



United States Department of Agriculture
Natural Resources Conservation Service

Civil Rights Division



Federal Agency Annual EEO Program Report
Management Directive – 715
Fiscal Year 2009

The purpose of the MD-715 is to provide policy guidance and standards for establishing and maintaining effective affirmative programs of Equal Employment Opportunity programs and activities in compliance with civil rights laws and USDA regulations, policies, and goals.

United States Department of Agriculture



Natural Resources Conservation Service
Civil Rights Division
5601 Sunnyside Avenue
Room 1-1120A, Mail Stop 5472
Beltsville, Maryland 20705

SUBJECT: EOP – Fiscal Year 2009 Annual Equal Employment Opportunity Program, Management Directive -715 (MD-715) **DEC 08 2009**

TO: Regional Conservationists
Deputy Chiefs and Associate Deputy Chiefs
State Conservationists
Division Directors
Human Capital Officer
File Code: 230-15

Attached is the Agency's Fiscal Year 2009 MD-715, formally known as the Affirmative Employment Program report. The purpose of the MD-715 is to provide EEOC with an annual update of NRCS' activities initiated and implemented in accordance with Title VII and affirmative obligations under Section 501 of the Rehabilitation Act. The MD-715: is government-initiated and mandated; it is compliance-based and relies on statistical comparisons of various demographic groups; contains goals and timetables designed to bring the level of participation for minorities, women, and persons with disabilities into parity with relevant and available labor force applicant pool; and reflects the FY 2009 progress made to mitigate and/or eliminate barriers that impede employment opportunities for minorities, women, and persons with disabilities.

While Affirmative Employment Programs are a reaction to low participation rates, managing diversity initiatives are proactive. Some of the human resource issues addressed by properly managing diversity may be indirectly related to EEO and affirmative action concerns. The main focus of managing diversity is to find productivity gains through respecting, valuing, hiring and using the differences people bring to the workplace.

Please note that the FY 2009 MD-715 can be accessed on the Civil Rights Division website if you would like additional copies. If you have any questions regarding the MD-715, please feel free to contact me at 301-504-2180 or via email joseph.hairston@wdc.usda.gov.

A handwritten signature in blue ink that reads "Joseph E. Hairston".

JOSEPH E. HAIRSTON
Director
Civil Rights Division

Attachment

cc:
Chief, NRCS
Associate Chief, NRCS

Agency Identifying Information (Parts A-D).....	<i>pages 4-5</i>
Executive Summary (Part E).....	<i>pages 6-22</i>
Certification of establishment of EEO Programs (Part F).....	<i>pages - 23</i>
Agency self assessment checklist – Essential Elements (Part G).....	<i>pages 24-36</i>
EEO Plan to attain essential elements of a model EEO program (Part H).....	<i>pages 37-44</i>
EEO Plan to eliminate identified barriers (Part I).....	<i>pages 45-53</i>
Special program plan for the recruitment, hiring and advancement of individuals with targeted disabilities (Part J).....	<i>pages 54-55</i>
Appendix.....	<i>pages 56-80</i>
A. Acronyms;	
B. Definitions;	
C. Complaint Processing Program Deficiencies; ADR; and Reasonable Accommodations	
D. 2008 Disabled Veterans Affirmative Action Program Plan and Accomplishments Report	
E. NRCS Relevant EEO Policy Statements;	
F. Organizational Chart	
Workforce data tables.....	<i>pages 81-180</i>
Table A1: Total workforce - Distribution by race/ethnicity and sex	
Table A2: Workforce by component -Distribution by race/ethnicity and sex	
Table A3-1: Occupational categories (rates across)	
Table A3-2: Occupational categories (rates down)	
Table A4-1: Participation rates for general schedule (GS) grades	
Table A4-2: Participation rates for general schedule (GS) grades	
Table A5-1: Participation rates for wage grades	
Table A5-2: Participation rates for wage grades	
Table A6: Participation rates for major occupations	
Table A7: Applicant Flow Data for Major Occupations (Not Captured)	
Table A8: New Hires by Type of Appointment	
Table A9: Selection for Internal Competitive Promotions for Major Occupations (Not Captured)	
Table A10: Non-Competitive Promotion Time In Grade (Not Captured)	
Table A11: Internal Selections for Senior Level Positions (Permanent Employees)	
Table A12: Participation in Career Development (Not Captured)	
Table A13: Employee Recognition & Awards	
Table A14: Separations by Type of Separations	

Table B1: Total workforce - Distribution by Disability

Table B2: Total workforce by Component

Table B3-1: Occupational categories Distribution by Disability

Table B3-2: Occupational categories Distribution by Disability

Table B4-1: Participation rates for general schedule (GS) by Disability

Table B4-2: Participation rates for general schedule (GS) by Disability

Table B5-1: Participation rates for wage grades (WG) by Disability

Table B5-2: Participation rates for wage grades (WG) by Disability

Table B6: Participation rates for major occupations by Disability

Table B7: Applicants and Hires by Disability (Not Captured)

Table B8: New Hires by Type of Appointment by Disability

Table B9: Selections for Internal Competitive Promotions by Disability
(Major Occupations)

Table B10: Non-Competitive Promotions Time in Grade by Disability

Table B11: Internal Selections for Senior Level Positions by Disability
(Not Captured)

Table B12: Participation in Career Development by Disability

Table B13: Employee Recognition & Awards

Table B14: Separations by Type of Separation

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2008, to September 30, 2009.				
PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of Agriculture	
	1.a. 2 nd level reporting component		Natural Resources Conservation Service	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 1400 Independence Avenue, SW	
	3. City, State, Zip Code		3. Washington, DC 20020	
	4. CPDF Code	5. FIPS code(s)	4. DA	5. 16
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 11,185	
	2. Enter total number of temporary employees		2. 507	
	3. Enter total number employees paid from non-appropriated funds		3. 163	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 11,855	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Dave White Chief, Natural Resources Conservation Service	
	2. Agency Head Designee		Virginia Murphy Associate Chief, Natural Resources Conservation Service	
	3. Principal EEO Director/Official Official Title/series/grade		Joseph E. Hairston Director, Civil Rights Division	
	4. Title VII Affirmative EEO Program Official		Samora Bennerman-Johnson Branch Chief, Affirmative Employment and Compliance Branch	
	5. Section 501 Affirmative Action Program Official		Clifford Denshire Disability Employment Program Manager	
	6. Complaint Processing Program Manager		Sandra McWhirter Acting Branch Chief, Complaints Branch	
	7. Other Responsible EEO Staff		Barbara Taylor MD-715 Program Manager	
Sharyn Alvarez, National Federal Women's Program Manager				
Jacqueline Padron, National Hispanic Program Manager				
Angela Biggs, National Asian American Special Emphasis Program Manager				

		Bennie Clark, National Black Emphasis Program Manager	
		Carol Crouch, National American Indian Alaska Native Special Emphasis Program Manager	
EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	✓	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	✓
Brief paragraph describing the agency's mission and mission-related functions	✓	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	✓
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	✓	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	✓
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	✓	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	✓
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	✓	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	✓
Summary of EEO Plan action items implemented or accomplished	✓	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	✓
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	✓	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	n/a
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	✓	*Organizational Chart	✓

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Natural Resource Conservation Service (NRCS)	For period covering October 1, 2008, to September 30, 2009.	
<p style="text-align: center;">EXECUTIVE SUMMARY</p>		

Mission: *Helping People Help the Land.* NRCS provides products and services that enable people to be good stewards of the Nation’s soil, water, and related natural resources on non-Federal lands. NRCS role is to provide technical and federal financial assistance to help customers care for the land. As a result of the Agency’s assistance, land managers and communities take a comprehensive approach to the use and protection of soil, water, and related resources in rural, suburban, urban, and developing areas.

Vision: *Productive Lands – Healthy Environment.* Maintain a landscape in which a productive agricultural sector and a high quality environment are both achieved.

Organizational Information: NRCS is a technical Agency of the United States Department of Agriculture (USDA). Since 1935, NRCS (originally called the Soil Conservation Service) continues to provide leadership in a partnership effort to help America's private land owners and managers conserve their soil, water, and other natural resources.

The Secretary of Agriculture organized NRCS in 1994 through authority provided in the Federal Crop Insurance Reform and the Department of Agriculture Reorganization Act of 1994. NRCS combines the authorities of the former Soil Conservation Service as well as additional programs that provide federal financial assistance for natural resource conservation.

NRCS’ employees provide technical assistance based on sound science and suited to a customer's specific needs. NRCS provides federal financial assistance for many conservation activities wherein participation in our programs is voluntary. People who make decisions about natural resources use and management on non-Federal lands are the Agency’s primary customers such as: farmers; ranchers; private sector members who support agriculture production and natural resources; government entities with natural resource use and management responsibilities; and non-profit organizations whose mission aligns with natural resource management aspects. NRCS reaches out to all segments of the agricultural community, including underserved and socially disadvantaged farmers and ranchers, to ensure that Agency programs and services are accessible to everyone.

The NRCS’ science and technology activities provide technical expertise in such areas as animal husbandry and clean water, ecological sciences, engineering, resource economics, and social sciences. The Agency provides expertise in soil science and leadership for soil surveys and for the National Resources Inventory, which assesses natural resource conditions and trends in the United States. The Agency also provides technical assistance to foreign governments, and participates in international scientific and technical exchanges.

Location and Scope: Headquartered at Washington, DC, NRCS covers all fifty states and the U.S. Territories, and through our international program services we have people serving in Iraq and Afghanistan.

STATE OF EEO IN NATURAL RESOURCES CONSERVATION SERVICE (NRCS)

- In fiscal year (FY) 2009, there were 11,855 women and men employed by Natural Resources Conservation Service across the United States and US Territories.

66.40% (7,822) were men and 33.60% (3,959) were women; the participation rate for women has slightly increased by 0.73% (111).

- The number of employees with targeted disabilities in NRCS has been steadily declining within the last two fiscal years, from 1.03% (127) in FY 2007, to 0.98% (116) in FY 2008, to 0.91% (108) in FY 2009. Despite the net gain of 74 employees in FY 2009, Individuals with Targeted Disabilities still represent less than one percent (0.91%) of the total NRCS workforce.
- Of the total NRCS' workforce, 9.6% held senior pay level positions. White females have made the most gains in securing senior level positions in NRCS over the past year increasing their participation rate by 20, while Black or African American women increased their participation rates by nine.
- Of the total workforce, 94.27% (11,176) of NRCS' employees occupied the General Schedule (GS) pay system.
- The most occupied GS grade for permanent employees in NRCS was GS-12.
- The most occupied GS grade for permanent employees with targeted disabilities was at the GS-11 level, which is one grade below the average grade for permanent NRCS employees.
- NRCS timely submitted a FY 2009 EEOC Form 462 report, NRCS reported that the Civil Rights Director did not report directly to the Agency head.
- A State of the Agency briefing was conducted by the Civil Rights Director and the Human Capital Officer, it was presented to the Agency head, Division Directors and above, and all State Conservationists, as required by MD-715 (The FY 2008 MD-715 report was submitted to the Department and EEOC on time.)
- Informal EEO counseling and Alternative Dispute Resolution (ADR) programs addressed many employee concerns before they resulted in formal complaints. Of the 62 counselings in FY 2009, 17 did not result in a formal complaint due to either settlement by the parties or withdrawal from the EEO process.

- In FY 2009, 45 complaints were filed alleging employment discrimination against NRCS.
- The number of complaints filed increased by .38% (45) from the number filed in the previous year and there was a .36% (42) increase in the number of individuals who filed complaints over the same period.
- A total of 31 investigations were completed by contractors with an average of 194.71 days in FY 2009. Of the 31 investigations, 16 were completed in 180 days or less with an average of 154 days. Fifteen were completed in 181-360 days with an average of 238 days.
- NRCS issued 30 final agency decisions without an administrative judge decision which resulted in one finding of discrimination with an average of 641 days; and 29 findings of no discrimination with an average of 819 days. There were no dismissals of complaints.
- In FY 2009, as a result of final agency decisions, settlement agreements, and final agency actions, NRCS paid out a total of \$1,433,980.00.
- In FY 2009, NRCS conducted 112 training sessions and outreach programs that reached approximately 2,785 NRCS' employees with a total of 510 training days.
- NRCS employs over 8,102 civilian employees in highly specialized occupations with emphases in Soil Conservation, Soil Conservation Technician, Soil Scientist, General Biologist, Engineer Technician and Civil Engineering.
- In FY 2009, statistics indicated that NRCS engaged in a myriad of personnel activities (i.e., work force composition, new hires, promotions, awards, and separations).
- USDA updated its Departmental Regulation (DR) 4230-002, Special Emphasis Programs. The DR establishes a new Special Emphasis for Gay, Lesbian, Bisexual and Transgender (GLBT) employees. NRCS posted a vacancy announcement for its first National GLBT Special Emphasis Program Manager and will formally announce selection in December 2009.

DATABASE NOTES

1. The data for this report reflects the organization as of October 1, 2008. The HR database of records, the National Finance Center (NFC) and eVersity was used to obtain the data. It is recognized that the databases contain anomalies that affect the data reporting. The variance didn't appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusion on data tables.

AGENCY SELF ASSESSMENT SUMMARY OF THE “ESSENTIAL ELEMENTS”

A. Demonstrated commitment from agency leadership

Strengths: A model Title VII and Rehabilitation Act program will hold directors, high-level employees, EEO officials and personnel officers accountable for the effective implementation and management of NRCS’ Affirmative Employment Program. NRCS ensured EEO for all employees and applicants for employment regardless of race, religion, color, sex, national origin, age, or disability. NRCS ensured all employees were able to compete on a fair and level playing field with equal opportunity for competition.

NRCS issued written policy statements expressing their commitment to EEO and a workplace free of discriminatory harassment. The Anti-harassment policy statement was issued at the start of the Chief’s tenure and on an annual basis and disseminated to all employees. NRCS ensured policies were prominently posted in all personnel offices, EEO offices and on the Agency’s Web site. Reasonable accommodations procedures were disseminated on NRCS’ public Web site.

The NRCS Civil Rights Division (CRD) provided Introduction to EEO-101, Civil Rights Compliance and Program Delivery Update, Limited English Proficiency, ADR, Special Emphasis Programs, Civil Rights Impact Analysis, Redirecting Highly Charged Conversations, and Management Directive 715 training to supervisors, managers, and employees to ensure that they communicate and support all the civil rights policies throughout the ranks. State offices provided various civil rights training during all-employees’ meetings to inform their employees about penalties for unacceptable behavior. All employees completed the USDA mandatory training on NO FEAR Act through AgLearn.

Materials are made available to all employees, applicants, and customers; information is available via the CRD Web site informing them of the availability of a process of its information on the EEO complaint process and civil rights programs. CRD conducted 13 Civil Rights (CR) Compliance reviews during FY 2009 wherein compliance was noted regarding NRCS policy for prominently displaying civil rights policies and posters.

NRCS requires that annual performance appraisals for managers and supervisors include an evaluation of their contributions to USDA’s commitment to CR and equal opportunity (EO) and adherence to its CR policy. Annual performance appraisals for all SES-level supervisors and managers include an element evaluating their compliance and commitment to CR and EEO.

All NRCS’ employees have a stand-alone CR critical performance element which incorporates the Agency’s CR policies, and provides the accountability necessary to ensure that customers and employees are treated fairly and equitably. Performance standards for new employees are put in place within 30 days of entering duty; and current employee performance plans are effective within 30 days of the last performance cycle.

All Special Emphasis Program Managers (SEPM) and members of Civil Rights Advisory Committees (CRACs) who have CR as a collateral duty, have an addendum to their position descriptions to include CR collateral assignments. All collateral SEPMs and the CRAC

Chairperson in each organizational unit report directly to the Deputy Equal Employment Officer for that unit.

The Agency's CRD program is allocated sufficient resources and funding to ensure success of its operation. The CRD's Director has the authority to ensure implementation of Agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity.

The Agency's CRD produces a quarterly newsletter entitled "The Civil Rights Chronicle." This newsletter is disseminated to all NRCS' employees and is instrumental in providing and increasing an awareness of CR and EEO related matters. The newsletter is also available on the Agency's CRD website.

Deficiencies: Newly promoted supervisors are not provided a copy of the EEO policy when promoted into supervisory positions. The Human Capital Office will develop a New Supervisors Packet that contains: Roles and Responsibilities of EEO and Roles and Responsibilities of Managers regarding EEO.

B. Integration of EEO into the agency's strategic mission

Strengths: NRCS integrated EEO into the Agency's strategic mission through direct involvement of leadership and stakeholders, consultation with CRD, and Human Resources, allocation of sufficient resources to create and maintain an effective program. In an effort to increase awareness, NRCS made great use of the Web site to communicate to all employees. NRCS utilized various media to distribute EEO information concerning federal EEO laws, regulations and requirements, rights, duties and responsibilities, and to promote best workplace practices. In efforts to keep the employees up to date changes were communicated through bulletins (i.e., information regarding inappropriate or unacceptable behaviors and the penalties for those behaviors, DM 4070-735-001 (Employee Responsibilities and Conduct) and National Bulletins). Further, supervisors are specifically targeted for training through the Agency's national training course, Supervising for Excellence, which provides solutions and tools for addressing employee misconduct.

The NRCS' CRD's Director and Human Capital Officer function as members of the National Leadership (senior management team) and actively participate in EEO/CR decision-making processes when it comes to the work force. The CRD management and staff are adequately trained to carry out their responsibilities, assuring the integrity of the Civil Rights program.

The CRD, Human Capital Office, Outreach Director, and the Human Resource Management Department formed Strategic Partnerships by sharing responsibility for the National Recruitment Strategy and are working to strengthen their partners and identify additional opportunities to work together. Some of the on-going partnerships consist of the Human Capital Officer serving as advisor on the National Civil Rights Committee wherein the Human Capital Officer spoke at Quarterly Special Emphasis Program Managers meetings which continued to strengthen relationships.

The CRD's Director also serves as an advisor to the NRCS' National Civil Rights Committee (NCRC). The NCRC Chairperson is appointed by the NRCS Chief and serves at his discretion. The NCRC's members are representative of all Agency employees in various occupations, grade levels, race, sex, national origin, disability status, and geographical locations within the organizational unit. The NCRC Chairpersons consist of the following advisors: HRMD Director, Outreach Director, CRD Director and the State Conservationist. The demographic makeup of NCRC's membership consists of a male and female from each of the following groups: White, Black, Hispanic, American Indian/Alaska Native (AIAN), Asian American Pacific Islanders (AAPI), and Persons with Disabilities.

The NCRC performs the following functions:

- A. Serves as an advisory body to the NRCS' Chief to promote and assist in meaningful and effective affirmative action consistent with the goals and objectives set forth by management.
- B. Provides feedback on the performance in equal opportunity and civil rights compliance, by identifying areas of weakness, and making recommendations for improvement.
- C. Identifies emerging areas needing special attention by the Chief and NRCS top management.
- D. Makes recommendations to the Chief regarding policies, practices, and procedures as they affect equal opportunity NRCS-wide.

CRD serves as a resource to managers and supervisors by providing direction, guidance and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity. The Agency maintains three fulltime National Special Emphasis Program Managers (SEPMs): the Hispanic Emphasis Program Manager (HEPM), the Federal Women Program Manager (FWPM), and the Disability Emphasis Program Manager (DEPM) who report to the CRD Director. There are also three collateral duty National SEPMs: the Asian American Pacific Islanders (AAPI) SEPM, American Indian/Alaska Native (AIAN), SEPM, and the Black Emphasis Program Manager (BEPM) who also report to the CRD Director in regards to their collateral duty equal opportunity duties and responsibilities. The National SEPMs also provide technical advice to employees, management officials, and the Human Resources Division regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes.

Deficiencies: The CRD's Director does not report directly to the Chief.

C. Management and program accountability

Strengths: NRCS' CRD advised and provided appropriate assistance to managers/supervisors about the status within each manager's or supervisor's area of responsibility. In an effort to make NRCS a model EEO program, the CRD provided a quarterly workforce analysis report throughout the fiscal year for State Conservationist and Regional Conservationist according to their respective areas. This report identified trends likely to influence diversity in the workplace.

CRD advised leadership that the key to attaining a Model Equal Employment Opportunity (EEO) program in NRCS are the managers and supervisors who make virtually all of the decisions that directly impact on the success – or failure – of any EEO program. Since managers and supervisors are the ones to fill vacant positions; make selections for promotions; approve training; provide detail opportunities; and set the tone for working relationships in the workplace, the CRD's Director encouraged managers and supervisors to make sound personnel decisions based on the qualifications while taking into account EEO goals and objectives.

The CRD advised managers and supervisors that the objectives of the EEO program are more than complaint processing. It is two fold: the first is to provide a complete and fair opportunity for all employees regardless of race, national origin, color, sex, religion, age, or disability to contribute to the maximum extent in pursuing a career in the federal government; and the second is to provide for the non-discriminatory treatment of all employees in carrying out their duties in the workplace including protecting them from reprisal should they exercise their right by participating in the EEO process.

The NRCS' CRD coordinated the development and implementation of the EEO Plan with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Information Technology Officials. The NRCS CRD continued to utilize General Manual 230, Part 402A, "*Civil Rights Accountability*" which requires appropriate disciplinary and/or corrective actions to be taken against those employees who engage in discriminatory behavior or Civil Rights-related misconduct. When there is a finding of discrimination or misconduct, procedures are established whereby the Human Resources Management Division (HRMD) coordinates with the appropriate supervisor regarding appropriate disciplinary action.

The Alternative Dispute Resolution (ADR) program is a component of the Agency's CRD. The reason for the merger is to resolve discriminatory issues and allegations of conflict early and effectively at the lowest level if possible. Supervisors are required to participate in ADR once it is accepted by the complainant.

The Agency requires employees and supervisors to have a stand alone civil rights element on their performance appraisal standards.

Procedures are in place to track and monitor reasonable accommodations through a full time position within the CRD.

Deficiencies: In FY 2009, there was one finding of discrimination in NRCS. The case was sent to Employee Relations for review.

D. Proactive prevention of unlawful discrimination

Strengths: The NRCS' EEO Official (CRD Director) provides regular updates to the Chief, Associate Chief and Agency senior officials/leaders on EEO-related matters. The CRD's Director, along with the HRMD and Outreach Director, coordinates the development and implementation of EEO plans with all appropriate Agency managers. The CRD Director, as a member of the Position Management Committee (PMC), is involved in reviewing the Agency's Merit Promotion Program Policy and Procedures, Employee Recognition Awards Program, and Employee

Development/Training Programs, for barriers that may be impeding full participation in the aforementioned programs by all groups.

Managers and supervisors are held accountable to take corrective actions on identified barriers that may hinder progress in creating and maintaining an environment free from discrimination, harassment on all protected bases, including, but not limited to, sexual harassment or intimidation of an employee or an applicant for employment (however, during the upcoming fiscal year focus will be on working together with all senior managers/officials (NHQ and field) in implementing action plans to eliminate identified barriers.)

The Agency's CRD conducted 13 national compliance reviews of its States to assess NRCS' compliance with Equal Opportunity laws and regulations. During the reviews, the following trend analyses of the States were collected and analyzed: workforce profile by RSNOD; workforce major occupation by RSNOD; workforce grade level distribution by RSNOD; workforce compensation and reward system by RSNOD; and the effects of management/personnel policies, procedures and practices by RSNOD. Additional analyses were conducted as needed when disparities were noted. Action summaries of review activities, including a copy of each review report, findings, corrected actions, and recommendations was provided to the NRCS' Chief, Regional Conservationist (RCs), and the USDA, Director of the Office of Adjudication and Compliance (OAC) at the end of the Fiscal Year via a FY 2009 CR Compliance Review Summary report.

In addition to the Civil Rights Compliance Review trend and analysis reports, Senior Management (Deputy Chiefs excluded) including each State Conservationists are provided a monthly EEO complaint trend and analysis report which identifies EEO complaint activity for the official's respective area. Senior officials received quarterly trends and analysis reports regarding affirmative employment which included RSNO data for the following: work force profile; awards; hires; promotions; and separations.

National Headquarters, HRMD conducted compliance reviews. HRMD used comprehensive compliance review worksheets in order to thoroughly document their findings. The reviews focused on Merit Promotion, Delegated Examining, and Position Classification. All compliance reviews were beneficial in that HRMD was able to provide feedback to the states on a variety of issues. The State offices were provided a comprehensive list of procedural and regulatory actions that needed correcting. HRMD typically provides 60 days for all action to be corrected and reported to their office.

USDA and NRCS' Civil Rights and EEO Policy Statements and other EEO-related statements (i.e., sexual harassment, reasonable accommodations, etc.) are provided to all employees through the New Employee Orientation, email and available through the Agency's website.

Supervisors, managers, and employees are encouraged to resolve EEO issues at the lowest level, and utilize the Agency's ADR (mediation for EEO issues/complaints); the Employee Assistance Program; and other workplace conflict resolution programs. The participation of supervisors and managers are required in the ADR process for EEO disputes. During FY 2009, good faith efforts were made repeatedly to resolve the EEO complaints throughout the Informal and Formal process. One hundred percent of complainants at both the Informal and Formal stages were offered ADR.

