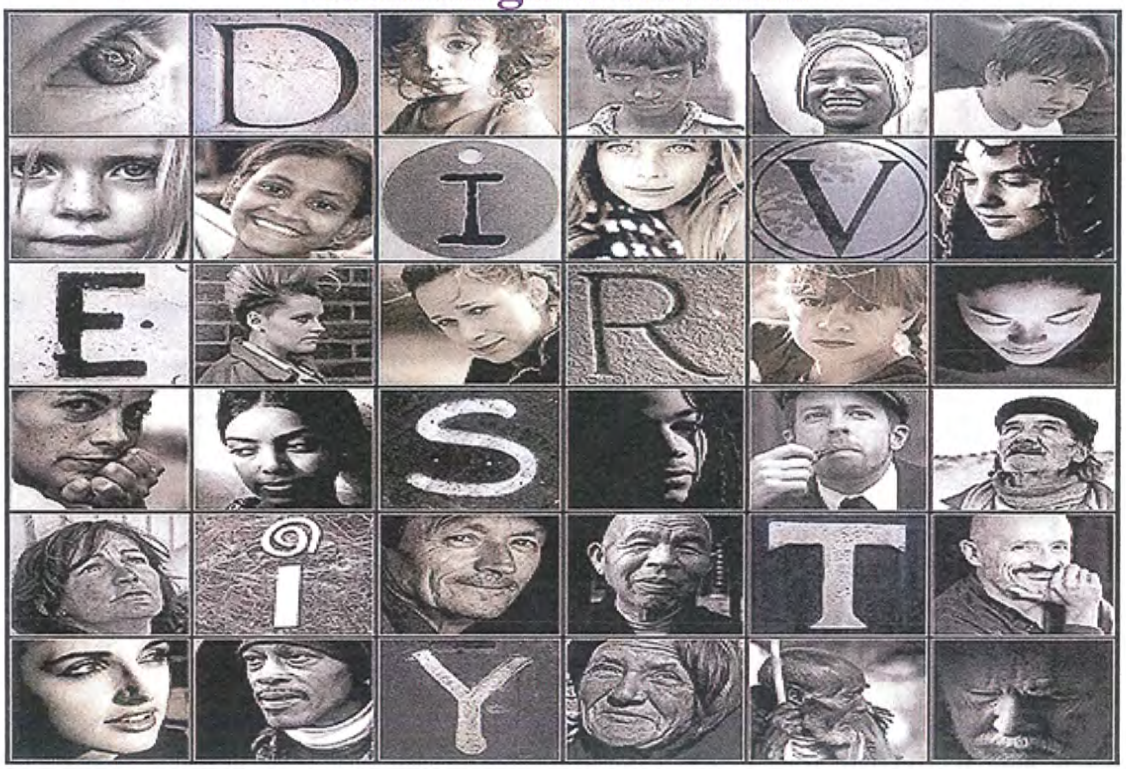
USDA NRCS

United States Department of Agriculture
Natural Resources Conservation Service

Civil Rights Division



Federal Agency Annual EEO Program Report
Management Directive – 715
Fiscal Year 2010

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

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

DEC - 8 2010

SUBJECT: EOP – Fiscal Year (FY) 2010 Annual Equal Employment Opportunity Program, Management Directive -715 (MD-715)

TO: Regional Conservationists
Deputy Chiefs and Associate Deputy Chiefs
State Conservationists
Division Directors
Human Capital Officer

File Code: 230-15

In an effort to solidify the Cultural Transformation initiatives of the USDA and to help NRCS achieve its goal of becoming a model Equal Employment Opportunity (EEO) program, it is vitally significant to gather and analyze our workforce data and compare it to that of the CLF. Accordingly, attached is the MD-715 NRCS reporting requirement. The purpose of this report is to examine some of the challenges faced by NRCS in complying with the MD-715 regulatory statutes and to provide recommendations on how NRCS can meet the MD-715's overarching objective.

NRCS' objective is to promote the full realization of EEO through a continuing affirmative employment program, which aims to eliminate discrimination based on factors, which are irrelevant to job performance. Within the agency, every effort should be made to ensure that all employment decisions and personnel actions, including recruitment, selection, training, promotion, transfer, and benefits are administered in conformance with Federal statutes and regulations governing equal employment and personnel management.

A diverse NRCS workforce remains vital to our current and long-term success in effectively "***Helping People Help the Land" and putting Conservation on the ground.***

You can access the FY 2010 MD-715 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 at email gregory.singleton@wdc.usda.gov.

GREGORY S. SINGLETON
Director
Civil Rights Division

Attachment

cc: Chief, NRCS
Associate Chief, NRCS

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PREFACE

The Civil Rights Act of 1964, Title VII, established the U.S. Equal Employment Opportunity Commission (EEOC) with the mission of eliminating discrimination in the workplace. In the federal sector, EEOC enforces Title VII, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin; the Age Discrimination in Employment Act of 1967, (ADEA), which prohibits employment discrimination against individuals 40 years of age and older; the Equal Pay Act of 1963 (EPA), which prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions; the Rehabilitation Act of 1973 (Rehabilitation Act), which prohibits employment discrimination against federal employees and applicants with disabilities, and requires that reasonable accommodations be provided; and established November 21, 2009, was the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits employment discrimination on the basis of genetic information.

Mission: *Helping People Help the Land.* Natural Resources Conservation Service (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. Because 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 landowners 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.

The EEOC Management Directive 715 (MD-715) issued October 1, 2003, established standards for ensuring that agencies develop and maintain model EEO programs. These standards are used to measure and report on the status of the federal government's efforts to become a model employer. As elaborated in the MD-715, the six essential elements of a model EEO program are:

- Demonstrated commitment from agency leadership,
- Integration of EEO into the agency's strategic mission,
- Management and program accountability,
- Proactive prevention of unlawful discrimination,
- Efficiency, and
- Responsive and legal compliance.

This report covers the period from October 1, 2009 through September 30, 2010 and contains selected measures of NRCS' progress towards a model EEO program.

The fiscal year (FY) 2010, Annual Report on NRCS' workforce is submitted to U.S. Department of Agriculture and EEOC, presents a summary of selective EEO program activities in NRCS. This report provides vital information to all managers and supervisors as NRCS strives to become a model employer.

This report was prepared in accordance with the EEOC MD-715. It represents NRCS efforts and achievements in eliminating potential workforce barriers to equal employment opportunity. To prepare this report NRCS relied on the following data: 1) workforce data, as of September 30, 2010, obtained from the National Finance Center (NFC) Reporting Center; 2) EEO Complaint Processing data submitted and certified as accurate by NRCS in FY 2010 Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEO 462 report); and hearing and appeals data obtained from iComplaints.

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, 2009, to September 30, 2010.				
PART A Department or Agency Identifying Information	**1. Agency**		**1. U.S. Department of Agriculture**	
	1.a. 2nd level reporting component		**Natural Resources Conservation Service**	
	1.b. 3rd level reporting component			
	1.c. 4th 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. 11,544**
	2. Enter total number of temporary employees			**2. 1,029**
	3. Enter total number employees paid from non-appropriated funds			**3. 0**
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			**4. 12,573**
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		**Eloris Speight Deputy Chief for Management, Natural Resources Conservation Service**	
	3. Principal EEO Director/Official Official Title/series/grade		**Gregory R. Singleton Director, Civil Rights Division**	
	4. Title VII Affirmative EEO Program Official		**Sandra McWhirter Branch Chief, Complaints Branch**	
	5. Section 501 Affirmative Action Program Official		**Sharon Alvarez Acting Disability Employment Program Manager**	
			Barbara Taylor MD-715 Program Manager	
			Carol Crouch, National American Indian Alaska Native Special Emphasis Program Manager	
			Sharyn Alvarez, National Federal Women's Program Manager	
			Jacqueline Padron, National Hispanic Program Manager	
			Clifford Denshire, Reasonable Accommodations Program Manager	

		Bennie Clark, National Black Emphasis Program Manager

PART D List of Subordinate Components Covered in This Report	**Subordinate Component and Location (City/State)**	**CPDF and FIPS codes**	
		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	✓

Executive Summary

STATE OF EEO IN NRCS

- In FY 2010, there were 12,573 women and men employed by NRCS across the United States and US Territories.
    - 64.59% (8,121) were men and 35.41% (4,452) were female; the participation rate for women increased slightly from last year (34.30% (4,062) to 35.41% (4,452).
    - 4.58 % (576) were Hispanic or Latino, 83.28% (10,472) were White, 7.72% (968) were Black or African American, 1.39% (175) were Asian, 0.1% (13) were Native Hawaiian or Other Pacific Islander, 2.44% (305) were American Indian or Alaska Native, and 0.45% (61) Two or More Races.

- Between FY 2009 and FY 2010, women, Hispanic or Latino men and women, White women, Black men and women, Asian men and women, Native Hawaiian or Other Pacific Islander men and women, and Two or More Races men and women remained below their overall availability compared to the national civilian labor force (CLF), as reported in the 2000 census.

- The participation rate of employees with targeted disabilities in NRCS held steady in FY 2010 at 0.88% (111). NRCS hired only one employee with a targeted disability in FY 2010 compared to FY 2009, Individuals with Targeted Disabilities remain below the 2% goal set by the EEOC.

- Of the total permanent workforce 9.4% held senior level positions (GS-13 – GS-15), this is a slight decrease from 9.6% in FY 2009. Over the last two years, there has been a substantial increase in the GS-13 grade level for White males .04%, Black or African American men and women .07%, and Asian women .02%; however, there has been a slight decrease in Hispanic or Latino men and women .01%, White females .02% at the GS-13 level. At the GS-14 level there has been a significant decrease in Hispanic or Latino men and women .05% , White men and women .96%, Black men and women .19%, Asian men and women .03%, and American Indian or Alaska Native women 0%. At the GS-15 level there has been a notable increase in White women .03%, Black or Afro American men and women .02%; however, there has been a decrease in Hispanic or Latino men .02%, White men .05%, and Asian men 0%.

- At the SES level there was an increase in Black or African American men and female by .02%. The number of White men and White women have relatively stay the same. In the last two years, there have not been any Native Hawaiian or Other Pacific Islanders identified as holding senior level positions in NRCS. Of the total permanent workforce for individuals with targeted disabilities .04% held senior level positions, this was the same percentage in FY 2009. In FY 2010, it should be noted that there was an increase of one individual with disabilities at the GS-15 level from zero in FY 2009.

- Of the total work force, 99.7% of employees occupied General Schedule 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.

- A State of the Agency briefing was conducted by the Civil Rights Director, it was presented to the Agency head, Division Directors and above, and all State Conservationists, as required by MD-715 (The FY 2009 MD-715 report was submitted to the Department and EEOC on time.)

- Pre-complaint EEO counseling and Alternative Dispute Resolution (ADR) programs addressed many employee concerns before they resulted in formal complaints. Of the 43 counseling in FY 2010, 17 did not result in a formal complaint due to either settlement by the parties or withdrawal from the EEO process.

- In FY 2010, 25 individuals filed 26 complaints alleging employment discrimination against NRCS.

- The number of complaints filed decreased by -42.22% from the number filed in the previous year and there was a decrease of 7.14% in the number of individuals who filed complaints over the same period.

- 21 investigations were completed, of which only eight were timely.

- In FY 2010 NRCS issued 17 merit decisions in an average of 221.59 days without a decision by an EEOC Administrative Judge, and zero percent of these decisions were issued timely, the same percentage issued in FY 2009.

- In FY 2010 NRCS dismissed 5 complaints in an average of 237.00 days without a decision from an EEOC Administrative Judge. In FY 2009, there were zero complaints dismissed.

- In FY 2010, as a result of final agency decisions, settlement agreements, and final agency actions, NRCS paid out a total of $1,433,980.00, which decreased $337,232.50 from FY 2009.

- Contractors completed 21investigations within with an average of 279.76 days in FY 2010. Of the 21 investigations, one was completed in 180 days or less with an average of 174 days. Eighteen were completed in 181-360 days with an average of 255 days, and two were completed in 361 or more days.

DATABASE NOTES

1. It is recognized that the databases contain anomalies that affect the data reporting. The variance did not appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusion on data tables.

Summary of EEO Statistics in NRCS

Section A- Demonstrated commitment from agency leadership

As the federal government continues down the path of constant improvement with hiring reform and pay system conversions, federal agencies must be forward thinking in positioning themselves as the nation's employer of choice. Reaching all segments of our diverse population only strengthens an agency's ability to achieve its service related mission. EEOC's Management Directive 715 sets forth policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under Section 717 of Title VII and effective affirmative action programs under Section 501 of the Rehabilitation Act.

The MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants of employment. Agencies must promote and safeguard equal employment opportunity into everyday practice and make principles a fundamental part of agency culture. Agency leaders need to take ownership of their agencies EEO program including activities that demonstrate the importance of developed action plans.

Strengths: In an effort to move forward and transform NRCS into a model Title VII and Rehabilitation Act program NRCS continues to hold directors, high-level employees, EEO officials and personnel officers are held accountable for the effective implementation and management of NRCS' Affirmative Employment Program. NRCS reaffirms 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.

On January 14, 2010, Dave White, Chief of NRCS reaffirmed his dedication to ensuring all persons associated with NRCS comply with every aspect of our Nation's Civil Rights laws and policy. He has charged all managers, supervisors, and employees to model appropriate behavior and to lead by example. His Anti-Harassment Policy Statement dated January 14, 2010, reaffirms his commitment to prohibit sexual and non-sexual harassment in the agency's work environment and program delivery.

The OASCR evaluated the Agency Heads and Staff Office Directors on their overall performance in promoting civil rights and equal opportunity. The Chief's Civil Rights Performance Plan and Accomplishment Report address the following goal indicators:

1) *Commitment of Agency Leadership/Strategic Plan Integration;*
2) *Program Delivery: Proactive management and legal compliance;*
3) *EEO program: Proactive management and legal compliance; and*
4) *Utilization of Alternative Dispute Resolution*
5) *Procurement.*
6) *Secretary's Commitment*

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, 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 10 Civil Rights (CR) Compliance reviews during FY 2010, 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 has 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.

Deficiencies: There are no deficiencies to report in this section

Section B- Integration of EEO into Agency's Mission

In order to achieve its strategic mission, an agency must integrate equality of opportunity into attracting, hiring, developing, and retaining the most qualified work force. The success of an agency's EEO program ultimately depends upon decisions made by individual agency managers. Therefore, agency managers constitute an integral part of the agency's EEO program. The EEO office serves as a resource to these managers by providing direction, guidance, and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity.

As part of integrating EEO into the strategic mission Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program.

Strengths: The Natural Resources Conservation Service (NRCS) incorporated Civil Rights (CR), Equal Employment Opportunity (EEO), and diversity goals and obligations into the Agency's fiscal year (FY) 2005-2010 Strategic Plan and the Progress Report and Update, which reaffirms and refines the objectives and strategies identified in the 2005 planning effort to maintain direction and increase performance over the next 5 years. It establishes new targets for the period 2011 to 2015, and enumerates the Chief philosophy. **The Strategic Plan can also be viewed at** http://www.nrcs.usda.gov/about/strategicplan/index.html**; and the Progress Update can be viewed at** http://www.nrcs.usda.gov/about/strategicplan/strategic_plan_final_%202_18_10.pdf.

In addition to employment strategic plans, the Agency's FY 2005-2010 plan also incorporates the assurance of fair and equitable service delivery to all program customers. The NRCS Strategic Plan reflects the Chief's commitment to the Department and Agency Civil Rights goals by establishing specific measurable objectives and action items that will ensure that all NRCS programs and services are delivered fairly and equitably, and will strengthen the conservation delivery system. The NRCS Business Plan identifies and measures the CR/EEO Accomplishments wherein the Agency has completed approximately 90% of its CR/EEO goals. In addition to the Agency's Strategic Plan, the NRCS Human Capital Plan serves as a companion document to the Strategic Plan and emphasizes outreach, workforce diversity, upward mobility, and staff development. The NRCS Human Capital Strategic Plan outlines a variety of strategies designed to ensure that the Agency can continue to serve the public, build and maintain partnerships, and provide healthy and productive natural resources through a highly skilled and diverse workforce. NRCS' Human Capital Vision of "Conservation First, People Always," is driven by a business and human capital driver paradigm, which focuses on five key human capital strategic goals:

1. Leadership;
2. Recruitment and Retention;
3. Performance Culture;
4. Talent Development; and
5. Human Capital Effectiveness.

NRCS' Human Capital Strategic Plan also seeks to develop a leadership cadre that represents the diverse communities and customers we serve.

The assessment of current and future needs is being accomplished through a series of leadership competency models, which are accessible to all employees. NRCS' Agency Head demonstrated further commitment to the USDA civil rights goals and obligations by issuing: Special Emphasis observance notices; and a new Civil Rights Policy Statement and Anti-Harassment Statement at the beginning of the calendar year, which can be viewed at http://www.nrcs.usda.gov/about/civilrights/.

Deficiencies: There are no deficiencies to report in this section

Section C-Management and Program Accountability

A model EEO program will hold managers, supervisors, EEO officials, and personnel officers accountable for the effective implementation and management of the agency's program. As part of management and program accountability, MD-715 provides that agencies should ensure that: (1) regular internal audits are conducted of the EEO program; (2) EEO procedures are established; (3) managers and supervisors are evaluated on EEO; (4) personnel policies are clear and consistently implemented; (5) a comprehensive anti-harassment policy has been issued; (6) an effective reasonable accommodation policy has been issued; and (7) findings of discrimination are reviewed.

Strengths: NRCS incorporated the requirements of DR 4300-010, "Civil Rights Accountability Policy and Procedures", which requires that annual performance appraisals for managers and supervisors include an evaluation of their contributions to USDA's commitment to civil rights and equal opportunity (EO) and adherence to its civil rights policy. Annual performance appraisals for all SES-level supervisors and managers now include an element evaluating them on their compliance and commitment to CR/EEO.

NRCS conducted the fourth annual compliance review of the Agency's performance management program. The purpose of the compliance review was to evaluate the effectiveness of performance management within NRCS and to assess progress towards achieving our human capital strategic goal of advancing to a results-oriented culture that fosters innovation, motivates staff, and sustains a high performing, diverse workforce. This strategic goal aligns with the United States Department of Agriculture's and our own strategic human capital goals. The results of the review reflect that NRCS is 95% confident that 91% of the performance plans meet each of the criteria evaluated.

All NRCS managers and supervisors have a stand-alone civil rights critical performance element. Either non-supervisory employees have a stand-alone civil rights performance element or civil rights standards are included in another critical performance element. The elements incorporate the Agency's civil rights policies and provide 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.

All Special Emphasis Program Managers (SEPMs) and members of the national and states Civil Rights Advisory Committees (CRAC), who have civil rights as a collateral duty, have an addendum to their position descriptions to include civil rights collateral assignments. All collateral SEPMs and the CRAC Chairperson in each organizational unit report directly to the Equal Opportunity official for that unit.
Examples of performance standards are as follows:

- ELEMENT – CIVIL RIGHTS (Critical), under Performance Agreement of all NRCS SES-level managers, was strengthened in FY 2006 to include achievable and measurable performance measures to ensure and uphold accountability.
- ELEMENT: STANDARD EO AND CIVIL RIGHTS (Mandatory for Supervisors and Managers) Performs duties in a manner, which consistently demonstrates fairness, cooperation, and respect towards co-workers, office visitors, and all others in the performance of official business. Demonstrates an awareness of EO/CIVIL RIGHTS policies and responsibilities of Agency and Departmental goals of valuing diverse yet unified workforce.
- ELEMENT: PERSONAL CONTACTS-EO/CIVIL RIGHTS (Mandatory for all Non- Supervisory Employees) STANDARD: Routinely displays courteous and tactful behavior toward internal and external customers, supervisors, co-workers, and/or team members.

- Projects a positive and professional image of USDA. Performs duties in a manner, which consistently demonstrates fairness, cooperation, and respect toward co-workers, office visitors, and all others in the performance of official business. Demonstrates an awareness of EO/CIVIL RIGHTS policies and responsibilities of Agency and Departmental goals of valuing a diverse yet unified workforce.

Deficiencies: In FY 2010, there were no deficiencies in this essential element.

Section D- Proactive Prevention of Unlawful Discrimination

Part 1614 of EEOC's regulation provides that each agency shall "establish a system for periodically evaluating the effectiveness of the agency's overall equal employment opportunity effort." See 29 C.F.R. Part 1614.102(a) (11). In particular, "each agency shall maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." See 29 C.F.R. Part 1614.102(a).

Strengths: NRCS employs 12,573 top-quality culturally diverse men and women that deliver results and ensure our nations continue growth and prosperity. Developing some degree of culture competence in our work is essential. Today's workforce consists of employees of various age, gender, ethnicity, religious, accommodations, and other factors. Equal employment opportunity in the workplace is key to accomplishing this goal. In order to develop a competitive, highly qualified, diverse workforce that reflects Department of Labor's statistics on the makeup of the nations labor force, NRCS strives to fully utilize all employees' talents, without regard to race, color, age, sex, national origin, disability, or religion at all levels of the organization. NRCS used various recruitment plans to assess workforce demographics, recruitment, promotion, retention, and employment trends. These plans included, but were not limited to, Management Directive (MD)-715 Program Status Report, the Federal Equal Opportunity Recruitment Plan (FEORP), And Disabled Veterans Affirmative Action Plan (DVAAP), and the Hispanic Employment Program (HEP) report.

One of the initiatives of the Human Capital Strategic Plan is to establish a NRCS National Mentor Program. The Team held an open-season period and developed a marketing strategy that encouraged staff to sign up to become mentors and protégés. As a result, NRCS has an NHQ Mentor Program and is working towards training the mentors and protégés.

The NRCS NEDC continues to work on implementing the Administrative Trainee Program designed to recruit and retain 100 diverse college graduates for administrative positions within NRCS. It was determined that the best way to collaborate is for the agency work with an internal marketing team.

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 formally announced selection in December 2009. The NRCS national GLBT SEPM collateral duty selections will be appointed during FY 2011.

The major training sources for field SEPMs are the annual SEPM training and quarterly teleconferences.

Since new collateral duty SEPMs are selected in a staggered fashion throughout the year, in FY 2010, designed and presented a PowerPoint-based orientation training to complement the annual training and increase their effectiveness was developed. The agency conducted a two-hour New SEPM Orientation Training; and approximately 55 new SEPMs attended the orientation teleconference. The SEPMs will continue to provide this training at least twice a year.

Talent Management Division

Because of the NRCS re-organization, the Talent Management Division (TMD) was established. The Division is responsible for recruiting and placing the best talent of potential candidates for all employment series. As a part of the TMD, the following are accomplishments of the Division.

In FY 2010, a web-based recruiter training has been developed and will be available for use within the first month of FY 2011. The curriculum includes information on diversity, targeted recruitment of a diverse workforce, hiring authorities that are relevant to recruitment of a diverse workforce, hiring authorities that are relevant to recruitment and selection of individuals with disabilities and veterans. The training also shares information about the hiring manager involvement in recruitment and hiring.

The National Mentoring Framework has been in place since FY 2009 and was fully implemented in FY 2010. Guidance and training have been shared and the program is based on a Train the Trainer concept. The mentoring program engages all staff across the country. During the first open season, NRCS has over 20 states participating and had over 700 mentors and 700 protégés applying for the program.

As NRCS implements the initiatives outlined in the Hiring Reform mandated by OMB and OPM, NRCS will be providing additional training to hiring managers as well as Human Resources staff to be sure that the hiring managers are involved in all parts of the recruitment and hiring process.

NRCS' first step in implementing this has been done with Human Resources staff regarding inclusion of a performance goal for hiring managers related to hiring manager's involvement in the hiring process.

1890 Scholar Program

In order to strengthen efforts, to employ minority students, such programs are utilizing, the USDA/1890 National Scholars Program (1890); NRCS Asian Pacific Islander Scholars (API); Hispanic Association of Colleges and Universities (HACU), which is a USDA Public Service Scholarship (PSS); and the Basu Scholars Program.
These scholars programs support the agency's Human Capital Initiative. NRCS participates in the various scholars programs to create pipelines for permanent employment for minority students. These scholarship opportunities strengthen the conservation partnership with State colleges and Land Grant Institutions and help attract outstanding students from under-represented groups to pursue careers in agriculture and natural resource sciences.

At the beginning of FY 2010, NRCS had 15 existing scholars, eight 1890's, one PSS HACU and six Basu Scholars. During the FY, six scholars graduated from various programs and non-competitively converted into NRCS' workforce; one PSS HACU converted to a GS-5/7/9 Soil Conservationist in Puerto Rico; three 1890's scholars converted – one scholar converted to Soil Conservationist in Pennsylvania; one scholar converted to Soil Scientist in North Carolina; and one converted to Soil Scientist in South Carolina.

The Basu Graduate Scholarship Program converted two students, one student to the state of New York and one student to the state of California. The remaining four (4) will be converted to these respective states: South Dakota, Wisconsin, Hawaii and Texas.

In 2002, the USDA/HACU Leadership Group developed the scholarship program in response to USDA's human resources challenges. Currently, there are 11 former Public Service Scholars working for NRCS. One scholar will graduate this spring and is expected to be converted to fulltime employment.

Career Fairs

NRCS participated in the following career fairs and events, and created a database of students for 2nd level agency heads (State Conservationists) to utilize to increase representation of minorities in the total workforce:

New Mexico State University,
University of Texas at El Paso,
Texas A&M in Kingsville, 3 students were offered jobs in Oklahoma
University of Puerto Rico at Mayaguez,
California Polytechnic University in Pomona,
Indiana Black Expo
Thurgood Marshall 7th Annual Leadership Conference and Career Fair
Met with Fort Valley (GA) State College Liaison about student recruitment and job opportunities with NRCS
Delaware State University Fall Career Fair
Delaware State University Career Exploration Day Job Fair
National Scholarship Service College Fair (CO)
Fresno (CA) City College Job Fair
Fresno (CA) State University Career Day
Langston University Career Fair (OK)
Kentucky State University Career Fair
Attended MANNRS Conference
John F. Kennedy High School (ND)
North Dakota State University
Lincoln (MO) University

The HEPM also worked with "Radio Sabor Latino" with the purpose of reaching out and communicating with the Hispanic community about NRCS and job opportunities available.

Career Database

While NRCS has been trending positively, minority participation rates remain below the CLF. In an effort to actively seek the best talent from the diverse communities that we serve, the Agency coordinated participation at various recruitment events. These events had a high percentage of minority students/qualified candidates.
Over 1,000 students met with NRCS staff. NRCS staff conducted debriefings with the various recruitment teams to ensure continuous improvement. Based on the visits to the events, a database of 166 qualified students, including minorities and women, was designed. Students listed on the database were interviewed and recommended to hiring officers by NRCS recruitment teams. Notice of the career database was distributed to agency Service officials.

As a result, numerous requests from States interested in copies of students' resumes, transcripts, and interview sheets have been provided. The database has proven to be a good source to recruit interns and new permanent employees. The results of these efforts will be available and reported in September.

a) Took affirmative steps to ensure that the Agency addressed EEOC's –EEO Plan Objectives to Eliminate Barriers through: i) Increased representation, ii) Advancement opportunities, and iii) Retention of groups with low participation rates by race, sex, and national origin;

In an effort to make NRCS a model EEO program, one of the first affirmative steps to ensure that NRCS addresses EEOC's – EEO Plan Objectives to Eliminate Barriers was the mandatory State of the Agency briefing conducted by the Civil Rights Director and the Human Capital Officer under the direction of the Agency head. It was presented to the Agency head, Division Directors and above, and all State Conservationists, as required by MD-715. As a result, the Agency coordinated a meeting to retrieve NRCS' status as it pertains to the planned activities and target dates to include deficiencies and barriers identified in the FY 2009 MD-715; and sent to the EEOC and the Department. The meeting group conducted a follow-up and provided a report on the efforts and progress made in eliminating the deficiencies and barriers. The meeting was lead by the Agency's MD-715 Program Manager and representatives include members from the Office of Outreach and Advocacy, Human Capital Office, and Talent Management Division.
In addition, the agency senior officials are provided a quarterly workforce analysis report, which identifies trends likely to influence diversity in the workplace. The report serves as a personnel action tool for managers and supervisors as it relates to the officials' hires, separations, promotions, and training for their individual workforce by race, sex, national origin, and disability data. As a result of the quarterly workforce analysis reports, NRCS managers and supervisors who are charged with making the sound personnel decisions do so based on the qualifications of candidates while taking into account the Agency's EEO goals and objectives.

In FY 2010, NRCS conducted 112 training sessions and outreach programs that reached approximately 2,785 NRCS' employees with 510 training days.

A highlight of FY 2010 was the NRCS Joint Conference. The event was held in Kansas City, MO, March 15-19, 2010. This training conference was the first time NRCS hosted a joint diversity training conference with the Agency's Professional Employee Organizations (Asian American Pacific Islander, Black and Hispanic) and SEPMs. The SEPM training was designed to help State Collateral duty SEPs develop and implement activities and initiatives that support the Agency's mission. The conference theme was "Partners Retooling for the Future to Accomplish Unity and Diversity". The event was attended by approximately 550 NRCS employees and offered at least 20 different Training presentations covering SEPM's Roles and Responsibilities as well as professional enhancement skills.

During FY 2010, CRD produced a Training Plan, which spotlights a variety of Civil Rights, and Diversity modules culled from the results of a trend analysis measuring the top bases and issues alleged in EEO complaints for the past 5 years.
In addition, the CRD incorporated several Diversity topics recommended by the OASCR, which includes Multi-generational Workforce and a program to explore techniques for speaking out against hurtful stereotypes without blame or guilt.
The CRD continues to provide training sessions using the "Lunch and Learn" series; one-hour informal presentations that cover a variety of popular Civil Rights and Diversity topics.

The training in an informal setting assists participants in recognizing, understanding, and preventing discriminatory behaviors during daily interactions with colleagues and partners. The FY 2010 Lunch and Learn Schedule can be accessed at http://www.nrcs.usda.gov/about/civilrights/CRD_Lunch-Learn.html. The Agency provides training to supervisors and managers to ensure that they communicate civil rights policies and practices to their staffs. State Offices provide various civil rights training during all-employees meetings. General Civil Rights Training is included during the Orientation for New Employees sessions.

Ten national civil reviews were scheduled for FY 2010 Rights compliance. The following program areas were reviewed: Arizona, Delaware, West Virginia, South Dakota, Florida, Maryland, New Jersey, Washington, Nebraska, and Hawaii/Pacific Basin. During each compliance review, NRCS recipients, including Conservation Districts, RC&D councils, and tribal governments were included in the review process. NRCS State offices continue to conduct Civil Rights compliance reviews of NRCS and recipient's field offices and facilities. States also include recipients and partners in their internal State reviews for evaluation as participants.

Deficiencies: NRCS does not collect applicant flow data.

In FY 2010, NRCS purchased on automated staffing system which will allow for tracking of applicant data, USA Staffing. This automated system has been gradually implemented throughout FY 2010 with intense training being provided to HR staff. Effective November 1, 2010, use of the automated system will be mandated and will provide NRCS with the ability to track applicant data. In addition, OPM is implementing an applicant tracking system through USA Jobs prior to the beginning of the FY 2011. As both of these systems are voluntary, it is not believed that data will be comprehensive however, it will provide some assistance to develop a system of gathering recruitment yield data. With that information, we can make better decisions about appropriate use of recruitment efforts to ensure a diverse candidate pool.

