84	37.63	16.16	9.61	14.11	11.25	5.11	0.20	0.00	0.61	0.00	0.00	0.00
OSBU#	35	12	23	2	2	2	8	8	12	0	0	0	0	0	0	0	1
OSBU %	100	34.29	65.71	5.71	5.71	5.71	22.86	22.86	34.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.86
OHRM#	279	59	220	1	13	39	86	17	107	1	9	0	0	0	1	1	4
OHRM %	100	21.15	78.85	0.36	4.66	13.98	30.82	6.09	38.35	0.36	3.23	0.00	0.00	0.00	0.36	0.36	1.43
OIG#	289	157	132	13	11	111	70	21	35	12	15	0	0	0	0	0	1
OIG %	100	54.33	45.67	4.50	3.81	38.41	24.22	7.27	12.11	4.15	5.19	0.00	0.00	0.00	0.00	0.00	0.35
FAS#	3360	1720	1640	101	86	1151	876	332	560	110	93	6	5	15	14	5	6
FAS %	100	51.19	48.81	3.01	2.56	34.26	26.07	9.88	16.67	3.27	2.77	0.18	0.15	0.45	0.42	0.15	0.18
OCS/TTS#	75	31	44	2	4	21	24	7	13	1	3	0	0	0	0	0	0
OCS/TTS %	100	41.33	58.67	2.67	5.33	28.00	32.00	9.33	17.33	1.33	4.00	0.00	0.00	0.00	0.00	0.00	0.00
ADMIN/OCR/OIA/OCE/CBCA #	87	47	40	2	17	28	9	14	11	3	3	0	0	0	0	0	0
ADMIN/OCR/OIA/OCE/CBCA %	100	54.02	45.98	2.30	19.54	32.18	10.34	16.09	12.64	3.45	3.45	0.00	0.00	0.00	0.00	0.00	0.00
CFO#	524	185	339	9	17	107	151	38	140	24	29	0	1	3	1	4	0
CFO %	100	35.31	64.69	1.72	3.24	20.42	28.82	7.25	26.72	4.58	5.53	0.00	0.19	0.57	0.19	0.76	0.00

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Occupational Categories	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	10814	5773	5041	311	305	3857	2505	1132	1811	383	339	15	14	52	33	23	34
Permanent Workforce %	100	53.38	46.62	2.88	2.82	35.67	23.16	10.47	16.75	3.54	3.13	0.14	0.13	0.48	0.31	0.21	0.31
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
1. Management																	
Executives #	620	361	259	7	7	289	173	44	64	19	11	0	1	2	2	0	1
Executives %	100	58.23	41.77	1.13	1.13	46.61	27.90	7.10	10.32	3.06	1.77	0.00	0.16	0.32	0.32	0.00	0.16
Managers #	1374	805	569	43	31	604	325	122	164	31	40	1	1	2	5	2	3
Managers %	100	58.59	41.41	3.13	2.26	43.96	23.65	8.88	11.94	2.26	2.91	0.07	0.07	0.15	0.36	0.15	0.22
Supervisors #	11	1	10	0	1	0	5	1	2	0	2	0	0	0	0	0	0
Supervisors %	100	9.09	90.91	0.00	9.09	0.00	45.45	9.09	18.18	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00
Total Management #	2005	1167	838	50	39	893	503	167	230	50	53	1	2	4	7	2	4
Total Management %	100	58.20	41.80	2.49	1.95	44.54	25.09	8.33	11.47	2.49	2.64	0.05	0.10	0.20	0.35	0.10	0.20
2. Professionals #	7773	4496	3277	252	724	2472	1896	1432	312	266	280	11	15	45	26	18	24
Professionals %	100	57.84	42.16	3.24	9.31	31.80	24.39	18.42	4.01	3.42	3.60	0.14	0.19	0.58	0.33	0.23	0.31
3. Technicians #	121	100	21	4	2	57	10	34	8	3	1	0	0	2	0	0	0
Technicians %	100	82.64	17.36	3.31	1.65	47.11	8.26	28.10	6.61	2.48	0.83	0.00	0.00	1.65	0.00	0.00	0.00
4. Sales Workers #	480	272	208	11	21	165	97	86	78	8	12	0	0	2	0	0	0
Sales Workers %	100	56.67	43.33	2.29	4.38	34.38	20.21	17.92	16.25	1.67	2.50	0.00	0.00	0.42	0.00	0.00	0.00
5. Administrative Workers #	143	42	101	5	12	21	41	13	40	3	7	0	0	0	0	0	1
Administrative Workers %	100	29.37	70.63	3.50	8.39	14.69	28.67	9.09	27.97	2.10	4.90	0.00	0.00	0.00	0.00	0.00	0.70
6. Craft Workers #	51	44	7	24	1	20	6	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100	86.27	13.73	47.06	1.96	39.22	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	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
8. Laborers and Helpers #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers %	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
9. Service Workers #	36	23	13	0	2	13	3	8	6	2	1	0	0	0	0	0	1
Service Workers %	100	63.89	36.11	0.00	5.56	36.11	8.33	22.22	16.67	5.56	2.78	0.00	0.00	0.00	0.00	0.00	2.78

Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

GS/GM/GL GRADES	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	10814	5773	5041	311	305	3857	2505	1132	1811	383	339	15	14	52	33	23	34
Permanent Workforce %	100	53.38	46.62	2.88	2.82	35.67	23.16	10.47	16.75	3.54	3.13	0.14	0.13	0.48	0.31	0.21	0.31
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	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 %	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 %	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 %	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 %	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 %	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 %	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 %	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 %	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 %	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 %	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 #	3394	1774	1621	96	116	1130	770	406	608	105	101	6	5	21	11	9	10
GS-12 %	100	52.27	47.76	2.83	3.42	33.29	22.69	11.96	17.91	3.09	2.98	0.18	0.15	0.62	0.32	0.27	0.29
GS-13 #	3149	1715	1434	103	70	1183	733	279	504	124	104	3	5	18	8	5	10
GS-13 %	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 %	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

For period covering October 1, 2018 to September 30, 2019.

General Services Administration

GS/GM/GL GRADES	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15#	944	517	427	20	16	411	283	59	96	23	27	2	0	2	3	0	2
GS-15 %	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) %	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 GS Employees #	10576	5677	4900	308	292	3830	2460	1096	1740	357	327	15	17	51	33	20	30
Total GS Employees %	100	53.68	46.33	2.91	2.76	36.21	23.26	10.36	16.45	3.38	3.09	0.14	0.16	0.48	0.31	0.19	0.28
SES#	125	86	39	2	1	69	30	5	7	10	1	0	0	0	0	0	0
SES %	100	68.80	31.20	1.60	0.80	55.20	24.00	4.00	5.60	8.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	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 Senior Pay #	125	86	39	2	1	69	30	5	7	10	1	0	0	0	0	0	0
Total Senior Pay %	100	68.80	31.20	1.60	0.80	55.20	24.00	4.00	5.60	8.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00

Table A4T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

				HEDU	(,		,,				<u> </u>	-
GS/GM/GL GRADES	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	512	327	185	66	39	177	88	45	28	22	7	1	0	0	9	16	14
Temporary Workforce %	100	63.87	36.13	12.89	7.62	34.57	17.19	8.79	5.47	4.30	1.37	0.20	0.00	0.00	1.76	3.13	2.73
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	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 %	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	3	2	1	0	0	2	2	0	0	0	0	0	0	0	0	0
GS-03 %	100	60.00	40.00	20.00	0.00	0.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04#	5	1	4	0	1	0	1	1	2	0	0	0	0	0	0	0	0
GS-04 %	100	20.00	80.00	0.00	20.00	0.00	20.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	9	4	5	0	0	3	3	1	2	0	0	0	0	0	0	0	0
GS-05 %	100	44.44	55.56	0.00	0.00	33.33	33.33	11.11	22.22	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 %	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	21	12	2	0	13	4	4	5	2	3	0	0	0	0	0	0
GS-07 %	100	63.64	36.36	6.06	0.00	39.39	12.12	12.12	15.15	6.06	9.09	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	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 #	158	105	53	8	0	64	41	27	9	6	3	0	0	0	0	0	0
GS-09 %	100	66.46	33.54	5.06	0.00	40.51	25.95	17.09	5.70	3.80	1.90	0.00	0.00	0.00	0.00	0.00	0.00
GS-10#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11#	17	6	11	0	0	3	4	2	7	1	0	0	0	0	0	0	0
GS-11 %	100	35.29	64.71	0.00	0.00	17.65	23.53	11.76	41.18	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12#	154	79	75	1	3	42	32	21	37	14	2	0	0	1	0	0	0
GS-12 %	100	51.30	48.70	0.65	1.95	27.27	20.78	13.64	24.03	9.09	1.30	0.00	0.00	0.65	0.00	0.00	0.00
GS-13 #	94	50	44	0	5	41	25	6	13	2	1	1	0	0	1	0	0
GS-13 %	100	53.19	46.81	0.00	5.32	43.62	26.60	6.38	13.83	2.13	1.06	1.06	0.00	0.00	1.06	0.00	0.00
GS-14 #	33	12	21	1	2	6	13	4	3	1	2	0	0	0	1	0	0
GS-14 %	100	36.36	63.64	3.03	6.06	18.18	39.39	12.12	9.09	3.03	6.06	0.00	0.00	0.00	3.03	0.00	0.00

For period covering October 1, 2018 to September 30, 2019.

General Services Administration

GS/GM/GL GRADES	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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) %	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 GS Employees #	512	264	244	12	14	175	135	50	68	23	18	1	0	1	1	0	0
Total GS Employees %	100	51.56	47.66	2.34	2.73	34.18	26.37	9.77	13.28	4.49	3.52	0.20	0.00	0.20	0.20	0.00	0.00
SES#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	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 Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	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

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Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

	Table	A31 . B	ALAK	i - Dist	Hound	п ву Ка	cc, Em	incity, a	inu SCA	(Paru	працоп	Katt)					
Salary Range	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	10814	5773	5041	311	305	3857	2505	1132	1811	383	339	15	14	52	33	23	34
Permanent Workforce %	100	53.38	46.62	2.88	2.82	35.67	23.16	10.47	16.75	3.54	3.13	0.14	0.13	0.48	0.31	0.21	0.31
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
Up to \$20,000 #	113	84	29	3	0	46	12	33	17	2	0	0	0	0	0	0	0
Up to \$20,000 %	100	74.34	25.66	2.65	0.00	40.71	10.62	29.20	15.04	1.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	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
\$30,001-\$40,000 #	58	27	31	4	3	9	8	5	13	7	1	0	0	0	5	2	1
\$30,001-\$40,000 %	100	46.55	53.45	6.90	5.17	15.52	13.79	8.62	22.41	12.07	1.72	0.00	0.00	0.00	8.62	3.45	1.72
\$40,001-\$50,000 #	56	18	38	0	2	11	13	4	21	3	2	0	0	0	0	0	0
\$40,001-\$50,000 %	100	32.14	67.86	0.00	3.57	19.64	23.21	7.14	37.50	5.36	3.57	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	127	36	91	5	10	18	37	12	41	1	2	0	0	0	0	0	1
\$50,001-\$60,000 %	100	28.35	71.65	3.94	7.87	14.17	29.13	9.45	32.28	0.79	1.57	0.00	0.00	0.00	0.00	0.00	0.79
\$60,001-\$70,000 #	191	91	100	7	9	46	37	31	49	5	3	1	1	0	1	1	0
\$60,001-\$70,000 %	100	47.64	52.36	3.66	4.71	24.08	19.37	16.23	25.65	2.62	1.57	0.52	0.52	0.00	0.52	0.52	0.00
\$70,001-\$80,000 #	326	186	140	12	15	128	50	40	63	4	6	1	0	1	2	0	4
\$70,001-\$80,000 %	100	57.06	42.94	3.68	4.60	39.26	15.34	12.27	19.33	1.23	1.84	0.31	0.00	0.31	0.61	0.00	1.23
\$80,001-\$90,000 #	1180	656	524	42	48	412	249	156	201	28	18	1	0	11	6	6	2
\$80,001-\$90,000 %	100	55.59	44.41	3.56	4.07	34.92	21.10	13.22	17.03	2.37	1.53	0.08	0.00	0.93	0.51	0.51	0.17
\$90,001-\$100,000 #	1429	732	697	51	46	481	340	143	253	36	48	4	1	11	6	6	3
\$90,001-\$100,000 %	100	51.22	48.78	3.57	3.22	33.66	23.79	10.01	17.70	2.52	3.36	0.28	0.07	0.77	0.42	0.42	0.21
\$100,001-\$110,000 #	1759	900	859	63	61	564	412	197	310	62	51	3	4	7	9	4	12
\$100,001-\$110,000 %	100	51.17	48.83	3.58	3.47	32.06	23.42	11.20	17.62	3.52	2.90	0.17	0.23	0.40	0.51	0.23	0.68
\$110,001-\$120,000 #	1346	667	679	49	43	450	334	107	224	46	59	4	2	5	6	6	11
\$110,001-\$120,000 %	100	49.55	50.45	3.64	3.19	33.43	24.81	7.95	16.64	3.42	4.38	0.30	0.15	0.37	0.45	0.45	0.82
\$120,001-\$130,000 #	1203	652	551	35	32	430	265	124	216	54	36	0	2	6	0	3	0
\$120,001-\$130,000 %	100	54.20	45.80	2.91	2.66	35.74	22.03	10.31	17.96	4.49	2.99	0.00	0.17	0.50	0.00	0.25	0.00
\$130,001-\$140,000 #	630	341	289	12	14	244	147	55	101	26	23	0	2	1	1	3	1
\$130,001-\$140,000 %	100	54.13	45.87	1.90	2.22	38.73	23.33	8.73	16.03	4.13	3.65	0.00	0.32	0.16	0.16	0.48	0.16
\$140,001-\$150,000 #	463	267	196	10	5	198	119	42	52	16	15	0	0	1	2	0	3
\$140,001-\$150,000 %	100	57.67	42.33	2.16	1.08	42.76	25.70	9.07	11.23	3.46	3.24	0.00	0.00	0.22	0.43	0.00	0.65
\$150,001-\$160,000 #	542	303	239	16	9	229	154	35	57	19	16	0	0	2	1	2	2

For period covering October 1, 2018 to September 30, 2019.

Salary Range	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	55.90	44.10	2.95	1.66	42.25	28.41	6.46	10.52	3.51	2.95	0.00	0.00	0.37	0.18	0.37	0.37
\$160,001-\$170,000 #	62	43	19	1	0	33	15	4	4	5	0	0	0	0	0	0	0
\$160,001-\$170,000 %	100	69.35	30.65	1.61	0.00	53.23	24.19	6.45	6.45	8.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	36	21	15	15	1	2	10	4	3	0	1	0	0	0	0	0	0
\$170,001-\$180,000 %	100	58.33	41.67	41.67	2.78	5.56	27.78	11.11	8.33	0.00	2.78	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	49	32	17	0	1	25	12	2	3	5	1	0	0	0	0	0	0
\$180,001 and Greater %	100	65.31	34.69	0.00	2.04	51.02	24.49	4.08	6.12	10.20	2.04	0.00	0.00	0.00	0.00	0.00	0.00

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Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

	Table	A31. B	ALAK	i - Dist	Tibutio	п Бу Ка	cc, Em	merty, a	and BCA	(Paru	працоп	Katt)					
Salary Range	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	512	327	185	66	39	177	88	45	28	22	7	1	0	0	9	16	14
Temporary Workforce %	100	63.87	36.13	12.89	7.62	34.57	17.19	8.79	5.47	4.30	1.37	0.20	0.00	0.00	1.76	3.13	2.73
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	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
\$20,001-\$30,000 #	10	4	6	1	1	0	3	3	2	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	40.00	60.00	10.00	10.00	0.00	30.00	30.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	9	4	5	0	0	3	3	1	2	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	44.44	55.56	0.00	0.00	33.33	33.33	11.11	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	33	21	12	2	0	13	4	4	5	2	3	0	0	0	0	0	0
\$40,001-\$50,000 %	100	63.64	36.36	6.06	0.00	39.39	12.12	12.12	15.15	6.06	9.09	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	158	105	53	8	0	64	41	27	9	6	3	0	0	0	0	0	0
\$50,001-\$60,000 %	100	66.46	33.54	5.06	0.00	40.51	25.95	17.09	5.70	3.80	1.90	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	154	79	75	1	3	42	33	21	37	14	2	0	0	0	0	1	0
\$70,001-\$80,000 %	100	51.30	48.70	0.65	1.95	27.27	21.43	13.64	24.03	9.09	1.30	0.00	0.00	0.00	0.00	0.65	0.00
\$80,001-\$90,000 #	17	6	11	0	0	3	4	2	7	1	0	0	0	0	0	0	0
\$80,001-\$90,000 %	100	35.29	64.71	0.00	0.00	17.65	23.53	11.76	41.18	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	33	12	21	1	2	6	13	4	3	1	2	0	0	0	1	0	0
\$90,001-\$100,000 %	100	36.36	63.64	3.03	6.06	18.18	39.39	12.12	9.09	3.03	6.06	0.00	0.00	0.00	3.03	0.00	0.00
\$100,001-\$110,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100,001-\$110,000 %	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
\$110,001-\$120,000 #	50	25	25	0	3	20	10	3	11	1	0	1	0	0	1	0	0
\$110,001-\$120,000 %	100	50.00	50.00	0.00	6.00	40.00	20.00	6.00	22.00	2.00	0.00	2.00	0.00	0.00	2.00	0.00	0.00
\$120,001-\$130,000#	44	25	19	0	2	21	15	3	2	1	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	56.82	43.18	0.00	4.55	47.73	34.09	6.82	4.55	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	66.67	33.33	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	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
\$150,001-\$160,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

For period covering October 1, 2018 to September 30, 2019.