NRCS' employees are contacted by an ADR Specialist within two (2) days of receiving a signed election form.

USDA has an adequate system for collecting employee data by Race and National Origin (RNO) and disability codes necessary for the MD-715. USDA is not currently collecting applicant flow data. The Agency's HRMD and CRD worked on acquiring an automated system software system that will track applicant pool by race, sex, national origin, and disability. The estimated date for implementing an applicant pool data system is the FY 2010.

RNO, gender, and disability data for NRCS employees is collected and maintained for the purpose of reporting and monitoring employment trends. The Agency utilizes the data to determine low participation and making recommendations for improvement.

Deficiencies: NRCS does not collect applicant flow data.

E. Efficiency

Strengths: NRCS has a full-time National Disability Employment Program Manager who coordinates and assists with processing requests for reasonable accommodations in all major components of the Agency. The requests for reasonable accommodations are fulfilled after review by the Departmental Medical Officer and responsible Agency personnel.

NRCS utilizes the Department's enterprise system, iComplaints, for complaint tracking and monitoring which identifies and tracks the status of the EEO complaint process stages. iComplaints permitted the Complaints Manager to identify/analyze the location, status, and length of time elapsed at each stage of the Agency's complaints resolution process; the issues and the bases of the complaints; the aggrieved individuals/complainants that involved management officials; and other information necessary to analyze complaint activity aimed at increasing the effectiveness of the agency's EEO program.

The Agency also implemented an internal tracking system to improve its EEO processing efficiency. For example, regarding the timeliness of investigations, wherein the Agency could determine when a contractor consistently did not meet the regulatory timeframes. The Agency did not re-hire contractors that failed to meet the time requirements.

In accordance with EEO Management Directive MD-110, NRCS ensured that experienced counselors and contract investigators received the required 32 hours of training and the annual 8-hour refresher training.

CRD discovered the best agency action practice, technique, strategy and initiative that successfully and positively advanced diversity and inclusion in the areas of recruitment, selection, employee development, and advancement of employees by representing NRCS at various events throughout the year such as Federal Asian Pacific American Council (FAPAC); Federally Employed Women (FEW); League of United Latin American Citizens (LULAC); and the American Indian Sciences and Engineering Society. The Special Emphasis Program Managers created a recruitment database from Career Fairs which provided the Agency with a pool of qualified students. CRD provides a variety of "Lunch and Learn" training sessions to all NRCS employees, customers, and partners on

subjects/topics pertaining to CRD, EEO, Diversity, Reasonable Accommodations and ADR. The CRD sponsored recruitment events at 1890, Hispanic, American Indian/Alaska Native and the Asian American Pacific Islander colleges, universities, and institutions.

In an effort to increase the understanding and appreciation of workforce diversity, NRCS supports this initiative by approving special emphasis programs and other events. The NRCS continues to increase productivity and contributing to social responsibility by: sponsoring an annual Special Emphasis Program Poster Contest for each minority group; conduct Civil Rights Compliance Reviews and use this opportunity to meet field employees, interact with them, and gage the climate to learn the issues, barriers, and concerns of employees; and provide training to collateral-duty Special Emphasis Program Managers on an annual basis.

Deficiencies: The Agency does not exercise total control over the Dismiss/Acceptance stage or the Final Agency Decision stage of the EEO process. Both cited stages are under the purview of the Department's OAC. These processes impede the Agency's ability to timely complete investigations and render decisions within the regulatory timeframes.

F. Responsiveness and legal compliance

Strengths: NRCS was in compliance with federal EEO statues and regulations, policy guidance, and other applicable written instructions with respect to our responsiveness and legal compliance. NRCS follows USDA and EEOC reporting requirements and complies with EEO orders and directives. The Agency ensures completion of ordered corrective actions and timely submits its compliance reports to EEOC.

Processing of monetary agreements is processed by the responsible NHQ and/or State Official. Documentation for completing compliance is promptly provided and reviewed by CRD.

Deficiencies: There are no weaknesses to this element.

SUMMARY OF ANALYSIS OF WORK FORCE PROFILES

Data Base Information

a. In accordance with the instructions received from the USDA, Assistant Secretary for Civil Rights, Office of Diversity, unless otherwise noted, NRCS utilized the data tables provided by the Department's eVersity database (one of three subcomponents of the Department's database enterprise system). eVersity data provides all of the analysis, tracking, management, reporting, and document generation functionality required by Federal departments and agencies to develop and manage EEO plans. The Agency's official backup database source is the National Finance Center (NFC).

b. This report used the National Civilian Labor Force (NCLF), Relevant/Occupational Civilian Labor Force (RCLF), and the NRCS workforce as the comparison tools.

c. *Appendix: A. Acronyms B. Definitions C. Form 462 D. FY 2008 Disability Veterans Affirmative Action Program Plan and Accomplishments Report E. NRCS EEO Policy statements and F. Organizational Chart*

Workforce Composition

In FY 2009, there were 11,855 women and men employed by NRCS across the United States and US Territories. The participation rate for men were 66.40% (7,822) and for women 33.60% (3,959); the participation rate for women has slightly increased by .73% (111) since FY 2008, but women still continue to be well below the (CLF).

The distribution of the FY 2009 NRCS total work force by Race/Ethnicity and sex is as follows:

Hispanic or Latino males 3.07% (364), Hispanic or Latino females 1.64% (195); White males 55.77% (6,612), White females 27.87% (3,304); Black or African American males 4.31% (511), Black or African American females 3.21% (381); Asian males 0.77% (91), Asian females 0.62% (73); Native Hawaiian or Other Pacific Islander males 0.04% (5), Native Hawaiian or Other Pacific Islander females 0.07% (8); American Indian/Alaska Native males 1.67% (198), American Indian or Alaska Native females 0.84% (100); and Two or More Races males 0.03% (3), Two or More Races females 0.08% (9).

The distribution of the FY 2008 NRCS total work force by Race/Ethnicity and sex was as follows:

Hispanic or Latino males 2.91% (343), Hispanic or Latino females 1.49% (176); White males 56.51% (6,657), White females 27.43% (3,231); Black or African American males 4.33% (510), Black or African American females 3.14% (370); Asian males 0.81% (96), Asian females 0.56% (66); Native Hawaiian or Other Pacific Islander males 0.04% (5), Native Hawaiian or Other Pacific Islander females 0.06% (7); American Indian or Alaska Native males 1.77% (209), American Indian or Alaska Native females 0.87% (103); and Two or More Races males 0.02% (2), Two or More Races females 0.04% (5).

Between FY 2008 and FY 2009, Hispanic or Latinos, White females, Blacks or African Americans, Asians, Native Hawaiian or Other Pacific Islander, and Two or More Races remained below their overall availability in the National Civilian Labor Force, as reported in the 2000 census (CLF). White men and American Indian or Alaskan Native men and women remained above their overall availability in the CLF.

General Schedule (GS) grades represented 99.4 % (11,809), General Manager (GM) grades represented .3% (34), Wage Grade (WG) represented .07 % (8), and Senior Executive Service (SES) represented .23 % (27) of NRCS' workforce.

Disability Workforce

Of the 11,855 total employee workforce, there were a total of 0.91% (108) employees that had targeted disabilities In FY2009. In FY 2008, there were a total of 0.98% (116) employees that had targeted disabilities. In FY 2009, compared to FY 2008, the number of employees with targeted

disabilities decreased by 8, but the representation remained constant at .91%. NRCS targeted disabilities participation rate remained below the federal high of 2.27%.

During the annual self-assessment, while performing barrier analysis it was discovered that NRCS has made a concerted effort to increase the Agency's disabled workforce by hiring disabled veterans. It was also noted that individuals hired do not always list their disability on the SF-256, Self-Identification of Handicap.

Major Occupations

NRCS employs over 8,102 civilian employees in highly specialized occupations with emphasis in General Biologist Scientist, Soil Conservation, Soil Conservation Technician, Soil Scientist, Engineering Technician, and Civil Engineering.

The major occupation data indicated the following groups represent lower participation according to the RCLF:

General Biologist

- Hispanic or Latino females
- White females
- Black or African American females
- Asian males and females
- Native Hawaiian or Other Pacific Islander males and females
- Two or More Races males and females

Soil Conservationist

- White males
- Native Hawaiian or Other Pacific Islander males
- Two or More Races males and females

Soil Conservationist Technician

- White females
- Hispanic or Latino males and females
- Black or African American males and females
- Asian females
- Native Hawaiian or Other Pacific Islander males

Soil Scientist

- Hispanic or Latino males and females
- White females
- Black or African American females
- Asian males and females

- Native Hawaiian or Other Pacific Islander males and females
- Two or More Races males and females

Engineer Technician

- Hispanic or Latino males and females
- White females
- Black or African American males and females
- Asian males and females
- Native Hawaiian or Other Pacific Islander males and females
- Two or More Races males and females

Civil Engineering

- Hispanic or Latino females
- White females
- Black or African American females
- Asian males and females
- Native Hawaiian or Other Pacific Islander males and females
- Two or More Races males and females

Overall women and minorities within the Agency’s major occupations continued to represent lower participation rates compared to White males. Compared to FY 2008, White males demonstrated a decrease in the participation rate in only one major occupation field which was Soil Conservationist.

Personnel Activity

Summary Analysis of Promotions

In FY 2009, there were a total of 1,179 promotions in NRCS. Of all the promotions distributed, males received 59.9% (706) and females received 40.1% (473). Of all the groups, White males and White females received the majority of the promotions 81.1% (956). The promotions were distributed by race/ethnicity and sex as follows:

Promotions

	Total			Hispanic		White		Black		Asian		Nat Hawa/ Pac Isl		Amer Ind/ Alask Nat		Two or More Races	
	All	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
# of Promotions	1,179	706	473	34	21	593	363	53	64	13	14	0	1	13	10	N/A	N/A
% of Promotions	100	59.9	40.1	2.9	1.8	50.3	30.8	4.5	5.4	1.1	1.2	0.0	0.1	1.1	0.8	N/A	N/A
# of NRCS Workforce	11,184	7,472	3,712	343	184	6,356	2,991	489	358	89	73	5	5	187	92	3	9

In FY 2009, Individuals with Disabilities received a total of six promotions in NRCS. Of the six promotions distributed males received 83.3% (5) and females received 16.7% (1). Of all the groups White males and White females received all the promotions. As a result, NRCS is partnering with organizations and entities targeting individuals with disabilities in an effort to at least meet the participation rates of the disability community in the Federal Sector.

Promotions – Individuals with Disabilities

	Total			Hispanic		White		Black		Asian		Nat Hawa/ Pac Isl		Amer Ind/ Alaska Nat		Two or More Races	
	All	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
# of Promotions	6	5	1	0	0	5	1	0	0	0	0	0	0	0	0	N/A	N/A
% of Promotions	100	83.3	16.7	0.0	0.0	83.3	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	N/A	N/A
<i># of NRCS Workforce</i>	11,184	7,472	3,712	343	184	6,356	2,991	489	358	89	73	5	5	187	92	3	9

Summary Analysis of Separations

In FY 2009, there were a total of 599 employees that separated from NRCS. The majority of the employees that separated were males 69.1% (185). The percentage of females that departed was 30.9% (185). The majority of the employees that separated from NRCS were White males and White females at 81.8% (490). The separation by minority profile is as follows:

	Total			Hispan		White		Black		Asian		Nat Hawa/ Pac Isl		Amer Ind/ Alaska Nat		Two or More Races	
	All	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
# or Separations	599	414	185	10	7	344	146	32	22	8	3	0	0	20	6	0	1
% of Separations	100%	69.1%	30.9%	1.7%	1.2%	57.4%	24.4%	5.3%	3.7%	1.3%	0.5%	0.0%	0.0%	3.3%	1.0%	0.0%	0.2%
<i># of NRCS Workforce</i>	11,184	7,472	3,712	343	184	6,356	2,991	489	358	89	73	5	5	187	92	3	9

Of the above separations, 92.3% (553) were voluntary and .77% (46) was involuntary. Human Resources, with the assistance of the CRD, have developed an Exit Survey and will be reviewing separation data in FY 2010 to determine reasons the separation rates were above specific participation rates.

In FY 2009, there were a total of 1.00% (6) Individuals with a Targeted Disability that separated from NRCS. Five of the Individuals with a Targeted Disability separated voluntarily and the 1.0 % (1) was involuntary separated.

	Total by Disability Status			Disability
	All	No Disability	Not Identified	
# or Separations	599	529	10	60
% of Separations	100	88	2	10
Total Workforce	11,185	10,291	159	735

	Targeted Disability									
	Target Disability	Deaf	Blind	Miss Limb	Partial paralysis	Total Paralysis	Convulsive Disorder	Mental Retard	Mental Illness	Distort Limb/Spine
# or Separations	6	1	1	0	3	0	0	0	1	0
% of Separations	1.0	0.2	0.2	0.0	0.5	0.0	0.0	0.0	0.2	0.0
Total Workforce	100	17	8	8	15	10	13	5	20	4

Summary Analysis of Hiring

The hiring data showed that NRCS hired 998 new employees in FY 2009, 562 permanent; 389 temporary employees; and 47 Non-Appropriated Funds employees; of these hired, 56.58% (318) were males and 43.42% were females. The Agency did not hire any new employees with targeted disabilities. According to the data below, NRCS had less than expected hiring rates of minorities:

New Hires by Minority Profile

	Total			Hispanic		White		Black		Asian		Nat Hawa/Pac Isl		Amer Ind/Alaskan Nat		Two or More Races	
	All	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
# of New Hires	998	534	464	35	36	433	345	42	53	8	12	0	2	14	8	2	8
% of New Hires	100	53.5	46.5	3.5	3.6	43.4	34.6	4.2	5.3	0.8	1.2	0.0	0.2	1.4	0.8	0.2	0.8
# of NRCS Workforce	11,184	7,472	3,712	343	184	6,356	2,991	489	358	89	73	5	5	187	92	3	9

	Total	Total by Disability Status		
	All	No Disability	Not Identified	Disability
# of New Hires	999	922	15	62
% of New Hires	100.0%	92.3%	1.5%	6.2%
<i>Total Workforce #</i>	11,185	10,291	159	735

	Targeted Disabilities									
	Target Disability	Deaf	Blind	Miss Limb	Partial paralysis	Total Paralysis	Convulsive Disorder	Mental Retard	Mental Illness	Distort Limb/Spine
# of New Hires	0	0	0	0	0	0	0	0	0	0
% of New Hires	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<i>Total Workforce #</i>	100	17	8	8	15	10	13	5	20	4

Summary Analysis of Awards

In FY 2009, cash awards across NRCS remained largely representative of workforce profile population - White males and White females combined, received 74.4% of the total dollar amount awarded, \$6,990,101. The average amount for cash awards in the \$100-\$500 category was \$366; the males' average was \$372 and females averaged \$358. White males and females, Black or African American females, American Indians or Alaskan Native males, and Asian females were awarded below the average. For the greater than \$501 category, the average was \$1,170; the males average was \$1,172.91 and females averaged \$1,167.17. White males and females, Hispanic or Latino males and females, American Indians or Alaskan Native females, Asian females were below the average.

RSNO data breakdown is as follows for the total amount awarded:

Employee Recognitions and Awards by Minority Profile

Hispanic		White		Black		Asian		Nat Hawa/ Pac Isl		Amer Ind/ Alaskan Nat		Two or More Races	
M	F	M	F	M	F	M	F	M	F	M	F	M	F
26	96	321	193	19	17	5	5	0	0	2	7	0	0
229,700	126,815	3,825,422	1,914,293	304,737	342,012	6,632	54,076	2,202	1,939	124,588	54,783	985	1,917
3.8%	13.9%	46.5%	27.9%	2.7%	2.5%	0.7%	0.7%	0.0%	0.0%	0.3%	1.0%	0.0%	0.0%
343	184	6,356	2,991	489	358	89	73	5	5	187	92	3	9

There were a total of 43 individuals with targeted disabilities awarded cash awards for a total of \$36,059 between both dollar amount categories. The average in the \$100 to \$500 category was \$366 which is the same average of the workforce's average; and in the greater than \$501 category, the average was \$1,160 which is also the same as the workforce's average. The targeted disability employees' average was \$350 for the \$100 to \$500 category; and \$1,100 for the \$501 greater than category.

Employee Recognition and Awards by Targeted Disability

	Total			
	All	No Disability	Not Identified	Disability
Total Time Off Awards (#)	612	566	8	38
Total Cash Awards (\$)	7,050,401	6,475,858	112,611	461,932
% of Awards	100%	92%	2%	6.2%
<i>Total Workforce #</i>	<i>11,185</i>	<i>10,291</i>	<i>159</i>	<i>735</i>

	Targeted Disabilities									
	Targeted Disability	Deaf	Blind	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retard	Mental Illness	Distort Limb/Spine
Total Time Off Awards (#)	8	0	0	2	2	1	1	0	2	0
Total Cash Awards (\$)	36,059	4,882	6,571	0	6,319	700	3,244	100	12,143	0
% of Awards	1.3%	0.0%	0.0%	0.3%	0.3%	0.2%	0.2%	0.0%	0.3%	0.0%
<i>Total Workforce #</i>	<i>100</i>	<i>17</i>	<i>8</i>	<i>8</i>	<i>15</i>	<i>10</i>	<i>13</i>	<i>5</i>	<i>20</i>	<i>4</i>

EEOC FORM
715-01
PART F

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

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I Joseph Hairston, Civil Rights Director, GS-260-15

am the

(Insert name
above)

(Insert official
title/series/grade above)

Principal EEO
Director/Official for

U.S. Department of Agriculture, Natural Resources Conservation Service

(Insert Agency/Component Name above)

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

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

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



Signature of Principal EEO Director/Official

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

11/23/09

Date



Signature of Agency Head or Agency Head Designee

12-3-09

Date

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Natural Resource Conservation Service (NRCS)		For period covering October 1, 2008, to September 30, 2009.		
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS				
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
 Measures		Yes	No	
Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation. March 5, 2007.		✓		
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		✓		
Are new employees provided a copy of the EEO policy statement during orientation?		✓		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			✓	FY 2010 HR will Develop a New Supervisors Packet that will contain roles and responsibilities of managers regarding EEO which will contain a copy of EEO policy statement.
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		✓		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		✓		

Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		✓		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
 Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		✓		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		✓		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		✓		
support the agency's EEO program through allocation of mission personnel to participate in community outreach and recruitment programs with private employers, public schools and universities?		✓		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		✓		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		✓		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		✓		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		✓		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		✓		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		✓		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				Employees are informed by various methods such as training; staff meetings; NRCS Standards of Conduct; EEO policies; and Employee Relations policies – all policies published and posted on the Agency's website. Ethics training was provided and completion required by all employees during FY 2008.

Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	✓			
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	✓			
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		✓	EEO Director reports to the Associate Chief who reports directly to the Chief (Agency Head).	
Are the duties and responsibilities of EEO officials clearly defined?	✓			
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	✓			
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	✓			
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	✓			
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		✓		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		✓		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		✓		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		✓		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		✓		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		✓		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		✓		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		✓		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		✓		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		✓		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		✓		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter		✓		

I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709				
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		✓		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		✓		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		✓		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		✓		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		✓		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		✓		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		✓		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]		✓		
Is there sufficient funding to ensure that all employees have access to this training and information?		✓		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		✓		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		✓		
to provide religious accommodations?		✓		
to provide disability accommodations in accordance with the agency's written procedures?		✓		
in the EEO discrimination complaint process?		✓		
to participate in ADR?		✓		

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

Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		✓	There was one finding of discrimination in FY 2009; the case was sent to ER for review.	
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	✓			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	✓			
Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	✓			
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	✓			
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	✓			
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	✓			
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	✓			
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	✓			
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	✓			
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	✓			
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach

				an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are all employees encouraged to use ADR?		✓		
Is the participation of supervisors and managers in the ADR process required?		✓		

Essential Element E: EFFICIENCY
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.

 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
		✓		
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		✓		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		✓		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		✓		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		✓		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		✓		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
		✓		
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		✓		
Does the agency's tracking system identify the issues		✓		

and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?				
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		✓		
If yes, briefly describe how: In accordance with pre-established Statement of Work and Procurement procedures.				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		✓		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		✓		
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		✓		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		✓		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		✓		
Does the agency complete the investigations within the applicable prescribed time frame?		✓		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			✓	Final Agency Decisions are issued by ASCR and not NRCS.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		✓		
When a settlement agreement is entered into, does the agency timely complete any obligations		✓		

provided for in such agreements?				
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		✓		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		✓		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		✓		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		✓		
Does the responsible management official directly involved in the dispute have settlement authority?			✓	Agency practice that the RMO's immediate supervisor serves as the RO.
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		✓		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		✓		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		✓		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		✓		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		✓		

Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		✓		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		✓		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		✓		
Does the agency discrimination complaint process ensure a neutral adjudication function?		✓		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?				Not Applicable the USDA Office of Adjudication and Compliance is responsible for this function.
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		✓		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		✓		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary		✓		

relief?				
Are procedures in place to promptly process other forms of ordered relief?		✓		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		✓		
If so, please identify the employees by title in the comments section, and state how performance is measured.		CR Director; stand alone CR/EEO performance standard		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		✓		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		✓		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		✓		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		✓		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		✓		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?		✓		
Compensatory Damages: The final agency decision and evidence of payment, if made?		✓		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?		✓		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s		✓		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.		✓		
Supplemental Investigation: 1. Copy of letter to		✓		

complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).			
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	✓		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	✓		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	✓		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	✓		

Footnotes:

1. See 29 C.F.R. § 1614.102.

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

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Natural Resource Conservation Service (NRCS)	For period covering October 1, 2008, to September 30, 2009.	
EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM		
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The total number of employees in NRCS increased from 11,781 in FY 2008 to 11,855 in FY 2009. The number of women, minorities, and persons with disabilities in all major job categories continues to be low in participation rate.	
OBJECTIVE:	Begin increasing the number of females, minorities, and persons with disabilities in order to reverse the current trend of low participation rates in these areas.	
RESPONSIBLE OFFICIAL:	Deputy Chief for Management.	
DATE OBJECTIVE INITIATED:	January 1, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop a specific recruitment plan for increasing the number of women, minorities and persons with disabilities in the NRCS workforce.	Completed
Implement the Human Capital Strategic Plan for Recruitment and Retention as outlined in the agency's report.	Completed
Train managers and supervisors on the MD-715.	Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

A recruitment and retention task force was established in FY 2009 to develop and implement a national recruitment policy. The task force members include the Civil Rights Director, Human Resources Management Division Director, Human Capital Officer and the Outreach Division Director. Development and implement accountability measures to track and report the progress of recruitment efforts. The recruitment strategy has been drafted and is currently being vetted to senior leadership. A two year implementation plan has been developed, with implementation of selected initiatives beginning in the fourth quarter of FY 2009 such as implementation of a New Hire Survey, streamlining job opportunity announcements, use of an Automated Hiring system.

NRCS' Director of Civil Rights and the Human Capital Officer conducted a webinar on the Equal Employment Opportunity Commission's Management Directive 715 state of the agency and recruitment strategies, May 14, 2009 and May 20, 2009.

Participation was mandatory for all State Conservationists and Division Directors and above. The webinar provided information about NRCS' workforce demographics at all levels of the agency and for all employment aspects (hiring, promotion, career development, and separations). The webinar also included an analysis of identified barriers that impede the full participation of any one particular group of employees in any aspect of employment, and action plans to eliminate such barriers. The group also discussed the agency's recruitment strategies.

As a result of the State of the Agency Briefing conducted by NRCS' CRD's Director and Human Capital Officer a task force was developed as a priority of the Chief to offer NRCS leadership recommendations that could be incorporated into the Agency Business Plan for recruitment and retention implementation.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Natural Resource Conservation Service (NRCS)	For period covering October 1, 2008, to September 30, 2009.	
EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM		
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	There is low participation and in some cases no participation of women, minorities, and persons with disabilities in agency leadership positions.	
OBJECTIVE:	Establish a national internal leadership program comprised of training and promotion opportunities designed to attract qualified women, minorities, and people with disabilities. Retentions will improve as opportunities for advancement improve.	
RESPONSIBLE OFFICIAL:	Deputy Chief for Management.	
DATE OBJECTIVE INITIATED:	January 1, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Gain commitment to diversity from agency leaders and selecting officials through diversity training awareness.	September 30, 2010	
Determine the feasibility of establishing more developmental level positions (GS-7 and GS-9) in order to locate and recruit applicants that may have the educational requirements, but not the experience to qualify at higher grade levels, in order to position these employees to fill in behind more experienced employees in the same field who leave the Agency.	September 30, 2010	
Design and implement a tracking system for all Human Resources offices to use in order to retrieve and analyze data regarding the RSNOD of applicants and documenting the actions of selecting officials and activities of recruiters. Recommend that reports of findings be sent to the Human Resources and Civil Rights Divisions on a quarterly basis; and analyzed and compiled into the annual performance report.	September 30, 2010	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The National Leadership Development Program (NLDP) is a major component in an agency-wide strategic approach to developing leadership talent for the future of NRCS. There are 30 diverse participants in the program and half are women. The program theme is "Leaders Growing Leaders." The Agency leadership at the State Conservationist level and above plays an active role in the program, serving as behavioral interviewers, learning coaches, mentors, action learning project sponsors, tutors, speakers, presenters, facilitators, and panel members. The NLDP is a 15-month training program. The target audience includes high performing, high potential employees at the GS-13 and GS-14 grade levels. Exceptional GS-12s are also considered. Participants are selected through a rigorous application and nomination process. The NLDP guarantees the participant a unique opportunity to develop leadership competencies, but there is no guarantee of placement for a promotion or a particular position. Participants are not required to complete a Mobility or Service Agreement.