Section E- Efficiency in the EEO Process

EEOC's regulations provide that each agency shall assure that individual complaints are fairly and thoroughly investigated and that final action is taken in a timely manner. 29 C.F.R. Part 1614.102(c) (5). Section II (E) of MD-715 establishes that a model EEO program must have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of its EEO programs. In this regard, Section II (E) recommends that agencies "benchmark against EEOC regulations at 29 C.F.R. Part 1614 and other federal agencies of similar size which are highly ranked in the EEOC's Annual Report on the federal sector complaints process."

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, iCompliants, 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.

Section F- Responsiveness and Legal Compliance

The six MD-715 elements, "Responsiveness and Legal Compliance, "encompasses agencies' timely filing of required reports with EEOC and timely compliance with EEOC's issued orders.

Strengths: NRCS complied 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 National Finance Center Reporting Center. The Macro Pac icomplaints data system provides all of the analysis, tracking, management, reporting, and document generation functionality required by Federal departments and agencies to develop and manage EEO plans.

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 2010 Disability Veterans Affirmative Action Program Plan and Accomplishments Report **E.** NRCS EEO Policy statements and **F.** Organizational Chart

Workforce Composition

The data discussed in this summary is inclusive of significant data table analysis. Based on EEOC's classifications. NRCS' reportable employee population for FY 2009 and FY 2010 is displayed on the following table. NRCS work in a variety of career programs and occupational series. The NRCS website (www.nrcs,usda.gov) provides information on the organizations and location of NRCS employees. Since the majority of NRCS employees work in the Professionals major category (7,594) as well as the Technicians (2,020), this report will focus more on these categories. The NRCS workforce population, based on the EEOC categories is shown below. The Race and National Origin population of the permanent

workforce is shown in figure 1.

RACE	CLF	NRCS 09 TOTAL	NRCS 09 %	NRCS 10 TOTAL	NRCS 10 %
White Male	39.0	6,602	55.7	6,844	54.7
White Female	33.7	3,296	27.8	3,591	28.5
Black Male	4.8	510	4.3	541	4.3
Black Female	5.7	376	3.1	430	3.4
Hispanic Male	6.2	364	3	369	2.9
Hispanic Female	4.5	208	1.6	208	1.6
Asian Male	2.0	91	.77	93	0.74
Asian Female	1.8	73	0.62	82	0.65
NH/PI Male	.10	5	.04	5	.04
NH/PI Female	.10	8	0.07	8	0.06
AI/AN Male	0.3	195	1.65	202	1.61
AI/AN Female	0.3	98	0.83	104	0.83
Two or more Races Male	0.80	13	0.11	27	0.21
Two or more Races Female	0.80	8	.07	13	0.14

Figure 1

The statistics shown in the Workforce Data Tables indicate that most occupational categories NRCS is at general statistical parity with the CLF data. However, in the Professionals and the Technicians categories, the participation rate of most women's groups is most consistently below the CLF (Table A3-1). In senior executive and leadership positions, women, Hispanic or Latino, Black or African American, Native Hawaiian or Other Pacific Islander, and Asians experience the lowest participation rates compared to the CLF (Table A3-2); particularly in the Senior Executive Service, Professionals, and Technicians.

In FY 2010, there were 12,573 women and men employed by NRCS across the United States and US Territories. The participation rate for men were 64.59% (8,121) and for women 35.41% (4,452); the participation rate for women has slightly increased by 1.12% (392) since FY 2009, but women continue to be well below the (CLF).

Between FY 2009 and FY 2010, 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 99.7 % (12,543), Wage Grade (WG) represented .02 % (11), and Senior Executive Service (SES) represented .18 % (23) of NRCS' workforce.

SPECIAL EMPHASIS PROGRAM

The Agency continued to address the unique concerns of minorities, women, and persons with disabilities through supported Special Emphasis Program Managers' (SEPMs) actions and efforts in achieving diversity, inclusion, and equal opportunity in employment activities. During FY 2010, NRCS complied by appointing a collateral duty National Gay, Lesbian, Bisexual, and Transgender SEPM to join efforts with the Agency's other National SEPMs: Disability, Women's, Hispanic, Black, AIAN, and AAPI.

The Special Emphasis Program's (SEP) success was measured by the results achieved toward civil rights and equal opportunity program objectives. The SEPMs were key to creating awareness, conducting outreach and recruitment, and orienting the agency towards achieving a diverse work force at all grade levels and in all NRCS occupations. As a result of the Agency's SEP, NRCS continues to exhibit a decrease in employment complaints and findings of discrimination; and data reveals an increase in early complaint resolution rates.

The National and state SEPMs were involved with Agency-wide recruitment efforts of minorities, women, persons with disabilities and underutilized and underserved communities. Through their efforts, the Agency has decreased their 17.17% differential gap in White males from FY 2008 (56.2%) to FY 2010 (54.7%). Other recruitment efforts reflect a slight increase in the Agency's overall workforce; specifically, an increase in White, Black, and Asian females and Black males.

Other unique efforts performed by the SEPMs that ultimately enhance the agency's workforce diversity include, but not limited to:

- National SEPMs served as an integral lead resource for the collateral duty field SEPMs, provided assistance by phone or email for the variety of questions asked; planned and implemented an annual training workshop; sponsored the annual History Month poster contests; supported the USDA Special Emphasis Observance kickoff events; held quarterly teleconferences and discuss issues pertaining to collateral duty SEPMs accomplishments, outreach, and student hires; provided power point presentations and videos for their use in providing training to employees in their state; listened to concerns and issues looking for triggers to barriers; provided workforce data for states; forwarded educational information regarding minorities, women, and persons with disabilities so it could be shared nationally; encouraged collaboration and networking among the others; coordinated recruitment efforts with Human Resources personnel for NRCS' participation at various recruitment events;

- Created an HEPM SharePoint site wherein the HEPMs can find a lot of helpful program-related information on the site. For example: HEPM training materials; recruitment materials (career fairs); teleconference agendas and minutes; business plan samples; quarterly report template; Hispanic Heritage Month information; data reports; translations; event pictures and Web site links. The HEPM SharePoint site is instrumental in helping HEPMs work more efficiently on many of our state and national initiatives and projects.

- To promote the Hispanic Emphasis Program and educate our employees, the HEPM developed a Hispanic Emphasis Program brochure in FY 2010. The content has been routinely updated as well as professionally enhanced. The brochure provides up-to-date information about the Hispanic Program. This brochure can be used as a tool for information, education, and recruitment.

- Several NRCS females were interested in establishing an NRCS employee organization for women. As a result the FWP is working with a core group of seven women to establish the Women in NRCS (WIN) organization. A team has developed the organization's bylaws; interim officers; marketing flyer; a Facebook account, and a P.O. Box. The membership database has 44 employees who are willing to join and work with the organization. WIN will provide a broader opportunity for all women to develop leadership skills and have access to mentor and networking opportunities.

- The NRCS American Indian Science Engineering Society (AISES) recruiting cadre members distributed NRCS career brochures, employment, STEP and SCEP opportunity materials to over 500 college students and approximately 70 high school students. During the NRCS concurrent session, *Helping the People Help the Land; a Universe of Opportunities,* there were 43 college students and 14 high school students that attended the NRCS concurrent session. The cadre recruited for every NRCS state that submitted a job through the Career Intern Program (CIP), STEP, or SCEP opportunity in their state.

- NRCS, AISES and OTCAC joined together to host Oklahoma Tribal Educational departmental directors of the 39 tribes in Oklahoma. The Citizen Potawatomi Nation partnered with OTCAC, NRCS and AISES to host a series of meetings to raise awareness of the scholarships, internships and career opportunities available to American Indian students.

Disability Workforce

Of the 12,573 total employee workforce, there were a total of 0.88% (111) employees that had targeted disabilities In FY2010. In FY 2009, there were a total of 0.93% (110) employees that had targeted disabilities. In FY 2010, compared to FY 2009, the number of employees with targeted disabilities increased by 1, but the representation decreased by .05%. NRCS targeted disabilities participation rate remained below the federal high of 2.00%.

In FY 2010, NRCS solicited all staff to review their current demographic and disability data through a new self-service portion of the Employee Personal Page by September 30, 2010. This will provide us with more accurate information regarding the current demographics of the workforce.

The agency's national Disability Emphasis Program Manager performed other efforts to enhance disability awareness and employment which includes, but not limited to:

- Assisted ER, HR and NRCS employees with questions and request for accommodation, as a result, Employees are receiving accommodations that allow them to accomplish work assignments.

- Provided presentations on Reasonable Accommodations and Building Accessibility in Plenary sessions at the NRCS/CRD-APIO-NOPBNRCS-NOPHNRCS Joint Conference, in Kansas City, Missouri, March 15-18, 2010. The NRCS/CRD-APIO-NOPBNRCS-NOPHNRCS Joint Conference joined NRCS with the various employee organization conferences.

- Assisting collateral duty VEPMs who are working on starting a Military Veterans Organization (MVO). Representatives have been identified in each region and the charter is being written.

Major Occupations (OCCP)

OCCP	Total	HM	HW	WM	WW	BM	BW	AM	AW	NH/PIM	NH/PIW	AI/ANM	AI/ANW	TMM	TMW
Biologist	886	39	8	514	221	50	15	4	5	1	1	18	8	1	0
NRCS %	100	4.4	0.9	58.0	24.9	5.6	1.7	0.5	0.5	0.1	0.1	2.0	0.9	0.1	0
Soil CNSV	4,222	124	62	2,538	1,031	220	80	21	25	2	3	62	37	9	8
NRCS%	100	2.9	1.5	60.1	21.4	5.21	1.9	0.5	0.6	0.1	0.1	1.47	0.9	0.2	0.2
Soil CNSV TECH	1,384	29	15	936	302	39	5	7	2	1	0	39	6	2	0
NRCS%	100	2.1	1.1	67.3	21.8	2.8	0.4	0.5	0.2	0.1	0	2.8	0.4	0.2	0
Soil Scientist	785	24	8	563	123	44	4	6	2	0	0	7	0	3	1
NRCS%	100	3.1	1.0	71.7	15.7	5.6	0.5	0.8	0.3	0	0	0.9	0	0.4	0.1
Civil ENG	533	19	11	381	75	7	5	15	2	0	0	12	3	2	1
NRCS%	100	3.4	2.1	71.5	14.0	1.3	0.9	2.8	0.4	0	0	2.3	0.6	0.4	

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.

Overall women and minorities within the Agency's major occupations continued to represent lower participation rates compared to White males.

Personnel Activity

As previously stated, applicant data are not available to conduct adverse impact analysis and examine career paths. The data on awards, separations, and promotion rates is inconclusive because of the small population or because groups appear to experience similar rates of participation.

In FY 2010, NRCS purchased an automated staffing system which will allow for tracking of applicant data, USA Staffing. This automated system has been gradually implemented throughout FY 2010 with intense training being provided by the Human Resources staff. Effective November 1, 2010, use of the automated system will be mandated and will provide NRCS with the ability to track applicant data. In addition, OPM is implementing an applicant tracking system through USA Jobs prior to the beginning of the FY 2011. As both of these systems are voluntary, it is not believed that data will be comprehensive however; it will provide some assistance to develop a system gathering recruitment yield data. With that information, NRCS can make better decisions about appropriate use of recruitment efforts to ensure a diverse candidate pool.

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 Gregory R. Singleton, 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.

for Signature of Principal EEO Director/Official — Date

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

Signature of Agency Head or Agency Head Designee — 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?		√		

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 out-reach 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?	√		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.
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
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 / Measures	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: Yes	Measure has been met: No	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
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?)		√		
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 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		√		
If the agency has 2nd 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	Measure has been met	For all unmet measures,

Measures	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.	Yes	No	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
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**	**Measure has been**		**For all unmet**

Measures	committed sufficient budget to support the success of its EEO Programs.	met		measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
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 / Measures	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: Yes	Measure has been met: No	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
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 / Measures	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: Yes	Measure has been met: No	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
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?		√		
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 / **Measures**	**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**
		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 / **Measures**	**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**
		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 / **Measures**	**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**
		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 / **Measures**	**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**
		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	**The agency ensures**	**Measure has been met**		**For all unmet measures,**

Indicator / Measures	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.			provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
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 / Measures	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
		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	**The agency's system of**	**Measure has been**		**For all unmet measures,**

Indicator / Measures	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.	met: Yes	met: No	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
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 / Measures	**Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.**	**Measure has been met: Yes**	**Measure has been met: No**	**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**
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.

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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

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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.	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 to position these employees to fill in behind more experienced employees in the same field who leave the Agency.	Completed
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.	Completed

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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.		Completed
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.		Completed
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.		Completed
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

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EEO PLAN TO ELIMINATE IDENTIFIED BARRIER	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	There is low participation of women, minorities, and persons with disabilities in agency leadership positions and agency major occupations.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the	

barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	FY 2009: Provide MD-715 and diversity training to all leaders, supervisors, and selecting officials and accountability measures to determine accomplishments. 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	November 30, 2010

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2010, NRCS purchased on automated staffing system which will allow for tracking of applicant data, USA Staffing. This automated system has been gradually implemented throughout FY 2010 with intense training being provided to HR staff. Effective November 1, 2010, use of the automated system will be mandated and will provide NRCS with the ability to track applicant data. In addition, OPM is implementing an applicant tracking system through USA Jobs prior to the beginning of the FY 2011. As both of these systems are voluntary, it is not believed that data will be comprehensive however, it will provide some assistance to develop a system of gathering recruitment yield data. With that information, we can make better decisions about appropriate use of recruitment efforts to ensure a diverse candidate pool.

NRCS has also asked all staff to review their current demographic and disability data through a new self service portion of the Employee Personal Page by September 30. This will provide us with more accurate information regarding the current demographics of the workforce. Marvis will provide further information.

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	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	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.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the	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.

barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	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 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

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Natural Resource Conservation Service (NRCS)		**For period covering October 1, 2009, to September 30, 2010.**
EEO PLAN TO ELIMINATE IDENTIFIED BARRIER		
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The total number of employees in NRCS increased from 11,844 in FY 2009 to 12,573in FY 2010. This represents an increase of 733 employees, or a 6.19 percent increase. The participation rate of Hispanic or Latino males and females, White women, Black or African American males and females, Asian males and females, and person's with targeted disabilities are below their civilian labor force participation.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	NRCS developed a national recruitment plan and began implementing the plan in FY 2010. NRCS will conduct further analysis in FY 2011 to continue to identify barriers or potential barriers.	

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Implement NRCS Recruitment Plan approved in FY 2010, and focus on recruiting efforts on diverse groups and applicant pools, particularly those who have low participation rates in the NRCS workforce.
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
Develop and implement a national recruitment policy, strategy and cadre.	Completed
Implement the national recruitment policy and strategies.	Completed
Develop and implement a national recruitment policy, strategy and cadre.	Completed
Implement the national recruitment policy and strategies.	Complete
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.	Complete

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Natural Resource Conservation Service (NRCS)	**For period covering October 1, 2008, to September 30, 2009.**

EEO PLAN TO ELIMINATE IDENTIFIED BARRIER	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	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.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the	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.

barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	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 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.	Completed
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.	Completed
Provided a briefing to hiring officials on the use and value of special hiring authorities. (Schedule A , Veterans preferences, VEOA etc)	Completed
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.	Completed

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.	November 30, 2010
Design and mass-produce media material aimed at women, minorities and persons with disabilities promoting NRCS major occupation positions.	Completed
Develop and implement specific recruitment plans for women, minorities, and persons with disabilities.	Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The recruitment plan was developed in FY 2009 and approved in FY 2010. The process used was to select a cross agency design team which was diverse in RNO, location, tenure, age and position. The design team worked together to develop a process which has five goals:

a. Plan Strategically for Recruiting a skilled, diverse Workforce
b. Develop an Integrated approach to Recruitment
c. Implement Standardized and User-Friendly Selection Methods
d. Recognize that retention is part of Recruitment
e. Increse Accountabilkity through measurement and Evaluation

Implementation of our NRCS Recruitment Strategy has begun. During FY 2010, an office to focus on recruitment and retention at the National Headquarters was set up. In the past there was not a national office which created a great deal of inconsistency and use of ineffective methods. This office will be responsible for establishing policy, defining goals for a national recruitment cadre and will also put measurements into place which will ensure we are reaching and achieving a diverse candidate pool. Development of the national policy has been drafted and the approval process is in progress. Both a new hire and an exit survey have been established and results are being reported to leadership. As previously identified, we have developed a web based recruiter training to ensure that all individuals doing recruiting have knowledge of the best practices and techniques for recruitment.

NRCS' Talent Management developed a web-based recruiter training. Disability and Veterans Emphasis Program Managers received special hiring authorities training during the 2010 Joint Conference which over 800 NRCS staff attended. Recruitment Strategies and best practices were also presented at the conference. We are developing a group to address veteran's hiring which will also focus on hiring veterans with disabilities.

NRCS' Talent Management developed a web-based recruitment training. Disability and Veterans Emphasis Program Managers received special hiring authorities training during the 2010 Joint Conference.

NRCS' Talent Management developed a web-based recruitment training. Disability and Veterans Emphasis Program Managers received special hiring authorities training during the 2010 Joint Conference.

USA Staffing will be implemented by Nov. 2010. Marvis will provide further information.

Talent Management developed flyers and presentation materials which can be used at recruitment events which are aimed at recruiting women, minorities and people with disabilities.

Talent Management is finalizing a specific recruitment plan for AAPI. This recruitment plan cascades from the NRCS Recruitment Strategy and contains specific initiatives that will address recruitment of Asian Americans and Pacific Islanders. We expect to have that finalized in October, 2010. After we have completed the AAPI plan, we intend to develop specific plans for Hispanic recruitment, African American recruitment, American Indian recruitment, Disability recruitment and recruitment of veterans.

NRCS' Talent Management developed a web-based recruitment training. Disability and Veterans Emphasis Program Managers received special hiring authorities training during the 2010 Joint Conference.

NRCS' Talent Management developed a web-based recruitment training. Disability and Veterans Emphasis Program Managers received special hiring authorities training during the 2010 Joint Conference.

USA Staffing will be implemented by Nov. 2010.

Talent Management developed flyers and presentation materials which can be used at recruitment events which are aimed at recruiting women, minorities and people with disabilities.

Talent Management is finalizing a specific recruitment plan for AAPI. This recruitment plan cascades from the NRCS Recruitment Strategy and contains specific initiatives that will address recruitment of Asian Americans and Pacific Islanders. We expect to have that finalized in October, 2010. After we have completed the AAPI plan, we intend to develop specific plans for Hispanic recruitment, African American recruitment, American Indian recruitment, Disability recruitment and recruitment of veterans.

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EEO PLAN TO ELIMINATE IDENTIFIED BARRIER

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	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.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been	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.

determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	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.
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.	Completed
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	Completed
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.	Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In 2010, Natural Resources Conservation Service (NRCS) opened an announcement for 100 entry entry level staff at the GS – 7/9 to participate in the new United States Department of Agriculture (USDA) Business Management Leaders (BMLP) Program. The purpose of the USDA Business Management Leaders Program is to build world class administrative professionals within NRCS. Applicants selected for the program will spend two years getting to know the work of the Agency and becoming familiar with the business aspects of our operations. They will gain valuable experience through a series of rotations in up to seven different USDA locations, ranging from field offices to NHQ.

Prior to this announcement being made public, we did intensive targeted recruiting. We utilized databases developed over the last year that targeted Hispanic groups, HBCUs, CAPAL, veteran's groups, disability groups and several other miniority student and professional organizations. These are exceptional men and women who have diverse professional experiences, academic training, and competencies for careers in public service. Individuals with degrees and experience in disciplines like human resources, business administration, management, finance, and contracting.

Trainees will be selected and brought on board to begin their 2 year program in the first quarter of FY2011.In addition to other federal employee benefits, trainees will receive paid per diem while on rotational assignments. Those who successfully complete the training program may be converted "non-competitively" to a career or career-conditional appointments anywhere in the U.S.

In general, attrition rate in NRCS is low. Engineering Retention Survey was be completed in 2010. NRCS does currently have a special salary rate for Engineers however salary was not identified as a primary concern in our survey. Additionally, it was not identified as a concern in the exit survey which was implemented in April, 2010.

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EEO PLAN TO ELIMINATE IDENTIFIED BARRIER

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The total number of employees in NRCS increased from 11,844 in FY 2009 to 12,577 in FY 2010. This represents an increase of 733 employees, or a 6.19 percent increase. The participation rate of Hispanic males and females, white women, black males and females, Asian males and females, and persons with targeted disabilities are below their civilian labor force participation.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	NRCS developed a national recruitment plan and began implementing the plan in FY 2010. NRCS will conduct further analysis in FY 2011 to continue to identifying barriers or potential barriers.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Implement NRCS Recruitment Plan, approved in FY 2010, and focus our recruiting efforts on diverse groups and applicant pools, particularly those who have low participation in the NRCS workforce.
RESPONSIBLE OFFICIAL:	Out Reach and Advocacy and Deputy Chief for Management
DATE OBJECTIVE INITIATED:	November 9, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
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 30, 2011
Provided a briefing to hiring officials, DEPM, VEPM on the use and value of special hiring authorities. (Schedule A , Veterans preferences, VEOA etc)	August 1, 2011
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, 2011
National Special Emphasis Program Managers will conduct workforce and barrier analysis and provide findings and recommendations to the Agency leadership.	September 30, 2011
Special Emphasis Program Managers will strengthen partnerships with groups that can assist in improving diversity in the agency.	September 30, 2011

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

NRCS does recognize the need to have a dedicated workforce planning tool which will be available to leadership agency-wide to ensure that decisions regarding the workforce are made strategically with clear, consistent and complete information.

In FY 2009, we established a design team to review the current state of workforce planning, establish a vision for what the perfect system would be and then to identify gaps between the current state and the vision. The team accomplished its goal and work on their recommendations has been carried out throughout FY 2010 and will continue into FY 2011. Following are some of the accomplishments during FY 2010:

1) ***Workforce Planning Policy*** - In FY 2010, The Workforce Planning Policy was developed and finalized. General Manual 360, Subpart A, Part 402.
2) ***ABC Enhancement Initiative*** – Activity Based Costing (ABC) is a system which measures productivity based on past performance time and needs. This system was built in FY 2006 and based on the changes of the agency mission and structure, needed to be updated. In FY2010, the agency developed a plan to update and validate this workload assessment. Analysis of the data will feed into the WFP Software Tool to address the FTE "demand" needs of the agency. Training is being conducted during September, 2010 and data collection will take place in October, 2010.
3) ***Workforce Planning Software Tool***: To implement a WFP process and system(tool) that will determine workload demand, supply and gaps, competency demand, supply and gaps, as well as workforce profile supply, demand and gaps. Work has begun on this process and will continue into FY 2011.

Work on the NRCS Recruiting Strategy began in FY 2009; however, final approval was completed in FY 2010. The strategy provides a roadmap for attracting, recruiting, and retaining a skilled, diverse workforce. It consists of five central goals with outcomes and specific initiatives and actions that NRCS will take to reach them. These goals are:

a. Plan strategically for recruiting a skilled, diverse workforce
b. Develop an integrated approach to recruitment
c. Implement standardized and user-friendly selection methods
d. Recruit with an emphasis on retention
e. Increase accountability through measurement and evaluation

This strategic plan aligns with the U.S. Department of Agriculture (USDA) Human Capital Plan (2005–2010) and the NRCS Human Capital Strategic Plan. Both underscore the paramount importance of recruiting the right people at the right time to do the right job through diverse branding and targeted recruitment initiatives.

NRCS Hispanic, Black, and AIAN recruitment cadres have been established and continue to gain success through utilization of strong ties to campus involvement. Relationships have been established which allow NRCS to have a presence in classrooms while on campuses for recruitment fairs. Recruitment teams also hosted events for Agricultural-related student groups such as MANRRS, so that students would have additional access to staff members. This was done in FY 2009 as well as FY 2010. From our contacts at career fairs, a data base was created with information that was shared with other areas of NRCS in October 2009 and in early FY 2010. The database has proven to be a good source to recruit women and minority interns and new permanent employees.

Diversity recruitment efforts existed throughout the Agency. We recruited students and entry level hires at the following recruitment events:

- American Indian Agriculture Symposium, Las Vegas, NV
- American Indian Science and Engineering Fair (NAISEF), Albuquerque, NM
- American Indian Science and Engineering Society (AISES)
- Black Engineer of the Year Conference
- California State Polytechnic University Career Fair, Pomona, CA
- Conference on Asian Pacific American Leaders (CAPAL)
- Federal Asian Pacific American Council Conference (FAPAC)
- Florida A & M (1894)

- Fond du Lac Tribal and Community College
- HACU Career Fair
- Hiring Heros Career Fair, Little Rock, AK
- League of United Latin American Citizens (LULAC) national conference, Albuquerque, New Mexico
- LULACs National Veterans Summit, Los Angeles, CA
- Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)
- New Mexico State University Career Fair, Las Cruces, NM
- Society for Range Management
- Texas A&M University Career Fair, Kingsville, TX
- Thurgood Marshall Leadership Institute Conference
- Tuskegee University
- University of Puerto Rico Career Fair, Mayaguez, PR
- University of Texas Career Fair, El Paso, TX
- Wounded Warriors Career Fair, LA, CA

Presentations to Diversity Groups included the following:

- Four MANRRS regional conferences
- MANRRS National conference
- Five AISES regional conferences
- Two National AISES conferences
- Latino Education Conference (Faculty members of HSIs)
- League of United Latin American Citizens (LULAC) national conference
- HSI Student Leadership Program for Ag Students
- FFA Regional Conference
- Presentations at HSIs in Illinois, Florida, California
- Hispanic Leaders in Agriculture Environment (HLAE) at Texas A&M
- National Hispanic Environmental Council for Students Summer Institute
- Federally Employed Women (FEW) Conference, New Orleans, LA

NRCS uses student programs on a regular basis as a primary source of hiring. During FY 2010 we used the following student programs:

Type of Program	# of Hires
STEP	345
SCEP	243
FCIP	195
HACU	3
WINS	1
1890 Scholars*	8
Tribal Scholar	1
TOTAL	797

Note: 4 new 1890 scholars were added; however, 4 additional scholars remained on board from previous years. One Tribal Scholar also remains on board from previous years.

In FY 2010, we were able to place two previous 1890 scholars and one Public Service scholar who had finished their education.

A new partnership was formed with Hispanic Leaders in Agriculture and the Environment (HLAE), a graduate program that focuses on working in Hispanic communities. This partnership will allow NRCS to sponsor 2 students in the graduate program and will give us a stronger presence in University of Texas A&M. We will be able to select research projects that will be completed by the students and therefore, will have access to prepared research information as well as students involved in the program.

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. In March, the 2010 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/VEPMs, HRM and hiring officials. Information was provided to all DEPMS and VEPMs on March 29, 2010.

In March 2010, the three national employee organizations (i.e., National Organization of Professional Black NRCS Employees, National Organization of Professional Hispanic NRCS Employees, and the Asian Pacific Islander Organization), in conjunction with NRCS' Civil Rights Division's national Special Emphasis Program Managers, held a joint professional training conference in Kansas City, MO. Approximately 800 staff members gathered and trainings were presented by all National Special Emphasis Program Managers over four days. Training included, but not limited to: SEPM roles and responsibilities; overview of differences between EEO, Affirmative Action, Affirmative employment, Diversity, and Inclusion; workforce data analysis and barrier analysis; effectively managing Special Emphasis Programs, and field practices, which included recruitment practices. Programs were well attended and senior leadership was involved. NRCS staff also provided training to NRCS collateral duty DEPMs and VEMPs on Schedule A, Veterans preferences, VEOA, etc. The conference also hosted a career fair.

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 has over 300 State and Center collateral duty special emphasis program managers (SEPMs). The national SEPMs provided training through teleconferences and face-to-face classroom workshops. Many of the SEPMs participate in recruiting for SCEP and STEP students hired for summer work. Each State that hires students is responsible for hiring 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.

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Natural Resource Conservation Service (NRCS)	For period covering October 1, 2009, to September 30, 2010.

EEO PLAN TO ELIMINATE IDENTIFIED BARRIER

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	There is low participation of women, minorities, and persons with disabilities in agency leadership positions and agency major occupations.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	NRCS has developed national developmental programs open to women, minorities and persons with disabilities in higher level position. However, NRCS will conduct further analysis in FY 2011 to continue to identifying barriers or potential barriers.
OBJECTIVE: State the alternative or revised	Develop a diverse pool of qualified successors for NRCS' leadership positions.

agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Out Reach and Advocacy and Deputy Chief for Management
DATE OBJECTIVE INITIATED:	November 9, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
National Special Emphasis Program Managers will conduct workforce and barrier analysis and provide findings and recommendations to the Agency leadership.	September 30, 2011
Special Emphasis Program Managers will disseminate vacancy announcements and strengthen partnerships with groups that can assist in improving diversity in the agency.	September 30, 2011

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STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	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.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	NRCS developed a national recruitment plan and began implementing the plan in FY 2010. The plan focuses on recruitment and retention strategies. NRCS will conduct further analysis in FY 2011 to continue to identifying barriers or potential barriers.
OBJECTIVE: State the alternative or revised agency policy,	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.

procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Out Reach and Advocacy and Deputy Chief for Management
DATE OBJECTIVE INITIATED:	November 9, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
National Special Emphasis Program Managers will conduct workforce and barrier analysis and provide findings and recommendations to the Agency leadership.	September 30, 2011

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

NRCS has four professional employee 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 the Agency address this barrier by providing support and examples of successful employment relocations. In September, 2010, NRCS Chief and Associate Chief met again with Association Presidents and plan to continue to have regular meetings to ensure an open line of communication.

To increase retention and improve workforce diversity, the Agency updated the Special Emphasis Programs policy and added two new national collateral duty Special Emphasis Program Managers: Veterans Emphasis Program Manager (VEPM) and a Gay, Lesbian, Bisexual, and Transgender (GLBT) Emphasis Program Manager. Each State and Center respectively will also have a collateral duty VEPM and GLBT SEPM.

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. 2nd Level Component	1.a. Natural Resources Conservation Service
	1.b. 3rd 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	**11,844**	100.00%	**12,577**	100.00%	**733**	**0.63%**
	Reportable Disability	**789**	**6.66%**	**830**	**6.60**	**41**	**-0.06**
	Targeted Disability*	**110**	**.93%**	**111**	**.88%**	**1**	**-0.05**
	* 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	**900**	**67**	**7.44**	**8**	**.89**	**15**	**1.67**	**818**	**90.89**

Promotions									
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)	**6161**	**38**	**6.81**	**61**	**1.03**	**16**	**.65**	**5702**	**92.86**
6.b. Cash Awards (total $$$ awarded)	**8015471**	**1523033**	**91.99**	**103537**	**137.5**	**567165**	**6063**	**55810**	**.77**
6.c. Quality-Step Increase	398	372	93.47	4	1.01	22	5.53	3	.75

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	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. 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.