Salary Range	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	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
\$160,001-\$170,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160,001-\$170,000 %	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
\$170,001-\$180,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	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
\$180,001 and Greater #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180,001 and Greater %	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

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Table A6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Table AoP: M	1100101	1-CKII	ICAL	30001	AIIO	אם - מו	uibuu	on by K	acc, Et	mucity,	and St	A (I alt	cipatio	ii Kate	<u>'</u>		
Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
MISC PROGRAM AND ADMINISTRATION (0301) #	973	448	525	23	33	337	306	50	153	32	28	0	1	3	3	3	1
MISC PROGRAM AND ADMINISTRATION (0301) $\%$	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
GS-09 #	26	5	21	1	2	3	13	1	5	0	1	0	0	0	0	0	0
GS-09 %	100	19.23	80.77	3.85	7.69	11.54	50.00	3.85	19.23	0.00	3.85	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	38	14	24	2	2	8	6	4	15	0	0	0	0	0	0	0	1
GS-11 %	100	36.84	63.16	5.26	5.26	21.05	15.79	10.53	39.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.63
GS-12#	161	77	84	4	6	48	45	17	29	7	2	0	0	0	2	1	0
GS-12 %	100	47.83	52.17	2.48	3.73	29.81	27.95	10.56	18.01	4.35	1.24	0.00	0.00	0.00	1.24	0.62	0.00
GS-13#	255	128	127	6	6	99	75	16	34	4	11	0	0	3	1	0	0
GS-13 %	100	50.20	49.80	2.35	2.35	38.82	29.41	6.27	13.33	1.57	4.31	0.00	0.00	1.18	0.39	0.00	0.00
GS-14#	271	145	126	13	2	100	76	15	39	14	7	0	0	2	0	1	2
GS-14 %	100	53.51	46.49	4.80	0.74	36.90	28.04	5.54	14.39	5.17	2.58	0.00	0.00	0.74	0.00	0.37	0.74
GS-15#	321	170	151	7	6	137	110	14	22	9	10	2	2	1	0	0	1
GS-15 %	100	52.96	47.04	2.18	1.87	42.68	34.27	4.36	6.85	2.80	3.12	0.62	0.62	0.31	0.00	0.00	0.31
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	33																
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
Internal Applications #	312	145	167	19	15	70	70	28	67	20	13	0	0	1	0	7	2
Internal Applications %	100	46.47	53.53	6.09	4.81	22.44	22.44	8.97	21.47	6.41	4.17	0.00	0.00	0.32	0.00	2.24	0.64
Qualified Internal Applicants #	195	83	112	11	10	46	53	17	39	8	9	0	0	0	0	1	1
Qualified Internal Applicants %	100	42.56	57.44	5.64	5.13	23.59	27.18	8.72	20.00	4.10	4.62	0.00	0.00	0.00	0.00	0.51	0.51
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	25	9	16	1	0	7	8	1	7	0	0	0	0	0	0	0	1
Internal Selections %	100	36.00	64.00	4.00	0.00	28.00	32.00	4.00	28.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00
NEW HIRES																	
Vacancy Announcements #	82																
Voluntarily Identified Applicants #	4459	2202	2257	286	223	978	556	681	1292	186	113	6	7	36	23	29	43
Voluntarily Identified Applicants %	100	49.38	50.62	6.41	5.00	21.93	12.47	15.27	28.98	4.17	2.53	0.13	0.16	0.81	0.52	0.65	0.96
Qualified External Applicants #	2338	1317	1126	165	343	473	361	533	677	108	47	2	7	25	17	11	23
Qualified External Applicants %	100	56.33	48.16	7.06	14.67	20.23	15.44	22.80	28.96	4.62	2.01	0.09	0.30	1.07	0.73	0.47	0.98
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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

Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0
Interviewed Applicants %	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
External Selections #	75	34	41	3	0	22	24	5	15	2	1	0	0	1	0	1	1
External Selections %	100	45.33	54.67	4.00	0.00	29.33	32.00	6.67	20.00	2.67	1.33	0.00	0.00	1.33	0.00	1.33	1.33
MANAGEMENT AND PROGRAM ANALYSTS (0343) #	1123	400	723	13	38	282	326	81	304	21	43	1	1	1	4	1	7
MANAGEMENT AND PROGRAM ANALYSTS (0343) %	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
GS-09 #	82	28	54	4	5	14	16	8	28	2	4	0	0	0	0	0	1
GS-09 %	100	34.15	65.85	4.88	6.10	17.07	19.51	9.76	34.15	2.44	4.88	0.00	0.00	0.00	0.00	0.00	1.22
GS-11 #	75	23	52	0	8	15	17	4	25	3	2	0	0	0	0	1	0
GS-11 %	100	30.67	69.33	0.00	10.67	20.00	22.67	5.33	33.33	4.00	2.67	0.00	0.00	0.00	0.00	1.33	0.00
GS-12 #	304	93	211	3	13	53	78	25	94	10	19	0	1	0	3	2	3
GS-12 %	100	30.59	69.41	0.99	4.28	17.43	25.66	8.22	30.92	3.29	6.25	0.00	0.33	0.00	0.99	0.66	0.99
GS-13 #	358	129	229	7	9	89	107	22	93	9	11	1	0	1	4	0	5
GS-13 %	100	36.03	63.97	1.96	2.51	24.86	29.89	6.15	25.98	2.51	3.07	0.28	0.00	0.28	1.12	0.00	1.40
GS-14 #	228	98	130	1	10	78	76	13	37	5	6	0	0	0	1	1	0
GS-14 %	100	42.98	57.02	0.44	4.39	34.21	33.33	5.70	16.23	2.19	2.63	0.00	0.00	0.00	0.44	0.44	0.00
GS-15 #	73	36	37	1	1	29	28	6	8	0	0	0	0	0	0	0	0
GS-15 %	100	49.32	50.68	1.37	1.37	39.73	38.36	8.22	10.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	12																
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
Internal Applications #	101	46	55	4	4	26	19	11	27	4	2	1	0	0	1	0	2
Internal Applications %	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 Internal Applicants #	83	38	45	3	3	23	17	9	21	2	1	1	0	0	1	0	2
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	11	2	9	0	1	2	5	0	1	0	0	0	0	0	1	0	1
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	50																
Voluntarily Identified Applicants #	750	382	368	59	41	125	88	138	193	51	36	3	0	1	1	5	9
Voluntarily Identified Applicants %	100	50.93	49.07	7.87	5.47	16.67	11.73	18.40	25.73	6.80	4.80	0.40	0.00	0.13	0.13	0.67	1.20
Qualified External Applicants #	369	173	239	48	31	115	78	120	80	20	12	3	0	1	1	3	2

Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Qualified External Applicants %	100	46.88	64.77	13.01	8.40	31.17	21.14	32.52	21.68	5.42	3.25	0.81	0.00	0.27	0.27	0.81	0.54
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0.01	0.00	0	0.27	0.01	0.54
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	93	42	51	4	5	26	27	8	16	4	2	0	0	0	1	0	0
External Selections %	100	45.16	54.84	4.30	5.38	27.96	29.03	8.60	17.20	4.30	2.15	0.00	0.00	0.00	1.08	0.00	0.00
GENERAL ATTORNEY (0950) #	146	73	73	1	1	64	54	7	10	1	7	0	0	0	1	0	0
GENERAL ATTORNEY (0950) %	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	0.00
GS-13 #	31	14	17	1	1	12	11	1	3	0	2	0	0	0	0	0	0
GS-13 %	100	45.16	54.84	3.23	3.23	38.71	35.48	3.23	9.68	0.00	6.45	0.00	0.00	0.00	0.00	0.00	0.00
GS-14#	115	55	60	0	1	49	44	4	8	1	7	0	0	0	0	1	0
GS-14 %	100	47.83	52.17	0.00	0.87	42.61	38.26	3.48	6.96	0.87	6.09	0.00	0.00	0.00	0.00	0.87	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	10																
Voluntarily Identified Applicants #	704	364	340	53	46	210	133	73	126	20	29	2	0	4	1	2	5
Voluntarily Identified Applicants %	100	51.70	48.30	7.53	6.53	29.83	18.89	10.37	17.90	2.84	4.12	0.28	0.00	0.57	0.14	0.28	0.71
Qualified External Applicants #	577	304	273	44	36	179	107	59	105	18	20	2	0	1	1	1	4
Qualified External Applicants %	100	52.69	47.31	7.63	6.24	31.02	18.54	10.23	18.20	3.12	3.47	0.35	0.00	0.17	0.17	0.17	0.69
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	6	3	3	1	0	2	1	0	2	0	0	0	0	0	0	0	0
External Selections %	100	50.00	50.00	16.67	0.00	33.33	16.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GENERAL BUSINESS AND INDUSTRY (1101) #	1504	846	658	56	33	637	340	107	235	35	40	1	2	8	6	2	2
GENERAL BUSINESS AND INDUSTRY (1101) %	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
GS-09 #	49	15	34	0	4	10	15	4	11	0	4	0	0	1	0	0	0
GS-09 %	100	30.61	69.39	0.00	8.16	20.41	30.61	8.16	22.45	0.00	8.16	0.00	0.00	2.04	0.00	0.00	0.00
GS-11 #	44	17	27	2	4	9	5	5	13	1	3	0	0	0	1	0	1
GS-11 %	100	38.64	61.36	4.55	9.09	20.45	11.36	11.36	29.55	2.27	6.82	0.00	0.00	0.00	2.27	0.00	2.27
GS-12#	373	211	162	15	14	156	90	25	46	8	9	0	1	2	0	5	2
GS-12 %	100	56.57	43.43	4.02	3.75	41.82	24.13	6.70	12.33	2.14	2.41	0.00	0.27	0.54	0.00	1.34	0.54
GS-13 #	592	333	259	28	11	242	158	39	72	18	13	2	2	3	2	1	1
GS-13 %	100	56.25	43.75	4.73	1.86	40.88	26.69	6.59	12.16	3.04	2.20	0.34	0.34	0.51	0.34	0.17	0.17

Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-14#	333	208	125	13	6	154	73	31	37	8	6	0	0	0	2	2	1
GS-14 %	100	62.46	37.54	3.90	1.80	46.25	21.92	9.31	11.11	2.40	1.80	0.00	0.00	0.00	0.60	0.60	0.30
GS-15 #	141	83	58	3	0	64	42	14	15	2	1	0	0	0	0	0	0
GS-15 %	100	58.87	41.13	2.13	0.00	45.39	29.79	9.93	10.64	1.42	0.71	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	20																
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
Internal Applications #	213	142	71	17	7	100	46	10	8	14	9	1	0	0	1	0	0
Internal Applications %	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 Internal Applicants #	181	124	57	15	5	91	35	9	7	8	9	1	0	0	1	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	34	22	12	3	1	17	7	0	2	2	2	0	0	0	0	0	0
Internal Selections %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	72																
Voluntarily Identified Applicants #	1988	1242	746	156	73	629	283	313	335	106	37	5	1	24	5	9	12
Voluntarily Identified Applicants %	100	62.47	37.53	7.85	3.67	31.64	14.24	15.74	16.85	5.33	1.86	0.25	0.05	1.21	0.25	0.45	0.60
Qualified External Applicants #	1211	721	490	93	48	370	202	173	210	70	17	2	1	11	4	2	8
Qualified External Applicants %	100	59.54	40.46	7.68	3.96	30.55	16.68	14.29	17.34	5.78	1.40	0.17	0.08	0.91	0.33	0.17	0.66
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	63	39	24	5	2	24	16	7	5	3	1	0	0	0	0	0	0
External Selections %	100	61.90	38.10	7.94	3.17	38.10	25.40	11.11	7.94	4.76	1.59	0.00	0.00	0.00	0.00	0.00	0.00
CONTRACTING (1102) #	1712	704	1008	31	57	409	455	204	431	47	47	0	0	9	8	4	10
CONTRACTING (1102) %	100	41.12	58.88	1.81	3.33	23.89	26.58	11.92	25.18	2.75	2.75	0.00	0.00	0.53	0.47	0.23	0.58
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
GS-09#	67	32	35	2	0	15	16	12	17	3	2	0	0	0	0	0	0
GS-09 %	100	47.76	52.24	2.99	0.00	22.39	23.88	17.91	25.37	4.48	2.99	0.00	0.00	0.00	0.00	0.00	0.00
GS-11#	56	27	29	2	0	14	10	8	14	3	2	0	0	0	2	0	1
GS-11 %	100	48.21	51.79	3.57	0.00	25.00	17.86	14.29	25.00	5.36	3.57	0.00	0.00	0.00	3.57	0.00	1.79
GS-12#	642	251	391	14	41	146	155	73	166	16	18	0	0	1	6	1	5

												Native Hawaiian	Native Hawaiian	American	American		
		Total	Total	Hispanic or Latino	Hispanic or Latino	White	White	Black or African American	Black or African American	Asian	Asian	or Other Pacific Islander	or Other Pacific Islander	Indian or Alaska Native	Indian or Alaska Native	Two or More Races	Two or More Races
Mission-Critical Occupations	Total	Males	Females	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-12 %	100	39.10	60.90	2.18	6.39	22.74	24.14	11.37	25.86	2.49	2.80	0.00		0.16	0.93	0.16	0.78
GS-13 #	611	262	349	19	0	150	177	65	150	19	21	0	0	7	0	2	1
GS-13 %	100	42.88	57.12	3.11	0.00	24.55	28.97	10.64	24.55	3.11	3.44	0.00	0.00	1.15	0.00	0.33	0.16
GS-14#	290	128	162	7	8	83	83	33	64	4	6	0	0	1	0	0	1
GS-14 %	100	44.14	55.86	2.41	2.76	28.62	28.62	11.38	22.07	1.38	2.07	0.00	0.00	0.34	0.00	0.00	0.34
GS-15 #	105	45	60	1	2	29	27	11	25	3	4	0	0	0	0	1	2
GS-15 %	100	42.86	57.14	0.95	1.90	27.62	25.71	10.48	23.81	2.86	3.81	0.00	0.00	0.00	0.00	0.95	1.90
NEW HIRES																	
Vacancy Announcements #	15																
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
Internal Applications #	100	53	47	7	4	30	22	11	16	4	2	0	2	1	0	0	1
Internal Applications %	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 Internal Applicants #	70	33	37	4	2	19	22	6	11	3	1	0	1	1	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	17	8	9	1	0	6	5	1	2	0	1	0	1	0	0	0	0
Internal Selections %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	150																
Voluntarily Identified Applicants #	18433	9121	9312	1121	980	4458	3093	2691	4446	589	451	25	40	124	113	113	189
Voluntarily Identified Applicants %	100	49.48	50.52	6.08	5.32	24.18	16.78	14.60	24.12	3.20	2.45	0.14	0.22	0.67	0.61	0.61	1.03
Qualified External Applicants #	16466	8089	8377	990	881	3950	2795	2420	4002	497	399	22	33	109	100	101	167
Qualified External Applicants %	100	49.13	50.87	6.01	5.35	23.99	16.97	14.70	24.30	3.02	2.42	0.13	0.20	0.66	0.61	0.61	1.01
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	220	109	111	14	7	46	46	40	51	6	6	0	0	1	0	2	1
External Selections %	100	49.55	50.45	6.36	3.18	20.91	20.91	18.18	23.18	2.73	2.73	0.00	0.00	0.45	0.00	0.91	0.45
REALTY (1170) #	616	311	305	14	33	208	160	74	84	14	20	0	2	1	3	0	3
REALTY (1170) %	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
GS-08#	80	44	36	4	5	22	17	17	11	1	3	0	0	0	0	0	0
GS-08 %	100	55.00	45.00	5.00	6.25	27.50	21.25	21.25	13.75	1.25	3.75	0.00	0.00	0.00	0.00	0.00	0.00

Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-12#	316	160	156	10	13	86	67	50	58	13	14	0	1	1	2	0	1
GS-12 %	100	50.63	49.37	3.16	4.11	27.22	21.20	15.82	18.35	4.11	4.43	0.00	0.32	0.32	0.63	0.00	0.32
GS-13#	413	259	154	18	13	171	73	47	44	23	22	0	1	0	0	0	1
GS-13 %	100	62.71	37.29	4.36	3.15	41.40	17.68	11.38	10.65	5.57	5.33	0.00	0.24	0.00	0.00	0.00	0.24
GS-14#	358	235	123	10	13	151	73	34	24	40	12	0	0	0	0	0	1
GS-14 %	100	65.64	34.36	2.79	3.63	42.18	20.39	9.50	6.70	11.17	3.35	0.00	0.00	0.00	0.00	0.00	0.28
GS-15#	121	82	39	2	1	63	27	9	6	8	4	0	0	0	1	0	0
GS-15 %	100	67.77	32.23	1.65	0.83	52.07	22.31	7.44	4.96	6.61	3.31	0.00	0.00	0.00	0.83	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	12																
Relevant Applicant Pool %	100	50.49	49.51	2.27	5.36	33.77	25.97	12.01	13.64	2.27	3.26	0	0.32	0.16	0.49	0	0.49
Internal Applications #	85	54	31	2	3	28	22	18	4	5	2	0	0	1	0	0	0
Internal Applications %	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 Internal Applicants #	72	46	26	0	2	26	18	16	4	3	2	0	0	1	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	15	8	7	0	0	5	7	2	0	1	0	0	0	0	0	0	0
Internal Selections %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	20																
Voluntarily Identified Applicants #	1416	828	588	125	74	405	177	232	275	49	40	0	4	8	7	9	11
Voluntarily Identified Applicants %	100	58.47	41.53	8.83	5.23	28.60	12.50	16.38	19.42	3.46	2.82	0.00	0.28	0.56	0.49	0.64	0.78
Qualified External Applicants #	944	541	403	81	48	275	127	133	185	37	29	0	3	7	5	8	6
Qualified External Applicants %	100	57.31	42.69	8.58	5.08	29.13	13.45	14.09	19.60	3.92	3.07	0.00	0.32	0.74	0.53	0.85	0.64
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	53	32	21	4	4	20	9	5	6	1	2	0	0	1	0	1	0
External Selections %	100	60.38	39.62	7.55	7.55	37.74	16.98	9.43	11.32	1.89	3.77	0.00	0.00	1.89	0.00	1.89	0.00
BUILDING MANAGEMENT (1176) #	979	677	302	36	22	464	145	146	111	20	16	2	3	8	3	1	2
BUILDING MANAGEMENT (1176) %	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
GS-09 #	56	40	16	5	4	24	2	10	8	1	0	0.04		0	0	0	1

Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-09 %	100	71.43	28.57	8.93	7.14	42.86	5.36	17.86	14.29	1.79	0.00	0.00	0.00	0.00	0.00	0.00	1.79
GS-11 #	76	57	19	0	1	34	4	20	11	1	1	0	1	2	1	0	0
GS-11 %	100	75.00	25.00	0.00	1.32	44.74	5.26	26.32	14.47	1.32	1.32	0.00	1.32	2.63	1.32	0.00	0.00
GS-12#	522	365	157	25	14	253	78	72	54	10	9	0	0	5	1	0	1
GS-12 %	100	69.92	30.08	4.79	2.68	48.47	14.94	13.79	10.34	1.92	1.72	0.00	0.00	0.96	0.19	0.00	0.19
GS-13 #	211	153	58	12	3	104	27	27	22	6	3	2	1	2	0	0	2
GS-13 %	100	72.51	27.49	5.69	1.42	49.29	12.80	12.80	10.43	2.84	1.42	0.95	0.47	0.95	0.00	0.00	0.95
GS-14 #	51	35	16	2	1	24	9	8	4	0	1	1	1	0	0	0	0
GS-14 %	100	68.63	31.37	3.92	1.96	47.06	17.65	15.69	7.84	0.00	1.96	1.96	1.96	0.00	0.00	0.00	0.00
0 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	5																
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
Internal Applications #	30	20	10	5	6	7	1	4	1	1	1	3	0	0	0	0	1
Internal Applications %	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
Qualified Internal Applicants #	27	18	9	4	6	7	1	4	0	0	1	3	0	0	0	0	1
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	6	2	4	0	3	1	0	0	0	0	1	1	0	0	0	0	0
Internal Selections %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	15																
Voluntarily Identified Applicants #	3358	2661	697	317	87	1442	225	712	332	99	30	9	0	51	10	31	13
Voluntarily Identified Applicants %	100	79.24	20.76	9.44	2.59	42.94	6.70	21.20	9.89	2.95	0.89	0.27	0.00	1.52	0.30	0.92	0.39
Qualified External Applicants #	1897	1491	406	157	62	816	124	415	187	59	17	8	0	24	7	12	9
Qualified External Applicants %	100	78.60	21.40	8.28	3.27	43.02	6.54	21.88	9.86	3.11	0.90	0.42	0.00	1.27	0.37	0.63	0.47
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	131	108	23	7	3	67	9	25	10	4	1	2	0	3	0	0	0
External Selections %	100	82.44	17.56	5.34	2.29	51.15	6.87	19.08	7.63	3.05	0.76	1.53	0.00	2.29	0.00	0.00	0.00
INFORMATION TECHNOLOGY SPECIALIST (2210) #	632	433	199	22	6	272	101	73	62	62	27	1	1	2	2	1	0

Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
INFORMATION TECHNOLOGY SPECIALIST (2210) $\%$	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	4.58	5.14	1.55	0.1	0.05	0.53	0.29	0.38	0.18
GS-12#	84	52	32	4	2	25	10	16	13	7	6	0	0	0	1	0	0
GS-12 %	100	61.90	38.10	4.76	2.38	29.76	11.90	19.05	15.48	8.33	7.14	0.00	0.00	0.00	1.19	0.00	0.00
GS-13#	225	155	70	11	1	94	26	27	31	19	12	1	0	2	0	1	0
GS-13 %	100	68.89	31.11	4.89	0.44	41.78	11.56	12.00	13.78	8.44	5.33	0.44	0.00	0.89	0.00	0.44	0.00
GS-14#	268	193	75	9	7	116	41	28	14	39	11	0	0	1	1	0	1
GS-14 %	100	72.01	27.99	3.36	2.61	43.28	15.30	10.45	5.22	14.55	4.10	0.00	0.00	0.37	0.37	0.00	0.37
GS-15#	115	80	35	2	1	59	26	8	3	11	4	0	0	0	1	0	0
GS-15 %	100	69.57	30.43	1.74	0.87	51.30	22.61	6.96	2.61	9.57	3.48	0.00	0.00	0.00	0.87	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	4																
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
Internal Applications #	28	18	10	0	0	13	5	2	4	3	1	0	0	0	0	0	0
Internal Applications %	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 Internal Applicants #	24	16	8	0	0	12	4	1	3	3	1	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	5	3	2	0	0	3	1	0	0	0	1	0	0	0	0	0	0
Internal Selections %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	54																
Voluntarily Identified Applicants #	5455	4325	1130	463	145	1562	221	1205	497	973	239	8	6	54	4	60	18
Voluntarily Identified Applicants %	100	79.29	20.71	8.49	2.66	28.63	4.05	22.09	9.11	17.84	4.38	0.15	0.11	0.99	0.07	1.10	0.33
Qualified External Applicants #	4182	3282	900	330	116	1166	183	896	384	814	196	5	5	36	4	35	12
Qualified External Applicants %	100	78.48	21.52	7.89	2.77	27.88	4.38	21.43	9.18	19.46	4.69	0.12	0.12	0.86	0.10	0.84	0.29
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	49	42	7	2	0	20	0	8	4	12	3	0	0	0	0	0	0
External Selections %	100	85.71	14.29	4.08	0.00	40.82	0.00	16.33	8.16	24.49	6.12	0.00	0.00	0.00	0.00	0.00	0.00

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Table A6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

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Mission-Critical Occupations	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
MISC PROGRAM AND ADMINISTRATION (0301) #	61	28	33	0	1	24	25	4	6	0	1	0	0	0	0	0	0
MISC PROGRAM AND ADMINISTRATION (0301) %	100	45.90	54.10	0.00	1.64	39.34	40.98	6.56	9.84	0.00	1.64	0.00	0.00	0.00	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
MANAGEMENT AND PROGRAM ANALYSTS (0343) #	18	9	9	0	1	2	6	7	2	0	0	0	0	0	0	0	0
MANAGEMENT AND PROGRAM ANALYSTS (0343) %	100	50.00	50.00	0.00	5.56	11.11	33.33	38.89	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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
GENERAL ATTORNEY (0950) #	11	3	8	0	0	3	7	0	0	0	1	0	0	0	0	0	0
GENERAL ATTORNEY (0950) %	100	27.27	72.73	0.00	0.00	27.27	63.64	0.00	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GENERAL BUSINESS AND INDUSTRY (1101) #	21	9	12	1	0	6	9	1	2	1	1	0	0	0	0	0	0
GENERAL BUSINESS AND INDUSTRY (1101) %	100	42.86	57.14	4.76	0.00	28.57	42.86	4.76	9.52	4.76	4.76	0.00	0.00	0.00	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
CONTRACTING (1102) #	63	33	30	1	2	21	10	6	15	5	3	0	0	0	0	0	0
CONTRACTING (1102) %	100	52.38	47.62	1.59	3.17	33.33	15.87	9.52	23.81	7.94	4.76	0.00	0.00	0.00	0.00	0.00	0.00
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
REALTY (1170) #	3	2	1	0	0	1	1	0	0	0	0	0	0	1	0	0	0
REALTY (1170) %	100	66.67	33.33	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00
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
BUILDING MANAGEMENT (1176) #	9	7	2	1	0	4	0	1	2	1	0	0	0	0	0	0	0
BUILDING MANAGEMENT (1176) %	100	77.78	22.22	11.11	0.00	44.44	0.00	11.11	22.22	11.11	0.00	0.00	0.00	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	0.48	0.6	0.2	0.28
INFORMATION TECHNOLOGY SPECIALIST (2210) #	23	16	7	1	1	8	2	4	1	2	2	1	0	0	1	0	0
INFORMATION TECHNOLOGY SPECIALIST (2210) %	100	69.57	30.43	4.35	4.35	34.78	8.70	17.39	4.35	8.70	8.70	4.35	0.00	0.00	4.35	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: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)

Senior Grade Levels	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	100	52.24	47.76	2.8	3.4	33.29	22.68	11.97	17.92	3.1	2.98	0.18	0.16	0.63	0.33	0.27	0.3
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
Total Senior Grades #	6134	3397	2738	174	126	2442	1523	509	859	233	190	6	9	24	15	9	15
Total Senior Grades %	100	55.38	44.64	2.84	2.05	39.81	24.83	8.30	14.00	3.80	3.10	0.10	0.15	0.39	0.24	0.15	0.24
	=	•											:				
SES or Equivalent #	125	86	39	2	1	69	30	5	7	10	1	0	0	0	0	0	0
SES or Equivalent %	100	68.80	31.20	1.60	0.80	55.20	24.00	4.00	5.60	8.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS	_			-	-	-			-						-		
Vacancy Announcements #	1																
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
Internal Applications #	3	2	0	1	1	0	0	0	0	0	1	0	1	0	1	0	0
Internal Applications %	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
Qualified Internal Applicants #	3	2	0	1	1	0	0	0	0	0	1	0	1	0	1	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES	_																
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	58	41	17	0	2	19	6	22	7	0	0	0	0	0	2	0	0
Voluntarily Identified Applicants %	100	70.69	29.31	0.00	3.45	32.76	10.34	37.93	12.07	0.00	0.00	0.00	0.00	0.00	3.45	0.00	0.00
Qualified External Applicants #	31	23	8	0	0	13	5	10	3	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	74.19	25.81	0.00	0.00	41.94	16.13	32.26	9.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
External Selections %	100	66.67	33.33	0.00	0.00	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Senior Grade Levels	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent #	944	517	427	20	16	411	283	59	96	23	27	2	0	2	3	0	2
GS-15 or Equivalent %	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
INTERNAL COMPETITIVE PROMOTIONS					-		-		-	-	-			-	-		
Vacancy Announcements #	45																
Relevant Applicant Pool %	100	56.29	43.71	2.56	2.03	40.64	24.93	8.66	13.19	3.96	3.03	0.05	0.21	0.21	0.21	0.21	0.16
Internal Applications #	467	236	210	21	18	0	0	0	0	0	8	0	15	0	4	0	0
Internal Applications %	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
Qualified Internal Applicants #	343	166	162	15	13	0	0	0	0	0	7	0	12	0	2	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	38	26	11	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	31																
Voluntarily Identified Applicants #	5035	2686	2349	317	255	1324	768	742	1123	222	120	7	12	47	20	27	51
Voluntarily Identified Applicants %	100	53.35	46.65	6.30	5.06	26.30	15.25	14.74	22.30	4.41	2.38	0.14	0.24	0.93	0.40	0.54	1.01
Qualified External Applicants #	3849	2079	1770	245	192	1016	583	571	838	185	93	4	8	39	16	19	40
Qualified External Applicants %	100	54.01	45.99	6.37	4.99	26.40	15.15	14.84	21.77	4.81	2.42	0.10	0.21	1.01	0.42	0.49	1.04
Referred Applicants #	682	481	201	46	29	237	57	102	86	84	21	1	0	8	1	3	7
Referred Applicants %	100	70.53	29.47	6.74	4.25	34.75	8.36	14.96	12.61	12.32	3.08	0.15	0.00	1.17	0.15	0.44	1.03
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	25	18	7	0	2	12	4	2	1	4	0	0	0	0	0	0	0
External Selections %	100	72.00	28.00	0.00	8.00	48.00	16.00	8.00	4.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Senior Grade Levels	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CAREER DEVELOPMENT PROGRAM	_																
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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-14 or Equivalent #	1916	1079	838	49	39	779	477	166	252	76	58	1	4	4	4	4	3
GS-14 or Equivalent %	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
INTERNAL COMPETITIVE PROMOTIONS				1====			1 - 112					1		1 4.2-		1	
Vacancy Announcements #	100																
Relevant Applicant Pool %	100	54.46	45.54	3.27	2.22	37.57	23.38	8.86	16.01	3.94	3.3	0.1	0.16	0.57	0.25	0.16	0.32
Internal Applications #	1239	578	623	38	24	0	0	0	0	1	13	1	15	0	13	0	0
Internal Applications %	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
Qualified Internal Applicants #	884	406	452	26	16	0	0	0	0	1	7	1	9	0	10	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	84	38	45	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES	_									-	-		-	-		-	
Vacancy Announcements #	82																
Voluntarily Identified Applicants #	8320	4454	3866	547	394	2078	1208	1281	1919	408	209	14	14	71	40	55	82
Voluntarily Identified Applicants %	100	53.53	46.47	6.57	4.74	24.98	14.52	15.40	23.06	4.90	2.51	0.17	0.17	0.85	0.48	0.66	0.99
Qualified External Applicants #	6471	3432	3039	428	310	1592	973	990	1491	319	159	12	11	54	30	37	65
Qualified External Applicants %	100	53.04	46.96	6.61	4.79	24.60	15.04	15.30	23.04	4.93	2.46	0.19	0.17	0.83	0.46	0.57	1.00
Referred Applicants #	2036	1109	927	131	95	446	243	368	492	137	56	3	4	9	9	15	28
Referred Applicants %	100	54.47	45.53	6.43	4.67	21.91	11.94	18.07	24.17	6.73	2.75	0.15	0.20	0.44	0.44	0.74	1.38
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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

The Frocess Date and Time: 00/30/2020					-											-	
Senior Grade Levels	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
External Selections #	12	6	6	2	0	3	2	0	3	1	1	0	0	0	0	0	0
External Selections %	100	50.00	50.00	16.67	0.00	25.00	16.67	0.00	25.00	8.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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-13 or Equivalent #	3149	1715	1434	103	70	1183	733	279	504	124	104	3	5	18	8	5	10
GS-13 or Equivalent %	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
INTERNAL COMPETITIVE PROMOTIONS	=		:	•			•	:	•			•	•			•	,d
Vacancy Announcements #	50																
Relevant Applicant Pool %	100	52.24	47.76	2.8	3.4	33.29	22.68	11.97	17.92	3.1	2.98	0.18	0.16	0.63	0.33	0.27	0.3
Internal Applications #	1613	849	680	84	43	0	6	1	0	1	11	7	3	0	23	0	0
Internal Applications %	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
Qualified Internal Applicants #	1007	510	442	55	26	0	5	1	0	0	5	6	2	0	14	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	143	78	60	5	1	0	1	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES	_																
Vacancy Announcements #	162																
Voluntarily Identified Applicants #	11905	6614	5291	956	606	3199	1744	1750	2475	499	272	26	24	106	62	78	108
Voluntarily Identified Applicants %	100	55.56	44.44	8.03	5.09	26.87	14.65	14.70	20.79	4.19	2.28	0.22	0.20	0.89	0.52	0.66	0.91
Qualified External Applicants #	9382	5116	4266	747	480	2503	1427	1327	1982	378	221	20	19	82	48	59	89
Qualified External Applicants %	100	54.53	45.47	7.96	5.12	26.68	15.21	14.14	21.13	4.03	2.36	0.21	0.20	0.87	0.51	0.63	0.95
Referred Applicants #	2540	1393	1147	176	141	660	350	412	546	104	60	5	4	19	17	17	29
Referred Applicants %	100	54.84	45.16	6.93	5.55	25.98	13.78	16.22	21.50	4.09	2.36	0.20	0.16	0.75	0.67	0.67	1.14

Senior Grade Levels	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants #	24	17	7	1	0	10	5	2	0	3	2	0	0	0	0	1	0
Interviewed Applicants %	100	70.83	29.17	4.17	0.00	41.67	20.83	8.33	0.00	12.50	8.33	0.00	0.00	0.00	0.00	4.17	0.00
External Selections #	191	106	85	7	5	56	41	30	30	9	8	0	0	3	0	1	1
External Selections %	100	55.50	44.50	3.66	2.62	29.32	21.47	15.71	15.71	4.71	4.19	0.00	0.00	1.57	0.00	0.52	0.52
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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

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Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Table A	· IVIAII V	AGEM		OBITIC)	isti ibu	tion by	Macc, 1		y, and t	JCA (I a	ticiput	ion itat				
Upward Mobility To Management Positions	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	100	52.24	47.76	2.8	3.4	33.29	22.68	11.97	17.92	3.1	2.98	0.18	0.16	0.63	0.33	0.27	0.3
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
Total Management #	2005	1167	838	50	39	893	503	167	230	50	53	1	2	4	7	2	4
Total Management %	100	58.20	41.80	2.49	1.95	44.54	25.09	8.33	11.47	2.49	2.64	0.05	0.10	0.20	0.35	0.10	0.20
Executives #	620	361	259	7	7	289	173	44	64	19	11	0	1	2	2	0	1
Executives %	100	58.23	41.77	1.13	1.13	46.61	27.90	7.10	10.32	3.06	1.77	0.00	0.16	0.32	0.32	0.00	0.16
GS-15 #	620	361	259	7	7	289	173	44	64	19	11	0	1	2	2	0	1
GS-15 %	100	58.23	41.77	1.13	1.13	46.61	27.90	7.10	10.32	3.06	1.77	0.00	0.16	0.32	0.32	0.00	0.16
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	46																
Relevant Applicant Pool %	100	56.29	43.71	2.56	2.03	40.64	24.93	8.66	13.19	3.96	3.03	0.05	0.21	0.21	0.21	0.21	0.16
Internal Applications #	218	132	86	11	12	73	30	37	42	10	2	0	0	0	0	1	0
Internal Applications %	100	60.55	39.45	5.05	5.50	33.49	13.76	16.97	19.27	4.59	0.92	0.00	0.00	0.00	0.00	0.46	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	34								1								
Voluntarily Identified Applicants #	5093	2727	2366	317	257	1343	774	764	1130	222	120	7	12	47	22	27	51
Voluntarily Identified Applicants %	100	53.54	46.46	6.22	5.05	26.37	15.20	15.00	22.19	4.36	2.36	0.14	0.24	0.92	0.43	0.53	1.00
Qualified External Applicants #	3880	2102	1778	245	192	1029	588	581	841	185	93	4	8	39	16	19	40
Qualified External Applicants %	100	54.18	45.82	6.31	4.95	26.52	15.15	14.97	21.68	4.77	2.40	0.10	0.21	1.01	0.41	0.49	1.03
Referred Applicants #	682	481	201	46	29	237	57	102	86	84	21	1	0	8	1	3	7
Referred Applicants %	100	70.53	29.47	6.74	4.25	34.75	8.36	14.96	12.61	12.32	3.08	0.15	0.00	1.17	0.15	0.44	1.03
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	28	20	8	0	2	13	5	3	1	4	0	0	0	0	0	0	0

		Total	Total	Hispanic or Latino	or Latino	White	White	Black or African American	Black or African American	Asian	Asian	Native Hawaiian or Other Pacific Islander	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	American Indian or Alaska Native	Two or More Races	Two or More Races
Upward Mobility To Management Positions	Total	Males	Females	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
External Selections %	100	71.43	28.57	0.00	7.14	46.43	17.86	10.71	3.57	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
Managers #	1374	805	569	43	31	604	325	122	164	31	40	1	1	2	5	2	3
Managers %	100	58.59	41.41		2.26	43.96	23.65	8.88	11.94	2.26	2.91	0.07	0.07	0.15	0.36	0.15	0.22
GS-13 #	1374	805	569		31	604	325	122	164	31	40	1	1	2	5	2	3
GS-13 %	100	58.59	41.41		2.26	43.96	23.65	8.88	11.94	2.26	2.91	0.07	0.07	0.15	0.36	0.15	0.22
INTERNAL COMPETITIVE PROMOTIONS		10000					1			1							
Vacancy Announcements #	216																
Relevant Applicant Pool %	100	54.46	45,54	3.27	2.22	37.57	23.38	8.86	16.01	3.94	3.3	0.1	0.16	0.57	0.25	0.16	0.32
Internal Applications #	1519	806	713	73	57	421	324	167	280	121	39	3	2	8	2	13	9
Internal Applications %	100	53.06	46.94		3.75	27.72	21.33	10.99	18.43	7.97	2.57	0.20	0.13	0.53	0.13	0.86	0.59
Qualified Internal Applicants #	1029	543	486	50	40	302	253	114	165	64	22	3	1	5	1	5	4
Qualified Internal Applicants %	100	52.77	47.23	4.86	3.89	29.35	24.59	11.08	16.03	6.22	2.14	0.29	0.10	0.49	0.10	0.49	0.39
Referred Applicants #	955	512	443	49	39	282	237	111	145	58	17	2	0	5	1	5	4
Referred Applicants %	100	53.61	46.39	5.13	4.08	29.53	24.82	11.62	15.18	6.07	1.78	0.21	0.00	0.52	0.10	0.52	0.42
Interviewed Applicants #	29	19	10	1	1	7	4	8	5	2	0	0	0	1	0	0	0
Interviewed Applicants %	100	65.52	34.48	3.45	3.45	24.14	13.79	27.59	17.24	6.90	0.00	0.00	0.00	3.45	0.00	0.00	0.00
Internal Selections #	243	137	106	13	7	88	63	25	31	9	3	0	0	1	1	1	1
Internal Selections %	100	56.38	43.62	5.35	2.88	36.21	25.93	10.29	12.76	3.70	1.23	0.00	0.00	0.41	0.41	0.41	0.41
NEW HIRES		•	•				•		•								
Vacancy Announcements #	244																
Voluntarily Identified Applicants #	20225	11068	9157	1503	1000	5277	2952	3031	4394	907	481	40	38	177	102	133	190
Voluntarily Identified Applicants %	100	54.72	45.28	7.43	4.94	26.09	14.60	14.99	21.73	4.48	2.38	0.20	0.19	0.88	0.50	0.66	0.94
Qualified External Applicants #	15853	8548	7305		790	4095	2400	2317	3473	697	380	32	30	136	78	96	154
Qualified External Applicants %	100	53.92	46.08	7.41	4.98	25.83	15.14	14.62	21.91	4.40	2.40	0.20	0.19	0.86	0.49	0.61	0.97
Referred Applicants #	4576	2502	2074		236	1106	593	780	1038	241	116	8	8	28	26	32	57