The training program includes, but is not limited to:

- Four residential sessions [Orientation Training (one week), Cohort Workshop (one week), Policy Seminar (two weeks), Capstone Symposium (one week)];

- Assessment instruments for developmental purposes;
- One 3-month detail;
- Action learning team project;
- Online learning and required reading; and
- Comprehensive learning review.

NRCS concluded a National Mentoring Framework Program pilot during fiscal year 2008 and during fiscal year 2009 rolled out the program on a national basis. Each state and national headquarters established mentor coordinators who, after receiving training, are to manage program agency-wide. In the first year, approximately 600 NRCS' employees are involved in the program as mentors, protégés mentor coordinators. This program is designed to enhance the career development of employees; provide a forum for knowledge transfer; and is a retention tool while providing support and guidance that employees need.

NRCS has four employee National Organization Groups (i.e., Asian, American Indian, Black, and Hispanic). In 2009 the President of the National Organizations Groups, with the assistance of NRCS staff members, conducted a career development survey to provide members and NRCS leadership a better understanding of the career status and goals of the members of the above minority groups in the Agency. Following is an example of the results of the National Organization of Hispanic NRCS Employees (NOPHNCSE). Approximately 85 respondents completed the survey. A profile of respondents indicates that they are highly mobile, young, higher graded Hispanics, who generally want to advance in NRCS. Compared to other studies, more respondents in this current survey are supervisors and over 70 percent are located at the field or area office. The respondents are less likely to retire during the next decade, compared to NRCS' general workforce. Respondents identified several obstacles to career advancement: (1) low opportunity to serve on out-of-state details, (2) unavailability of leadership programs, and (3) lack of support for taking specialized college classes or participating in educational degree programs. If the agency did offer a leadership program and a mentoring program, well over half the respondents would participate over the next 2 years. Respondents also gave high support for NOPHNCSE sponsorship of a mentoring program.

The four NRCS' President of National Organization Groups employee resource groups, with the support of NRCS leadership, host annual employee development conferences. These conferences also provide employees the opportunity to network and speak with NRCS leaders and employees who can serve as role models and mentors.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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Natural Resource Conservation Service (NRCS)	For period covering October 1, 2008, to September 30, 2009.
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EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The total number of employees in NRCS increased from 11,781 in FY 2008 to 11,855 in FY 2009. The number of women, minorities, and persons with disabilities in all major job categories continues to be significantly low in participation rate.	
OBJECTIVE:	Retain a diverse workforce by implementing a national retention plan.	
RESPONSIBLE OFFICIAL:	Deputy Chief for Management	
DATE OBJECTIVE INITIATED:	January 1, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
National SEPMs partner with the Human Capital Officer to complete work on the Strategic Plan for Retention as outlined in the Human Capital Strategic Plan report through joint quarterly meetings.	Completed	
Determine the feasibility of establishing more developmental level positions (GS-7 and GS-9) in order to locate and recruit applicants that may have the educational requirements, but not the experience to qualify at higher grade levels, in order position these employees to fill in behind more experienced employees in the same field who leave the Agency.	September 30, 2010	
Identify those series which have the highest turnover rate and determine if applicable pay incentives (i.e. retention allowance) would be effective in retaining these employees.	June 15, 2010	
Identify those series which are most difficult to fill and determine if pay incentives (i.e. special salary rates, relocation bonuses, etc) would increase the applicant pools for these positions.	June 15, 2010	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The recruitment and retention task force was established in FY 2009 to develop and implement a national recruitment and retention policy. The task force members include the Civil Rights Director, Human Capital Officer and the Outreach Division Director. NRCS Human Resources Office hired a full time staff member to focus on recruitment and retention. An agency-wide survey was conducted to collect data from staff regarding retention issues. The survey results are being analyzed and will result in future development of retention strategies.

NRCS' CRD National Federal Women's Program Manager is a civil rights advisor to the Recruitment and Retention Cadre and is participating in the development of the strategic plan to recruit and retain employees. The Strategic Plan development began in March 2009 and plans to have a strategy documented by FY 2009.

NRCS Human Capital Office has designated a staff member as the National Mentor Coordinator. Working with a contractor, a national mentoring framework has been developed. Each State has selected state mentoring coordinators and two mentoring coordinators have been selected for National Headquarter employees. Training sessions to train the Mentoring Coordinators have been completed. The mentor program was opened for mentors and protégés to sign up beginning June

2009. The implementation of the mentoring program should begin in FY 2010. This mentoring program will be used in conjunction with what States are already doing.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Natural Resource Conservation Service (NRCS)		For period covering October 1, 2008, to September 30, 2009.
EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM		
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	There is a low participation rate of women, minorities, and persons with disabilities in agency leadership positions.	
OBJECTIVE:	Develop and establish a national internal recruitment and retention program.	
RESPONSIBLE OFFICIAL:	Deputy Chief for Management	
DATE OBJECTIVE INITIATED:	January 1, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Gain commitment to diversity from agency leaders and selecting officials through diversity training awareness.	September 30, 2010	
Design and implement a tracking system for all Human Resources offices to use in order to retrieve and analyze data regarding the RSNOD of the applicants applying for positions under Merit Promotion. Recommend that reports of findings be sent to the Human Resources Management Division on a quarterly basis.	September 30, 2010	
Create a leadership development program for women, minorities, and persons with disabilities that include participation in detail opportunities, to serve on core agency planning teams and committees in order to gain development experiences.	September 30, 2010	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>NRCS' Human Capital Office hired a full time staff member to focus on recruitment and retention. The Human Capital Strategic Plan, Goal 2 Develop effective strategies to recruit and retain a highly skilled and diverse workforce to meet customer needs and to transform the Agency into the "Employer of Choice" established an initiative to create a National Recruitment Strategy. To accomplish this initiative, a design team was solicited and selected from across the Agency using tenure, position, ethnicity/race, gender and location as basis for selection. The recruitment strategy has been drafted and is currently being vetted to senior leadership. A two year implementation plan has been developed, with implementation of selected initiatives beginning in the fourth quarter of FY 2009 such as implementation of a New Hire Survey, streamlining job opportunity announcements, use of an Automated Hiring system.</p> <p>NRCS' CRD National Federal Women's Program Manager is a civil rights advisor to the Recruitment and Retention Cadre and is participating in the development of the strategic plan to recruit and retain employees. The Strategic Plan development began in March 2009 and plans to have a strategy documented by FY 2009.</p> <p>The recruitment and retention task force was established in FY 2009 to develop and implement a national recruitment and retention policy. The task force members include the Civil Rights Director, Human Resources Management Division Director, Human Capital Officer and the Outreach Division Director. Development and implement accountability measures to track and report the progress of recruitment efforts. The report findings were approved by the Agency Chief and the national recruitment and retention plan for NRCS will be begin implementation in 2010.</p> <p>The National Leadership Development Program (NLDP) is a major component in an agency-wide strategic approach to developing leadership talent for the future of NRCS. There are 30 diverse participants in the program and half are women. The program theme is "Leaders Growing Leaders." The Agency leadership at the State Conservationist level</p>		

and above plays an active role in the program, serving as behavioral interviewers, learning coaches, mentors, action learning project sponsors, tutors, speakers, presenters, facilitators, and panel members. The NLDP is a 15-month training program. The target audience includes high performing, high potential employees at the GS-13 and GS-14 grade levels. Exceptional GS-12s are also considered. Participants are selected through a rigorous application and nomination process. The NLDP guarantees the participant a unique opportunity to develop leadership competencies, but there is no guarantee of placement for a promotion or a particular position. Participants are not required to complete a Mobility or Service Agreement.

The training program includes, but is not limited to:

- Four residential sessions [Orientation Training (one week), Cohort Workshop (one week), Policy Seminar (two weeks), Capstone Symposium (one week)];
- Assessment instruments for developmental purposes;
- One 3-month detail;
- Action learning team project;
- Online learning and required reading; and
- Comprehensive learning review.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Natural Resource Conservation Service (NRCS)	For period covering October 1, 2008, to September 30, 2009.	
EEO PLAN TO ELIMINATE IDENTIFIED BARRIER		
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>There is low participation of women, minorities, and persons with disabilities in agency leadership positions and agency major occupations.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Occupational Groups (Tables A3-1, A3-2) – Distribution by Race/Ethnicity and Sex; Participation Rates Across General Schedule (GS) Grades (Table A4-1P, A4-1T, A4-2P, A4-2T,)– by Race/National Origin and Sex; and Participation Rates for Major Occupations (Table A6P and A6T) Distribution by Race/National Origin and Sex.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>		
<p>OBJECTIVE: State the</p>	<p>FY 2009: Provide MD-715 and diversity training to all leaders, supervisors, and selecting officials and accountability measures to determine accomplishments.</p>	

alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Create and implement a leadership development program for women, minorities and persons with disabilities. To ensure that managers, supervisors and human resources staff are included when barriers are being identified by civil rights division. FY 2010: Develop a diverse pool of qualified successors for NRCS' leadership positions.
RESPONSIBLE OFFICIAL:	Deputy Chief for Management
DATE OBJECTIVE INITIATED:	January 1, 2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Provide mandatory training to all leaders, supervisors and selecting officials on diversity and MD-175.	Completed
Strengthen partnerships with groups that can assist us in improving diversity in the agency	Completed
Use the applicant tracking feature of Quick-Hire to track and identify applicant pool to ensure that women, minorities and persons with disabilities are applying and being selected for positions throughout the agency	September 30, 2010

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

NRCS' Director of Civil Rights and the Human Capital Officer conducted a webinar on the Equal Employment Opportunity Commission's Management Directive 715 state of the agency and recruitment strategies, May 14, 2009 and May 20, 2009. Participation was mandatory for all State Conservationists and Division Directors and above. The webinar provided information about NRCS' workforce demographics at all levels of the agency and for all employment aspects (hiring, promotion, career development, and separations). The webinar also included an analysis of identified barriers that impede the full participation of any one particular group of employees in any aspect of employment, and action plans to eliminate such barriers. The group also discussed the agency's recruitment strategies.

The National Leadership Development Program (NLDP) is a major component in an agency-wide strategic approach to developing leadership talent for the future of NRCS. There are 30 diverse participants in the program and half are women. The program theme is "Leaders Growing Leaders." The Agency leadership at the State Conservationist level and above plays an active role in the program, serving as behavioral interviewers, learning coaches, mentors, action learning project sponsors, tutors, speakers, presenters, facilitators, and panel members. The NLDP is a 15-month training program. The target audience includes high performing, high potential employees at the GS-13 and GS-14 grade levels. Exceptional GS-12s are also considered. Participants are selected through a rigorous application and nomination process. The NLDP guarantees the participant a unique opportunity to develop leadership competencies, but there is no guarantee of placement for a promotion or a particular position. Participants are not required to complete a Mobility or Service Agreement.

The training program includes, but is not limited to:

- Four residential sessions [Orientation Training (one week), Cohort Workshop (one week), Policy Seminar (two weeks), Capstone Symposium (one week)];
- Assessment instruments for developmental purposes;
- One 3-month detail;
- Action learning team project;
- Online learning and required reading; and
- Comprehensive learning review.

NRCS concluded a National Mentoring Framework Program pilot during fiscal year 2008 and during fiscal year 2009 rolled out the program on a national basis. Each state and national headquarters established mentor coordinators who, after receiving training, are to manage program agency-wide. In the first year, approximately 600 NRCS employees are involved in the program as mentors, protégés mentor coordinators. This program is designed to enhance the career development of employees; provide a forum for knowledge transfer; and is a retention tool while providing support and guidance that employees need.

NRCS has four President of National Organization Groups (i.e., Asian, American Indian, Black, and Hispanic). In 2009 the organizations, with the assistance of NRCS professional staff members, conducted a career development survey to provide members and NRCS leadership a better understanding of the career status and goals of the members of the above minority groups in the Agency. Following is an example of the results of the National Organization of Hispanic NRCS Employees (NOPHNCSE). Approximately 85 respondents completed the survey. A profile of respondents indicates that they are highly mobile, young, higher graded Hispanics, who generally want to advance in NRCS. Compared to other studies, more respondents in this current survey are supervisors and over 70 percent are located at the field or area office. The respondents are less likely to retire during the next decade, compared to NRCS' general workforce. Respondents identified several obstacles to career advancement: (1) low opportunity to serve on out-of-state details, (2) unavailability of leadership programs, and (3) lack of support for taking specialized college classes or participating in educational degree programs. If the agency did offer a leadership program and a mentoring program, well over half the respondents would participate over the next 2 years. Respondents also gave high support for NOPHNCSE sponsorship of a mentoring program. The employee resource groups surveys will be used to help develop initiatives to address their concerns.

The four NRCS employee resource groups, with the support of NRCS leadership, host annual employee development conferences. These conferences also provide employees the opportunity to network and speak with NRCS leaders and employees who can serve as role models and mentors.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Natural Resource Conservation Service (NRCS)	For period covering October 1, 2008, to September 30, 2009.	
EEO PLAN TO ELIMINATE IDENTIFIED BARRIER		
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The total number of employees in NRCS increased from 11,781 in FY 2008 to 11,855 in FY 2009. The number of women, minorities, and persons with disabilities in all major job categories continues to be significantly low in participation rate.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of the Total Workforce (Table A1, B1), illustrating distribution by Race/Ethnicity and Sex; and New Hires by Type of Appointment (Table A8, B8) – by Race/Ethnicity and Sex.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>NRCS continues to focus on the technical and professional development of women, minorities, persons with disabilities. The Agency did not have a national recruitment plan in place for FY 2008.</p>	
<p>OBJECTIVE: State the alternative or revised</p>	<p>A task force has been established to develop and implement a national recruitment policy. The task force members include the Civil Rights Director, Human Capital Officer, and the Outreach Division Director. Development and implement accountability measures to track and report the progress of recruitment efforts. NRCS implemented a</p>	

agency policy, procedure or practice to be implemented to correct the undesired condition.	comprehensive Human Capital Plan wherein human capital objectives from the Proud-to-Be VI goals are included in the draft Agency National Business Plan for FY 2009. In addition an Implementation Plan has been drafted in conjunction with the 5-year Investment Strategy.
RESPONSIBLE OFFICIAL:	Civil Rights Director and Deputy Chief for Management
DATE OBJECTIVE INITIATED:	January 1, 2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Develop and implement a national recruitment policy, strategy and cadre.	Completed
Implement the national recruitment policy and strategies.	September 30, 2010
Conduct Human Resources training throughout the Agency on the use and importance of using the Workforce Recruitment Program for College Students with Disabilities, Schedule A and other Hiring Authorities to increase the number of persons with disabilities in the workforce.	September 1, 2010
Provided a briefing to hiring officials on the use and value of special hiring authorities. (Schedule A , Veterans preferences, VEOA etc)	July 30, 2010
Target hiring Veterans and persons with Targeted Disabilities for those series which are most difficult to fill and determine if pay incentives (i.e. special salary rates, relocation bonuses, etc) would increase the applicant pools for these positions.	July 30, 2010
Design and implement a tracking system for all Human Resources offices to use in order to retrieve and analyze data regarding the RSNOD (applicant flow data) of the applicants applying for positions under Merit Promotion.	September 30, 2010
Design and mass-produce media material aimed at women, minorities and persons with disabilities promoting NRCS major occupation positions.	September 30, 2010
Develop and implement specific recruitment plans for women, minorities, and persons with disabilities.	September 30, 2010

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The recruitment and retention task force was established in FY 2009 to develop and implement a national recruitment and retention policy. The task force members include the Civil Rights Director, Human Capital Officer and the Outreach Division Director. Development and implement accountability measures to track and report the progress of recruitment efforts. NRCS Human Capital Office hired a full time staff member to focus on recruitment and retention. The Human Capital Strategic Plan, Goal 2 "Develop effective strategies to recruit and retain a highly skilled and diverse workforce to meet customer needs and to transform the Agency into the "Employer of Choice" established an initiative to create a National Recruitment Strategy. To accomplish this initiative, a design team was solicited and selected from across the Agency using tenure, position, ethnicity/race, gender and location as basis for selection. The recruitment strategy has been drafted and is currently being vetted to senior leadership. A two year implementation plan has been developed, with implementation of selected initiatives beginning in the fourth quarter of FY 2009 such as implementation of a New

Hire Survey, streamlining job opportunity announcements, use of an Automated Hiring system.

NRCS' CRD National Federal Women's Program Manager is a civil rights advisor to the Recruitment and Retention Cadre and is participating in the development of the strategic plan to recruit and retain employees. The Strategic Plan development began in March 2009 and plans to have a strategy documented by FY 2009.

The Workforce Recruitment Program for College Students with Disabilities database is provided to all Disability Emphasis Program Managers (DEPMs) and the link is identified on the NRCS CRD Web site. On March 18, the 2009 Workforce Recruitment Program for College Students with Disabilities (WRP) data was available on the website (www.wrp.gov). It provides information on over 1,800 college students with disabilities who are seeking summer or permanent employment in federal agencies nationwide. In order to access the database you must request your ID/PW through the above-noted Web site. Because of the confidential information within the database access is restricted to DEPMs, HRM and hiring officials. A module on the use and significance of the WRP was developed and provided to all levels of the Agency. This resulted in one (1) WRP summer hire.

CRD's Director submitted an issue paper explaining the changes to the ADA in 2008. The information on the Americans with Disability Act Amendment Act of 2008 was sent out to Directors and above from the Chief including a link to the Job Accommodation Network (JAN) Web site for additional information.

An issue paper was submitted to the Chief on Inter-Agency Accessibility Review Teams, following prior year agreement by NRCS, RD and FSA on the use of accessibility checklist AD-2056 for National level Civil Rights compliance reviews.

The Disabled Veterans Affirmative Action Plan was provided to Veterans Employment Program Managers, Disability Employment Program Managers and Human Resources Ms in each state to improve outreach efforts in recruiting Veterans.

NRCS NDEPM provided training to USDA NDEPMs and NRCS collateral duty DEPMs and VEMPs the day prior to the Perspectives Conference on the Employment of Persons with Disabilities held in Bethesda, MD.

Resumes of persons with targeted disabilities were provided to all collateral duty Disability Emphasis Program Managers, Veteran Emphasis Program Managers (DEPM, VEPM) and the NRCS selective placement coordinator for consideration.

Training and specific information was provided to collateral duty DEPMs & VEPMs during teleconferences with the National DEPM on how to search for qualified individuals with targeted disabilities.

NRCS' Civil Rights Division coordinates participation at a number of diverse colleges, universities, and associations throughout the year. The Civil Rights Division developed, from the visits to the diverse events, a Student Database listing qualified women and minority students. The database has proven to be a good source to recruit women and minority interns and new permanent employees. The database is provided to NRCS leadership in an effort to move us towards our goal of becoming an employer of choice and ensure that we are actively seeking the best talent from the diverse communities we serve. Following are a few of the events we attended:

- ◆ New Mexico State University Career Fair, Las Cruces, NM
- ◆ University of Texas Career Fair, El Paso, TX
- ◆ University of Puerto Rico Career Fair, Mayaguez, PR
- ◆ Texas A&M University Career Fair, Kingsville, TX
- ◆ California State Polytechnic University Career Fair, Pomona, CA
- ◆ American Indian Science and Engineering Society (Attended several events.)
- ◆ 8th Annual Thurgood Marshall Leadership Institute and Recruitment Conference Trip Report Summary
- ◆ Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)
- ◆ League of United Latin American Citizens (LULAC)
- ◆ Society of American Indian Government Employees (NRCS employees attended.)
- ◆ Federal Asian Pacific American Council (FAPAC)
- ◆ Federally Employed Women (FEW)
- ◆ 2009 Partners for Public Service Career and Internship Fair

Additionally, NRCS has 300 State collateral duty special emphasis program managers. Many of those individuals participate in recruiting for SCEP and STEP students hired for summer work. Each state that hires students ensures that they are a diverse group that consists of women, minorities, and people with disabilities. Students are regularly converted upon graduation so the student hiring is a useful tool in our efforts to increase diversity in permanent staff as well.

NRCS is sponsoring two USDA Public Service Leaders Scholarship Program (PSLSP) students. One of the students we anticipate will complete the program later this year making him eligible for non-competitive conversion appointment as a Soil Conservationist by the agency. The other student was converted to a new hire this year. The USDA PSLSP combines an internship with a scholarship to fill critical positions. This is a win-win program for the agency as the investment made in a student returns to the agency as a new permanent employee well prepared to contribute to that agency's mission and goals. NRCS provided a career work experience in addition to a scholarship covering: college tuition, books, and

related fees and travel. The students' initial appointment under the SCEP program allowed them to gain valuable hands-on experience and knowledge of the agency. The scholars are eligible for non-competitive conversion appointment in the agency within 120 days of graduation.

NRCS is also sponsoring the following student scholarships:

- ◆ 1890 National Scholars Program. We have nine students in the program and two, of the nine students, were hired/converted.
- ◆ Asian Pacific Islander Scholar (API). We have four students in the program and three, of the four students, were hired/converted.
- ◆ Basu Settlement Agreement Graduate Scholarships to Asian American/Pacific Islander students. NRCS awarded four graduate scholarships to AA/PI students; two of these students were also on the rolls for the SCEP internship. There were a total of nine students involved in the Basu Scholarship Program, seven in FY 2009.
- ◆ Hispanic Association of Colleges and Universities (HACU). We had one HACU student intern.
- ◆ USDA 1994 Land Grant Institutions (Tribal Colleges) Programs. Please check with the Outreach Office; they coordinate this program. There appears to be four students in this program. NRCS has purchased license agreement HR staff and within the 2009 calendar year, plans to have an automated hiring system in place. This will ensure that applicants are notified throughout the hiring process and will also ensure that we are able to collect applicant demographic data. USA Staffing, our new hiring system, collects data from each applicant (on a voluntary basis). The demographic data is not available individually but can be accessed after the selection is made in a consolidated manner.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Natural Resource Conservation Service (NRCS)	For period covering October 1, 2008, to September 30, 2009.	
EEO PLAN TO ELIMINATE IDENTIFIED BARRIER		
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>NRCS is losing highly qualified employees to retirement, other Federal Agencies, and the private sector. However, the low participation rate of minorities, women, and persons with disabilities continues. Between FY 2007 and FY 2008 there were a total of 640 separations. In FY 2007 there were 177 separations; a difference of 463 employees in one FY. There were 599 employees separated during FY 2009.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of the Total Workforce (Table A1), Distribution by Race/Ethnicity and Sex; and Separations by Type of Separation (Table A14) – Distribution by Race/National Origin and Sex.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>NRCS practices require that employees are mobile within the agency. It is expected that in order to move up the ladder, employees will have to relocate. Family circumstances such as two-career couples and children in school and the cost of living make relocation less attractive.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy,</p>	<p>Retain a diverse workforce by implementing a national retention plan. Increase outreach efforts, develop resume building, effective KSA writing, and effective interviewing techniques workshops. Implementation Plan has been drafted in conjunction with the 5-year Investment Strategy.</p>	

procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Director of Civil Rights and Deputy Chief for Management
DATE OBJECTIVE INITIATED:	January 1, 2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2010

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Determine the feasibility of establishing more developmental level positions in order to locate and recruit applicants that may have the educational requirements, but not the experience to qualify at higher grade levels, in order to groom these employees to fill in behind more experienced employees in the same field who leave the Agency.	September 30, 2010
Include in vacancy announcements, advertised through USAJobs, information that illustrates persons with a targeted disability are eligible to apply for the positions.	Completed
Identify those series which have the highest turnover rate and determine if such any pay incentives (i.e. retention allowance) would be effective in retaining these employees	July 30, 2010
Identify those series which are most difficult to fill and determine if pay incentives (i.e. special salary rates, relocation bonuses, etc) would increase the applicant pools for these positions.	July 30, 2010

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

NRCS' Human Capital Office has hired a full time staff member to focus on recruitment and retention. An agency-wide survey was conducted to collect data from staff regarding retention issues. The survey results are being analyzed and will result in future development of retention strategies.

NRCS' Human Capital Office has designated a staff member as the National Mentor Coordinator. Working with a contractor, a national mentoring framework has been developed. Each State has selected state mentoring coordinators and two mentoring coordinators have been selected for National Headquarter employees. Training sessions to train the Mentoring Coordinators have been completed. The mentor program was opened for mentors and protégés to sign up beginning June 2009. The implementation of the mentoring program should begin in FY 2010. This mentoring program will be used in conjunction with what States are already doing.

The National Federal Women's Program Manager (NFWPM) created and presents a workshop called "Writing Effective KSAs, Applying for Federal Jobs Online, and Preparing for your Job Interview." This two-hour workshop along with a corresponding handbook was given to 200 HACU students and 100 USDA employees.

