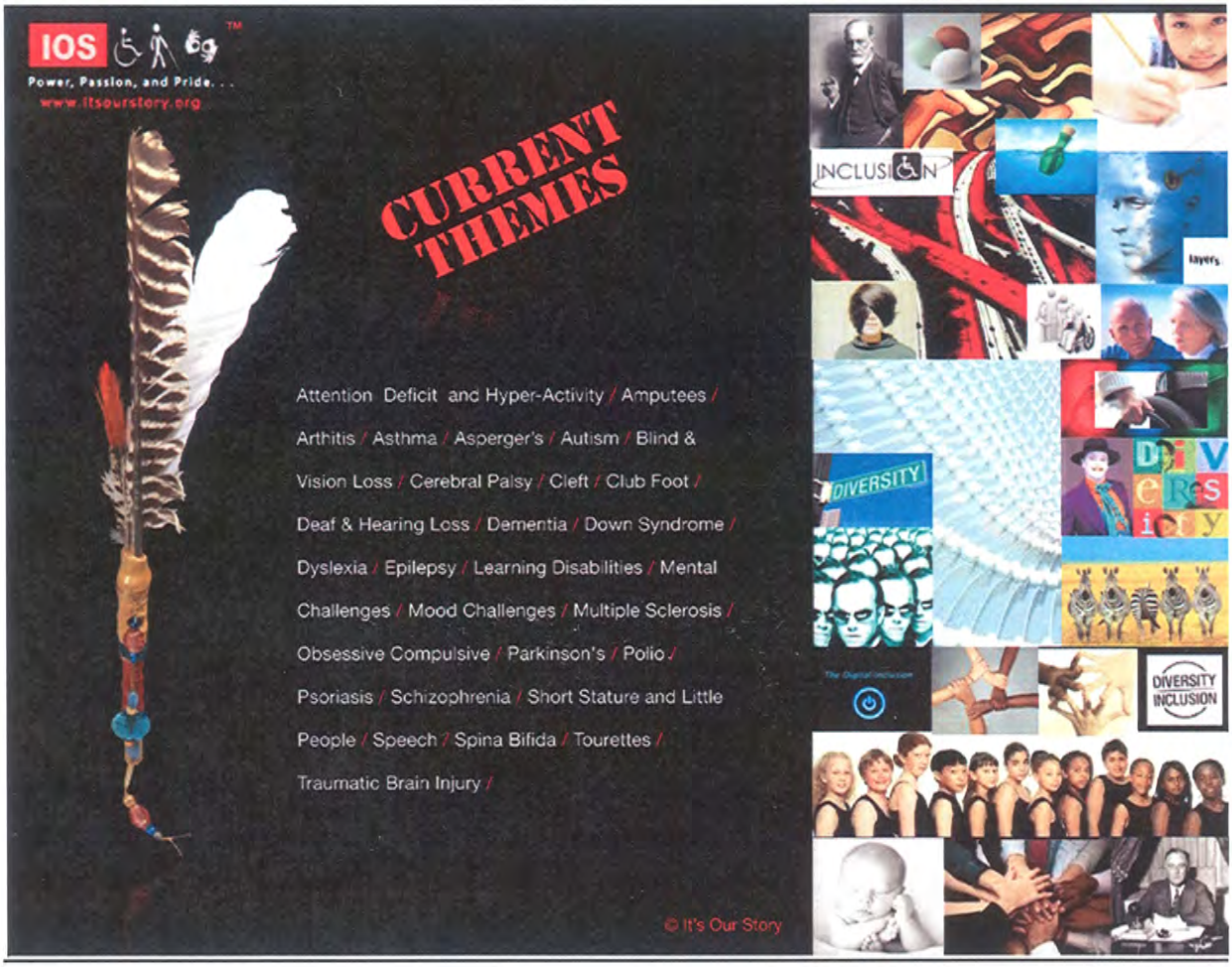
USDA NRCS

United States Department of Agriculture
Natural Resources Conservation Service



Federal Agency Annual Equal Employment Opportunity (EEO) Program Report Management Directive – 715 Fiscal Year 2011

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.

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MESSAGE FROM THE DIRECTOR OF NRCS CIVIL RIGHTS DIVISION

The Natural Resources Conservation Service (NRCS) is proud to present its Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2011, as required by the Equal Employment Opportunity Commission's Management Directive 715 (MD-715). NRCS promotes the highest level of organizational performance in order to achieve its mission of "*Helping People Help the Land.*"

NRCS works to create and maintain a highly skilled work environment in which individual differences are valued and employees are empowered to reach their potential and maximize their contributions to NRCS' vital objectives. NRCS is committed to effective diversity management, offering equal opportunities for all employees and applicants. NRCS succeeds in part by ensuring that our workplace decisions are equitable and based upon merit and by employing a workforce that reflects one of our nation's greatest strengths—the diversity of America's citizens. This diversity extends not only to the myriad of races and ethnicities but also to the multitude of backgrounds, talents, skills, education, experiences, beliefs, and perspectives of our employees. Maintaining a fair workplace and recruiting, developing, and retaining a diverse workforce affords NRCS the ability to have a workforce that possesses a unique range of competencies, ideas, and solutions.

NRCS' Civil Rights Division provides policy and technical advice to the Chief and to senior NRCS leadership on civil rights. This includes guidance and standards for establishing and maintaining effective programs for EEO and diversity management. The Civil Rights Director leads the EEO program and is responsible for developing EEO and diversity plans, monitoring implementation, and submitting annual progress reports including the MD-715 Report.

During FY 2011, NRCS continued to make significant progress toward developing a model EEO and diversity program. Chief White approved a new Anti-Discrimination Policy Statement which included an Information Sheet detailing employee rights, responsibilities, and solutions. NRCS has successfully achieved increased personnel diversity. For example:

- The number of minorities NRCS has employed increased by 0.91 percent in FY 2011

- NRCS Seniors Executive Service (SES) employees increased by 5.06 percent in FY 2011 and demonstrated an increase in diversity amongst those SES

NRCS certainly values the importance of a diverse workforce to its mission and has taken considerable measures to ensure diversity be the rule rather than the exception.

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, 2010 to September 30, 2011.

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 20250**	
	4. CPDF Code	**4. DA**	**5. 16**	**5.**

PART B Total Employment	**1.** Enter total number of permanent full-time and part-time employees	**1. 11, 283**
	2. Enter total number of temporary employees	**2. 888**
	3. Enter total number employees paid from non-appropriated funds	**3. 0**
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]	**4. 12,171**

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** **Team Leader, Employment Compliance Team**
	5. Section 501 Affirmative Action Program Official	**Michael Maloney** **Disability Employment Program Manager**
	6. Complaint Processing Program Manager	**Barbara Taylor** **MD-715 Program Manager**
	7. Other Responsible EEO Staff	**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

EEOC FORM 715-01 PART A - D	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

EEOC FORMS and Documents Included With This Report			X
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*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]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	X
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

EXECUTIVE SUMMARY

With 12, 171 civilian employees, NRCS is one of the largest agencies in the United States Department of Agriculture (USDA). In fiscal year (FY) 2011, NRCS hired 1,070 employees compared to 1,775 employees hired in FY 2010.

In conducting the analysis for this report, NRCS reviewed other diversity reports, including, but not limited to the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints; the No Fear Act report; the Federal Equal Opportunity Recruitment Program (FEORP) report; and the Disabled Veterans Affirmative Action Program (DVAAP).

In Table 1, the figures marked in red indicate those areas in which NRCS is below the National Civilian Labor Force (CLF).

(See Tables A-1 and B-1, Total Workforce, for FY 2011 data underlying the statistics shown here and NRCS MD-715 FY 2010 report for FY 2010 data)

Table 1: Total Workforce From FY2010-2011

Race	CLF	FY 2010 #	FY 2010 %	FY 2011 #	FY 2011 %
HM	6.20	387	3.1	391	3.2
HF	4.50	228	1.8	217	1.8
WM	39.0	6,851	54.6	6,534	53.7
WF	33.70	3,539	28.2	3,440	28.3
BM	4.80	539	4.3	540	4.4
BF	5.70	423	3.4	449	3.7
AM	1.90	83	0.7	87	0.7
AF	1.70	72	0.6	69	0.6
NHPIM	0.10	11	0.1	13	0.1
NHPIF	0.10	16	0.1	16	0.1
AIANM	0.30	200	1.6	191	1.6
AIANF	0.30	100	0.8	100	0.8
TMRM	0.80	51	0.4	64	0.5
TMRF	0.80	44	0.4	59	0.5

Individuals with disabilities decreased from 885 (7.05 percent) in FY2010 to 883 (7.09 percent) in FY 2011. Individuals with targeted disabilities decreased from 112 (0.89) in FY2010 to 108 (0.89 percent). NRCS remains below the EEOC Federal Goal of 2 percent for individuals with targeted disabilities.

In FY 2011, NRCS workforce declined; however, the proportional representation in every ethnicity and race group increased, excluding for White males and females, Hispanic or Latino females, Asian females, Native Hawaiian or Other Pacific Islander females (numbers remained the same in FY 2010), and American Indian or Alaskan Natives males and females .

In FY 2011, NRCS' Senior Executive Service (SES) decreased marginally from 23 to 22. The diversity ratio demonstrated a steady increase. The SES data is displayed in workforce data table A4-1 and B4-1. The races and ethnicity will be indicated as follows: Hispanic male (HM), Hispanic female (HF), White male (WM), White female (WF), Black male (BM), Black Female (BF), Asian male (AM), Asian female (AF), American Indian or Alaskan Native male (AIANM), American Indian or Alaskan Native female (AIANF), Two or More Races male (TMRM), Two or More Races female (TMRF), and the Ethnicity Race Indicator (ERI).

Table 2: SES From FY2010-2011

	FY 2010		FY 2011		Net Change	
ERI	**#**	**Percent**	**#**	**Percent**	**#**	**Percent**
HM	0	0	1	0.27	1	+0.27
HF	0	0	0	0	0	0
WM	12	0.19	9	0.15	-3	-0.4
WF	4	0.13	5	0.16	1	0.3
BM	3	0.61	2	0.40	-1	-0.21
BF	2	0.53	2	0.51	0	- 0
AM	0	0	0	0	0	0
AF	0	0	0	0	0	0
NHPIM	0	0	0	0	0	0
NHPIF	0	0	0	0	0	0
AIANM	2	1.07	2	1.10	0	0
AIANF	0	0	0	0	0	0
TMRM	0	0	1	1.79	1	+1.79
TMRF	0	0	0	0	0	0

As shown in Table 3, compared to the GS-15 feeder pool, the ERI groups that have the lowest participation rate in NRCS' SES are Hispanic or Latino males, White females, and Black or African American males and females. NRCS is making considerable efforts to recruit from within the GS-15 eligible pool. In Table 3, the figures marked in red indicate low or no participation rate in the affinity group.

Table 3: SES Comparison to GS-15 Feeder Group				
	GS-15		SES	
	#	Percent	#	Percent
HM	9	2.45	1	0.27
HF	2	1.00	0	0
WM	78	1.26	9	0.15
WF	30	0.98	5	0.16
BM	21	4.17	2	0.40
BF	8	2.05	2	0.51
AM	0	0	0	0
AF	0	0	0	0
NHPIM	0	0	0	0
NHPIF	0	0	0	0
AIANM	2	1.10	2	1.10
AIANF	0	0	0	0
TMRM	0	0	0	0
TMRF	1	1.79	1	1.79

During FY 2011, the pool of GS-15 eligible for SES remained same rate as those in FY 2010. Noticeable changes occurred in the ERI group listed in Table 4, with the largest increase in White males from 66 to 78. There were minor increases in Hispanic or Latino females, from 1 to 2; American Indian or Alaskan Native females, from 0 to 1; and two or more races females, from 0 to 1. The ERI groups that had decreases in the percentage of GS-15 included White females; Black or African American males and females; Asian males, American Indian or Alaskan Native males and females. In Table 4, the red numbers reflect a decrease in the number of GS-15s when compared to the previous year.

Table 4: GS-15 Pool from FY 2010-2011						
	FY 2010		FY 2011		Net Change	
	#	Percent	#	Percent	#	Percent
HM	9	5.96	9	2.05	0	3.51
HF	1	0.66	2	1.00	1	0.34
WM	66	43.71	78	1.26	12	42.45
WF	33	21.85	30	0.98	3	20.91
BM	24	15.89	21	4.17	3	
BF	11	7.28	8	2.05	3	5.23
AM	1	0.66	0	0	1	
AF	0	0	0	0	0	0
NHPIM	0	0	0	0	0	0
NHPIF	0	0	0	0	0	0
AIANM	4	2.65	2	1.10	2	1.55
AIANF	2	1.32	0	0	2	1.32
TMRM	0	0	0	0	0	0
TMRF	0	0	1	1.79	1	1.79

NRCS employs over 7,562 civilian employees in highly specialized occupations with an emphasis in General Biologist Scientist, Soil Conservationist, Soil Conservation Technician, Soil Scientist,

Engineering Technician, and Civil Engineering. Table 5 lists the top five of NRCS' Participation Rates for the Major Occupational Series (MOS). The data used in the workforce tables is used as the basis for NRCS' targeted recruitment efforts.

An analysis of Table 5 reveals that women and minorities have a lower participation rate when compared to White males. Hispanic or Latino males have increased their participation rate in all of the major occupational series except for General Biologist Scientist. They have decreased from 39 (4.4 percent) in FY 2010 to 33 (4.6 percent) in FY 2011. Hispanic or Latino females have increased their participation in the area of soil conservation. Their participation rate in the Soil Scientist group indicated no change between FY 2010 and FY 2011. Hispanic or Latino females have a slightly lower participation rate in the following areas: 1) General Biologist Scientist—they have decreased from 8 (0.9 percent) in FY 2010 to 7 (10 percent) in FY 2011; 2) Soil Conservation Technician—they have decreased from 15 (1.1 percent) in FY 2010 to 13 (1.1 percent) in FY 2011; and 3) Civil Engineering they have decreased from 11 (2.1 percent) in FY 2010 to 10 (1.9 percent) in FY 2011. A significant increase in diversity was seen within the Native Hawaiian or Other Pacific Islander group, which also demonstrated an increase in all major occupational series.

The male Soil Scientist series increased from 9 (0.2 percent) in FY 2010 to 20 (0.5 percent) in FY 2011, a net change of 11 (0.3 percent). The females increased from 8 (0.2 percent) in FY 2010 to 19 (0.5 percent) in FY 2011, a net change of 11(0.3 percent).