Upward Mobility To Management Positions	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Referred Applicants %	100	54.68	45.32	6.71	5.16	24.17	12.96	17.05	22.68	5.27	2.53	0.17	0.17	0.61	0.57	0.70	1.25
Interviewed Applicants #	36	23	13	3	0	13	7	2	3	4	3	0	0	0	0	1	0
Interviewed Applicants %	100	63.89	36.11	8.33	0.00	36.11	19.44	5.56	8.33	11.11	8.33	0.00	0.00	0.00	0.00	2.78	0.00
External Selections #	277	160	117	11	6	84	53	38	46	22	11	0	0	3	0	2	1
External Selections %	100	57.76	42.24	3.97	2.17	30.32	19.13	13.72	16.61	7.94	3.97	0.00	0.00	1.08	0.00	0.72	0.36
CAREER DEVELOPMENT PROGRAM				1								1					
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
Supervisors #	11	1	10	0	1	0	5	1	2	0	2	0	0	0	0	0	0
Supervisors %	100	9.09	90.91	0.00	9.09	0.00	45.45	9.09	18.18	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00
GS-12#	11	1	10	0	1	0	5	1	2	0	2	0	0	0	0	0	0
GS-12 %	100	9.09	90.91	0.00	9.09	0.00	45.45	9.09	18.18	0.00	18.18	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS	_		-	-	-	-	-	-	-	-	-	-	-	-			
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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 Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	0	0	0	-	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Upward Mobility To Management Positions	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Voluntarily Identified Applicants %	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 External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	10814	5773	5041	311	305	3857	2505	1132	1811	383	339	15	14	52	33	23	34
Permanent Workforce %	100	53.38	46.62	2.88	2.82	35.67	23.16	10.47	16.75	3.54	3.13	0.14	0.13	0.48	0.31	0.21	0.31
Alternative Benchmark %	100	49.85	50.15	3.36	4.03	29.64	37.17	3.52	5.48	2.69	2.66	0.04	0.06	0.37	0.47	0.23	0.27
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	489	225	264	16	14	171	161	21	64	11	22	0	0	2	1	4	2
Time-Off Awards 1 - 10 hours: Awards Given %	100	46.01	53.99	3.27	2.86	34.97	32.92	4.29	13.09	2.25	4.50	0.00	0.00	0.41	0.20	0.82	0.41
Time-Off Awards 1 - 10 Hours: Total Hours #	2886	1346	1540	97	83	1020	930	122	365	71	144	0	0	13	5	23	13
Time-Off Awards 1 - 10 Hours: Average Hours #	5.9	5.98	5.83	6.06	5.93	5.96	5.78	5.81	5.7	6.45	6.55	0	0	6.5	5	5.75	6.5
Time-Off Awards 11 - 20 hours: Awards Given #	228	115	113	7	3	86	83	14	18	6	6	0	0	1	1	1	2
Time-Off Awards 11 - 20 hours: Awards Given %	100	50.44	49.56	3.07	1.32	37.72	36.40	6.14	7.89	2.63	2.63	0.00	0.00	0.44	0.44	0.44	0.88
Time-Off Awards 11 - 20 Hours: Total Hours #	3619	1846	1773	120	44	1375	1299	219	280	100	102	0	0	16	16	16	32
Time-Off Awards 11 - 20 Hours: Average Hours #	15.87	16.05	15.69	17.14	14.67	15.99	15.65	15.64	15.56	16.67	17	0	0	16	16	16	16
Time-Off Awards 21 - 30 hours: Awards Given #	29	17	12	0	0	14	8	2	2	0	2	1	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	58.62	41.38	0.00	0.00	48.28	27.59	6.90	6.90	0.00	6.90	3.45	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	728	434	294	0	0	353	198	57	48	0	48	24	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	25.1	25.53	24.5	0	0	25.21	24.75	28.5	24	0	24	24	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	797	389	408	21	27	276	250	49	90	31	31	2	2	6	4	4	4
Time-Off Awards 31 - 40 hours: Awards Given %	100	48.81	51.19	2.63	3.39	34.63	31.37	6.15	11.29	3.89	3.89	0.25	0.25	0.75	0.50	0.50	0.50
Time-Off Awards 31 - 40 Hours: Total Hours #	24839	12125	12714	651	837	8613	7797	1528	2809	961	961	62	62	186	124	124	124
Time-Off Awards 31 - 40 Hours: Average Hours #	31.17	31.17	31.16	31	31	31.21	31.19	31.18	31.21	31	31	31	31	31	31	31	31
Time-Off Awards 41 or more Hours: Awards Given #	396	157	239	9	13	127	176	14	33	4	14	0	0	2	1	1	2
Time-Off Awards 41 or more Hours: Awards Given %	100	39.65	60.35	2.27	3.28	32.07	44.44	3.54	8.33	1.01	3.54	0.00	0.00	0.51	0.25	0.25	0.51
Time-Off Awards 41 or more Hours: Total Hours #	26985	8161	18824	468	676	6601	9148	728	1716	208	71528	0	0	104	52	52	104
Time-Off Awards 41 or more Hours: Average Hours #	68.14	51.98	78.76	52	52	51.98	51.98	52	52	52	5109.14	0	0	52	52	52	52
CASH AWARDS												-				_	
Cash Awards \$500 and Under: Awards Given #	2580	1395	1182	91	77	935	596	248	417	96	74	3	1	18	10	7	7
Cash Awards \$500 and Under: Awards Given %	100	54.07	45.81	3.53	2.98	36.24	23.10	9.61	16.16	3.72	2.87	0.12	0.04	0.70	0.39	0.27	0.27
Cash Awards \$500 and Under: Total Amount \$	636548	343129	293419	20257	18508	227873	148832	61903	100687	25805	19965	1178	238	4011	2867	1192	2322
Cash Awards \$500 and Under: Average Amount \$	246.72	245.97	248.24	222.6	240.36	243.71	249.72	249.61	241.46	268.8	269.8	392.67	238	222.83	286.7	170.29	331.71
Cash Awards: \$501 - \$999: Awards Given #	368	183	185	15	15	104	65	51	94	11	8	0	0	1	2	1	1
Cash Awards: \$501 - \$999: Awards Given %	100	49.73	50.27	4.08	4.08	28.26	17.66	13.86	25.54	2.99	2.17	0.00	0.00	0.27	0.54	0.27	0.27
Cash Awards: \$501 - \$999: Total Amount \$	297581	152634	144947	12914	12233	86379	51556	42750	72139	8820	6344	0	0	952	1759	819	916
Cash Awards: \$501 - \$999: Average Amount \$	808.64	834.07	783.5	860.93	815.53	830.57	793.17	838.24	767.44	801.82	793	0	0	952	879.5	819	916
Cash Awards: \$1000 - \$1999: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	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
Cash Awards: \$1000 - \$1999: Total Amount \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Awards	Total	Total Males	Total Females	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 Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$1000 - \$1999: Average Amount \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	2135	1197	938	64	58	865	551	184	246	70	69	4	5	4	5	6	4
Cash Awards: \$2000 - \$2999: Awards Given %	100	56.07	43.93	3.00	2.72	40.52	25.81	8.62	11.52	3.28	3.23	0.19	0.23	0.19	0.23	0.28	0.19
Cash Awards: \$2000 - \$2999: Total Amount \$	5190930	2897009	2293921	161282	141868	2095943	1358165	436626	589823	170710	170030	9850	11728	8796	12701	13802	9606
Cash Awards: \$2000 - \$2999: Average Amount \$	2431.35	2420.22	2445.54	2520.03	2446	2423.06	2464.91	2372.97	2397.65	2438.71	2464.2	2462.5	2345.6	2199	2540.2	2300.33	2401.5
Cash Awards: \$3000 - \$3999: Awards Given #	981	488	493	20	29	389	299	50	124	26	35	0	0	1	2	2	4
Cash Awards: \$3000 - \$3999: Awards Given %	100	49.75	50.25	2.04	2.96	39.65	30.48	5.10	12.64	2.65	3.57	0.00	0.00	0.10	0.20	0.20	0.41
Cash Awards: \$3000 - \$3999: Total Amount \$	3353228	1668330	1684898	69040	96008	1327789	1026928	173448	419702	88078	122298	0	0	3246	7075	6729	12887
Cash Awards: \$3000 - \$3999: Average Amount \$	3418.17	3418.71	3417.64	3452	3310.62	3413.34	3434.54	3468.96	3384.69	3387.62	3494.23	0	0	3246	3537.5	3364.5	3221.75
Cash Awards: \$4000 - \$4999: Awards Given #	170	102	68	2	2	80	51	8	11	10	4	0	0	2	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	60.00	40.00	1.18	1.18	47.06	30.00	4.71	6.47	5.88	2.35	0.00	0.00	1.18	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	694961	417357	277604	8210	8210	327463	208214	32552	44760	4098	16420	0	0	8148	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4088.01	4091.74	4082.41	4105	4105	4093.29	4082.63	4069	4069.09	409.8	4105	0	0	4074	0	0	0
Cash Awards: \$5000 or more: Awards Given #	5	1	4	0	0	1	3	0	1	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	100	20.00	80.00	0.00	0.00	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	28804	6938	21866	0	0	6938	16866	0	5000	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	5760.8	6938	5466.5	0	0	6938	5622	0	5000	0	0	0	0	0	0	0	0
OTHER AWARDS																-	
Total QSIs Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded %	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 Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded %	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 Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

 Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

	1401	0 22 10	101112	*** ***********************************	1 01101	- Distribu	eron of 1	1500	Journa	(2 42 6262	F						
Employment Tenure	Total	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]	1	Significan Disfigurer [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	11051	9736	303	1012	207	1	9	36	45	9	21	23	9	6	44	1	3
Total Workforce: Prior FY %	100	88.10	2.74	9.16	1.87	0.01	0.08	0.33	0.41	0.08	0.19	0.21	0.08	0.05	0.40	0.01	0.03
Total Workforce: Current FY #	11326	9753	373	1200	233	1	14	36	44	7	22	6	12	6	79	1	5
Total Workforce: Current FY %	100	86.11	3.29	10.60	2.06	0.01	0.12	0.32	0.39	0.06	0.19	0.05	0.11	0.05	0.70	0.01	0.04
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	275	17	70	188	26	0	5	0	-1	-2	1	-17	3	0	35	0	2
Total Workforce: Ratio Change %	0.00	-1.99	0.55	1.44	0.19	0.00	0.04	-0.01	-0.02	-0.02	0.00	-0.16	0.03	0.00	0.30	0.00	0.01
Total Workforce: Net Change %	2.49	0.17	23.10	18.58	12.56	0.00	55.56	0.00	-2.22	-22.22	4.76	-73.91	33.33	0.00	79.55	0.00	66.67
EMPLOYEE GAINS																	
Total Workforce: New Hires #	1227	953	102	172	52	2	6	10	3	0	2	0	4	0	23	0	2
Total Workforce: New Hires %	100	77.67	8.31	14.02	4.24	0.16	0.49	0.81	0.24	0.00	0.16	0.00	0.33	0.00	1.87	0.00	0.16
EMPLOYEE LOSSES										-							
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	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 Workforce: Removal #	18	11	0	7	2	0	0	0	1	0	0	0	0	0	1	0	0
Total Workforce: Removal %	100	61.11	0.00	38.89	11.11	0.00	0.00	0.00	5.56	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00
Total Workforce: Resignation #	254	215	8	31	9	2	0	0	1	0	0	0	0	0	6	0	0
Total Workforce: Resignation %	100	84.65	3.15	12.20	3.54	0.79	0.00	0.00	0.39	0.00	0.00	0.00	0.00	0.00	2.36	0.00	0.00
Total Workforce: Retirement #	424	369	4	51	12	0	1	4	3	0	0	0	1	0	3	0	0
Total Workforce: Retirement %	100	87.03	0.94	12.03	2.83	0.00	0.24	0.94	0.71	0.00	0.00	0.00	0.24	0.00	0.71	0.00	0.00
Total Workforce: Other Separations #	304	248	15	41	8	0	0	1	1	0	1	0	0	0	5	0	0
Total Workforce: Other Separations %	100	81.58	4.93	13.49	2.63	0.00	0.00	0.33	0.33	0.00	0.33	0.00	0.00	0.00	1.64	0.00	0.00
Total Workforce: Total Separations #	1000	843	27	130	31	2	1	5	6	0	1	0	1	0	15	0	0
Total Workforce: Total Separations %	100	84.30	2.70	13.00	3.10	0.20	0.10	0.50	0.60	0.00	0.10	0.00	0.10	0.00	1.50	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	10743	9486	286	971	199	1	9	36	45	9	21	21	8	6	39	1	3
Permanent Workforce: Prior FY %	100	88.30	2.66	9.04	1.85	0.01	0.08	0.34	0.42	0.08	0.20	0.20	0.07	0.06	0.36	0.01	0.03
Permanent Workforce: Current FY #	10814	9371	306	1137	209	1	9	30	44	7	21	6	9	6	72	1	3
Permanent Workforce: Current FY %	100	86.66	2.83	10.51	1.93	0.01	0.08	0.28	0.41	0.06	0.19	0.06	0.08	0.06	0.67	0.01	0.03
Permanent Workforce: Difference #	71	-115	20	166	10	0	0	-6	-1	-2	0	-15	1	0	33	0	0
Permanent Workforce: Ratio Change %	0.00	-1.64	0.17	1.47	0.08	0.00	0.00	-0.06	-0.01	-0.02	-0.01	-0.14	0.01	0.00	0.31	0.00	0.00
Permanent Workforce: Net Change %	0.66	-1.21	6.99	17.10	5.03	0.00	0.00	-16.67	-2.22	-22.22	0.00	-71.43	12.50	0.00	84.62	0.00	0.00
EMPLOYEE GAINS																	

Employment Tenure	Total	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]		Significan Disfigurer [93]
Permanent Workforce: New Hires #	1046	819	84	143	36	0	0	8	3	0	2	0	4	0	19	0	0
Permanent Workforce: New Hires %	100	78.30	8.03	13.67	3.44	0.00	0.00	0.76	0.29	0.00	0.19	0.00	0.38	0.00	1.82	0.00	0.00
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	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
Permanent Workforce: Reduction in Force #	18	11	0	7	2	0	0	0	1	0	0	0	0	0	1	0	0
Permanent Workforce: Reduction in Force %	100	61.11	0.00	38.89	11.11	0.00	0.00	0.00	5.56	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00
Permanent Workforce: Resignation #	254	215	8	31	9	2	0	0	1	0	0	0	0	0	6	0	0
Permanent Workforce: Resignation %	100	84.65	3.15	12.20	3.54	0.79	0.00	0.00	0.39	0.00	0.00	0.00	0.00	0.00	2.36	0.00	0.00
Permanent Workforce: Retirement #	424	369	4	51	12	0	1	4	3	0	0	0	1	0	3	0	0
Permanent Workforce: Retirement %	100	87.03	0.94	12.03	2.83	0.00	0.24	0.94	0.71	0.00	0.00	0.00	0.24	0.00	0.71	0.00	0.00
Permanent Workforce: Other Separations #	266	217	11	38	8	0	0	1	1	0	1	0	0	0	5	0	0
Permanent Workforce: Other Separations %	100	81.58	4.14	14.29	3.01	0.00	0.00	0.38	0.38	0.00	0.38	0.00	0.00	0.00	1.88	0.00	0.00
Permanent Workforce: Total Separations #	962	812	23	127	31	2	1	5	6	0	1	0	1	0	15	0	0
Permanent Workforce: Total Separations %	100	84.41	2.39	13.20	3.22	0.21	0.10	0.52	0.62	0.00	0.10	0.00	0.10	0.00	1.56	0.00	0.00
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	308	250	17	41	8	0	0	0	0	0	0	2	1	0	5	0	0
Temporary Workforce: Prior FY %	100	81.17	5.52	13.31	2.60	0.00	0.00	0.00	0.00	0.00	0.00	0.65	0.32	0.00	1.62	0.00	0.00
Temporary Workforce: Current FY #	512	382	67	63	24	0	5	6	0	0	1	0	3	0	7	0	2
Temporary Workforce: Current FY %	100	74.61	13.09	12.30	4.69	0.00	0.98	1.17	0.00	0.00	0.20	0.00	0.59	0.00	1.37	0.00	0.39
Temporary Workforce: Difference #	204	132	50	22	16	0	5	6	0	0	1	-2	2	0	2	0	2
Temporary Workforce: Ratio Change %	0.00	-6.56	7.57	-1.01	2.09	0.00	0.98	1.17	0.00	0.00	0.20	-0.65	0.27	0.00	-0.25	0.00	0.39
Temporary Workforce: Net Change %	66.23	52.80	294.12	53.66	200.00	0.00	0.00	0.00	0.00	0.00	0.00	-100.00	200.00	0.00	40.00	0.00	0.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	181	134	18	29	16	2	6	2	0	0	0	0	0	0	4	0	2
Temporary Workforce: New Hires %	100	74.03	9.94	16.02	8.84	1.10	3.31	1.10	0.00	0.00	0.00	0.00	0.00	0.00	2.21	0.00	1.10
EMPLOYEE LOSSES															-		
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	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
Temporary Workforce: Removal #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	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
Temporary Workforce: Resignation #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	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
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	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

Employment Tenure	Total	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]	Significan Disfigurer [93]
Temporary Workforce: Other Separations #	38	31	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	81.58	10.53	7.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	38	31	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	100	81.58	10.53	7.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
Schedule A (permanent): Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): Prior FY %	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
Schedule A (permanent): Current FY #	179	43	21	115	24	0	0	3	1	0	7	4	0	0	9	0	0
Schedule A (permanent): Current FY %	100	24.02	11.73	64.25	13.41	0.00	0.00	1.68	0.56	0.00	3.91	2.23	0.00	0.00	5.03	0.00	0.00
Schedule A (permanent): Difference #	179	43	21	115	24	0	0	3	1	0	7	4	0	0	9	0	0
Schedule A (permanent): Ratio Change %	0.00	24.02	11.73	64.25	13.41	0.00	0.00	1.68	0.56	0.00	3.91	2.23	0.00	0.00	5.03	0.00	0.00
Schedule A (permanent): Net Change %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS	_		-		_	_									-		
Schedule A (permanent): New Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): New Hires %	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
EMPLOYEE LOSSES				<u>:</u>													
Schedule A (permanent): Total Separations #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): Total Separations %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmenta Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectua Disability [90]	Significan Psychiatric Disorder [91]	Dwarfism [92]	Significar Disfigure [93]
TOTAL WORKFORCE (Participation Rate)																		
Total Workforce: Prior FY #	11051	10039	9736	303	1012	207	1	9	36	45	9	21	23	9	6	44	1	3
Total Workforce: Prior FY %	100	90.84	88.10	2.74	9.16	1.87	0.01	0.08	0.33	0.41	0.08	0.19	0.21	0.08	0.05	0.40	0.01	0.03
Total Workforce: Current FY #	11326	10126	9753	373	1200	233	1	14	36	44	7	22	6	12	6	79	1	5
Total Workforce: Current FY %	100	89.40	86.11	3.29	10.60	2.06	0.01	0.12	0.32	0.39	0.06	0.19	0.05	0.11	0.05	0.70	0.01	0.04
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	275	87	17	70	188	26	0	5	0	-1	-2	1	-17	3	0	35	0	2
Total Workforce: Ratio Change %	0.00	-1.44	-1.99	0.55	1.44	0.19	0.00	0.04	-0.01	-0.02	-0.02	0.00	-0.16	0.03	0.00	0.30	0.00	0.01
Total Workforce: Net Change %	2.49	0.87	0.17	23.10	18.58	12.56	0.00	55.56	0.00	-2.22	-22.22	4.76	-73.91	33.33	0.00	79.55	0.00	66.67
EMPLOYEE GAINS (Participation Rate)	_		-					-	-	-	-	-			-			
Total Workforce: New Hires #	1227	1055	953	102	172	52	2	6	10	3	0	2	0	4	0	23	0	2
Total Workforce: New Hires %	100	85.98	77.67	8.31	14.02	4.24	0.16	0.49	0.81	0.24	0.00	0.16	0.00	0.33	0.00	1.87	0.00	0.16
EMPLOYEE LOSSES (Inclusion Rate)	=				•					•	•				•	•		, ale
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	18	11	11	0	7	2	0	0	0	1	0	0	0	0	0	1	0	0
Total Workforce: Removal %	0.16	0.11	0.11	0.00	0.58	0.86	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	1.27	0.00	0.00
Total Workforce: Resignation #	254	223	215	8	31	9	2	0	0	1	0	0	0	0	0	6	0	0
Total Workforce: Resignation %	2.24	2.20	2.20	2.14	2.58	3.86	200.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	7.59	0.00	0.00
Total Workforce: Retirement #	424	373	369	4	51	12	0	1	4	3	0	0	0	1	0	3	0	0
Total Workforce: Retirement %	3.74	3.68	3.78	1.07	4.25	5.15	0.00	7.14	11.11	6.82	0.00	0.00	0.00	8.33	0.00	3.80	0.00	0.00
Total Workforce: Other Separations #	304	263	248	15	41	8	0	0	1	1	0	1	0	0	0	5	0	0
Total Workforce: Other Separations %	2.68	2.60	2.54	4.02	3.42	3.43	0.00	0.00	2.78	2.27	0.00	4.55	0.00	0.00	0.00	6.33	0.00	0.00
Total Workforce: Total Separations #	1000	870	843	27	130	31	2	1	5	6	0	1	0	1	0	15	0	0
Total Workforce: Total Separations %	8.83	8.59	8.64	7.24	10.83	13.30	200.00	7.14	13.89	13.64	0.00	4.55	0.00	8.33	0.00	18.99	0.00	0.00
PERMANENT WORKFORCE (Participation F	ate)																	
Permanent Workforce: Prior FY #	10743	9772	9486	286	971	199	1	9	36	45	9	21	21	8	6	39	1	3
Permanent Workforce: Prior FY %	100	90.96	88.30	2.66	9.04	1.85	0.01	0.08	0.34	0.42	0.08	0.20	0.20	0.07	0.06	0.36	0.01	0.03
Permanent Workforce: Current FY #	10814	9677	9371	306	1137	209	1	9	30	44	7	21	6	9	6	72	1	3
Permanent Workforce: Current FY %	100	89.49	86.66	2.83	10.51	1.93	0.01	0.08	0.28	0.41	0.06	0.19	0.06	0.08	0.06	0.67	0.01	0.03
Permanent Workforce: Difference #	71	-95	-115	20	166	10	0	0	-6	-1	-2	0	-15	1	0	33	0	0
Permanent Workforce: Ratio Change %	0.00	-1.47	-1.64	0.17	1.47	0.08	0.00	0.00	-0.06	-0.01	-0.02	-0.01	-0.14	0.01	0.00	0.31	0.00	0.00
Permanent Workforce: Net Change %	0.66	-0.97	-1.21	6.99	17.10	5.03	0.00	0.00	-16.67	-2.22	-22.22	0.00	-71.43	12.50	0.00	84.62	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		