NRCS has four President of National Organization Groups (i.e., Asian, American Indian, Black, and Hispanic). These NRCS resource groups provide employees the opportunity to network and speak with NRCS leaders and employees who can serve as role models and mentors. These groups are helping address this barrier by providing support and examples of successful employment relocations.

EEOC FORM 715-01 PART J		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities							
PART I Department or Agency Information	1. Agency	1.U.S. Department of Agriculture							
	1.a. 2 nd Level Component	1.a. Natural Resources Conservation Service							
	1.b. 3 rd Level or lower	1.b.							
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	11781	100.00%	11855	100.00%	74	0.63%		
	Reportable Disability	799	6.78%	779	6.57%	-20	-2.50%		
	Targeted Disability*	116	0.98%	108	0.91%	8	-6.90%		
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).								
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.									
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.									
PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions									
4. Non-Competitive Promotions	777	53	6.82%	10	1.29%	6	0.77%	718	92.41%
5. Employee Career Development Programs									
5.a. Grades 5 - 12									
5.b. Grades 13 - 14									
5.c. Grade 15/SES									
6. Employee Recognition and Awards									

6.a. Time-Off Awards (Total hrs awarded)	6562	38	6.20%	8	1.31%	8	1.31%	566	92.48%
6.b. Cash Awards (total \$\$\$ awarded)	7050401	510	6.74%	36059	0.56%	114	1.51%	6475858	91.85%
6.c. Quality-Step Increase	282	19	6.74	3	1.06	3	1.06	260	92.2

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I . Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>

APPENDIX A

MD-715 report Acronyms List

ADR – Alternative Dispute Resolution
AI/ANEPM – Asian American/Pacific Islander Emphasis Program, American Indian/Alaska Native Emphasis Program Manager
AISES – American Indian Sciences and Engineering Society
BEPM – Black Emphasis Program Manager
CEP – Career Enhancement Program
CR – Civil Rights
CRAC – Civil Rights Advisory Committee
CRD – Civil Rights Division
CRIA – Civil Rights Impact Analysis
DEPM – Disability Emphasis Program Manager
DR – Departmental Regulations
EEOC – Equal Employment Opportunity Commission
EEO – Equal Employment Opportunity
EO – Equal Opportunity
FAPAC – Federal Asian Pacific American Council
FEORP – Federal Equal Opportunity Recruitment Plan
FWPM – Federal Women Program Manager
GM – General Manager
GS – General Schedule
HACU – Hispanic Association of Colleges and Universities
HBCU – Historically Black Colleges and Universities
HEPM – Hispanic Emphasis Program Manager
HR – Human Resources
HRMD – Human Resource Management Division
HSI – Hispanic Serving Institutions
LEAD – Leadership for the Employment of Americans with Disabilities
LULAC – League of United Latin American Citizens
MANRRS – Minorities in Agriculture, Natural Resources and Related Sciences
MD – Management Directive
NCLF – National Civilian Labor Force
NCRC – National Civil Rights Committee
NFC – National Finance Center
NHQ – National Headquarters
NRCS – Natural Resources Conservation Service
NSEPM – National Special Emphasis Program Manager
OAC – Office of Adjudication and Compliance
OMB – Office of Management and Budget
OPM – Office of Personnel Management
OSC – Office of Special Counsel
PMC – Position Management Committee

RA – Reasonable Accommodation
RAC – Regional Assistant Chief
RCLF – Relevant/Occupational Civilian Labor Force
RSNOD – Race, Sex, National Origin and Disability
SES – Senior Executive Service
SEPM – Special Emphasis Program Manager
USDA – United States Department of Agriculture
WINS – Washington Internships for Native Students
WG – Wage Grade

APPENDIX B

MD-715 report Definitions List

(The following definitions apply to Management Directive 715)

- **Administrative Support Workers** – Includes all clerical-type work regardless of level of difficulty, where the activities are predominately non-manual though some manual work not directly involved with altering or transporting the products included. Includes: bookkeepers, collectors (bills an accounts), messenger and office helpers, stenographers, typist and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.
- **Applicant Flow Data** - Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
- **Barrier** - An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
- **Civilian Labor Force** - Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
- **Craft Workers (Skilled)** – Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.
- **Disability** - For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on an Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. parts 1630.2 applies.
- **EEO Groups** - Members of groups protected under Title VII of the Civil Rights Act and other Federal guidelines. Includes White Men, White Women, Black Men, Black Women, Hispanic Men, Hispanic Women, Asian Men, Asian Women, Native American Men, Native Hawaiian Other Pacific Islander Men, Native Hawaiian Other Pacific Islander Women, and Persons with Disabilities.

- **Employees** - Members of the agency's permanent or temporary workforce, whether full or part-time and whether in competitive or excepted service positions.
- **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, disciplinary action and termination.
- **Federal Categories (Fed9)** - For the first time EEOC is requiring agencies to report their workforce data by aggregating it into nine employment categories. These categories are more consistent with those EEOC uses in private sector enforcement and will permit better analysis of trends in the federal workplace than previous categories used. The Commission has created a Census/OPM Occupation Cross-Classification Table by OPM Occupational Code (crosswalk) which assists agencies in determining the categories in which to place a position through use of the position's OPM or SOC codes or the OPM or Census Occupation Title. The crosswalk may be accessed at the Commission's website.
- **Fiscal Year** - The period from October 1 of one year to September 30 of the following year.
- **Goal** - Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.
- **Laborers (Unskilled)** - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, ground keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.
- **Major Occupation** - Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
- **Officials and Manager** – Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, division or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: **(1) Executive/Senior-Level, (2) Mid-Level, (3) First-Level and (4) Other.** When an employee is classified as a supervisor or manager, that employee should be placed in the Officials and Managers category rather than in the category in the crosswalk that they would otherwise be placed in based on the on their OPM occupational code. Those employees classified as supervisors or managers who are at the GS-12 level or below should be placed in the **First-Level** sub-category of Officials and Managers, those at the GS-13 or 14 should be in the **Mid-Level** sub-category and those at GS-15 or in the SES should be in the **Executive/Senior-Level** sub-category. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees, in these three sub-categories. The fourth category called "**Other**" contains

- **Operatives (Semiskilled)** - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanic, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewer and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilier and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.
- **Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors, and kindred workers.
- **Reasonable Accommodations** - Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability.
- **Relevant Labor Force** - The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.
- **Sales** - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales-workers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.
- **Service workers** - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, char workers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.

- **Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job-training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.

APPENDIX C

SUPPORTING DATA DOCUMENTATION FROM 462 REPORT; COMPLAINT PROCESSING PROGRAM DEFICIENCIES; ADR; AND REASONABLE ACCOMMODATIONS

Program Status for NRCS Complaints (FY2009)

Informal Complaints: There were 58 pre-complaints initiated and 13 pre-complaints at the beginning of the reporting period. Sixty-two pre-complaints were completed and of the 62, 8 were settled, 13 were withdrawn, and 41 completed counseling which resulted in formal complaints filed. At the end of FY 2009, there were 2 pending decisions to file complaints and 9 pending counseling.

Formal Complaints: There were 45 formal complaints filed during FY 2009, and 78 complaints at the beginning of the reporting period. Of the 124 complaints, one (1) complaint was remanded. Sixty-four complaints were closed and 60 complaints were open at the end of the fiscal year. During the process, time of counseling through closure of the complaint, the trend analysis revealed complaints processing exceeded regulatory time frames, but at an improvement rate over FY 2008.

Bases Summary

Complaints by Bases	Comparative Data				
	Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple bases.</i>					
<i>The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009
Appointment/Hire	2	6	2	0	1
Assignment of Duties	5	16	6	8	5
Awards	3	0	0	2	1
Conversion to Full-time	0	0	0	0	0
Disciplinary Action					
Demotion	2	4	0	1	1
Reprimand	1	2	2	1	4
Suspension	0	0	0	1	1
Other	0	1	0	0	0
Duty Hours	1	0	0	0	0
Evaluation Appraisal	1	6	4	5	2
Examination/Test	0	0	0	0	1
Harassment					
Non-Sexual	5	15	13	20	17
Sexual	1	2	1	2	4
Pay (Including Overtime)	0	0	0	1	0
Promotion/Non-Selection	17	18	24	21	8
Reassignment					
Denied	0	1	0	0	0
Directed	2	6	2	3	3
Reasonable Accommodation	1	2	1	4	4
Reinstatement	1	1	0	0	0

Retirement	0	1	0	0	0
Termination	2	5	4	3	1
Terms/Conditions of Employment	6	15	4	1	0
Time and Attendance	0	2	1	2	5
Training	1	4	2	0	3
Other	8	15	22	23	12

Issues Summary

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple bases.</i>					
<i>The sum of the bases may not equal total complaints filed.</i>					
	2005	2006	2007	2008	2009
Appointment/Hire	2	6	2	0	1
Assignment of Duties	5	16	6	8	5
Awards	3	0	0	2	1
Conversion to Full-time	0	0	0	0	0
Disciplinary Action					
Demotion	2	4	0	1	1
Reprimand	1	2	2	1	4
Suspension	0	0	0	1	1
Other	0	1	0	0	0
Duty Hours	1	0	0	0	0
Evaluation Appraisal	1	6	4	5	2
Examination/Test	0	0	0	0	1
Harassment					
Non-Sexual	5	15	13	20	17
Sexual	1	2	1	2	4
Pay (Including Overtime)	0	0	0	1	0
Promotion/Non-Selection	17	18	24	21	8

Reassignment					
Denied	0	1	0	0	0
Directed	2	6	2	3	3
Reasonable Accommodation	1	2	1	4	4
Reinstatement	1	1	0	0	0
Retirement	0	1	0	0	0
Termination	2	5	4	3	1
Terms/Conditions of Employment	6	15	4	1	0
Time and Attendance	0	2	1	2	5
Training	1	4	2	0	3
Other	8	15	22	23	12

Discrimination Finding Summary

Findings of Discrimination	Comparative Data									
Rendered by Basis	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases	2005		2006		2007		2008		2009	
	#	%	#	%	#	%	#	%	#	%
The sum of the bases may not equal total complaints and findings.										
Total Number Findings	1		2		1		0		1	
Reprisal	1	100	1	50	0	0	0	0	0	100
Sex	0	0	2	100	0	0	0	0	0	100
Age	0	0	1	50	1	100	0	0	0	100
Disability	0	0	1	50	0	0	0	0	0	0
Findings After Hearing	0		1		1		0			
Reprisal	0	0	1	100	0	0	0	0	0	100
Sex	0	0	1	100	0	0	0	0	0	100
National Origin	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	1	100	0	0	0	100
Findings Without Hearing	1		0		0		0			
Reprisal	1	100	0	0	0	0	0	0	0	0

Discrimination Finding Summary

Findings of Discrimination	Comparative Data									
	Previous Fiscal Year Data									
Rendered by Issue	2005		2006		2007		2008		2009	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		0	
Assignment of Duties	0	0	1	50	0	0	0	0	0	0
Disciplinary Action										
Evaluation Appraisal	0	0	1	50	0	0	0	0	0	0
Harassment										
Non-Sexual	0	0	2	100	0	0	0	0	0	100
Pay (Including Overtime)	0	0	0	0	1	100	0	0	0	100
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0
Reassignment										
Denied	1	100	0	0	0	0	0	0	0	0
Other - User Defined	1	100	0	0	0	0	0	0	0	100
Findings After Hearing	0		1		1		0		0	
Harassment										
Non-Sexual	0	0	1	100	0	0	0	0	0	100
Pay (Including Overtime)	0	0	0	0	1	100	0	0	0	100

Findings Without Hearing	1		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	100	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
Non-Sexual	0	0	1	100	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	0	0
Reassignment										
Denied	1	100	0	0	0	0	0	0	0	0
Other - User Defined	1	100	0	0	0	0	0	0	0	0

Alternate Dispute Resolution

There were 64 offers to participate in ADR during the informal process in FY 2009; 39 aggrieved declined to participate; 4 offers were declined by the Agency; and 21 was accepted into the ADR program. Through ADR, there were five (5) settlements with benefits; and three (3) with no resolution.

Monetary Payouts

The total cost for ADR settlements with monetary benefits during the informal process were \$42,000.00. During the formal process, closures with monetary benefits to complainant(s) was \$306,702.24 with \$288,497.84 being a lump sum payment; \$18,204.40 being compensatory damages; \$48,800.00 for attorney fees and cost; and \$33,850.87 in contractor investigation

Investigative Costs

There were 37 investigations completed during this reporting period; 28 of which were timely investigated in 180 days or less, 7 which were untimely investigated in 181 - 360 days, and 2 completed in 361 days or more. The total cost of the contractor investigation costs was \$33,850.87. NRCS continues to utilize its automated tracking system to ensure NRCS is processing complaints in a timely manner. NRCS continues to utilize its automated tracking

system to ensure NRCS is processing complaints in a timely manner. The investigations that exceeded the required 180 days are attributed to the delay in OAC's accept/dismiss responsible function of the formal complaint. NRCS will continue to work with our liaison at OAC to overcome these barriers. The costs of the investigations are not affected by any delay in processing as there is a set fee in each complaint.

Corrective/Plan of Actions

Review of ADR data:

ADR is offered to all employees during the Pre-complaint (informal) and Formal stage of the EEO process. The decision to elect ADR is determined by the complainant. However, statutes prohibit mediating complaints alleging sexual harassment and workplace violence.

Harassment Training:

Through the results of trend analysis, CRD determined the type of training to fit the needs identified. This training was provided to all NRCS managers/supervisors and employees.

The training modules implemented included such topics as ADR Awareness, Conflict Management and Effective Communication, Sexual Harassment, Non-Sexual Harassment and Preventing a Hostile Work Environment.

The table represents reasonable accommodations requested through the NDEPM because employees were not known to be a person with a disability.

Type of Accommodation Requested	Number Requested	Number Granted	Value of Accommodations (\$)
Accessible Parking Space	4	3	N/A
GPS/Survey Equipment	1	1	**
Telework	4	3	N/A
Leave	1	1	N/A
Approval to relocate GOV	1	1	N/A
Adjustable compute desk and Keyboard Tray and Ergo chair	2	1	1075.00
	1	1	450.00
Inter-office move	1	1	N/A
Larger Flat Screen Monitors	2	2	1200.00
Flexible Leave	1	1	N/A

Type of Accommodation Requested	Number Requested	Number Granted	Value of Accommodations (\$)
Sign Language Interpreters	Ongoing	As needed	6,000.00 to 10,000.00
Reassignment to lower grade	1	1	N/A
Change work hours	1	0	
Air quality improvements	1	1	N/A
Treadmill	1	0	
Remove driving restrictions	1	1	N/A
Step for vehicle	1	1	10.00
Remove essential functions	1	1	N/A
VPAD+	1	1	**
Larger GOV	1	1	N/A
TOTAL	35	22	\$2,735.00

** denotes items provided through The Department of Defense's Computer/Electronics Accommodations Program Via a 2002 Memorandum of Understanding between the Department of Defense and the USDA

APPENDIX D

NATURAL RESOURCES CONSERVATION SERVICE DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DVAAP) PLAN Fiscal Year (FY) 2010

1. AUTHORITY AND PURPOSE

Pursuant to section 403 of the Vietnam Era Readjustment Assistance Act of 1974, as amended (38 U.S.C. 2014), and section 307 of the Civil Rights Reforms Act of 1978 (5 U.S.C. 3112), and section 307 of the Civil Rights Reform Act of 1978 (5 U.S.C. 3112), the Natural Resources Conservation Service (NRCS) is required to have an up to date affirmative action plan to promote employment and advancement opportunities for qualified disabled veterans. Accordingly, the purpose of this document is to serve as the agency's Disabled Veteran Affirmative Action Program (DVAAP) Plan for FY 2010.

2. PLAN COVERAGE

The DVAAP Plan covers all NRCS offices: National Headquarters (NHQ), Regional Offices, State Offices, Centers, and Field Offices. This plan also includes specific affirmative actions to be taken by all offices, as appropriate, to promote the employment and advancement of disabled veterans. All employing offices are required to have a copy of the current NRCS DVAAP plan to facilitate the implementation of agency policy, to carry out their responsibilities under the national plan, and to accomplish all program objectives and goals as established by NHQ.

3. POLICY

It is the policy of NRCS to promote equal employment and advancement opportunities for disabled veterans, especially those who are 30 percent or more disabled. NRCS is committed to the employment of and advancement opportunities for disabled veterans regardless of race, color, religion, sex, national origin, disability, age, marital status, political beliefs, familiar status or any other non-merit reason, as we are an equal opportunity employer.

4. PROGRAM LEADERSHIP AND RESPONSIBILITY

The responsibility for the success of the DVAAP is permeated throughout all levels of the agency.

- A. Overall responsibility for the development and implementation of this action plan is assigned to the Director of the Human Resource Management Division. The Director is designated by the NRCS DVAAP Manager. The day to day operations of the DVAAP are assigned to a Personnel Management Specialist in the Human Resources Management

- B. The overall management of the Agency's Disability Employment Program is delegated to the Civil Rights Division. The National Disability Employment Program Manager (NDEPM) is assigned to that office. The National DEPM is responsible for coordinating the Disability Awareness Program to ensure that managers, supervisors, and employees have a full understanding of the program. In this endeavor, that individual also provides support and assistance to the awareness of the Agency.
- C. Regional Assistant Chiefs and State Conservationists are responsible for the success of the program in their respective areas. This includes ensuring vacancy announcements are open to disabled veterans, providing accommodations when necessary to employ disabled veterans, and publicizing the program through various media.
- D. Human Resources Managers are responsible for implementing, evaluating and monitoring the DVAAP within their respective State. This includes publicizing the program through job fair, seminars, newsletters, and all employee meetings.
- E. Disability and Veterans Employment Program Managers are responsible for coordinating the awareness of the Disabilities Program including the DVAAP, within their respective State and region. They serve as a link between the program operations in the State and National DEPM. They assist in recruitment efforts for the DVAAP and provide on-going assistance to employees and applicants, as required.
- F. All managers and supervisors are responsible for providing Equal Employment Opportunity for disabled veterans.

5. PROGRAM ASSESSMENT

Reorganization, cost cutting, downsizing, administrative convergence and the National Performance Review (NPR) initiative continue to strongly impact recruitment activities.

A continuing appraisal of the program will be made throughout the year using the personnel management evaluation system of monitoring and evaluation workforce statistical data.

6. RECRUITMENT/OUTREACH/ADVANCEMENT ACTIVITIES

It is NRCS' objective to utilize various recruitment initiatives, when possible, to inform disabled veterans of vacancies within the agency and to obtain qualified applicants for those positions.

A. External Recruitment

Although there is limited recruitment, Human Resources Officers, Veterans Employment Program Managers (VEPM) and DEPM's should continue to establish and maintain contacts with veteran's organizations, such as: the Veterans Employment Service of the Department of Veterans Affairs; and other similar organizations which foster the employment of disabled veterans.

Servicing human resources officers are also encouraged to utilize the U.S. Office of Personnel Management (OPM) and the Department of Veterans Affairs automated applicant databases to identify qualified candidates in those instances where active recruitment is conducted. Additionally, they should participate in special events such as career days, Veterans job fairs, and conferences that promote awareness of the DVAAP.

The Agency is aware that many veterans are currently attending post secondary educational institutions. Therefore, where possible, recruitment efforts should be targeted to include veterans when conducting general recruiting at those venues.

B. Internal Recruitment

All employees, including disabled veterans, are to be notified of vacancies that will be filled through placement and provided with information about procedures to follow in order to be considered for positions. This includes regular vacancies, as well as, vacancies to be filled through career enhancement or similar programs.

All servicing personnel offices are requested to utilize electronic national resume databases. Each servicing personnel office is encouraged to obtain a user code to utilize the OPM nationwide automated resume databases: Job Ready Disabled Veterans Connection (JRDBC) and the OPM/Social Security Administration, Project Able Resume Bank, in order to search for qualified candidates with disabilities.

The Department of Veteran Affairs's Veteran Benefits Administration's Vocational Rehabilitation and Employment (VR & E) Program is a national employment resource for employers. The VR & E Service provides effective vocational rehabilitation services to veterans with service-connected disabilities. Thereby enabling our injured soldiers, sailors, airmen, and other veterans with disabilities, a seamless transition from military service, to successful rehabilitation, and on to suitable employment after service to our Nation.

C. Special Appointing Authorities

VEPMs, DEPMs and servicing human resources offices will remind managers of the availability of special hiring authorities, such as the Veterans Readjustment Appointment (VRA) Authority and the hiring authority for veterans with 30 percent or more disability. Any new appointing authorities resulting from new legislation will be incorporated into this plan as they arise during the reporting period.

Managers will be encouraged to give consideration for using all appropriate authorities when filling positions.

D. Vacancy Announcements

Servicing personnel offices are required to accept applications from persons eligible for consideration under special hiring authorities (including VRA, appointment of veterans with 30 percent or more disability etc.) at all times. Vacancy announcements will include a statement that voluntary applications from persons who want to be considered under special hiring will be accepted and considered at all times.

E. Special Events

Servicing personnel offices should participate in special events, such as career days, veterans' job fairs, employer seminars, conferences, etc. that promote awareness of the DVAAP.

F. Unpaid Training or Work Experience

Disabled veterans may work for a Federal agency while in training in accordance with the requirements in 38 U.S.C. Chapter 31 (Veterans Administration Vocational Rehabilitation). Subsequently, a veteran may receive a non-competitive appointment to a vacancy for which he or she is qualified when training is completed. Placement does not have to be in the agency in which training was received.

7. MONITORING, REVIEW, AND EVALUATION

The DVAAP Manager will provide oversight of the program agency-wide through periodic reviews of statistical data, inclusion of the program in any personnel management evaluations or civil right reviews which may be conducted throughout the year and similar oversight activities.

DVAAP Working Outline 2009

1. Methods Used to Recruit and Employ Disabled Veterans

A. FY 2009 Statistics for Disabled Veterans Affirmative Action Program

ALL DISABLED VETERANS

# ACCESSIONS	19 = 57 % increase
# PROMOTIONS	19 = 63 % increase
# SEPARATIONS	6 = 31 % decrease

VETERANS WITH 30% OR MORE DISABILITY

# ACCESSIONS	11 = 63 % increase
--------------	--------------------

- C. Special Appointing Authorities
 - ◆ Veterans Recruitment Appointment
 - ◆ VEOA
 - ◆ 30 % Service connected disabled
 - ◆ All OPM authorities

D. Manager Education

- ◆ As cited from Veterans SEPMS

E. Workshops and Career (Job) Fairs

- ◆ As cited from Veterans SEPMS

F. Conferences and Training

- ◆ Perspectives on the Employment of Persons With Disabilities Conference
- ◆ VEPM annual training
- ◆ Quarterly teleconferences with Collateral Duty VEPMs

2. Methods Used to Provide or Improve Internal Advancement Opportunities

- A. See VEPM information provided above

3. How were the Activities of Major Operating Components and Field Installations monitored, reviewed, and evaluated?

- A. Civil Rights Compliance Reviews
- B. Feedback requested from employees regarding reasonable accommodation and accessibility
- C. Quarterly reports from Collateral Duty VEPMs

4. Explain the Agency's progress in implementing its Affirmative Action Plan during the Fiscal Year.

- A. DVAAP is shared with all Human Resources Managers and Veterans Employment Program Managers (> 50 individuals)
- B. VEPM provided training and awareness throughout the year
- C. Veterans with disabilities increased in the workforce 26 % higher than separations.

APPENDIX E

NRCS RELATED EEO POLICY STATEMENTS



United States Department of Agriculture

Office of the Secretary
Washington, D.C. 20250

FEB 25 2009

Civil Rights Policy Statement

As Secretary of Agriculture, I fully support the U.S. Department of Agriculture's (USDA) civil rights, equal employment opportunity, and diversity policies and programs. Improving civil rights throughout USDA is one of my top priorities, and by pursuing this goal together in a transparent and ethical manner we can lead the way in making USDA a model organization.

The success of today's "People's Department" requires the steadfast support and commitment of every USDA employee. We will have zero tolerance for any form of discrimination or reprisal. There exists *no reason to discriminate* based on race, color, religion, national origin, age, sex, sexual orientation, disability, marital or familial status, political beliefs, parental status, receipt of public assistance, or protected genetic information. Our policy at USDA is simply to understand that there will be zero tolerance for any form of discrimination. This standard is *applicable to every employee* at USDA and to every action taken at USDA.

To realize our vision of a modern workforce working in a modern workplace, USDA must become a model department of tolerance and inclusion. Only then will we live up to President Lincoln's description of USDA as "The People's Department." This is my commitment to you, and I expect every employee to demonstrate respect for and adherence to USDA civil rights, equal employment opportunity, and diversity policies.

To this end, accountability is key. USDA employees will be held accountable for doing their part to ensure that all USDA applicants, customers, constituents, and stakeholders as well as other USDA employees are provided equal access to the opportunities, programs, and services available through "The People's Department." Accordingly, I am counting on all senior leaders, managers, and supervisors to model appropriate behavior and to lead by example.