(See Tables A-6 and B-6, Participation Rates for Major Occupations for FY 2011 data underlying the statistics shown here and NRCS MD-715 FY 2010 report for FY 2010 data)

Table 5: NRCS Major Occupation Series (MOS)

MOS	Total	HM	HF	WM	WF	BM	BF	AM	AF	NH/PIM	NH/PIF	AI/ANM	AI/ANF	TMM	TMF
Biologist	722	33	7	414	174	44	13	5	6	0	0	12	9	1	3
NRCS %	100	4.6	.10	57.3	24.1	6.1	1.8	0.7	0.8	0.1	0.1	1.7	1.3	0.1	0.42
Soil CNSV	4,209	138	77	2,456	1,067	206	80	20	21	1	1	67	36	20	19
NRCS percent	100	3.3	1.8	58.4	25.4	4.9	1.9	0.5	0.5	0.2	0.2	1.6	0.9	0.5	0.5
Soil CNSV TECH	1,346	32	13	904	298	38	5	4	2	0	0	37	5	7	1
NRCS percent	100	2.3	1.1	67.2	22.2	2.8	0.4	0.3	0.2	0	0	2.8	0.4	0.5	0.1
Soil Scientist	752	26	8	527	122	40	2	6	2	0	0	7	1	8	3
NRCS percent	100	3.5	1.1	70.1	16.2	5.3	0.3	0.8	0.3	0	0	0.9	0.1	1.1	0.4
Civil ENG	533	25	10	371	75	12	5	12	3	0	0	11	3	5	1
NRCS percent	100	4.7	1.9	69.3	14.1	2.3	0.9	2.3	0.6	0	0	2.1	0.6	0.9	0.2

Applicant Flow Data

NRCS' applicant flow data is currently being collected for its five major occupational series. The data indicates the differences in selection rates among different affinity groups for a particular job. Federal law requires that all agencies maintain applicant flow data by ethnicity, race, and gender.

Applicant flow data is used for statistical and record keeping purposes only and must be considered in the hiring decisions.

Table 6 below depicts data located in data workforce table A-7 Applicants and Hires for Major Occupations for the two largest Major Occupation Series in NRCS, **Soil Conservationist** (series 0457) and **Soil Conservation Technicians** (series 0458) depicts of all the affinity groups males are the majority applying and selected for the positions. There were 4,409 applications received for the **Soil Conservationist** vacant positions; 1,801 males applied; 1,164 females applied. Seventy-seven (77) applicants were selected of which 31 were male and 17 female. One Thousand Eight Hundred and Twenty-Seven (1,827) applicants qualified of which 719 were male and 399 female.

Table 6: Applicants and Hires for Major Occupations

JOB TITLE	ERI/GENDER	SELECTED	APPLIED	QUALIFIED
Soil Conservationist	HM	0	29	12
	HF	0	15	4
	WM	19	1,264	507
	WF	15	799	258
	BM	6	344	108
	BF	0	162	71
	AM	0	42	19
	AF	0	9	4
	NHOPM	0	0	0
	NHOPF	0	0	0
	AIANM	1	17	2
	AIANF	1	18	9
	TMRM	7	286	76
	TMRF	2	123	45
JOB TITLE	**ERI/GENDER**	**SELECTED**	**APPLIED**	**QUALIFIED**
Soil Conservation Technician	HM	0	0	12
	HF	0	14	8
	WM	8	1,424	660
	WF	4	830	338
	BM	1	170	84
	BF	0	111	46
	AM	0	26	11
	AF	0	12	5
	NHOPM	0	0	0
	NHOPF	0	0	0
	AIANM	0	31	17
	AIANF	0	9	3
	TMRM	0	88	35
	TMRF	1	123	20

Employees are the most important resource in NRCS. In an effort to provide employees with opportunities to grow, NRCS designed and implemented two career development programs in FY 2011: 1) BMLP, which is a 2 year rotational program that 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 developed criteria and processes for BMLP in FY 2010. Later in FY 2011, 102 participants began the program. Targeted recruitment did take place using contracts in all low participation areas as shown in below in Table 6. There were 9,100 applications received for the program, 54 males were selected, 46 females were selected that comprised of 12 Hispanics or Latinos, 35 Whites, 49 Blacks or African Americans, 2 Asians, and 4 Other ethnicity/race. Of the 102 participants, 56 are Veterans.

Table 6: BMLP		
GS 5-12		
SLOTS #: 103	ERI/GENDER	PARTICIPANTS
SLOTS percent: 100	Hispanics	12
APPLIED #: 9,100		
APPLIED percent: 1.3 percent	Whites	35
MALE PARTCIPANTS#: 54		
MALE PARTCIPANTS percent: 0.54	Black	49
FEMALE PARTICANTS#:46		
FEMALE PARTICANTS percent: 0.46	Asians	2
	Other	4

2) The Emerging Leaders Development Program. There are 78 individuals participating in three cohorts for 2 years. This program contains classroom sessions, independent learning, stretch assignments, mentoring, and coaching. There were 119 applications received for the program, and 42males were selected, 36 females were selected of which 9 are Hispanic or Latino, 43 Whites, 20 Blacks or African Americans, 3 Asians, and 3 American Indian or Alaskan Natives.

Table 7: EMERGING LEADERS DEVELOPMENT PROGRAM		
GS 5-12		
SLOTS #: 79	ERI	PARTICIPANTS
SLOTS percent: 100	HISPANICS	7
APPLIED #: 119		
APPLIED percent: 1.3 percent	WHITES	39
MALE PARTCIPANTS #: 42		
MALE PARTCIPANTS percent: 0.56	BLACKS	12
FEMALE PARTICANTS #:46		
FEMALE PARTICANTS percent: 0.46	ASIANS	2
	Native American	3

Table 7: EMERGING LEADERS DEVELOPMENT PROGRAM		
GS 13-14		
SLOTS #: 79	ERI	PARTICIPANTS
SLOTS percent: 100	Hispanics	2
APPLIED #: 119		
APPLIED percent: 1.3 percent	Whites	3
MALE PARTCIPANTS #: 54		
MALE PARTCIPANTS percent: 0.54	Blacks	7
FEMALE PARTICANTS #:46		
FEMALE PARTICANTS percent: 0.46	Asians	1
	Native Americans	0

Table 7: EMERGING LEADERS DEVELOPMENT PROGRAM		
GS 15 and SES		
SLOTS #: 79	ERI	PARTICIPANTS
SLOTS percent: 100	HISPANICS	0
APPLIED #: 119		
APPLIED percent: 1.3 percent	WHITES	1
MALE PARTICIPANTS #: 0		
MALE PARTCIPANTS percent: 0	BLACKS	1
FEMALE PARTICANTS #:2		
FEMALE PARTICANTS	ASIANS	0

percent: 100		
	Native American	**0**

Table 7: EMERGING LEADERS DEVELOPMENT PROGRAM		
Participation in Career Development Program **(Disability)** GS 5-12, **Emerging Leaders Development Program (Participants)**		
Slots #: 79	(01) Disability Not Identified:	2 White Males
Relevant Pool percent:	(06-98) 57- Chronic Problem Combination	1 White Male
Participants #: 78	(06-98) 86-Pulmonary Disorder Respiratory	1 White Male
Participants percent:1.01	(96)Disfigurement-face/hands/feet	1 White Female

Summary of EEO Statistics in NRCS

Section A- Demonstrated commitment from agency leadership

As the Federal Government continues to implement improvements 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 serves to strengthen an agency's ability to achieve its service related mission. EEOC's Management Directive (MD) 715 sets forth policy guidance and standards for establishing and maintaining effective affirmative programs of EEO 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. It is the agency leader's responsibility to take ownership of their agencies EEO program including those 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 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 ensures that all employees are afforded an equal opportunity to compete for all personnel actions.

- On January 14, 2011 Dave White, Chief of NRCS, issued a new Anti-Discrimination Policy Statement reinforcing the Department's commitment to a work environment free from unlawful discrimination and emphasizing NRCS' obligation to prevent and promptly correct harassment in the workplace.

- 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 addresses the following goal indicators:

  - Commitment of Agency Leadership/Strategic Plan Integration;
  - Program Delivery: Proactive management and legal compliance;
  - EEO program: Proactive management and legal compliance;
  - Utilization of Alternative Dispute Resolution;
  - Procurement;

- Secretary's Commitment;
- Implementation of the Secretary's Commitment to Diversity; and
- Establishment and Implementation of a Special Emphasis Program to Expand Diversity.

- NRCS ensured policies were prominently posted in all personnel offices, EEO offices and on the agency's Web site. Reasonable accommodation procedures were disseminated on NRCS' public Web site.

- The NRCS Civil Rights Division 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 MD-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.

- NRCS' employees completed the USDA mandatory training on NO FEAR Act through AgLearn with a 93 percent completion rate.

- Materials and information are available via the Civil Rights Division Web site which informs them of the EEO complaint process and civil rights programs. The Civil Rights Division conducted 10 Civil Rights Compliance reviews during FY 2011, 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 Civil Rights and equal opportunity (EO) and adherence to its Civil Rights policy. Annual performance appraisals for all SES-level supervisors and managers include an element evaluating their compliance and commitment to Civil Rights and EEO.

- All NRCS employees have a stand-alone Civil Rights performance element which incorporates the agency's Civil Rights 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 them 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 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 Deputy Equal Employment Officer for that unit.

- The agency's Civil Rights Division allocated sufficient resources and funding to ensure success of its operation. The Civil Rights Division 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 were no deficiencies in this essential element.

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. Ultimately, the success of an agency's EEO program 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: During FY 2010, the agency began drafting the FY 2011-2015 Strategic Plan. Amidst agency reorganization, the agency produced an accompanying Strategic Plan Progress Report and Update Plan. Anticipated release of the FY 2011-2015 Strategic Plan was postponed due to delayed FY 2010 funding and congressional modification of the NRCS program budget. Elimination of several NRCS programs is requiring modification of the FY 2011-2015 Strategic Plan. Despite the delay in issuing the FY 2011-2015 agency Strategic Plan, the Strategic Plan Progress Report and Update issued in FY 2010 incorporates the agency's assurance of fair and equitable service delivery to all program customers; and goals of increasing diversity in employment. The FY 2011-2015 Strategic Plan will also include assurance of Civil Rights/EEO goals and objectives relative to the Secretary's new Civil Rights Era and Cultural Transformation initiatives.

In addition to the agency's Strategic Plan, the NRCS Human Capital Plan serves as a companion document to the Strategic Plan. Specifically, the Human Capital Plan emphasizes outreach, workforce diversity, upward mobility, and staff development, and 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 Plan seeks to further develop a leadership cadre that represents the

diverse communities and customers we serve. The assessments of current and future needs are being accomplished through a series of leadership competency models which are accessible to all employees.

The 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.

Deficiencies: There were no deficiencies in this essential element.

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 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 Civil Rights/EEO.

All NRCS managers and supervisors have a stand-alone Civil Rights performance element. Non-supervisory employees should 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 them entering duty.

Deficiencies: 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 CFR 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: "EEO" is the pathway to organizational cohesion. A benefit of having an open and tolerant work environment that supports and adheres to the EEO's cause is having a highly effective and efficient workforce.

To develop a competitive, highly qualified, and diverse workforce that reflects 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 MD-715 Program Status Report, the Federal Equal Opportunity Recruitment Plan (FEORP), aDisabled Veterans Affirmative Action Plan (DVAAP), and the Hispanic Employment Program (HEP) report.

Target hiring veterans and persons with targeted disabilities. Throughout FY 2011, NRCS has participated in a number of career fairs targeting veterans. Over 13 percent of all hires for FY 2011 were veterans. NRCS filled 100 administrative positions in early 2011 of which 56 veterans were hired to fill those positions. In addition, NRCS has hired a number of individuals from the Office of Personnel Management "Bender" listing for targeted disabilities.

NRCS has a cadre of eight national SEPMs (i.e., American Indian/Alaska Native Emphasis Program, Asian American/Pacific Islander Emphasis Program; Black Emphasis Program, Disability Emphasis Program, Federal Women's Program (FWP), GLBT Emphasis Program; Hispanic Emphasis Program (HEP), and Veterans Emphasis Program), the national FWP and HEP are full-time and the other six national program managers are collateral duty assignments. Additionally, NRCS has collateral duty SEPMs in each State and service center; one for each of the eight special emphasis programs listed above. There are over 300 SEPMs, nationally.

In FY 2011, National SEPMs developed and provided data and barrier analysis training to all collateral duty SEPMs. In addition, the SEPMs received a barrier analysis handbook to improve their ability to identify barriers to employment and make effective recommendations to eliminate barriers.

With the support of the Outreach and Advocacy Division staff, National SEPMs developed an online Barrier Analysis Survey that was completed by 313 State SEPMs with an 80 percent response rate. The SEPMs responded to 28 questions, including questions asking them to identify triggers, barriers, and recommendations to eliminate barriers related to recruitment, hiring, retention, and career development. Each national SEPM reviewed the data for their respective group and created a report. The individual reports with a summary of barriers and recommendations were distributed to agency leaders. Further dissemination of the findings will take place in FY 2012.

SEPMs strengthened partnerships with groups that can assist in improving diversity in the agency.

SEPMs and the Talent Management Division continue to work together to strengthen partnerships with groups that can assist in improving diversity in the agency.

Recruitment accomplishments:

NRCS created a national recruitment strategy which was approved in FY 2010 by NRCS leadership. This strategic 5 year document was the foundation of the recruitment events at NRCS during FY 2011 and will continue through FY 2012.

This strategic plan aligns with the USDA Strategic Plan, the NRCS Strategic Plan, and the NRCS Human Capital Strategic Plan.

During FY 2011, the following initiatives identified in the recruitment strategy were implemented:

- Increasing identification of partnerships that will support diverse candidate pools. NRCS has added two partnerships and is working to enhance our previous efforts, currently holding partnerships with the following organizations:
    - Thurgood Marshall College Fund
    - Minorities in Agriculture and Natural Resources Related Sciences (MANRRS)
    - Hispanic Leaders in Agriculture and Environmental Sciences
    - Graduate Programs at University of Texas A&M-Kingsville
    - American Indians Science and Engineering Society (AISES)
    - Hmong National Development
    - FFA Career Development Experience
    - Florida A&M Engineering Program
    - California State Polytechnic University – Pomona
    - National Hispanic Environmental Council (NHEC)
    - North Carolina A&T University
- Increase number of Presentations to Diversity Groups
    - MANRRS National Conference
    - American Legion Conference
    - MANRRS Regional Conferences (3)
    - Thurgood Marshall Leadership Institute
    - Five AISES regional conferences
    - FFA National and Regional conferences (5)
    - Hispanic Leaders in Agriculture Environment at Texas A &M
    - Texas A&M – Kingsville Graduate School
    - Virginia State Leadership Institute
    - Presentations on campus at the following:
        - Texas A&M - Kingsville
        - New Mexico State University
        - University of Puerto Rico
        - Tuskegee University
        - Fond du Loc Tribal College
        - Penn State
- Using Scholarship Programs
    - Added four new 1890 Scholars in FY 2011
    - Added two new Tribal Scholars in FY 2011
- Supporting Government-wide employee groups
    - Society of American Indian Government Employees
    - Federal Asian Pacific American Council
- Recruited diverse candidates at the following Career Events:
    - MANRRS National Conference
    - American Legion Conference
    - MANRRS Regional Conferences (3)
    - Thurgood Marshall Leadership Institute
    - AISES Conferences
    - FFA National Conferences

- Hispanic Leaders in Agriculture Environment at Texas A &M
- Texas A&M – Kingsville Graduate School
- Black Engineer of the Year Award
- League of United Latin American Citizens (LULAC)

During FY 2011, NRCS was able to implement an agency wide automated hiring system as identified in the recruitment strategy. This system is able to automate candidate notification at 4 times within the application process. This is considered a hiring best practice. In addition, this system tracks applicant ethnicity and race to better assess NRCS recruitment efforts.