File Flocess Date and Time. 00/30/2020 00	0.2011							_										
Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmenta Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectua Disability [90]		:	Significar Disfigure [93]
Permanent Workforce: New Hires #	1046	903	819	84	143	36	0	0	8	3	0	2	0	4	0	19	0	0
Permanent Workforce: New Hires %	100	86.33	78.30	8.03	13.67	3.44	0.00	0.00	0.76	0.29	0.00	0.19	0.00	0.38	0.00	1.82	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)								2										
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Reduction in Force #	18	11	11	0	7	2	0	0	0	1	0	0	0	0	0	1	0	0
Permanent Workforce: Reduction in Force %	0.17	0.11	0.12	0.00	0.62	0.96	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	1.39	0.00	0.00
Permanent Workforce: Resignation #	254	223	215	8	31	9	2	0	0	1	0	0	0	0	0	6	0	0
Permanent Workforce: Resignation %	2.35	2.30	2.29	2.61	2.73	4.31	200.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00
Permanent Workforce: Retirement #	424	373	369	4	51	12	0	1	4	3	0	0	0	1	0	3	0	0
Permanent Workforce: Retirement %	3.92	3.85	3.94	1.31	4.49	5.74	0.00	11.11	13.33	6.82	0.00	0.00	0.00	11.11	0.00	4.17	0.00	0.00
Permanent Workforce: Other Separations #	266	228	217	11	38	8	0	0	1	1	0	1	0	0	0	5	0	0
Permanent Workforce: Other Separations %	2.46	2.36	2.32	3.59	3.34	3.83	0.00	0.00	3.33	2.27	0.00	4.76	0.00	0.00	0.00	6.94	0.00	0.00
Permanent Workforce: Total Separations #	962	835	812	23	127	31	2	1	5	6	0	1	0	1	0	15	0	0
Permanent Workforce: Total Separations %	8.49	8.25	8.33	6.17	10.58	13.30	200.00	7.14	13.89	13.64	0.00	4.55	0.00	8.33	0.00	18.99	0.00	0.00
TEMPORARY WORKFORCE (Participation Ra	ite)																	-
Temporary Workforce: Prior FY #	308	267	250	17	41	8	0	0	0	0	0	0	2	1	0	5	0	0
Temporary Workforce: Prior FY %	100	86.69	81.17	5.52	13.31	2.60	0.00	0.00	0.00	0.00	0.00	0.00	0.65	0.32	0.00	1.62	0.00	0.00
Temporary Workforce: Current FY #	512	449	382	67	63	24	0	5	6	0	0	1	0	3	0	7	0	2
Temporary Workforce: Current FY %	100	87.70	74.61	13.09	12.30	4.69	0.00	0.98	1.17	0.00	0.00	0.20	0.00	0.59	0.00	1.37	0.00	0.39
Temporary Workforce: Difference #	204	182	132	50	22	16	0	5	6	0	0	1	-2	2	0	2	0	2
Temporary Workforce: Ratio Change %	0.00	1.01	-6.56	7.57	-1.01	2.09	0.00	0.98	1.17	0.00	0.00	0.20	-0.65	0.27	0.00	-0.25	0.00	0.39
Temporary Workforce: Net Change %	66.23	68.16	52.80	294.12	53.66	200.00	0.00	0.00	0.00	0.00	0.00	0.00	-100.00	200.00	0.00	40.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)								-										
Temporary Workforce: New Hires #	181	152	134	18	29	16	2	6	2	0	0	0	0	0	0	4	0	2
Temporary Workforce: New Hires %	100	83.98	74.03	9.94	16.02	8.84	1.10	3.31	1.10	0.00	0.00	0.00	0.00	0.00	0.00	2.21	0.00	1.10
EMPLOYEE LOSSES (Inclusion Rate)																		
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmenta Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]		Significant Psychiatric Disorder [91]	Dwarfism [92]	Significar Disfigure [93]
Temporary Workforce: Other Separations #	38	35	31		3	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	7.42	7.80	8.12	5.97	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	38	35	31	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Total Separations %	0.34	0.35	0.32	1.07	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT	WORKE	ORCE (F	Participa	tion Rat	te)													
Schedule A (permanent): Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): Prior FY %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Schedule A (permanent): Current FY #	179	64	43	21	115	24	0	0	3	1	0	7	4	0	0	9	0	0
Schedule A (permanent): Current FY %	100	35.75	24.02	11.73	64.25	13.41	0.00	0.00	1.68	0.56	0.00	3.91	2.23	0.00	0.00	5.03	0.00	0.00
Schedule A (permanent): Difference #	179	64	43	21	115	24	0	0	3	1	0	7	4	0	0	9	0	0
Schedule A (permanent): Ratio Change %	0.00	35.75	24.02	11.73	64.25	13.41	0.00	0.00	1.68	0.56	0.00	3.91	2.23	0.00	0.00	5.03	0.00	0.00
Schedule A (permanent): Net Change %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Schedule A (permanent): New Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): New Hires %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Schedule A (permanent): Total Separations #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A (permanent): Total Separations %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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]	Significan Disfigurer [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	10814	9371	306	1137	209	1	9	30	44	7	21	8	9	6	70	1	3
Permanent Workforce %	100	86.66	2.83	10.51	1.93	0.01	0.08	0.28	0.41	0.06	0.19	0.07	0.08	0.06	0.65	0.01	0.03
CBCA#	29	27	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CBCA %	100	93.10	3.45	3.45	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
CFO#	537	489	7	41	11	0	0	3	3	0	3	0	1	0	1	0	0
CFO %	100	91.06	1.30	7.64	2.05	0.00	0.00	0.56	0.56	0.00	0.56	0.00	0.19	0.00	0.19	0.00	0.00
FAS#	3345	2881	108	356	67	0	4	9	8	1	8	2	4	4	27	0	0
FAS %	100	86.13	3.23	10.64	2.00	0.00	0.12	0.27	0.24	0.03	0.24	0.06	0.12	0.12	0.81	0.00	0.00
OAS#	145	112	5	28	8	0	0	2	1	0	0	0	2	1	2	0	0
OAS %	100	77.24	3.45	19.31	5.52	0.00	0.00	1.38	0.69	0.00	0.00	0.00	1.38	0.69	1.38	0.00	0.00
OCS/TTS #	75	65	1	9	3	0	0	1	0	0	0	0	0	0	1	0	1
OCS/TTS %	100	86.67	1.33	12.00	4.00	0.00	0.00	1.33	0.00	0.00	0.00	0.00	0.00	0.00	1.33	0.00	1.33
OGC#	147	134	4	9	2	0	0	0	0	1	0	0	0	0	1	0	0
OGC %	100	91.16	2.72	6.12	1.36	0.00	0.00	0.00	0.00	0.68	0.00	0.00	0.00	0.00	0.68	0.00	0.00
OGP#	189	163	6	20	1	0	0	1	0	0	0	0	0	0	0	0	0
OGP %	100	86.24	3.17	10.58	0.53	0.00	0.00	0.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OHRM#	276	232	12	32	7	0	1	0	3	0	1	0	0	0	1	1	0
OHRM %	100	84.06	4.35	11.59	2.54	0.00	0.36	0.00	1.09	0.00	0.36	0.00	0.00	0.00	0.36	0.36	0.00
OIG#	302	282	7	13	2	0	0	0	1	0	0	1	0	0	0	0	0
OIG %	100	93.38	2.32	4.30	0.66	0.00	0.00	0.00	0.33	0.00	0.00	0.33	0.00	0.00	0.00	0.00	0.00
OIT#	489	421	17	51	7	0	0	2	2	0	0	0	0	0	3	0	0
OIT %	100	86.09	3.48	10.43	1.43	0.00	0.00	0.41	0.41	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00
OSBU#	35	32	0	3	1	0	0	0	0	1	0	0	0	0	0	0	0
OSBU %	100	91.43	0.00	8.57	2.86	0.00	0.00	0.00	0.00	2.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PBS#	5255	4580	135	540	96	1	4	11	27	4	7	4	1	1	34	0	2
PBS %	100	87.16	2.57	10.28	1.83	0.02	0.08	0.21	0.51	0.08	0.13	0.08	0.02	0.02	0.65	0.00	0.04
ADMIN/OCR/OIA/OCE/CBCA #	87	75	1	11	1	0	0	0	0	0	1	0	0	0	0	0	0
ADMIN/OCR/OIA/OCE/CBCA %	100	86.21	1.15	12.64	1.15	0.00	0.00	0.00	0.00	0.00	1.15	0.00	0.00	0.00	0.00	0.00	0.00

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Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate)

Occupational Categories	Total	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]	Significa Disfigure [93]
501 Goal %				12.00	2.00												
1. Management																	
Executives #	620	613	2	5	4	0	0	1	1	0	0	0	0	0	2	0	0
Executives %	100	98.87	0.32	0.81	0.65	0.00	0.00	0.16	0.16	0.00	0.00	0.00	0.00	0.00	0.32	0.00	0.00
Managers #	1374	1290	21	63	19	0	0	5	4	2	0	1	0	0	7	0	0
Managers %	100	93.89	1.53	4.59	1.38	0.00	0.00	0.36	0.29	0.15	0.00	0.07	0.00	0.00	0.51	0.00	0.00
Supervisors #	11	7	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	63.64	9.09	27.27	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
Total Management #	2005	1910	24	71	23	0	0	6	5	2	0	1	0	0	9	0	0
Total Management %	100	95.26	1.20	3.54	1.15	0.00	0.00	0.30	0.25	0.10	0.00	0.05	0.00	0.00	0.45	0.00	0.00
2. Professionals #	7773	6669	262	842	159	1	10	22	29	2	16	1	9	0	64	5	0
Professionals %	100	85.80	3.37	10.83	2.05	0.01	0.13	0.28	0.37	0.03	0.21	0.01	0.12	0.00	0.82	0.06	0.00
3. Technicians #	121	108	2	11	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians %	100	89.26	1.65	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
4. Sales Workers #	480	398	19	63	11	1	0	0	2	0	2	2	1	0	3	0	0
Sales Workers %	100	82.92	3.96	13.13	2.29	0.21	0.00	0.00	0.42	0.00	0.42	0.42	0.21	0.00	0.63	0.00	0.00
5. Administrative Workers #	143	107	6	30	8	0	0	1	1	0	0	0	0	2	3	1	0
Administrative Workers %	100	74.83	4.20	20.98	5.59	0.00	0.00	0.70	0.70	0.00	0.00	0.00	0.00	1.40	2.10	0.70	0.00
6. Craft Workers #	51	31	1	19	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100	60.78	1.96	37.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	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
8. Laborers and Helpers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers %	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
9. Service Workers #	36	30	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers %	100	83.33	5.56	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table B4P: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate)

				01122	- LE (0E) GRADE	2 2542		o j = 15tt	(= 0	<u>F</u>						
GS/GM/GL GRADES	Total	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 Disfigurem [93]
501 Goal %				12.00	2.00												
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	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 %	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 #	11	9	0	2	2	0	0	0	0	0	0	0	0	2	0	0	0
GS-03 %	100	81.82	0.00	18.18	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18.18	0.00	0.00	0.00
GS-04 #	100	89	5	6	3	0	0	0	0	0	0	0	1	1	1	0	0
GS-04 %	100	89.00	5.00	6.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	1.00	0.00	0.00
GS-05 #	51	33	7	11	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-05 %	100	64.71	13.73	21.57	1.96	0.00	0.00	1.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	30	22	33	5	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-06 %	100	73.33	110.00	16.67	3.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.33	0.00	0.00
GS-07 #	247	174	25	48	9	0	0	2	0	0	0	0	0	2	4	1	0
GS-07 %	100	70.45	10.12	19.43	3.64	0.00	0.00	0.81	0.00	0.00	0.00	0.00	0.00	0.81	1.62	0.40	0.00
GS-08 #	24	18	1	5	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-08 %	100	75.00	4.17	20.83	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.17	0.00	0.00
GS-09 #	433	309	37	87	19	0	3	2	0	0	2	0	1	0	11	0	0
GS-09 %	100	71.36	8.55	20.09	4.39	0.00	0.69	0.46	0.00	0.00	0.46	0.00	0.23	0.00	2.54	0.00	0.00
GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	550	441	29	80	18	0	1	2	1	0	2	0	0	0	11	0	1
GS-11 %	100	80.18	5.27	14.55	3.27	0.00	0.18	0.36	0.18	0.00	0.36	0.00	0.00	0.00	2.00	0.00	0.18
GS-12 #	3483	2837	140	506	80	1	8	13	5	3	6	1	7	0	35	0	1
GS-12 %	100	81.45	4.02	14.53	2.30	0.03	0.23	0.37	0.14	0.09	0.17	0.03	0.20	0.00	1.00	0.00	0.03
GS-13 #	3334	2955	89	290	34	0	2	5	0	2	2	2	5	0	15	0	1
GS-13 %	100	88.63	2.67	8.70	1.02	0.00	0.06	0.15	0.00	0.06	0.06	0.06	0.15	0.00	0.45	0.00	0.03
GS-14 #	1969	1785	46	138	23	0	2	4	0	0	3	3	2	0	9	0	0
GS-14 %	100	90.66	2.34	7.01	1.17	0.00	0.10	0.20	0.00	0.00	0.15	0.15	0.10	0.00	0.46	0.00	0.00
GS-15#	1068	947	38	83	3	0	0	1	0	0	1	1	0	0	0	0	0
GS-15 %	100	88.67	3.56	7.77	0.28	0.00	0.00	0.09	0.00	0.00	0.09	0.09	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

For period covering October 1, 2018 to September 30, 2019.

General Services Administration

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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 Disfigurem [93]
All Other (Unspecified GS) %	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 GS Employees #	10814	9619	450	1261	194	1	16	30	6	5	16	7	16	5	88	1	3
Total GS Employees %	100	88.95	4.16	11.66	1.79	0.01	0.15	0.28	0.06	0.05	0.15	0.06	0.15	0.05	0.81	0.01	0.03
SES#	125	114	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	100	91.20	2.40	4.80	0.00	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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %	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 Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	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-1 to GS-10 #	785	556	103	156	31	0	3	5	0	0	2	0	1	2	17	1	0
GS-1 to GS-10 %	100	70.83	13.12	19.87	3.95	0.00	0.38	0.64	0.00	0.00	0.25	0.00	0.13	0.25	2.17	0.13	0.00
GS-11 to SES #	10484	9036	345	1103	158	1	13	25	6	5	14	7	14	0	70	0	3
GS-11 to SES %	100	86.19	3.29	10.52	1.51	0.01	0.12	0.24	0.06	0.05	0.13	0.07	0.13	0.00	0.67	0.00	0.03

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Table B4T: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate)

GS-01%			_,,		UIII C	- EE (O E) GRADE	2 2 10 11 .		oj 22500	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	P						
Se-01 # Se-01	GS/GM/GL GRADES	Total	Disability	Identified	[02-03,	Targeted Disability	Developmental Disability [02]	Brain	Serious Difficulty Hearing	Serious Difficulty Seeing	Extremities	Mobility Impairment	Complete Paralysis	or Other Seizure Disorders	Disability	Psychiatric Disorder		Disfigurem
GS-01% GS-02 # GS-03 #	501 Goal %				12.00	2.00												
GS-02 # GS-03	GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$\frac{\frac	GS-01 %	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
SS-03 # S S I S I S I S S I S S I S S I S	GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 # GS-05	GS-03#	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 % GS-06 # GS-06	GS-03 %	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 # GS-05	GS-04#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 % 100 66.67 22.22 11.11 11.11 0.00 11.11 0.00 0.00	GS-04 %	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
GS-06 # GS-06 # GS-06 H GS-07 H GS-06 H GS-07	GS-05 #	9	6	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0
GS-06 % 100 0.00 0.00 0.00 0.00 0.00 0.00 0.0	GS-05 %	100	66.67	22.22	11.11	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07#	GS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07% 100 75.76 12.12 9.99 8.06 0.00 0.00 3.03 0.00	GS-06 %	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-08 # GS-08 % GS-08	GS-07 #	33	25	4	3	2	0	0	1	0	0	0	0	0	1	0	0	0
GS-08 % 100 0.00	GS-07 %	100	75.76	12.12	9.09	6.06	0.00	0.00	3.03	0.00	0.00	0.00	0.00	0.00	3.03	0.00	0.00	0.00
S	GS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	GS-08 %	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
S 10 1 1 0 0 0 0 0 0	GS-09 #	158	134	14	10	3	0	0	1	0	0	0	0	0	1	1	0	0
GS-10 %	GS-09 %	100	84.81	8.86	6.33	1.90	0.00	0.00	0.63	0.00	0.00	0.00	0.00	0.00	0.63	0.63	0.00	0.00
GS-12 # 154 142 2 10 0 <t< td=""><td>GS-10 #</td><td>1</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></t<>	GS-10 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 % 100 92.21 1.30 6.49 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	GS-10 %	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-13 # 90 0 4 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 1 1 0	GS-12 #	154	142	2	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	GS-12 %	100	92.21	1.30	6.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	GS-13 #	94	90	0	4	2	0	0	0	0	0	0	0	0	1	1	0	0
GS-14 % 100 90.91 0.00 9.09 0.00 0.00 0.00 0.00	GS-13 %	100	95.74	0.00	4.26	2.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.06	1.06	0.00	0.00
GS-15 # GS-15 W 100 66.67 0.00 33.33 0.00 0.00 0.00 0.00 0.00 0.	GS-14 #	33	30	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 % 100 66.67 0.00 33.33 0.00 0.00 0.00 0.00 0.00 0.	GS-14 %	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
All Other (Unspecified GS) # O O O O O O O O O O O O O	GS-15 #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) % 100 0.00 0.00 0.00 0.00 0.00 0.00 0.0	GS-15 %	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
Total GS Employees # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	All Other (Unspecified GS) %	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 GS Employees #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

For period covering October 1, 2018 to September 30, 2019.