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 forth category called "**Other**" contains employees in a number of different occupations which are primarily business, financial and administrative in nature and do not have supervisory or significant policy responsibilities. For example, Administrative Officers (OPM Code 0341) are appropriately placed in the "**Other**" sub-category.

- **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; REASONABLE ACCOMMODATIONS AND NO FEAR ACT

Program Status for NRCS Complaints (FY2010)

Informal Complaints: There were 39 pre-complaints initiated and 8 pre-complaints at the beginning of the reporting period. Forty-three pre-complaints were completed and of the 43, 9 were settled, 8 were withdrawn, and 43 completed counseling which resulted in 26 formal complaints filed. At the end of FY 2010, there were 2 pending decisions to file complaints.

Formal Complaints: There were 26 formal complaints filed during FY 2010, and 55 complaints at the beginning of the reporting period. Of the 81 complaints, zero complaints were remanded. Forty-one complaints were closed and 40 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 2009.

Alternate Dispute Resolution

There were 39 offers to participate in ADR during the informal process in FY 2010; 28 aggrieved declined to participate; 3 offers were declined by the Agency; and 11 was accepted into the ADR program. Through ADR, there were three (3) settlements with benefits; and three (3) with no resolution.

Monetary Payouts

The total cost for settlements with monetary benefits during the informal process were $17,100. During the formal process, closures with monetary benefits to complainant(s) was $43,000 which was a lump sum payment. Attorney fees and cost $14,500 and $64,638.00 in contractor investigation.

Investigative Costs

There were 21 investigations completed during this reporting period; zero were timely investigated in 180 days or less, 21 which were untimely investigated in 181 - 360 days, and zero completed in 361 days or more. The total cost of the contractor investigation costs was $64,638.00. 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.

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.

Reasonable Accommodations

This table represents reasonable accommodations provided to NRCS employees with disabilities in (FY'2010).

Type of Accommodation Requested	Number Requested	Number Granted	Value of Accommodations ($)
Ergonomic Mouse/keyboard(s)	8	8	** & 2 purchased $305.00
Scooter repairs - Tires, batteries etc	1	1	$834.00
Ergonomic Chair(s)	20	20	$10,880.95
Monitor(s)	8	8	$1502.00
Ergo keyboard	1	1	$79.00
Wrist rest	1	1	$69.00
Mouse pad	1	1	$11.00
Field PC and Landmark Mobile software	1	1	**
Remove Field duties	1		*
Additional time to complete duties	2	1	N/A
Standup work station	1	1	$464.62
Telecommute	3	3	N/A
Leave	2	2	N/A
Sign Language Interpreters	Ongoing	As needed	$8,000.00
Change in duty station	2	0	N/A
Change in Vehicle	3	3	N/A Completed in house
Lumbar support Cushion(s)	2	2	$94.00
Additional driving time	1	1	N/A
Weight restrictions lifting, pulling/pushing	1	1	N/A
Building mod	1	1	$2,252.00
HEPA filtration machines:	2	2	$450.00
Water and Table	1	1	$107.00

Respirators N95 and N99	1	1	$30.00
NEC Multi-Sync LCD3090W-BK-SV- LCD Display – TFT – 30":	1	1	$2,367.00
Dragon Naturally Speaking software	2	2	$276.00
Dell UltraSharpTM U2711 27"W Computer Monitor	1	1	$898.36
TOTAL			**$28,619.93 = $1,100.77 average/accommodation**

*Denied - not considered reasonable to remove essential function of position
** denotes items provided at no cost through The Department of Defense's Computer/Electronics Accommodations Program (CAP) via a 2002 Memorandum of Understanding between the Department of Defense and the USDA

Summary provided by NRCS Reasonable Accommodations Manager 11/12/10

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

NRCS

For 4th Quarter 2010 for period ending September 30, 2010

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	58	58	58	42	45	26
Number of Complainants	50	56	53	33	43	25
Repeat Filers	2	2	4	8	2	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	
Race	26	29	27	16	15	10
Color	8	8	10	4	5	1
Religion	4	1	0	0	1	0
Reprisal	32	29	26	24	25	12
Sex	23	18	20	14	12	7
National Origin	7	9	2	3	4	4
Equal Pay Act	5	1	2	0	0	0
Age	21	21	18	9	17	11
Disability	11	6	10	8	6	5
Non-EEO	0	0	4	2	3	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010 Thru 09-30
Appointment/Hire	6	2	0	1	0	0
Assignment of Duties	16	6	8	5	6	3
Awards	0	0	2	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	0	1	1	0	1
Reprimand	2	2	1	4	2	0
Suspension	0	0	1	1	1	1
Removal	0	0	0	0	0	0
Other	1	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	6	4	5	2	7	3
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	15	13	20	17	19	4
Sexual	2	1	2	4	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	0	0	0
Promotion/Non-Selection	18	24	21	8	15	8
Reassignment						
Denied	1	0	0	0	0	0
Directed	6	2	3	3	10	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	
Reasonable Accommodation	2	1	4	4	1	2
Reinstatement	1	0	0	0	0	0
Retirement	1	0	0	0	0	0
Termination	5	4	3	1	5	2
Terms/Conditions of Employment	15	4	1	0	0	0
Time and Attendance	2	1	2	5	2	0
Training	4	2	0	3	1	0
Other	15	22	23	12	10	5

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	198.55	186.17	203.76	174.14	192.93	297.73
Average number of days in final action	357.15	264.26	280.60	609.05	586.59	229.43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	216.39	190.82	196.31	174.33	189.00	373.20
Average number of days in final action	127.67	90.00	33.85	199.38	238.91	105.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	187.46	180.48	209.00	174.00	194.71	279.76
Average number of days in final action	426.00	503.88	547.92	813.88	714.07	273.12

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
	2005	2006	2007	2008	2009	
Total Complaints Dismissed by Agency	6	3	3	6	0	5
Average days pending prior to dismissal	434	550	427	286	0	237
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	2	4	4	1	1

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		1		1		1	
Without Hearing	1	50	0	0	0	0	0	0	1	100	1	100
With Hearing	1	50	2	100	0	0	1	100	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		1		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	0	0	1	100	0	0	0	0
Sex	2	100	0	0	0	0	1	100	1	100	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	1	100	0	0	1	100	1	100	1	100
Disability	1	50	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		1		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	1	100	0	0	0	0
Sex	1	100	0	0	0	0	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	1	100	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	1	100
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	1	100	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	50	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	100	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	100	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	100	0	0	0	0
Findings After Hearing	1		1		0		1		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	1	100	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	100	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	100	0	0	0	0
Findings Without Hearing	1		0		0		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	100	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010 Thru 09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Non-Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
	2005	2006	2007	2008	2009	
Total complaints from previous Fiscal Years	91	97	104	105	74	55
Total Complainants	52	70	87	88	58	48

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
	2005	2006	2007	2008	2009	
Number complaints pending						
Investigation	2	2	0	0	3	2
ROI issued, pending Complainant's action	0	0	1	0	0	0
Hearing	2	2	0	19	18	14
Final Agency Action	23	32	36	15	4	2
Appeal with EEOC Office of Federal Operations	0	1	3	3	3	3

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2010 Thru 09-30
	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceed Required Time Frames	2	6	6	5	9	13

APPENDIX D

Disabled Veteran Affirmative Action Plan Report

NRCS

Natural Resources Conservation

Disabled Veteran Affirmative Action Plan Report

FY 2010

DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM REPORT (DVAAP) FISCAL YEAR (FY) 2010

Methods Used to Recruit and Employ Disabled Veterans

1) **Development of the NRCS Recruitment Strategy**

Work on the NRCS Recruiting Strategy began in FY 2009, however final approval was completed in FY 2010. The strategy provides a roadmap for attracting, recruiting, and retaining a skilled, diverse workforce. It consists of five central goals with outcomes and specific initiatives and actions that NRCS will take to reach them. These goals are:

a. Plan strategically for recruiting a skilled, diverse workforce
b. Develop an integrated approach to recruitment
c. Implement standardized and user-friendly selection methods
d. Recruit with an emphasis on retention
e. Increase accountability through measurement and evaluation

This strategic plan aligns with the U.S. Department of Agriculture (USDA) Strategic Plan (2010–2015), Management Initiatives and the NRCS Human Capital Strategic Plan. Both underscore the paramount importance of recruiting the right people at the right time to do the right job through diverse branding and targeted recruitment initiatives.

2) **Business Management Leaders Program (BMLP)**

BMLP is a 2 year rotational program which has been established to bring in administrative staff: Human Resources, Budget Analyst, Contracting Specialist, and other positions such as IT, Training Specialists, Public Affairs, etc. NRCS has been developing criteria and processes over the FY 2010 and will begin the first three classes for a total of 102 participants in FY 2011. Targeted recruitment did take place using contacts in all underrepresented areas, including veterans and disability groups.

3) **Information Sharing**

a) DVAPP was shared with all Human Resources offices and all Special Emphasis Program Managers (SEPMs) for both Veterans and Disabilities.
b) NRCS' Director of Civil Rights conducted a presentation on the Equal Employment Opportunity Commission's Management Directive 715 state of the agency and recruitment strategies, March, 2010 at the joint Employee Association Training Conference which approximately 800 employees attended. The presentation provided information about NRCS' workforce demographics at all levels of the agency and for all employment aspects

(hiring, promotion, career development, and separations). The presentation 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.

c) At the Joint Employee Association Training Conference in March 2010, the SEPMs for Veterans and Disabilities had a break out training session was held for direct hiring authorities such as VRA, VEOA, 30% Veteran Preference and Schedule A. Also including in that training was information about the preference available for military spouses.

Internal Recruitment

1) **Emerging Leaders Development Program (ELDP)**

NRCS initiated National Leadership Development Program (NLDP) in FY 2009 by opening an application to all staff at GS-12 and above to participate in an 18 month leadership development program. The program contained classroom work, team projects in which a topic was selected and the "action learning team" worked on a special project to develop a work product, completing a stretch detail and culminating in a capstone event in June, 2010. At the capstone/graduation, 28 of the original 29 participants graduated.

The program was evaluated based on feedback from the participants, senior leadership and managers who sponsored action learning teams and/or details for the participants. Based on that assessment, recommendations have been made and a re-enginneered leadership program, Emerging Leaders Development Program (ELDP) will be initiated in FY 2011. The opportunity to apply for this program was posted agency wide and did contain criteria for selection, including the desire to have a diverse group of participants.

2) **New Supervisors Information**

National Headquarters has developed a new web site on which we have included information for new supervisors, including the Equal Opportunity Policy for NRCS and other information and tools that will assist new supervisors as they transition to their new role.

Monitor, Review and Evaluate Activities

NRCS does monitor and evaluate based on information from the following:

- Civil Rights Compliance Audits
- Review and Analysis of Workforce Demographic Data
- New Hire Survey Results
- Exit Survey Results

FY 2010 Progress

Statistics

NRCS did hire 111 (6.5%) veterans in FY 2010 which is equal to the average for USDA. In addition, NRCS hired 50 (3.0%) disabled veterans in 2010 which is above the average of 2% for USDA and exceeds FY 2009 when we hired 19 disabled veterans.

Reorganization

During FY 2010, NRCS underwent reorganization at National Headquarters. As a result of that effort, two areas will directly affect the recruitment and retention of disabled veterans.

a) NRCS now has a full time Reasonable Accommodations Coordinator position which operates out of the Human Resources Management Division. In the past, reasonable accommodations coordination was a collateral duty performed within the Civil Rights Division.
b) The Talent Management Division was created to focus on recruitment and retention strategies. This office is responsible for developing and implementing a strategic approach to all special hiring programs, such as disabled veterans. The existence of this office will allow NRCS to focus on ensuring that the Agency is taking all possible steps to utilize Veteran programs as well as to monitor use and results.

Training

a) NRCS has provided training on direct hiring authorities to SEPM in the Veteran's and Disabilities groups.
b) Training for recruiters has been developed which holds information regarding hiring authorities, targeting recruitment, conducting recruiting events, etc.
c) NRCS participated in hiring career fairs held through Hiring Heros and Wounded Warriors groups.

Research

a) Best Practices in Veterans programs have been researched
b) Potential sources to utilize in targeted recruitment have been researched however this is ongoing.

Barriers

a) Reorganization is now being finalized, however, through most of the FY 2010, ownership of programs such as the DVAAP was not always clear. This has been resolved through the reorganization with establishment of clear lines of responsibility and accountability.
b) Data is difficult to access. Without accurate data, it is difficult to make informed decisions and market to hiring managers. To overcome this barrier, Talent Management

is working with the HRIS office as well as IT to develop a way to ensure we have reliable data sources.

DVAPP Plan Certification - Fiscal Year 2011

A. Name of the Agency

U.S. Department of Agriculture
Natural Resources Conservation Service
1400 Independence Avenue, SW
Washington D.C. 20250

B. Name and Title of Designated DV AAP Office
(including address if different from above):

Eloris D. Speight
Deputy Chief of Management

C. Name and Title of Contact Person
(including address if different from above):

Marvis Montesano
Director, Talent Management
1400 Independence Ave, SW
Room 6222
Washington DC 20250
Telephone and FAX numbers:
(202)690-2250 (phone)
(202) 720-7721 (fax)

CERTIFICATION:

I certify that the above named agency: (1) has a current DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DV AAP) PLAN and the program is being implemented as required by 38 U.S.C. 4214, as amended, and appropriate regulations and guidelines issued by the U.S. Office of Personnel Management: (2) that all field offices or installations having less than 500 employees are covered by a DVAAP Plan: (3) that all field offices or installations having 500 or more employees are covered by this plan or by a local plan: and (4) that such plans are available upon request from field offices or installations.

SIGNATURE AND DATE: Eloris D. Speight

Eloris D. Speight, Deputy Chief for Management

NATURAL RESOURCES CONSERVATION SERVICE

NRCS National Leadership Team Meeting

Thursday, December 16, 2010

8:00am — 5:30pm

Marriott Louisville Downtown Hotel, Louisville, Kentucky

AGENDA

Room: TBD

ARTICIPANTS:

ODERATOR: Diane Gelburd, Regional Conservationist - West

8:00- 8:30am	Welcome and Opening Remarks	Dave White, Chief	30 min.
8:30- 10:00am	Financial Audit • Findings and Implications • Action Plan for Improvement	Eloris Speight, Deputy Chief for Management	90 min.
10:00- 10:30am	**BREAK**		30 min.
10:30- 11:00am	Un-liquidated Obligations • Status; Next Steps	Eloris Speight	30 min.
11:00- 11:30am	Technical and Technology Priorities: What will benefit the field the most?	Wayne Honeycutt, Deputy Chief for Science & Technology	30 min.
)- 11:45pm	Ag Drainage Water Management • Findings and Recommendations to Advance Implementation	Bill Gradle, State Conservationist, IL	15 min.
11:45- 12:00pm	Keystone Alliance	Kevin Norton, State Conservationist, LA	15 min.
12:00- 1:00pm	**WORKING LUNCH** Resource Conservation Appraisal Results Process on responses to requested data from Congressional, Departmental, and Partnerships	 Patty Lawrence, Senior Policy Analyst Leisa A. Reed, Deputy Chief for Strategic Planning and Accountability	60 min.

)DERATOR: Leonard Jordan, Regional Conservationist - East

:00- :00pm	Equitable Relief • Oversight and Evaluation Review Findings • Improvement Actions Planned • Certification Process for States	Tom Christensen, Regional Conservationist - Central Chris Tippie, O&E Team Leader Gerome Andler, O&E Team	60 min.
:00- :30pm	Conservation Compliance • Current Situation • Alternative Approaches	Tom Christensen, Wayne Honeycutt, Rich Sims, State Conservationist, IA	30 min.
- :00pm	Enhanced Nutrient Management: From Concept to Implementation	Mike Hubbs, Director, Ecological Sciences Division	30 min.

NRCS National Leadership Team Meeting

Thursday, December 16, 2010

8:00am — 5:30pm

Marriott Louisville Downtown Hotel, Louisville, Kentucky

AGENDA

Room: TBD

ARTICIPANTS:

ODERATOR: Homer Wilkes, Acting Associate Chief

3:00-3:30pm	**BREAK**		
3:30-4:45pm	Human Resources Compliance	Eloris Speight	75 min.
4:45-5:15pm	Recognition of Retiring State Conservationists	Dave White Tom Christensen Pat Leavenworth , State Conservationist, WI	30 min.
5:15-5:30pm	Closing Comments/Remarks	Dave White	15 min.

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.

Thomas J. Vilsack
Secretary

United States Department of Agriculture

NRCS

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

JAN 1 4 2010

SUBJECT: EOP – Civil Rights Policy Statement

TO: All NRCS Employees

File Code: 230-11

As Chief of the Natural Resources Conservation Service (NRCS), I am fully dedicated to ensuring that all persons associated with NRCS comply with every aspect of our Nation's Civil Rights laws and policies. Accountability is the key. NRCS employees will be held accountable for doing their part to ensure that all customers and employees are provided equal access to the opportunities, programs, and services available through NRCS. Accordingly, I am counting on all managers, supervisors, and employees to model appropriate behavior and to lead by example.

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, gender, 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.

Also, NRCS supports Secretary Vilsack's memorandum dated April 21, 2009, on "A New Civil Rights Era for USDA." All USDA employees must be committed to making USDA a model in the Federal Government for respecting the civil rights of its employees and constituents.

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

Dave White

~~Dave~~ White
Chief

NRCS
Natural Resources Conservation Service
P.O. Box 2890
Washington, DC 20013

JAN 14 2010

SUBJECT: EOP-Anti-Harassment Policy Statement

TO: All NRCS Employees File Code: 230-15

The Natural Resource 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.

Psychological – Shunning or ostracizing, stalking, staring; gesturing; preventing someone from joining in an activity; hiding, damaging, or taking another's property; and 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 or 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 does 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-395 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.

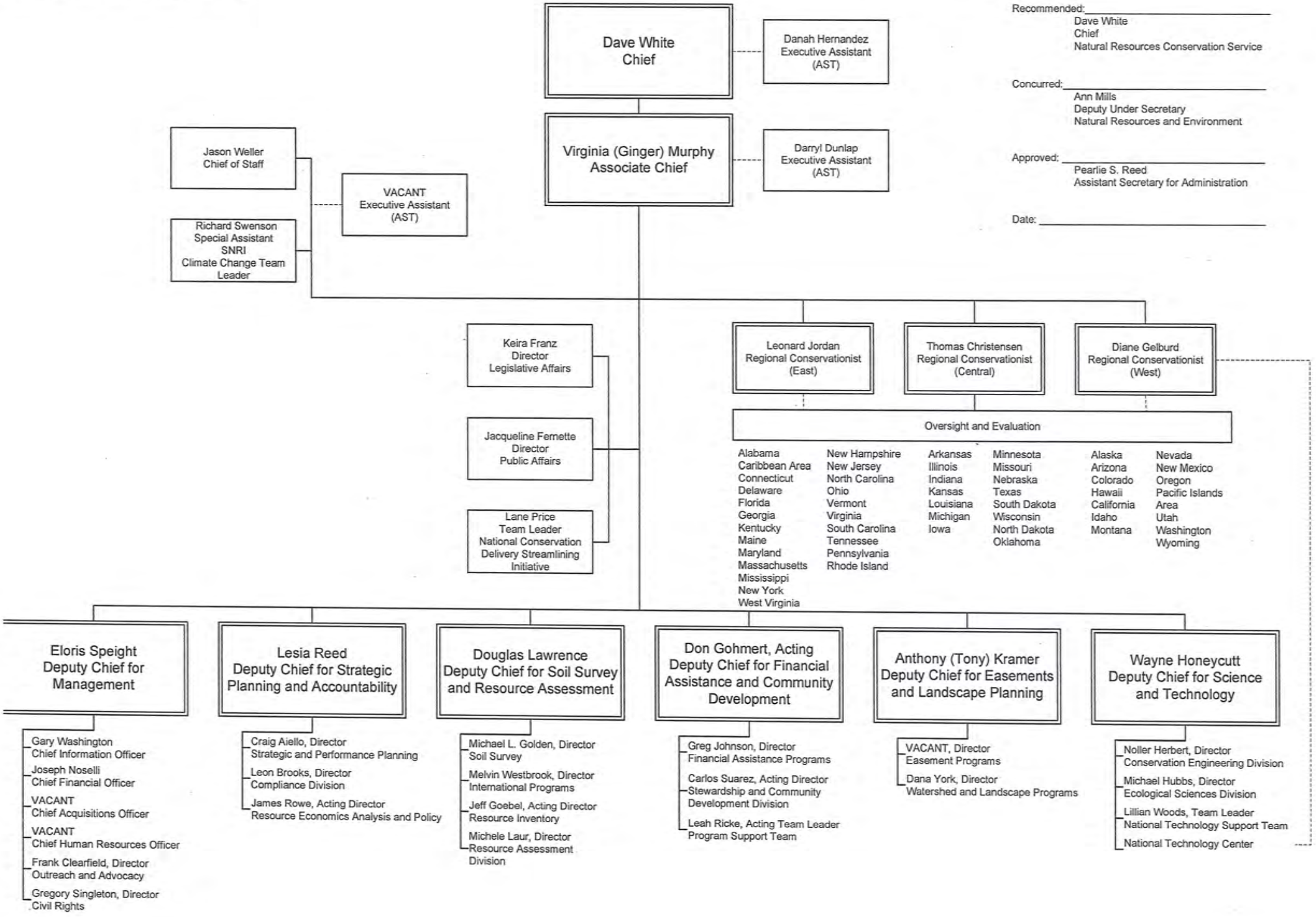
As Chief of the agency, I am fully committed to ensuring that every employee and customer is treated with respect and dignity. Managers, supervisors, and employees must remain cognizant of this policy and refrain from perpetuating acts of harassment. All employees, including contractors and others performing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

Dave White
Chief

APPENDIX F

ORGANIZATIONAL CHART

Office of the Chief (NRCS)



Recommended: _____
Dave White
Chief
Natural Resources Conservation Service

Concurred: _____
Ann Mills
Deputy Under Secretary
Natural Resources and Environment

Approved: _____
Pearlie S. Reed
Assistant Secretary for Administration

Date: _____

Revised: 12/6/2010

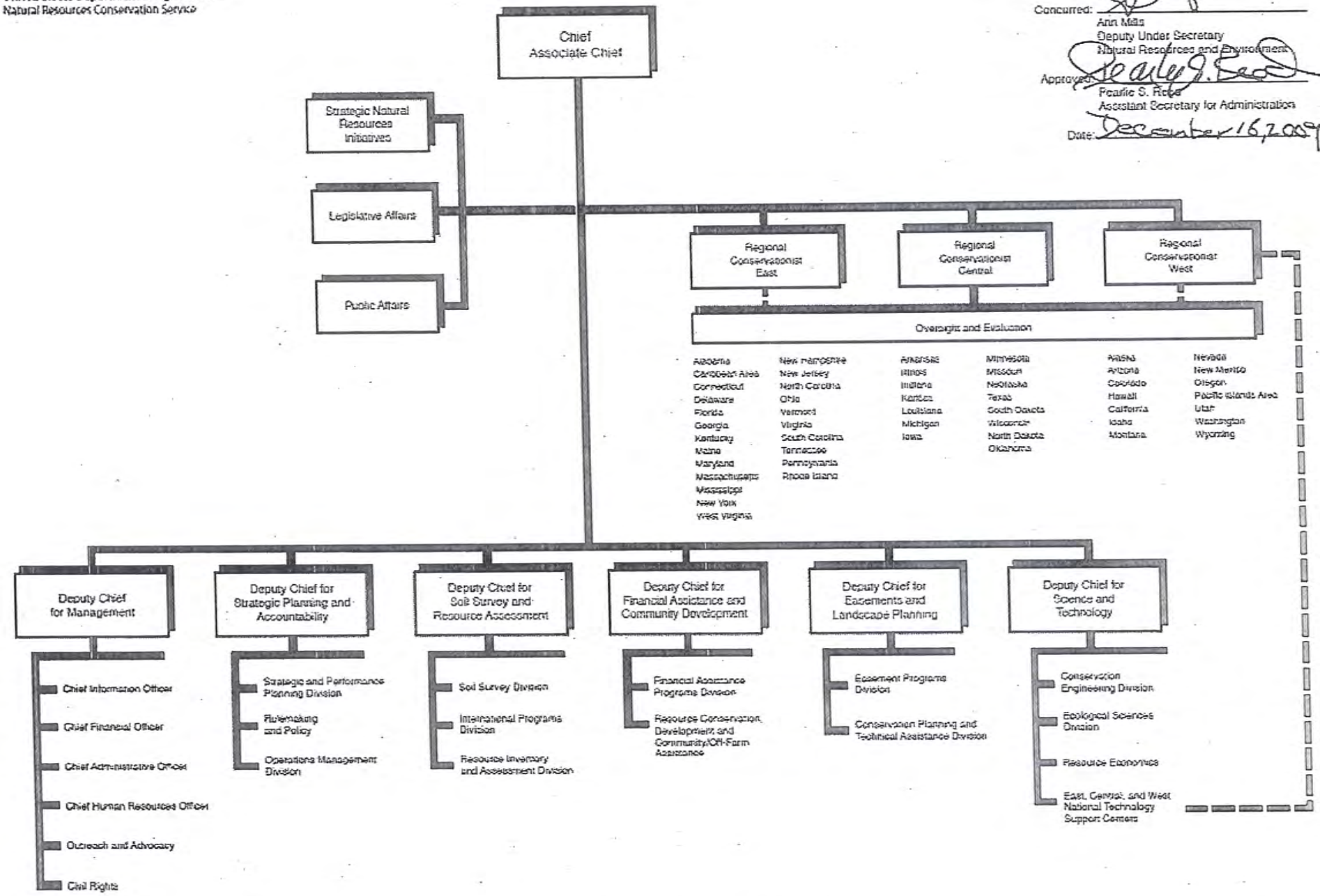
USDA NRCS
United States Department of Agriculture
Natural Resources Conservation Service

Recommended: Dave White
Chief
Natural Resources Conservation Service

Concurred: Ann Mills
Deputy Under Secretary
Natural Resources and Environment

Approved: Pearlie S. Reed
Assistant Secretary for Administration

Date: December 16, 2009



Workforce Data Tables

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

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

Year = FY 2010

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	#	**11,844**	**7,782**	**4,062**	**364**	**192**	**6,601**	**3,296**	**510**	**376**	**91**	**73**	**5**	**8**	**195**	**97**	**14**	**19**
	%	100%	65.70%	34.30%	3.07%	1.62%	55.73%	27.83%	4.31%	3.17%	0.77%	0.62%	0.04%	0.07%	1.65%	0.82%	0.12%	0.16%
Current FY	#	**12,573**	**8,121**	**4,452**	**369**	**207**	**6,883**	**3,589**	**539**	**429**	**93**	**82**	**5**	**8**	**202**	**103**	**28**	**33**
	%	100%	64.59%	35.41%	2.93%	1.65%	54.74%	28.55%	4.29%	3.41%	0.74%	0.65%	0.04%	0.06%	1.61%	0.82%	0.22%	0.26%
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	#	**729**	**339**	**390**	**5**	**15**	**282**	**293**	**29**	**53**	**2**	**9**	**0**	**0**	**7**	**6**	**14**	**14**
Ratio Change	%	0%	-1.11%	1.11%	-0.14%	0.03%	-0.99%	0.72%	-0.02%	0.24%	-0.03%	0.04%	0%	0%	-0.04%	0%	0.10%	0.10%
Net Change	%	6.16%	4.36%	9.60%	1.37%	7.81%	4.27%	8.89%	5.69%	14.10%	2.20%	12.33%	0%	0%	3.59%	6.19%	100%	73.68%
PERMANENT																		
Prior FY	#	**11,187**	**7,474**	**3,713**	**342**	**181**	**6,348**	**2,991**	**489**	**354**	**89**	**71**	**5**	**7**	**185**	**90**	**14**	**18**
	%	100%	66.81%	33.19%	3.06%	1.62%	56.74%	26.74%	4.37%	3.16%	0.80%	0.63%	0.04%	0.06%	1.65%	0.80%	0.13%	0.16%
Current FY	#	**11,544**	**7,615**	**3,929**	**349**	**193**	**6,466**	**3,157**	**491**	**378**	**90**	**75**	**5**	**8**	**187**	**91**	**25**	**26**
	%	100%	65.97%	34.03%	3.02%	1.67%	56.01%	27.35%	4.25%	3.27%	0.78%	0.65%	0.04%	0.07%	1.62%	0.79%	0.22%	0.23%
Difference	#	**357**	**141**	**216**	**7**	**12**	**118**	**166**	**2**	**24**	**1**	**4**	**0**	**1**	**2**	**1**	**11**	**8**
Ratio Change	%	0%	-0.84%	0.84%	-0.03%	0.05%	-0.73%	0.61%	-0.12%	0.11%	-0.02%	0.02%	0%	0.01%	-0.03%	-0.02%	0.09%	0.06%
Net Change	%	3.19%	1.89%	5.82%	2.05%	6.63%	1.86%	5.55%	0.41%	6.78%	1.12%	5.63%	0%	14.29%	1.08%	1.11%	78.57%	44.44%

TEMPORARY																		
Prior FY	#	**657**	**308**	**349**	**22**	**11**	**253**	**305**	**21**	**22**	**2**	**2**	**0**	**1**	**10**	**7**	**0**	**1**
	%	100%	46.88 %	53.12 %	3.35 %	1.67 %	38.51 %	46.42 %	3.20%	3.35%	0.30 %	0.30%	0%	0.15 %	1.52 %	1.07 %	0%	0.15%
Current FY	#	**1,029**	**506**	**523**	**20**	**14**	**417**	**432**	**48**	**51**	**3**	**7**	**0**	**0**	**15**	**12**	**3**	**7**
	%	100%	49.17 %	50.83 %	1.94 %	1.36 %	40.52 %	41.98 %	4.66%	4.96%	0.29 %	0.68%	0%	0%	1.46 %	1.17 %	0.29 %	0.68%
Difference	#	**372**	**198**	**174**	**-2**	**3**	**164**	**127**	**27**	**29**	**1**	**5**	**0**	**-1**	**5**	**5**	**3**	**6**
Ratio Change	%	0%	2.29 %	- 2.29 %	- 1.40 %	- 0.31 %	2.02 %	- 4.44 %	1.47%	1.61%	- 0.01 %	0.38%	0%	- 0.15 %	- 0.06 %	0.10 %	0.29 %	0.53%
Net Change	%	56.62 %	64.29 %	49.86 %	- 9.09 %	27.27 %	64.82 %	41.64 %	128.57 %	131.82 %	50.00 %	250.00 %	0%	- 100%	50.00 %	71.43 %	100%	600.00 %
NON-APPROPRIATED																		
Prior FY	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Current FY	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Difference	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%