NRCS recruitment strategy identifies the need to have both a local and a national approach. NRCS has established and staffed a national office which has served as a central contact point and has been involved in creating a more national approach and establishing the mechanisms to report at a national level.

Development of an On-Boarding system was another initiative identified by the Recruitment Strategy Design Team. In FY 2011, the following have been drafted: Checklists for HR, Hiring Managers and new employees, an employee handbook, Standard Operating procedures, videos to explain the mission of the agency, and other information that can assist during entry on duty. This system will be piloted and rolled out during FY 2012.

Training development has taken place in FY 2011 and will be rolled out in FY 2012. Training for HR staff, Hiring Managers, and Recruiters will all be available. We are using both online training as well as live sessions.

NRCS has drafted an agency plan to strategically address underrepresentation in each racial/ethnic group, as well as disabled individuals, veterans, and women. It is anticipated that this will move forward in the approval process by FY 2012.

NRCS utilizes student conversions as an entry level pipeline, and therefore, commits resources to ensure we have a diverse student group. In the summer of FY 2011, NRCS' student workforce was above CLF in every group except white males. Below are examples of some of the actions we have engaged in this year.

- Targeted recruitment efforts for the BMLP included reaching out to student organizations to market the program such as MANRRS, CAPAL, LULAC, Thurgood Marshall College Fund, HACU, etc. This effort resulted in having strong diversity in this program.
- Hispanic SEPM led an effort to visit four HSI campuses in the fall: University of Puerto Rico, New Mexico State, University of Texas, El Paso, and University of Texas A&M. Classroom visits were arranged prior to going to career fairs. Interviews were conducted and documented. A database was created and shared across the agency.
- In addition to on campus efforts, information sessions with classrooms at the University of Puerto Rico, Mayaguez, and Utuado, were held via Video Technology Conferencing (VTC).
- Made contact with agricultural colleges around country and started to establish working relationships with career services, counselors, NRCS liaisons, Deans, and Professors to promote NRCS and announce available SCEP positions.
- Attended, recruited, and hired at the STEM Conference that supports the Black Engineer of

the Year Award.

- Utilized HACU students.
- Contacted high school Future Farmers of America programs to promote available STEP positions in local offices.
- Attended a Speed Mentoring session for Diversity Student group at Penn State University. Penn State hosted an event for five high schools that have from 50 percent to 90 percent minority students with approximately 120 students attended.
- State HR offices have been actively engaged in working with the Talent Management Office at NHQ, which provides a centralized aspect to targeted recruitment. Talent Management has coordinated career fairs and hosted a number of national events with the help of the State offices.
- Researched diversity at agriculture schools to determine best sources of candidates when recruiting.
- Partnership with MANRRS enabled NRCS to have two individuals involved in the planning committee for the National Conference. This allowed the agency to be actively involved in all aspects of the conference.
- Student Recruitment Cadre Member visited three classes in the College of Agricultural Science at Oregon State University to discuss Oregon's SCEP. 120 students were addressed including 15 Hispanic, 60 females, and 12 Asian.
- Basin Team Leader and Student Recruitment Cadre Member attended an Oregon State University MANRRS Chapter meeting to discuss the SCEP and Q/A regarding professionalism, and networking.
- Have worked closely with UC- Pomona to provide information and support that they have used in receiving grants to increase curriculum in agriculture programs.
- One State actively participates at 1890 university career fairs and conducts on campus interviews and in some cases, conducts telephone interview. This has resulted in 4 out of the 7 new SCEP students in that State hired for this summer attending 1890 universities.
- SEPMs utilized Outlook to email career opportunities across the Nation, posted SCEP and STEP announcements on university job-boards, utilized Web sites for recruitment of minority students at student associations at local universities.
- NRCS national SEPMs maintain relationships with the five employee resources groups and attend their council meetings to provide updates on their respective programs and work together on mutual goals and objectives.
- AI/AN SEPMs have been actively involved in delivering outreach and developing strong partnerships with Tribes. For example, attended Career Expo in Indian Country, Choctaw Nation Career Development, and Career Opportunities Expo in McAlester, OK. NRCS has established relationships with the National American Indian magazine "Winds of Change" and was featured 4 times.
- AA/PI SEPMs participated in career fairs across the country and in a variety of outreach efforts such as an "Ask a Farmer" social media workshop, sponsored by California Agricultural Communications Coalition (CACC), attended Agricultural Day at the Capitol in Connecticut, participated in career fairs at Cal Poly, California and Montana State University,

and met with students at Los Plumas High School in California. AA/PI SEPMs presented at the Northeast Organic Farmers of America meeting to geology students at New Jersey City University and gave a Soil Quality class at Cook College in New Jersey. They also worked with the Hmong and Southeast Asian American Club at UW-Stevens Point (WI), resulting in one summer intern recruited.

- BEPMs attended career fairs at colleges and universities to recruit summer students and interns. For example, staffed NRCS booth at the Expanding Your Horizons Conference in Pierre, SD and talked with young women in grades 6th – 10th about Careers in Conservation. They also attended the Southern University 2011 Annual Blacks in Agriculture Program. Over 100 students from area high schools attended. Also attended the Ag Career informational programs. Approximately 350 high school students participated.
- HEPMs presented and attended career fairs throughout the country. For example, University of New Hampshire, Clarion High School, IA, each resulting in student hires; Columbia Basin Community College Job Fair, WA; Laredo Community College, TX; Palo Alto College, and Incarnate Word College in San Antonio;
  Louisiana State University (LSU) Annual Career Expo; Ohio State University (TerrAqua); Hispanic Job and Career Expo, DE; University of Arkansas at Pine Bluff and Arkansas Women in Agriculture Conference career fairs; Colorado State University recruitment career fair; Vermont Technical College and the University of Vermont.
- NRCS' FWP developed a guide for breast feeding mothers who work in the field. It was distributed to all employees through a national bulletin issued in March, 2011. This guide provides information to employees and supervisors on how to create an effective space for women to pump and preserve breast milk during work hours.
- NRCS approved the establishment of the *National Organization of Professional Women of NRCS,* a new employee resource group for women.
- The National FWPM and National LGBT SEPM in conjunction with the Training Division of the ASCR hosted a lunch film series on bullying for NRCS employees in Beltsville, Maryland.

<u>LGBT SEPM efforts</u>:

- Power Point Training slides series have been developed for the NRCS LGBT Program Manager on the Roles and Responsibilities of LBGT SEPMs and on Workplace information for Managers and supervisors.
- California and Oregon developed an LGBT poster to commemorate June Pride Month events throughout the agency.
- A presentation on Bullying and Safe Spaces was held in Nebraska. Approximately 40 people participated in the discussion and many previewed the 2011 USDA PRIDE Montage. A list of Nebraska PRIDE celebrations was mailed out to employees and a display was set-up in the NRCS lobby.
- Puerto Rico developed and distributed a flyer on the Presidential Proclamation and events on the island.
- Virginia organized a Cultural Diversity Day and the National Federal Women's Program Manager, NRCS Advocacy and Outreach Division, addressed issues related to the LGBT

program.

- In Washington the LGBT SEPM and the AI/AN SEPM distributed throughout their state information discussing the concept of "Two Spirits."
- The CA NRCS LGBT SEPMs organized with CA TEAM USDA members a PRIDE Program for the CA State Office. Over 80 people gathered to hear the Executive Director of 'Get Equal' and Founder of the Rainbow Delegation

Persons with Disability Accomplishments:

NRCS Disabilities Emphasis Program Managers (DEPM) work continuously to break down barriers in hiring and retaining persons with disabilities. These efforts include:

- Special Emphasis Program Training held in conjunction with the Perspectives Conference, Washington, DC, for DEPMs and, Veteran Emphasis Program Managers (VEPM).
- NRCS recognized that employees hired 20-30 years prior could have become employees with disabilities. A disabilities "fact sheet" was developed and distributed along with SF-256 for employees to review and complete. This enabled the agency to recertify employees and obtain a more accurate count of employees with disabilities.
- National DEPM coordinated with USDA to locate disability "success stories" from the field to assist in breaking down hiring barriers.
- Across the U.S., NRCS DEPMs forward job vacancies to local hiring authorities, job fairs, vocational organizations and agencies that support the employment of persons with disabilities to ensure those job opportunities are seen by as wide a population as possible..
- Organizing and participating in "Diversity Days" where triggers, barriers, and success stories regarding persons with disabilities are discussed and presented to supervisors and workers.
- Coordinating with leadership to reserve some student positions for students with disabilities, and then finding those students and hiring them.
- Spreading awareness through the NRCS National Disabilities poster contest, highlighting the benefits and profitability of hiring persons with disabilities.
- Participation of all State DEPMs in Civil Rights Action Committees to ensure persons with disabilities are prioritized in Civil Rights programs.
- In-depth training in Reasonable Accommodation has been provided to State DEPMs to ensure the proper handling of Reasonable Accommodation requests to ensure NRCS reduces barriers in retention of persons with disabilities.
- State DEPM participated in a NRCS Talent Management project to analyze barriers to hiring persons with disabilities.
- Surveys' of DEPMs and their time and resources has been requested, shedding light on where additional resources can best be directed.
- Persons with disabilities have been integrated into agency educational videos in forestry.
- Quarterly DEPM teleconferences are organized to share USDA guidance, provide training, and to assess the State DEPM's concerns and questions regarding issues affecting the hiring and retention of persons with disabilities.
- Coordination has been made with other Federal agencies, including the Federal Disabilities

Workforce Consortium, to share information and coordinate efforts of DEPMs.

- NRCS has a cadre of eight national Special Emphasis Program Managers (SEPMs) (i.e., American Indian/Alaska Native Emphasis Program; Asian American/Pacific Islander Emphasis Program; Black Emphasis Program; Disability Emphasis Program; FWP; GLBT Emphasis Program; Hispanic Emphasis Program (HEP); and Veterans Emphasis Program), the national FWP and HEP are full-time and the other six national program managers are collateral duty assignments. Additionally, NRCS has collateral duty SEPMs in each State and Center, one for each of the eight Special Emphasis programs listed above; over 300 SEPMs nationally.
- NRCS established the State Collateral Duty LGBT SEPMs in FY 2011, and currently, there are 44 states with LGBT SEPMS.
- Quarterly teleconferences hosted by all National SEPMs to provide centralized information, guidance, training, and direction to the State and Center SEPMs. Through these teleconferences SEPMs share ideas, concerns, and best practices.
- 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 2011, orientation training was given to complement the annual training and increase their effectiveness. National SEPMs conducted four 2 hour New SEPM Orientation Trainings. The National SEPMs will continue to provide this training in FY 2012.
- NRCS SEPMs maintain a SharePoint site where SEPMS can find helpful program-related information. For example: SEPM training materials; recruitment materials; teleconference agendas and minutes; business plan examples; quarterly report template; Heritage Month information; data reports; translations; event pictures and website links. The SharePoint site is instrumental in helping SEPMS work more efficiently on many of our state and national initiatives and projects. Additionally, national SEPMs have a designated internet web page with contact information.
- Employee Organizations: NRCS has a long history of supporting and working with our four employee organizations: American Indian/Alaskan Native Association for NRCS, Asian Pacific Islander Organization, National Organization of Professional Black NRCS Employees and National Organization of Professional Hispanic NRCS Employees. In FY 2011, an additional professional organization was established for Women of NRCS.
- NRCS sponsored the annual Heritage Month Poster Contests for all SEP groups. NRCS encourages all employees to submit entrees. The winner receives a $300 spot award and the poster becomes the heritage month poster for the agency. The poster contests serve as a means of engaging our employees and increasing awareness of the Heritage Months. The posters are also distributed to employees who attend the USDA Kick-off Events for heritage months held in the Jefferson Auditorium. Also, in honor of Veterans Day, NRCS' Veterans Emphasis Program Managers created a collage of pictures to recognize the State veteran employees. The pictures were part of a PowerPoint presentation that each State shared with its employees as part of the "Salute to NRCS Veterans" event

CAREER DEVELOPMENT/RETENTION

Emerging Leaders Development Program (ELDP) - NRCS initiated Emerging Leaders

Development Program in FY 2011. There are 78 individuals who are participating in three cohorts for a two year period of time. This program contains classroom sessions, independent learning, stretch assignments, mentoring and coaching.

Deficiencies: There were no deficiencies in this essential element.

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 CFR 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 CFR 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 prepared the State Conservationist's Civil Rights Performance (Appraisals) Report which is an management tool used to evaluated all 50 States and US Territories on their performance on Civil Rights.
- NRCS continued improvements in the area of complaints management to streamline workflow, enhance process efficiencies, improve customer service, and incorporate accountability.
- NRCS continued working with enhanced performance metrics and process improvement by revising standard operating procedures and providing internal training on work process.
- 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.
- 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.

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.

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.

- NRCS timely submitted the annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462) to EEOC Office of Federal Operations (OFO). The report is an annual assessment of NRCS' formal and informal complaints, and of avenues used to resolve potential complaints prior to and during the complaint process.

- NRCS timely submitted the annual "No FEAR ACT" Equal Employment Opportunity statistical report on complaints provides information about the basic provisions of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002. The main components of this training will focus on what anti-discrimination and whistleblower protection laws protect employees, how to file a complaint alleging discrimination, retaliation, or a violation of the laws.

- NRCS timely submitted The MD 715, which is an Equal Employment Opportunity Commission (EEOC) directive, reflects recent and significant changes in the law including recent Supreme Court decisions. The MD-715 also supersedes earlier EEOC management directives and related interpretative memoranda on this subject and provides new guidance on the elements of legally compliant Title VII (of the Civil Rights Act of 1964) and Rehabilitation Act of 1973. This Directive requires agencies to take appropriate steps to ensure that all employment decisions are free from discrimination. It also sets forth the standards by which EEOC will review the sufficiency of agency Title VII and Rehabilitation Act programs, which include periodic agency self-assessments and the removal of barriers to free and open workplace competition. 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 deficiencies 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

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.