We must all strive to create an inclusive environment in which every employee is respected, trusted, and valued. Let us continue to cultivate and reap the benefits of a diverse USDA workforce that is rich in talent, ideas, background, and experience. The USDA mission depends on it.

A handwritten signature in black ink, appearing to read "Thomas J. Vilsack".

Thomas J. Vilsack
Secretary



Natural Resources Conservation Service
P.O. Box 2890
Washington, D.C. 20013

APR 15 2009

SUBJECT: EOP – Civil Rights Policy Statement

TO: All NRCS Employees

As Chief of the Natural Resources Conservation Service (NRCS), I am dedicated to ensuring that all persons associated with NRCS comply with every aspect of our Nation's Civil Rights laws and policies. NRCS employees are charged with, and held accountable for, treating each other and customers with respect, dignity, and equality while providing a professional work environment that delivers services in a fair, equitable, and respectful manner.

NRCS is committed to ensuring the Civil Rights of every individual who requests access to the programs administered by the Agency. Furthermore, employees and applicants for employment will be provided employment opportunities without regard to race, color, national origin, religion, sex, age, disabilities, marital and familial status, sexual orientation, genetic information, political beliefs, or retaliation for prior Equal Employment Opportunity (EEO) activity.

Recognizing that our employees are our greatest asset, it is imperative that we embrace diversity within the Agency. NRCS must continue to strive to create and maintain an inclusive work environment wherein every employee and customer is respected and valued regardless of differences. I am committed to creating and supporting a growing diverse workforce within NRCS that reflects the diversity of the Nation we serve.

NRCS shares the responsibility for enforcing Civil Rights by exercising a zero tolerance of unlawful discrimination, harassment, or reprisal. I expect all NRCS employees to adhere to this policy and demonstrate their support and commitment of Civil Rights, EEO, and diversity. This must be our vision, mission, goal, and commitment.

A handwritten signature in black ink that reads "Dave White".

Dave White
Chief

Helping People Help the Land

An Equal Opportunity Provider and Employer.



Natural Resources Conservation Service
P.O. Box 2890
Washington, D.C. 20013

MAY 01 2009

SUBJECT: EOP - Anti-Harassment Policy Statement

TO: All Natural Resources Conservation Service Employees File Code: 230-15

The Natural Resources Conservation Service (NRCS) Anti-Harassment Policy Statement reaffirms my commitment to prohibit sexual and non-sexual harassment in the Agency's work environment and program delivery.

Sexual and/or non-sexual harassment (a form of discrimination) based on a prohibited basis of race, color, national origin, gender, religion, age (40 and over), mental or physical disability, political affiliation or belief, sexual orientation, marital or familial status, genetic information, and reprisal (retaliation) for prior Equal Employment Opportunity activity is prohibited by the Agency.

For the purpose of this policy, harassment is defined as any objectionable verbal or physical conduct, comment, or display which demeans, disparages, aggravates, intimidates, or causes humiliation or embarrassment to another person. Harassment is a reasonably known unwelcome offense and serves no legitimate work purpose. Harassment occurs based on any of the above protected characteristics when:

- A. The behavior can reasonably be considered to adversely affect the work environment (create an intimidating, hostile, or offensive work environment);
- B. An employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct;
- C. Unreasonable interference with an individual's work performance; and
- D. An individual's employment opportunities are affected.

Harassing conduct includes, but is not limited to:

Physical – Actual or threatened assault including hitting, tripping, kicking, punching, or unwanted touching; malicious or insulting gestures.

Verbal – Unwelcome remarks, jokes, innuendos, or taunts causing offense or embarrassment; name calling, swearing, bullying, expressing or insinuating threats, incessant teasing, wolf whistling, or spreading rumors.

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Psychological – Shunning or ostracizing, stalking, staring, gesturing, preventing someone from joining in an activity; hiding, damaging, or taking another's property; displaying objectionable materials, graffiti, or pictures.

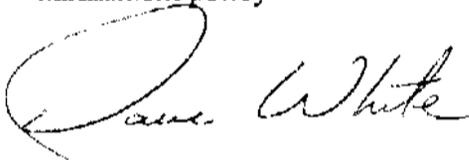
Intimidation – Use of physical or organizational power to coerce a person to perform a particular action, or to instill a feeling of humiliation or intimidation. Intimidation does not include the exercise of supervisory authority in the ordinary course of Agency business.

NRCS strictly prohibits the use of abuse of official authority or position to intimidate, coerce, or harass employees or customers. Managers and supervisors are subject to receive disciplinary or adverse action for tolerating harassment and failing to take appropriate and immediate action when harassment is reported.

Personnel actions that a supervisor or manager takes for valid reasons do not constitute harassment in the workplace. Please note that this notice does not limit the supervisor's right to manage effectively. All employees must be proactive in preventing harassment and promoting a discrimination free workplace.

Any employee who is subjected to, witnesses' conduct which is unwelcome and perceived to be harassment, or receives a report of alleged harassment should immediately report the incidents to a NRCS official. If an informal attempt at resolution fails or is impractical, employees may seek relief from harassment based on one or more of the above cited prohibited basis by contacting the NRCS Civil Rights Division, Complaints Branch, at 1-866-NRCS-295, or TTY at (301) 504-2439, within 45 days of the alleged incident. All other allegations of harassment (non-discriminatory) may be reported directly to an official.

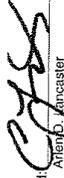
As Chief of the Agency, I am fully committed to ensuring that every employee and customer is treated with respect and dignity. Managers, supervisors, and employees must remain cognizant of this policy and refrain from perpetuating acts of harassment. All employees, including contractors and others performing official work for the Agency, must fully support this zero tolerance harassment policy.



Dave White
Chief

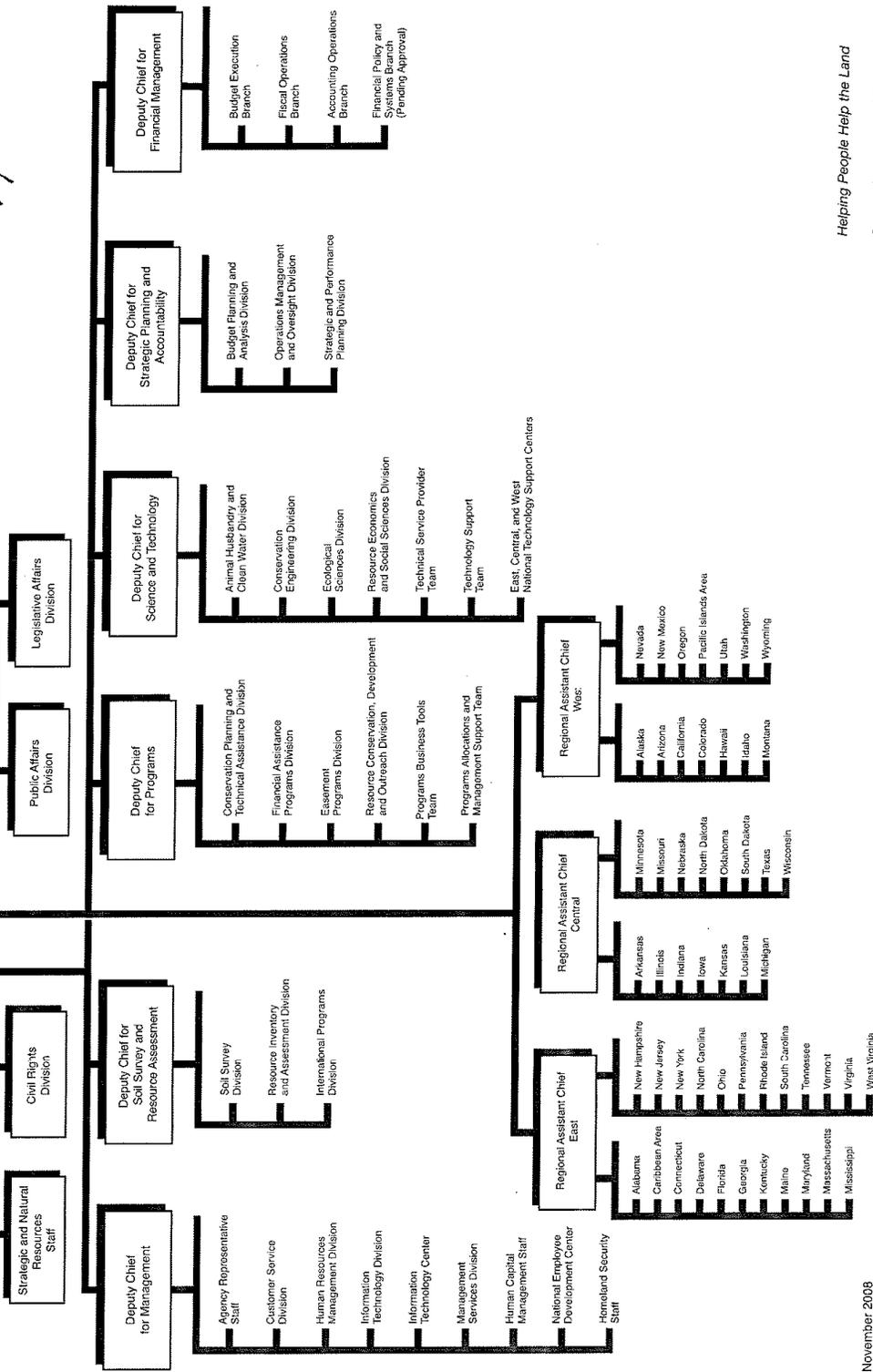
APPENDIX F

ORGANIZATIONAL CHART

Recommended: 
 Chief, Lancaster
 Natural Resources Conservation Service

Concurred: 
 Mark Mey
 Under Secretary for
 Natural Resources and Environment

Date: 1/7/08



Helping People Help the Land
 Supersedes chart dated 02/12/06

November 2008

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

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

Year = FY 2009

EMPLOYMENT TENURE	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL																		
Prior FY	#	11,780	7,821	3,959	343	176	6,656	3,231	510	370	96	67	5	7	209	103	2	4
	%	100%	66.39%	33.61%	2.91%	1.49%	56.50%	27.43%	4.33%	3.14%	0.81%	0.57%	0.04%	0.06%	1.77%	0.87%	0.02%	0.03%
Current FY	#	11,853	7,786	4,067	364	194	6,613	3,301	511	381	91	74	5	8	198	100	3	8
	%	100%	65.69%	34.31%	3.07%	1.64%	55.79%	27.85%	4.31%	3.21%	0.77%	0.62%	0.04%	0.07%	1.67%	0.84%	0.03%	0.07%
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference	#	73	-35	108	21	18	-43	70	1	11	-5	7	0	1	-11	-3	1	4
Ratio Change	%	0%	-0.70%	0.70%	0.16%	0.14%	-0.71%	0.42%	-0.02%	0.07%	-0.05%	0.06%	0%	0.01%	-0.10%	-0.03%	0.01%	0.03%
Net Change	%	0.62%	-0.45%	2.73%	6.12%	10.23%	-0.65%	2.17%	0.20%	2.97%	-5.21%	10.45%	0%	14.29%	-5.26%	-2.91%	50.00%	100%
PERMANENT																		
Prior FY	#	11,128	7,528	3,600	331	163	6,402	2,918	496	352	91	66	5	5	201	92	2	3
	%	100%	67.65%	32.35%	2.97%	1.46%	57.53%	26.22%	4.46%	3.16%	0.82%	0.59%	0.04%	0.04%	1.81%	0.83%	0.02%	0.03%
Current FY	#	11,187	7,475	3,712	343	183	6,358	2,991	489	358	89	72	5	7	187	92	3	8
	%	100%	66.82%	33.18%	3.07%	1.64%	56.83%	26.74%	4.37%	3.20%	0.80%	0.64%	0.04%	0.06%	1.67%	0.82%	0.03%	0.07%
Difference	#	59	-53	112	12	20	-44	73	-7	6	-2	6	0	2	-14	0	1	5
Ratio Change	%	0%	-0.83%	0.83%	0.09%	0.17%	-0.70%	0.51%	-0.09%	0.04%	-0.02%	0.05%	0%	0.02%	-0.13%	0%	0.01%	0.04%
Net Change	%	0.53%	-0.70%	3.11%	3.63%	12.27%	-0.69%	2.50%	-1.41%	1.70%	-2.20%	9.09%	0%	40.00%	-6.97%	0%	50.00%	166.67%
TEMPORARY																		
Prior FY	#	461	202	259	6	10	174	221	12	17	4	1	0	0	6	9	0	1
	%	100%	43.82%	56.18%	1.30%	2.17%	37.74%	47.94%	2.60%	3.69%	0.87%	0.22%	0%	0%	1.30%	1.95%	0%	0.22%
Current FY	#	503	233	270	16	7	187	235	19	20	2	2	0	0	9	6	0	0
	%	100%	46.32%	53.68%	3.18%	1.39%	37.18%	46.72%	3.78%	3.98%	0.40%	0.40%	0%	0%	1.79%	1.19%	0%	0%
Difference	#	42	31	11	10	-3	13	14	7	3	-2	1	0	0	3	-3	0	-1
Ratio Change	%	0%	2.50%	-2.50%	1.88%	-0.78%	-0.57%	-1.22%	1.17%	0.29%	-0.47%	0.18%	0%	0%	0.49%	-0.76%	0%	-0.22%
Net Change	%	9.11%	15.35%	4.25%	166.67%	-30.00%	7.47%	6.33%	58.33%	17.65%	-50.00%	100%	0%	0%	50.00%	-33.33%	0%	-100%
NON-APPROPRIATED																		
Prior FY	#	191	91	100	6	3	80	92	2	1	1	0	0	2	2	2	0	0
	%	100%	47.64%	52.36%	3.14%	1.57%	41.88%	48.17%	1.05%	0.52%	0.52%	0%	0%	1.05%	1.05%	1.05%	0%	0%
Current FY	#	163	78	85	5	4	68	75	3	3	0	0	0	1	2	2	0	0
	%	100%	47.85%	52.15%	3.07%	2.45%	41.72%	46.01%	1.84%	1.84%	0%	0%	0%	0.61%	1.23%	1.23%	0%	0%
Difference	#	-28	-13	-15	-1	1	-12	-17	1	2	-1	0	0	-1	0	0	0	0
Ratio Change	%	0%	0.21%	-0.21%	-0.07%	0.88%	-0.17%	-2.16%	0.79%	1.32%	-0.52%	0%	0%	-0.43%	0.18%	0.18%	0%	0%
Net Change	%	-14.66%	-14.29%	-15.00%	-16.67%	33.33%	-15.00%	-18.48%	50.00%	200.00%	-100%	0%	0%	-50.00%	0%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex

Year = FY 2009

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	#	11,187	7,475	3,712	343	183	6,358	2,991	489	358	89	74	5	5	187	92	3	8	
	%	100%	66.82%	33.18%	3.07%	1.64%	56.83%	26.74%	4.37%	3.20%	0.80%	0.66%	0.04%	0.04%	1.67%	0.82%	0.03%	0.07%	
CLF (2000)	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%	
AL STATE CONSERVATIONIST OFF	#	186	134	52	0	2	103	41	27	8	0	0	0	0	4	1	0	0	
	%	100%	72.04%	27.96%	0%	1.08%	55.38%	22.04%	14.52%	4.30%	0%	0%	0%	0%	2.15%	0.54%	0%	0%	
AK STATE CONSVST OFFICE	#	65	39	26	1	3	37	20	0	0	0	1	0	0	1	2	0	0	
	%	100%	60.00%	40.00%	1.54%	4.62%	56.92%	30.77%	0%	0%	0%	1.54%	0%	0%	1.54%	3.08%	0%	0%	
AZ STATE CONSERVATIONISTS OFF	#	144	97	47	15	4	63	32	2	3	2	2	0	0	15	6	0	0	
	%	100%	67.36%	32.64%	10.42%	2.78%	43.75%	22.22%	1.39%	2.08%	1.39%	1.39%	0%	0%	10.42%	4.17%	0%	0%	
AR STATE CONSERVATIONISTS OFF	#	223	158	65	2	1	120	47	28	14	0	1	0	0	8	2	0	0	
	%	100%	70.85%	29.15%	0.90%	0.45%	53.81%	21.08%	12.56%	6.28%	0%	0.45%	0%	0%	3.59%	0.90%	0%	0%	
CA STATE CONSERVATIONISTS OFF	#	368	208	160	18	16	163	122	9	3	15	13	0	0	3	5	0	1	
	%	100%	56.52%	43.48%	4.89%	4.35%	44.29%	33.15%	2.45%	0.82%	4.08%	3.53%	0%	0%	0.82%	1.36%	0%	0.27%	
CO STATE CONSERVATIONISTS OFF	#	278	193	85	23	8	160	67	4	6	4	1	0	0	2	3	0	0	
	%	100%	69.42%	30.58%	8.27%	2.88%	57.55%	24.10%	1.44%	2.16%	1.44%	0.36%	0%	0%	0.72%	1.08%	0%	0%	
CT STATE CONSERVATIONISTS OFFC	#	51	30	21	4	0	26	19	0	0	0	0	0	0	0	2	0	0	
	%	100%	58.82%	41.18%	7.84%	0%	50.98%	37.25%	0%	0%	0%	0%	0%	0%	0%	3.92%	0%	0%	
DE STATE CONSERVATIONISTS OFF	#	39	24	15	0	1	20	12	4	2	0	0	0	0	0	0	0	0	
	%	100%	61.54%	38.46%	0%	2.56%	51.28%	30.77%	10.26%	5.13%	0%	0%	0%	0%	0%	0%	0%	0%	
FL STATE CONSERVATIONIST OFF.	#	181	125	56	15	3	87	42	20	9	1	1	0	0	2	1	0	0	
	%	100%	69.06%	30.94%	8.29%	1.66%	48.07%	23.20%	11.05%	4.97%	0.55%	0.55%	0%	0%	1.10%	0.55%	0%	0%	
GA STATE CONSERVATIONISTS OFFC	#	230	157	73	6	2	119	52	29	18	1	0	0	0	2	1	0	0	
	%	100%	68.26%	31.74%	2.61%	0.87%	51.74%	22.61%	12.61%	7.83%	0.43%	0%	0%	0%	0.87%	0.43%	0%	0%	
PACIFIC ISLANDS STATE OFFICE	#	102	66	36	2	1	36	13	0	0	22	17	5	5	1	0	0	0	
	%	100%	64.71%	35.29%	1.96%	0.98%	35.29%	12.75%	0%	0%	21.57%	16.67%	4.90%	4.90%	0.98%	0%	0%	0%	
IDAHO STATE CONSERVATIONIST OFFICE	#	181	120	61	3	5	115	53	0	0	0	0	0	0	2	2	0	1	
	%	100%	66.30%	33.70%	1.66%	2.76%	63.54%	29.28%	0%	0%	0%	0%	0%	0%	1.10%	1.10%	0%	0.55%	
IL STATE CONSERVATIONISTS OFF	#	297	220	77	3	0	198	69	11	8	1	0	0	0	7	0	0	0	
	%	100%	74.07%	25.93%	1.01%	0%	66.67%	23.23%	3.70%	2.69%	0.34%	0%	0%	0%	2.36%	0%	0%	0%	
IN STATE CONSERVATIONISTS OFF	#	253	168	85	4	1	154	78	5	3	3	0	0	0	2	3	0	0	
	%	100%	66.40%	33.60%	1.58%	0.40%	60.87%	30.83%	1.98%	1.19%	1.19%	0%	0%	0%	0.79%	1.19%	0%	0%	
IA STATE CONSERVATIONISTS OFF	#	425	285	140	1	2	270	132	7	4	0	0	0	0	7	2	0	0	
	%	100%	67.06%	32.94%	0.24%	0.47%	63.53%	31.06%	1.65%	0.94%	0%	0%	0%	0%	1.65%	0.47%	0%	0%	
KS STATE CONSERVATIONISTS OFF	#	336	255	81	2	4	238	69	10	3	0	0	0	0	5	4	0	1	
	%	100%	75.89%	24.11%	0.60%	1.19%	70.83%	20.54%	2.98%	0.89%	0%	0%	0%	0%	1.49%	1.19%	0%	0.30%	
KY STATE CONSERVATIONISTS OFFI	#	233	173	60	1	1	158	56	13	3	0	0	0	0	1	0	0	0	
	%	100%	74.25%	25.75%	0.43%	0.43%	67.81%	24.03%	5.58%	1.29%	0%	0%	0%	0%	0.43%	0%	0%	0%	
LA STATE CONSERVATIONIST OFF	#	220	178	42	3	1	150	38	22	2	0	1	0	0	3	0	0	0	
	%	100%	80.91%	19.09%	1.36%	0.45%	68.18%	17.27%	10.00%	0.91%	0%	0.45%	0%	0%	1.36%	0%	0%	0%	

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex

Year = FY 2009

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	#	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
MAINE STATE CONSERVATIONISTS OFFICE	#	80	53	27	1	1	49	26	1	0	1	0	0	0	1	0	0	0
	%	100%	66.25%	33.75%	1.25%	1.25%	61.25%	32.50%	1.25%	0%	1.25%	0%	0%	0%	1.25%	0%	0%	0%
MD STATE CONSERVATIONIST S OFF	#	95	60	35	0	3	50	28	9	2	1	2	0	0	0	0	0	0
	%	100%	63.16%	36.84%	0%	3.16%	52.63%	29.47%	9.47%	2.11%	1.05%	2.11%	0%	0%	0%	0%	0%	0%
MA STATE CONSERVATIONISTS OFF	#	57	29	28	1	1	27	27	0	0	1	0	0	0	0	0	0	0
	%	100%	50.88%	49.12%	1.75%	1.75%	47.37%	47.37%	0%	0%	1.75%	0%	0%	0%	0%	0%	0%	0%
MI STATE CONSERVATIONISTS OFF	#	199	130	69	3	7	113	52	11	6	0	3	0	0	3	1	0	0
	%	100%	65.33%	34.67%	1.51%	3.52%	56.78%	26.13%	5.53%	3.02%	0%	1.51%	0%	0%	1.51%	0.50%	0%	0%
MN STATE CONSERVATIONISTS OFF	#	346	220	126	2	2	202	112	11	7	1	3	0	0	4	2	0	0
	%	100%	63.58%	36.42%	0.58%	0.58%	58.38%	32.37%	3.18%	2.02%	0.29%	0.87%	0%	0%	1.16%	0.58%	0%	0%
MS STATE CONSVST OFFICE	#	292	225	67	0	0	168	44	55	22	1	0	0	0	1	1	0	0
	%	100%	77.05%	22.95%	0%	0%	57.53%	15.07%	18.84%	7.53%	0.34%	0%	0%	0.34%	0.34%	0%	0%	
MO STATE CONSERVATIONISTS OFF	#	411	297	114	4	1	278	105	7	3	1	1	0	0	7	4	0	0
	%	100%	72.26%	27.74%	0.97%	0.24%	67.64%	25.55%	1.70%	0.73%	0.24%	0.24%	0%	0%	1.70%	0.97%	0%	0%
MT STATE CONSERVATIONIST OFF	#	302	177	125	5	0	164	119	0	2	0	0	0	0	8	4	0	0
	%	100%	58.61%	41.39%	1.66%	0%	54.30%	39.40%	0%	0.66%	0%	0%	0%	0%	2.65%	1.32%	0%	0%
NEBRASKA STATE CONSERVATIONIST OFFICE	#	311	211	100	5	3	198	94	5	2	1	0	0	0	1	1	0	0
	%	100%	67.85%	32.15%	1.61%	0.96%	63.67%	30.23%	1.61%	0.64%	0.32%	0%	0%	0%	0.32%	0.32%	0%	0%
NV STATE CONSVST OFFICE	#	73	45	28	2	4	41	22	0	0	0	1	0	0	2	1	0	0
	%	100%	61.64%	38.36%	2.74%	5.48%	56.16%	30.14%	0%	0%	0%	1.37%	0%	0%	2.74%	1.37%	0%	0%
NH STATE CONSERVATIONISTS OFC	#	48	20	28	0	1	20	26	0	0	0	0	0	0	0	1	0	0
	%	100%	41.67%	58.33%	0%	2.08%	41.67%	54.17%	0%	0%	0%	0%	0%	0%	2.08%	0%	0%	0%
NJ STATE CONSERVATIONISTS OFF	#	68	32	36	2	3	27	29	2	4	1	0	0	0	0	0	0	0
	%	100%	47.06%	52.94%	2.94%	4.41%	39.71%	42.65%	2.94%	5.88%	1.47%	0%	0%	0%	0%	0%	0%	0%
NM STATE CONSERVATION SERVICE	#	184	126	58	34	15	82	39	2	0	1	1	0	0	7	3	0	0
	%	100%	68.48%	31.52%	18.48%	8.15%	44.57%	21.20%	1.09%	0%	0.54%	0.54%	0%	0%	3.80%	1.63%	0%	0%
NY STATE CONSVST S OFFICE	#	172	96	76	2	2	87	71	5	2	1	1	0	0	1	0	0	0
	%	100%	55.81%	44.19%	1.16%	1.16%	50.58%	41.28%	2.91%	1.16%	0.58%	0.58%	0%	0%	0.58%	0%	0%	0%
NC STATE CONSERVATIONISTS OFF	#	174	123	51	3	5	108	36	9	8	1	1	0	0	2	1	0	0
	%	100%	70.69%	29.31%	1.72%	2.87%	62.07%	20.69%	5.17%	4.60%	0.57%	0.57%	0%	0%	1.15%	0.57%	0%	0%
ND STATE CONSERVATIONIST OFF	#	251	147	104	3	3	139	96	2	0	0	1	0	0	3	2	0	2
	%	100%	58.57%	41.43%	1.20%	1.20%	55.38%	38.25%	0.80%	0%	0%	0.40%	0%	0%	1.20%	0.80%	0%	0.80%
OH STATE CONSERVATIONIST OFF	#	231	158	73	1	2	142	57	13	11	1	2	0	0	1	1	0	0
	%	100%	68.40%	31.60%	0.43%	0.87%	61.47%	24.68%	5.63%	4.76%	0.43%	0.87%	0%	0%	0.43%	0.43%	0%	0%
OKLA STATE CONSVST OFF-STILLWTR	#	307	243	64	7	2	196	46	12	3	0	2	0	0	28	11	0	0
	%	100%	79.15%	20.85%	2.28%	0.65%	63.84%	14.98%	3.91%	0.98%	0%	0.65%	0%	0%	9.12%	3.58%	0%	0%
OR STATE CONSERVATIONISTS OFF	#	169	95	74	3	4	87	64	0	1	3	3	0	0	2	2	0	0
	%	100%	56.21%	43.79%	1.78%	2.37%	51.48%	37.87%	0%	0.59%	1.78%	1.78%	0%	0%	1.18%	1.18%	0%	0%
PA STATE CONS OFF	#	196	133	63	1	3	118	55	10	3	0	1	0	0	4	1	0	0
	%	100%	67.86%	32.14%	0.51%	1.53%	60.20%	28.06%	5.10%	1.53%	0%	0.51%	0%	0%	2.04%	0.51%	0%	0%
RI STATE CONSERVATIONIST OFFC	#	28	17	11	0	1	14	9	0	0	2	1	0	0	0	0	1	0
	%	100%	60.71%	39.29%	0%	3.57%	50.00%	32.14%	0%	0%	7.14%	3.57%	0%	0%	0%	0%	3.57%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex

Year = FY 2009

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	#	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SC STATE CONSERVATIONISTS OFF	#	143	93	50	2	0	74	34	14	16	1	0	0	0	2	0	0	0
	%	100%	65.03%	34.97%	1.40%	0%	51.75%	23.78%	9.79%	11.19%	0.70%	0%	0%	0%	1.40%	0%	0%	0%
SD STATE CONSERVATIONISTS OFF	#	239	161	78	3	0	152	69	0	0	1	1	0	0	5	7	0	0
	%	100%	67.36%	32.64%	1.26%	0%	63.60%	28.87%	0%	0%	0.42%	0.42%	0%	0%	2.09%	2.93%	0%	0%
TENNESSEE	#	197	138	59	1	2	121	46	15	10	0	1	0	0	1	0	0	0
	%	100%	70.05%	29.95%	0.51%	1.02%	61.42%	23.35%	7.61%	5.08%	0%	0.51%	0%	0%	0.51%	0%	0%	0%
TX STATE CONSERVATIONISTS OFF	#	796	604	192	78	19	481	152	32	13	1	4	0	0	12	4	0	0
	%	100%	75.88%	24.12%	9.80%	2.39%	60.43%	19.10%	4.02%	1.63%	0.13%	0.50%	0%	0%	1.51%	0.50%	0%	0%
UT STATE CONSERVATIONISTS OFF	#	170	122	48	2	1	114	45	2	2	0	0	0	0	4	0	0	0
	%	100%	71.76%	28.24%	1.18%	0.59%	67.06%	26.47%	1.18%	1.18%	0%	0%	0%	0%	2.35%	0%	0%	0%
VERMONT STATE CONSERVATIONISTS OFFICE-COLC	#	69	41	28	0	0	39	26	0	0	0	1	0	0	2	1	0	0
	%	100%	59.42%	40.58%	0%	0%	56.52%	37.68%	0%	0%	0%	1.45%	0%	0%	2.90%	1.45%	0%	0%
VA STATE CONSERVATIONIST OFF	#	173	120	53	2	2	103	42	15	9	0	0	0	0	0	0	0	0
	%	100%	69.36%	30.64%	1.16%	1.16%	59.54%	24.28%	8.67%	5.20%	0%	0%	0%	0%	0%	0%	0%	0%
WA STATE CONSVST OFFICE	#	185	115	70	8	2	95	65	1	0	4	0	0	0	7	2	0	1
	%	100%	62.16%	37.84%	4.32%	1.08%	51.35%	35.14%	0.54%	0%	2.16%	0%	0%	0%	3.78%	1.08%	0%	0.54%
WV STATE CONSERVATIONIST S OFF	#	153	99	54	0	0	96	52	2	0	0	1	0	0	1	1	0	0
	%	100%	64.71%	35.29%	0%	0%	62.75%	33.99%	1.31%	0%	0%	0.65%	0%	0%	0.65%	0.65%	0%	0%
WI STATE CONSERVATIONISTS OFF	#	242	148	94	2	5	140	87	1	1	1	0	0	0	4	1	0	0
	%	100%	61.16%	38.84%	0.83%	2.07%	57.85%	35.95%	0.41%	0.41%	0.41%	0%	0%	0%	1.65%	0.41%	0%	0%
WYOMING STATE CONSERVATIONISTS OFFICE-CASP	#	151	102	49	5	1	92	45	0	1	2	0	0	0	2	2	1	0
	%	100%	67.55%	32.45%	3.31%	0.66%	60.93%	29.80%	0%	0.66%	1.32%	0%	0%	0%	1.32%	1.32%	0.66%	0%
NATIONAL CENTERS SERVICING UNIT	#	23	6	17	1	2	3	8	2	7	0	0	0	0	0	0	0	0
	%	100%	26.09%	73.91%	4.35%	8.70%	13.04%	34.78%	8.70%	30.43%	0%	0%	0%	0%	0%	0%	0%	0%
NATIONAL GEOSPATIAL DEV CENTER	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CARIBBEAN AREA DIR OFF SN JUAN	#	58	38	20	36	18	1	1	1	1	0	0	0	0	0	0	0	0
	%	100%	65.52%	34.48%	62.07%	31.03%	1.72%	1.72%	1.72%	1.72%	0%	0%	0%	0%	0%	0%	0%	0%
EAST REMOTE SENSING LAB	#	8	3	5	1	0	2	5	0	0	0	0	0	0	0	0	0	0
	%	100%	37.50%	62.50%	12.50%	0%	25.00%	62.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CENTRAL REMOTE SENSING LAB	#	14	10	4	3	0	6	3	0	1	1	0	0	0	0	0	0	0
	%	100%	71.43%	28.57%	21.43%	0%	42.86%	21.43%	0%	7.14%	7.14%	0%	0%	0%	0%	0%	0%	0%
NHQ - DC	#	401	172	229	8	5	116	93	41	121	2	5	0	0	4	3	1	2
	%	100%	42.89%	57.11%	2.00%	1.25%	28.93%	23.19%	10.22%	30.17%	0.50%	1.25%	0%	0%	1.00%	0.75%	0.25%	0.50%
NATIONAL WATER MANAGEMENT CENTER	#	11	9	2	0	0	8	1	1	1	0	0	0	0	0	0	0	0
	%	100%	81.82%	18.18%	0%	0%	72.73%	9.09%	9.09%	9.09%	0%	0%	0%	0%	0%	0%	0%	0%
INFORMATION TECHNOLOGY CENTER	#	34	20	14	3	1	14	8	1	4	2	0	0	0	0	1	0	0
	%	100%	58.82%	41.18%	8.82%	2.94%	41.18%	23.53%	2.94%	11.76%	5.88%	0%	0%	0%	0%	2.94%	0%	0%
NATIONAL CARTOGRAPHY & GEOSPATIAL CENTER	#	59	34	25	1	6	23	15	7	4	2	0	0	0	1	0	0	0
	%	100%	57.63%	42.37%	1.69%	10.17%	38.98%	25.42%	11.86%	6.78%	3.39%	0%	0%	0%	1.69%	0%	0%	0%
NATIONAL EMPLOYEE DEVELOPMENT CENTER	#	18	11	7	0	0	7	6	2	1	2	0	0	0	0	0	0	0
	%	100%	61.11%	38.89%	0%	0%	38.89%	33.33%	11.11%	5.56%	11.11%	0%	0%	0%	0%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex

Year = FY 2009

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female	Male	Female	White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1. Officials and Managers																		
- Executive/Senior Level (Grades 15 and Above)	#	102	74	28	7	1	44	19	20	7	1	0	0	0	2	1	0	0
	%	0.91%	0.99%	0.75%	2.04%	0.55%	0.69%	0.64%	4.09%	1.96%	1.12%	0%	0%	0%	1.07%	1.09%	0%	0%
- Mid-Level (Grades 13-14)	#	421	308	113	14	8	243	79	36	21	4	1	0	0	10	4	1	0
	%	3.76%	4.12%	3.04%	4.08%	4.37%	3.82%	2.64%	7.36%	5.87%	4.49%	1.35%	0%	0%	5.35%	4.35%	33.33%	0%
- First Level (Grades 12 and Below)	#	79	59	20	2	1	46	15	9	4	0	0	0	0	2	0	0	0
	%	0.71%	0.79%	0.54%	0.58%	0.55%	0.72%	0.50%	1.84%	1.12%	0%	0%	0%	0%	1.07%	0%	0%	0%
- Other Officials and Managers	#	544	215	329	14	19	154	206	37	88	4	9	0	0	6	5	0	2
	%	4.86%	2.88%	8.86%	4.08%		2.42%	6.89%	7.57%		4.49%		0%	0%	3.21%	5.43%	0%	25.00%
Officials and Managers Total	#	1,146	656	490	37	29	487	319	102	120	9	10	0	0	20	10	1	2
	%		8.78%				7.66%						0%	0%			33.33%	25.00%
2. Professionals	#	7,401	5,231	2,170	240	112	4,501	1,791	314	144	62	48	3	4	109	64	2	6
	%																66.67%	75.00%
3. Technicians	#	1,910	1,518	392	61	13	1,322	359	65	8	11	4	2	0	56	8	0	0
	%					7.10%					2.23%		5.41%			8.70%	0%	0%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	722	62	660	4	29	42	522	7	86	7	12	0	1	2	10	0	0
	%	6.45%	0.83%		1.17%		0.66%		1.43%		7.87%		0%		1.07%		0%	0%
6. Craft Workers	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0%	0%	0%	0.02%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
8. Laborers and Helpers	#	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
	%	0.06%	0.09%	0%	0.29%	0%	0.08%	0%	0.20%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	7	7,475	3,712	343	183	6,358	2,991	489	358	89	74	5	5	187	92	3	8
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2009

GS/GM,SES,and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%
GS-02	#	13	6	7	2	1	2	4	2	0	0	1	0	0	0	1	0	0
	%	100%	46.15%	53.85%	15.38%	7.69%	15.38%	30.77%	15.38%	0%	0%	7.69%	0%	0%	0%	7.69%	0%	0%
GS-03	#	54	31	23	3	1	26	18	2	4	0	0	0	0	0	0	0	0
	%	100%	57.41%	42.59%	5.56%	1.85%	48.15%	33.33%	3.70%	7.41%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	175	69	106	6	9	47	81	10	7	5	3	0	0	1	4	0	2
	%	100%	39.43%	60.57%	3.43%	5.14%	26.86%	46.29%	5.71%	4.00%	2.86%	1.71%	0%	0%	0.57%	2.29%	0%	1.14%
GS-05	#	302	138	164	12	8	109	138	8	9	4	4	2	0	2	5	0	0
	%	100%	45.70%	54.30%	3.97%	2.65%	36.09%	45.70%	2.65%	2.98%	1.32%	1.32%	0.66%	0%	0.66%	1.66%	0%	0%
GS-06	#	380	179	201	3	8	154	162	12	23	4	3	0	0	6	5	0	0
	%	100%	47.11%	52.89%	0.79%	2.11%	40.53%	42.63%	3.16%	6.05%	1.05%	0.79%	0%	0%	1.58%	1.32%	0%	0%
GS-07	#	1,454	853	601	28	37	746	490	45	53	5	9	0	2	29	8	0	2
	%	100%	58.67%	41.33%	1.93%	2.54%	51.31%	33.70%	3.09%	3.65%	0.34%	0.62%	0%	0.14%	1.99%	0.55%	0%	0.14%
GS-08	#	484	358	126	19	5	301	101	13	14	7	4	0	1	18	1	0	0
	%	100%	73.97%	26.03%	3.93%	1.03%	62.19%	20.87%	2.69%	2.89%	1.45%	0.83%	0%	0.21%	3.72%	0.21%	0%	0%
GS-09	#	1,587	946	641	61	36	788	515	68	55	11	16	2	0	15	18	1	1
	%	100%	59.61%	40.39%	3.84%	2.27%	49.65%	32.45%	4.28%	3.47%	0.69%	1.01%	0.13%	0%	0.95%	1.13%	0.06%	0.06%
GS-10	#	32	28	4	2	0	23	3	0	1	1	0	0	0	2	0	0	0
	%	100%	87.50%	12.50%	6.25%	0%	71.88%	9.38%	0%	3.13%	3.13%	0%	0%	0%	6.25%	0%	0%	0%
GS-11	#	2,462	1,711	751	77	30	1,494	623	83	57	15	14	0	1	42	23	0	2
	%	100%	69.50%	30.50%	3.13%	1.22%	60.68%	25.30%	3.37%	2.32%	0.61%	0.57%	0%	0.04%	1.71%	0.93%	0%	0.08%
GS-12	#	3,171	2,391	780	91	35	2,082	642	145	68	20	16	1	1	51	18	1	0
	%	100%	75.40%	24.60%	2.87%	1.10%	65.66%	20.25%	4.57%	2.14%	0.63%	0.50%	0.03%	0.03%	1.61%	0.57%	0.03%	0%
GS-13	#	580	418	162	14	9	334	121	48	25	10	3	0	0	11	4	1	0
	%	100%	72.07%	27.93%	2.41%	1.55%	57.59%	20.86%	8.28%	4.31%	1.72%	0.52%	0%	0%	1.90%	0.69%	0.17%	0%
GS-14	#	309	209	100	13	3	161	59	27	33	5	1	0	0	3	3	0	1
	%	100%	67.64%	32.36%	4.21%	0.97%	52.10%	19.09%	8.74%	10.68%	1.62%	0.32%	0%	0%	0.97%	0.97%	0%	0.32%
GS-15	#	153	112	41	11	1	73	29	23	9	2	0	0	0	3	2	0	0
	%	100%	73.20%	26.80%	7.19%	0.65%	47.71%	18.95%	15.03%	5.88%	1.31%	0%	0%	0%	1.96%	1.31%	0%	0%
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior EX. Service	#	20	15	5	0	0	11	5	2	0	0	0	0	0	2	0	0	0
	%	100%	75.00%	25.00%	0%	0%	55.00%	25.00%	10.00%	0%	0%	0%	0%	0%	10.00%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2009

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
GS-01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
	%	0.02%	0.03%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1.07%	0%	0%	0%
GS-02	#	13	6	7	2	1	2	4	2	0	0	1	0	0	0	1	0	0	0
	%	0.12%	0.08%	0.19%	0.58%	0.55%	0.03%	0.13%	0.41%	0%	0%	1.35%	0%	0%	0%	1.09%	0%	0%	0%
GS-03	#	54	31	23	3	1	26	18	2	4	0	0	0	0	0	0	0	0	0
	%	0.48%	0.42%	0.62%	0.88%	0.55%	0.41%	0.60%	0.41%	1.12%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	175	69	106	6	9	47	81	10	7	5	3	0	0	1	4	0	2	
	%	1.57%	0.92%	2.86%	1.75%	4.92%	0.74%	2.71%	2.05%	1.96%	5.62%	4.05%	0%	0%	0.53%	4.35%	0%	25.00%	
GS-05	#	302	138	164	12	8	109	138	8	9	4	4	2	0	2	5	0	0	
	%	2.70%	1.85%	4.42%	3.51%	4.37%	1.72%	4.61%	1.64%	2.51%	4.49%	5.41%	40.00%	0%	1.07%	5.43%	0%	0%	
GS-06	#	380	179	201	3	8	154	162	12	23	4	3	0	0	6	5	0	0	
	%	3.40%	2.40%	5.41%	0.88%	4.37%	2.42%	5.42%	2.46%	6.42%	4.49%	4.05%	0%	0%	3.21%	5.43%	0%	0%	
GS-07	#	1,454	853	601	28	37	746	490	45	53	5	9	0	2	29	8	0	2	
	%	13.01%	11.43%	16.19%	8.19%	20.22%	11.75%	16.38%	9.22%	14.80%	5.62%	12.16%	0%	40.00%	15.51%	8.70%	0%	25.00%	
GS-08	#	484	358	126	19	5	301	101	13	14	7	4	0	1	18	1	0	0	
	%	4.33%	4.80%	3.39%	5.56%	2.73%	4.74%	3.38%	2.66%	3.91%	7.87%	5.41%	0%	20.00%	9.63%	1.09%	0%	0%	
GS-09	#	1,587	946	641	61	36	788	515	68	55	11	16	2	0	15	18	1	1	
	%	14.20%	12.67%	17.27%	17.84%	19.67%	12.41%	17.22%	13.93%	15.36%	12.36%	21.62%	40.00%	0%	8.02%	19.57%	33.33%	12.50%	
GS-10	#	32	28	4	2	0	23	3	0	1	1	0	0	0	2	0	0	0	
	%	0.29%	0.38%	0.11%	0.58%	0%	0.36%	0.10%	0%	0.28%	1.12%	0%	0%	0%	1.07%	0%	0%	0%	
GS-11	#	2,462	1,711	751	77	30	1,494	623	83	57	15	14	0	1	42	23	0	2	
	%	22.03%	22.92%	20.23%	22.51%	16.39%	23.52%	20.83%	17.01%	15.92%	16.85%	18.92%	0%	20.00%	22.46%	25.00%	0%	25.00%	
GS-12	#	3,171	2,391	780	91	35	2,082	642	145	68	20	16	1	1	51	18	1	0	
	%	28.37%	32.03%	21.01%	26.61%	19.13%	32.78%	21.46%	29.71%	18.99%	22.47%	21.62%	20.00%	20.00%	27.27%	19.57%	33.33%	0%	
GS-13	#	580	418	162	14	9	334	121	48	25	10	3	0	0	11	4	1	0	
	%	5.19%	5.60%	4.36%	4.09%	4.92%	5.26%	4.05%	9.84%	6.98%	11.24%	4.05%	0%	0%	5.88%	4.35%	33.33%	0%	
GS-14	#	309	209	100	13	3	161	59	27	33	5	1	0	0	3	3	0	1	
	%	2.76%	2.80%	2.69%	3.80%	1.64%	2.54%	1.97%	5.53%	9.22%	5.62%	1.35%	0%	0%	1.60%	3.26%	0%	12.50%	
GS-15	#	153	112	41	11	1	73	29	23	9	2	0	0	0	3	2	0	0	
	%	1.37%	1.50%	1.10%	3.22%	0.55%	1.15%	0.97%	4.71%	2.51%	2.25%	0%	0%	0%	1.60%	2.17%	0%	0%	
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Senior EX. Service	#	20	15	5	0	0	11	5	2	0	0	0	0	0	2	0	0	0	
	%	0.18%	0.20%	0.13%	0%	0%	0.17%	0.17%	0.41%	0%	0%	0%	0%	0%	1.07%	0%	0%	0%	
TOTAL	#	11,178	7,466	3,712	342	183	6,351	2,991	488	358	89	74	5	5	187	92	3	8	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2009

GS/GM,SES,and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS-01	#	37	15	22	0	1	11	19	4	1	0	1	0	0	0	0	0	0
	%	7.36%	6.44%	8.15%	0%	14.29%	5.88%	8.09%	21.05%	5.00%	0%	50.00%	0%	0%	0%	0%	0%	0%
GS-02	#	54	24	30	5	2	14	28	0	0	2	0	0	0	3	0	0	0
	%	10.74%	10.30%	11.11%	31.25%	28.57%	7.49%	11.91%	0%	0%	100%	0%	0%	0%	33.33%	0%	0%	0%
GS-03	#	177	72	105	2	2	58	88	9	12	0	0	0	0	3	3	0	0
	%	35.19%	30.90%	38.89%	12.50%	28.57%	31.02%	37.45%	47.37%	60.00%	0%	0%	0%	0%	33.33%	50.00%	0%	0%
GS-04	#	140	71	69	9	1	54	60	6	6	0	0	0	0	2	2	0	0
	%	27.83%	30.47%	25.56%	56.25%	14.29%	28.88%	25.53%	31.58%	30.00%	0%	0%	0%	0%	22.22%	33.33%	0%	0%
GS-05	#	67	36	31	0	1	36	27	0	1	0	1	0	0	0	1	0	0
	%	13.32%	15.45%	11.48%	0%	14.29%	19.25%	11.49%	0%	5.00%	0%	50.00%	0%	0%	0%	16.67%	0%	0%
GS-06	#	9	3	6	0	0	3	6	0	0	0	0	0	0	0	0	0	0
	%	1.79%	1.29%	2.22%	0%	0%	1.60%	2.55%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	8	4	4	0	0	4	4	0	0	0	0	0	0	0	0	0	0
	%	1.59%	1.72%	1.48%	0%	0%	2.14%	1.70%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
	%	1.19%	1.72%	0.74%	0%	0%	2.14%	0.85%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	4	3	1	0	0	2	1	0	0	0	0	0	0	1	0	0	0
	%	0.80%	1.29%	0.37%	0%	0%	1.07%	0.43%	0%	0%	0%	0%	0%	0%	11.11%	0%	0%	0%
GS-12	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.20%	0.43%	0%	0%	0%	0.53%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Senior EX. Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	503	233	270	16	7	187	235	19	20	2	2	0	0	9	6	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2009

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	25.00%	25.00%	0%	100%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	12.50%	12.50%	0%	0%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	25.00%	25.00%	0%	0%	0%	16.67%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	25.00%	25.00%	0%	0%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	12.50%	12.50%	0%	0%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	8	8	0	1	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2009

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
WG-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

SERIES/JOB TITLE		TOTAL WORKFORCE			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races
					Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	#	160	71	89	7	6	45	62	11	8	6	7	0	0	2	5	0	1	
	%	100%	44.38%	55.63%	4.38%	3.75%	28.13%	38.75%	6.88%	5.00%	3.75%	4.38%	0%	0%	1.25%	3.13%	0%	0.63%	
Occupational CLF																			
0501 - FINANCIAL ADMINISTRATION & PROGRAM	#	12	2	10	0	0	0	9	2	1	0	0	0	0	0	0	0	0	
	%	100%	16.67%	83.33%	0%	0%	0%	75.00%	16.67%	8.33%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	33	3	30	0	0	1	24	0	6	2	0	0	0	0	0	0	0	
	%	100%	9.09%	90.91%	0%	0%	3.03%	72.73%	0%	18.18%	6.06%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0505 - FINANCIAL MANAGEMENT	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0510 - ACCOUNTING	#	10	2	8	0	0	2	3	0	4	0	1	0	0	0	0	0	0	
	%	100%	20.00%	80.00%	0%	0%	20.00%	30.00%	0%	40.00%	0%	10.00%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0525 - ACCOUNTING TECHNICIAN	#	18	1	17	0	0	1	15	0	2	0	0	0	0	0	0	0	0	
	%	100%	5.56%	94.44%	0%	0%	5.56%	83.33%	0%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0540 - VOUCHER EXAMINING	#	14	1	13	0	1	0	11	1	1	0	0	0	0	0	0	0	0	
	%	100%	7.14%	92.86%	0%	7.14%	0%	78.57%	7.14%	7.14%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0560 - BUDGET ANALYSIS	#	111	20	91	3	5	15	54	2	25	0	7	0	0	0	0	0	0	
	%	100%	18.02%	81.98%	2.70%	4.50%	13.51%	48.65%	1.80%	22.52%	0%	6.31%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0561 - BUDGET CLERICAL & ASSISTANCE	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0801 - GENERAL ENGINEERING	#	6	3	3	0	0	2	3	0	0	1	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	33.33%	50.00%	0%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0802 - ENGINEERING TECHNICIAN	#	435	388	47	23	0	331	45	16	0	3	1	0	0	15	1	0	0	
	%	100%	89.20%	10.80%	5.29%	0%	76.09%	10.34%	3.68%	0%	0.69%	0.23%	0%	0%	3.45%	0.23%	0%	0%	
Occupational CLF																			
0807 - LANDSCAPE ARCHITECTURE	#	4	2	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	25.00%	25.00%	25.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0809 - CONSTRUCTION CONTROL	#	31	31	0	2	0	25	0	3	0	0	0	0	0	1	0	0	0	
	%	100%	100%	0%	6.45%	0%	80.65%	0%	9.68%	0%	0%	0%	0%	3.23%	0%	0%	0%	0%	
Occupational CLF																			
0810 - CIVIL ENGINEERING	#	516	429	87	18	11	375	69	8	2	16	2	0	0	12	3	0	0	
	%	100%	83.14%	16.86%	3.49%	2.13%	72.67%	13.37%	1.55%	0.39%	3.10%	0.39%	0%	0%	2.33%	0.58%	0%	0%	
Occupational CLF																			
0817 - SURVEYING TECHNICIAN	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	66.67%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			