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

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

Year = FY 2010

ORGANIZATIONAL COMPONENT		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	#	**11,544**	**7,615**	**3,929**	**349**	**193**	**6,466**	**3,157**	**491**	**378**	**90**	**78**	**5**	**5**	**187**	**91**	**25**	**26**
	%	100%	65.97%	34.03%	3.02%	1.67%	56.01%	27.35%	4.25%	3.27%	0.78%	0.68%	0.04%	0.04%	1.62%	0.79%	0.22%	0.23%
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	#	**183**	**131**	**52**	**2**	**2**	**102**	**41**	**23**	**8**	**0**	**0**	**0**	**0**	**3**	**1**	**1**	**0**
	%	100%	71.58%	28.42%	1.09%	1.09%	55.74%	22.40%	12.57%	4.37%	0%	0%	0%	0%	1.64%	0.55%	0.55%	0%
AK STATE CONSVST OFFICE	#	**67**	**40**	**27**	**1**	**3**	**38**	**23**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**
	%	100%	59.70%	40.30%	1.49%	4.48%	56.72%	34.33%	0%	0%	0%	0%	0%	0%	1.49%	1.49%	0%	0%
AZ STATE CONSERVATIONISTS OFF	#	**148**	**101**	**47**	**15**	**5**	**63**	**32**	**4**	**2**	**2**	**2**	**0**	**0**	**15**	**6**	**2**	**0**
	%	100%	68.24%	31.76%	10.14%	3.38%	42.57%	21.62%	2.70%	1.35%	1.35%	1.35%	0%	0%	10.14%	4.05%	1.35%	0%
AR STATE CONSERVATIONISTS OFF	#	**230**	**159**	**71**	**2**	**1**	**123**	**52**	**26**	**13**	**0**	**1**	**0**	**0**	**8**	**4**	**0**	**0**
	%	100%	69.13%	30.87%	0.87%	0.43%	53.48%	22.61%	11.30%	5.65%	0%	0.43%	0%	0%	3.48%	1.74%	0%	0%
CA STATE CONSERVATIONISTS OFF	#	**374**	**210**	**164**	**18**	**16**	**165**	**126**	**7**	**4**	**15**	**12**	**0**	**0**	**3**	**3**	**2**	**3**
	%	100%	56.15%	43.85%	4.81%	4.28%	44.12%	33.69%	1.87%	1.07%	4.01%	3.21%	0%	0%	0.80%	0.80%	0.53%	0.80%
CO STATE CONSERVATIONISTS OFF	#	**293**	**202**	**91**	**22**	**11**	**170**	**67**	**3**	**6**	**5**	**2**	**0**	**0**	**2**	**4**	**0**	**1**
	%	100%	68.94%	31.06%	7.51%	3.75%	58.02%	22.87%	1.02%	2.05%	1.71%	0.68%	0%	0%	0.68%	1.37%	0%	0.34%
CT STATE CONSERVATIONISTS OFFC	#	**53**	**31**	**22**	**4**	**0**	**27**	**20**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**
	%	100%	58.49%	41.51%	7.55%	0%	50.94%	37.74%	0%	0%	0%	0%	0%	0%	0%	3.77%	0%	0%
DE STATE CONSERVATIONISTS OFF	#	**39**	**23**	**16**	**0**	**1**	**19**	**12**	**4**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100	58.9	41.0	0%	2.56	48.7	30.7	10.2	7.69	0%	0%	0%	0%	0%	0%	0%	0%

		%	7%	3%		%	2%	7%	6%	%								
FL STATE CONSERVATIONIST OFF.	#	**174**	**117**	**57**	**18**	**5**	**76**	**42**	**20**	**9**	**1**	**1**	**0**	**0**	**2**	**0**	**0**	**0**
	%	100 %	67.24%	32.76%	10.34%	2.87 %	43.68%	24.14%	11.49%	5.17 %	0.57 %	0.57 %	0%	0%	1.15 %	0%	0%	0%
GA STATE CONSERVATIONISTS OFFC	#	**244**	**163**	**81**	**4**	**2**	**128**	**60**	**28**	**18**	**1**	**0**	**0**	**0**	**2**	**1**	**0**	**0**
	%	100 %	66.80%	33.20%	1.64 %	0.82 %	52.46%	24.59%	11.48%	7.38 %	0.41 %	0%	0%	0%	0.82 %	0.41%	0%	0%
PACIFIC ISLANDS STATE OFFICE	#	**111**	**71**	**40**	**2**	**1**	**42**	**16**	**0**	**0**	**20**	**17**	**5**	**5**	**1**	**0**	**1**	**1**
	%	100 %	63.96%	36.04%	1.80 %	0.90 %	37.84%	14.41%	0%	0%	18.02%	15.32%	4.50%	4.50%	0.90 %	0%	0.90 %	0.90 %
IDAHO STATE CONSERVATIONIST OFFICE	#	**187**	**121**	**66**	**3**	**5**	**116**	**55**	**0**	**0**	**0**	**1**	**0**	**0**	**2**	**2**	**0**	**3**
	%	100 %	64.71%	35.29%	1.60 %	2.67 %	62.03%	29.41%	0%	0%	0%	0.53 %	0%	0%	1.07 %	1.07%	0%	1.60 %
IL STATE CONSERVATIONISTS OFF	#	**308**	**220**	**88**	**4**	**0**	**197**	**77**	**11**	**8**	**1**	**1**	**0**	**0**	**7**	**0**	**0**	**2**
	%	100 %	71.43%	28.57%	1.30 %	0%	63.96%	25.00%	3.57 %	2.60 %	0.32 %	0.32 %	0%	0%	2.27 %	0%	0%	0.65 %
IN STATE CONSERVATIONISTS OFF	#	**241**	**164**	**77**	**4**	**1**	**151**	**71**	**4**	**2**	**3**	**0**	**0**	**0**	**2**	**3**	**0**	**0**
	%	100 %	68.05%	31.95%	1.66 %	0.41 %	62.66%	29.46%	1.66 %	0.83 %	1.24 %	0%	0%	0%	0.83 %	1.24%	0%	0%
IA STATE CONSERVATIONISTS OFF	#	**430**	**283**	**147**	**0**	**2**	**269**	**138**	**8**	**4**	**0**	**0**	**0**	**0**	**6**	**3**	**0**	**0**
	%	100 %	65.81%	34.19%	0%	0.47 %	62.56%	32.09%	1.86 %	0.93 %	0%	0%	0%	0%	1.40 %	0.70%	0%	0%
KS STATE CONSERVATIONISTS OFF	#	**354**	**262**	**92**	**2**	**5**	**244**	**75**	**10**	**8**	**0**	**0**	**0**	**0**	**6**	**4**	**0**	**0**
	%	100 %	74.01%	25.99%	0.56 %	1.41 %	68.93%	21.19%	2.82 %	2.26 %	0%	0%	0%	0%	1.69 %	1.13%	0%	0%
KY STATE CONSERVATIONISTS OFFI	#	**229**	**168**	**61**	**1**	**0**	**153**	**57**	**13**	**4**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100 %	73.36%	26.64%	0.44 %	0%	66.81%	24.89%	5.68 %	1.75 %	0%	0%	0%	0%	0.44 %	0%	0%	0%
LA STATE CONSERVATIONIST OFF	#	**226**	**180**	**46**	**3**	**1**	**150**	**42**	**24**	**2**	**0**	**1**	**0**	**0**	**3**	**0**	**0**	**0**
	%	100 %	79.65%	20.35%	1.33 %	0.44 %	66.37%	18.58%	10.62%	0.88 %	0%	0.44 %	0%	0%	1.33 %	0%	0%	0%
MAINE STATE CONSERVATIONISTS OFFICE	#	**83**	**55**	**28**	**1**	**0**	**51**	**28**	**1**	**0**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100 %	66.27%	33.73%	1.20 %	0%	61.45%	33.73%	1.20 %	0%	1.20 %	0%	0%	0%	1.20 %	0%	0%	0%
MD STATE CONSERVATIONIST S OFF	#	**100**	**58**	**42**	**0**	**3**	**49**	**31**	**8**	**4**	**1**	**3**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	58.00%	42.00%	0%	3.00 %	49.00%	31.00%	8.00 %	4.00 %	1.00 %	3.00 %	0%	0%	0%	0%	0%	0%
MA STATE CONSERVATIONISTS OFF	#	**61**	**29**	**32**	**1**	**1**	**28**	**30**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	47.54%	52.46%	1.64 %	1.64 %	45.90%	49.18%	0%	1.64 %	0%	0%	0%	0%	0%	0%	0%	0%
MI STATE CONSERVATIONISTS OFF	#	**202**	**130**	**72**	**3**	**6**	**110**	**55**	**14**	**7**	**0**	**2**	**0**	**0**	**3**	**1**	**0**	**1**
	%	100 %	64.36%	35.64%	1.49 %	2.97 %	54.46%	27.23%	6.93 %	3.47 %	0%	0.99 %	0%	0%	1.49 %	0.50%	0%	0.50 %
MN STATE CONSERVATIONISTS OFF	#	**368**	**223**	**145**	**1**	**2**	**205**	**132**	**10**	**5**	**2**	**3**	**0**	**0**	**4**	**2**	**1**	**1**

	%	100 %	60.60%	39.40%	0.27 %	0.54 %	55.71%	35.87%	2.72 %	1.36 %	0.54 %	0.82 %	0%	0%	1.09 %	0.54%	0.27 %	0.27 %
MS STATE CONSVST OFFICE	#	**286**	**219**	**67**	**0**	**0**	**165**	**42**	**52**	**24**	**1**	**0**	**0**	**0**	**1**	**1**	**0**	**0**
	%	100 %	76.57%	23.43%	0%	0%	57.69%	14.69%	18.18%	8.39 %	0.35 %	0%	0%	0%	0.35 %	0.35%	0%	0%
MO STATE CONSERVATIONISTS OFF	#	**395**	**285**	**110**	**4**	**1**	**266**	**103**	**7**	**3**	**1**	**0**	**0**	**0**	**7**	**3**	**0**	**0**
	%	100 %	72.15%	27.85%	1.01 %	0.25 %	67.34%	26.08%	1.77 %	0.76 %	0.25 %	0%	0%	0%	1.77 %	0.76%	0%	0%
MT STATE CONSERVATIONIST OFF	#	**320**	**178**	**142**	**5**	**1**	**163**	**133**	**0**	**3**	**1**	**0**	**0**	**0**	**9**	**4**	**0**	**1**
	%	100 %	55.63%	44.38%	1.56 %	0.31 %	50.94%	41.56%	0%	0.94 %	0.31 %	0%	0%	0%	2.81 %	1.25%	0%	0.31 %
NEBRASKA STATE CONSERVATIONIST OFFICE	#	**325**	**226**	**99**	**4**	**3**	**214**	**93**	**5**	**2**	**1**	**0**	**0**	**0**	**1**	**1**	**0**	**0**
	%	100 %	69.54%	30.46%	1.23 %	0.92 %	65.85%	28.62%	1.54 %	0.62 %	0.31 %	0%	0%	0%	0.31 %	0.31%	0%	0%
NV STATE CONSVST OFFICE	#	**67**	**44**	**23**	**1**	**3**	**39**	**18**	**1**	**0**	**1**	**1**	**0**	**0**	**2**	**1**	**0**	**0**
	%	100 %	65.67%	34.33%	1.49 %	4.48 %	58.21%	26.87%	1.49 %	0%	1.49 %	1.49 %	0%	0%	2.99 %	1.49%	0%	0%
NH STATE CONSERVATIONISTS OFC	#	**53**	**23**	**30**	**0**	**1**	**23**	**27**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**0**	**0**
	%	100 %	43.40%	56.60%	0%	1.89 %	43.40%	50.94%	0%	0%	0%	1.89 %	0%	0%	0%	1.89%	0%	0%
NJ STATE CONSERVATIONISTS OFF	#	**72**	**35**	**37**	**3**	**3**	**29**	**31**	**2**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	48.61%	51.39%	4.17 %	4.17 %	40.28%	43.06%	2.78 %	4.17 %	1.39 %	0%	0%	0%	0%	0%	0%	0%
NM STATE CONSERVATION SERVICE	#	**178**	**128**	**50**	**34**	**12**	**82**	**33**	**2**	**1**	**1**	**1**	**0**	**0**	**7**	**3**	**2**	**0**
	%	100 %	71.91%	28.09%	19.10%	6.74 %	46.07%	18.54%	1.12 %	0.56 %	0.56 %	0.56 %	0%	0%	3.93 %	1.69%	1.12 %	0%
NY STATE CONSVST S OFFICE	#	**171**	**94**	**77**	**1**	**2**	**86**	**69**	**5**	**3**	**1**	**2**	**0**	**0**	**1**	**0**	**0**	**1**
	%	100 %	54.97%	45.03%	0.58 %	1.17 %	50.29%	40.35%	2.92 %	1.75 %	0.58 %	1.17 %	0%	0%	0.58 %	0%	0%	0.58 %
NC STATE CONSERVATIONISTS OFF	#	**174**	**123**	**51**	**3**	**4**	**107**	**36**	**10**	**9**	**1**	**1**	**0**	**0**	**2**	**1**	**0**	**0**
	%	100 %	70.69%	29.31%	1.72 %	2.30 %	61.49%	20.69%	5.75 %	5.17 %	0.57 %	0.57 %	0%	0%	1.15 %	0.57%	0%	0%
ND STATE CONSERVATIONIST OFF	#	**259**	**156**	**103**	**3**	**4**	**147**	**95**	**1**	**0**	**0**	**1**	**0**	**0**	**2**	**3**	**2**	**0**
	%	100 %	60.23%	39.77%	1.16 %	1.54 %	56.76%	36.68%	0.39 %	0%	0%	0.39 %	0%	0%	0.77 %	1.16%	0.77 %	0%
OH STATE CONSERVATIONIST OFF	#	**240**	**163**	**77**	**1**	**2**	**147**	**62**	**12**	**11**	**1**	**0**	**0**	**0**	**2**	**1**	**0**	**1**
	%	100 %	67.92%	32.08%	0.42 %	0.83 %	61.25%	25.83%	5.00 %	4.58 %	0.42 %	0%	0%	0%	0.83 %	0.42%	0%	0.42 %
OKLA STATE CONVST OFF-STILLWTR	#	**312**	**244**	**68**	**7**	**1**	**195**	**49**	**11**	**3**	**0**	**2**	**0**	**0**	**27**	**11**	**4**	**2**
	%	100 %	78.21%	21.79%	2.24 %	0.32 %	62.50%	15.71%	3.53 %	0.96 %	0%	0.64 %	0%	0%	8.65 %	3.53%	1.28 %	0.64 %
OR STATE CONSERVATIONISTS OFF	#	**181**	**96**	**85**	**4**	**6**	**87**	**74**	**0**	**1**	**2**	**2**	**0**	**0**	**2**	**1**	**1**	**1**
	%	100 %	53.04%	46.96%	2.21 %	3.31 %	48.07%	40.88%	0%	0.55 %	1.10 %	1.10 %	0%	0%	1.10 %	0.55%	0.55 %	0.55 %
PA STATE CONS OFF	#	**196**	**126**	**70**	**1**	**2**	**114**	**63**	**7**	**3**	**0**	**1**	**0**	**0**	**4**	**1**	**0**	**0**

	%	100%	64.29%	35.71%	0.51%	1.02%	58.16%	32.14%	3.57%	1.53%	0%	0.51%	0%	0%	2.04%	0.51%	0%	0%
RI STATE CONSERVATIONIST OFFC	#	**32**	**18**	**14**	**0**	**0**	**15**	**10**	**1**	**1**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**1**
	%	100%	56.25%	43.75%	0%	0%	46.88%	31.25%	3.13%	3.13%	6.25%	6.25%	0%	0%	0%	0%	0%	3.13%
SC STATE CONSERVATIONISTS OFF	#	**144**	**90**	**54**	**2**	**0**	**72**	**38**	**13**	**15**	**1**	**0**	**0**	**0**	**2**	**0**	**0**	**1**
	%	100%	62.50%	37.50%	1.39%	0%	50.00%	26.39%	9.03%	10.42%	0.69%	0%	0%	0%	1.39%	0%	0%	0.69%
SD STATE CONSERVATIONISTS OFF	#	**250**	**165**	**85**	**4**	**1**	**153**	**75**	**0**	**0**	**1**	**1**	**0**	**0**	**7**	**7**	**0**	**1**
	%	100%	66.00%	34.00%	1.60%	0.40%	61.20%	30.00%	0%	0%	0.40%	0.40%	0%	0%	2.80%	2.80%	0%	0.40%
TENNESSEE	#	**211**	**149**	**62**	**1**	**2**	**132**	**50**	**15**	**9**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	70.62%	29.38%	0.47%	0.95%	62.56%	23.70%	7.11%	4.27%	0%	0.47%	0%	0%	0.47%	0%	0%	0%
TX STATE CONSERVATIONISTS OFF	#	**842**	**634**	**208**	**89**	**22**	**501**	**163**	**29**	**14**	**1**	**5**	**0**	**0**	**12**	**4**	**2**	**0**
	%	100%	75.30%	24.70%	10.57%	2.61%	59.50%	19.36%	3.44%	1.66%	0.12%	0.59%	0%	0%	1.43%	0.48%	0.24%	0%
UT STATE CONSERVATIONISTS OFF	#	**171**	**125**	**46**	**2**	**1**	**116**	**44**	**2**	**1**	**0**	**0**	**0**	**0**	**4**	**0**	**1**	**0**
	%	100%	73.10%	26.90%	1.17%	0.58%	67.84%	25.73%	1.17%	0.58%	0%	0%	0%	0%	2.34%	0%	0.58%	0%
VERMONT STATE CONSERVATIONISTS OFFICE-COLCHESTER	#	**69**	**40**	**29**	**0**	**0**	**39**	**28**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**
	%	100%	57.97%	42.03%	0%	0%	56.52%	40.58%	0%	0%	0%	0%	0%	0%	1.45%	1.45%	0%	0%
VA STATE CONSERVATIONIST OFF	#	**186**	**123**	**63**	**2**	**2**	**105**	**50**	**16**	**10**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	66.13%	33.87%	1.08%	1.08%	56.45%	26.88%	8.60%	5.38%	0%	0.54%	0%	0%	0%	0%	0%	0%
WA STATE CONSVST OFFICE	#	**200**	**122**	**78**	**8**	**3**	**101**	**70**	**1**	**0**	**4**	**0**	**0**	**0**	**7**	**3**	**1**	**2**
	%	100%	61.00%	39.00%	4.00%	1.50%	50.50%	35.00%	0.50%	0%	2.00%	0%	0%	0%	3.50%	1.50%	0.50%	1.00%
WV STATE CONSERVATIONIST S OFF	#	**149**	**94**	**55**	**0**	**0**	**90**	**53**	**2**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**
	%	100%	63.09%	36.91%	0%	0%	60.40%	35.57%	1.34%	0%	0%	0.67%	0%	0%	0.67%	0.67%	0.67%	0%
WI STATE CONSERVATIONISTS OFF	#	**254**	**151**	**103**	**4**	**6**	**140**	**94**	**2**	**1**	**2**	**1**	**0**	**0**	**3**	**1**	**0**	**0**
	%	100%	59.45%	40.55%	1.57%	2.36%	55.12%	37.01%	0.79%	0.39%	0.79%	0.39%	0%	0%	1.18%	0.39%	0%	0%
WYOMING STATE CONSERVATIONISTS OFFICE-CASPER	#	**149**	**100**	**49**	**3**	**1**	**88**	**45**	**2**	**2**	**4**	**0**	**0**	**0**	**3**	**1**	**0**	**0**
	%	100%	67.11%	32.89%	2.01%	0.67%	59.06%	30.20%	1.34%	1.34%	2.68%	0%	0%	0%	2.01%	0.67%	0%	0%
CARIBBEAN AREA DIR OFF SN JUAN	#	**61**	**36**	**25**	**35**	**23**	**0**	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	59.02%	40.98%	57.38%	37.70%	0%	1.64%	1.64%	1.64%	0%	0%	0%	0%	0%	0%	0%	0%
EAST REMOTE SENSING LAB	#	**35**	**18**	**17**	**1**	**0**	**13**	**15**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	51.43%	48.57%	2.86%	0%	37.14%	42.86%	8.57%	5.71%	2.86%	0%	0%	0%	0%	0%	0%	0%
CENTRAL REMOTE SENSING LAB	#	**49**	**28**	**21**	**2**	**1**	**25**	**15**	**0**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**

	%	100%	57.14%	42.86%	4.08%	2.04%	51.02%	30.61%	0%	10.20%	0%	0%	0%	0%	0%	0%	2.04%	0%
OFFICE OF THE CHIEF	#	**491**	**222**	**269**	**8**	**7**	**150**	**113**	**55**	**136**	**4**	**6**	**0**	**0**	**4**	**4**	**1**	**3**
	%	100%	45.21%	54.79%	1.63%	1.43%	30.55%	23.01%	11.20%	27.70%	0.81%	1.22%	0%	0%	0.81%	0.81%	0.20%	0.61%
NATIONAL WATER MANAGEMENT CENTER	#	**13**	**11**	**2**	**0**	**0**	**10**	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	84.62%	15.38%	0%	0%	76.92%	7.69%	7.69%	7.69%	0%	0%	0%	0%	0%	0%	0%	0%
NATIONAL CARTOGRAPHY & GEOSPATIAL CENTER	#	**54**	**32**	**22**	**1**	**5**	**21**	**13**	**7**	**4**	**2**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	59.26%	40.74%	1.85%	9.26%	38.89%	24.07%	12.96%	7.41%	3.70%	0%	0%	0%	1.85%	0%	0%	0%
NATIONAL EMPLOYEE DEVELOPMENT CENTER	#	**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%
AGRICULTURAL WILDLIFE CONSERVATION CENTER	#	**5**	**3**	**2**	**0**	**0**	**3**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	60.00%	40.00%	0%	0%	60.00%	40.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NATIONAL PLANT DATA CENTER	#	**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%
NDCSM CENTER	#	**34**	**26**	**8**	**2**	**1**	**23**	**7**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	76.47%	23.53%	5.88%	2.94%	67.65%	20.59%	0%	0%	2.94%	0%	0%	0%	0%	0%	0%	0%
NATIONAL SOIL SURVEY CENTER	#	**68**	**44**	**24**	**0**	**0**	**40**	**24**	**3**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	64.71%	35.29%	0%	0%	58.82%	35.29%	4.41%	0%	0%	0%	0%	0%	1.47%	0%	0%	0%
NATIONAL WATER AND CLIMATE CENTER	#	**17**	**11**	**6**	**0**	**0**	**10**	**6**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	64.71%	35.29%	0%	0%	58.82%	35.29%	0%	0%	0%	0%	0%	0%	0%	0%	5.88%	0%
WEST REMOTE SENSING LAB	#	**24**	**17**	**7**	**0**	**0**	**16**	**6**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	70.83%	29.17%	0%	0%	66.67%	25.00%	0%	0%	0%	4.17%	0%	0%	4.17%	0%	0%	0%
EAST NATIONAL TECHNOLOGY SUPPORT CENTER	#	**26**	**17**	**9**	**1**	**0**	**14**	**7**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	65.38%	34.62%	3.85%	0%	53.85%	26.92%	7.69%	3.85%	0%	3.85%	0%	0%	0%	0%	0%	0%
WEST NATIONAL TECHNOLOGY SUPPORT CENTER	#	**39**	**30**	**9**	**0**	**0**	**26**	**8**	**0**	**1**	**3**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	76.92%	23.08%	0%	0%	66.67%	20.51%	0%	2.56%	7.69%	0%	0%	0%	0%	0%	2.56%	0%
CENTRAL NATIONAL TECHNOLOGY SUPPORT CENTER	#	**34**	**28**	**6**	**2**	**0**	**23**	**6**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	82.35%	17.65%	5.88%	0%	67.65%	17.65%	8.82%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex

Year = FY 2010

OCCUPATIONAL CATEGORIES		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
1. Officials and Managers																		
- Executive/Senior Level	#	**110**	**74**	**36**	**8**	**1**	**43**	**24**	**20**	**9**	**1**	**0**	**0**	**0**	**2**	**2**	**0**	**0**
(Grades 15 and Above)	%	100 %	67.27 %	32.73 %	7.27 %	0.91 %	39.09 %	21.82 %	18.18 %	8.18 %	0.91 %	0%	0%	0%	1.82 %	1.82 %	0%	0%
- Mid-Level (Grades 13-14)	#	**445**	**323**	**122**	**13**	**7**	**253**	**82**	**41**	**27**	**6**	**2**	**0**	**0**	**10**	**4**	**0**	**0**
	%	100 %	72.58 %	27.42 %	2.92 %	1.57 %	56.85 %	18.43 %	9.21 %	6.07 %	1.35 %	0.45 %	0%	0%	2.25 %	0.90 %	0%	0%
- First Level	#	**95**	**71**	**24**	**3**	**2**	**56**	**17**	**10**	**5**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
(Grades 12 and Below)	%	100 %	74.74 %	25.26 %	3.16 %	2.11 %	58.95 %	17.89 %	10.53 %	5.26 %	0%	0%	0%	0%	2.11 %	0%	0%	0%
- Other Officials and Managers	#	**532**	**205**	**327**	**13**	**18**	**145**	**205**	**34**	**86**	**6**	**10**	**0**	**0**	**7**	**5**	**0**	**3**
	%	100 %	38.53 %	61.47 %	2.44 %	3.38 %	27.26 %	38.53 %	6.39 %	16.17 %	1.13 %	1.88 %	0%	0%	1.32 %	0.94 %	0%	0.56 %
Officials and Managers Total	#	**1,182**	**673**	**509**	**37**	**28**	**497**	**328**	**105**	**127**	**13**	**12**	**0**	**0**	**21**	**11**	**0**	**3**
	%	100 %	56.94 %	43.06 %	3.13 %	2.37 %	42.05 %	27.75 %	8.88 %	10.74 %	1.10 %	1.02 %	0%	0%	1.78 %	0.93 %	0%	0.25 %
2. Professionals	#	**7,594**	**5,289**	**2,305**	**252**	**120**	**4,536**	**1,896**	**310**	**150**	**58**	**51**	**3**	**4**	**107**	**64**	**22**	**19**
	%	100 %	69.65 %	30.35 %	3.32 %	1.58 %	59.73 %	24.97 %	4.08 %	1.98 %	0.76 %	0.67 %	0.04 %	0.05 %	1.41 %	0.84 %	0.29 %	0.25 %
3. Technicians	#	**2,020**	**1,574**	**446**	**57**	**19**	**1,377**	**403**	**66**	**11**	**12**	**5**	**2**	**0**	**56**	**8**	**3**	**0**
	%	100 %	77.92 %	22.08 %	2.82 %	0.94 %	68.17 %	19.95 %	3.27 %	0.54 %	0.59 %	0.25 %	0.10 %	0%	2.77 %	0.40 %	0.15 %	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	#	**740**	**71**	**669**	**2**	**26**	**50**	**530**	**9**	**90**	**7**	**10**	**0**	**1**	**3**	**8**	**0**	**4**

Support Workers	%	100 %	9.59 %	90.41 %	0.27 %	3.51 %	6.76 %	71.62 %	1.22 %	12.16 %	0.95 %	1.35 %	0%	0.14 %	0.41 %	1.08 %	0%	0.54 %
	#	**1**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
6. Craft Workers	%	100 %	100 %	0%	0%	0%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**0**	**0**	**0**	**0**	**0**	**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%
	#	**7**	**7**	**0**	**1**	**0**	**5**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
8. Laborers and Helpers	%	100 %	100 %	0%	14.29 %	0%	71.43 %	0%	14.29 %	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**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%	0%	0%

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

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

Year = FY 2010

OCCUPATIONAL CATEGORIES		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
1. Officials and Managers																		
- Executive/Senior Level (Grades 15 and Above)	#	**110**	**74**	**36**	**8**	**1**	**43**	**24**	**20**	**9**	**1**	**0**	**0**	**0**	**2**	**2**	**0**	**0**
	%	0.95%	0.97%	0.92%	2.29%	0.52%	0.67%	0.76%	4.07%	2.38%	1.11%	0%	0%	0%	1.07%	2.20%	0%	0%
- Mid-Level (Grades 13-14)	#	**445**	**323**	**122**	**13**	**7**	**253**	**82**	**41**	**27**	**6**	**2**	**0**	**0**	**10**	**4**	**0**	**0**
	%	3.85%	4.24%	3.11%	3.72%	3.63%	3.91%	2.60%	8.35%	7.14%	6.67%	2.56%	0%	0%	5.35%	4.40%	0%	0%
- First Level (Grades 12 and Below)	#	**95**	**71**	**24**	**3**	**2**	**56**	**17**	**10**	**5**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
	%	0.82%	0.93%	0.61%	0.86%	1.04%	0.87%	0.54%	2.04%	1.32%	0%	0%	0%	0%	1.07%	0%	0%	0%
- Other Officials and Managers	#	**532**	**205**	**327**	**13**	**18**	**145**	**205**	**34**	**86**	**6**	**10**	**0**	**0**	**7**	**5**	**0**	**3**
	%	4.61%	2.69%	8.32%	3.72%	9.33%	2.24%	6.49%	6.92%	22.75%	6.67%	12.82%	0%	0%	3.74%	5.49%	0%	11.54%
Officials and Managers Total	#	**1,182**	**673**	**509**	**37**	**28**	**497**	**328**	**105**	**127**	**13**	**12**	**0**	**0**	**21**	**11**	**0**	**3**
	%	10.24%	8.84%	12.95%	10.60%	14.51%	7.69%	10.39%	21.38%	33.60%	14.44%	15.38%	0%	0%	11.23%	12.09%	0%	11.54%
2. Professionals	#	**7,594**	**5,289**	**2,305**	**252**	**120**	**4,536**	**1,896**	**310**	**150**	**58**	**51**	**3**	**4**	**107**	**64**	**22**	**19**
	%	65.78%	69.46%	58.67%	72.21%	62.18%	70.15%	60.06%	63.14%	39.68%	64.44%	65.38%	60.00%	80.00%	57.22%	70.33%	88.00%	73.08%
3. Technicians	#	**2,020**	**1,574**	**446**	**57**	**19**	**1,377**	**403**	**66**	**11**	**12**	**5**	**2**	**0**	**56**	**8**	**3**	**0**
	%	17.50%	20.67%	11.35%	16.33%	9.84%	21.30%	12.77%	13.44%	2.91%	13.33%	6.41%	40.00%	0%	29.95%	8.79%	12.00%	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	#	**740**	**71**	**669**	**2**	**26**	**50**	**530**	**9**	**90**	**7**	**10**	**0**	**1**	**3**	**8**	**0**	**4**

Support Workers	%	6.41%	0.93%	17.03%	0.57%	13.47%	0.77%	16.79%	1.83%	23.81%	7.78%	12.82%	0%	20.00%	1.60%	8.79%	0%	15.38%
	#	**1**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
6. Craft Workers	%	0.01%	0.01%	0%	0%	0%	0.02%	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**
7. Operatives	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**7**	**7**	**0**	**1**	**0**	**5**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
8. Laborers and Helpers	%	0.06%	0.09%	0%	0.29%	0%	0.08%	0%	0.20%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**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%	0%	0%
	#	**11,544**	**7,615**	**3,929**	**349**	**193**	**6,466**	**3,157**	**491**	**378**	**90**	**78**	**5**	**5**	**187**	**91**	**25**	**26**
TOTAL	%	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 SERVCE

Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2010

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	#	0	0	0	0	0	0	0	0	0	0	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-02	#	7	3	4	0	1	1	2	2	1	0	0	0	0	0	0	0	0
	%	100%	42.86%	57.14%	0%	14.29%	14.29%	28.57%	28.57%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	57	25	32	3	2	15	23	4	5	1	1	0	0	2	1	0	0
	%	100%	43.86%	56.14%	5.26%	3.51%	26.32%	40.35%	7.02%	8.77%	1.75%	1.75%	0%	0%	3.51%	1.75%	0%	0%
GS-04	#	230	106	124	8	11	75	85	15	16	4	3	0	0	4	7	0	2
	%	100%	46.09%	53.91%	3.48%	4.78%	32.61%	36.96%	6.52%	6.96%	1.74%	1.30%	0%	0%	1.74%	3.04%	0%	0.87%
GS-05	#	390	199	191	12	9	164	163	12	10	5	4	1	0	4	5	1	0
	%	100%	51.03%	48.97%	3.08%	2.31%	42.05%	41.79%	3.08%	2.56%	1.28%	1.03%	0.26%	0%	1.03%	1.28%	0.26%	0%
GS-06	#	367	177	190	6	9	150	161	9	11	5	4	1	0	5	3	0	2
	%	100%	48.23%	51.77%	1.63%	2.45%	40.87%	43.87%	2.45%	3.00%	1.36%	1.09%	0.27%	0%	1.36%	0.82%	0%	0.54%
GS-07	#	1,609	927	682	37	37	802	551	51	64	3	13	0	0	29	10	5	7
	%	100%	57.61%	42.39%	2.30%	2.30%	49.84%	34.24%	3.17%	3.98%	0.19%	0.81%	0%	0%	1.80%	0.62%	0.31%	0.44%
GS-08	#	491	363	128	17	5	305	99	16	17	7	3	0	1	17	2	1	1
	%	100%	73.93%	26.07%	3.46%	1.02%	62.12%	20.16%	3.26%	3.46%	1.43%	0.61%	0%	0.20%	3.46%	0.41%	0.20%	0.20%
GS-09	#	1,577	941	636	56	34	789	512	58	55	13	15	2	2	17	11	5	7
	%	100%	59.67%	40.33%	3.55%	2.16%	50.03%	32.47%	3.68%	3.49%	0.82%	0.95%	0.13%	0.13%	1.08%	0.70%	0.32%	0.44%
GS-10	#	36	32	4	2	0	27	3	0	1	1	0	0	0	2	0	0	0

	%	100 %	88.89 %	11.11 %	5.56 %	0%	75.00 %	8.33%	0%	2.78%	2.78 %	0%	0%	0%	5.56 %	0%	0%	0%
	#	**2,463**	**1,677**	**786**	**80**	**36**	**1,451**	**650**	**87**	**59**	**14**	**11**	**0**	**1**	**39**	**24**	**6**	**5**
GS-11	%	100 %	68.09 %	31.91 %	3.25 %	1.46%	58.91 %	26.39 %	3.53%	2.40%	0.57 %	0.45 %	0%	0.04 %	1.58 %	0.97 %	0.24 %	0.20 %
	#	**3,221**	**2,395**	**826**	**92**	**37**	**2,096**	**690**	**132**	**60**	**20**	**17**	**1**	**1**	**50**	**19**	**4**	**1**
GS-12	%	100 %	74.36 %	25.64 %	2.86 %	1.15%	65.07 %	21.42 %	4.10%	1.86%	0.62 %	0.53 %	0.03 %	0.03 %	1.55 %	0.59 %	0.12 %	0.03 %
	#	**594**	**425**	**169**	**13**	**8**	**339**	**118**	**50**	**32**	**10**	**6**	**0**	**0**	**11**	**4**	**2**	**1**
GS-13	%	100 %	71.55 %	28.45 %	2.19 %	1.35%	57.07 %	19.87 %	8.42%	5.39%	1.68 %	1.01 %	0%	0%	1.85 %	0.67 %	0.34 %	0.17 %
	#	**319**	**215**	**104**	**13**	**3**	**167**	**63**	**27**	**34**	**6**	**1**	**0**	**0**	**1**	**3**	**1**	**0**
GS-14	%	100 %	67.40 %	32.60 %	4.08 %	0.94%	52.35 %	19.75 %	8.46%	10.66 %	1.88 %	0.31 %	0%	0%	0.31 %	0.94 %	0.31 %	0%
	#	**151**	**104**	**47**	**9**	**1**	**66**	**33**	**24**	**11**	**1**	**0**	**0**	**0**	**4**	**2**	**0**	**0**
GS-15	%	100 %	68.87 %	31.13 %	5.96 %	0.66%	43.71 %	21.85 %	15.89 %	7.28%	0.66 %	0%	0%	0%	2.65 %	1.32 %	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	#	**23**	**17**	**6**	**0**	**0**	**12**	**4**	**3**	**2**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
	%	100 %	73.91 %	26.09 %	0%	0%	52.17 %	17.39 %	13.04 %	8.70%	0%	0%	0%	0%	8.70 %	0%	0%	0%

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

Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2010

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	#	56	22	34	0	2	16	27	5	3	0	1	0	0	0	1	1	0
	%	100 %	39.29 %	60.71 %	0%	3.57 %	28.57 %	48.21 %	8.93 %	5.36 %	0%	1.79 %	0%	0%	0%	1.79 %	1.79 %	0%
GS-02	#	71	38	33	1	0	30	30	3	2	0	0	0	0	4	0	0	1
	%	100 %	53.52 %	46.48 %	1.41 %	0%	42.25 %	42.25 %	4.23 %	2.82 %	0%	0%	0%	0%	5.63 %	0%	0%	1.41 %
GS-03	#	230	96	134	5	2	76	112	12	14	1	3	0	0	1	2	1	1
	%	100 %	41.74 %	58.26 %	2.17 %	0.87 %	33.04 %	48.70 %	5.22 %	6.09 %	0.43 %	1.30 %	0%	0%	0.43 %	0.87 %	0.43 %	0.43 %
GS-04	#	231	122	109	7	3	92	81	17	16	2	2	0	0	4	7	0	0
	%	100 %	52.81 %	47.19 %	3.03 %	1.30 %	39.83 %	35.06 %	7.36 %	6.93 %	0.87 %	0.87 %	0%	0%	1.73 %	3.03 %	0%	0%
GS-05	#	128	68	60	0	1	62	47	5	9	0	0	0	0	0	1	1	2
	%	100 %	53.13 %	46.88 %	0%	0.78 %	48.44 %	36.72 %	3.91 %	7.03 %	0%	0%	0%	0%	0%	0.78 %	0.78 %	1.56 %
GS-06	#	10	4	6	0	0	4	6	0	0	0	0	0	0	0	0	0	0
	%	100 %	40.00 %	60.00 %	0%	0%	40.00 %	60.00 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	27	14	13	1	1	12	11	0	0	0	1	0	0	1	0	0	0
	%	100 %	51.85 %	48.15 %	3.70 %	3.70 %	44.44 %	40.74 %	0%	0%	0%	3.70 %	0%	0%	3.70 %	0%	0%	0%
GS-08	#	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%
GS-09	#	14	7	7	0	0	7	6	0	1	0	0	0	0	0	0	0	0
	%	100 %	50.00 %	50.00 %	0%	0%	50.00 %	42.86 %	0%	7.14 %	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	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%
	#	**8**	**7**	**1**	**0**	**0**	**7**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
GS-11	%	100 %	87.50 %	12.50 %	0%	0%	87.50 %	12.50 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**2**	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
GS-12	%	100 %	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**2**	**1**	**1**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
GS-13	%	100 %	50.00 %	50.00 %	0%	0%	50.00 %	50.00 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**1**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
GS-14	%	100 %	100%	0%	0%	0%	100%	0%	0%	0%	0%	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%
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%

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

Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2010

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	#	0	0	0	0	0	0	0	0	0	0	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-02	#	7	3	4	0	1	1	2	2	1	0	0	0	0	0	0	0	0
	%	0.06%	0.04%	0.10%	0%	0.52%	0.02%	0.06%	0.41%	0.26%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	57	25	32	3	2	15	23	4	5	1	1	0	0	2	1	0	0
	%	0.49%	0.33%	0.81%	0.86%	1.04%	0.23%	0.73%	0.82%	1.32%	1.11%	1.28%	0%	0%	1.07%	1.10%	0%	0%
GS-04	#	230	106	124	8	11	75	85	15	16	4	3	0	0	4	7	0	2
	%	1.99%	1.39%	3.16%	2.30%	5.70%	1.16%	2.69%	3.06%	4.23%	4.44%	3.85%	0%	0%	2.14%	7.69%	0%	7.69%
GS-05	#	390	199	191	12	9	164	163	12	10	5	4	1	0	4	5	1	0
	%	3.38%	2.62%	4.86%	3.45%	4.66%	2.54%	5.16%	2.45%	2.65%	5.56%	5.13%	20.00%	0%	2.14%	5.49%	4.00%	0%
GS-06	#	367	177	190	6	9	150	161	9	11	5	4	1	0	5	3	0	2
	%	3.18%	2.33%	4.84%	1.72%	4.66%	2.32%	5.10%	1.84%	2.91%	5.56%	5.13%	20.00%	0%	2.67%	3.30%	0%	7.69%
GS-07	#	1,609	927	682	37	37	802	551	51	64	3	13	0	0	29	10	5	7
	%	13.95%	12.19%	17.36%	10.63%	19.17%	12.42%	17.45%	10.41%	16.93%	3.33%	16.67%	0%	0%	15.51%	10.99%	20.00%	26.92%
GS-08	#	491	363	128	17	5	305	99	16	17	7	3	0	1	17	2	1	1
	%	4.26%	4.77%	3.26%	4.89%	2.59%	4.72%	3.14%	3.27%	4.50%	7.78%	3.85%	0%	20.00%	9.09%	2.20%	4.00%	3.85%
GS-09	#	1,577	941	636	56	34	789	512	58	55	13	15	2	2	17	11	5	7

	%	13.67 %	12.37 %	16.19 %	16.09 %	17.62 %	12.22 %	16.22 %	11.84 %	14.55 %	14.44 %	19.23 %	40.00 %	40.00 %	9.09 %	12.09 %	20.00 %	26.92 %
	#	**36**	**32**	**4**	**2**	**0**	**27**	**3**	**0**	**1**	**1**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
GS-10	%	0.31 %	0.42 %	0.10 %	0.57 %	0%	0.42 %	0.10%	0%	0.26 %	1.11 %	0%	0%	0%	1.07 %	0%	0%	0%
	#	**2,463**	**1,677**	**786**	**80**	**36**	**1,451**	**650**	**87**	**59**	**14**	**11**	**0**	**1**	**39**	**24**	**6**	**5**
GS-11	%	21.35 %	22.05 %	20.01 %	22.99 %	18.65 %	22.46 %	20.59 %	17.76 %	15.61 %	15.56 %	14.10 %	0%	20.00 %	20.86 %	26.37 %	24.00 %	19.23 %
	#	**3,221**	**2,395**	**826**	**92**	**37**	**2,096**	**690**	**132**	**60**	**20**	**17**	**1**	**1**	**50**	**19**	**4**	**1**
GS-12	%	27.92 %	31.49 %	21.02 %	26.44 %	19.17 %	32.45 %	21.86 %	26.94 %	15.87 %	22.22 %	21.79 %	20.00 %	20.00 %	26.74 %	20.88 %	16.00 %	3.85%
	#	**594**	**425**	**169**	**13**	**8**	**339**	**118**	**50**	**32**	**10**	**6**	**0**	**0**	**11**	**4**	**2**	**1**
GS-13	%	5.15 %	5.59 %	4.30 %	3.74 %	4.15 %	5.25 %	3.74%	10.20 %	8.47 %	11.11 %	7.69 %	0%	0%	5.88 %	4.40 %	8.00 %	3.85%
	#	**319**	**215**	**104**	**13**	**3**	**167**	**63**	**27**	**34**	**6**	**1**	**0**	**0**	**1**	**3**	**1**	**0**
GS-14	%	2.77 %	2.83 %	2.65 %	3.74 %	1.55 %	2.59 %	2.00%	5.51 %	8.99 %	6.67 %	1.28 %	0%	0%	0.53 %	3.30 %	4.00 %	0%
	#	**151**	**104**	**47**	**9**	**1**	**66**	**33**	**24**	**11**	**1**	**0**	**0**	**0**	**4**	**2**	**0**	**0**
GS-15	%	1.31 %	1.37 %	1.20 %	2.59 %	0.52 %	1.02 %	1.05%	4.90 %	2.91 %	1.11 %	0%	0%	0%	2.14 %	2.20 %	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%
	#	**23**	**17**	**6**	**0**	**0**	**12**	**4**	**3**	**2**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
Senior EX. Service	%	0.20 %	0.22 %	0.15 %	0%	0%	0.19 %	0.13%	0.61 %	0.53 %	0%	0%	0%	0%	1.07 %	0%	0%	0%
	#	**11,535**	**7,606**	**3,929**	**348**	**193**	**6,459**	**3,157**	**490**	**378**	**90**	**78**	**5**	**5**	**187**	**91**	**25**	**26**
TOTAL	%	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 SERVCE

Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2010

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	#	56	22	34	0	2	16	27	5	3	0	1	0	0	0	1	1	0
	%	7.12%	5.68%	8.52%	0%	22.22%	5.08%	8.36%	11.90%	6.67%	0%	14.29%	0%	0%	0%	9.09%	33.33%	0%
GS-02	#	71	38	33	1	0	30	30	3	2	0	0	0	0	4	0	0	1
	%	9.03%	9.82%	8.27%	7.14%	0%	9.52%	9.29%	7.14%	4.44%	0%	0%	0%	0%	40.00%	0%	0%	25.00%
GS-03	#	230	96	134	5	2	76	112	12	14	1	3	0	0	1	2	1	1
	%	29.26%	24.81%	33.58%	35.71%	22.22%	24.13%	34.67%	28.57%	31.11%	33.33%	42.86%	0%	0%	10.00%	18.18%	33.33%	25.00%
GS-04	#	231	122	109	7	3	92	81	17	16	2	2	0	0	4	7	0	0
	%	29.39%	31.52%	27.32%	50.00%	33.33%	29.21%	25.08%	40.48%	35.56%	66.67%	28.57%	0%	0%	40.00%	63.64%	0%	0%
GS-05	#	128	68	60	0	1	62	47	5	9	0	0	0	0	0	1	1	2
	%	16.28%	17.57%	15.04%	0%	11.11%	19.68%	14.55%	11.90%	20.00%	0%	0%	0%	0%	0%	9.09%	33.33%	50.00%
GS-06	#	10	4	6	0	0	4	6	0	0	0	0	0	0	0	0	0	0
	%	1.27%	1.03%	1.50%	0%	0%	1.27%	1.86%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	27	14	13	1	1	12	11	0	0	0	1	0	0	1	0	0	0
	%	3.44%	3.62%	3.26%	7.14%	11.11%	3.81%	3.41%	0%	0%	0%	14.29%	0%	0%	10.00%	0%	0%	0%
GS-08	#	5	4	1	0	0	4	1	0	0	0	0	0	0	0	0	0	0
	%	0.64%	1.03%	0.25%	0%	0%	1.27%	0.31%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	14	7	7	0	0	7	6	0	1	0	0	0	0	0	0	0	0
	%	1.78%	1.81%	1.75%	0%	0%	2.22%	1.86%	0%	2.22%	0%	0%	0%	0%	0%	0%	0%	0%

	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-10	%	0.13%	0.26 %	0%	0%	0%	0.32 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	8	7	1	0	0	7	1	0	0	0	0	0	0	0	0	0	0	0
GS-11	%	1.02%	1.81 %	0.25 %	0%	0%	2.22 %	0.31%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
GS-12	%	0.25%	0.52 %	0%	0%	0%	0.63 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-13	%	0.25%	0.26 %	0.25 %	0%	0%	0.32 %	0.31%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-14	%	0.13%	0.26 %	0%	0%	0%	0.32 %	0%	0%	0%	0%	0%	0%	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%
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%	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%	0%	0%
TOTAL	#	786	387	399	14	9	315	323	42	45	3	7	0	0	10	11	3	4	
	%	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 SERVCE

Table A5-1: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2010

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	
		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	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	50.00%	0%	50.00%	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
	%	100%	100%	0%	0%	0%	100%	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
	%	100%	100%	0%	0%	0%	50.00%	0%	50.00%	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
	%	100%	100%	0%	0%	0%	100%	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

	%	100 %	100 %	0%	0%	0%	100%	0%	0%	0%	0%	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%
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%

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

Table A5-1: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Temp)

Year = FY 2010

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	
		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	#	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	66.67%	33.33%	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%

	#	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%
All other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(unspecified WG)	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

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

Year = FY 2010

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	
		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	#	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%	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**	**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**	**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**	**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**	**0**	**0**
WG-15	%	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%	0%	0%
	#	**8**	**8**	**0**	**1**	**0**	**6**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	%	100%	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 SERVCE

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

Year = FY 2010

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	
		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	#	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100 %	100 %	100 %	100 %	100 %	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%
	#	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%
All other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(unspecified WG)	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	%	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 SERVCE

Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)

Year = FY 2010

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
0018 - SAFETY & OCCUPATIONAL HEALTH MANAGEMENT	#	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																		
0020 - COMMUNITY PLANNING	#	6	2	4	0	0	1	4	1	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0%	0%	16.67%	66.67%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0029 - ENVIRONMENTAL PROTECTION ASSISTANT	#	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																		
0080 - SECURITY ADMINISTRATION	#	4	2	2	0	0	1	0	1	1	0	0	0	0	0	0	0	1
	%	100%	50.00%	50.00%	0%	0%	25.00%	0%	25.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	25.00%
Occupational CLF																		
0086 - SECURITY CLERICAL & ASSISTANCE	#	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																		
0110 - ECONOMIST	#	41	27	14	0	0	22	11	5	3	0	0	0	0	0	0	0	0
	%	100%	65.85%	34.15%	0%	0%	53.66%	26.83%	12.20%	7.32%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0150 - GEOGRAPHY	#	18	12	6	0	0	11	6	1	0	0	0	0	0	0	0	0	0

	%	100 %	66.67%	33.33%	0%	0%	61.11%	33.33%	5.56 %	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0170 - HISTORY	#	**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																		
0184 - SOCIOLOGY	#	**4**	**2**	**2**	**0**	**0**	**2**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	50.00%	50.00%	0%	0%	50.00%	25.00%	0%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0193 - ARCHEOLOGY	#	**41**	**26**	**15**	**0**	**0**	**26**	**13**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	63.41%	36.59%	0%	0%	63.41%	31.71%	0%	0%	0%	4.88 %	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0199 - SOCIAL SCIENCE STUDENT TRAINEE	#	**4**	**2**	**2**	**0**	**1**	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	50.00%	50.00%	0%	25.00%	25.00%	25.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0201 - HUMAN RESOURCES MANAGEMENT	#	**123**	**19**	**104**	**0**	**10**	**15**	**70**	**4**	**19**	**0**	**0**	**0**	**0**	**0**	**4**	**0**	**1**
	%	100 %	15.45%	84.55%	0%	8.13 %	12.20%	56.91%	3.25 %	15.45%	0%	0%	0%	0%	0%	3.25 %	0%	0.81 %
Occupational CLF																		
0203 - HUMAN RESOURCES CLERICAL & ASSISTANCE	#	**40**	**7**	**33**	**0**	**0**	**6**	**20**	**1**	**11**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	17.50%	82.50%	0%	0%	15.00%	50.00%	2.50 %	27.50%	0%	5.00 %	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	**15**	**5**	**10**	**0**	**1**	**1**	**4**	**4**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	33.33%	66.67%	0%	6.67 %	6.67 %	26.67%	26.67%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0299 - HUMAN RESOURCES MANAGEMENT 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																		
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	**93**	**34**	**59**	**2**	**3**	**18**	**29**	**13**	**23**	**1**	**0**	**0**	**0**	**0**	**2**	**0**	**2**
	%	100 %	36.56%	63.44%	2.15 %	3.23 %	19.35%	31.18%	13.98%	24.73%	1.08 %	0%	0%	0%	0%	2.15 %	0%	2.15 %
Occupational CLF																		
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	**319**	**28**	**291**	**1**	**11**	**23**	**228**	**3**	**44**	**1**	**0**	**0**	**1**	**0**	**6**	**0**	**1**
	%	100 %	8.78 %	91.22%	0.31 %	3.45 %	7.21 %	71.47%	0.94 %	13.79%	0.31 %	0%	0%	0.31%	0%	1.88 %	0%	0.31 %

Occupational CLF																		
0305 - MAIL & FILE	#	**21**	**9**	**12**	**0**	**0**	**5**	**7**	**3**	**4**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100 %	42.86%	57.14%	0%	0%	23.81%	33.33%	14.29%	19.05%	0%	4.76 %	0%	0%	4.76 %	0%	0%	0%
Occupational CLF																		
0309 - CORRESPONDENCE CLERK	#	**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																		
0318 - SECRETARY	#	**170**	**3**	**167**	**0**	**7**	**3**	**139**	**0**	**14**	**0**	**4**	**0**	**0**	**0**	**1**	**0**	**2**
	%	100 %	1.76 %	98.24%	0%	4.12 %	1.76 %	81.76%	0%	8.24 %	0%	2.35 %	0%	0%	0%	0.59 %	0%	1.18 %
Occupational CLF																		
0322 - CLERK-TYPIST	#	**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																		
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANCE	#	**53**	**4**	**49**	**0**	**3**	**4**	**41**	**0**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	7.55 %	92.45%	0%	5.66 %	7.55 %	77.36%	0%	9.43 %	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0335 - COMPUTER CLERK & ASSISTANT	#	**2**	**0**	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	0%	100 %	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0340 - PROGRAM MANAGEMENT	#	**10**	**5**	**5**	**0**	**0**	**4**	**3**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
	%	100 %	50.00%	50.00%	0%	0%	40.00%	30.00%	0%	10.00%	10.00%	0%	0%	0%	0%	10.00%	0%	0%
Occupational CLF																		
0341 - ADMINISTRATIVE OFFICER	#	**48**	**16**	**32**	**1**	**2**	**9**	**19**	**4**	**10**	**1**	**0**	**0**	**0**	**1**	**1**	**0**	**0**
	%	100 %	33.33%	66.67%	2.08 %	4.17 %	18.75%	39.58%	8.33 %	20.83%	2.08 %	0%	0%	0%	2.08 %	2.08 %	0%	0%
Occupational CLF																		
0342 - SUPPORT SERVICES ADMINISTRATION	#	**1**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	100 %	0%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0343 - MANAGEMENT PROGRAM ANALYSIS	#	**150**	**69**	**81**	**5**	**4**	**54**	**52**	**2**	**21**	**2**	**1**	**0**	**0**	**6**	**3**	**0**	**0**
	%	100 %	46.00%	54.00%	3.33 %	2.67 %	36.00%	34.67%	1.33 %	14.00%	1.33 %	0.67 %	0%	0%	4.00 %	2.00 %	0%	0%
Occupational CLF																		

0344 - MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	#	**36**	**3**	**33**	**0**	**2**	**0**	**27**	**1**	**0**	**1**	**2**	**0**	**0**	**1**	**1**	**0**	**1**
	%	100 %	8.33 %	91.67%	0%	5.56 %	0%	75.00%	2.78 %	0%	2.78 %	5.56 %	0%	0%	2.78 %	2.78 %	0%	2.78 %
Occupational CLF																		
0350 - EQUIPMENT OPERATOR	#	**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																		
0360 - EQUAL OPPORTUNITY COMPLIANCE	#	**3**	**1**	**2**	**0**	**0**	**0**	**0**	**1**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	33.33%	66.67%	0%	0%	0%	0%	33.33%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0361 - EQUAL OPPORTUNITY ASSISTANCE	#	**2**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**2**	**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																		
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT TRAINEE	#	**3**	**0**	**3**	**0**	**1**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	0%	100 %	0%	33.33%	0%	0%	0%	33.33%	0%	33.33%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0401 - GENERAL BIOLOGICAL SCIENCE	#	**886**	**627**	**259**	**39**	**7**	**514**	**222**	**50**	**15**	**4**	**5**	**1**	**1**	**18**	**8**	**1**	**0**
	%	100 %	70.77%	29.23%	4.40 %	0.79 %	58.01%	25.06%	5.64 %	1.69 %	0.45 %	0.56 %	0.11%	0.11%	2.03 %	0.90 %	0.11%	0%
Occupational CLF																		
0404 - BIOLOGICAL SCIENCE TECHNICIAN	#	**35**	**33**	**2**	**2**	**0**	**27**	**2**	**2**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
	%	100 %	94.29%	5.71 %	5.71 %	0%	77.14%	5.71 %	5.71 %	0%	0%	0%	2.86%	0%	2.86 %	0%	0%	0%
Occupational CLF																		
0408 - ECOLOGY	#	**11**	**3**	**8**	**0**	**0**	**3**	**8**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	27.27%	72.73%	0%	0%	27.27%	72.73%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0430 - BOTANY	#	**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																		
0437 - HORTICULTURE	#	**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																		
0454 - RANGELAND MANAGEMENT	#	**326**	**238**	**88**	**18**	**6**	**210**	**77**	**0**	**0**	**0**	**1**	**0**	**0**	**7**	**2**	**3**	**2**

	%	100 %	73.01%	26.99%	5.52 %	1.84 %	64.42%	23.62%	0%	0%	0%	0.31 %	0%	0%	2.15 %	0.61 %	0.92%	0.61 %
Occupational CLF																		
0457 - SOIL CONSERVATION	#	**4,222**	**2,976**	**1,246**	**124**	**62**	**2,537**	**1,030**	**220**	**80**	**21**	**25**	**2**	**3**	**62**	**37**	**10**	**9**
	%	100 %	70.49%	29.51%	2.94 %	1.47 %	60.09%	24.40%	5.21 %	1.89 %	0.50 %	0.59 %	0.05%	0.07%	1.47 %	0.88 %	0.24%	0.21 %
Occupational CLF																		
0458 - SOIL CONSERVATION TECHNICIAN	#	**1,384**	**1,054**	**330**	**29**	**15**	**936**	**302**	**39**	**5**	**7**	**2**	**1**	**0**	**39**	**6**	**2**	**0**
	%	100 %	76.16%	23.84%	2.10 %	1.08 %	67.63%	21.82%	2.82 %	0.36 %	0.51 %	0.14 %	0.07%	0%	2.82 %	0.43 %	0.14%	0%
Occupational CLF																		
0460 - FORESTRY	#	**48**	**37**	**11**	**0**	**0**	**35**	**10**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**
	%	100 %	77.08%	22.92%	0%	0%	72.92%	20.83%	2.08 %	0%	0%	0%	0%	0%	0%	2.08 %	2.08%	0%
Occupational CLF																		
0470 - SOIL SCIENCE	#	**785**	**647**	**138**	**24**	**8**	**563**	**123**	**44**	**4**	**6**	**2**	**0**	**0**	**7**	**0**	**3**	**1**
	%	100 %	82.42%	17.58%	3.06 %	1.02 %	71.72%	15.67%	5.61 %	0.51 %	0.76 %	0.25 %	0%	0%	0.89 %	0%	0.38%	0.13 %
Occupational CLF																		
0471 - AGRONOMY	#	**120**	**100**	**20**	**11**	**1**	**82**	**19**	**2**	**0**	**2**	**0**	**0**	**0**	**3**	**0**	**0**	**0**
	%	100 %	83.33%	16.67%	9.17 %	0.83 %	68.33%	15.83%	1.67 %	0%	1.67 %	0%	0%	0%	2.50 %	0%	0%	0%
Occupational CLF																		
0480 - GENERAL FISH & WILDLIFE ADMINISTRATION	#	**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																		
0482 - FISHERY BIOLOGY	#	**7**	**5**	**2**	**0**	**0**	**5**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	71.43%	28.57%	0%	0%	71.43%	28.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0486 - WILDLIFE BIOLOGY	#	**49**	**38**	**11**	**5**	**2**	**30**	**9**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**0**	**0**	**0**
	%	100 %	77.55%	22.45%	10.20%	4.08 %	61.22%	18.37%	0%	0%	0%	0%	0%	0%	6.12 %	0%	0%	0%
Occupational CLF																		
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	#	**211**	**93**	**118**	**6**	**9**	**59**	**77**	**18**	**16**	**6**	**6**	**0**	**0**	**4**	**8**	**0**	**2**
	%	100 %	44.08%	55.92%	2.84 %	4.27 %	27.96%	36.49%	8.53 %	7.58 %	2.84 %	2.84 %	0%	0%	1.90 %	3.79 %	0%	0.95 %
Occupational CLF																		
0501 - FINANCIAL ADMINISTRATION &	#	**11**	**2**	**9**	**0**	**0**	**0**	**8**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

PROGRAM	%	100 %	18.18%	81.82%	0%	0%	0%	72.73%	18.18%	9.09 %	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	**37**	**5**	**32**	**0**	**0**	**2**	**26**	**0**	**6**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	13.51%	86.49%	0%	0%	5.41 %	70.27%	0%	16.22%	8.11 %	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	#	**11**	**3**	**8**	**0**	**0**	**2**	**2**	**1**	**5**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	27.27%	72.73%	0%	0%	18.18%	18.18%	9.09 %	45.45%	0%	9.09 %	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0525 - ACCOUNTING TECHNICIAN	#	**17**	**1**	**16**	**0**	**0**	**1**	**15**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	5.88 %	94.12%	0%	0%	5.88 %	88.24%	0%	5.88 %	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0540 - VOUCHER EXAMINING	#	**12**	**1**	**11**	**0**	**0**	**0**	**10**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	8.33 %	91.67%	0%	0%	0%	83.33%	8.33 %	8.33 %	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0560 - BUDGET ANALYSIS	#	**111**	**20**	**91**	**3**	**5**	**15**	**56**	**2**	**23**	**0**	**7**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	18.02%	81.98%	2.70 %	4.50 %	13.51%	50.45%	1.80 %	20.72%	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																		
0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	#	**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																		
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	#	**446**	**398**	**48**	**23**	**0**	**340**	**46**	**15**	**0**	**3**	**1**	**0**	**0**	**16**	**1**	**1**	**0**
	%	100 %	89.24%	10.76%	5.16 %	0%	76.23%	10.31%	3.36 %	0%	0.67 %	0.22 %	0%	0%	3.59 %	0.22 %	0.22%	0%