11/25/11

Signature of Principal EEO Director/Official Date

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

Ronald Ahmanson, acting 11/25/11

Date

Signature of Agency Head or Agency Head Designee

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, 2010 to September 30, 2011

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.		X		
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X		
Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		

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?	X		
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?	X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal Web site? **[see 29 CFR §1614.102(b)(5)]**	X		
Compliance Indicator X	**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:	X		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
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?	X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
ensure a workplace that is free from all forms of	X		

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?	X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		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 Web site. 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?	X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

Requires that the agency's EEO programs be organized and structured to maintain a workplace that is

free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
Compliance Indicator	**The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
Measures		**Yes**	**No**	
Is the EEO Director under the direct supervision of the agency head? **[see 29 CFR §1614.102(b)(4)]** For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			X	The Civil Rights Director reports to the Deputy Chief for Management, but reports directly to the Chief on all EEO issues and activities.
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
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?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
Compliance Indicator	**The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and**
Measures		**Yes**	**No**	

	head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.			**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?		X		
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?		X		
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?		X		
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?		X		
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)]**		X		
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?		X		
Compliance Indicator	**The agency has committed sufficient**	**Measure has been met**		**For all unmet measures,**

Measures	human resources and budget allocations to its EEO programs to ensure successful operation.	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 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?		X		
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?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
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		X		
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?		X		
Compliance Indicator	**The agency has committed sufficient budget to support the success of its EEO Programs.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and**
Measures		**Yes**	**No**	

				attach an EEOC FORM 715-01 PART H to the agency's status report
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		X		
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?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
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)]**		X		
Is there sufficient funding to ensure that all employees have access to this training and information?		X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X		
to provide religious accommodations?		X		

to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		

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		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	
	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.			
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
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?		X		

Compliance Indicator / Measures		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
		Yes	No	
	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)]			

				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?		X		
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?		X		
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?		X		
Compliance Indicator	X	**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?		X		
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?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		
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		X		

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.?	X		

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	X	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
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?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex, and disability?		X		

Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?	X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?	X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?	X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex, and disability?	X		

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 X 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?		X		
Is the participation of supervisors and managers in the ADR process required?		X		

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		X		

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?	X		
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?	X		
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?	X		
Are 90 percent of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	X		
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?	X		
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?	X		
Does the agency hold contractors accountable	X		

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?	X		
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?	X		
Compliance Indicator / **Measures**	**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**
		Yes / **No**	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 CFR part 1614?	X		
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?	X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	X		

Does the agency complete the investigations within the applicable prescribed time frame?	X		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X	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?	X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	X		
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 CFR §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?	X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR part 1614) regulations, with emphasis on the Federal Government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	X		
After the agency has offered ADR and the	X		

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?		X	The Agency's practice is 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?		X	
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)?		X	
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?		X	
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X	
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?		X	
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X	
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X	

Compliance Indicator / Measures	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		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?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
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?	X		
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		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 control over the payroll processing function of the agency? If Yes, answer the two questions below.		X		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		
Compliance Indicator / Measures	**Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
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?		X		
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.		X		
Have the involved employees received any formal training in EEO compliance?		X		

Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
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?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
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?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
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?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
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.	X		
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).	X		
Final Agency Decision (FAD): FAD or copy of	X		

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.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. *See* 29 CFR § 1614.102.

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

EEOC FORM 715-01 PART 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 11,844 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 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 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	September 30, 2011 September 30, 2012

persons with disabilities in the workforce. HR training was not completed due to lack of staffing, agency wide training was not completed during this fiscal year.	
Provided a briefing to hiring officials, DEPM, VEPM 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
National Special Emphasis Program Managers will conduct workforce and barrier analysis and provide findings and recommendations to the agency leadership.	Completed
Special Emphasis Program Managers will strengthen partnerships with groups that can assist in improving diversity in the agency.	Completed

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, 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 2009and FY 2010. From our contacts at career fairs, a database 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 4 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 Service 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.

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, 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 agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop a diverse pool of qualified successors for NRCS' leadership positions.
RESPONSIBLE OFFICIAL:	Outreach 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.	Completed
Special Emphasis Program Managers will disseminate vacancy announcements and strengthen partnerships with groups that can assist in improving diversity in the agency.	Completed

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, 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?	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, 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:	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.	Completed

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, the NRCS Chief and Associate Chief met, again, with Association Presidents and plan to continue having 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 SEPM: VEPM and a GLB Emphasis Program Manager. Each State and Service Center respectively will also have a collateral duty VEPM and GLBT SEPM.

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, 2010 to September 30, 2011.

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 decreased from 12,545 in FY 2010 to 12,171 in FY 2011. This represents a decrease of 374 employees, or a -2.98 percent decrease. The participation rates of Hispanic male and female, white female, black male and female, and Asian male and female are below their representation in the civilian labor force. Persons with targeted disabilities' participation rate are below the EEOC Federal goal of 2 percent.
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. Special Emphasis Programs Barrier Analysis Survey.
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' barrier analysis revealed a lack of visibility and awareness of NRCS careers among women, minorities, persons with disabilities, Veterans, and GLBT.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Implement strategies identified in NRCS' recruitment plan and initiatives that will increase visibility and awareness of NRCS careers among diverse groups, particularly the underrepresented groups in NRCS workforce to increase applicant pool.
RESPONSIBLE OFFICIAL:	Talent Management Director, Outreach and Advocacy Director, and Deputy Chief for Management
DATE OBJECTIVE INITIATED:	October 1, 2011

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Create videos that focus on mission critical positions and illustrate the jobs NRCS employees perform daily.	September 30, 2012
Redesign the careers Web site.	September 30, 2013
Increase usage of social media for recruitment.	September 30, 2012
Increase usage of VideoTeleConferencing (VTC) to conduct Career Information Sessions with schools.	September 30, 2012
Develop recruitment marketing brochures targeting women, minorities, and persons with disabilities to promote NRCS.	September 30, 2012
Design new exhibit banners.	September 30, 2012
Establish and strengthen partnerships with groups that can assist in improving diversity in the agency.	September 30, 2013

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

New planned activities for FY 2012. Accomplishments will be noted in FY 2012 EEO Program Status Report.

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, 2010 to September 30, 2011.**

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?	Although the overall workforce decreased, the number and percentage of permanent NRCS female employees decreased from 4,423 (35.26 percent) in FY 2010 to 4,351 (35.75 percent) in FY 2011. The Hispanic female, white female, black female, and Asian female are below their representation in the civilian labor force. Voluntary Hispanic female separations (2.77 percent) was above their workforce representation (1.79 percent) and some groups of women are resigning slightly below their representation in the workforce.
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 analysis of Separations by Type of Separation (Table A14), illustrating Distribution by Race/Ethnicity and Sex. Special Emphasis Programs Barrier Analysis Survey and reports.
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 will be addressing the following retention concerns: • NRCS has not implemented a consistent on boarding process to minimize the potential for voluntary separation. • Supervisors' inconsistent knowledge of available managing options and tools to increase retention. Further analysis will be conducted in FY 2012 to identify reasons for voluntary separations.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To build on the progress made in recruitment, NRCS will examine and improve current retention methods to ensure that the workforce remains motivated, dedicated, and satisfied with NRCS.
RESPONSIBLE	Human Resources Director, Talent Management Director, Civil Rights Director,

OFFICIAL:	Outreach and Advocacy Director, and Deputy Chief for Management
DATE OBJECTIVE INITIATED:	October 1, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Implement on-boarding framework nationwide.	September 30, 2013
Conduct further analysis to identify why women are resigning and develop specific initiatives to improve retention, and identify why Hispanic females are voluntarily separating above their representation in the workforce.	September 30, 2012
Develop and conduct training on cultural sensitivity focusing on retention issues.	September 30, 2013
Train supervisors on available managing options and tools to increase retention (e.g., increase use of flexible workplace options, increase telework).	September 30, 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

New planned activities for FY 2012. Accomplishments will be noted in FY 2012 EEO Program Status Report.

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	Percent	Number	Percent	Number	Rate of Change
	Total Work Force	**12,545**	100.00	**12,171**	100.00	**-374**	**-2.89%**
	Reportable Disability	**885**	**7.05**	**863**	**7.09**	**-22**	**-2.49**
	Targeted Disability*	**112**	**.89**	**108**	**.89**	**-4**	**-3.57**
	*If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. **Total Number of Applications Received From Persons With Targeted Disabilities** during the reporting period.						
	2. **Total Number of Selections of Individuals with Targeted Disabilities** during the reporting period.						

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	**TOTAL**	**Reportable Disability**		**Targeted Disability**		**Not Identified**		**No Disability**	
		#	%	#	%	#	%	#	%
3. Competitive Promotions									

4. Non-Competitive Promotions	**941**	**77**	**8.18**	**10**	**1.06**	**20**	**2.13**	**844**	**89.69**
5. Employee Career Development Programs	**79**	**2**	**2.5**	**1**	**1.26**	**2**	**2.5**	**74**	**93.67**
5.a. Grades 5 - 12	**79**	**2**	**2.5**	**1**	**1.26**	**2**	**2.5**	**74**	**93.67**
5.b. Grades 13 - 14	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
5.c. Grade 15/SES	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
6. Employee Recognition and Awards	**461**	**4**	**8.67**	**2**	**0.43**	**22**	**4.77**	**431**	**93.49**
6.a. Time-Off Awards (Total hrs awarded)	**5761**	**601**	**10.43**	**38**	**0.65**	**276**	**4.79**	**4884**	**84.77**
6.b. Cash Awards (total $$$ awarded)	**9553068**	**692711**	**7.25**	**68266**	**0.71**	**131141**	**1.37**	**8729213**	**91.37**
6.c. Quality-Step Increase	**336**	**17**	**5.06**	**3**	**0.89**	**8**	**2.38**	**311**	**92.55**

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 affect 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

Management Directive 715 Report Definitions List

- **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 CFR 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 and 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 Web site.

- **Fiscal Year** - The period from October 1 of 1 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 nurse's 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 2 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 (FY2011)

Informal Complaints: There were 54 pre-complaints initiated and 4 pre-complaints at the beginning of the reporting period. There were 45 pre-complaints completed and of the 45, 5 were settled, 10 were withdrawn, and 27 completed counseling which resulted in 27 formal complaints filed. At the end of FY 2011, there were 3 pending decisions to file complaints.

Formal Complaints: There were 29 formal complaints filed during FY 2011 and 42 complaints at the beginning of the reporting period. There were 25 complaints closed and 42 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 2010.

Alternate Dispute Resolution

There were 31 offers to participate in ADR during the informal process in FY 2011; 28 aggrieved declined to participate; 11 offers were declined by the agency; and 20 were accepted into the ADR program. Through ADR, there were 5 settlements with benefits, and 5 with no resolution.

Monetary Payouts

The total cost for settlements with monetary benefits during the informal process were $4,000. During the formal process, closures with monetary benefits to complainant(s) were $31,408 which was a lump sum payment. Attorney's fees and cost were zero and $68,330 in contractor investigation.

Investigative Costs

There were 27 investigations completed during this reporting period; 5 were timely investigated in 180 days or less, 19 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 $68,330.00. 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, investigations, and workplace violence.

Harassment Training, EEO Complaint Processing, Age Discrimination, and GINA 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.

Appendix D

Reasonable Accommodations

This table represents reasonable accommodations provided to NRCS employees with disabilities in (FY 2011).

TYPE OF ACCOMMODATION REQUESTED	*NUMBER REQUESTED*	*NUMBER GRANTED*	*VALUE ($) OF ACCOMMODATIONS*
Transfer to different agency	*1*	*0*	
Ergonomic Chair	*3*	*2*	*$2,000.00*
Telework on indefinite basis	*2*	*2*	
Computer TV Monitor Enhancer	*1*	*1*	*$467.18*
Specialized reader for Computer Software	*2*	*2*	*$284.00*
All-in-one Printer for Telework Agreement	*1*	*1*	*$199.00*
Maxi Flex Tour of Duty	*1*	*1*	
Use of All Terrain Vehicle	*1*	*1*	
On-line and teleconferences for meetings	*1*	*1*	
Re-configured Workspace	*1*	*1*	*$1,456.20*

Summary provided by NRCS Reasonable Accommodations Manager 10/13/11

Appendix E

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

NRCS (and below)

For 4th Quarter 2011 for period ending September 30, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 309-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	58	58	42	45	26	29
Number of Complainants	56	53	33	43	25	29
Repeat Filers	2	4	8	2	1	0
Complaints by Basis	**Comparative Data**					
	Previous Fiscal Year Data					**2011 Thru 309-30**
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	**2006**	**2007**	**2008**	**2009**	**2010**	
Race	29	27	16	15	11	15
Color	8	10	4	5	1	1
Religion	1	0	0	1	0	0
Reprisal	29	26	24	25	13	14
Sex	18	20	14	12	8	9
National Origin	9	2	3	4	4	2
Equal Pay Act	1	2	0	0	0	0

Age	21	18	9	17	11	15
Disability	6	10	8	6	5	5
Non-EEO	0	4	2	3	1	1

Complaints by Issue	**Comparative Data**					
	Previous Fiscal Year Data					**2011 Thru 309-30**
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	**2006**	**2007**	**2008**	**2009**	**2010**	
Appointment/Hire	2	0	1	0	0	3
Assignment of Duties	6	8	5	6	3	1
Awards	0	2	1	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	1	0
Reprimand	2	1	4	2	0	2
Suspension	0	1	1	1	1	2
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	1
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	4	5	2	7	3	1
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	13	20	17	19	6	10
Sexual	1	2	4	0	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	0	0
Promotion/Non-Selection	24	21	8	15	8	4

Reassignment						
Denied	0	0	0	0	0	0
Directed	2	3	3	10	1	2
Reasonable Accommodation	1	4	4	1	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	4	3	1	5	2	5
Terms/Conditions of Employment	4	1	0	0	0	4
Time and Attendance	1	2	5	2	0	0
Training	2	0	3	1	0	0
Other	22	23	12	10	5	4

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 309-30
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	186.17	203.76	174.14	191.34	297.73	295.76
Average number of days in final action	264.26	280.60	580.17	586.59	229.43	291.11
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	190.82	196.31	174.33	189.00	373.20	265.36
Average number of days in final	90.00	33.85	175.07	238.91	105.67	25.00

action						
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	180.48	209.00	174.00	192.43	279.76	308.15
Average number of days in final action	503.88	547.92	813.88	714.07	273.12	306.76

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 309-30
	2006	2007	2008	2009	2010	
Total Complaints Dismissed by agency	3	3	6	0	5	1
Average days pending prior to dismissal	550	427	286	0	237	51
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	4	4	1	1	2