SERIES/JOB TITLE	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1101 - GENERAL BUSINESS & INDUSTRY	#	23	5	18	0	0	2	10	3	7	0	1	0	0	0	0	0	
	%	100%	21.74%	78.26%	0%	0%	8.70%	43.48%	13.04%	30.43%	0%	4.35%	0%	0%	0%	0%	0%	
Occupational CLF																		
1102 - CONTRACTING	#	84	33	51	0	3	23	37	9	11	1	0	0	0	0	0	0	
	%	100%	39.29%	60.71%	0%	3.57%	27.38%	44.05%	10.71%	13.10%	1.19%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1105 - PURCHASING	#	28	7	21	0	3	5	14	1	4	1	0	0	0	0	0	0	
	%	100%	25.00%	75.00%	0%	10.71%	17.86%	50.00%	3.57%	14.29%	3.57%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1106 - PROCUREMENT CLERICAL & ASSISTANCE	#	4	2	2	1	0	0	2	0	0	0	0	0	0	1	0	0	
	%	100%	50.00%	50.00%	25.00%	0%	0%	50.00%	0%	0%	0%	0%	0%	25.00%	0%	0%	0%	
Occupational CLF																		
1170 - REALTY	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	
	%	100%	66.67%	33.33%	0%	0%	66.67%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1171 - APPRAISING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1301 - GENERAL PHYSICAL SCIENCE	#	8	4	4	0	0	4	3	0	1	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	50.00%	37.50%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1311 - PHYSICAL SCIENCE TECHNICIAN	#	20	10	10	0	0	10	10	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1315 - HYDROLOGY	#	35	29	6	0	0	29	6	0	0	0	0	0	0	0	0	0	
	%	100%	82.86%	17.14%	0%	0%	82.86%	17.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1316 - HYDROLOGIC TECHNICIAN	#	9	8	1	3	0	5	1	0	0	0	0	0	0	0	0	0	
	%	100%	88.89%	11.11%	33.33%	0%	55.56%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1320 - CHEMISTRY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1340 - METEOROLOGY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																		
1350 - GEOLOGY	#	33	27	6	0	0	26	6	0	0	0	0	0	1	0	0	0	
	%	100%	81.82%	18.18%	0%	0%	78.79%	18.18%	0%	0%	0%	0%	0%	3.03%	0%	0%	0%	
Occupational CLF																		

SERIES/JOB TITLE		TOTAL WORKFORCE			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races
					Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1370 - CARTOGRAPHY	#	71	46	25	4	1	37	22	2	1	2	0	0	0	1	1	0	0	
	%	100%	64.79%	35.21%	5.63%	1.41%	52.11%	30.99%	2.82%	1.41%	2.82%	0%	0%	0%	1.41%	1.41%	0%	0%	
Occupational CLF																			
1371 - CARTOGRAPHIC TECHNICIAN	#	51	25	26	2	3	15	19	7	2	1	1	0	0	0	1	0	0	
	%	100%	49.02%	50.98%	3.92%	5.88%	29.41%	37.25%	13.73%	3.92%	1.96%	1.96%	0%	0%	0%	1.96%	0%	0%	
Occupational CLF																			
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1412 - TECHNICIAN INFORMATION SERVICES	#	5	2	3	0	1	1	2	0	0	1	0	0	0	0	0	0	0	
	%	100%	40.00%	60.00%	0%	20.00%	20.00%	40.00%	0%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1530 - STATISTICIAN	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1531 - STATISTICAL ASSISTANT	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1550 - COMPUTER SCIENCE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1654 - PRINTING MANAGEMENT	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1702 - EDUCATION & TRAINING TECHNICIAN	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1712 - TRAINING INSTRUCTION	#	5	4	1	0	0	3	1	1	0	0	0	0	0	0	0	0	0	
	%	100%	80.00%	20.00%	0%	0%	60.00%	20.00%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1750 - INSTRUCTIONAL SYSTEMS	#	4	3	1	0	0	2	1	0	0	1	0	0	0	0	0	0	0	
	%	100%	75.00%	25.00%	0%	0%	50.00%	25.00%	0%	0%	25.00%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
2001 - GENERAL SUPPLY	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
2005 - SUPPLY CLERICAL & TECHNICIAN	#	7	5	2	1	1	3	1	0	0	1	0	0	0	0	0	0	0	
	%	100%	71.43%	28.57%	14.29%	14.29%	42.86%	14.29%	0%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
2210 - INFORMATION TECHNOLOGY MANAGEMENT	#	42	17	25	3	0	10	17	1	7	3	0	0	0	0	1	0	0	
	%	100%	40.48%	59.52%	7.14%	0%	23.81%	40.48%	2.38%	16.67%	7.14%	0%	0%	0%	0%	2.38%	0%	0%	
Occupational CLF																			

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)

Year = FY 2009

SERIES/JOB TITLE	TOTAL WORKFORCE			RACE/ETHNICITY														
	All	Male	Female	Hispanic or Latino		Non-Hispanic or Latino												
				Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
#						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0099 - GENERAL STUDENT TRAINEE	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0102 - SOCIAL SCIENCE AID & TECHNICIAN	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0193 - ARCHEOLOGY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0203 - HUMAN RESOURCES CLERICAL & ASSISTANT	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	25	9	16	1	0	5	14	3	2	0	0	0	0	0	0	0	0
	%	100%	36.00%	64.00%	4.00%	0%	20.00%	56.00%	12.00%	8.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0318 - SECRETARY	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANT	#	13	1	12	0	0	1	9	0	3	0	0	0	0	0	0	0	0
	%	100%	7.69%	92.31%	0%	0%	7.69%	69.23%	0%	23.08%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0343 - MANAGEMENT PROGRAM ANALYSIS	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0344 - MANAGEMENT & PROGRAM CLERICAL & ASSISTANT	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0356 - DATA TRANSCRIBER	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0401 - GENERAL BIOLOGICAL SCIENCE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0404 - BIOLOGICAL SCIENCE TECHNICIAN	#	45	23	22	4	0	19	22	0	0	0	0	0	0	0	0	0	0
	%	100%	51.11%	48.89%	8.89%	0%	42.22%	48.89%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		

SERIES/JOB TITLE		TOTAL WORKFORCE			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
		#	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
								Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0455 - RANGE TECHNICIAN	#	3	1	2	1	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	33.33%	66.67%	33.33%	0%	0%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0457 - SOIL CONSERVATION	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0458 - SOIL CONSERVATION TECHNICIAN	#	297	131	166	9	5	107	150	9	7	2	2	0	0	4	2	0	0	
	%	100%	44.11%	55.89%	3.03%	1.68%	36.03%	50.51%	3.03%	2.36%	0.67%	0.67%	0%	0%	1.35%	0.67%	0%	0%	
Occupational CLF																			
0462 - FORESTRY TECHNICIAN	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0470 - SOIL SCIENCE	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	#	36	22	14	0	0	16	10	5	1	0	0	0	0	1	3	0	0	
	%	100%	61.11%	38.89%	0%	0%	44.44%	27.78%	13.89%	2.78%	0%	0%	0%	0%	2.78%	8.33%	0%	0%	
Occupational CLF																			
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0802 - ENGINEERING TECHNICIAN	#	25	18	7	1	1	15	5	2	0	0	0	0	0	0	1	0	0	
	%	100%	72.00%	28.00%	4.00%	4.00%	60.00%	20.00%	8.00%	0%	0%	0%	0%	0%	0%	4.00%	0%	0%	
Occupational CLF																			
0807 - LANDSCAPE ARCHITECTURE	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0810 - CIVIL ENGINEERING	#	2	2	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	
	%	100%	100%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	50.00%	0%	0%	0%	
Occupational CLF																			
0817 - SURVEYING TECHNICIAN	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0890 - AGRICULTURAL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0899 - ENGINEERING & ARCHITECTURE STUDENT T	#	2	1	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	0%	0%	0%	50.00%	0%	0%	0%	0%	50.00%	0%	0%	0%	
Occupational CLF																			
0999 - LEGAL OCCUPATIONS STUDENT TRAINEE	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1001 - GENERAL ARTS & INFORMATION	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			

SERIES/JOB TITLE		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
					Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1035 - PUBLIC AFFAIRS	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1087 - EDITORIAL ASSISTANCE	#	2	1	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0
	%	100%	50.00%	50.00%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	50.00%	0%	0%	0%	0%
Occupational CLF																		
1101 - GENERAL BUSINESS & INDUSTRY	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1311 - PHYSICAL SCIENCE TECHNICIAN	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1316 - HYDROLOGIC TECHNICIAN	#	5	4	1	0	0	4	1	0	0	0	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	0%	0%	80.00%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1371 - CARTOGRAPHIC TECHNICIAN	#	11	4	7	0	0	3	5	0	2	0	0	0	0	1	0	0	0
	%	100%	36.36%	63.64%	0%	0%	27.27%	45.45%	0%	18.18%	0%	0%	0%	9.09%	0%	0%	0%	0%
Occupational CLF																		
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2005 - SUPPLY CLERICAL & TECHNICIAN	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table A7: Applicants and Hires for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)

Year = FY 2009

	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series:																		
Total Received	#																	
	#																	
Voluntarily Identified	%	100%																
Qualified of those Identified	#																	
	%	100%																
Selected of those Identified	#																	
	%	100%																
CLF																		
Job Title/Series:																		
Total Received	#																	
	#																	
Voluntarily Identified	%	100%																
Qualified of those Identified	#																	
	%	100%																
Selected of those Identified	#																	
	%	100%																
CLF																		
Job Title/Series:																		
Total Received	#																	
	#																	
Voluntarily Identified	%	100%																
Qualified of those Identified	#																	
	%	100%																
Selected of those Identified	#																	
	%	100%																
CLF																		

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table A7: Applicants and Hires for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)

Year = FY 2009

	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
			White			African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Job Title/Series:																			
Total Received	#																		
	#																		
Voluntarily Identified	%	100%																	
	%	100%																	
Qualified of those Identified	#																		
	%	100%																	
Selected of those Identified	#																		
	%	100%																	
CLF																			
Job Title/Series:																			
Total Received	#																		
	#																		
Voluntarily Identified	%	100%																	
	%	100%																	
Qualified of those Identified	#																		
	%	100%																	
Selected of those Identified	#																		
	%	100%																	
CLF																			
Job Title/Series:																			
Total Received	#																		
	#																		
Voluntarily Identified	%	100%																	
	%	100%																	
Qualified of those Identified	#																		
	%	100%																	
Selected of those Identified	#																		
	%	100%																	
CLF																			

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex

Year = FY 2009

TYPE OF APPOINTMENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PERMANENT	#	562	318	244	19	21	262	177	22	28	7	7	0	2	6	3	1	5
	%	100%	56.58%	43.42%	3.38%	3.74%	46.62%	31.49%	3.91%	4.98%	1.25%	1.25%	0%	0.36%	1.07%	0.53%	0.18%	0.89%
TEMPORARY	#	389	193	196	15	12	150	149	19	23	1	5	0	0	7	4	1	3
	%	100%	49.61%	50.39%	3.86%	3.08%	38.56%	38.30%	4.88%	5.91%	0.26%	1.29%	0%	0%	1.80%	1.03%	0.26%	0.77%
NON-APPROPRIATED	#	47	24	23	1	2	21	19	1	2	0	0	0	0	1	0	0	0
	%	100%	51.06%	48.94%	2.13%	4.26%	44.68%	40.43%	2.13%	4.26%	0%	0%	0%	0%	2.13%	0%	0%	0%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Race/Ethnicity and Sex

Year = FY 2009

	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Job Series of Vacancy:																			
Total Applications Received	#																		
Qualified	#																		
	%	100%																	
Selected	#																		
	%	100%																	
Relevant Applicant Pool																			
Job Series of Vacancy:																			
Total Applications Received	#																		
Qualified	#																		
	%	100%																	
Selected	#																		
	%	100%																	
Relevant Applicant Pool																			
Job Series of Vacancy:																			
Total Applications Received	#																		
Qualified	#																		
	%	100%																	
Selected	#																		
	%	100%																	
Relevant Applicant Pool																			

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

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex
 Year = FY 2009

		TOTAL WORKFORCE			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
				All	Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total Employees Eligible for Career Ladder Promotions	#	777	460	317	13	16	311	206	14	14	13	4	1	2	11	6	0	0	
	%	100%	59.20%	40.80%	1.67%	2.06%	40.03%	26.51%	1.80%	1.80%	1.67%	0.51%	0.13%	0.26%	1.42%	0.77%	0.00%	0.00%	
Time in grade in excess of minimum																			
1 - 12 months	#	118	67	51	6	2	54	40	4	6	2	2	1	0	0	1	0	0	
	%	100%	56.78%	43.22%	5.08%	1.69%	45.76%	33.90%	3.39%	5.08%	1.69%	1.69%	0.85%	0.00%	0.00%	0.85%	0.00%	0.00%	
13 - 24 months	#	63	42	21	1	2	37	16	1	0	1	1	0	0	0	2	0	0	
	%	100%	66.67%	33.33%	1.59%	3.17%	58.73%	25.40%	1.59%	0.00%	1.59%	1.59%	0.00%	0.00%	0.00%	3.17%	0.00%	0.00%	
25+ months	#	241	148	93	1	4	129	82	6	3	4	1	0	0	8	3	0	0	
	%	100%	61.41%	38.59%	0.41%	1.66%	53.53%	34.02%	2.49%	1.24%	1.66%	0.41%	0.00%	0.00%	3.32%	1.24%	0.00%	0.00%	

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity and Sex

Year = FY 2009

	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	100%															
Qualified	#																
	%	100%															
Selected	#																
	%	100%															
Relevant Applicant Pool																	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	100%															
Qualified	#																
	%	100%															
Selected	#																
	%	100%															
Relevant Applicant Pool																	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	100%															
Qualified	#																
	%	100%															
Selected	#																
	%	100%															
Relevant Applicant Pool																	
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																	

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A12: Participation in Career Development - Distribution by Race/Ethnicity and Sex

Year = FY 2009

	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
			White			African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Career Development Programs for GS 5-12:																			
Slots	#																		
Relevant Pool	%																		
Applied	#																		
	%																		
Participants	#																		
	%																		
Career Development Programs for GS 13 - 14:																			
Slots	#																		
Relevant Pool	%																		
Applied	#																		
	%																		
Participants	#																		
	%																		
Career Development Programs for GS 15 and SES:																			
Slots	#																		
Relevant Pool	%																		
Applied	#																		
	%																		
Participants	#																		
	%																		
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																			

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Year = FY 2009

RECOGNITION OR AWARD	TOTAL WORKFORCE					RACE/ETHNICITY												
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TIME-OFF AWARDS - 1-9 HOURS																		
Total Time-Off Awards Given	#	454	296	158	25	12	251	128	13	12	5	3	0	0	2	3	0	0
	%	100%	65.20%	34.80%	5.51%	2.64%	55.29%	28.19%	2.86%	2.64%	1.10%	0.66%	0%	0%	0.44%	0.66%	0%	0%
Total Hours		3,206	2,118	1,088	196	84	1,788	896	79	67	39	17	0	0	16	24	0	0
Average Hours		7	7	7	8	7	7	7	6	6	8	6	0	0	8	8	0	0
TIME-OFF AWARDS - 9+ HOURS																		
Total Time-Off Awards Given	#	160	77	83	1	5	70	67	6	5	0	2	0	0	0	4	0	0
	%	100%	48.13%	51.88%	0.63%	3.13%	43.75%	41.88%	3.75%	3.13%	0%	1.25%	0%	0%	0%	2.50%	0%	0%
Total Hours		3,374	1,648	1,726	24	95	1,473	1,375	151	123	0	29	0	0	0	104	0	0
Average Hours		21	21	21	24	19	21	21	25	25	0	15	0	0	0	26	0	0
CASH AWARDS - \$100 - \$500																		
Total Cash Awards Given	#	2,194	1,284	910	63	39	1,064	744	90	82	23	24	1	1	42	17	1	3
	%	100%	58.52%	41.48%	2.87%	1.78%	48.50%	33.91%	4.10%	3.74%	1.05%	1.09%	0.05%	0.05%	1.91%	0.77%	0.05%	0.14%
Total Amount		802,950	477,278	325,672	24,998	15,006	395,423	265,191	31,944	29,495	8,580	8,267	437	153	15,761	6,643	135	917
Average Amount		366	372	358	397	385	372	356	355	360	373	344	437	153	375	391	135	306
CASH AWARDS - \$500+																		
Total Cash Awards Given	#	5,396	3,514	1,882	187	96	2,970	1,473	217	226	47	40	2	2	90	45	1	0
	%	100%	65.12%	34.88%	3.47%	1.78%	55.04%	27.30%	4.02%	4.19%	0.87%	0.74%	0.04%	0.04%	1.67%	0.83%	0.02%	0%
Total Amount		6,259,950	4,084,853	2,175,097	205,084	111,809	3,436,763	1,650,999	273,212	315,554	58,352	46,809	1,765	1,786	108,827	48,140	850	0
Average Amount		1,160	1,162	1,156	1,097	1,165	1,157	1,121	1,259	1,396	1,242	1,170	883	893	1,209	1,070	850	0
QUALITY STEP INCREASES (QSI)																		
Total QSI's Awarded	#	304	155	149	11	11	128	106	14	22	1	3	0	0	1	7	0	0
	%	100%	50.99%	49.01%	3.62%	3.62%	42.11%	34.87%	4.61%	7.24%	0.33%	0.99%	0%	0%	0.33%	2.30%	0%	0%
Total Benefit		559,208	288,110	271,098	21,087	20,799	233,752	185,516	29,423	47,484	1,924	5,134	0	0	1,924	12,165	0	0
Average Benefit		1,840	1,859	1,819	1,917	1,891	1,826	1,750	2,102	2,158	1,924	1,711	0	0	1,924	1,738	0	0

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex

Year = FY 2009

TYPE OF SEPARATION	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VOLUNTARY	#	552	382	170	9	6	324	134	26	20	6	3	0	0	17	6	0	1	
	%	100%	69.20%	30.80%	1.63%	1.09%	58.70%	24.28%	4.71%	3.62%	1.09%	0.54%	0%	0%	3.08%	1.09%	0%	0.18%	
INVOLUNTARY	#	46	31	15	1	1	19	12	6	2	2	0	0	0	3	0	0	0	
	%	100%	67.39%	32.61%	2.17%	2.17%	41.30%	26.09%	13.04%	4.35%	4.35%	0%	0%	0%	6.52%	0%	0%	0%	
TOTAL SEPARATIONS	#	598	413	185	10	7	343	146	32	22	8	3	0	0	20	6	0	1	
	%	100%	69.06%	30.94%	1.67%	1.17%	57.36%	24.41%	5.35%	3.68%	1.34%	0.50%	0%	0%	3.34%	1.00%	0%	0.17%	
TOTAL WORKFORCE	#	11,187	7,475	3,712	343	183	6,358	2,991	489	358	89	74	5	5	187	92	3	8	
	%	100%	66.82%	33.18%	3.07%	1.64%	56.83%	26.74%	4.37%	3.20%	0.80%	0.66%	0.04%	0.04%	1.67%	0.82%	0.03%	0.07%	

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]
 Year = FY 2009

EMPLOYMENT TENURE	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
Prior FY	#	11,780	10,816	165	799	116	18	11	8	22	11	13	5	24	4
	%	100%	91.82%	1.40%	6.78%	0.98%	0.15%	0.09%	0.07%	0.19%	0.09%	0.11%	0.04%	0.20%	0.03%
Current FY	#	11,853	10,909	166	778	108	17	9	8	19	11	13	5	22	4
	%	100%	92.04%	1.40%	6.56%	0.91%	0.14%	0.08%	0.07%	0.16%	0.09%	0.11%	0.04%	0.19%	0.03%
Federal High	%					2.00%									
Difference	#	73	93	1	-21	-8	-1	-2	0	-3	0	0	0	-2	0
Ratio Change	%	0%	0.22%	0%	-0.22%	-0.07%	-0.01%	-0.02%	0%	-0.03%	0%	0%	0%	-0.02%	0%
Net Change	%	0.62%	0.86%	0.61%	-2.63%	-6.90%	-5.56%	-18.18%	0%	-13.64%	0%	0%	0%	-8.33%	0%
PERMANENT															
Prior FY	#	11,128	10,205	162	761	107	18	9	8	19	10	13	5	21	4
	%	100%	91.71%	1.46%	6.84%	0.96%	0.16%	0.08%	0.07%	0.17%	0.09%	0.12%	0.04%	0.19%	0.04%
Current FY	#	11,187	10,293	159	735	100	17	8	8	15	10	13	5	20	4
	%	100%	92.01%	1.42%	6.57%	0.89%	0.15%	0.07%	0.07%	0.13%	0.09%	0.12%	0.04%	0.18%	0.04%
Difference	#	59	88	-3	-26	-7	-1	-1	0	-4	0	0	0	-1	0
Ratio Change	%	0%	0.30%	-0.03%	-0.27%	-0.07%	-0.01%	-0.01%	0%	-0.04%	0%	0%	0%	-0.01%	0%
Net Change	%	0.53%	0.86%	-1.85%	-3.42%	-6.54%	-5.56%	-11.11%	0%	-21.05%	0%	0%	0%	-4.76%	0%
TEMPORARY															
Prior FY	#	461	439	2	20	4	0	1	0	2	1	0	0	0	0
	%	100%	95.23%	0.43%	4.34%	0.87%	0%	0.22%	0%	0.43%	0.22%	0%	0%	0%	0%
Current FY	#	503	471	6	26	3	0	0	0	2	1	0	0	0	0
	%	100%	93.64%	1.19%	5.17%	0.60%	0%	0%	0%	0.40%	0.20%	0%	0%	0%	0%
Difference	#	42	32	4	6	-1	0	-1	0	0	0	0	0	0	0
Ratio Change	%	0%	-1.59%	0.76%	0.83%	-0.27%	0%	-0.22%	0%	-0.04%	-0.02%	0%	0%	0%	0%
Net Change	%	9.11%	7.29%	200.00%	30.00%	-25.00%	0%	-100%	0%	0%	0%	0%	0%	0%	0%
NON-APPROPRIATED															
Prior FY	#	191	172	1	18	5	0	1	0	1	0	0	0	3	0
	%	100%	90.05%	0.52%	9.42%	2.62%	0%	0.52%	0%	0.52%	0%	0%	0%	1.57%	0%
Current FY	#	163	145	1	17	5	0	1	0	2	0	0	0	2	0
	%	100%	88.96%	0.61%	10.43%	3.07%	0%	0.61%	0%	1.23%	0%	0%	0%	1.23%	0%
Difference	#	-28	-27	0	-1	0	0	0	0	1	0	0	0	-1	0
Ratio Change	%	0%	-1.10%	0.09%	1.01%	0.45%	0%	0.09%	0%	0.70%	0%	0%	0%	-0.34%	0%
Net Change	%	-14.66%	-15.70%	0%	-5.56%	0%	0%	0%	0%	100%	100%	0%	0%	-33.33%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]
 Year = FY 2009