Occupational CLF																		
0807 - LANDSCAPE ARCHITECTURE	#	**5**	**2**	**3**	**1**	**1**	**1**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	40.00%	60.00%	20.00%	20.00%	20.00%	20.00%	0%	0%	0%	20.00%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0809 - CONSTRUCTION CONTROL	#	**27**	**27**	**0**	**2**	**0**	**21**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100 %	100 %	0%	7.41 %	0%	77.78%	0%	11.11%	0%	0%	0%	0%	0%	3.70 %	0%	0%	0%
Occupational CLF																		
0810 - CIVIL ENGINEERING	#	**533**	**436**	**97**	**19**	**11**	**381**	**75**	**7**	**5**	**15**	**2**	**0**	**0**	**12**	**3**	**2**	**1**
	%	100 %	81.80%	18.20%	3.56 %	2.06 %	71.48%	14.07%	1.31 %	0.94 %	2.81 %	0.38 %	0%	0%	2.25 %	0.56 %	0.38%	0.19 %
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																		
0819 - ENVIRONMENTAL ENGINEERING	#	**21**	**16**	**5**	**0**	**0**	**14**	**5**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	76.19%	23.81%	0%	0%	66.67%	23.81%	4.76 %	0%	4.76 %	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0856 - ELECTRONICS TECHNICIAN	#	**8**	**8**	**0**	**1**	**0**	**7**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	100 %	0%	12.50%	0%	87.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0890 - AGRICULTURAL ENGINEERING	#	**270**	**201**	**69**	**13**	**2**	**173**	**62**	**9**	**1**	**3**	**2**	**0**	**0**	**2**	**1**	**0**	**1**
	%	100 %	74.44%	25.56%	4.81 %	0.74 %	64.07%	22.96%	3.33 %	0.37 %	1.11 %	0.74 %	0%	0%	0.74 %	0.37 %	0%	0.37 %
Occupational CLF																		
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	**43**	**25**	**18**	**7**	**4**	**16**	**10**	**1**	**0**	**1**	**1**	**0**	**0**	**0**	**1**	**0**	**2**
	%	100 %	58.14%	41.86%	16.28%	9.30 %	37.21%	23.26%	2.33 %	0%	2.33 %	2.33 %	0%	0%	0%	2.33 %	0%	4.65 %
Occupational CLF																		
0963 - LEGAL INSTRUMENTS EXAMINING	#	**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																		
1001 - GENERAL ARTS & INFORMATION	#	**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																		

1020 - ILLUSTRATING	#	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																		
1035 - PUBLIC AFFAIRS	#	87	25	62	0	0	24	52	1	7	0	2	0	0	0	1	0	0
	%	100 %	28.74%	71.26%	0%	0%	27.59%	59.77%	1.15 %	8.05 %	0%	2.30 %	0%	0%	0%	1.15 %	0%	0%
Occupational CLF																		
1060 - PHOTOGRAPHY	#	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																		
1071 - AUDIOVISUAL PRODUCTION	#	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																		
1082 - WRITING & EDITING	#	15	4	11	0	1	3	9	0	1	0	0	0	0	0	0	1	0
	%	100 %	26.67%	73.33%	0%	6.67 %	20.00%	60.00%	0%	6.67 %	0%	0%	0%	0%	0%	0%	6.67%	0%
Occupational CLF																		
1084 - VISUAL INFORMATION	#	17	1	16	0	1	1	11	0	3	0	1	0	0	0	0	0	0
	%	100 %	5.88 %	94.12%	0%	5.88 %	5.88 %	64.71%	0%	17.65%	0%	5.88 %	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1087 - EDITORIAL ASSISTANCE	#	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																		
1099 - INFORMATION & ARTS STUDENT TRAINEE	#	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																		
1101 - GENERAL BUSINESS & INDUSTRY	#	29	8	21	0	1	2	12	6	8	0	0	0	0	0	0	0	0
	%	100 %	27.59%	72.41%	0%	3.45 %	6.90 %	41.38%	20.69%	27.59%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1102 - CONTRACTING	#	94	38	56	1	2	29	45	7	9	1	0	0	0	0	0	0	0
	%	100 %	40.43%	59.57%	1.06 %	2.13 %	30.85%	47.87%	7.45 %	9.57 %	1.06 %	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1105 - PURCHASING	#	26	7	19	0	2	6	11	0	4	1	2	0	0	0	0	0	0

	%	100 %	26.92%	73.08%	0%	7.69 %	23.08%	42.31%	0%	15.38%	3.85 %	7.69 %	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1106 - PROCUREMENT CLERICAL & ASSISTANCE	#	**4**	**1**	**3**	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100 %	25.00%	75.00%	0%	0%	0%	75.00%	0%	0%	0%	0%	0%	0%	25.00%	0%	0%	0%
Occupational CLF																		
1170 - REALTY	#	**5**	**3**	**2**	**0**	**0**	**3**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	60.00%	40.00%	0%	0%	60.00%	40.00%	0%	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**	**0**
	%	100 %	100 %	0%	0%	0%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1301 - GENERAL PHYSICAL SCIENCE	#	**9**	**6**	**3**	**0**	**0**	**6**	**3**	**0**	**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%	0%
Occupational CLF																		
1311 - PHYSICAL SCIENCE TECHNICIAN	#	**20**	**10**	**10**	**0**	**0**	**9**	**10**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	50.00%	50.00%	0%	0%	45.00%	50.00%	5.00 %	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1315 - HYDROLOGY	#	**35**	**28**	**7**	**0**	**0**	**27**	**7**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100 %	80.00%	20.00%	0%	0%	77.14%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	2.86%	0%
Occupational CLF																		
1316 - HYDROLOGIC TECHNICIAN	#	**7**	**6**	**1**	**0**	**0**	**6**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	85.71%	14.29%	0%	0%	85.71%	14.29%	0%	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**	**0**
	%	100 %	100 %	0%	0%	0%	100 %	0%	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**	**0**
	%	100 %	100 %	0%	0%	0%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1350 - GEOLOGY	#	**35**	**28**	**7**	**0**	**0**	**27**	**7**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100 %	80.00%	20.00%	0%	0%	77.14%	20.00%	0%	0%	0%	0%	0%	0%	2.86 %	0%	0%	0%

Occupational CLF																		
1370 - CARTOGRAPHY	#	64	40	24	4	1	33	20	1	1	1	1	0	0	1	1	0	0
	%	100 %	62.50%	37.50%	6.25 %	1.56 %	51.56%	31.25%	1.56 %	1.56 %	1.56 %	1.56 %	0%	0%	1.56 %	1.56 %	0%	0%
Occupational CLF																		
1371 - CARTOGRAPHIC TECHNICIAN	#	122	68	54	2	4	56	42	8	5	2	2	0	0	0	1	0	0
	%	100 %	55.74%	44.26%	1.64 %	3.28 %	45.90%	34.43%	6.56 %	4.10 %	1.64 %	1.64 %	0%	0%	0%	0.82 %	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	#	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																		
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																		
1640 - FACILITY OPERATIONS	#	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	#	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																		

1712 - TRAINING INSTRUCTION	#	6	3	3	0	0	2	3	1	0	0	0	0	0	0	0	0	0
	%	100 %	50.00%	50.00%	0%	0%	33.33%	50.00%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1750 - INSTRUCTIONAL SYSTEMS	#	5	4	1	0	0	3	1	0	0	1	0	0	0	0	0	0	0
	%	100 %	80.00%	20.00%	0%	0%	60.00%	20.00%	0%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2001 - GENERAL SUPPLY	#	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																		
2005 - SUPPLY CLERICAL & TECHNICIAN	#	8	6	2	1	1	4	1	0	0	1	0	0	0	0	0	0	0
	%	100 %	75.00%	25.00%	12.50%	12.50%	50.00%	12.50%	0%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2210 - INFORMATION TECHNOLOGY MANAGEMENT	#	45	21	24	3	0	16	16	0	6	2	1	0	0	0	1	0	0
	%	100 %	46.67%	53.33%	6.67 %	0%	35.56%	35.56%	0%	13.33%	4.44 %	2.22 %	0%	0%	0%	2.22 %	0%	0%
Occupational CLF																		
5002 - FARMING	#	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																		
5003 - GARDENING	#	6	6	0	1	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	100 %	100 %	0%	16.67%	0%	66.67%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
5729 - DRILL RIG OPERATING	#	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 SERVCE

Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)

Year = FY 2010

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
0102 - SOCIAL SCIENCE AID & TECHNICIAN	#	**2**	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	100%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0119 - ECONOMICS ASSISTANT	#	**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																		
0193 - ARCHEOLOGY	#	**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																		
0199 - SOCIAL SCIENCE STUDENT TRAINEE	#	**2**	**1**	**1**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	50.00%	50.00%	0%	0%	50.00%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0201 - HUMAN RESOURCES MANAGEMENT	#	**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																		
0203 - HUMAN RESOURCES CLERICAL & ASSISTANCE	#	**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																		
0299 - HUMAN RESOURCES	#	**2**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

MANAGEMENT STUDENT TRAINEE	%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	**4**	**3**	**1**	**0**	**0**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	75.00%	25.00%	0%	0%	75.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	**45**	**16**	**29**	**0**	**0**	**11**	**25**	**4**	**2**	**0**	**2**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	35.56%	64.44%	0%	0%	24.44%	55.56%	8.89%	4.44%	0%	4.44%	0%	0%	0%	0%	2.22%	0%
Occupational CLF																		
0318 - SECRETARY	#	**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																		
0322 - CLERK-TYPIST	#	**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																		
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANCE	#	**15**	**2**	**13**	**0**	**1**	**1**	**8**	**0**	**3**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	13.33%	86.67%	0%	6.67%	6.67%	53.33%	0%	20.00%	6.67%	6.67%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0343 - MANAGEMENT PROGRAM ANALYSIS	#	**3**	**2**	**1**	**0**	**0**	**2**	**1**	**0**	**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%	0%
Occupational CLF																		
0344 - MANAGEMENT & PROGRAM 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																		
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 TRAINEE	#	**18**	**2**	**16**	**0**	**0**	**0**	**2**	**2**	**11**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**1**
	%	100%	11.11%	88.89%	0%	0%	0%	11.11%	11.11%	61.11%	0%	11.11%	0%	0%	0%	0%	0%	5.56%
Occupational CLF																		
0401 - GENERAL BIOLOGICAL SCIENCE	#	**5**	**3**	**2**	**0**	**0**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
	%	100%	60.00%	40.00%	0%	0%	60.00%	20.00%	0%	0%	0%	0%	0%	0%	0%	20.00%	0%	0%

Occupational CLF																		
0404 - BIOLOGICAL SCIENCE TECHNICIAN	#	**48**	**29**	**19**	**3**	**0**	**23**	**17**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**
	%	100%	60.42%	39.58%	6.25%	0%	47.92%	35.42%	6.25%	0%	0%	0%	0%	0%	0%	4.17%	0%	0%
Occupational CLF																		
0454 - RANGELAND MANAGEMENT	#	**7**	**3**	**4**	**0**	**0**	**3**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**
	%	100%	42.86%	57.14%	0%	0%	42.86%	28.57%	0%	0%	0%	0%	0%	0%	0%	28.57%	0%	0%
Occupational CLF																		
0455 - RANGE TECHNICIAN	#	**9**	**5**	**4**	**0**	**0**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	55.56%	44.44%	0%	0%	44.44%	44.44%	0%	0%	0%	0%	0%	0%	0%	0%	11.11%	0%
Occupational CLF																		
0457 - SOIL CONSERVATION	#	**17**	**9**	**8**	**1**	**1**	**8**	**6**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
	%	100%	52.94%	47.06%	5.88%	5.88%	47.06%	35.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5.88%
Occupational CLF																		
0458 - SOIL CONSERVATION TECHNICIAN	#	**428**	**206**	**222**	**6**	**4**	**175**	**203**	**16**	**11**	**2**	**0**	**0**	**0**	**7**	**3**	**0**	**1**
	%	100%	48.13%	51.87%	1.40%	0.93%	40.89%	47.43%	3.74%	2.57%	0.47%	0%	0%	0%	1.64%	0.70%	0%	0.23%
Occupational CLF																		
0470 - SOIL SCIENCE	#	**4**	**2**	**2**	**0**	**0**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**
	%	100%	50.00%	50.00%	0%	0%	50.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25.00%
Occupational CLF																		
0471 - AGRONOMY	#	**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																		
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	#	**74**	**41**	**33**	**1**	**2**	**24**	**27**	**15**	**2**	**0**	**0**	**0**	**0**	**0**	**2**	**1**	**0**
	%	100%	55.41%	44.59%	1.35%	2.70%	32.43%	36.49%	20.27%	2.70%	0%	0%	0%	0%	0%	2.70%	1.35%	0%
Occupational CLF																		
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	**2**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**2**	**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																		
0561 - BUDGET CLERICAL & ASSISTANCE	#	**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																		

0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	#	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	#	29	24	5	0	0	23	4	1	0	0	0	0	0	0	1	0	0
	%	100%	82.76%	17.24%	0%	0%	79.31%	13.79%	3.45%	0%	0%	0%	0%	0%	0%	3.45%	0%	0%
Occupational CLF																		
0810 - CIVIL ENGINEERING	#	8	7	1	0	0	7	1	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	12.50%	0%	0%	87.50%	12.50%	0%	0%	0%	0%	0%	0%	0%	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																		
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	13	6	7	1	1	4	4	0	1	0	1	0	0	1	0	0	0
	%	100%	46.15%	53.85%	7.69%	7.69%	30.77%	30.77%	0%	7.69%	0%	7.69%	0%	0%	7.69%	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																		
1035 - PUBLIC AFFAIRS	#	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																		
1084 - VISUAL INFORMATION	#	2	0	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	50.00%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1087 - EDITORIAL ASSISTANCE	#	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																		
1099 - INFORMATION & ARTS STUDENT TRAINEE	#	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	50.00%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1101 - GENERAL BUSINESS &	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0

INDUSTRY																			
	%	100%	0%	100%	0%	0%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
1105 - PURCHASING	#	1	1	0	0	0	1	0	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%	0%
Occupational CLF																			
1106 - PROCUREMENT CLERICAL & ASSISTANCE	#	1	0	1	0	0	0	0	0	1	0	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%	0%
Occupational CLF																			
1199 - BUSINESS & INDUSTRY STUDENT TRAINEE	#	1	0	1	0	0	0	0	0	1	0	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%	0%
Occupational CLF																			
1311 - PHYSICAL SCIENCE TECHNICIAN	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0%	0%	75.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
1315 - HYDROLOGY	#	1	1	0	0	0	1	0	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%	0%
Occupational CLF																			
1316 - HYDROLOGIC TECHNICIAN	#	5	5	0	0	0	5	0	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%	0%
Occupational CLF																			
1371 - CARTOGRAPHIC TECHNICIAN	#	12	5	7	0	0	3	5	0	2	0	0	0	0	2	0	0	0	0
	%	100%	41.67%	58.33%	0%	0%	25.00%	41.67%	0%	16.67%	0%	0%	0%	0%	16.67%	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	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
2299 - INFORMATION TECHNOLOGY TRAINEE	#	1	0	1	0	0	0	0	0	1	0	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%	0%
Occupational CLF																			
3502 - LABORING	#	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	66.67%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table A7: Applicants and Hires for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)

Year = FY 2010

		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 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																		
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																		

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Table A7: Applicants and Hires for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)

Year = FY 2010

		TOTAL WORKFORCE			RACE/ETHNICITY											
					Hispanic or Latino		Non-Hispanic or Latino									
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		Ar In Alas	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
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															
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															

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

Year = FY 2010

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 M	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
PERMANENT	#	**866**	**501**	**365**	**24**	**19**	**416**	**273**	**36**	**51**	**8**	**9**	**0**	**2**	**9**	**5**	**8**	
	%	100%	57.85%	42.15%	2.77%	2.19%	48.04%	31.52%	4.16%	5.89%	0.92%	1.04%	0%	0.23%	1.04%	0.58%	0.92%	
TEMPORARY	#	**908**	**453**	**455**	**15**	**10**	**360**	**348**	**55**	**65**	**8**	**13**	**0**	**1**	**9**	**12**	**6**	
	%	100%	49.89%	50.11%	1.65%	1.10%	39.65%	38.33%	6.06%	7.16%	0.88%	1.43%	0%	0.11%	0.99%	1.32%	0.66%	
NON-	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
APPROPRIATED	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	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%	

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

Year = FY 2010

		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																		
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.																		

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Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Year = FY 2010

		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 Employees Eligible for Career Ladder Promotions	#	**900**	**548**	**352**	**11**	**11**	**235**	**154**	**11**	**13**	**8**	**3**	**0**	**0**	**9**	**4**	**0**	**0**
	%	100 %	60.89 %	39.11 %	1.22 %	1.22 %	26.11 %	17.11 %	1.22 %	1.44 %	0.89 %	0.33 %	0.00 %	0.00 %	1.00 %	0.44 %	0.00 %	0.00 %
Time in grade in excess of minimum																		
1 - 12 months	#	**115**	**68**	**47**	**1**	**2**	**24**	**21**	**1**	**2**	**3**	**0**	**0**	**0**	**2**	**0**	**0**	**0**
	%	100 %	59.13 %	40.87 %	0.87 %	1.74 %	20.87 %	18.26 %	0.87 %	1.74 %	2.61 %	0.00 %	0.00 %	0.00 %	1.74 %	0.00 %	0.00 %	0.00 %
13 - 24 months	#	**42**	**24**	**18**	**3**	**1**	**18**	**17**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100 %	57.14 %	42.86 %	7.14 %	2.38 %	42.86 %	40.48 %	4.76 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %
25+ months	#	**226**	**142**	**84**	**1**	**2**	**128**	**73**	**4**	**3**	**3**	**2**	**0**	**0**	**6**	**3**	**0**	**0**
	%	100 %	62.83 %	37.17 %	0.44 %	0.88 %	56.64 %	32.30 %	1.77 %	1.33 %	1.33 %	0.88 %	0.00 %	0.00 %	2.65 %	1.33 %	0.00 %	0.00 %

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

Year = FY 2010

		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																		
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.																		

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

Year = FY 2010

		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
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.

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

Year = FY 2010

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	#	**463**	**275**	**188**	**4**	**9**	**252**	**164**	**10**	**9**	**5**	**1**	**0**	**0**	**4**	**3**	**0**	**2**
	%	100%	59.40%	40.60%	0.86%	1.94%	54.43%	35.42%	2.16%	1.94%	1.08%	0.22%	0%	0%	0.86%	0.65%	0%	0.43%
Total Hours		**3,210**	**1,933**	**1,277**	**23**	**46**	**1,776**	**1,124**	**75**	**61**	**36**	**6**	**0**	**0**	**23**	**24**	**0**	**16**
Average Hours		7	7	7	6	5	7	7	8	7	7	6	0	0	6	8	0	8
TIME-OFF AWARDS - 9+ HOURS																		
Total Time-Off Awards Given	#	**141**	**63**	**78**	**4**	**11**	**53**	**47**	**3**	**17**	**1**	**1**	**0**	**0**	**2**	**0**	**0**	**2**
	%	100%	44.68%	55.32%	2.84%	7.80%	37.59%	33.33%	2.13%	12.06%	0.71%	0.71%	0%	0%	1.42%	0%	0%	1.42%
Total Hours		**2,951**	**1,281**	**1,670**	**64**	**193**	**1,117**	**1,083**	**50**	**351**	**16**	**17**	**0**	**0**	**34**	**0**	**0**	**26**
Average Hours		21	20	21	16	18	21	23	17	21	16	17	0	0	17	0	0	13
CASH AWARDS - $100 - $500																		
Total Cash Awards Given	#	**2,724**	**1,615**	**1,109**	**60**	**49**	**1,420**	**956**	**77**	**59**	**18**	**13**	**3**	**1**	**36**	**26**	**1**	**4**
	%	100%	59.29%	40.71%	2.20%	1.80%	52.13%	35.10%	2.83%	2.17%	0.66%	0.48%	0.11%	0.04%	1.32%	0.95%	0.04%	0.15%
Total Amount		**919,202**	**554,244**	**364,958**	**21,078**	**16,235**	**485,895**	**312,307**	**27,648**	**20,022**	**5,638**	**4,395**	**1,150**	**400**	**12,376**	**9,340**	**459**	**1,959**
Average Amount		337	343	329	351	331	342	327	359	339	313	338	383	400	344	359	459	490
CASH AWARDS - $500+																		
Total Cash Awards Given	#	**6,584**	**4,206**	**2,378**	**211**	**112**	**3,568**	**1,867**	**280**	**275**	**44**	**50**	**1**	**4**	**98**	**56**	**4**	**14**
	%	100%	63.88%	36.12%	3.20%	1.70%	54.19%	28.36%	4.25%	4.18%	0.67%	0.76%	0.02%	0.06%	1.49%	0.85%	0.06%	0.21%
Total Amount		**8,025,486**	**5,154,281**	**2,871,205**	**263,173**	**134,949**	**4,341,173**	**2,211,019**	**371,017**	**365,640**	**57,420**	**67,410**	**750**	**3,727**	**116,695**	**71,459**	**4,053**	**17,001**

Average Amount		1,219	1,225	1,207	1,247	1,205	1,217	1,184	1,325	1,330	1,305	1,348	750	932	1,191	1,276	1,013	1,214
QUALITY STEP INCREASES (QSI)																		
Total QSI's Awarded	**#**	**398**	**211**	**187**	**5**	**12**	**178**	**152**	**18**	**19**	**3**	**2**	**0**	**0**	**5**	**2**	**2**	**0**
	%	100%	53.02 %	46.98 %	1.26 %	3.02 %	44.72 %	38.19 %	4.52 %	4.77 %	0.75 %	0.50 %	0%	0%	1.26 %	0.50 %	0.50 %	0%
Total Benefit		**733,799**	**411,455**	**322,344**	**11,938**	**21,201**	**340,639**	**261,738**	**39,480**	**33,870**	**4,634**	**2,983**	**0**	**0**	**10,003**	**2,552**	**4,761**	**0**
Average Benefit		1,844	1,950	1,724	2,388	1,767	1,914	1,722	2,193	1,783	1,545	1,492	0	0	2,001	1,276	2,381	0

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

Year = FY 2010

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	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VOLUNTARY	#	**634**	**435**	**199**	**19**	**11**	**373**	**156**	**32**	**19**	**4**	**8**	**0**	**0**	**7**	**5**	**0**	**0**
	%	100%	68.61 %	31.39 %	3.00 %	1.74 %	58.83 %	24.61 %	5.05 %	3.00 %	0.63 %	1.26 %	0%	0%	1.10 %	0.79 %	0%	0%
INVOLUNTARY	#	**21**	**11**	**10**	**1**	**1**	**6**	**6**	**2**	**3**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	52.38 %	47.62 %	4.76 %	4.76 %	28.57 %	28.57 %	9.52 %	14.29 %	4.76 %	0%	0%	0%	4.76 %	0%	0%	0%
TOTAL SEPARATIONS	#	**655**	**446**	**209**	**20**	**12**	**379**	**162**	**34**	**22**	**5**	**8**	**0**	**0**	**8**	**5**	**0**	**0**
	%	100%	68.09 %	31.91 %	3.05 %	1.83 %	57.86 %	24.73 %	5.19 %	3.36 %	0.76 %	1.22 %	0%	0%	1.22 %	0.76 %	0%	0%
TOTAL WORKFORCE	#	**11,544**	**7,615**	**3,929**	**349**	**193**	**6,466**	**3,157**	**491**	**378**	**90**	**78**	**5**	**5**	**187**	**91**	**25**	**26**
	%	100%	65.97 %	34.03 %	3.02 %	1.67 %	56.01 %	27.35 %	4.25 %	3.27 %	0.78 %	0.68 %	0.04 %	0.04 %	1.62 %	0.79 %	0.22 %	0.23%

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Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2010

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	#	**11,844**	**10,892**	**164**	**788**	**110**	**17**	**9**	**8**	**19**	**11**	**13**	**5**	**24**	**4**
	%	100%	91.96%	1.38%	6.65%	0.93%	0.14%	0.08%	0.07%	0.16%	0.09%	0.11%	0.04%	0.20%	0.03%
Current FY	#	**12,573**	**11,565**	**178**	**830**	**111**	**16**	**8**	**8**	**19**	**11**	**11**	**5**	**29**	**4**
	%	100%	91.98%	1.42%	6.60%	0.88%	0.13%	0.06%	0.06%	0.15%	0.09%	0.09%	0.04%	0.23%	0.03%
EEOC Federal Goal	%					2.00%									
Difference	#	**729**	**673**	**14**	**42**	**1**	**-1**	**-1**	**0**	**0**	**0**	**-2**	**0**	**5**	**0**
Ratio Change	%	0%	0.02%	0.03%	-0.05%	-0.05%	-0.02%	-0.01%	0%	-0.01%	-0.01%	-0.02%	0%	0.03%	0%
Net Change	%	6.16%	6.18%	8.54%	5.33%	0.91%	-5.88%	-11.11%	0%	0%	0%	-15.38%	0%	20.83%	0%
PERMANENT															
Prior FY	#	**11,187**	**10,284**	**157**	**746**	**102**	**17**	**8**	**8**	**15**	**10**	**13**	**5**	**22**	**4**
	%	100%	91.93%	1.40%	6.67%	0.91%	0.15%	0.07%	0.07%	0.13%	0.09%	0.12%	0.04%	0.20%	0.04%
Current FY	#	**11,544**	**10,619**	**161**	**764**	**107**	**16**	**8**	**8**	**18**	**10**	**11**	**5**	**27**	**4**
	%	100%	91.99%	1.39%	6.62%	0.93%	0.14%	0.07%	0.07%	0.16%	0.09%	0.10%	0.04%	0.23%	0.03%
Difference	#	**357**	**335**	**4**	**18**	**5**	**-1**	**0**	**0**	**3**	**0**	**-2**	**0**	**5**	**0**
Ratio Change	%	0%	0.06%	-0.01%	-0.05%	0.02%	-0.01%	0%	0%	0.02%	0%	-0.02%	0%	0.04%	0%
Net Change	%	3.19%	3.26%	2.55%	2.41%	4.90%	-5.88%	0%	0%	20.00%	0%	-15.38%	0%	22.73%	0%
TEMPORARY															
Prior FY	#	**657**	**608**	**7**	**42**	**8**	**0**	**1**	**0**	**4**	**1**	**0**	**0**	**2**	**0**

	%	100%	92.54 %	1.07%	6.39%	1.22%	0%	0.15%	0%	0.61%	0.15 %	0%	0%	0.30%	0%
Current FY	#	**1,029**	**946**	**17**	**66**	**4**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**2**	**0**
	%	100%	91.93 %	1.65%	6.41%	0.39%	0%	0%	0%	0.10%	0.10 %	0%	0%	0.19%	0%
Difference	#	**372**	**338**	**10**	**24**	**-4**	**0**	**-1**	**0**	**-3**	**0**	**0**	**0**	**0**	**0**
Ratio Change	**%**	0%	- 0.61%	0.59%	0.02%	- 0.83%	0%	- 0.15%	0%	- 0.51%	- 0.06 %	0%	0%	-0.11%	0%
Net Change	**%**	56.62%	55.59 %	142.86 %	57.14 %	- 50.00 %	0%	-100%	0%	- 75.00 %	0%	0%	0%	0%	0%
NON-APPROPRIATED															
Prior FY	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Current FY	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Difference	#	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Ratio Change	**%**	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	**%**	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%

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

Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2010

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
TOTAL	#	**11,544**	**10,619**	**161**	**764**	**107**	**16**	**8**	**8**	**18**	**10**	**11**	**5**	**27**	**4**
	%	100%	91.99%	1.39%	6.62%	0.93%	0.14%	0.07%	0.07%	0.16%	0.09%	0.10%	0.04%	0.23%	0.03%
EEOC Federal Goal	%					2.00%									
AL STATE CONSERVATIONIST OFF	#	**183**	**168**	**2**	**13**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	91.80%	1.09%	7.10%	0.55%	0%	0%	0%	0%	0%	0%	0%	0.55%	0%
AK STATE CONSVST OFFICE	#	**67**	**60**	**1**	**6**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	89.55%	1.49%	8.96%	1.49%	0%	0%	0%	1.49%	0%	0%	0%	0%	0%
AZ STATE CONSERVATIONISTS OFF	#	**148**	**134**	**4**	**10**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	90.54%	2.70%	6.76%	0.68%	0.68%	0%	0%	0%	0%	0%	0%	0%	0%
AR STATE CONSERVATIONISTS OFF	#	**230**	**213**	**2**	**15**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**
	%	100%	92.61%	0.87%	6.52%	1.30%	0.43%	0%	0%	0%	0%	0%	0.43%	0.43%	0%
CA STATE CONSERVATIONISTS OFF	#	**374**	**352**	**3**	**19**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	94.12%	0.80%	5.08%	0.27%	0%	0%	0%	0%	0%	0%	0%	0.27%	0%
CO STATE CONSERVATIONISTS OFF	#	**293**	**273**	**3**	**17**	**3**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**2**	**0**
	%	100%	93.17%	1.02%	5.80%	1.02%	0%	0%	0.34%	0%	0%	0%	0%	0.68%	0%
CT STATE CONSERVATIONISTS OFFC	#	**53**	**49**	**0**	**4**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.45%	0%	7.55%	1.89%	0%	0%	1.89%	0%	0%	0%	0%	0%	0%
DE STATE CONSERVATIONISTS OFF	#	**39**	**35**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	89.74%	5.13%	5.13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
FL STATE CONSERVATIONIST OFF.	#	**174**	**160**	**1**	**13**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	100%	91.95%	0.57%	7.47%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GA STATE CONSERVATIONISTS OFFC	#	**244**	**230**	**0**	**14**	**5**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**3**	**0**	
	%	100%	94.26%	0%	5.74%	2.05%	0%	0%	0%	0.41%	0%	0.41%	0%	1.23%	0%	
PACIFIC ISLANDS STATE OFFICE	#	**111**	**98**	**2**	**11**	**3**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	
	%	100%	88.29%	1.80%	9.91%	2.70%	1.80%	0%	0%	0%	0%	0%	0%	0.90%	0%	
IDAHO STATE CONSERVATIONIST OFFICE	#	**187**	**175**	**2**	**10**	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	
	%	100%	93.58%	1.07%	5.35%	1.07%	0%	0%	0%	1.07%	0%	0%	0%	0%	0%	
IL STATE CONSERVATIONISTS OFF	#	**308**	**292**	**4**	**12**	**3**	**0**	**0**	**0**	**2**	**1**	**0**	**0**	**0**	**0**	
	%	100%	94.81%	1.30%	3.90%	0.97%	0%	0%	0%	0.65%	0.32%	0%	0%	0%	0%	
IN STATE CONSERVATIONISTS OFF	#	**241**	**230**	**0**	**11**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	
	%	100%	95.44%	0%	4.56%	0.41%	0%	0%	0%	0%	0%	0%	0%	0.41%	0%	
IA STATE CONSERVATIONISTS OFF	#	**430**	**398**	**4**	**28**	**5**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	**2**	
	%	100%	92.56%	0.93%	6.51%	1.16%	0%	0%	0%	0%	0.23%	0.23%	0.23%	0%	0.47%	
KS STATE CONSERVATIONISTS OFF	#	**354**	**326**	**6**	**22**	**4**	**0**	**0**	**1**	**1**	**0**	**2**	**0**	**0**	**0**	
	%	100%	92.09%	1.69%	6.21%	1.13%	0%	0%	0.28%	0.28%	0%	0.56%	0%	0%	0%	
KY STATE CONSERVATIONISTS OFFI	#	**229**	**219**	**3**	**7**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	95.63%	1.31%	3.06%	0.44%	0.44%	0%	0%	0%	0%	0%	0%	0%	0%	
LA STATE CONSERVATIONIST OFF	#	**226**	**211**	**1**	**14**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	
	%	100%	93.36%	0.44%	6.19%	0.44%	0%	0%	0%	0%	0%	0%	0%	0%	0.44%	
MAINE STATE CONSERVATIONISTS OFFICE	#	**83**	**73**	**2**	**8**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	87.95%	2.41%	9.64%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
MD STATE CONSERVATIONIST S OFF	#	**100**	**93**	**2**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	93.00%	2.00%	5.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
MA STATE CONSERVATIONISTS OFF	#	**61**	**54**	**3**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	88.52%	4.92%	6.56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
MI STATE CONSERVATIONISTS OFF	#	**202**	**190**	**4**	**8**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	94.06%	1.98%	3.96%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
MN STATE CONSERVATIONISTS OFF	#	**368**	**338**	**3**	**27**	**5**	**2**	**0**	**0**	**2**	**1**	**0**	**0**	**0**	**0**	
	%	100%	91.85%	0.82%	7.34%	1.36%	0.54%	0%	0%	0.54%	0.27%	0%	0%	0%	0%	
MS STATE CONSVST OFFICE	#	**286**	**260**	**2**	**24**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	