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 309-30	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		1		1		1		1	
Without Hearing	0	0	0	0	0	0	1	100	1	100	1	100
With Hearing	2	100	0	0	1	100	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data	
	Previous Fiscal Year Data	2011 Thru 309-30

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		1		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
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	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	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	1	100	0	0	1	100	1	100	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 After Hearing	1		0		1		0		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	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	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	1	100	0	0	1	100	0	0	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		1		1		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
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	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	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	0	0	0	0	1	100	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										**2011 Thru 309-30**	
	2006		**2007**		**2008**		**2009**		**2010**			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		1		1		1	
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	1	100	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	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	0	0	0	0	1	100	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)	1	100	0	0	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	100	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	1	100
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	1	100	0	0	0	0	0	0
Findings After Hearing	1		0		1		0		0		0	
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	1	100	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	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	0	0	0	0	1	100	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)	1	100	0	0	1	100	0	0	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
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	1	100	0	0	0	0	0	0
Findings Without Hearing	0		0		0		1		0		1	
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	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	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	0	0	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	1	100	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	1	100
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	0	0	0	0	0	0	0	0	0	0	0	0

Attendance												
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					**2011 Thru 309-30**
	2006	**2007**	**2008**	**2009**	**2010**	
Total complaints from previous Fiscal Years	97	104	105	71	52	37
Total Complainants	70	87	88	57	46	34
Number complaints pending						
Investigation	2	0	0	3	2	4
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	2	0	15	14	11	11
Final Agency Action	32	36	16	5	2	2
Appeal with EEOC Office of Federal Operations	1	3	3	3	3	4

Complaint Investigations	**Comparative Data**					
	Previous Fiscal Year Data					**2011 Thru 309-30**
	2006	**2007**	**2008**	**2009**	**2010**	
Pending Complaints Where Investigations Exceed Required Time Frames	6	6	4	8	12	7

Disabled Veteran Affirmative Action Plan FY 2011 Report

Methods Used to Recruit and Employ Disabled Veterans

1) Implementation of the NRCS Recruitment Strategy

The NRCS Recruitment Strategy was finalized 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:

f. Plan strategically for recruiting a skilled, diverse workforce.
g. Develop an integrated approach to recruitment.
h. Implement standardized and user-friendly selection methods.
i. Recruit with an emphasis on retention.
j. Increase accountability through measurement and evaluation.

This strategic plan aligns with the U.S. Department of Agriculture (USDA) Strategic Plan (2010–2015) 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) 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 began the first three classes for a total of 102 participants in FY 2011. Targeted recruitment took place using contacts in all underrepresented areas, including veterans and disability groups. Of the 102 individuals hired 56 or 54.9 percentof those hired were veterans.

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) During FY 2011, Special Emphasis Program Managers (SEPMs) from all states meant on a quarterly basis.

Internal Recruitment

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

   NRCS initiated a re-engineered leadership program, Emerging Leaders Development Program (ELDP) in FY 2011. The program focuses on training activities that include classroom training, individual and on line learning, stretch assignments, mentoring and coaching. 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) **Update of Web Site**

   NRCS has launched an updated Web site in FY 2011. Material has been developed which will enhance the "Careers" page of this new site. Information will be available to newly hired employees through an updated On-Boarding process, as well as to employees who wish to have better access to internal opportunities.

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 2011 Progress

Recruitment Activities

During FY 2011, NRCS was able to attend and recruit at a number of events that were directly targeting veterans, including those veterans with disabilities:

a) Wounded Warriors
b) Hiring Heroes
c) American Legion Convention

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) Additional training development for hiring managers has begun which addresses hiring of veterans and hiring of individuals with disabilities.

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) Hiring freezes were in place at various times throughout FY 2011. This creates a significant barrier to facilitation of ongoing recruitment efforts. It is anticipated that this will continue into FY 2012 due to budget limits.
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 Human Resources Information Systems office as well as NRCS Information Technology to develop a way to ensure we have reliable data sources.

APPENDIX G

NRCS

Natural Resources Conservation Service

Federal Equal Opportunity Recruitment Program

FY 2011

In fiscal year 2011, Natural Resources Conservation Service (NRCS), demonstrated significant change in the structure and depth of the recruitment processes as we move toward a more strategic approach to recruitment.

Report on Accomplishments in FY 2011

Workforce Planning

In an effort to ensure workforce decisions are made both efficiently and strategically, NRCS recognizes the need to implement a committed, agency-wide workforce planning (WFP) tool. In fiscal year (FY) 2009, a design team was established to review the current state of workforce planning. After the initial assessment, the team devised a strategy - detailing how they envisioned the workforce planning tool should operate. The objective was to identify gaps between the current workplace planning tool and the proposed vision of a revamped workplace planning tool. Throughout FY 2010 and into FY 2011, the Design Team worked to identify the shortcomings of the existing plan and has also done substantial work implementing recommendations for change. Below, are some of the accomplishments the Workforce Planning Team achieved in FY 2011:

4) ***ABC Enhancement Initiative***
   Updated Activity Based Costing (ABC) system -- This system measures productivity based on the metrics of past performance time and needs. ABC was built in FY 2006. Because of the evolution of the agency's mission and structure, it needed to be updated. In FY 2011, agency-wide data collection took place to enable future workload assessments. Analysis of this data will feed into the WFP Software Tool to address the FTE "demand" needs of the agency.

5) ***Workforce Planning Software Tool***
   A WFP system (tool) was identified to determine workload demand, supply and gaps, competency demand, workforce profile supply, and workforce demand and gaps. Implementation will take place in early FY 2012.

Recruitment and Community Outreach

2) Implementation of the NRCS Recruitment Strategy

The strategy provides a roadmap for attracting, recruiting, and retaining a robust, skilled diverse workforce. The recruitment strategy consists of five central goals with measurable outcomes, specific initiatives, and actions that NRCS will take achieve the goals. The goals are:

k. Plan strategically for recruiting a robust, skilled, diverse workforce.
l. Develop an integrated/streamlined approach to recruitment.
m. Implement standardized, user-friendly selection methods.
n. Recruit with an emphasis on hiring and retaining the most talented workforce available.
o. Increase accountability for achieving recruitment and retention objectives through rigorous measurement and evaluation.

Our Recruitment and Retention Strategy aligns with the U.S. Department of Agriculture (USDA) Human Capital Plan and the NRCS Human Capital Strategic Plan. Through targeted marketing and recruitment initiatives, the plan highlights the critical importance of recruiting the right people for the right positions.

3) Establishing a National Recruitment Approach

As identified in the NRCS Recruitment Strategy, a "hybrid" approach to recruitment is necessary to establish consistancy and eliminate redundancy and waste. The Talent Management Division,established in the FY 2010 reorganization, will be the central point of contact for our renewed strategic approach to recruitment and retention. This division was staffed in FY 2011 and is engaged with other high priority agency-wide initiatives.

To strategically address under representation in each racial/ethnic group, as well as disabled individuals, veterans, and women, NRCS drafted an agency plan with specific targets, timelines, and measures of success. It is anticipated that this plan will be cleared and approved in FY 2012.

In FY 2011, NRCS implemented an agency-wide automated hiring system as identified in the recruitment strategy. Through this system, candidates are automatically notified four separate times during the application and hiring process. This is considered a hiring best practice. In addition, this system tracks applicant ethnicity, race, gender, disabled individuals, and veterans allowing NRCS to efficiently assess targeted recruitment efforts.

2) Providing information about Federal Opportunities

As part of our 2011 FEORP plan, the following initiatives have been implemented:

- We identified partnership opportunities and increased participation with partnerships that will support our goals of achieving diverse candidate pools for all NRCS vacancies. In FY 2011 NRCS added two partnerships and reinvigorated our recruitment efforts with partners generally. Our recruitment partnerships include:
    - Thurgood Marshall College Fund
    - Minorities in Agriculture and Natural Resources Related Sciences (MANRRS)
    - Hispanic Leaders in Agriculture and Environmental Sciences
    - Graduate Programs at University of Texas A&M-Kingsville
    - American Indians Science and Engineering Society (AISES)
    - Hmong National Development
    - FFA Career Development Experience
    - Florida A&M Engineering Program
    - California State Polytechnic University – Pomona

- We increased agency diversity outreach by making presentations and recruitment pitches to:
    - MANRRS National Conference
    - American Legion Conference
    - MANRRS Regional Conferences (3)
    - Thurgood Marshall Leadership Institute
    - AISES regional conferences
    - FFA National and Regional conferences (5)
    - Hispanic Leaders in Agriculture Environment at Texas A &M
    - Texas A&M – Kingsville Graduate School

- Virginia State Leadership Institute
- Texas A&M - Kingsville New Mexico State University, University of Puerto Rico, Tuskegee University, Fond du Loc Tribal College, and Penn State University
- Use of Scholarship Programs
  - Added four new 1890 Scholars in FY 2011
  - Added two new Tribal Scholars in FY 2011
- Supported government wide employee groups
  - Society of American Indian Government Employees
  - Federal Asian Pacific American Council
- Successful recruitment of diverse candidates at the following Career Events:
  - MANRRS) National Conference
  - American Legion Conference
  - MANRRS Regional Conferences (3)
  - Thurgood Marshall Leadership Institute
  - AISES Conferences
  - FFA National Conferences
  - Hispanic Leaders in Agriculture Environment at Texas A &M
  - Texas A&M – Kingsville Graduate School
  - Black Engineer of the Year Award

Establishing a standardized On-Boarding initiative was also identified by the Recruitment Strategy Design Team as a critical component of the NRCS hiring process. In FY 2011, WFP identified the need for and instituted the following tools to improve and enhance HR operating procedures: checklists for HR, hiring Managers and new employees, an employee handbook, standard operating procedures, and videos describing the NRCS mission, along with other sources of information to provide information and guidance for prospective employees. This system will be piloted and rolled out during FY 2012. Continual improvement and development of recruitment-related training for NRCS employees. The following training using both online and live training sessions, was delivered in FY 2011, and will be continued even more aggressively in FY 2012:

- Training for HR staff
- Hiring Managers
- Recruiters

3) Use of Student Programs

NRCS utilizes student conversions at the entry level. This enables the agency to commit substantial attention to ensure we have diversity at the beginning of an individual's career. In the summer of FY 2011, NRCS's student workforce was ahead of the Civilian Labor Force averages ensuring a diverse work force. Below are some examples of actions initiated this year:

- NRCS Hispanic recruitment was successful through utilization of strong ties to campus involvement. Attending recruitment fairs across the Nation's

college campuses has allowed NRCS to build valuable relationships and has given the agency's conservation mission visibility directly within classroom settings. mong university classrooms visited were the University of Puerto Rico, New Mexico State University, Texas A & M – El Paso, and Texas A & M- Kingsville. Additionally, recruitment team's hosted events for agriculture related student groups such as MANRRS. The core objective in this initiative was to make NRCS staff available to students directly enabling network, interaction, exchange of ideas, and one-on-one with students. In early FY 2011, a data base of information gathered at student career fairs was distributed to areas of NRCS for their use, assistance, and guidance with recruitment. More than 50 percent of NRCS Hispanic student hires were identified from this database.

- In addition to on campus recruitment activities, information sessions with classrooms at University of Puerto Rico were held via Video Technology Conferencing (VTC). Four students were hired as a direct result.
- NRCS did outreach with all agricultural colleges around the country and established working relationships with career services, counselors, NRCS liaisons, Deans, Professors, and other appropriate job placement personnel to promote NRCS and provide information about available SCEP positions.
- Attended, recruited, and directly hired individuals at the STEM Conference
- Involved HACU students in our recruitment efforts.
- Contacted High School FFA programs to promote STEP positions in local offices. Participated in unique recruitment events, such as a Speed Mentoring session for Diversity Student group at Penn State University. Penn State hosted the event for five high schools with between 50 percent and 90 percent minority students in attendance.
- State HR offices have been fully engaged working with the NHQ Talent Management office which provides a centralized, streamlined, consistent approach to targeted recruitment. The Talent Management office also coordinated career fairs, and with vital assistance from State offices, hosted a number of recruitment activities nationwide.
- Researched statistics of diversity at agricultural schools and identified the best pools of potential candidates for investment in outreach and recruitment activities. NRCS worked in partnership with the planning committee for MANRRS national conference enabling NRCS to be involved in all aspects of the conference.
- Student Recruitment Cadre Member visited three classes in the College of Agricultural Science at Oregon State University to discuss Oregon's SCEP; 120 students were addressed, including 15 Hispanic, 60 females, and 12 Asian.
- Basin Team Leader and Student Recruitment Cadre Member attended an Oregon State University MANRRS Chapter meeting to discuss the SCEP

and interacting with students regarding conservation, recruitment potential, professionalism and networking.

- Worked closely with UC-Pomona assisting with development of curriculum for agriculture courses of study.
- One State that actively participates at 1890 university career fairs by conducting on campus and telephone recruitment interviews assisted with the hiring of 4 out of 7 new SCEP students in that State.

4) **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, and Public Affairs. NRCS developed curricula for three BMLPs, which initiated training for over 100 student participants. Targeted recruitment activities took place using contacts in all underrepresented areas.

CAREER DEVELOPMENT/RETENTION

1) Employee Organizations

NRCS has a long history of supporting and working with our four employee organizations: American Indian/Alaskan Native Association for NRCS, Asian Pacific Islander Organization, National Organization of Professional Black NRCS Employees and National Organization of Professional Hispanic NRCS Employees. In FY 2011, an additional professional organization was established for women of NRCS.

2) Emerging Leaders Development Program (ELDP)

NRCS initiated ELDP in FY 2011. There are 78 individuals who are participating with three associates for a period of 2 years. ELDP consists of classroom sessions, independent learning, stretch assignments, mentoring and coaching. A diverse group of participants applied and were selected for this unique developmental program.

MENTORING

NRCS has a successful formal mentoring program. In FY 2009, we established a "framework" for mentoring. This enabled consistency among individual States to successfully modify and adapt the framework to accommodate each business unit, respectively. In FY 2011 alone, there were over 700 mentors and an additional 700 protégés involved.
Mentoring has also been initiated into our BMLP, ELDP, and on-boarding systems.