General Services Administration

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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 Disfigurem [93]
Total GS Employees %	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
SES#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %	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) %	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 Senior Pay #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Pay %	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-1 to GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-1 to GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 to SES #	17	10	3	4	1	0	0	0	0	0	0	0	0	1	0	0	0
GS-11 to SES %	100	58.82	17.65	23.53	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.88	0.00	0.00	0.00
GS-11 to SES #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 to SES %	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

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Table B5P: SALARY - Distribution by Disability (Participation Rate)

			иоте вет	• 611211		Stribution	<i>b</i> _j <i>b</i> ₁₅ <i>a</i> ₁	onity (1	ar trerpu	tion itut	• ,						
Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		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 Disfigurem [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	113	105	0	8	1	0	0	0	0	0	0	0	0	1	0	0	0
Up to \$20,000 %	100	92.92	0.00	7.08	0.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.88	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	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
\$30,001-\$40,000 #	58	51	1	6	1	0	0	0	0	0	0	0	0	1	0	0	0
\$30,001-\$40,000 %	100	87.93	1.72	10.34	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.72	0.00	0.00	0.00
\$40,001-\$50,000 #	56	36	6	14	2	0	0	0	0	0	0	0	0	1	1	0	0
\$40,001-\$50,000 %	100	64.29	10.71	25.00	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.79	1.79	0.00	0.00
\$50,001-\$60,000 #	127	104	6	17	5	0	0	2	1	0	0	0	0	1	1	0	0
\$50,001-\$60,000 %	100	81.89	4.72	13.39	3.94	0.00	0.00	1.57	0.79	0.00	0.00	0.00	0.00	0.79	0.79	0.00	0.00
\$60,001-\$70,000 #	191	144	9	38	8	0	0	1	1	0	1	0	0	1	4	0	0
\$60,001-\$70,000 %	100	75.39	4.71	19.90	4.19	0.00	0.00	0.52	0.52	0.00	0.52	0.00	0.00	0.52	2.09	0.00	0.00
\$70,001-\$80,000 #	326	254	14	58	10	0	0	2	0	0	1	0	1	0	6	0	0
\$70,001-\$80,000 %	100	77.91	4.29	17.79	3.07	0.00	0.00	0.61	0.00	0.00	0.31	0.00	0.31	0.00	1.84	0.00	0.00
\$80,001-\$90,000 #	1180	960	45	175	29	0	5	1	3	2	4	0	1	0	12	0	1
\$80,001-\$90,000 %	100	81.36	3.81	14.83	2.46	0.00	0.42	0.08	0.25	0.17	0.34	0.00	0.08	0.00	1.02	0.00	0.08
\$90,001-\$100,000 #	1429	1229	50	150	25	1	0	4	2	0	5	1	2	0	10	0	0
\$90,001-\$100,000 %	100	86.00	3.50	10.50	1.75	0.07	0.00	0.28	0.14	0.00	0.35	0.07	0.14	0.00	0.70	0.00	0.00
\$100,001-\$110,000 #	1759	1579	42	138	16	0	3	2	2	2	1	0	2	0	4	0	0
\$100,001-\$110,000 %	100	89.77	2.39	7.85	0.91	0.00	0.17	0.11	0.11	0.11	0.06	0.00	0.11	0.00	0.23	0.00	0.00
\$110,001-\$120,000 #	1346	1190	31	125	15	0	1	3	2	0	1	0	1	0	7	0	0
\$110,001-\$120,000 %	100	88.41	2.30	9.29	1.11	0.00	0.07	0.22	0.15	0.00	0.07	0.00	0.07	0.00	0.52	0.00	0.00
\$120,001-\$130,000 #	1203	1093	25	85	8	0	0	1	0	0	2	1	0	0	3	0	1
\$120,001-\$130,000 %	100	90.86	2.08	7.07	0.67	0.00	0.00	0.08	0.00	0.00	0.17	0.08	0.00	0.00	0.25	0.00	0.08
\$130,001-\$140,000 #	630	571	13	46	8	0	0	2	0	0	3	0	1	0	2	0	0
\$130,001-\$140,000 %	100	90.63	2.06	7.30	1.27	0.00	0.00	0.32	0.00	0.00	0.48	0.00	0.16	0.00	0.32	0.00	0.00
\$140,001-\$150,000 #	463	426	14	23	4	0	1	1	0	0	0	1	0	0	1	0	0
\$140,001-\$150,000 %	100	92.01	3.02	4.97	0.86	0.00	0.22	0.22	0.00	0.00	0.00	0.22	0.00	0.00	0.22	0.00	0.00
\$150,001-\$160,000 #	542	493	12	37	4	0	0	2	0	0	0	0	1	0	1	0	0
\$150,001-\$160,000 %	100	90.96	2.21	6.83	0.74	0.00	0.00	0.37	0.00	0.00	0.00	0.00	0.18	0.00	0.18	0.00	0.00
\$160,001-\$170,000 #	62	56	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0

For period covering October 1, 2018 to September 30, 2019.

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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]		Significant Disfigurem [93]
\$160,001-\$170,000 %	100	90.32	4.84	4.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	36	33	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	91.67	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	49	46	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180,001 and Greater %	100	93.88	0.00	6.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B5T: SALARY - Distribution by Disability (Participation Rate)

		1 (able D3	I. SALA	K1 - DI	stribution	Dy Disa	omity (r	ai ucipa	uon Kai	e)						
Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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 Disfigurem [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	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
\$20,001-\$30,000 #	10	7	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	70.00	10.00	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
\$30,001-\$40,000 #	9	6	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	66.67	22.22	11.11	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	33	26	3	4	2	0	0	1	0	0	0	0	0	1	0	0	0
\$40,001-\$50,000 %	100	78.79	9.09	12.12	6.06	0.00	0.00	3.03	0.00	0.00	0.00	0.00	0.00	3.03	0.00	0.00	0.00
\$50,001-\$60,000 #	158	134	14	10	3	0	0	1	0	0	0	0	0	1	1	0	0
\$50,001-\$60,000 %	100	84.81	8.86	6.33	1.90	0.00	0.00	0.63	0.00	0.00	0.00	0.00	0.00	0.63	0.63	0.00	0.00
\$60,001-\$70,000 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	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
\$70,001-\$80,000 #	154	142	2	10	0	0	0	0	0	0	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	92.21	1.30	6.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	17	10	3	4	1	0	0	0	0	0	0	0	0	1	0	0	0
\$80,001-\$90,000 %	100	58.82	17.65	23.53	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.88	0.00	0.00	0.00
\$90,001-\$100,000 #	33	30	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
\$90,001-\$100,000 %	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
\$100,001-\$110,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100,001-\$110,000 %	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
\$110,001-\$120,000 #	50	40	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	80.00	16.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	44	40	2	2	2	0	0	0	0	0	0	0	0	1	1	0	0
\$120,001-\$130,000 %	100	90.91	4.55	4.55	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.27	2.27	0.00	0.00
\$130,001-\$140,000 #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	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
\$140,001-\$150,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	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
\$150,001-\$160,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150,001-\$160,000 %	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
\$160,001-\$170,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

For period covering October 1, 2018 to September 30, 2019.

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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]		Significant Disfigurem [93]
\$160,001-\$170,000 %	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
\$170,001-\$180,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	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
\$180,001 and Greater #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180,001 and Greater %	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

File Process Date and Time: 06/30/2020 06:26 PM

Table B6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

	abic Do	1 . 141100	1011-01	KITIC/I	L OCC	31 /1 1 1 O 1 VI	<i>5</i> - D 15t11	button	by Disak	mity (1 a	гистрацоп	(Kate)					
Mission-Critical Occupations	Total	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 Disfigurem [93]
501 Goal %				12.00	2.00												
MISC PROGRAM AND ADMINISTRATION (0301) #	973	891	15	67	12	1	1	1	1	2	1	0	0	0	4	0	1
MISC PROGRAM AND ADMINISTRATION (0301) %	100	91.57	1.54	6.89	1.23	0.10	0.10	0.10	0.10	0.21	0.10	0.00	0.00	0.00	0.41	0.00	0.10
GS-09#	26	17	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	65.38	7.69	26.92	0.00	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#	38	32	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	84.21	5.26	10.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12#	161	139	1	21	5	0	1	2	0	0	0	0	0	0	2	0	0
GS-12 %	100	86.34	0.62	13.04	3.11	0.00	0.62	1.24	0.00	0.00	0.00	0.00	0.00	0.00	1.24	0.00	0.00
GS-13 #	255	225	6	24	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-13 %	100	88.24	2.35	9.41	0.39	0.00	0.00	0.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14#	271	240	9	22	4	0	0	0	1	0	1	0	0	0	2	0	0
GS-14 %	100	88.56	3.32	8.12	1.48	0.00	0.00	0.00	0.37	0.00	0.37	0.00	0.00	0.00	0.74	0.00	0.00
GS-15#	321	288	5	28	5	0	0	2	0	0	0	0	0	0	3	0	0
GS-15 %	100	89.72	1.56	8.72	1.56	0.00	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00	0.93	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS	_						-	-									
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	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 External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
MANAGEMENT AND PROGRAM ANALYSTS (0343) #	1123	1015	20	88	13	1	1	1	2	0	3	0	0	0	4	0	1
MANAGEMENT AND PROGRAM ANALYSTS (0343) %	100	90.38	1.78	7.84	1.16	0.09	0.09	0.09	0.18	0.00	0.27	0.00	0.00	0.00	0.36	0.00	0.09
GS-09 #	82	59	7	16	3	0	0	1	0	0	1	0	0	0	1	0	0
GS-09 %	100	71.95	8.54	19.51	3.66	0.00	0.00	1.22	0.00	0.00	1.22	0.00	0.00	0.00	1.22	0.00	0.00
GS-11 #	75	59	6	10	2	0	0	0	0	0	0	0	0	0	2	0	0
GS-11 %	100	78.67	8.00	13.33	2.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.67	0.00	0.00
					_	0	0	0	12	0	1	0	0	0	1	0	1
GS-12#	304	263	7	34	5	0	0	I O	12	U	1	10	U	U	1	Į v	
GS-12 # GS-12 %	100	263 86.51	2.30	11.18	1.64	0.00	ļ -	0.00	0.66	0.00	0.33	0.00	0.00	0.00	0.33	0.00	0.33

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		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 Disfigurem [93]
GS-13 %	100	86.03	2.51	11.45	0.56	0.00	0.28	0.00	0.00	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00
GS-14#	228	209	2	17	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	91.67	0.88	7.46	0.44	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	73	63	4	6	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	86.30	5.48	8.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES	_																
Vacancy Announcements #	50																
Voluntarily Identified Applicants #	750	450	200	150	50	3	6	10	3	1	4	3	8	0	18	0	2
Voluntarily Identified Applicants %	100	60.00	26.67	20.00	6.67	0.40	0.80	1.33	0.40	0.13	0.53	0.40	1.07	0.00	2.40	0.00	0.27
Qualified External Applicants #	369	209	60	100	20	4	0	5	3	1	3	2	4	0	6	0	0
Qualified External Applicants %	100	56.64	16.26	27.10	5.42	1.08	0.00	1.36	0.81	0.27	0.81	0.54	1.08	0.00	1.63	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	50	37	11	2	1	0	0	0	0	1	0	0	0	0	0	0	0
External Selections %	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
GENERAL ATTORNEY (0950) #	146	135	4	7	1	0	0	0	0	0	0	0	0	0	1	0	0
GENERAL ATTORNEY (0950) %	100	92.47	2.74	4.79	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.68	0.00	0.00
GS-13 #	31	26	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	83.87	6.45	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-14#	115	109	2	4	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-14 %	100	94.78	1.74	3.48	0.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.87	0.00	0.00
GENERAL BUSINESS AND INDUSTRY (1101) #	1504	1327	38	139	9	0	0	0	2	1	0	1	1	0	4	0	0
GENERAL BUSINESS AND INDUSTRY (1101) %	100	88.23	2.53	9.24	0.60	0.00	0.00	0.00	0.13	0.07	0.00	0.07	0.07	0.00	0.27	0.00	0.00
GS-09#	49	30	2	17	1	0	0	0	1	0	0	0	0	0	0	0	0
GS-09 %	100	61.22	4.08	34.69	2.04	0.00	0.00	0.00	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11#	44	34	3	7	3	0	0	0	2	0	0	0	0	0	1	0	0
GS-11 %	100	77.27	6.82	15.91	6.82	0.00	0.00	0.00	4.55	0.00	0.00	0.00	0.00	0.00	2.27	0.00	0.00
GS-12#	373	300	19	54	4	0	0	0	0	0	0	0	1	0	3	0	0
GS-12 %	100	80.43	5.09	14.48	1.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.27	0.00	0.80	0.00	0.00
GS-13#	592	535	11	46	4	0	0	1	0	0	0	0	1	0	2	0	0
GS-13 %	100	90.37	1.86	7.77	0.68	0.00	0.00	0.17	0.00	0.00	0.00	0.00	0.17	0.00	0.34	0.00	0.00
GS-14#	333	310	7	16	3	0	0	0	0	0	0	1	1	0	1	0	0
GS-14 %	100	93.09	2.10	4.80	0.90	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.30	0.00	0.30	0.00	0.00
GS-15#	141	133	3	5	0	0	0	0	0	0	0	0	0	0		0	0
GS-15 %	100	94.33	2.13	3.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

For period covering October 1, 2018 to September 30, 2019.

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Developmental Disability [02]	Hearing	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]		Significant Psychiatric Disorder [91]	Significant Disfigurem [93]
INTERNAL COMPETITIVE PROMOTIONS													

The Frocess Date and Time: 00/30/2020											_						
Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]		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]		Significant Psychiatric Disorder [91]	Dwarfism [92]	Significar Disfigure [93]
Vacancy Announcements #	72	[05]	[01]	00))]	Disability	Disability [02]	injury [05]	[17]	[20]	[31]	[40]	[00]	[02]	[50]	[71]	[/2]	[75]
Voluntarily Identified Applicants #	1988	1288	200	300	100	5	16	13	12	0	20	10	19	1	30	0	9
Voluntarily Identified Applicants %	100	64.79	10.06	15.09	5.03	0.25	0.80	0.65	0.60	0.00	1.01	0.50	0.96		1.51	0.00	0.45
Qualified External Applicants #	1388	1088	100	200	50	2	8	10	6	0	10	5	10	0	10	0	0
Qualified External Applicants %	100	78.39	7.20	14.41	3.60	0.14	0.58	0.72	0.43	0.00	0.72	0.36	0.72	_	0.72	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0
Interviewed Applicants %	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
External Selections #	131	90	35	6	2	0	1	0	0	0	0	1	0		0	0	0
External Selections %	100	68.70	26.72	4.58	1.53	0.00	0.76	0.00	0.00	0.00	0.00	0.76	0.00	0.00	0.00	0.00	0.00
CONTRACTING (1102) #	1712	1496	61	155	20	0	2	1	4	1	2	1	0	0	9	0	0
CONTRACTING (1102) %	100	87.38	3.56	9.05	1.17	0.00	0.12	0.06	0.23	0.06	0.12	0.06	0.00	0.00	0.53	0.00	0.00
GS-09#	67	39	10	18	2	0	1	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	58.21	14.93	26.87	2.99	0.00	1.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.49	0.00	0.00
GS-11#	56	37	4	15	3	0	0	0	1	0	0	0	0	0	2	0	0
GS-11 %	100	66.07	7.14	26.79	5.36	0.00	0.00	0.00	1.79	0.00	0.00	0.00	0.00	0.00	3.57	0.00	0.00
GS-12#	642	555	16	71	13	0	1	0	3	1	2	0	0	0	6	0	0
GS-12 %	100	86.45	2.49	11.06	2.02	0.00	0.16	0.00	0.47	0.16	0.31	0.00	0.00	0.00	0.93	0.00	0.00
GS-13#	611	541	28	42	1	0	0	0	0	0	0	1	0	0	0	0	0
GS-13 %	100	88.54	4.58	6.87	0.16	0.00	0.00	0.00	0.00	0.00	0.00	0.16	0.00	0.00	0.00	0.00	0.00
GS-14#	290	263	8	19	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-14 %	100	90.69	2.76	6.55	0.34	0.00	0.00	0.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15#	105	95	6	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	90.48	5.71	3.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	150																
Voluntarily Identified Applicants #	9699	5570	3261	868	448	5	78	48	31	12	71	39	39	1	231	0	0
Voluntarily Identified Applicants %	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
Qualified External Applicants #	6876	4014	2353	509	247	2	0	20	17	5	38	28	32	1	124	0	3
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	228	124	89	15	9	0	1	1	0	0	1	0	1	0	7	0	0
External Selections %	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

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		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 Disfigurem [93]
REALTY (1170) #	616	548	16	52	2	0	0	0	0	0	1	1	0	0	0	0	0
REALTY (1170) %	100	88.96	2.60	8.44	0.32	0.00	0.00	0.00	0.00	0.00	0.16	0.16	0.00	0.00	0.00	0.00	0.00
GS-08#	80	65	5	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	81.25	6.25	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12#	316	245	15	56	1	0	0	0	0	0	1	0	0	0	0	0	0
GS-12 %	100	77.53	4.75	17.72	0.32	0.00	0.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	413	358	12	43	1	0	0	0	0	0	0	1	0	0	0	0	0
GS-13 %	100	86.68	2.91	10.41	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.24	0.00	0.00	0.00	0.00	0.00
GS-14#	358	325	8	25	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	90.78	2.23	6.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15#	121	112	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	92.56	2.48	4.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
BUILDING MANAGEMENT (1176) #	979	873	29	77	4	1	0	0	0	0	0	0	0	0	3	0	0
BUILDING MANAGEMENT (1176) %	100	89.17	2.96	7.87	0.41	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.31	0.00	0.00
GS-09#	56	39	3	14	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	69.64	5.36	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11#	76	63	5	8	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-11 %	100	82.89	6.58	10.53	1.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.32	0.00	0.00
GS-12#	522	424	28	70	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	81.23	5.36	13.41	0.19	0.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13#	211	190	5	16	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-13 %	100	90.05	2.37	7.58	0.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00
GS-14#	51	46	1	4	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-14 %	100	90.20	1.96	7.84	1.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.96	0.00	0.00
INFORMATION TECHNOLOGY SPECIALIST (2210) #	632	564	17	51	8	1	1	1	1	0	2	0	0	0	1	0	1
INFORMATION TECHNOLOGY SPECIALIST (2210) %	100	89.24	2.69	8.07	1.27	0.16	0.16	0.16	0.16	0.00	0.32	0.00	0.00	0.00	0.16	0.00	0.16
GS-12#	84	68	5	11	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-12 %	100	80.95	5.95	13.10	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.19	0.00	0.00
GS-13#	225	185	8	32	2	1	0	1	0	0	0	0	0	0	0	0	0
GS-13 %	100	82.22	3.56	14.22	0.89	0.44	0.00	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14#	268	240	6	22	4	0	1	0	1	0	1	0	0	0	0	0	1
GS-14 %	100	89.55	2.24	8.21	1.49	0.00	0.37	0.00	0.37	0.00	0.37	0.00	0.00	0.00	0.00	0.00	0.37
GS-15#	115	104	3	8	1	0	0	0	0	0	1	0	0	0	0	0	0
GS-15 %	100	90.43	2.61	6.96	0.87	0.00	0.00	0.00	0.00	0.00	0.87	0.00	0.00	0.00	0.00	0.00	0.00