	%	100%	90.91%	0.70%	8.39%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MO STATE CONSERVATIONISTS OFF	#	**395**	**374**	**2**	**19**	**3**	**0**	**0**	**2**	**0**	**1**	**0**	**0**	**0**	**0**
	%	100%	94.68%	0.51%	4.81%	0.76%	0%	0%	0.51%	0%	0.25%	0%	0%	0%	0%
MT STATE CONSERVATIONIST OFF	#	**320**	**298**	**6**	**16**	**2**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**0**
	%	100%	93.13%	1.88%	5.00%	0.63%	0%	0%	0%	0.31%	0%	0%	0%	0.31%	0%
NEBRASKA STATE CONSERVATIONIST OFFICE	#	**325**	**305**	**3**	**17**	**3**	**0**	**0**	**0**	**1**	**0**	**1**	**1**	**0**	**0**
	%	100%	93.85%	0.92%	5.23%	0.92%	0%	0%	0%	0.31%	0%	0.31%	0.31%	0%	0%
NV STATE CONSVST OFFICE	#	**67**	**60**	**1**	**6**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	89.55%	1.49%	8.96%	1.49%	0%	0%	0%	0%	0%	1.49%	0%	0%	0%
NH STATE CONSERVATIONISTS OFC	#	**53**	**50**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	94.34%	3.77%	1.89%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NJ STATE CONSERVATIONISTS OFF	#	**72**	**66**	**0**	**6**	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	91.67%	0%	8.33%	2.78%	1.39%	1.39%	0%	0%	0%	0%	0%	0%	0%
NM STATE CONSERVATION SERVICE	#	**178**	**160**	**6**	**12**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	89.89%	3.37%	6.74%	0.56%	0.56%	0%	0%	0%	0%	0%	0%	0%	0%
NY STATE CONSVST S OFFICE	#	**171**	**160**	**1**	**10**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.57%	0.58%	5.85%	0.58%	0%	0%	0%	0.58%	0%	0%	0%	0%	0%
NC STATE CONSERVATIONISTS OFF	#	**174**	**150**	**5**	**19**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	86.21%	2.87%	10.92%	0.57%	0%	0%	0%	0%	0%	0.57%	0%	0%	0%
ND STATE CONSERVATIONIST OFF	#	**259**	**220**	**7**	**32**	**4**	**2**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**
	%	100%	84.94%	2.70%	12.36%	1.54%	0.77%	0%	0%	0%	0.39%	0%	0%	0.39%	0%
OH STATE CONSERVATIONIST OFF	#	**240**	**219**	**6**	**15**	**3**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**1**
	%	100%	91.25%	2.50%	6.25%	1.25%	0%	0.42%	0%	0%	0%	0%	0%	0.42%	0.42%
OKLA STATE CONVST OFF-STILLWTR	#	**312**	**270**	**6**	**36**	**3**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**1**	**0**
	%	100%	86.54%	1.92%	11.54%	0.96%	0%	0%	0.32%	0%	0%	0.32%	0%	0.32%	0%
OR STATE CONSERVATIONISTS OFF	#	**181**	**166**	**3**	**12**	**2**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**
	%	100%	91.71%	1.66%	6.63%	1.10%	0%	0%	0%	1.10%	0%	0%	0%	0%	0%
PA STATE CONS OFF	#	**196**	**181**	**3**	**12**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**
	%	100%	92.35%	1.53%	6.12%	1.02%	0%	0%	0%	0%	0%	0%	0%	1.02%	0%
RI STATE CONSERVATIONIST OFFC	#	**32**	**28**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	100%	87.50%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SC STATE CONSERVATIONISTS OFF	#	**144**	**137**	**2**	**5**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	
	%	100%	95.14%	1.39%	3.47%	0.69%	0%	0%	0%	0%	0.69%	0%	0%	0%	0%	
SD STATE CONSERVATIONISTS OFF	#	**250**	**231**	**1**	**18**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**0**	
	%	100%	92.40%	0.40%	7.20%	1.20%	0%	0%	0%	0%	0%	0%	0%	1.20%	0%	
TENNESSEE	#	**211**	**199**	**3**	**9**	**2**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	
	%	100%	94.31%	1.42%	4.27%	0.95%	0%	0%	0%	0.47%	0%	0.47%	0%	0%	0%	
TX STATE CONSERVATIONISTS OFF	#	**842**	**780**	**9**	**53**	**5**	**0**	**2**	**0**	**1**	**0**	**0**	**1**	**1**	**0**	
	%	100%	92.64%	1.07%	6.29%	0.59%	0%	0.24%	0%	0.12%	0%	0%	0.12%	0.12%	0%	
UT STATE CONSERVATIONISTS OFF	#	**171**	**149**	**3**	**19**	**3**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**1**	**0**	
	%	100%	87.13%	1.75%	11.11%	1.75%	0%	0%	0.58%	0%	0.58%	0%	0%	0.58%	0%	
VERMONT STATE CONSERVATIONISTS OFFICE-COLCHESTER	#	**69**	**64**	**1**	**4**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	
	%	100%	92.75%	1.45%	5.80%	1.45%	0%	0%	0%	0%	0%	1.45%	0%	0%	0%	
VA STATE CONSERVATIONIST OFF	#	**186**	**175**	**3**	**8**	**4**	**0**	**0**	**0**	**1**	**2**	**1**	**0**	**0**	**0**	
	%	100%	94.09%	1.61%	4.30%	2.15%	0%	0%	0%	0.54%	1.08%	0.54%	0%	0%	0%	
WA STATE CONSVST OFFICE	#	**200**	**182**	**4**	**14**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	91.00%	2.00%	7.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
WV STATE CONSERVATIONIST S OFF	#	**149**	**140**	**1**	**8**	**2**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	
	%	100%	93.96%	0.67%	5.37%	1.34%	0%	0%	0%	0%	0.67%	0%	0%	0.67%	0%	
WI STATE CONSERVATIONISTS OFF	#	**254**	**233**	**2**	**19**	**4**	**2**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	
	%	100%	91.73%	0.79%	7.48%	1.57%	0.79%	0%	0.39%	0.39%	0%	0%	0%	0%	0%	
WYOMING STATE CONSERVATIONISTS OFFICE-CASPER	#	**149**	**141**	**1**	**7**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	
	%	100%	94.63%	0.67%	4.70%	0.67%	0%	0%	0%	0%	0%	0%	0%	0.67%	0%	
CARIBBEAN AREA DIR OFF SN JUAN	#	**61**	**57**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	93.44%	0%	6.56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
EAST REMOTE SENSING LAB	#	**35**	**27**	**4**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	
	%	100%	77.14%	11.43%	11.43%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
CENTRAL REMOTE SENSING LAB	#	**49**	**35**	**5**	**9**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	
	%	100%	71.43%	10.20%	18.37%	2.04%	0%	0%	0%	0%	0%	0%	0%	2.04%	0%	
OFFICE OF THE CHIEF	#	**491**	**445**	**11**	**35**	**6**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**3**	**0**	

	%	100%	90.63%	2.24%	7.13%	1.22%	0.41%	0.20%	0%	0%	0%	0%	0%	0.61%	0%
NATIONAL WATER MANAGEMENT CENTER	#	**13**	**12**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.31%	0%	7.69%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NATIONAL CARTOGRAPHY & GEOSPATIAL CENTER	#	**54**	**50**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.59%	3.70%	3.70%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NATIONAL EMPLOYEE DEVELOPMENT CENTER	#	**2**	**2**	**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%
AGRICULTURAL WILDLIFE CONSERVATION CENTER	#	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NATIONAL PLANT DATA CENTER	#	**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%
NDCSM CENTER	#	**34**	**31**	**0**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
	%	100%	91.18%	0%	8.82%	2.94%	0%	0%	0%	0%	0%	0%	2.94%	0%	0%
NATIONAL SOIL SURVEY CENTER	#	**68**	**60**	**0**	**8**	**3**	**1**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	88.24%	0%	11.76%	4.41%	1.47%	2.94%	0%	0%	0%	0%	0%	0%	0%
NATIONAL WATER AND CLIMATE CENTER	#	**17**	**16**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	94.12%	0%	5.88%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WEST REMOTE SENSING LAB	#	**24**	**22**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	91.67%	0%	8.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EAST NATIONAL TECHNOLOGY SUPPORT CENTER	#	**26**	**20**	**1**	**5**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	76.92%	3.85%	19.23%	3.85%	0%	3.85%	0%	0%	0%	0%	0%	0%	0%
WEST NATIONAL TECHNOLOGY SUPPORT CENTER	#	**39**	**35**	**1**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	89.74%	2.56%	7.69%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CENTRAL NATIONAL TECHNOLOGY SUPPORT CENTER	#	**34**	**33**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	97.06%	0%	2.94%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B3-1: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2010

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)	#	**110**	**103**	**4**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	93.64 %	3.64 %	2.73 %	0.91 %	0%	0%	0%	0%	0%	0%	0%	0.91%	0%
- Mid-Level (Grades 13-14)	#	**445**	**404**	**8**	**33**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	100%	90.79 %	1.80 %	7.42 %	0.22 %	0%	0%	0%	0%	0%	0.22%	0%	0%	0%
- First Level (Grades 12 and Below)	#	**95**	**88**	**2**	**5**	**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%
- Other Officials and Managers	#	**532**	**483**	**6**	**43**	**6**	**3**	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	90.79 %	1.13 %	8.08 %	1.13 %	0.56 %	0.19 %	0.19%	0.19 %	0%	0%	0%	0%	0%
Officials and Managers Total	#	**1,182**	**1,078**	**20**	**84**	**8**	**3**	**1**	**1**	**1**	**0**	**1**	**0**	**1**	**0**
	%	100%	91.20 %	1.69 %	7.11 %	0.68 %	0.25 %	0.08 %	0.08%	0.08 %	0%	0.08%	0%	0.08%	0%
2. Professionals	#	**7,594**	**7,055**	**93**	**446**	**62**	**5**	**5**	**6**	**9**	**4**	**8**	**0**	**22**	**3**
	%	100%	92.90 %	1.22 %	5.87 %	0.82 %	0.07 %	0.07 %	0.08%	0.12 %	0.05 %	0.11%	0%	0.29%	0.04%
3. Technicians	#	**2,020**	**1,844**	**36**	**140**	**20**	**3**	**1**	**1**	**4**	**4**	**2**	**2**	**2**	**1**
	%	100%	91.29 %	1.78 %	6.93 %	0.99 %	0.15 %	0.05 %	0.05%	0.20 %	0.20 %	0.10%	0.10%	0.10%	0.05%
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	#	**740**	**635**	**12**	**93**	**17**	**5**	**1**	**0**	**4**	**0**	**2**	**3**	**2**	**0**
	%	100%	85.81 %	1.62 %	12.57 %	2.30 %	0.68 %	0.14 %	0%	0.54 %	0%	0.27%	0.41%	0.27%	0%
6. Craft Workers	#	**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%
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**
	%	100%	85.71 %	0%	14.29 %	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%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B3-2: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2010

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)	#	**110**	**103**	**4**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	0.95%	0.97 %	2.48 %	0.39 %	0.91 %	0%	0%	0%	0%	0%	0%	0%	3.70%	0%
- Mid-Level (Grades 13-14)	#	**445**	**404**	**8**	**33**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**
	%	3.85%	3.80 %	4.97 %	4.32 %	0.91 %	0%	0%	0%	0%	0%	9.09%	0%	0%	0%
- First Level (Grades 12 and Below)	#	**95**	**88**	**2**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.82%	0.83 %	1.24 %	0.65 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
- Other Officials and Managers	#	**532**	**483**	**6**	**43**	**6**	**3**	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	%	4.61%	4.55 %	3.73 %	5.63 %	5.45 %	18.75 %	12.50 %	9.09%	5.56 %	0%	0%	0%	0%	0%
Officials and Managers Total	#	**1,182**	**1,078**	**20**	**84**	**8**	**3**	**1**	**1**	**1**	**0**	**1**	**0**	**1**	**0**
	%	10.24%	10.15 %	12.42 %	10.99 %	7.27 %	18.75 %	12.50 %	9.09%	5.56 %	0%	9.09%	0%	3.70%	0%
2. Professionals	#	**7,594**	**7,055**	**93**	**446**	**65**	**5**	**5**	**9**	**9**	**4**	**8**	**0**	**22**	**3**
	%	65.78%	66.44 %	57.76 %	58.38 %	59.09 %	31.25 %	62.50 %	81.82 %	50.00 %	40.00 %	72.73 %	0%	81.48%	75.00%
3. Technicians	#	**2,020**	**1,844**	**36**	**140**	**20**	**3**	**1**	**1**	**4**	**4**	**2**	**2**	**2**	**1**
	%	17.50%	17.37 %	22.36 %	18.32 %	18.18 %	18.75 %	12.50 %	9.09%	22.22 %	40.00 %	18.18 %	40.00%	7.41%	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	#	**740**	**635**	**12**	**93**	**17**	**5**	**1**	**0**	**4**	**2**	**0**	**3**	**2**	**0**
	%	6.41%	5.98 %	7.45 %	12.17 %	15.45 %	31.25 %	12.50 %	0%	22.22 %	20.00 %	0%	60.00%	7.41%	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%	0.13 %	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%	0.13 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	**11,544**	**10,6 19**	**161**	**764**	**110**	**16**	**8**	**11**	**18**	**10**	**11**	**5**	**27**	**4**
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
NOTE: Percentages computed down columns and NOT across rows															

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

Year = FY 2010

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	#	**0**	**0**	**0**	**0**	**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-02	#	**7**	**5**	**0**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
	%	100%	71.43%	0%	28.57%	14.29%	0%	0%	0%	0%	0%	0%	14.29%	0%	0%
GS-03	#	**57**	**45**	**2**	**10**	**4**	**0**	**0**	**0**	**1**	**1**	**0**	**2**	**0**	**0**
	%	100%	78.95%	3.51%	17.54%	7.02%	0%	0%	0%	1.75%	1.75%	0%	3.51%	0%	0%
GS-04	#	**230**	**210**	**2**	**18**	**3**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**1**	**0**
	%	100%	91.30%	0.87%	7.83%	1.30%	0%	0%	0%	0.43%	0.43%	0%	0%	0.43%	0%
GS-05	#	**390**	**343**	**8**	**39**	**9**	**5**	**0**	**0**	**1**	**1**	**0**	**2**	**0**	**0**
	%	100%	87.95%	2.05%	10.00%	2.31%	1.28%	0%	0%	0.26%	0.26%	0%	0.51%	0%	0%
GS-06	#	**367**	**323**	**6**	**38**	**4**	**0**	**0**	**1**	**0**	**2**	**0**	**0**	**1**	**0**
	%	100%	88.01%	1.63%	10.35%	1.09%	0%	0%	0.27%	0%	0.54%	0%	0%	0.27%	0%
GS-07	#	**1,609**	**1,467**	**24**	**118**	**14**	**3**	**2**	**0**	**3**	**1**	**0**	**0**	**4**	**1**
	%	100%	91.17%	1.49%	7.33%	0.87%	0.19%	0.12%	0%	0.19%	0.06%	0%	0%	0.25%	0.06%
GS-08	#	**491**	**445**	**6**	**40**	**3**	**1**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
	%	100%	90.63%	1.22%	8.15%	0.61%	0.20%	0%	0%	0.20%	0%	0.20%	0%	0%	0%
GS-09	#	**1,577**	**1,464**	**17**	**96**	**23**	**3**	**0**	**4**	**6**	**2**	**2**	**0**	**6**	**0**
	%	100%	92.83%	1.08%	6.09%	1.46%	0.19%	0%	0.25%	0.38%	0.13%	0.13%	0%	0.38%	0%
GS-10	#	**36**	**32**	**0**	**4**	**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%

GS-11	**#**	**2,463**	**2,283**	**31**	**149**	**24**	**3**	**3**	**3**	**1**	**2**	**3**	**0**	**7**	**2**
	%	100%	92.69 %	1.26%	6.05%	0.97%	0.12%	0.12%	0.12%	0.04%	0.08%	0.12%	0%	0.28%	0.08%
GS-12	**#**	**3,221**	**2,993**	**45**	**183**	**20**	**1**	**1**	**3**	**4**	**0**	**4**	**0**	**6**	**1**
	%	100%	92.92 %	1.40%	5.68%	0.62%	0.03%	0.03%	0.09%	0.12%	0%	0.12%	0%	0.19%	0.03%
GS-13	**#**	**594**	**548**	**10**	**36**	**2**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**
	%	100%	92.26 %	1.68%	6.06%	0.34%	0%	0%	0%	0%	0%	0.17%	0%	0.17%	0%
GS-14	**#**	**319**	**288**	**5**	**26**	**2**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	90.28 %	1.57%	8.15%	0.63%	0%	0.63%	0%	0%	0%	0%	0%	0%	0%
GS-15	**#**	**151**	**142**	**5**	**4**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	94.04 %	3.31%	2.65%	0.66%	0%	0%	0%	0%	0%	0%	0%	0.66%	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	**#**	**23**	**23**	**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%
TOTAL	**#**	**11,535**	**10,611**	**161**	**763**	**110**	**16**	**8**	**11**	**18**	**10**	**11**	**5**	**27**	**4**
	%	100%	91.99 %	1.40%	6.61%	0.95%	0.14%	0.07%	0.10%	0.16%	0.09%	0.10%	0.04%	0.23%	0.03%

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

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

Year = FY 2010

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	#	**56**	**55**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	98.21%	1.79%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	**71**	**66**	**0**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.96%	0%	7.04%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	**230**	**219**	**2**	**9**	**2**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	%	100%	95.22%	0.87%	3.91%	0.87%	0%	0%	0%	0.43%	0.43%	0%	0%	0%	0%
GS-04	#	**231**	**213**	**7**	**11**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.21%	3.03%	4.76%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	**128**	**117**	**2**	**9**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	91.41%	1.56%	7.03%	0.78%	0%	0%	0%	0%	0%	0%	0%	0.78%	0%
GS-06	#	**10**	**10**	**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	#	**27**	**22**	**1**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	81.48%	3.70%	14.81%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-08	#	**5**	**3**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	60.00%	0%	40.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	**14**	**12**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.71%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	**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-11	**#**	**8**	**6**	**0**	**2**	**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	**#**	**2**	**2**	**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	**#**	**2**	**2**	**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-14	**#**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	0%	0%	100%	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	**#**	**786**	**728**	**15**	**43**	**3**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**1**	**0**
	%	100%	92.62 %	1.91%	5.47%	0.38%	0%	0%	0%	0.13%	0.13%	0%	0%	0.13%	0%

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

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

Year = FY 2010

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	#	**0**	**0**	**0**	**0**	**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-02	#	**7**	**5**	**0**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**
	%	0.06%	0.05%	0%	0.26%	0.91%	0%	0%	0%	0%	0%	0%	20.00%	0%	0%
GS-03	#	**57**	**45**	**2**	**10**	**4**	**0**	**0**	**0**	**1**	**1**	**0**	**2**	**0**	**0**
	%	0.49%	0.42%	1.24%	1.31%	3.64%	0%	0%	0%	5.56%	10.00%	0%	40.00%	0%	0%
GS-04	#	**230**	**210**	**2**	**18**	**3**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**1**	**0**
	%	1.99%	1.98%	1.24%	2.36%	2.73%	0%	0%	0%	5.56%	10.00%	0%	0%	3.70%	0%
GS-05	#	**390**	**343**	**8**	**39**	**9**	**5**	**0**	**0**	**1**	**1**	**0**	**2**	**0**	**0**
	%	3.38%	3.23%	4.97%	5.11%	8.18%	31.25%	0%	0%	5.56%	10.00%	0%	40.00%	0%	0%
GS-06	#	**367**	**323**	**6**	**38**	**4**	**0**	**0**	**1**	**0**	**2**	**0**	**0**	**1**	**0**
	%	3.18%	3.04%	3.73%	4.98%	3.64%	0%	0%	9.09%	0%	20.00%	0%	0%	3.70%	0%
GS-07	#	**1,609**	**1,467**	**24**	**118**	**14**	**3**	**2**	**0**	**3**	**1**	**0**	**0**	**4**	**1**
	%	13.95%	13.83%	14.91%	15.47%	12.73%	18.75%	25.00%	0%	16.67%	10.00%	0%	0%	14.81%	25.00%
GS-08	#	**491**	**445**	**6**	**40**	**3**	**1**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**
	%	4.26%	4.19%	3.73%	5.24%	2.73%	6.25%	0%	0%	5.56%	0%	9.09%	0%	0%	0%
GS-09	#	**1,577**	**1,464**	**17**	**96**	**23**	**3**	**0**	**4**	**6**	**2**	**2**	**0**	**6**	**0**
	%	13.67%	13.80%	10.56%	12.58%	20.91%	18.75%	0%	36.36%	33.33%	20.00%	18.18%	0%	22.22%	0%
GS-10	#	**36**	**32**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.31%	0.30%	0%	0.52%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	**2,463**	**2,283**	**31**	**149**	**24**	**3**	**3**	**3**	**1**	**2**	**3**	**0**	**7**	**2**

	%	0.31%	0.30%	0%	0.52%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	#	**3,221**	**2,993**	**45**	**183**	**20**	**1**	**1**	**3**	**4**	**0**	**4**	**0**	**6**	**1**
	%	27.92%	28.21 %	27.95 %	23.98 %	18.18 %	6.25%	12.50 %	27.27%	22.22 %	0%	36.36%	0%	22.22%	25.00%
GS-13	#	**594**	**548**	**10**	**36**	**2**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**
	%	5.15%	5.16%	6.21%	4.72%	1.82%	0%	0%	0%	0%	0%	9.09%	0%	3.70%	0%
GS-14	#	**319**	**288**	**5**	**26**	**2**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	2.77%	2.71%	3.11%	3.41%	1.82%	0%	25.00 %	0%	0%	0%	0%	0%	0%	0%
GS-15	#	**151**	**142**	**5**	**4**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	1.31%	1.34%	3.11%	0.52%	0.91%	0%	0%	0%	0%	0%	0%	0%	3.70%	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	#	**23**	**23**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.20%	0.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	**11,535**	**10,611**	**161**	**763**	**110**	**16**	**8**	**11**	**18**	**10**	**11**	**5**	**27**	**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 SERVCE

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

Year = FY 2010

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	#	**56**	**55**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	7.12%	7.55%	6.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	**71**	**66**	**0**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	9.03%	9.07%	0%	11.63%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	**230**	**219**	**2**	**9**	**2**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	%	29.26%	30.08%	13.33%	20.93%	66.67%	0%	0%	0%	100%	100%	0%	0%	0%	0%
GS-04	#	**231**	**213**	**7**	**11**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	29.39%	29.26%	46.67%	25.58%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	**128**	**117**	**2**	**9**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	16.28%	16.07%	13.33%	20.93%	33.33%	0%	0%	0%	0%	0%	0%	0%	100%	0%
GS-06	#	**10**	**10**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	1.27%	1.37%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	**27**	**22**	**1**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	3.44%	3.02%	6.67%	9.30%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-08	#	**5**	**3**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.64%	0.41%	0%	4.65%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	**14**	**12**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	1.78%	1.65%	13.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.13%	0.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	**8**	**6**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	0.13%	0.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	#	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.25%	0.27%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-13	#	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.25%	0.27%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	#	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	0.13%	0%	0%	2.33%	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	#	**786**	**728**	**15**	**43**	**3**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**1**	**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 SERVCE

Table B5-1: Participation Rates for Wage Grades Disability (Perm)

Year = FY 2010

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**
	%	100%	100%	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**
	%	100%	100%	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**
	%	100%	50.00 %	0%	50.00 %	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**
	%	100%	100%	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**
	%	100%	100%	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%

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

Table B5-1: Participation Rates for Wage Grades Disability (Temp)

Year = FY 2010

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	#	**3**	**3**	**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%
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%

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

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

Year = FY 2010

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%
	#	**8**	**7**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	%	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 SERVCE

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

Year = FY 2010

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	#	**3**	**3**	**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%
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%
	#	**3**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
TOTAL	%	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 SERVCE

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

Year = FY 2010

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
0018 - SAFETY & OCCUPATIONAL HEALTH MANAGEMENT	#	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%
0020 - COMMUNITY PLANNING	#	6	5	0	1	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%
0029 - ENVIRONMENTAL PROTECTION ASSISTANT	#	2	1	0	1	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%
0080 - SECURITY ADMINISTRATION	#	4	4	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%
0086 - SECURITY CLERICAL & ASSISTANCE	#	1	0	0	1	1	1	0	0	0	0	0	0	0	0
	%	100%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%
0110 - ECONOMIST	#	41	39	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	95.12%	2.44%	2.44%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0150 - GEOGRAPHY	#	18	18	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%
0170 - HISTORY	#	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%
0184 - SOCIOLOGY	#	4	3	0	1	1	0	1	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%
0193 - ARCHEOLOGY	#	41	37	0	4	1	1	0	0	0	0	0	0	0	0

	%	100%	90.24%	0%	9.76%	2.44%	2.44%	0%	0%	0%	0%	0%	0%	0%	0%
0199 - SOCIAL SCIENCE STUDENT TRAINEE	#	**4**	**1**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	25.00%	0%	75.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0201 - HUMAN RESOURCES MANAGEMENT	#	**123**	**109**	**1**	**13**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	88.62%	0.81%	10.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0203 - HUMAN RESOURCES CLERICAL & ASSISTANCE	#	**40**	**34**	**0**	**6**	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.00%	0%	15.00%	5.00%	0%	2.50%	0%	2.50%	0%	0%	0%	0%	0%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	**15**	**13**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	86.67%	0%	13.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0299 - HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	#	**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%
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	**93**	**85**	**0**	**8**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	91.40%	0%	8.60%	1.08%	1.08%	0%	0%	0%	0%	0%	0%	0%	0%
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	**319**	**278**	**9**	**32**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**
	%	100%	87.15%	2.82%	10.03%	0.94%	0.31%	0%	0%	0%	0%	0%	0%	0.63%	0%
0305 - MAIL & FILE	#	**21**	**9**	**1**	**11**	**4**	**2**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**
	%	100%	42.86%	4.76%	52.38%	19.05%	9.52%	0%	0%	0%	4.76%	0%	4.76%	0%	0%
0309 - CORRESPONDENCE CLERK	#	**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%
0318 - SECRETARY	#	**170**	**150**	**1**	**19**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	88.24%	0.59%	11.18%	0.59%	0%	0%	0%	0.59%	0%	0%	0%	0%	0%
0322 - CLERK-TYPIST	#	**3**	**3**	**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%
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANCE	#	**53**	**46**	**0**	**7**	**3**	**1**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	%	100%	86.79%	0%	13.21%	5.66%	1.89%	0%	0%	1.89%	1.89%	0%	0%	0%	0%
0335 - COMPUTER CLERK & ASSISTANT	#	**2**	**2**	**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%
0340 - PROGRAM MANAGEMENT	#	**10**	**10**	**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%
0341 - ADMINISTRATIVE OFFICER	#	**48**	**43**	**0**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	100%	89.58%	0%	10.42%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0342 - SUPPORT SERVICES ADMINISTRATION	#	**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%
0343 - MANAGEMENT PROGRAM ANALYSIS	#	**150**	**138**	**4**	**8**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.00%	2.67%	5.33%	2.00%	1.33%	0.67%	0%	0%	0%	0%	0%	0%	0%
0344 - MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	#	**36**	**34**	**0**	**2**	**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%
0350 - EQUIPMENT OPERATOR	#	**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%
0360 - EQUAL OPPORTUNITY COMPLIANCE	#	**3**	**3**	**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%
0361 - EQUAL OPPORTUNITY ASSISTANCE	#	**2**	**2**	**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%
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT TRAINEE	#	**3**	**3**	**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%
0401 - GENERAL BIOLOGICAL SCIENCE	#	**886**	**813**	**21**	**52**	**6**	**0**	**0**	**0**	**2**	**0**	**2**	**0**	**2**	**0**
	%	100%	91.76%	2.37%	5.87%	0.68%	0%	0%	0%	0.23%	0%	0.23%	0%	0.23%	0%
0404 - BIOLOGICAL SCIENCE TECHNICIAN	#	**35**	**32**	**0**	**3**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	91.43%	0%	8.57%	2.86%	0%	0%	0%	2.86%	0%	0%	0%	0%	0%
0408 - ECOLOGY	#	**11**	**10**	**0**	**1**	**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%
0430 - BOTANY	#	**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%
0437 - HORTICULTURE	#	**2**	**2**	**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%
0454 - RANGELAND MANAGEMENT	#	**326**	**305**	**2**	**19**	**3**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**2**	**0**
	%	100%	93.56%	0.61%	5.83%	0.92%	0%	0.31%	0%	0%	0%	0%	0%	0.61%	0%
0457 - SOIL CONSERVATION	#	**4,222**	**3,938**	**38**	**246**	**28**	**1**	**1**	**6**	**2**	**1**	**5**	**0**	**11**	**1**
	%	100%	93.27%	0.90%	5.83%	0.66%	0.02%	0.02%	0.14%	0.05%	0.02%	0.12%	0%	0.26%	0.02%
0458 - SOIL CONSERVATION TECHNICIAN	#	**1,384**	**1,278**	**23**	**83**	**9**	**2**	**1**	**1**	**1**	**1**	**0**	**1**	**1**	**1**