HISPANIC FOCUSED EFFORTS

In addition to other efforts, below are examples of some activities the NRCS staff has initiated to directly target Hispanic students:

- Worked with the University of New Hampshire to hire a Hispanic student through the Connect Program. The Connect Program was established at UNH to help minority students transition well into the university.
- Gave presentation at Clarion High School which resulted in a Hispanic female student hire.
- Participated in an Agricultural Advisory Committee Meeting at Texas State Technical College in Harlingen, TX. NRCS worked with the committee to make adjustments to courses to improve the academic criteria of students. These changes help graduates by providing knowledge and skills to be better qualified Soil Conservation Technician positions within the agency after graduation. Staffed a recruitment booth at Laredo Community College where 85 Hispanic males and 54 Hispanic females were provided information about careers with NRCS.
- Gave a presentation at Palo Alto College and Incarnate Word College in San Antonio to the 285 students that were in attendance during the pre-engineer summer program. This summer program targets high achieving minority students from the San Antonio School District who plan to pursue an engineering or science college degree.
- Organized recruitment and outreach event for Hispanics during the "Feria del Barrio" (Hispanic Festival) in Philadelphia.
- Distributed job announcements to directors and advisors for Hispanic organizations at 32 schools in California.
- Attended the Louisiana State University (LSU) Annual Career Expo in Eunice, LA; approximately 17 students visited the booth.
- Targeted Hispanic High School students at FFA Land Judging contest in Robeson County, North Carolina.
- Visited a student organization from the Ohio State University (TerrAqua) to talk to them about careers within NRCS. Several minority students in attendance applied for Ohio summer student positions.
- Participated in the annual Hispanic Job and Career Expo in Delaware.

APPENDIX H

NRCS RELATED EEO POLICY STATEMENTS

United States Department of Agriculture

NRCS

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

SUBJECT: EOP – Anti-Harassment Policy Statement JAN 1 4 2011

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 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

Dave White
Chief

United States Department of Agriculture
NRCS Natural Resources Conservation Service

P.O. Box 2890
Washington, D.C.
20013

National Bulletin: 230

Subject: EOP – Natural Resources Conservation Service (NRCS) Civil Rights Policy for Fiscal Year (FY) 2011

Purpose. To notify all NRCS employees of the Civil Rights Policy Statement for FY 2011.

Expiration Date. September 30, 2012.

Background. Each year the Chief of NRCS releases a new civil rights policy statement for the agency. The following is the Civil Rights Policy Statement for FY 2011.

Explanation. As Chief of NRCS, I believe it is important for us as a Federal agency to periodically renew and emphasize our dedication and support to equal opportunity for our employees, applicants for employment, and customers. The agency's employees are its greatest asset for enabling people to be good stewards of the Nation's soil, water, and related natural resources on non-Federal lands – in other words, in "Helping People Help the Land." Moreover, I firmly believe that to fulfill our mission and provide service throughout the Nation, NRCS employees and the public we serve must always be treated in a fair, non-discriminatory, and equitable manner.

It is NRCS policy to treat all customers and employees equitably regardless of race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, marital or familial status, parental status, and protected genetic information, and that employees and customers must be free from reprisal or harassment in the pursuit of fairness and equal employment opportunity.

Prohibited discrimination is a violation of Title VI and Title VII of the Civil Rights Act and will not be tolerated. Complainants, representatives, and witnesses involved in complaints of discrimination will be unimpeded and free from restraint, coercion, or retaliation in the exercise of eliminating discrimination in the workplace.

Secretary Vilsack called for a cultural transformation at the Department of Agriculture wherein we are held accountable for enforcing a policy of zero tolerance for discrimination. All NRCS employees are expected to model equal opportunity compliance. Managers and supervisors must demonstrate an elevated regard for equal opportunity by supporting civil rights, equal employment opportunity, and diversity. Because accountability is key when it comes to realizing the goals of cultural transformation expressed by Secretary Vilsack, NRCS will ensure appropriate corrective or disciplinary action is taken against violators who engage in discriminatory behavior. In addition, managers' and supervisors' performance evaluations and ratings will consider their success in implementing and enforcing equal opportunity standards.

NRCS has not only a national but also an international presence. The international character of our organization and customers underscores the importance of being able to work with a wide variety of cultures. Similarly, a commitment to diversity and inclusion is critical to maintaining a multicultural workforce. It is our differences that mirror the rich diversity of society, making us a model employer capable of bringing out the best talents and skills in a diverse workforce. The agency is steadfast in our commitment to a professional work environment that respects differences and embraces diversity of employees and customers alike.

DIST: E

The Civil Rights Division will continue to provide guidance and ensure the agency's compliance with the laws and principles of equality for employment and programs. Only with each employee's cooperation and commitment to this Civil Rights policy, can NRCS achieve and maintain a diverse workforce with an abundance of opportunities for every employee to reach his or her full potential and achieve our critical mission of providing assistance and service to conserve our Nation's natural resources.

I trust that you will take this responsibility seriously and do your part to renew and champion our commitment to equal opportunity.

Contact. If you have questions, concerns, suggestions, or complaints of discrimination, contact the Civil Rights Division at (301) 504-2181.

Dave White
Chief

APPENDIX I

ORGANIZATIONAL CHART

USDA NRCS

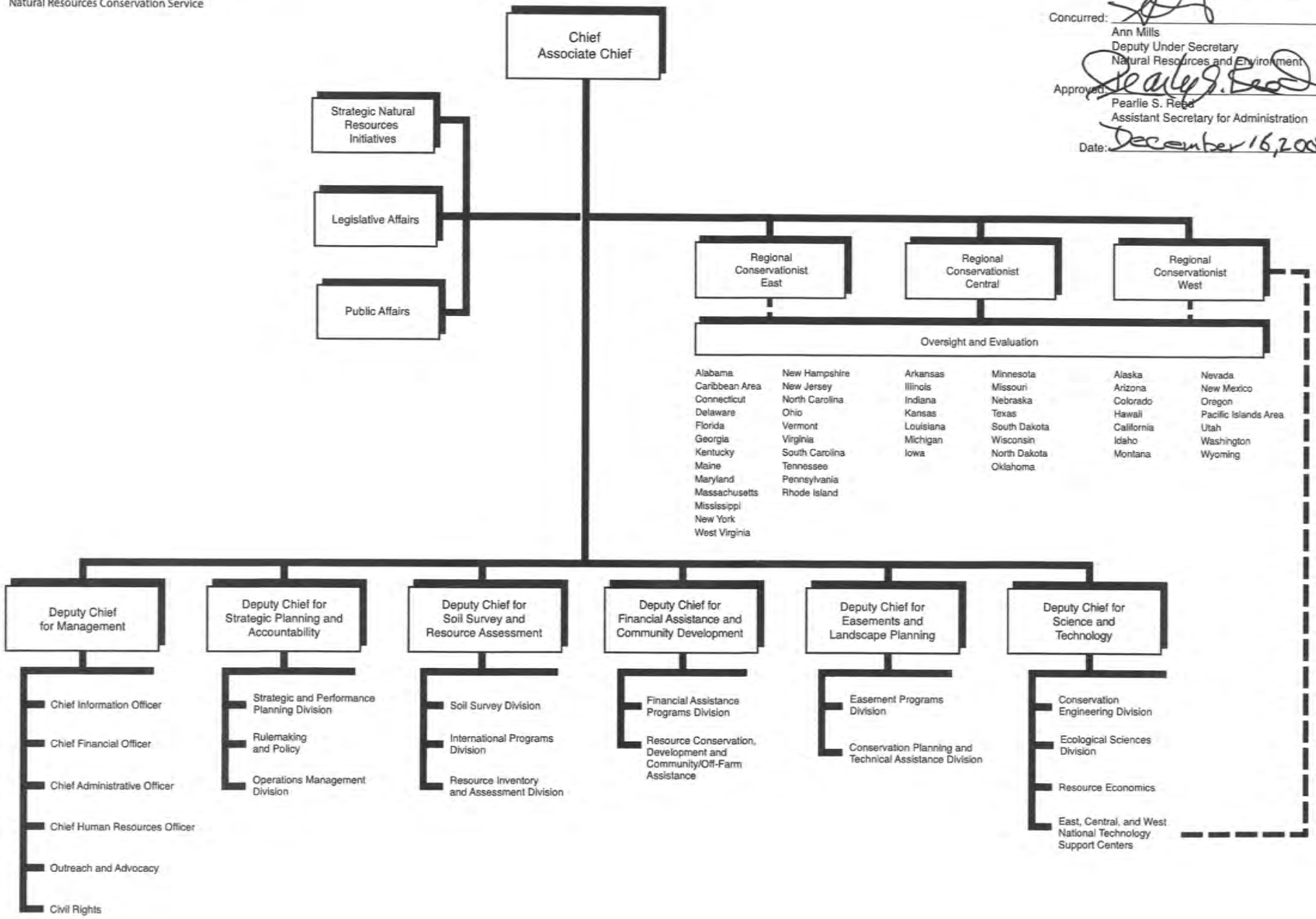
United States Department of Agriculture
Natural Resources Conservation Service

Recommended: Dave White
Dave White
Chief
Natural Resources Conservation Service

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

Approved: Pearlie S. Reed
Pearlie S. Reed
Assistant Secretary for Administration

Date: December 16, 2009



Effective January 3, 2010

Helping People Help the Land

APPENDIX J

Workforce Data Tables

Run Date: 10/18/2011

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

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

Year = FY 2011

EMPLOYMENT TENURE		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL																		
Prior Year	#	12,545	8,122	4,423	387	228	6,851	3,539	539	423	83	72	11	16	200	100	51	44
	%	100%	64.74%	35.26%	3.08%	1.82%	54.61%	28.21%	4.30%	3.37%	0.66%	0.57%	0.09%	0.13%	1.59%	0.80%	0.41%	0.35%
Current FY	#	12,171	7,820	4,351	391	217	6,534	3,440	540	449	87	69	13	16	191	100	64	59
	%	100%	64.25%	35.75%	3.21%	1.78%	53.68%	28.26%	4.44%	3.69%	0.71%	0.57%	0.11%	0.13%	1.57%	0.82%	0.53%	0.48%
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	#	-374	-302	-72	4	-11	-317	-99	1	26	4	-3	2	0	-9	0	13	15
Ratio Change	%	0%	-0.49%	0.49%	0.13%	-0.03%	-0.93%	0.05%	0.14%	0.32%	0.05%	-0.01%	0.02%	0%	-0.02%	0.02%	0.12%	0.13%
Net Change	%	-2.98%	-3.72%	-1.63%	1.03%	-4.82%	-4.63%	-2.80%	0.19%	6.15%	4.82%	-4.17%	####	0%	-4.50%	0%	25.49%	34.09%
PERMANENT																		
Prior FY	#	11,541	7,623	3,918	366	211	6,442	3,117	491	376	80	66	11	16	185	90	48	41
	%	100%	66.05%	33.95%	3.17%	1.83%	55.82%	27.01%	4.25%	3.26%	0.69%	0.57%	0.10%	0.14%	1.60%	0.78%	0.42%	0.36%
Current FY	#	11,283	7,398	3,885	369	201	6,189	3,071	504	390	81	65	13	14	182	87	60	56
	%	100%	65.57%	34.43%	3.27%	1.78%	54.85%	27.22%	4.47%	3.46%	0.72%	0.58%	0.12%	0.12%	1.61%	0.77%	0.53%	0.50%
Difference	#	-258	-225	-33	3	-10	-253	-46	13	14	1	-1	2	-2	-3	-3	12	15
Ratio Change	%	0%	-0.48%	0.48%	0.10%	-0.05%	-0.97%	0.21%	0.21%	0.20%	0.02%	0%	0.02%	-0.01%	0.01%	-0.01%	0.12%	0.14%
Net Change	%	-2.24%	-2.95%	-0.84%	0.82%	-4.74%	-3.93%	-1.48%	2.65%	3.72%	1.25%	-1.52%	####	-12.50%	-1.62%	-3.33%	25.00%	36.59%
TEMPORARY																		
Prior FY	#	1,004	499	505	21	17	409	422	48	47	3	6	0	0	15	10	3	3
	%	100%	49.70%	50.30%	2.09%	1.69%	40.74%	42.03%	4.78%	4.68%	0.30%	0.60%	0%	0%	1.49%	1.00%	0.30%	0.30%

Current FY	**#**	**888**	**422**	**466**	**22**	**16**	**345**	**369**	**36**	**59**	**6**	**4**	**0**	**2**	**9**	**13**	**4**	**3**
	%	100%	47.52%	52.48%	2.48%	1.80%	38.85%	41.55%	4.05%	6.64%	0.68%	0.45%	0%	0.23%	1.01%	1.46%	0.45%	0.34%
Difference	**#**	**-116**	**-77**	**-39**	**1**	**-1**	**-64**	**-53**	**-12**	**12**	**3**	**-2**	**0**	**2**	**-6**	**3**	**1**	**0**
Ratio Change	**%**	0%	-2.18%	2.18%	0.39%	0.11%	-1.89%	-0.48%	-0.73%	1.96%	0.38%	-0.15%	0%	0.23%	-0.48%	0.47%	0.15%	0.04%
Net Change	**%**	-11.55%	-15.43%	-7.72%	4.76%	-5.88%	-15.65%	-12.56%	-25.00%	25.53%	100%	-33.33%	0%	100%	-40.00%	30.00%	33.33%	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%	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%	0%	0%	0%	0%	0%	0%	0%	0%

Run Date: 10/18/2011

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

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

Year = FY 2011

ORGANIZATIONAL COMPONENT11283		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	#	11,283	7,398	3,885	369	201	6,189	3,071	504	390	93	77	1	2	182	87	60	56
	%	100%	65.57%	34.43%	3.27%	1.78%	54.85%	27.22%	4.47%	3.46%	0.82%	0.68%	0.01%	0.02%	1.61%	0.77%	0.53%	0.50%
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	#	178	128	50	2	1	101	38	21	10	0	0	0	0	2	1	2	0
	%	100%	71.91%	28.09%	1.12%	0.56%	56.74%	21.35%	11.80%	5.62%	0%	0%	0%	0%	1.12%	0.56%	1.12%	0%
AK STATE CONSVST OFFICE	#	65	40	25	1	3	38	20	0	0	0	0	0	0	1	2	0	0
	%	100%	61.54%	38.46%	1.54%	4.62%	58.46%	30.77%	0%	0%	0%	0%	0%	0%	1.54%	3.08%	0%	0%
AZ STATE CONSERVATIONISTS OFF	#	143	100	43	19	5	62	29	1	3	1	1	0	0	16	4	1	1
	%	100%	69.93%	30.07%	13.29%	3.50%	43.36%	20.28%	0.70%	2.10%	0.70%	0.70%	0%	0%	11.19%	2.80%	0.70%	0.70%
AR STATE CONSERVATIONISTS OFF	#	216	149	67	4	2	113	45	24	15	0	1	0	0	6	3	2	1
	%	100%	68.98%	31.02%	1.85%	0.93%	52.31%	20.83%	11.11%	6.94%	0%	0.46%	0%	0%	2.78%	1.39%	0.93%	0.46%
CA STATE CONSERVATIONISTS OFF	#	372	205	167	18	21	159	125	7	2	14	12	0	0	3	4	4	3
	%	100%	55.11%	44.89%	4.84%	5.65%	42.74%	33.60%	1.88%	0.54%	3.76%	3.23%	0%	0%	0.81%	1.08%	1.08%	0.81%
CO STATE CONSERVATIONISTS OFF	#	284	190	94	21	9	160	73	3	6	4	1	0	0	2	3	0	2
	%	100%	66.90%	33.10%	7.39%	3.17%	56.34%	25.70%	1.06%	2.11%	1.41%	0.35%	0%	0%	0.70%	1.06%	0%	0.70%
CT STATE CONSERVATIONISTS OFFC	#	55	33	22	5	0	27	19	0	0	1	1	0	0	0	2	0	0
	%	100%	60.00%	40.00%	9.09%	0%	49.09%	34.55%	0%	0%	1.82%	1.82%	0%	0%	0%	3.64%	0%	0%
DE STATE CONSERVATIONISTS OFF	#	39	23	16	0	1	19	12	3	3	0	0	0	0	0	0	1	0
	%	100%	58.97%	41.03%	0%	2.56%	48.72%	30.77%	7.69%	7.69%	0%	0%	0%	0%	0%	0%	2.56%	0%
FL STATE CONSERVATIONIST OFF.	#	172	115	57	17	5	72	41	20	8	3	1	0	0	2	0	1	2
	%	100%	66.86%	33.14%	9.88%	2.91%	41.86%	23.84%	11.63%	4.65%	1.74%	0.58%	0%	0%	1.16%	0%	0.58%	1.16%
GA STATE CONSERVATIONISTS OFFC	#	237	163	74	4	1	125	56	31	16	2	0	0	0	1	1	0	0