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
MD STATE CONSERVATIONIST S OFF	# 95	88	2	5	0	0	0	0	0	0	0	0	0	0	0	0
	% 100%	92.63%	2.11%	5.26%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MA STATE CONSERVATIONISTS OFF	# 57	53	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	% 100%	92.98%	3.51%	3.51%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MI STATE CONSERVATIONISTS OFF	# 199	186	7	6	0	0	0	0	0	0	0	0	0	0	0	0
	% 100%	93.47%	3.52%	3.02%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MN STATE CONSERVATIONISTS OFF	# 346	313	3	30	5	2	0	0	2	1	0	0	0	0	0	0
	% 100%	90.46%	0.87%	8.67%	1.45%	0.58%	0%	0%	0.58%	0.29%	0%	0%	0%	0%	0%	0%
MS STATE CONSVST OFFICE	# 292	268	2	22	0	0	0	0	0	0	0	0	0	0	0	0
	% 100%	91.78%	0.68%	7.53%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MO STATE CONSERVATIONISTS OFF	# 411	388	1	22	3	0	0	2	0	1	0	0	0	0	0	0
	% 100%	94.40%	0.24%	5.35%	0.73%	0%	0%	0.49%	0%	0.24%	0%	0%	0%	0%	0%	0%
MT STATE CONSERVATIONIST OFF	# 302	284	7	11	0	0	0	0	0	0	0	0	0	0	0	0
	% 100%	94.04%	2.32%	3.64%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NEBRASKA STATE CONSERVATIONIST OFFICE	# 311	290	2	19	4	0	0	0	1	0	2	1	0	0	0	0
	% 100%	93.25%	0.64%	6.11%	1.29%	0%	0%	0%	0.32%	0%	0.64%	0.32%	0%	0%	0%	0%
NV STATE CONSVST OFFICE	# 73	63	2	8	1	0	0	0	0	0	1	0	0	0	0	0
	% 100%	86.30%	2.74%	10.96%	1.37%	0%	0%	0%	0%	0%	1.37%	0%	0%	0%	0%	0%
NH STATE CONSERVATIONISTS OFC	# 48	46	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	% 100%	95.83%	2.08%	2.08%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NJ STATE CONSERVATIONISTS OFF	# 68	60	0	8	2	1	1	0	0	0	0	0	0	0	0	0
	% 100%	88.24%	0%	11.76%	2.94%	1.47%	1.47%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NM STATE CONSERVATION SERVICE	# 184	164	7	13	2	1	0	0	0	0	1	0	0	0	0	0
	% 100%	89.13%	3.80%	7.07%	1.09%	0.54%	0%	0%	0%	0%	0.54%	0%	0%	0%	0%	0%
NY STATE CONSVST S OFFICE	# 172	161	1	10	1	0	0	0	1	0	0	0	0	0	0	0
	% 100%	93.60%	0.58%	5.81%	0.58%	0%	0%	0%	0.58%	0%	0%	0%	0%	0%	0%	0%
NC STATE CONSERVATIONISTS OFF	# 174	151	7	16	1	0	0	0	0	0	1	0	0	0	0	0
	% 100%	86.78%	4.02%	9.20%	0.57%	0%	0%	0%	0%	0%	0.57%	0%	0%	0%	0%	0%
ND STATE CONSERVATIONIST OFF	# 251	212	7	32	4	2	0	0	0	1	0	0	0	1	0	0
	% 100%	84.46%	2.79%	12.75%	1.59%	0.80%	0%	0%	0%	0.40%	0%	0%	0%	0.40%	0%	0%
OH STATE CONSERVATIONIST OFF	# 231	214	4	13	3	0	1	0	0	0	0	0	0	1	1	1
	% 100%	92.64%	1.73%	5.63%	1.30%	0%	0.43%	0%	0%	0%	0%	0%	0%	0.43%	0.43%	0.43%
OKLA STATE CONVST OFF-STILLWTR	# 307	266	4	37	3	0	0	1	0	0	1	0	1	0	1	0
	% 100%	86.64%	1.30%	12.05%	0.98%	0%	0%	0.33%	0%	0%	0.33%	0%	0.33%	0%	0.33%	0%
OR STATE CONSERVATIONISTS OFF	# 169	154	5	10	1	0	0	0	1	0	0	0	0	0	0	0
	% 100%	91.12%	2.96%	5.92%	0.59%	0%	0%	0%	0.59%	0%	0%	0%	0%	0%	0%	0%
PA STATE CONS OFF	# 196	185	1	10	2	0	0	0	0	0	0	0	0	2	0	0
	% 100%	94.39%	0.51%	5.10%	1.02%	0%	0%	0%	0%	0%	0%	0%	0%	1.02%	0%	0%
RI STATE CONSERVATIONIST OFFC	# 28	25	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	% 100%	89.29%	0%	10.71%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SC STATE CONSERVATIONISTS OFF	# 143	137	2	4	1	0	0	0	0	1	0	0	0	0	0	0

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table B3-2: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]
 Year = FY 2009

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers															
- Executive/Senior Level (Grades 15 and Above)	#	102	98	3	1	0	0	0	0	0	0	0	0	0	0
	%	0.91%	0.95%	1.89%	0.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
- Mid-Level (Grades 13-14)	#	421	383	8	30	1	0	0	0	0	0	1	0	0	0
	%	3.76%	3.72%	5.03%	4.08%	1.00%	0%	0%	0%	0%	0%	10.00%	0%	0%	0%
- First Level (Grades 12 and Below)	#	79	75	2	2	0	0	0	0	0	0	0	0	0	0
	%	0.71%	0.73%	1.26%	0.27%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
- Other Officials and Managers	#	544	500	6	38	7	2	1	2	1	0	0	0	1	0
	%	4.86%	4.86%	3.77%	5.17%	7.00%	11.76%	12.50%	25.00%	6.67%	0%	0%	0%	5.00%	0%
Officials and Managers Total	#	1,146	1,056	19	71	8	2	1	2	1	0	1	0	1	0
	%	10.24%	10.26%	11.95%	9.66%	8.00%	11.76%	12.50%	25.00%	6.67%	0%	10.00%	0%	5.00%	0%
2. Professionals	#	7,401	6,877	98	426	53	4	5	5	7	3	9	0	17	3
	%	66.16%	66.81%	61.64%	57.96%	53.00%	23.53%	62.50%	62.50%	46.67%	23.08%	90.00%	0%	85.00%	75.00%
3. Technicians	#	1,910	1,735	30	145	20	5	1	1	4	4	2	2	0	1
	%	17.07%	16.86%	18.87%	19.73%	20.00%	29.41%	12.50%	12.50%	26.67%	30.77%	20.00%	40.00%	0%	25.00%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers	#	722	618	12	92	19	6	1	0	3	3	1	3	2	0
	%	6.45%	6.00%	7.55%	12.52%	19.00%	35.29%	12.50%	0%	20.00%	23.08%	10.00%	60.00%	10.00%	0%
6. Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01%	0.01%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
8. Laborers and Helpers	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.06%	0.06%	0%	0.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.06%	0.06%	0%	0.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	11,187	10,293	159	735	100	17	8	8	15	13	10	5	20	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = FY 2009

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS-01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	13	12	0	1	1	0	0	0	0	0	0	0	1	0	0
	%	100%	92.31%	0%	7.69%	7.69%	0%	0%	0%	0%	0%	0%	7.69%	0%	0%	0%
GS-03	#	54	44	1	9	3	0	0	0	1	0	0	2	0	0	0
	%	100%	81.48%	1.85%	16.67%	5.56%	0%	0%	0%	1.85%	0%	0%	3.70%	0%	0%	0%
GS-04	#	175	156	3	16	1	0	0	0	0	1	0	0	0	0	0
	%	100%	89.14%	1.71%	9.14%	0.57%	0%	0%	0%	0%	0.57%	0%	0%	0%	0%	0%
GS-05	#	302	256	10	36	9	5	0	0	1	1	0	2	0	0	0
	%	100%	84.77%	3.31%	11.92%	2.98%	1.66%	0%	0%	0.33%	0.33%	0%	0.66%	0%	0%	0%
GS-06	#	380	340	2	38	3	0	0	1	0	2	0	0	0	0	0
	%	100%	89.47%	0.53%	10.00%	0.79%	0%	0%	0.26%	0%	0.53%	0%	0%	0%	0%	0%
GS-07	#	1,454	1,328	17	109	16	3	2	0	4	2	1	0	3	1	1
	%	100%	91.33%	1.17%	7.50%	1.10%	0.21%	0.14%	0%	0.28%	0.14%	0.07%	0%	0.21%	0.07%	0.07%
GS-08	#	484	437	4	43	4	2	0	0	1	0	1	0	0	0	0
	%	100%	90.29%	0.83%	8.88%	0.83%	0.41%	0%	0%	0.21%	0%	0.21%	0%	0%	0%	0%
GS-09	#	1,587	1,473	20	94	17	2	0	3	4	2	2	0	4	0	0
	%	100%	92.82%	1.26%	5.92%	1.07%	0.13%	0%	0.19%	0.25%	0.13%	0.13%	0%	0.25%	0%	0%
GS-10	#	32	28	0	4	1	0	0	0	0	0	1	0	0	0	0
	%	100%	87.50%	0%	12.50%	3.13%	0%	0%	0%	0%	0%	3.13%	0%	0%	0%	0%
GS-11	#	2,462	2,289	27	146	21	3	2	2	1	2	4	0	6	1	1
	%	100%	92.97%	1.10%	5.93%	0.85%	0.12%	0.08%	0.08%	0.04%	0.08%	0.16%	0%	0.24%	0.04%	0.04%
GS-12	#	3,171	2,945	53	173	19	1	2	2	3	0	3	0	6	2	2
	%	100%	92.87%	1.67%	5.46%	0.60%	0.03%	0.06%	0.06%	0.09%	0%	0.09%	0%	0.19%	0.06%	0.06%
GS-13	#	580	531	12	37	3	1	0	0	0	0	1	0	1	0	0
	%	100%	91.55%	2.07%	6.38%	0.52%	0.17%	0%	0%	0%	0%	0.17%	0%	0.17%	0%	0%
GS-14	#	309	279	4	26	2	0	2	0	0	0	0	0	0	0	0
	%	100%	90.29%	1.29%	8.41%	0.65%	0%	0.65%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	#	153	146	5	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	95.42%	3.27%	1.31%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	#	20	19	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	95.00%	5.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	11,178	10,285	159	734	100	17	8	8	15	13	10	5	20	4	4
	%	100%	92.01%	1.42%	6.57%	0.89%	0.15%	0.07%	0.07%	0.13%	0.12%	0.09%	0.04%	0.18%	0.04%	0.04%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Temp)

Year = FY 2009

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS-01	#	37	34	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	91.89%	5.41%	2.70%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	54	51	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	94.44%	1.85%	3.70%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	177	166	1	10	3	0	0	0	2	1	0	0	0	0
	%	100%	93.79%	0.56%	5.65%	1.69%	0%	0%	0%	1.13%	0.56%	0%	0%	0%	0%
GS-04	#	140	131	1	8	0	0	0	0	0	0	0	0	0	0
	%	100%	93.57%	0.71%	5.71%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	67	63	0	4	0	0	0	0	0	0	0	0	0	0
	%	100%	94.03%	0%	5.97%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-06	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	12.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	0%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	503	471	6	26	3	0	0	0	2	0	1	0	0	0
	%	100%	93.64%	1.19%	5.17%	0.60%	0%	0%	0%	0.40%	0%	0.20%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = FY 2009

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS-01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.02%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	13	12	0	1	1	0	0	0	0	0	0	1	0	0
	%	0.12%	0.12%	0%	0.14%	1.00%	0%	0%	0%	0%	0%	0%	20.00%	0%	0%
GS-03	#	54	44	1	9	3	0	0	0	1	0	0	2	0	0
	%	0.48%	0.43%	0.63%	1.23%	3.00%	0%	0%	0%	6.67%	0%	0%	40.00%	0%	0%
GS-04	#	175	156	3	16	1	0	0	0	1	0	0	0	0	0
	%	1.57%	1.52%	1.89%	2.18%	1.00%	0%	0%	0%	0%	7.69%	0%	0%	0%	0%
GS-05	#	302	256	10	36	9	5	0	0	1	1	0	2	0	0
	%	2.70%	2.49%	6.29%	4.90%	9.00%	29.41%	0%	0%	6.67%	7.69%	0%	40.00%	0%	0%
GS-06	#	380	340	2	38	3	0	0	1	0	2	0	0	0	0
	%	3.40%	3.31%	1.26%	5.18%	3.00%	0%	0%	12.50%	0%	15.38%	0%	0%	0%	0%
GS-07	#	1,454	1,328	17	109	16	3	2	0	4	2	1	0	3	1
	%	13.01%	12.91%	10.69%	14.85%	16.00%	17.65%	25.00%	0%	26.67%	15.38%	10.00%	0%	15.00%	25.00%
GS-08	#	484	437	4	43	4	2	0	0	1	0	1	0	0	0
	%	4.33%	4.25%	2.52%	5.86%	4.00%	11.76%	0%	0%	6.67%	0%	10.00%	0%	0%	0%
GS-09	#	1,587	1,473	20	94	17	2	0	3	4	2	2	0	4	0
	%	14.20%	14.32%	12.58%	12.81%	17.00%	11.76%	0%	37.50%	26.67%	15.38%	20.00%	0%	20.00%	0%
GS-10	#	32	28	0	4	1	0	0	0	0	0	1	0	0	0
	%	0.29%	0.27%	0%	0.54%	1.00%	0%	0%	0%	0%	0%	10.00%	0%	0%	0%
GS-11	#	2,462	2,289	27	146	21	3	2	2	1	2	4	0	6	1
	%	0.29%	0.27%	0%	0.54%	1.00%	0%	0%	0%	0%	0%	10.00%	0%	0%	0%
GS-12	#	3,171	2,945	53	173	19	1	2	2	3	0	3	0	6	2
	%	28.37%	28.63%	33.33%	23.57%	19.00%	5.88%	25.00%	25.00%	20.00%	0%	30.00%	0%	30.00%	50.00%
GS-13	#	580	531	12	37	3	1	0	0	0	0	1	0	1	0
	%	5.19%	5.16%	7.55%	5.04%	3.00%	5.88%	0%	0%	0%	0%	10.00%	0%	5.00%	0%
GS-14	#	309	279	4	26	2	0	2	0	0	0	0	0	0	0
	%	2.76%	2.71%	2.52%	3.54%	2.00%	0%	25.00%	0%	0%	0%	0%	0%	0%	0%
GS-15	#	153	146	5	2	0	0	0	0	0	0	0	0	0	0
	%	1.37%	1.42%	3.14%	0.27%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	#	20	19	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.18%	0.18%	0.63%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	11,178	10,285	159	734	100	17	8	8	15	13	10	5	20	4
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Temp)
 Year = FY 2009

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS-01	#	37	34	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	7.36%	7.22%	33.33%	3.85%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	54	51	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	10.74%	10.83%	16.67%	7.69%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	177	166	1	10	3	0	0	0	2	1	0	0	0	0	0
	%	35.19%	35.24%	16.67%	38.46%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%
GS-04	#	140	131	1	8	0	0	0	0	0	0	0	0	0	0	0
	%	27.83%	27.81%	16.67%	30.77%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	67	63	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	13.32%	13.38%	0%	15.38%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-06	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.79%	1.91%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.59%	1.49%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.19%	1.27%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.20%	0.21%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	503	471	6	26	3	0	0	0	2	0	1	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B5-2: Participation Rates for Wage Grades by Disability (Perm)

Year = FY 2009

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 04	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	25.00%	28.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 05	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	12.50%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 07	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	25.00%	14.29%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 08	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	25.00%	28.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	12.50%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	12.50%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B5-2: Participation Rates for Wage Grades by Disability (Temp)

Year = FY 2009

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

NOTE: Percentages computed down columns and NOT across rows

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSERVATION SERVICE

Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)

Year = FY 2009

SERIES/JOB TITLE	TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities									
		[05] No Disability	[01] Not identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
0020 - COMMUNITY PLANNING	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0029 - ENVIRONMENTAL PROTECTION ASSISTANT	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0080 - SECURITY ADMINISTRATION	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0110 - ECONOMIST	#	40	38	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	95.00%	2.50%	2.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0150 - GEOGRAPHY	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0170 - HISTORY	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0184 - SOCIOLOGY	#	4	3	0	1	1	0	1	0	0	0	0	0	0	0	0
	%	100%	75.00%	0%	25.00%	25.00%	0%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%
0193 - ARCHEOLOGY	#	38	34	0	4	1	1	0	0	0	0	0	0	0	0	0
	%	100%	89.47%	0%	10.53%	2.63%	2.63%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0199 - SOCIAL SCIENCE STUDENT TRAINEE	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0201 - HUMAN RESOURCES MANAGEMENT	#	116	102	0	14	0	0	0	0	0	0	0	0	0	0	0
	%	100%	87.93%	0%	12.07%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0203 - HUMAN RESOURCES CLERICAL & ASSISTANT	#	46	39	1	6	3	1	1	0	1	0	0	0	0	0	0
	%	100%	84.78%	2.17%	13.04%	6.52%	2.17%	2.17%	0%	2.17%	0%	0%	0%	0%	0%	0%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	16	13	0	3	1	1	0	0	0	0	0	0	0	0	0
	%	100%	81.25%	0%	18.75%	6.25%	6.25%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	89	82	1	6	0	0	0	0	0	0	0	0	0	0	0
	%	100%	92.13%	1.12%	6.74%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	289	250	7	32	3	1	0	0	0	0	0	0	0	2	0
	%	100%	86.51%	2.42%	11.07%	1.04%	0.35%	0%	0%	0%	0%	0%	0%	0.69%	0%	0%
0305 - MAIL & FILE	#	11	2	1	8	4	2	0	0	0	1	0	1	0	0	0
	%	100%	18.18%	9.09%	72.73%	36.36%	18.18%	0%	0%	0%	9.09%	0%	9.09%	0%	0%	0%
0309 - CORRESPONDENCE CLERK	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0318 - SECRETARY	#	179	157	1	21	2	0	0	0	1	1	0	0	0	0	0
	%	100%	87.71%	0.56%	11.73%	1.12%	0%	0%	0%	0.56%	0.56%	0%	0%	0%	0%	0%
0322 - CLERK-TYPIST	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANT	#	58	49	0	9	3	1	0	0	1	1	0	0	0	0	0
	%	100%	84.48%	0%	15.52%	5.17%	1.72%	0%	0%	1.72%	1.72%	0%	0%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSERVATION SERVICE

Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)

Year = FY 2009

SERIES/JOB TITLE		TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
0335 - COMPUTER CLERK & ASSISTANT	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0340 - PROGRAM MANAGEMENT	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	88.89%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0341 - ADMINISTRATIVE OFFICER	#	47	42	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100%	89.36%	0%	10.64%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0342 - SUPPORT SERVICES ADMINISTRATION	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0343 - MANAGEMENT PROGRAM ANALYSIS	#	172	159	4	9	4	1	1	1	0	0	0	0	0	1	0
	%	100%	92.44%	2.33%	5.23%	2.33%	0.58%	0.58%	0.58%	0%	0%	0%	0%	0%	0.58%	0%
0344 - MANAGEMENT & PROGRAM CLERICAL & ASSISTANT	#	40	37	0	3	1	1	0	0	0	0	0	0	0	0	0
	%	100%	92.50%	0%	7.50%	2.50%	2.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0350 - EQUIPMENT OPERATOR	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0360 - EQUAL OPPORTUNITY COMPLIANCE	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0361 - EQUAL OPPORTUNITY ASSISTANCE	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0401 - GENERAL BIOLOGICAL SCIENCE	#	878	811	20	47	6	0	0	0	2	0	2	0	2	0	0
	%	100%	92.37%	2.28%	5.35%	0.68%	0%	0%	0%	0.23%	0%	0.23%	0%	0.23%	0%	0%
0404 - BIOLOGICAL SCIENCE TECHNICIAN	#	37	32	0	5	2	1	0	0	1	0	0	0	0	0	0
	%	100%	86.49%	0%	13.51%	5.41%	2.70%	0%	0%	2.70%	0%	0%	0%	0%	0%	0%
0408 - ECOLOGY	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	88.89%	0%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0430 - BOTANY	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0437 - HORTICULTURE	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0454 - RANGELAND MANAGEMENT	#	298	280	2	16	3	0	1	0	0	0	0	0	2	0	0
	%	100%	93.96%	0.67%	5.37%	1.01%	0%	0.34%	0%	0%	0%	0%	0%	0.67%	0%	0%
0455 - RANGE TECHNICIAN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0457 - SOIL CONSERVATION	#	4,121	3,847	38	236	25	0	2	5	1	1	6	0	9	1	1
	%	100%	93.35%	0.92%	5.73%	0.61%	0%	0.05%	0.12%	0.02%	0.02%	0.15%	0%	0.22%	0.02%	0.02%
0458 - SOIL CONSERVATION TECHNICIAN	#	1,347	1,232	21	94	9	3	1	1	1	1	0	1	0	0	1
	%	100%	91.46%	1.56%	6.98%	0.67%	0.22%	0.07%	0.07%	0.07%	0.07%	0%	0.07%	0%	0%	0.07%
0460 - FORESTRY	#	40	37	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	92.50%	0%	7.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0470 - SOIL SCIENCE	#	807	751	20	36	7	1	0	0	2	0	2	0	0	0	2
	%	100%	93.06%	2.48%	4.46%	0.87%	0.12%	0%	0%	0.25%	0%	0.25%	0%	0%	0%	0.25%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Temp)

Year = FY 2009

SERIES/JOB TITLE		TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities								
			[05] No Disability	[01] Not identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
0470 - SOIL SCIENCE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	#	36	34	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	94.44%	0%	5.56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0802 - ENGINEERING TECHNICIAN	#	25	25	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0807 - LANDSCAPE ARCHITECTURE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0810 - CIVIL ENGINEERING	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0817 - SURVEYING TECHNICIAN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0890 - AGRICULTURAL ENGINEERING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0899 - ENGINEERING & ARCHITECTURE STUDENT T	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0999 - LEGAL OCCUPATIONS STUDENT TRAINEE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1001 - GENERAL ARTS & INFORMATION	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1035 - PUBLIC AFFAIRS	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1087 - EDITORIAL ASSISTANCE	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1101 - GENERAL BUSINESS & INDUSTRY	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1311 - PHYSICAL SCIENCE TECHNICIAN	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1316 - HYDROLOGIC TECHNICIAN	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1371 - CARTOGRAPHIC TECHNICIAN	#	11	10	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.91%	0%	9.09%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2005 - SUPPLY CLERICAL & TECHNICIAN	#	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0
	%	100%	0%	0%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B8: New Hires By Type of Appointment - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2009

TYPE OF APPOINTMENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
PERMANENT	#	562	523	5	34	0	0	0	0	0	0	0	0	0	0
	%	100%	93.06%	0.89%	6.05%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TEMPORARY	#	389	358	10	21	0	0	0	0	0	0	0	0	0	0
	%	100%	92.03%	2.57%	5.40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NON-APPROPRIATED	#	47	40	0	7	0	0	0	0	0	0	0	0	0	0
	%	100%	85.11%	0%	14.89%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	998	921	15	62	0	0	0	0	0	0	0	0	0	0
	%	100%	92.28%	1.50%	6.21%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
PRIOR YEAR	#	699	654	6	39	4	0	2	0	1	1	0	0	0	0
	%	100%	93.56%	0.86%	5.58%	0.57%	0%	0.29%	0%	0.14%	0.14%	0%	0%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table B9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability
 Year = FY 2009

	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Job Series:														
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Relevant Applicant Pool	#													
Job Series:														
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Relevant Applicant Pool	#													
Job Series:														
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Relevant Applicant Pool	#													

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

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B10: Non-Competitive Promotions - Time in Grade - Distribution by Disability

Year = FY 2009

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	777	718	6	53	10	2	0	1	2	1	1	1	2	0
	%	100%	92.41%	0.77%	6.82%	1.29%	0.26%	0%	0.13%	0.26%	0.13%	0.13%	0.13%	0.26%	0%
1 - 12 months	#	118	108	1	9	2	0	0	0	0	0	0	0	2	0
	%	100%	91.53%	0.85%	7.63%	1.69%	0%	0%	0%	0%	0%	0%	0%	1.69%	0%
13 - 24 months	#	63	58	2	3	2	1	0	0	0	1	0	0	0	0
	%	100%	92.06%	3.17%	4.76%	3.17%	1.59%	0%	0%	0%	1.59%	0%	0%	0%	0%
25+ months	#	241	221	1	19	4	1	0	0	2	0	0	1	0	0
	%	100%	91.70%	0.41%	7.88%	1.66%	0.41%	0%	0%	0.83%	0%	0%	0.41%	0%	0%

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE
Table B11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Disability
 Year = FY 2009

	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Job Series/Grade(s) of Vacancy:														
Relevant Applicant Pool	#													
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Job Series/Grade(s) of Vacancy:														
Relevant Applicant Pool	#													
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													
Job Series/Grade(s) of Vacancy:														
Relevant Applicant Pool	#													
Total Applications Received	#													
	%													
Qualified	#													
	%													
Selected	#													
	%													

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

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B12: Participation in Career Development - Distribution by Disability

Year = FY 2009

	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Career Development Programs for GS 5-12:														
Slots	#													
Relevant Pool														
Applied	#													
	%													
Participants	#													
	%													
Career Development Programs for GS 13 - 14:														
Slots	#													
Relevant Pool														
Applied	#													
	%													
Participants	#													
	%													
Career Development Programs for GS 15 and SES:														
Slots	#													
Relevant Pool														
Applied	#													
	%													
Participants	#													
	%													

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

U. S. DEPARTMENT OF AGRICULTURE - NATURAL RESOURCES CONSV SERVICE

Table B14: Separations by Type of Separation - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2009

TYPE OF SEPARATION	TOTAL	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
VOLUNTARY	#	552	487	10	55	5	0	1	0	3	0	0	0	1	0
	%	100%	88.22%	1.81%	9.96%	0.91%	0%	0.18%	0%	0.54%	0%	0%	0%	0.18%	0%
INVOLUNTARY	#	46	41	0	5	1	1	0	0	0	0	0	0	0	0
	%	100%	89.13%	0%	10.87%	2.17%	2.17%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL SEPARATIONS	#	598	528	10	60	6	1	1	0	3	0	0	0	1	0
	%	100%	88.29%	1.67%	10.03%	1.00%	0.17%	0.17%	0%	0.50%	0%	0%	0%	0.17%	0%
TOTAL WORKFORCE	#	11,187	10,293	159	735	100	17	8	8	15	10	13	5	20	4
	%	100%	92.01%	1.42%	6.57%	0.89%	0.15%	0.07%	0.07%	0.13%	0.09%	0.12%	0.04%	0.18%	0.04%