	%	100%	92.34%	1.66%	6.00%	0.65%	0.14%	0.07%	0.07%	0.07%	0.07%	0%	0.07%	0.07%	0.07%
0460 - FORESTRY	#	**48**	**45**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.75%	0%	6.25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0470 - SOIL SCIENCE	#	**785**	**733**	**16**	**36**	**8**	**1**	**1**	**0**	**2**	**0**	**2**	**0**	**0**	**2**
	%	100%	93.38%	2.04%	4.59%	1.02%	0.13%	0.13%	0%	0.25%	0%	0.25%	0%	0%	0.25%
0471 - AGRONOMY	#	**120**	**109**	**1**	**10**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	90.83%	0.83%	8.33%	0.83%	0%	0%	0%	0%	0%	0%	0%	0.83%	0%
0480 - GENERAL FISH & WILDLIFE ADMINISTRATION	#	**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%
0482 - FISHERY BIOLOGY	#	**7**	**6**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.71%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0486 - WILDLIFE BIOLOGY	#	**49**	**48**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	97.96%	0%	2.04%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	#	**211**	**197**	**2**	**12**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	%	100%	93.36%	0.95%	5.69%	0.47%	0%	0%	0%	0%	0.47%	0%	0%	0%	0%
0501 - FINANCIAL ADMINISTRATION & PROGRAM	#	**11**	**11**	**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%
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	**37**	**33**	**1**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	89.19%	2.70%	8.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0505 - FINANCIAL MANAGEMENT	#	**2**	**2**	**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%
0510 - ACCOUNTING	#	**11**	**10**	**0**	**1**	**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%
0525 - ACCOUNTING TECHNICIAN	#	**17**	**14**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	82.35%	0%	17.65%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0540 - VOUCHER EXAMINING	#	**12**	**10**	**0**	**2**	**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%
0560 - BUDGET ANALYSIS	#	**111**	**104**	**2**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.69%	1.80%	4.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0561 - BUDGET CLERICAL &	#	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ASSISTANCE	%	100%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	#	**2**	**2**	**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%
0801 - GENERAL ENGINEERING	#	**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%
0802 - ENGINEERING TECHNICIAN	#	**446**	**406**	**5**	**35**	**6**	**0**	**0**	**0**	**0**	**3**	**2**	**1**	**0**	**0**
	%	100%	91.03%	1.12 %	7.85 %	1.35 %	0%	0%	0%	0%	0.67 %	0.45 %	0.22%	0%	0%
0807 - LANDSCAPE ARCHITECTURE	#	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0809 - CONSTRUCTION CONTROL	#	**27**	**21**	**0**	**6**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	77.78%	0%	22.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0810 - CIVIL ENGINEERING	#	**533**	**500**	**12**	**21**	**3**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**
	%	100%	93.81%	2.25 %	3.94 %	0.56 %	0.19 %	0%	0%	0%	0.19 %	0%	0%	0.19%	0%
0817 - SURVEYING TECHNICIAN	#	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	33.33%	0%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0819 - ENVIRONMENTAL ENGINEERING	#	**21**	**20**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	95.24%	0%	4.76 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0856 - ELECTRONICS TECHNICIAN	#	**8**	**8**	**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%
0890 - AGRICULTURAL ENGINEERING	#	**270**	**251**	**4**	**15**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	92.96%	1.48 %	5.56 %	0.37 %	0%	0%	0%	0%	0%	0%	0%	0.37%	0%
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	**43**	**40**	**0**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	93.02%	0%	6.98 %	2.33 %	0%	0%	0%	0%	0%	0%	0%	2.33%	0%
0963 - LEGAL INSTRUMENTS EXAMINING	#	**2**	**2**	**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%
1001 - GENERAL ARTS & INFORMATION	#	**2**	**2**	**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%
1020 - ILLUSTRATING	#	**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%
1035 - PUBLIC AFFAIRS	#	**87**	**78**	**1**	**8**	**3**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**2**	**0**

	%	100%	89.66%	1.15%	9.20%	3.45%	0%	0%	0%	1.15%	0%	0%	0%	2.30%	0%
1060 - PHOTOGRAPHY	#	**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%
1071 - AUDIOVISUAL PRODUCTION	#	**2**	**2**	**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%
1082 - WRITING & EDITING	#	**15**	**13**	**0**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	86.67%	0%	13.33%	6.67%	0%	0%	0%	0%	0%	0%	0%	6.67%	0%
1084 - VISUAL INFORMATION	#	**17**	**11**	**0**	**6**	**2**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	%	100%	64.71%	0%	35.29%	11.76%	0%	0%	0%	5.88%	5.88%	0%	0%	0%	0%
1087 - EDITORIAL ASSISTANCE	#	**2**	**2**	**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%
1099 - INFORMATION & ARTS STUDENT TRAINEE	#	**2**	**2**	**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%
1101 - GENERAL BUSINESS & INDUSTRY	#	**29**	**27**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.10%	3.45%	3.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1102 - CONTRACTING	#	**94**	**83**	**1**	**10**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	88.30%	1.06%	10.64%	2.13%	0%	0%	1.06%	1.06%	0%	0%	0%	0%	0%
1105 - PURCHASING	#	**26**	**22**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	84.62%	0%	15.38%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1106 - PROCUREMENT CLERICAL & ASSISTANCE	#	**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%
1170 - REALTY	#	**5**	**5**	**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%
1171 - APPRAISING	#	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1301 - GENERAL PHYSICAL SCIENCE	#	**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%
1311 - PHYSICAL SCIENCE TECHNICIAN	#	**20**	**17**	**0**	**3**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.00%	0%	15.00%	5.00%	5.00%	0%	0%	0%	0%	0%	0%	0%	0%
1315 - HYDROLOGY	#	**35**	**33**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	100%	94.29%	2.86%	2.86%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1316 - HYDROLOGIC TECHNICIAN	#	**7**	**6**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.71%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1320 - CHEMISTRY	#	**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%
1340 - METEOROLOGY	#	**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%
1350 - GEOLOGY	#	**35**	**32**	**1**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	91.43%	2.86%	5.71%	2.86%	0%	0%	0%	0%	0%	0%	0%	2.86%	0%
1370 - CARTOGRAPHY	#	**64**	**58**	**1**	**5**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	90.63%	1.56%	7.81%	3.13%	1.56%	0%	0%	1.56%	0%	0%	0%	0%	0%
1371 - CARTOGRAPHIC TECHNICIAN	#	**122**	**100**	**8**	**14**	**3**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**1**	**0**
	%	100%	81.97%	6.56%	11.48%	2.46%	0%	0%	0%	1.64%	0%	0%	0%	0.82%	0%
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	**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%
1412 - TECHNICIAN INFORMATION SERVICES	#	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1530 - STATISTICIAN	#	**2**	**2**	**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%
1531 - STATISTICAL ASSISTANT	#	**2**	**2**	**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%
1550 - COMPUTER SCIENCE	#	**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%
1640 - FACILITY OPERATIONS	#	**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%
1654 - PRINTING MANAGEMENT	#	**2**	**2**	**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%
1702 - EDUCATION & TRAINING TECHNICIAN	#	**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%
1712 - TRAINING INSTRUCTION	#	**6**	**5**	**0**	**1**	**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%
1750 - INSTRUCTIONAL SYSTEMS	#	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2001 - GENERAL SUPPLY	#	**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%
2005 - SUPPLY CLERICAL & TECHNICIAN	#	**8**	**3**	**0**	**5**	**3**	**0**	**0**	**0**	**1**	**0**	**0**	**2**	**0**	**0**
	%	100%	37.50%	0%	62.50%	37.50%	0%	0%	0%	12.50%	0%	0%	25.00%	0%	0%
2210 - INFORMATION TECHNOLOGY MANAGEMENT	#	**45**	**36**	**2**	**7**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	4.44%	15.56%	2.22%	0%	2.22%	0%	0%	0%	0%	0%	0%	0%
5002 - FARMING	#	**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%
5003 - GARDENING	#	**6**	**5**	**0**	**1**	**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%
5729 - DRILL RIG OPERATING	#	**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%

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

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

Year = FY 2010

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
0018 - SAFETY & OCCUPATIONAL HEALTH MANAGEMENT	#	**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%
0020 - COMMUNITY PLANNING	#	**6**	**5**	**0**	**1**	**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%
0029 - ENVIRONMENTAL PROTECTION ASSISTANT	#	**2**	**1**	**0**	**1**	**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%
0080 - SECURITY ADMINISTRATION	#	**4**	**4**	**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%
0086 - SECURITY CLERICAL & ASSISTANCE	#	**1**	**0**	**0**	**1**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%
0110 - ECONOMIST	#	**41**	**39**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	95.12%	2.44%	2.44%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0150 - GEOGRAPHY	#	**18**	**18**	**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%
0170 - HISTORY	#	**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%
0184 - SOCIOLOGY	#	**4**	**3**	**0**	**1**	**1**	**0**	**1**	**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%
0193 - ARCHEOLOGY	#	**41**	**37**	**0**	**4**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	100%	90.24%	0%	9.76%	2.44%	2.44%	0%	0%	0%	0%	0%	0%	0%	0%
0199 - SOCIAL SCIENCE STUDENT TRAINEE	#	**4**	**1**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	25.00%	0%	75.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0201 - HUMAN RESOURCES MANAGEMENT	#	**123**	**109**	**1**	**13**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	88.62%	0.81%	10.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0203 - HUMAN RESOURCES CLERICAL & ASSISTANCE	#	**40**	**34**	**0**	**6**	**2**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.00%	0%	15.00%	5.00%	0%	2.50%	0%	2.50%	0%	0%	0%	0%	0%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	**15**	**13**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	86.67%	0%	13.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0299 - HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	#	**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%
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	**93**	**85**	**0**	**8**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	91.40%	0%	8.60%	1.08%	1.08%	0%	0%	0%	0%	0%	0%	0%	0%
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	**319**	**278**	**9**	**32**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**
	%	100%	87.15%	2.82%	10.03%	0.94%	0.31%	0%	0%	0%	0%	0%	0%	0.63%	0%
0305 - MAIL & FILE	#	**21**	**9**	**1**	**11**	**4**	**2**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**
	%	100%	42.86%	4.76%	52.38%	19.05%	9.52%	0%	0%	0%	4.76%	0%	4.76%	0%	0%
0309 - CORRESPONDENCE CLERK	#	**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%
0318 - SECRETARY	#	**170**	**150**	**1**	**19**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	88.24%	0.59%	11.18%	0.59%	0%	0%	0%	0.59%	0%	0%	0%	0%	0%
0322 - CLERK-TYPIST	#	**3**	**3**	**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%
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANCE	#	**53**	**46**	**0**	**7**	**3**	**1**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	%	100%	86.79%	0%	13.21%	5.66%	1.89%	0%	0%	1.89%	1.89%	0%	0%	0%	0%
0335 - COMPUTER CLERK & ASSISTANT	#	**2**	**2**	**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%
0340 - PROGRAM MANAGEMENT	#	**10**	**10**	**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%
0341 - ADMINISTRATIVE OFFICER	#	**48**	**43**	**0**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	100%	89.58%	0%	10.42%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0342 - SUPPORT SERVICES ADMINISTRATION	#	**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%
0343 - MANAGEMENT PROGRAM ANALYSIS	#	**150**	**138**	**4**	**8**	**3**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.00%	2.67%	5.33%	2.00%	1.33%	0.67%	0%	0%	0%	0%	0%	0%	0%
0344 - MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	#	**36**	**34**	**0**	**2**	**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%
0350 - EQUIPMENT OPERATOR	#	**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%
0360 - EQUAL OPPORTUNITY COMPLIANCE	#	**3**	**3**	**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%
0361 - EQUAL OPPORTUNITY ASSISTANCE	#	**2**	**2**	**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%
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT TRAINEE	#	**3**	**3**	**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%
0401 - GENERAL BIOLOGICAL SCIENCE	#	**886**	**813**	**21**	**52**	**6**	**0**	**0**	**0**	**2**	**0**	**2**	**0**	**2**	**0**
	%	100%	91.76%	2.37%	5.87%	0.68%	0%	0%	0%	0.23%	0%	0.23%	0%	0.23%	0%
0404 - BIOLOGICAL SCIENCE TECHNICIAN	#	**35**	**32**	**0**	**3**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	91.43%	0%	8.57%	2.86%	0%	0%	0%	2.86%	0%	0%	0%	0%	0%
0408 - ECOLOGY	#	**11**	**10**	**0**	**1**	**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%
0430 - BOTANY	#	**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%
0437 - HORTICULTURE	#	**2**	**2**	**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%
0454 - RANGELAND MANAGEMENT	#	**326**	**305**	**2**	**19**	**3**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**2**	**0**
	%	100%	93.56%	0.61%	5.83%	0.92%	0%	0.31%	0%	0%	0%	0%	0%	0.61%	0%
0457 - SOIL CONSERVATION	#	**4,222**	**3,938**	**38**	**246**	**28**	**1**	**1**	**6**	**2**	**1**	**5**	**0**	**11**	**1**
	%	100%	93.27%	0.90%	5.83%	0.66%	0.02%	0.02%	0.14%	0.05%	0.02%	0.12%	0%	0.26%	0.02%
0458 - SOIL CONSERVATION TECHNICIAN	#	**1,384**	**1,278**	**23**	**83**	**9**	**2**	**1**	**1**	**1**	**1**	**0**	**1**	**1**	**1**

	%	100%	92.34%	1.66%	6.00%	0.65%	0.14%	0.07%	0.07%	0.07%	0.07%	0%	0.07%	0.07%	0.07%
0460 - FORESTRY	#	**48**	**45**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.75%	0%	6.25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0470 - SOIL SCIENCE	#	**785**	**733**	**16**	**36**	**8**	**1**	**1**	**0**	**2**	**0**	**2**	**0**	**0**	**2**
	%	100%	93.38%	2.04%	4.59%	1.02%	0.13%	0.13%	0%	0.25%	0%	0.25%	0%	0%	0.25%
0471 - AGRONOMY	#	**120**	**109**	**1**	**10**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	90.83%	0.83%	8.33%	0.83%	0%	0%	0%	0%	0%	0%	0%	0.83%	0%
0480 - GENERAL FISH & WILDLIFE ADMINISTRATION	#	**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%
0482 - FISHERY BIOLOGY	#	**7**	**6**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.71%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0486 - WILDLIFE BIOLOGY	#	**49**	**48**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	97.96%	0%	2.04%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0499 - BIOLOGICAL SCIENCE STUDENT TRAINEE	#	**211**	**197**	**2**	**12**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	%	100%	93.36%	0.95%	5.69%	0.47%	0%	0%	0%	0%	0.47%	0%	0%	0%	0%
0501 - FINANCIAL ADMINISTRATION & PROGRAM	#	**11**	**11**	**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%
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	**37**	**33**	**1**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	89.19%	2.70%	8.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0505 - FINANCIAL MANAGEMENT	#	**2**	**2**	**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%
0510 - ACCOUNTING	#	**11**	**10**	**0**	**1**	**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%
0525 - ACCOUNTING TECHNICIAN	#	**17**	**14**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	82.35%	0%	17.65%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0540 - VOUCHER EXAMINING	#	**12**	**10**	**0**	**2**	**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%
0560 - BUDGET ANALYSIS	#	**111**	**104**	**2**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.69%	1.80%	4.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0561 - BUDGET CLERICAL &	#	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ASSISTANCE	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	#	**2**	**2**	**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%
0801 - GENERAL ENGINEERING	#	**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%
0802 - ENGINEERING TECHNICIAN	#	**446**	**406**	**5**	**35**	**6**	**0**	**0**	**0**	**0**	**3**	**2**	**1**	**0**	**0**
	%	100%	91.03%	1.12%	7.85%	1.35%	0%	0%	0%	0%	0.67%	0.45%	0.22%	0%	0%
0807 - LANDSCAPE ARCHITECTURE	#	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0809 - CONSTRUCTION CONTROL	#	**27**	**21**	**0**	**6**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	77.78%	0%	22.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0810 - CIVIL ENGINEERING	#	**533**	**500**	**12**	**21**	**3**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**
	%	100%	93.81%	2.25%	3.94%	0.56%	0.19%	0%	0%	0%	0.19%	0%	0%	0.19%	0%
0817 - SURVEYING TECHNICIAN	#	**3**	**1**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	33.33%	0%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0819 - ENVIRONMENTAL ENGINEERING	#	**21**	**20**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	95.24%	0%	4.76%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0856 - ELECTRONICS TECHNICIAN	#	**8**	**8**	**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%
0890 - AGRICULTURAL ENGINEERING	#	**270**	**251**	**4**	**15**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	92.96%	1.48%	5.56%	0.37%	0%	0%	0%	0%	0%	0%	0%	0.37%	0%
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	**43**	**40**	**0**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	93.02%	0%	6.98%	2.33%	0%	0%	0%	0%	0%	0%	0%	2.33%	0%
0963 - LEGAL INSTRUMENTS EXAMINING	#	**2**	**2**	**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%
1001 - GENERAL ARTS & INFORMATION	#	**2**	**2**	**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%
1020 - ILLUSTRATING	#	**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%
1035 - PUBLIC AFFAIRS	#	**87**	**78**	**1**	**8**	**3**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**2**	**0**

	%	100%	89.66%	1.15%	9.20%	3.45%	0%	0%	0%	1.15%	0%	0%	0%	2.30%	0%
1060 - PHOTOGRAPHY	#	**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%
1071 - AUDIOVISUAL PRODUCTION	#	**2**	**2**	**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%
1082 - WRITING & EDITING	#	**15**	**13**	**0**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	86.67%	0%	13.33%	6.67%	0%	0%	0%	0%	0%	0%	0%	6.67%	0%
1084 - VISUAL INFORMATION	#	**17**	**11**	**0**	**6**	**2**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**
	%	100%	64.71%	0%	35.29%	11.76%	0%	0%	0%	5.88%	5.88%	0%	0%	0%	0%
1087 - EDITORIAL ASSISTANCE	#	**2**	**2**	**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%
1099 - INFORMATION & ARTS STUDENT TRAINEE	#	**2**	**2**	**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%
1101 - GENERAL BUSINESS & INDUSTRY	#	**29**	**27**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.10%	3.45%	3.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1102 - CONTRACTING	#	**94**	**83**	**1**	**10**	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	88.30%	1.06%	10.64%	2.13%	0%	0%	1.06%	1.06%	0%	0%	0%	0%	0%
1105 - PURCHASING	#	**26**	**22**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	84.62%	0%	15.38%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1106 - PROCUREMENT CLERICAL & ASSISTANCE	#	**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%
1170 - REALTY	#	**5**	**5**	**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%
1171 - APPRAISING	#	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1301 - GENERAL PHYSICAL SCIENCE	#	**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%
1311 - PHYSICAL SCIENCE TECHNICIAN	#	**20**	**17**	**0**	**3**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.00%	0%	15.00%	5.00%	5.00%	0%	0%	0%	0%	0%	0%	0%	0%
1315 - HYDROLOGY	#	**35**	**33**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

	%	100%	94.29%	2.86%	2.86%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1316 - HYDROLOGIC TECHNICIAN	#	**7**	**6**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	85.71%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1320 - CHEMISTRY	#	**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%
1340 - METEOROLOGY	#	**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%
1350 - GEOLOGY	#	**35**	**32**	**1**	**2**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	91.43%	2.86%	5.71%	2.86%	0%	0%	0%	0%	0%	0%	0%	2.86%	0%
1370 - CARTOGRAPHY	#	**64**	**58**	**1**	**5**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	90.63%	1.56%	7.81%	3.13%	1.56%	0%	0%	1.56%	0%	0%	0%	0%	0%
1371 - CARTOGRAPHIC TECHNICIAN	#	**122**	**100**	**8**	**14**	**3**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**1**	**0**
	%	100%	81.97%	6.56%	11.48%	2.46%	0%	0%	0%	1.64%	0%	0%	0%	0.82%	0%
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	**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%
1412 - TECHNICIAN INFORMATION SERVICES	#	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1530 - STATISTICIAN	#	**2**	**2**	**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%
1531 - STATISTICAL ASSISTANT	#	**2**	**2**	**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%
1550 - COMPUTER SCIENCE	#	**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%
1640 - FACILITY OPERATIONS	#	**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%
1654 - PRINTING MANAGEMENT	#	**2**	**2**	**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%
1702 - EDUCATION & TRAINING TECHNICIAN	#	**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%
1712 - TRAINING INSTRUCTION	#	**6**	**5**	**0**	**1**	**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%
1750 - INSTRUCTIONAL SYSTEMS	#	**5**	**4**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2001 - GENERAL SUPPLY	#	**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%
2005 - SUPPLY CLERICAL & TECHNICIAN	#	**8**	**3**	**0**	**5**	**3**	**0**	**0**	**0**	**1**	**0**	**0**	**2**	**0**	**0**
	%	100%	37.50%	0%	62.50%	37.50%	0%	0%	0%	12.50%	0%	0%	25.00%	0%	0%
2210 - INFORMATION TECHNOLOGY MANAGEMENT	#	**45**	**36**	**2**	**7**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	80.00%	4.44%	15.56%	2.22%	0%	2.22%	0%	0%	0%	0%	0%	0%	0%
5002 - FARMING	#	**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%
5003 - GARDENING	#	**6**	**5**	**0**	**1**	**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%
5729 - DRILL RIG OPERATING	#	**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%

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

Year = FY 2010

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
0102 - SOCIAL SCIENCE AID & TECHNICIAN	#	2	2	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%
0119 - ECONOMICS ASSISTANT	#	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%
0193 - ARCHEOLOGY	#	2	2	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%
0199 - SOCIAL SCIENCE STUDENT TRAINEE	#	2	2	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%
0201 - HUMAN RESOURCES MANAGEMENT	#	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%
0203 - HUMAN RESOURCES CLERICAL & ASSISTANCE	#	2	1	0	1	1	0	0	0	1	0	0	0	0	0
	%	100%	50.00%	0%	50.00%	50.00%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%
0299 - HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	#	2	2	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%
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	4	4	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%
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	45	43	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	95.56%	2.22%	2.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0318 - SECRETARY	#	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%
0322 - CLERK-TYPIST	#	**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%
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANCE	#	**15**	**14**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	93.33%	6.67 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0343 - MANAGEMENT PROGRAM ANALYSIS	#	**3**	**3**	**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%
0344 - MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	#	**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%
0356 - DATA TRANSCRIBER	#	**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%
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT TRAINEE	#	**18**	**18**	**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%
0401 - GENERAL BIOLOGICAL SCIENCE	#	**5**	**5**	**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%
0404 - BIOLOGICAL SCIENCE TECHNICIAN	#	**48**	**42**	**1**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	87.50%	2.08 %	10.42%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0454 - RANGELAND MANAGEMENT	#	**7**	**5**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	71.43%	14.29%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0455 - RANGE TECHNICIAN	#	**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%
0457 - SOIL CONSERVATION	#	**17**	**12**	**2**	**3**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	70.59%	11.76%	17.65%	5.88 %	0%	0%	0%	0%	0%	0%	0%	5.88%	0%
0458 - SOIL CONSERVATION TECHNICIAN	#	**428**	**402**	**4**	**22**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	%	100%	93.93%	0.93 %	5.14 %	0.23 %	0%	0%	0%	0%	0.23 %	0%	0%	0%	0%
0470 - SOIL SCIENCE	#	**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%
0471 - AGRONOMY	#	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	0%	0%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0499 - BIOLOGICAL SCIENCE	#	**74**	**68**	**5**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

STUDENT TRAINEE	%	100%	91.89%	6.76%	1.35%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0503 - FINANCIAL CLERICAL & TECHNICIAN	#	2	2	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%
0561 - BUDGET CLERICAL & ASSISTANCE	#	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%
0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	#	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%
0802 - ENGINEERING TECHNICIAN	#	29	28	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	96.55%	0%	3.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0810 - CIVIL ENGINEERING	#	8	6	0	2	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%
0817 - SURVEYING TECHNICIAN	#	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%
0899 - ENGINEERING & ARCHITECTURE STUDENT TRAINEE	#	13	13	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%
1001 - GENERAL ARTS & INFORMATION	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1035 - PUBLIC AFFAIRS	#	2	2	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%
1084 - VISUAL INFORMATION	#	2	2	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%
1087 - EDITORIAL ASSISTANCE	#	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%
1099 - INFORMATION & ARTS STUDENT TRAINEE	#	2	2	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%
1101 - GENERAL BUSINESS & INDUSTRY	#	2	2	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%
1105 - PURCHASING	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1106 - PROCUREMENT CLERICAL &	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0

ASSISTANCE	%	100%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1199 - BUSINESS & INDUSTRY STUDENT TRAINEE	#	**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%
1311 - PHYSICAL SCIENCE TECHNICIAN	#	**4**	**4**	**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%
1315 - HYDROLOGY	#	**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%
1316 - HYDROLOGIC TECHNICIAN	#	**5**	**5**	**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%
1371 - CARTOGRAPHIC TECHNICIAN	#	**12**	**10**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	%	100%	83.3 3%	0%	16.6 7%	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**
	%	100%	100 %	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2299 - INFORMATION TECHNOLOGY TRAINEE	#	**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%
3502 - LABORING	#	**3**	**3**	**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%

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Table B7: Applications and Hires - Distribution by Disability (Perm)

Year = FY 2010

		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
Schedule A															
Applications	#														
	%														
Hires	#														
	%														
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#														
	%														
Hires	#														
	%														

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Table B7: Applications and Hires - Distribution by Disability (Temp)

Year = FY 2010

		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
Schedule A															
Applications	#														
	%														
Hires	#														
	%														
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#														
	%														
Hires	#														
	%														

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

Year = FY 2010

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	#	**866**	**786**	**23**	**57**	**5**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**4**	**0**
	%	100%	90.76 %	2.66%	6.58%	0.58%	0%	0%	0%	0.12 %	0%	0%	0%	0.46%	0%
TEMPORARY	#	**908**	**840**	**19**	**49**	**2**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**
	%	100%	92.51 %	2.09%	5.40%	0.22%	0%	0%	0%	0%	0.11 %	0%	0%	0.11%	0%
NON-APPROPRIATED	#	**0**	**0**	**0**	**0**	**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	#	**1,774**	**1,626**	**42**	**106**	**7**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**5**	**0**
	%	100%	91.66 %	2.37%	5.98%	0.39%	0%	0%	0%	0.06 %	0.06 %	0%	0%	0.28%	0%
PRIOR YEAR	#	998	921	16	61	0	0	0	0	0	0	0	0	0	0
	%	100%	92.28 %	1.60%	6.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Table B9: Selections for Internal Competitive Promotions for Major Occupations - Distribution by Disability

Year = FY 2010

		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	#														
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.															

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

Year = FY 2010

		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	#	**900**	**818**	**15**	**67**	**8**	**1**	**0**	**1**	**1**	**1**	**0**	**1**	**3**	**0**
	%	100%	90.89 %	1.67%	7.44%	0.89%	0.11%	0%	0.11%	0.11 %	0.11 %	0%	0.11%	0.33%	0%
1 - 12 months	#	**115**	**104**	**2**	**9**	**2**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**0**
	%	100%	90.43 %	1.74%	7.83%	1.74%	0%	0%	0.87%	0%	0%	0%	0%	0.87%	0%
13 - 24 months	#	**42**	**35**	**1**	**6**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**
	%	100%	83.33 %	2.38%	14.29 %	4.76%	0%	0%	0%	0%	0%	0%	0%	4.76%	0%
25+ months	#	**226**	**205**	**2**	**19**	**4**	**1**	**0**	**0**	**1**	**1**	**0**	**1**	**0**	**0**
	%	100%	90.71 %	0.88%	8.41%	1.77%	0.44%	0%	0%	0.44 %	0.44 %	0%	0.44%	0%	0%

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Table B11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Disability

Year = FY 2010

		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	%														
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.															

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Table B12: Participation in Career Development - Distribution by Disability

Year = FY 2010

		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.

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Table B13: Employee Recognition and Awards - Distribution by Disability

Year = FY 2010

RECOGNITION OR AWARD		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
TIME-OFF AWARDS - 1-9 HOURS															
Total Time-Off Awards Given	#	**463**	**432**	**4**	**27**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**0**
	%	100%	93.30 %	0.86 %	5.83 %	0.65 %	0%	0%	0%	0%	0%	0%	0%	0.65%	0%
Total Hours		**3,210**	**3,015**	**24**	**171**	**18**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**18**	**0**
Average Hours		7	7	6	6	6	0	0	0	0	0	0	0	6	0
TIME-OFF AWARDS - 9+ HOURS															
Total Time-Off Awards Given	#	**141**	**130**	**0**	**11**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**
	%	100%	92.20 %	0%	7.80 %	1.42 %	0.71 %	0%	0%	0.71 %	0%	0%	0%	0%	0%
Total Hours		**2,951**	**2,679**	**0**	**272**	**43**	**16**	**0**	**0**	**27**	**0**	**0**	**0**	**0**	**0**
Average Hours		21	21	0	25	22	16	0	0	27	0	0	0	0	0
CASH AWARDS - $100 - $500															
Total Cash Awards Given	#	**2,724**	**2,488**	**46**	**190**	**23**	**4**	**3**	**0**	**1**	**3**	**2**	**2**	**5**	**3**
	%	100%	91.34 %	1.69 %	6.98 %	0.84 %	0.15 %	0.11 %	0%	0.04 %	0.11 %	0.07%	0.07%	0.18%	0.11%
Total Amount		**919,202**	**838,647**	**16,720**	**63,835**	**7,709**	**1,641**	**954**	**0**	**500**	**819**	**748**	**330**	**1,592**	**1,125**
Average Amount		337	337	363	336	335	410	318	0	500	273	374	165	318	375
CASH AWARDS - $500+															
Total Cash Awards Given	#	**6,584**	**6,098**	**69**	**417**	**47**	**10**	**3**	**2**	**6**	**4**	**5**	**1**	**14**	**2**
	%	100%	92.62 %	1.05 %	6.33 %	0.71 %	0.15 %	0.05 %	0.03%	0.09 %	0.06 %	0.08%	0.02%	0.21%	0.03%
Total Amount		**8,025,486**	**7,434,884**	**86,282**	**504,320**	**48,101**	**10,666**	**3,647**	**2,147**	**5,889**	**2,885**	**4,775**	**742**	**14,234**	**3,116**
Average Amount		1,219	1,219	1,250	1,209	1,023	1,067	1,216	1,074	982	721	955	742	1,017	1,558
QUALITY STEP INCREASES (QSI)															
Total QSI's	#	**398**	**372**	**4**	**22**	**3**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**2**	**0**

	%	100%	93.47 %	1.01 %	5.53 %	0.75 %	0%	0.25 %	0%	0%	0%	0%	0%	0.50%	0%
Total Benefit		**733,799**	**684,788**	**7,963**	**41,048**	**6,412**	**0**	**2,782**	**0**	**0**	**0**	**0**	**0**	**3,630**	**0**
Average Benefit		1,844	1,841	1,991	1,866	2,137	0	2,782	0	0	0	0	0	1,815	0

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

Year = FY 2010

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	#	**634**	**561**	**21**	**52**	**5**	**1**	**1**	**0**	**0**	**0**	**2**	**0**	**1**	**0**
	%	100%	88.49 %	3.31%	8.20%	0.79%	0.16%	0.16%	0%	0%	0%	0.32%	0%	0.16%	0%
INVOLUNTARY	#	**21**	**16**	**1**	**4**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	%	100%	76.19 %	4.76%	19.05 %	4.76%	0%	0%	0%	0%	4.76%	0%	0%	0%	0%
TOTAL SEPARATIONS	#	**655**	**577**	**22**	**56**	**6**	**1**	**1**	**0**	**0**	**1**	**2**	**0**	**1**	**0**
	%	100%	88.09 %	3.36%	8.55%	0.92%	0.15%	0.15%	0%	0%	0.15%	0.31%	0%	0.15%	0%
TOTAL WORKFORCE	#	**11,544**	**10,619**	**161**	**764**	**107**	**16**	**8**	**8**	**18**	**10**	**11**	**5**	**27**	**4**
	%	100%	91.99 %	1.39%	6.62%	0.93%	0.14%	0.07%	0.07%	0.16%	0.09%	0.10%	0.04%	0.23%	0.03%