ORGANIZATIONAL COMPONENT11283		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	100%	68.78%	31.22%	1.69%	0.42%	52.74%	23.63%	13.08%	6.75%	0.84%	0%	0%	0%	0.42%	0.42%	0%	0%
PACIFIC ISLANDS STATE OFFICE	#	98	62	36	3	2	35	16	0	0	20	14	1	2	0	0	3	2
	%	100%	63.27%	36.73%	3.06%	2.04%	35.71%	16.33%	0%	0%	20.41%	14.29%	1.02%	2.04%	0%	0%	3.06%	2.04%
IDAHO STATE CONSERVATIONIST OFFICE	#	174	113	61	4	4	107	55	0	0	0	1	0	0	2	0	0	1
	%	100%	64.94%	35.06%	2.30%	2.30%	61.49%	31.61%	0%	0%	0%	0.57%	0%	0%	1.15%	0%	0%	0.57%
IL STATE CONSERVATIONISTS OFF	#	309	219	90	5	1	197	79	11	7	1	1	0	0	5	0	0	2
	%	100%	70.87%	29.13%	1.62%	0.32%	63.75%	25.57%	3.56%	2.27%	0.32%	0.32%	0%	0%	1.62%	0%	0%	0.65%
IN STATE CONSERVATIONISTS OFF	#	226	154	72	3	1	143	66	3	2	3	0	0	0	1	3	1	0
	%	100%	68.14%	31.86%	1.33%	0.44%	63.27%	29.20%	1.33%	0.88%	1.33%	0%	0%	0%	0.44%	1.33%	0.44%	0%
IA STATE CONSERVATIONISTS OFF	#	425	278	147	0	2	263	138	9	4	0	0	0	0	4	3	2	0
	%	100%	65.41%	34.59%	0%	0.47%	61.88%	32.47%	2.12%	0.94%	0%	0%	0%	0%	0.94%	0.71%	0.47%	0%
KS STATE CONSERVATIONISTS OFF	#	347	261	86	4	3	239	73	12	7	0	0	0	0	6	3	0	0
	%	100%	75.22%	24.78%	1.15%	0.86%	68.88%	21.04%	3.46%	2.02%	0%	0%	0%	0%	1.73%	0.86%	0%	0%
KY STATE CONSERVATIONISTS OFFI	#	214	160	54	2	0	149	52	8	2	0	0	0	0	1	0	0	0
	%	100%	74.77%	25.23%	0.93%	0%	69.63%	24.30%	3.74%	0.93%	0%	0%	0%	0%	0.47%	0%	0%	0%
LA STATE CONSERVATIONIST OFF	#	221	173	48	2	1	143	44	23	2	0	0	0	0	4	0	1	1
	%	100%	78.28%	21.72%	0.90%	0.45%	64.71%	19.91%	10.41%	0.90%	0%	0%	0%	0%	1.81%	0%	0.45%	0.45%
MAINE STATE CONSERVATIONISTS OFFICE	#	82	55	27	2	0	48	27	1	0	1	0	0	0	2	0	1	0
	%	100%	67.07%	32.93%	2.44%	0%	58.54%	32.93%	1.22%	0%	1.22%	0%	0%	0%	2.44%	0%	1.22%	0%
MD STATE CONSERVATIONIST S OFF	#	93	53	40	1	4	43	27	8	5	1	2	0	0	0	0	0	1
	%	100%	56.99%	43.01%	1.08%	4.30%	46.24%	29.03%	8.60%	5.38%	1.08%	2.15%	0%	0%	0%	0%	0%	1.08%
MA STATE CONSERVATIONISTS OFF	#	55	25	30	1	1	24	28	0	1	0	0	0	0	0	0	0	0
	%	100%	45.45%	54.55%	1.82%	1.82%	43.64%	50.91%	0%	1.82%	0%	0%	0%	0%	0%	0%	0%	0%
MI STATE CONSERVATIONISTS OFF	#	198	126	72	3	5	104	60	15	4	0	1	0	0	3	1	1	1
	%	100%	63.64%	36.36%	1.52%	2.53%	52.53%	30.30%	7.58%	2.02%	0%	0.51%	0%	0%	1.52%	0.51%	0.51%	0.51%
MN STATE CONSERVATIONISTS OFF	#	359	217	142	0	4	200	128	8	4	2	4	0	0	6	0	1	2
	%	100%	60.45%	39.55%	0%	1.11%	55.71%	35.65%	2.23%	1.11%	0.56%	1.11%	0%	0%	1.67%	0%	0.28%	0.56%
MS STATE CONSVST OFFICE	#	268	206	62	0	0	153	39	51	22	1	0	0	0	1	1	0	0

ORGANIZATIONAL COMPONENT11283		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	100%	76.87%	23.13%	0%	0%	57.09%	14.55%	19.03%	8.21%	0.37%	0%	0%	0%	0.37%	0.37%	0%	0%
MO STATE CONSERVATIONISTS OFF	#	378	272	106	4	2	249	97	8	3	1	0	0	0	7	1	3	3
	%	100%	71.96%	28.04%	1.06%	0.53%	65.87%	25.66%	2.12%	0.79%	0.26%	0%	0%	0%	1.85%	0.26%	0.79%	0.79%
MT STATE CONSERVATIONIST OFF	#	294	167	127	5	1	152	118	1	2	0	1	0	0	8	3	1	2
	%	100%	56.80%	43.20%	1.70%	0.34%	51.70%	40.14%	0.34%	0.68%	0%	0.34%	0%	0%	2.72%	1.02%	0.34%	0.68%
NEBRASKA STATE CONSERVATIONIST OFFICE	#	320	223	97	4	2	212	92	4	2	1	0	0	0	2	1	0	0
	%	100%	69.69%	30.31%	1.25%	0.63%	66.25%	28.75%	1.25%	0.63%	0.31%	0%	0%	0%	0.63%	0.31%	0%	0%
NV STATE CONSVST OFFICE	#	72	45	27	1	3	41	20	1	0	1	1	0	0	1	1	0	2
	%	100%	62.50%	37.50%	1.39%	4.17%	56.94%	27.78%	1.39%	0%	1.39%	1.39%	0%	0%	1.39%	1.39%	0%	2.78%
NH STATE CONSERVATIONISTS OFC	#	52	23	29	0	1	22	26	1	0	0	1	0	0	0	1	0	0
	%	100%	44.23%	55.77%	0%	1.92%	42.31%	50.00%	1.92%	0%	0%	1.92%	0%	0%	0%	1.92%	0%	0%
NJ STATE CONSERVATIONISTS OFF	#	70	31	39	3	2	25	33	1	4	1	0	0	0	0	0	1	0
	%	100%	44.29%	55.71%	4.29%	2.86%	35.71%	47.14%	1.43%	5.71%	1.43%	0%	0%	0%	0%	0%	1.43%	0%
NM STATE CONSERVATION SERVICE	#	179	120	59	34	13	74	37	4	1	0	1	0	0	6	6	2	1
	%	100%	67.04%	32.96%	18.99%	7.26%	41.34%	20.67%	2.23%	0.56%	0%	0.56%	0%	0%	3.35%	3.35%	1.12%	0.56%
NY STATE CONSVST S OFFICE	#	170	84	86	3	4	74	74	4	5	1	2	0	0	1	0	1	1
	%	100%	49.41%	50.59%	1.76%	2.35%	43.53%	43.53%	2.35%	2.94%	0.59%	1.18%	0%	0%	0.59%	0%	0.59%	0.59%
NC STATE CONSERVATIONISTS OFF	#	162	111	51	2	4	96	36	10	10	1	1	0	0	2	0	0	0
	%	100%	68.52%	31.48%	1.23%	2.47%	59.26%	22.22%	6.17%	6.17%	0.62%	0.62%	0%	0%	1.23%	0%	0%	0%
ND STATE CONSERVATIONIST OFF	#	256	154	102	6	1	145	98	0	0	0	1	0	0	2	2	1	0
	%	100%	60.16%	39.84%	2.34%	0.39%	56.64%	38.28%	0%	0%	0%	0.39%	0%	0%	0.78%	0.78%	0.39%	0%
OH STATE CONSERVATIONIST OFF	#	228	152	76	1	3	137	61	10	10	1	0	0	0	2	1	1	1
	%	100%	66.67%	33.33%	0.44%	1.32%	60.09%	26.75%	4.39%	4.39%	0.44%	0%	0%	0%	0.88%	0.44%	0.44%	0.44%
OKLA STATE CONVST OFF-STILLWTR	#	315	246	69	9	3	180	48	13	3	0	2	0	0	32	13	12	0
	%	100%	78.10%	21.90%	2.86%	0.95%	57.14%	15.24%	4.13%	0.95%	0%	0.63%	0%	0%	10.16%	4.13%	3.81%	0%
OR STATE CONSERVATIONISTS OFF	#	174	95	79	4	4	85	69	1	1	1	2	0	0	3	1	1	2
	%	100%	54.60%	45.40%	2.30%	2.30%	48.85%	39.66%	0.57%	0.57%	0.57%	1.15%	0%	0%	1.72%	0.57%	0.57%	1.15%
PA STATE CONS OFF	#	184	117	67	1	3	111	60	3	2	0	1	0	0	2	1	0	0

ORGANIZATIONAL COMPONENT11283		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	100%	63.59%	36.41%	0.54%	1.63%	60.33%	32.61%	1.63%	1.09%	0%	0.54%	0%	0%	1.09%	0.54%	0%	0%
RI STATE CONSERVATIONIST OFFC	#	35	19	16	1	0	15	11	1	2	1	2	0	0	1	0	0	1
	%	100%	54.29%	45.71%	2.86%	0%	42.86%	31.43%	2.86%	5.71%	2.86%	5.71%	0%	0%	2.86%	0%	0%	2.86%
SC STATE CONSERVATIONISTS OFF	#	139	85	54	2	2	65	34	15	16	1	0	0	0	2	0	0	2
	%	100%	61.15%	38.85%	1.44%	1.44%	46.76%	24.46%	10.79%	11.51%	0.72%	0%	0%	0%	1.44%	0%	0%	1.44%
SD STATE CONSERVATIONISTS OFF	#	252	166	86	2	1	156	76	0	1	1	1	0	0	6	6	1	1
	%	100%	65.87%	34.13%	0.79%	0.40%	61.90%	30.16%	0%	0.40%	0.40%	0.40%	0%	0%	2.38%	2.38%	0.40%	0.40%
TENNESSEE	#	208	150	58	1	2	133	49	15	5	0	2	0	0	1	0	0	0
	%	100%	72.12%	27.88%	0.48%	0.96%	63.94%	23.56%	7.21%	2.40%	0%	0.96%	0%	0%	0.48%	0%	0%	0%
TX STATE CONSERVATIONISTS OFF	#	783	582	201	87	19	454	159	29	16	1	2	0	0	10	4	1	1
	%	100%	74.33%	25.67%	11.11%	2.43%	57.98%	20.31%	3.70%	2.04%	0.13%	0.26%	0%	0%	1.28%	0.51%	0.13%	0.13%
UT STATE CONSERVATIONISTS OFF	#	164	120	44	4	0	107	39	3	1	0	1	0	0	5	2	1	1
	%	100%	73.17%	26.83%	2.44%	0%	65.24%	23.78%	1.83%	0.61%	0%	0.61%	0%	0%	3.05%	1.22%	0.61%	0.61%
VERMONT STATE CONSERVATIONISTS OFFICE-COLCI	#	65	36	29	0	1	33	26	0	1	0	0	0	0	1	0	2	1
	%	100%	55.38%	44.62%	0%	1.54%	50.77%	40.00%	0%	1.54%	0%	0%	0%	0%	1.54%	0%	3.08%	1.54%
VA STATE CONSERVATIONIST OFF	#	173	115	58	1	1	100	44	14	11	0	0	0	0	0	2	0	0
	%	100%	66.47%	33.53%	0.58%	0.58%	57.80%	25.43%	8.09%	6.36%	0%	0%	0%	0%	0%	1.16%	0%	0%
WA STATE CONSVST OFFICE	#	189	113	76	9	2	92	67	2	0	4	1	0	0	6	3	0	3
	%	100%	59.79%	40.21%	4.76%	1.06%	48.68%	35.45%	1.06%	0%	2.12%	0.53%	0%	0%	3.17%	1.59%	0%	1.59%
WV STATE CONSERVATIONIST S OFF	#	137	93	44	0	1	89	38	1	0	0	0	0	0	1	2	2	3
	%	100%	67.88%	32.12%	0%	0.73%	64.96%	27.74%	0.73%	0%	0%	0%	0%	0%	0.73%	1.46%	1.46%	2.19%
WI STATE CONSERVATIONISTS OFF	#	246	146	100	3	6	135	91	3	1	2	1	0	0	3	1	0	0
	%	100%	59.35%	40.65%	1.22%	2.44%	54.88%	36.99%	1.22%	0.41%	0.81%	0.41%	0%	0%	1.22%	0.41%	0%	0%
WYOMING STATE CONSERVATIONISTS OFFICE-CASPI	#	146	97	49	3	3	87	41	2	2	2	1	0	0	3	1	0	1
	%	100%	66.44%	33.56%	2.05%	2.05%	59.59%	28.08%	1.37%	1.37%	1.37%	0.68%	0%	0%	2.05%	0.68%	0%	0.68%
PACIFIC BASIN DIRECTORS OFFICE	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	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