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Table B6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

Mission-Critical Occupations	Total	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 Disfigurem [93]
501 Goal %				12.00	2.00												
MISC PROGRAM AND ADMINISTRATION (0301) # MISC PROGRAM AND ADMINISTRATION (0301) %	61 100	47 77.05	3.28	12 19.67	3.28	0.00	0.00	1.64	1.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MANAGEMENT AND PROGRAM ANALYSTS (0343) # MANAGEMENT AND PROGRAM ANALYSTS (0343) %	18	16 88.89	0.00	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00	0.00
GENERAL ATTORNEY (0950) # GENERAL ATTORNEY (0950) %	11 100	10 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
GENERAL BUSINESS AND INDUSTRY (1101) # GENERAL BUSINESS AND INDUSTRY (1101) %	21 100	17 80.95	1 4.76	3 14.29	9.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2 9.52	0.00	0.00
CONTRACTING (1102) # CONTRACTING (1102) %	63 100	57 90.48	2 3.17	4 6.35	1 1.59	0.00	0.00	0.00	0.00	0.00	1.59	0.00	0.00	0.00	0.00	0.00	0.00
REALTY (1170) # REALTY (1170) %	3	1 33.33	0.00	2 66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
BUILDING MANAGEMENT (1176) # BUILDING MANAGEMENT (1176) %	9	8 88.89	0.00	1 11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INFORMATION TECHNOLOGY SPECIALIST (2210) # INFORMATION TECHNOLOGY SPECIALIST (2210) %	23 100	19 82.61	0.00	4 17.39	1 4.35	0.00	0.00	1 4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate)

	10	abic D7.	DEMO	K GKM	DE DE V	ELS - Dist	indution	by Disa	Diffity (1	ai ticipa	tion Rate)						
Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]		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 Disfigurem [93]
501 Goal #				12.00	2.00												
Total Senior Grades #	6496	5801	176	517	60	0	4	10	0	2	6	6	7	0	24	0	1
Total Senior Grades %	100	89.30	2.71	7.96	0.92	0.00	0.06	0.15	0.00	0.03	0.09	0.09	0.11	0.00	0.37	0.00	0.02
				•					•	•		•					
SES or Equivalent #	125	114	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0
SES or Equivalent %	100	91.20	2.40	4.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
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
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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 Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES	_																
Vacancy Announcements #	3																
Voluntarily Identified Applicants #	67	39	25	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	58.21	37.31	4.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	33	20	10	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	60.61	30.30	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	33.33	33.33	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
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																

Upward Mobility to Senior Grade Levels	Total	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 Disfigurem [93]
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
								1.									
GS-15 or Equivalent #	1068	947	38	83	3	0	0	1	0	0	1	1	0	0	0	0	0
GS-15 or Equivalent %	100	88.67	3.56	7.77	0.28	0.00	0.00	0.09	0.00	0.00	0.09	0.09	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	46																
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
Internal Applications #	264	140	106	18	6	0	0	0	0	0	4	0	4	0	1	0	1
Internal Applications %	100	53.03	40.15	6.82	2.27	0.00	0.00	0.00	0.00	0.00	1.52	0.00	1.52	0.00	0.38	0.00	0.38
Qualified Internal Applicants #	204	108	85	11	5	0	0	0	0	0	2	0	2	0	1	0	0
Qualified Internal Applicants %	100	52.94	41.67	5.39	2.45	0.00	0.00	0.00	0.00	0.00	0.98	0.00	0.98	0.00	0.49	0.00	0.00
Referred Applicants #	190	98	81	11	5	0	0	0	0	0	2	0	2	0	1	0	0
Referred Applicants %	100	51.58	42.63	5.79	2.63	0.00	0.00	0.00	0.00	0.00	1.05	0.00	1.05	0.00	0.53	0.00	0.00
Interviewed Applicants #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	48	23	23	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	47.92	47.92	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES	_	-		-			-	-	-	-		-	-	-			
Vacancy Announcements #	31																
Voluntarily Identified Applicants #	5475	3524	1549	402	180	6	28	19	7	6	28	12	14	1	102	0	8
Voluntarily Identified Applicants %	100	64.37	28.29	7.34	3.29	0.11	0.51	0.35	0.13	0.11	0.51	0.22	0.26	0.02	1.86	0.00	0.15
Qualified External Applicants #	4218	2686	1219	313	139	2	21	18	6	5	24	10	11	1	75	0	7
Qualified External Applicants %	100	63.68	28.90	7.42	3.30	0.05	0.50	0.43	0.14	0.12	0.57	0.24	0.26	0.02	1.78	0.00	0.17
Referred Applicants #	805	473	381	51	24	1	5	1	2	0	3	2	4	0	11	0	1
Referred Applicants %	100	58.76	47.33	6.34	2.98	0.12	0.62	0.12	0.25	0.00	0.37	0.25	0.50	0.00	1.37	0.00	0.12
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	39	17	21	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	43.59	53.85	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

Upward Mobility to Senior Grade Levels	Total	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]		Significant Disfigurem [93]
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
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GS-14 or Equivalent #	1969	1785	46	138	23	0	2	4	0	0	3	3	2	0	9	0	0
GS-14 or Equivalent %	100	90.66	2.34	7.01	1.17	0.00	0.10	0.20	0.00	0.00	0.15	0.15	0.10	0.00	0.46	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS				•			•	•	•			•	•	•	•	•	
Vacancy Announcements #	87																
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
Internal Applications #	812	458	324	30	18	0	0	0	0	0	12	0	10	0	4	0	3
Internal Applications %	100	56.40	39.90	3.69	2.22	0.00	0.00	0.00	0.00	0.00	1.48	0.00	1.23	0.00	0.49	0.00	0.37
Qualified Internal Applicants #	575	327	228	20	11	0	0	0	0	0	7	0	7	0	3	0	1
Qualified Internal Applicants %	100	56.87	39.65	3.48	1.91	0.00	0.00	0.00	0.00	0.00	1.22	0.00	1.22	0.00	0.52	0.00	0.17
Referred Applicants #	499	284	198	17	10	0	0	0	0	0	6	0	7	0	3	0	0
Referred Applicants %	100	56.91	39.68	3.41	2.00	0.00	0.00	0.00	0.00	0.00	1.20	0.00	1.40	0.00	0.60	0.00	0.00
Interviewed Applicants #	10	6	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	89	50	39	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	56.18	43.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	82																
Voluntarily Identified Applicants #	9169	5586	2829	754	335	10	59	43	15	11	65	22	30	1	148	0	14
Voluntarily Identified Applicants %	100	60.92	30.85	8.22	3.65	0.11	0.64	0.47	0.16	0.12	0.71	0.24	0.33	0.01	1.61	0.00	0.15
Qualified External Applicants #	7150	4376	2230	544	231	5	42	30	10	8	46	15	17	1	106	0	7
Qualified External Applicants %	100	61.20	31.19	7.61	3.23	0.07	0.59	0.42	0.14	0.11	0.64	0.21	0.24	0.01	1.48	0.00	0.10
Referred Applicants #	2337	1301	842	194	75	1	16	5	6	4	20	6	7	1	23	0	1
Referred Applicants %		55.67	36.03	8.30	3.21	0.04	0.68	0.21	0.26	0.17	0.86	0.26	0.30	0.04	0.98	0.00	0.04
Interviewed Applicants #	14	5	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	35.71	64.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	106	53	44	9	3	0	0	0	1	0	0	1	0	0	1	0	0
External Selections %	100	50.00	41.51	8.49	2.83	0.00	0.00	0.00	0.94	0.00	0.00	0.94	0.00	0.00	0.94	0.00	0.00

Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		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 Disfigurem [93]
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
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GS-13 or Equivalent #	3334	2955	89	290	34	0	2	5	0	2	2	2	5	0	15	0	1
GS-13 or Equivalent %	100	88.63	2.67	8.70	1.02	0.00	0.06	0.15	0.00	0.06	0.06	0.06	0.15	0.00	0.45	0.00	0.03
INTERNAL COMPETITIVE PROMOTIONS	-		•	•				•	•	•	•	•	•	•	•		
Vacancy Announcements #	129																
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
Internal Applications #	321	482	377	62	23	0	3	1	0	0	9	1	2	0	7	0	1
Internal Applications %	100	150.16	117.45	19.31	7.17	0.00	0.93	0.31	0.00	0.00	2.80	0.31	0.62	0.00	2.18	0.00	0.31
Qualified Internal Applicants #	652	352	269	31	11	0	1	1	0	0	3	0	2	0	4	0	0
Qualified Internal Applicants %	100	53.99	41.26	4.75	1.69	0.00	0.15	0.15	0.00	0.00	0.46	0.00	0.31	0.00	0.61	0.00	0.00
Referred Applicants #	571	307	240	24	9	0	1	1	0	0	2	0	2	0	3	0	0
Referred Applicants %	100	53.77	42.03	4.20	1.58	0.00	0.18	0.18	0.00	0.00	0.35	0.00	0.35	0.00	0.53	0.00	0.00
Interviewed Applicants #	25	12	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	48.00	48.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	179	108	68	3	2	0	0	0	0	0	1	0	0	0	1	0	0
Internal Selections %	100	60.34	37.99	1.68	1.12	0.00	0.00	0.00	0.00	0.00	0.56	0.00	0.00	0.00	0.56	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	1162																
Voluntarily Identified Applicants #	12951	8115	3732	1104	524	9	75	64	25	9	79	29	32	3	280	0	19
Voluntarily Identified Applicants %	100	62.66	28.82	8.52	4.05	0.07	0.58	0.49	0.19	0.07	0.61	0.22	0.25	0.02	2.16	0.00	0.15
Qualified External Applicants #	10215	6432	2978	805	373	3	55	48	13	7	58	22	26	3	199	0	10
Qualified External Applicants %	100	62.97	29.15	7.88	3.65	0.03	0.54	0.47	0.13	0.07	0.57	0.22	0.25	0.03	1.95	0.00	0.10
Referred Applicants #	2847	1685	904	258	115	0	10	14	5	3	17	9	12	0	54	0	3
Referred Applicants %	100	59.19	31.75	9.06	4.04	0.00	0.35	0.49	0.18	0.11	0.60	0.32	0.42	0.00	1.90	0.00	0.11
Interviewed Applicants #	27	21	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	77.78	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	215	126	77	12	7	0	1	0	0	0	0	0	1	0	5	0	0

For period covering October 1, 2018 to September 30, 2019.

General Services Administration

Upward Mobility to Senior Grade Levels	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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 Disfigurem [93]
External Selections %	100	58.60	35.81	5.58	3.26	0.00	0.47	0.00	0.00	0.00	0.00	0.00	0.47	0.00	2.33	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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

File Process Date and Time: 06/30/2020 06:26 PM

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate)

					- 0.0			~ j	(ation Kate	,					
Upward Mobility To Management Positions	Total	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 Disfigurem [93]
501 Goal %		[44]	[0-1]	12.00	2.00		anguny (on)	[]	(==)	[#2]	[14]	[00]	[*-]	[2.4]	[2-5]	[/-]	[24]
Total Management #	2005	1910	24	71	23	0	0	6	5	2	0	1	0	0	9	0	0
Total Management %	100	95.26	1.20	3.54	1.15		0.00	0.30	0.25	0.10	0.00	0.05	0.00	0.00	0.45	0.00	0.00
	100	00.20	1.20	0.04	1.10	0.00	0.00	0.00	0.20	0.10	0.00	0.00	0.00	0.00	0.40	0.00	0.00
Executives #	620	613	2	5	4	0	0	1	1	0	0	0	0	0	2	0	0
Executives %	100	98.87	0.32	0.81	0.65	0.00	0.00	0.16	0.16	0.00	0.00	0.00	0.00	0.00	0.32	0.00	0.00
GS-15#	620	613	2	5	4	0	0	1	1	0	0	0	0	0	2	0	0
GS-15 %	100	98.87	0.32	0.81	0.65	0.00	0.00	0.16	0.16	0.00	0.00	0.00	0.00	0.00	0.32	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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 Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES														:			
Vacancy Announcements #	34																
Voluntarily Identified Applicants #	5542	3563	1574	405	180	6	28	19	7	6	28	12	14	1	102	0	8
Voluntarily Identified Applicants %	100	64.29	28.40	7.31	3.25	0.11	0.51	0.34	0.13	0.11	0.51	0.22	0.25	0.02	1.84	0.00	0.14
Qualified External Applicants #	4251	2706	1229	316	139	2	21	18	6	5	24	10	11	1	75	0	7
Qualified External Applicants %	100	63.66	28.91	7.43	3.27	0.05	0.49	0.42	0.14	0.12	0.56	0.24	0.26	0.02	1.76	0.00	0.16
Referred Applicants #	805	473	281	51	24	1	5	1	2	0	3	2	4	0	11	0	1
Referred Applicants %	100	58.76	34.91	6.34	2.98	0.12	0.62	0.12	0.25	0.00	0.37	0.25	0.50	0.00	1.37	0.00	0.12
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	42	18	22	2	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	42.86	52.38	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																

Applicants for Career Development Program # Applicants for Career Development Program % Selections for Career Development Program # Selections for Career Development Program # Managers # Managers # Managers % GS-13 # GS-13 # INTERNAL COMPETITIVE PROMOTIONS Vacancy Announcements # Relevant Applicantors # Internal Applications # Internal Applications # Internal Applications # Internal Applicants # Qualified Internal Applicants # Qualified Internal Applicants # Referred Applicants # 100 0.00 100 0.	Identified [01] 0 0 0 0.00 0 0 0 0 0 0 0 0 0 0 0 0 1.53 4 21 6 1.53 4 21 6 1.53 4	0.00 0.00 0.00 0 0.00 0.00 63 4.59 63 4.59	Targeted Disability 0 0.00 0 0.00 0 0.00 19 1.38 19 1.38	0 0.00 0 0.00 0 0 0.00 0 0.00	Traumatic Brain Injury [03] 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00 0 0.00	Deaf or Serious Difficulty Hearing [19] 0	0.00 0 0.00 0 0.00 4 0.29 4	Missing Extremities [31] 0 0.00 0 0.00 0 0.00 2 0.15 2	Significant Mobility Impairment [40] 0 0.00 0 0.00 0 0.00 0 0.00	0 0.00 0	Epilepsy or Other Seizure Disorders [82] 0	0.00 0 0.00 0 0.00 0	0.00 0 0.00 0 0.00	Dwarfism [92] 0 0.00 0 0.00 0 0.00 0 0.00	[93] 0 0.00 0 0.00 0 0.00
Eligible for Career Development Program % 100 0.00 0.00 Applicants for Career Development Program # 100 0.0	0.00 0 0 0 0 0 0.00 0 0 0 0 0 0 0	0.00 0.00 0.00 0 0.00 0.00 63 4.59 63 4.59	0.00 0 0.00 0 0.00 0 0.00 19 1.38 19	0 0.00 0 0.00 0 0 0.00 0 0.00	0.00 0 0.00 0 0.00 0 0.00	0 0.00 0 0.00 5 0.36 5	0.00 0 0.00 0 0.00 4 0.29 4	0.00 0 0.00 0 0.00 0 0.00	0 0.00 0 0.00	0 0.00 0 0.00	0.00 0 0.00 0 0.00 0 0.00	0.00 0 0.00 0 0.00 0	0.00 0 0.00 0 0.00	0.00 0 0.00 0 0.00 0	0.00 0 0.00 0 0.00
Applicants for Career Development Program # Applicants for Career Development Program % 100 0.00	0 0 0.00 0 0 0 0.00 0 21 6 1.53 4 21 6 1.53 4	0 0.00 0 0.00 63 4.59 63 4.59	0 0.00 0 0.00 19 1.38 19 1.38	0 0.00 0 0.00 0 0 0.00 0 0.00	0 0.00 0 0.00	0 0.00 0 0.00 5 0.36 5	0 0.00 0 0.00 4 0.29 4	0 0.00 0 0.00 2 0.15	0 0.00 0 0.00	0 0.00 0 0.00	0 0.00 0 0.00	0 0.00 0 0.00	0 0.00 0 0.00	0 0.00 0 0.00	0 0.00 0 0.00
Applicants for Career Development Program % 100 0.00 Selections for Career Development Program # 0 0 0 Selections for Career Development Program % 100 0.00 Managers # 1374 1290 100 93.89 GS-13 # 1374 1290 100 93.89 INTERNAL COMPETITIVE PROMOTIONS	0.00 0 0 0 0.00 0 21 6 1.53 4 21 6 1.53 4	0.00 0 0.00 63 4.59 63 4.59	0.00 0 0.00 19 1.38 19 1.38	0.00 0 0.00 0 0.00 0 0.00 0 0.00	0.00 0 0.00 0 0 0.00	0.00 0 0.00 5 0.36 5	0.00 0 0.00 4 0.29	0.00 0 0.00 2 0.15 2	0.00 0 0.00	0 0.00	0.00 0 0.00	0.00	0.00 0 0.00	0.00 0 0.00	0.00
Selections for Career Development Program # Selections Selections # Selections Sele	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0.00 63 4.59 63 4.59	0 0.00 19 1.38 19 1.38	0 0.00 0 0 0.00 0 0.00	0 0.00 0 0 0.00	0 0.00 5 0.36 5	0 0.00 4 0.29 4	0 0.00 2 0.15 2	0 0.00 0 0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
Managers # 1374 1290 Managers % 100 93.89 GS-13 # 1374 1290 GS-13 % 100 93.89 INTERNAL COMPETITIVE PROMOTIONS Vacancy Announcements # 216 Relevant Applicant Pool % 100 89.08 Internal Applications # 1733 940 Internal Applications % 100 54.24 Qualified Internal Applicants # 1227 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54	0.00 0 21 6 1.53 4 21 6 1.53 4 2.64 8	0.00 63 4.59 63 4.59	19 1.38 19 1.38	0 0.00 0 0.00	0.00 0 0.00 0	0.00 5 0.36 5	0.00 4 0.29 4	0.00 2 0.15 2	0.00	0.00	0.00	0.00	7	0.00	0.00
Managers # 1374 1290 Managers % 100 93.89 GS-13 # 1374 1290 GS-13 % 100 93.89 INTERNAL COMPETITIVE PROMOTIONS Vacancy Announcements # 216 Relevant Applicant Pool % 100 89.08 Internal Applications # 1733 940 Internal Applications % 100 54.24 Qualified Internal Applicants # 1227 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54	21 6 1.53 4 21 6 1.53 4 2.64 8	63 4.59 63 4.59	19 1.38 19 1.38	0 0.00 0 0.00	0 0.00 0	5 0.36 5	4 0.29 4	2 0.15 2	0	1	0 0.00	0	7	0	0
Managers % 100 93.89 GS-13 # 1374 1290 GS-13 % 100 93.89 INTERNAL COMPETITIVE PROMOTIONS Vacancy Announcements # 216 Relevant Applicant Pool % 100 89.08 Internal Applications # 1733 940 Internal Applications % 100 54.24 Qualified Internal Applicants # 1227 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54	1.53 4 21 6 1.53 4 2.64 8	4.59 63 4.59 8.29	1.38 19 1.38	0.00 0 0.00	0.00	5	4	0.15	0.00	0.07	0.00	· .			,
Managers % 100 93.89 GS-13 # 1374 1290 GS-13 % 100 93.89 INTERNAL COMPETITIVE PROMOTIONS Vacancy Announcements # 216 Relevant Applicant Pool % 100 89.08 Internal Applications # 1733 940 Internal Applications % 100 54.24 Qualified Internal Applicants # 1227 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54	1.53 4 21 6 1.53 4 2.64 8	4.59 63 4.59 8.29	1.38 19 1.38	0.00 0 0.00	0.00	5	4	0.15	0.00	0.07	0.00	· .			,
Managers % 100 93.89 GS-13 # 1374 1290 GS-13 % 100 93.89 INTERNAL COMPETITIVE PROMOTIONS Vacancy Announcements # 216 Relevant Applicant Pool % 100 89.08 Internal Applications # 1733 940 Internal Applications % 100 54.24 Qualified Internal Applicants # 1227 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54	1.53 4 21 6 1.53 4 2.64 8	4.59 63 4.59 8.29	1.38 19 1.38	0.00 0 0.00	0.00	5	4	2		0.07		· .			-
GS-13 # 1290 1 GS-13 % 100 93.89 INTERNAL COMPETITIVE PROMOTIONS Vacancy Announcements # 216 Relevant Applicant Pool % 100 89.08 1 Internal Applications # 1733 940 1 Internal Applications % 100 54.24 1 Qualified Internal Applicants # 1227 327.52 2 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54	21 6 1.53 4 2.64 8	63 4.59 8.29	19	0 0.00	0	5	4	2		1		0.00	0.51	(1) (10)	0.00
The content of the	1.53 4 2.64 8	4.59 8.29	1.38			0.36	0.29	-	0		0	0		0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS 216	2.64 8	8.29			0.00	0.00	0.20	0.15	0.00	0.07	0.00	ľ		0.00	0.00
Vacancy Announcements # 216 Relevant Applicant Pool % 100 89.08 Internal Applications # 1733 940 Internal Applications % 100 54.24 Qualified Internal Applicants # 1227 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54			0.7					0.10	0.00	0.07	0.00	0.00	0.01	0.00	0.00
Relevant Applicant Pool % 100 89.08 Internal Applications # 1733 940 Internal Applications % 100 54.24 Qualified Internal Applicants # 1227 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54			0.7												
Internal Applications # 1733 940 940 Internal Applications % 100 54.24 54.24 Qualified Internal Applicants # 1227 327.52 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54			0.7		0	0.16	0	0.1	0	0.03	0	0.00	0	0	0
Internal Applications % 100 54.24 4 Qualified Internal Applicants # 1227 327.52 327.52 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54			41	0	3	0.16		0.1	21	0.03	12	0.22	~	0	4
Qualified Internal Applicants # 1227 327.52 2 Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54		92 5.31	2.37	0.00	0.17	0.06		0.00	1.21	0.06	0.69	0.00		0.00	0.23
Qualified Internal Applicants % 100 26.69 Referred Applicants # 1070 284.54		20.07	11.02	0.00	0.17	0.06	0.00	0.00	7	0.06	0.69	0.00		0.00	1
Referred Applicants # 1070 284.54		1.64	0.90	0.00	0.00	0.00	0.00	0.00	0.57	0.00	0.57	0.00		0.00	0.08
I "		17.05	10.02	0.00	0.00	0.00	0.00	0.00	6	0.00	7	0.00		0.00	0.06
100 20.55		1.59	0.94	0.00	0.00	0.00	•	0.00	0.56	0.00	0.65	ľ		0.00	0.00
Interviewed Applicants # 35 6.54		0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00		0.00	0.00
		0.11	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00
		0.04	0.00	0.00	0	0.00		0.00	0.00	0.00	0.00	0.00		0	0.00
		0.01	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00		0.00	0.00
NEW HIRES												-			1
Vacancy Announcements # 162															
	3732 1	1104	524	9	75	64	25	9	79	29	32	3	280	0	19
		8.52	4.05	0.07	0.58	0.49		0.07	0.61	0.22	0.25	0.02		0.00	0.15
		805	373	3	55	48	13	7	58	22	26	3		0	10
· · · · · · · · · · · · · · · · · · ·		7.88	3.65	0.03	0.54	0.47	0.13	0.07	0.57	0.22	0.25	0.03	1.95	0.00	0.10
		258	115	0	10	14	5	3	17	9	12	0		0	3
		9.06	4.04	0.00	0.35	0.49	0.18	0.11	0.60	0.32	0.42	0.00	1.90	0.00	0.11
Interviewed Applicants # 27 21	6 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections # 215 126	22.22 0	12	6	0	1	0	0	0	0	0	1	0	5	0	0
External Selections % 100 58.60		12	2.79	0.00	0.47	0.00	0.00	0.00	0.00	0.00	0.47	0.00		0.00	

Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		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]		Significant Disfigurem [93]
CAREER DEVELOPMENT PROGRAM		[**]	[4-1]	*****				[]	[=*]	[4-1]	[]	[00]	[*-]	[, 4]	[, ,	[,-]	[>0]
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
Supervisors #	11	7	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	63.64	9.09	27.27	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-12 #	11	7	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	63.64	9.09	27.27	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
INTERNAL COMPETITIVE PROMOTIONS									•			•	•	•		•	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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 Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #		0	0	0	0	-	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	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 External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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

For period covering October 1, 2018 to September 30, 2019.

General Services Administration

Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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 Disfigurem [93]
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)

	не ву-1;	EMPLO	YEE KI	LCOGN.	IIION A	AND AWA	KD9 - D	istribut	ion by L	ısabınıy	(Parucipa	mon Ka	te)				
Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmental Disability [02]		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 Disfigurem [93]
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	489	416	13	60	9	0	0	1	0	0	2	0	3	0	2	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	100	85.07	2.66	12.27	1.84	0.00	0.00	0.20	0.00	0.00	0.41	0.00	0.61	0.00	0.41	0.00	0.20
Time-Off Awards 1 - 10 Hours: Total Hours #	2886	2459	75	352	58	0	0	9	0	0	13	0	18	0	10	0	8
Time-Off Awards 1 - 10 Hours: Average Hours #	5.9	5.91	5.77	5.87	6.44	0	0	9	0	0	7	0	6	0	5	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	228	192	10	26	5	0	0	1	1	0	1	0	0	0	2	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	84.21	4.39	11.40	2.19	0.00	0.00	0.44	0.44	0.00	0.44	0.00	0.00	0.00	0.88	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	3619	3044	164	411	80	0	0	16	16	0	16	0	0	0	32	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.87	15.85	16.4	15.81	16	0	0	16	16	0	16	0	0	0	16	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	29	24	1	4	1	0	0	0	0	0	0	0	0	0	0	0	1
Time-Off Awards 21 - 30 hours: Awards Given %	100	82.76	3.45	13.79	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.45
Time-Off Awards 21 - 30 Hours: Total Hours #	728	607	24	97	24	0	0	0	0	0	0	0	0	0	0	0	24
Time-Off Awards 21 - 30 Hours: Average Hours #	25.1	25.29	24	24.25	24	0	0	0	0	0	0	0	0	0	0	0	24
Time-Off Awards 31 - 40 hours: Awards Given #	797	682	25	90	13	0	1	4	1	0	1	1	0	0	4	1	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	85.57	3.14	11.29	1.63	0.00	0.13	0.50	0.13	0.00	0.13	0.13	0.00	0.00	0.50	0.13	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	24839	21265	775	2799	403	0	31	124	31	0	31	31	0	0	124	31	0
Time-Off Awards 31 - 40 Hours: Average Hours #	31.17	31.18	31	31.1	31	0	31	31	31	0	31	31	0	0	31	31	0
Time-Off Awards 41 or more Hours: Awards Given #	396	336	13	47	10	0	0	2	3	1	2	0	0	0	2	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	84.85	3.28	11.87	2.53	0.00	0.00	0.51	0.76	0.25	0.51	0.00	0.00	0.00	0.51	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	20585	17467	675	2443	520	0	0	104	156	52	104	0	0	0	104	0	0
Time-Off Awards 41 or more Hours: Average Hours #	51.98	51.99	51.92	51.98	52	0	0	52	52	52	52	0	0	0	52	0	0
CASH AWARDS	_																
Cash Awards \$500 and Under: Awards Given #	2581	2184	88	309	67	0	2	10	13	2	3	1	4	2	30	0	0
Cash Awards \$500 and Under: Awards Given %	100	84.62	3.41	11.97	2.60	0.00	0.08	0.39	0.50	0.08	0.12	0.04	0.15	0.08	1.16	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	636719.7	549707.7	18719	68293	13749	0	385	2672	2671	527.5	623	250	925	256	5439	0	0
Cash Awards \$500 and Under: Average Amount \$	246.69	251.7	212.72	221.01	205.21	0	193	267.2	205.46	263.75	208	250	231.25	128	181.3	0	0
Cash Awards: \$501 - \$999: Awards Given #	368	290	15	63	12	0	1	2	3	0	0	0	0	1	5	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	78.80	4.08	17.12	3.26	0.00	0.27	0.54	0.82	0.00	0.00	0.00	0.00	0.27	1.36	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	297581.2	231984.23	12225	53372	9920	0	600	1803	2647	0	0	0	0	708	4162	0	0
Cash Awards: \$501 - \$999: Average Amount \$	808.64	799.95	815	847.17	826.67	0	600	901.5	882.33	0	0	0	0	708	832.4	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	3975	3428	111	436	71	1	3	11	16	3	5	3	3	0	25	0	1
Cash Awards: \$1000 - \$1999: Awards Given %	100	86.24	2.79	10.97	1.79	0.03	0.08	0.28	0.40	0.08	0.13	0.08	0.08	0.00	0.63	0.00	0.03
Cash Awards: \$1000 - \$1999: Total Amount \$	6001881	5201315.58	160686	639879	106542	1461	4719	15699	23910	4649	6868	5189	4698	0	38158	0	1191
Cash Awards: \$1000 - \$1999: Average Amount \$	1509.91	1517.3	1447.62	1467.61	1500.59	1461	1573	1427.18	1494.38	1549.67	1374	1729.67	1566	0	1526.32	0	1191
Cash Awards: \$2000 - \$2999: Awards Given #	2135	1920	47	168	21	0	1	2	4	1	4	2	2	0	4	0	1
Cash Awards: \$2000 - \$2999: Awards Given %	100	89.93	2.20	7.87	0.98	0.00	0.05	0.09	0.19	0.05	0.19	0.09	0.09	0.00	0.19	0.00	0.05

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		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 Disfigurem [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	5190930	4675709.64	114688	400532	49849	0	2221	4763	10452	2257	9278	4836	4243	0	8907	0	2892
Cash Awards: \$2000 - \$2999: Average Amount \$	2431.35	2435.27	2440.17	2384.12	2373.76	0	2221	2381.5	2613	2257	2320	2418	2121.5	0	2226.75	0	2892
Cash Awards: \$3000 - \$3999: Awards Given #	981	917	23	41	6	0	0	2	3	0	0	0	0	0	1	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	93.48	2.34	4.18	0.61	0.00	0.00	0.20	0.31	0.00	0.00	0.00	0.00	0.00	0.10	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	3353228	3135105.75	78698	139424	20616	0	0	7256	9923	0	0	0	0	0	3437	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3418.17	3418.87	3421.65	3400.59	3436	0	0	3628	3307.67	0	0	0	0	0	3437	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	170	157	4	9	1	0	0	0	1	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	92.35	2.35	5.29	0.59	0.00	0.00	0.00	0.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	694961	641731	16420	36810	4105	0	0	0	4105	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4088.01	4087.46	4105	4090	4105	0	0	0	4105	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given #	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	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
Cash Awards: \$5000 or more: Total Amount \$	28804	28804	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	5760.8	5760.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER AWARDS	_							-									
Total QSIs Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded %	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 Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded %	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 Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)

		Z; ElVIF.										`						
Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmenta Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectua Disability [90]	Significant Psychiatric Disorder [91]		Significan Disfiguren [93]
TIME OFF AWARDS			-														-	
Time-Off Awards 1 - 10 hours: Awards Given #	489	429	416	13	60	9	0	0	1	0	0	2	0	3	0	2	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	4.52	4.43	4.44	4.25	5.28	4.31	0.00	0.00	3.33	0.00	0.00	9.52	0.00	33.33	0.00	2.78	0.00	33.33
Time-Off Awards 1 - 10 Hours: Total Hours #	2886	2534	2459	75	352	58	0	0	9	0	0	13	0	18	0	10	0	8
Time-Off Awards 1 - 10 Hours: Average Hours #	5.9	0	5.91	5.77	5.87	6.44	0	0	9	0	0	7	0	6	0	5	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	228	202	192	10	26	5	0	0	1	1	0	1	0	0	0	2	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	2.11	2.09	2.05	3.27	2.29	2.39	0.00	0.00	3.33	2.27	0.00	4.76	0.00	0.00	0.00	2.78	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	3619	3208	3044	164	411	80	0	0	16	16	0	16	0	0	0	32	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	15.87	0	15.85	16.4	15.81	16	0	0	16	16	0	16	0	0	0	16	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	29	25	24	1	4	1	0	0	0	0	0	0	0	0	0	0	0	1
Time-Off Awards 21 - 30 hours: Awards Given %	0.27	0.26	0.26	0.33	0.35	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33
Time-Off Awards 21 - 30 Hours: Total Hours #	728	631	607	24	97	24	0	0	0	0	0	0	0	0	0	0	0	24
Time-Off Awards 21 - 30 Hours: Average Hours #	25.1	0	25.29	24	24.25	24	0	0	0	0	0	0	0	0	0	0	0	24
Time-Off Awards 31 - 40 hours: Awards Given #	797	707	682	25	90	13	0	1	4	1	0	1	1	0	0	4	1	0
Time-Off Awards 31 - 40 hours: Awards Given %	7.37	7.31	7.28	8.17	7.92	6.22	0.00	11.11	13.33	2.27	0.00	4.76	16.67	0.00	0.00	5.56	100.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	24839	22040	21265	775	2799	403	0	31	124	31	0	31	31	0	0	124	31	0
Time-Off Awards 31 - 40 Hours: Average Hours #	31.17	0	31.18	31	31.1	31	0	31	31	31	0	31	31	0	0	31	31	0
Time-Off Awards 41 or more Hours: Awards Given #	396	349	336	13	47	10	0	0	2	3	1	2	0	0	0	2	0	0
Time-Off Awards 41 or more Hours: Awards Given %	3.66	3.61	3.59	4.25	4.13	4.78	0.00	0.00	6.67	6.82	14.29	9.52	0.00	0.00	0.00	2.78	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	20585	18142	17467	675	2443	520	0	0	104	156	52	104	0	0	0	104	0	0
Time-Off Awards 41 or more Hours: Average Hours #	51.98	0	51.99	51.92	51.98	52	0	0	52	52	52	52	0	0	0	52	0	0
CASH AWARDS																		
Cash Awards \$500 and Under: Awards Given #	2581	2272	2184	88	309	67	0	2	10	13	2	3	1	4	2	30	0	0
Cash Awards \$500 and Under: Awards Given %	23.87	23.48	23.31	28.76	27.18	32.06	0.00	22.22	33.33	29.55	28.57	14.29	16.67	44.44	33.33	41.67	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	636719.7	568426	549707.7	18719	68293	13749	0	385	2672	2671	527.5	623	250	925	256	5439	0	0
Cash Awards \$500 and Under: Average Amount \$	246.69	25	251.7	212.72	221.01	205.21	0	193	267.2	205.46	263.75	208	250	231.25	128	181.3	0	0
Cash Awards: \$501 - \$999: Awards Given #	368	305	290	15	63	12	0	1	2	3	0	0	0	0	1	5	0	0
Cash Awards: \$501 - \$999: Awards Given %	3.40	3.15	3.09	4.90	5.54	5.74	0.00	11.11	6.67	6.82	0.00	0.00	0.00	0.00	16.67	6.94	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	297581.2	244209	231984.23	12225	53372	9920	0	600	1803	2647	0	0	0	0	708	4162	0	0
Cash Awards: \$501 - \$999: Average Amount \$	808.64	-38	799.95	815	847.17	826.67	0	600	901.5	882.33	0	0	0	0	708	832.4	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	3975	3539	3428	111	436	71	1	3	11	16	3	5	3	3	0	25	0	1
Cash Awards: \$1000 - \$1999: Awards Given %	36.76	36.57	36.58	36.27	38.35	33.97	100.00	33.33	36.67	36.36	42.86	23.81	50.00	33.33	0.00	34.72	0.00	33.33
Cash Awards: \$1000 - \$1999: Total Amount \$	6001881	5362002	5201315.5	160686	639879	106542	1461	4719	15699	23910	4649	6868	5189	4698	0	38158	0	1191
Cash Awards: \$1000 - \$1999: Average Amount \$	1509.91	42	1517.3	1447.62	1467.61	1500.59	1461	1573	1427.18	1494.38	1549.67	1374	1729.67	1566	0	1526.32	0	1191
Cash Awards: \$2000 - \$2999: Awards Given #	2135	1967	1920	47	168	21	0	1	2	4	1	4	2	2	0	4	0	1
Cash Awards: \$2000 - \$2999: Awards Given %	19.74	20.33	20.49	15.36	14.78	10.05	0.00	11.11	6.67	9.09	14.29	19.05	33.33	22.22	0.00	5.56	0.00	33.33

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]		Developmenta Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremitie [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectua Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significan Disfiguren [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	5190930	4790398	4675709.6	114688	400532	49849	0	2221	4763	10452	2257	9278	4836	4243	0	8907	0	2892
Cash Awards: \$2000 - \$2999: Average Amount \$	2431.35	47	2435.27	2440.17	2384.12	2373.76	0	2221	2381.5	2613	2257	2320	2418	2121.5	0	2226.75	0	2892
Cash Awards: \$3000 - \$3999: Awards Given #	981	940	917	23	41	6	0	0	2	3	0	0	0	0	0	1	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	9.07	9.71	9.79	7.52	3.61	2.87	0.00	0.00	6.67	6.82	0.00	0.00	0.00	0.00	0.00	1.39	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	3353228	3213804	3135105.7	78698	139424	20616	0	0	7256	9923	0	0	0	0	0	3437	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3418.17	17	3418.87	3421.65	3400.59	3436	0	0	3628	3307.67	0	0	0	0	0	3437	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	170	161	157	4	9	1	0	0	0	1	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Awards Given %	1.57	1.66	1.68	1.31	0.79	0.48	0.00	0.00	0.00	2.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	694961	658151	641731	16420	36810	4105	0	0	0	4105	0	0	0	0	0	0	0	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4088.01	-1	4087.46	4105	4090	4105	0	0	0	4105	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given #	5	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	0.05	0.05	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	28804	28804	28804	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	5760.8	5760	5760.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER AWARDS										-			-		-			
Total QSIs Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total QSIs Awarded %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0