ORGANIZATIONAL COMPONENT11283		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	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	19	16	1	0	14	13	3	3	1	0	0	0	0	0	0	0
	%	100%	54.29%	45.71%	2.86%	0%	40.00%	37.14%	8.57%	8.57%	2.86%	0%	0%	0%	0%	0%	0%	0%
CENTRAL REMOTE SENSING LAB	#	46	30	16	3	3	26	10	0	3	0	0	0	0	0	0	1	0
	%	100%	65.22%	34.78%	6.52%	6.52%	56.52%	21.74%	0%	6.52%	0%	0%	0%	0%	0%	0%	2.17%	0%
OFFICE OF THE CHIEF	#	746	370	376	14	14	241	179	91	158	14	10	0	0	4	4	6	11
	%	100%	49.60%	50.40%	1.88%	1.88%	32.31%	23.99%	12.20%	21.18%	1.88%	1.34%	0%	0%	0.54%	0.54%	0.80%	1.47%
NATIONAL WATER MANAGEMENT CENTER	#	12	10	2	0	0	8	1	1	1	0	0	0	0	0	0	1	0
	%	100%	83.33%	16.67%	0%	0%	66.67%	8.33%	8.33%	8.33%	0%	0%	0%	0%	0%	0%	8.33%	0%
NATIONAL CARTOGRAPHY & GEOSPATIAL CENTER	#	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%
AGRICULTURAL WILDLIFE CONSERVATION CENTER	#	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%
NDCSM CENTER	#	35	27	8	2	1	24	7	0	0	1	0	0	0	0	0	0	0
	%	100%	77.14%	22.86%	5.71%	2.86%	68.57%	20.00%	0%	0%	2.86%	0%	0%	0%	0%	0%	0%	0%
NATIONAL SOIL SURVEY CENTER	#	5	4	1	0	0	2	1	0	0	0	0	0	0	2	0	0	0
	%	100%	80.00%	20.00%	0%	0%	40.00%	20.00%	0%	0%	0%	0%	0%	0%	40.00%	0%	0%	0%
WEST REMOTE SENSING LAB	#	23	16	7	0	0	15	6	0	0	0	1	0	0	1	0	0	0
	%	100%	69.57%	30.43%	0%	0%	65.22%	26.09%	0%	0%	0%	4.35%	0%	0%	4.35%	0%	0%	0%
EAST NATIONAL TECHNOLOGY SUPPORT CENTER	#	28	20	8	1	0	17	6	1	1	0	1	0	0	0	0	1	0
	%	100%	71.43%	28.57%	3.57%	0%	60.71%	21.43%	3.57%	3.57%	0%	3.57%	0%	0%	0%	0%	3.57%	0%
WEST NATIONAL TECHNOLOGY SUPPORT CENTER	#	37	29	8	0	0	26	7	0	1	3	0	0	0	0	0	0	0
	%	100%	78.38%	21.62%	0%	0%	70.27%	18.92%	0%	2.70%	8.11%	0%	0%	0%	0%	0%	0%	0%
CENTRAL NATIONAL TECHNOLOGY SUPPORT CENTER	#	30	25	5	2	0	21	5	2	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	16.67%	6.67%	0%	70.00%	16.67%	6.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Run Date: 10/18/2011

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

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

Year = FY 2011

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers																		
- Executive/Senior Level	#	129	90	39	8	1	58	27	21	9	0	0	0	0	3	1	0	1
(Grades 15 and Above)	%	100%	69.77%	30.23%	6.20%	0.78%	44.96%	20.93%	16.28%	6.98%	0%	0%	0%	0%	2.33%	0.78%	0%	0.78%
	#	443	319	124	12	7	249	83	42	28	6	2	0	0	9	4	1	0
- Mid-Level (Grades 13-14)	%	100%	72.01%	27.99%	2.71%	1.58%	56.21%	18.74%	9.48%	6.32%	1.35%	0.45%	0%	0%	2.03%	0.90%	0.23%	0%
- First Level	#	52	34	18	2	2	28	10	4	4	0	1	0	0	0	1	0	0
(Grades 12 and Below)	%	100%	65.38%	34.62%	3.85%	3.85%	53.85%	19.23%	7.69%	7.69%	0%	1.92%	0%	0%	0%	1.92%	0%	0%
	#	573	230	343	14	19	150	196	45	103	11	10	0	0	8	7	2	8
- Other Officials and Managers	%	100%	40.14%	59.86%	2.44%	3.32%	26.18%	34.21%	7.85%	17.98%	1.92%	1.75%	0%	0%	1.40%	1.22%	0.35%	1.40%
Officials and Managers	#	1,197	673	524	36	29	485	316	112	144	17	13	0	0	20	13	3	9
Total	%	100%	56.22%	43.78%	3.01%	2.42%	40.52%	26.40%	9.36%	12.03%	1.42%	1.09%	0%	0%	1.67%	1.09%	0.25%	0.75%
	#	7,433	5,125	2,308	269	131	4,318	1,873	322	156	61	51	1	1	110	59	44	36
2. Professionals	%	100%	68.95%	31.05%	3.62%	1.76%	58.09%	25.20%	4.33%	2.10%	0.82%	0.69%	0.01%	0.01%	1.48%	0.79%	0.59%	0.48%
	#	1,958	1,527	431	60	17	1,337	394	60	9	10	5	0	0	50	5	10	1
3. Technicians	%	100%	77.99%	22.01%	3.06%	0.87%	68.28%	20.12%	3.06%	0.46%	0.51%	0.26%	0%	0%	2.55%	0.26%	0.51%	0.05%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative	#	687	66	621	3	24	45	487	9	81	5	8	0	1	2	10	2	10
Support Workers	%	100%	9.61%	90.39%	0.44%	3.49%	6.55%	70.89%	1.31%	11.79%	0.73%	1.16%	0%	0.15%	0.29%	1.46%	0.29%	1.46%
	#	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

Run Date: 10/18/2011

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

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

Year = FY 2011

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers																		
- Executive/Senior Level	#	129	90	39	8	1	58	27	21	9	0	0	0	0	3	1	0	1
(Grades 15 and Above)	%	1.14%	1.22%	1.00%	2.17%	0.50%	0.94%	0.88%	4.17%	2.31%	0%	0%	0%	0%	1.65%	1.15%	0%	1.79%
	#	443	319	124	12	7	249	83	42	28	6	2	0	0	9	4	1	0
- Mid-Level (Grades 13-14)	%	3.93%	4.31%	3.19%	3.25%	3.48%	4.02%	2.70%	8.33%	7.18%	6.45%	2.60%	0%	0%	4.95%	4.60%	1.67%	0%
- First Level	#	52	34	18	2	2	28	10	4	4	0	1	0	0	0	1	0	0
(Grades 12 and Below)	%	0.46%	0.46%	0.46%	0.54%	1.00%	0.45%	0.33%	0.79%	1.03%	0%	1.30%	0%	0%	0%	1.15%	0%	0%
	#	573	230	343	14	19	150	196	45	103	11	10	0	0	8	7	2	8
- Other Officials and Managers	%	5.08%	3.11%	8.83%	3.79%	9.45%	2.42%	6.38%	8.93%	26.41%	11.83%	12.99%	0%	0%	4.40%	8.05%	3.33%	14.29%
Officials and Managers	#	1,197	673	524	36	29	485	316	112	144	17	13	0	0	20	13	3	9
Total	%	10.61%	9.10%	13.49%	9.76%	14.43%	7.84%	10.29%	22.22%	36.92%	18.28%	16.88%	0%	0%	10.99%	14.94%	5.00%	16.07%
	#	7,433	5,125	2,308	268	130	4,319	1,874	322	156	61	51	1	1	110	59	44	36
2. Professionals	%	65.88%	69.28%	59.41%	72.63%	64.68%	69.79%	61.02%	63.89%	40.00%	65.59%	66.23%	100%	50.00%	60.44%	67.82%	73.33%	64.29%
	#	1,958	1,527	431	60	17	1,337	394	60	9	10	5	0	0	50	5	10	1
3. Technicians	%	17.35%	20.64%	11.09%	16.26%	8.46%	21.60%	12.83%	11.90%	2.31%	10.75%	6.49%	0%	0%	27.47%	5.75%	16.67%	1.79%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative	#	687	66	621	3	24	45	487	9	81	5	8	0	1	2	10	2	10
Support Workers	%	6.09%	0.89%	15.98%	0.81%	11.94%	0.73%	15.86%	1.79%	20.77%	5.38%	10.39%	0%	50.00%	1.10%	11.49%	3.33%	17.86%
	#	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

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
7. Operatives	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	6	6	0	1	0	3	0	1	0	0	0	0	0	0	0	1	0
8. Laborers and Helpers	%	100%	100%	0%	16.67%	0%	50.00%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	16.67%	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%

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
7. Operatives	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	#	**6**	**6**	**0**	**1**	**0**	**3**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**
8. Laborers and Helpers	%	0.05%	0.08%	0%	0.27%	0%	0.05%	0%	0.20%	0%	0%	0%	0%	0%	0%	0%	1.67%	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%
	#	**11,283**	**7,398**	**3,885**	**369**	**201**	**6,189**	**3,071**	**504**	**390**	**93**	**77**	**1**	**2**	**182**	**87**	**60**	**56**
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

Run Date: 10/18/2011

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 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
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	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	33.33%	0%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	53	28	25	4	1	15	18	7	5	0	0	0	0	2	1	0	0
	%	100%	52.83%	47.17%	7.55%	1.89%	28.30%	33.96%	13.21%	9.43%	0%	0%	0%	0%	3.77%	1.89%	0%	0%
GS-04	#	232	108	124	6	12	67	88	22	13	5	4	0	0	7	5	1	2
	%	100%	46.55%	53.45%	2.59%	5.17%	28.88%	37.93%	9.48%	5.60%	2.16%	1.72%	0%	0%	3.02%	2.16%	0.43%	0.86%
GS-05	#	317	161	156	12	6	127	135	13	8	1	4	0	0	5	3	3	0
	%	100%	50.79%	49.21%	3.79%	1.89%	40.06%	42.59%	4.10%	2.52%	0.32%	1.26%	0%	0%	1.58%	0.95%	0.95%	0%
GS-06	#	369	188	181	11	9	159	151	10	12	3	4	0	0	3	2	2	3
	%	100%	50.95%	49.05%	2.98%	2.44%	43.09%	40.92%	2.71%	3.25%	0.81%	1.08%	0%	0%	0.81%	0.54%	0.54%	0.81%
GS-07	#	1,612	930	682	32	32	801	555	55	70	9	6	0	0	30	12	3	7
	%	100%	57.69%	42.31%	1.99%	1.99%	49.69%	34.43%	3.41%	4.34%	0.56%	0.37%	0%	0%	1.86%	0.74%	0.19%	0.43%
GS-08	#	463	332	131	19	4	273	102	15	15	5	3	0	1	15	1	5	5
	%	100%	71.71%	28.29%	4.10%	0.86%	58.96%	22.03%	3.24%	3.24%	1.08%	0.65%	0%	0.22%	3.24%	0.22%	1.08%	1.08%
GS-09	#	1,641	981	660	70	49	801	511	71	64	17	14	1	1	13	10	8	11
	%	100%	59.78%	40.22%	4.27%	2.99%	48.81%	31.14%	4.33%	3.90%	1.04%	0.85%	0.06%	0.06%	0.79%	0.61%	0.49%	0.67%
GS-10	#	38	33	5	1	0	29	4	0	1	1	0	0	0	2	0	0	0
	%	100%	86.84%	13.16%	2.63%	0%	76.32%	10.53%	0%	2.63%	2.63%	0%	0%	0%	5.26%	0%	0%	0%
GS-11	#	2,405	1,637	768	79	33	1,405	618	79	62	11	16	0	0	50	27	13	12
	%	100%	68.07%	31.93%	3.28%	1.37%	58.42%	25.70%	3.28%	2.58%	0.46%	0.67%	0%	0%	2.08%	1.12%	0.54%	0.50%

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-12	#	3,026	2,222	804	98	42	1,924	660	123	57	21	17	0	0	39	18	17	9
	%	100%	73.43%	26.57%	3.24%	1.39%	63.58%	21.81%	4.06%	1.88%	0.69%	0.56%	0%	0%	1.29%	0.59%	0.56%	0.30%
GS-13	#	625	440	185	13	8	350	122	53	38	9	7	0	0	10	4	5	6
	%	100%	70.40%	29.60%	2.08%	1.28%	56.00%	19.52%	8.48%	6.08%	1.44%	1.12%	0%	0%	1.60%	0.64%	0.80%	0.96%
GS-14	#	319	204	115	13	3	146	72	30	35	11	2	0	0	2	3	2	0
	%	100%	63.95%	36.05%	4.08%	0.94%	45.77%	22.57%	9.40%	10.97%	3.45%	0.63%	0%	0%	0.63%	0.94%	0.63%	0%
GS-15	#	151	110	41	9	2	78	30	21	8	0	0	0	0	2	1	0	0
	%	100%	72.85%	27.15%	5.96%	1.32%	51.66%	19.87%	13.91%	5.30%	0%	0%	0%	0%	1.32%	0.66%	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	#	22	14	8	1	0	9	5	2	2	0	0	0	0	2	0	0	1
	%	100%	63.64%	36.36%	4.55%	0%	40.91%	22.73%	9.09%	9.09%	0%	0%	0%	0%	9.09%	0%	0%	4.55%

Run Date: 10/18/2011

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 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	#	47	16	31	0	3	13	23	2	4	0	1	0	0	0	0	1	0
	%	100%	34.04%	65.96%	0%	6.38%	27.66%	48.94%	4.26%	8.51%	0%	2.13%	0%	0%	0%	0%	2.13%	0%
GS-02	#	62	23	39	2	1	19	30	0	5	0	1	0	0	2	2	0	0
	%	100%	37.10%	62.90%	3.23%	1.61%	30.65%	48.39%	0%	8.06%	0%	1.61%	0%	0%	3.23%	3.23%	0%	0%
GS-03	#	172	64	108	3	1	53	90	6	12	1	2	0	0	1	2	0	1
	%	100%	37.21%	62.79%	1.74%	0.58%	30.81%	52.33%	3.49%	6.98%	0.58%	1.16%	0%	0%	0.58%	1.16%	0%	0.58%
GS-04	#	218	108	110	10	9	77	73	17	17	3	2	0	0	0	7	1	2
	%	100%	49.54%	50.46%	4.59%	4.13%	35.32%	33.49%	7.80%	7.80%	1.38%	0.92%	0%	0%	0%	3.21%	0.46%	0.92%
GS-05	#	113	66	47	1	0	59	38	4	9	1	0	0	0	0	0	1	0
	%	100%	58.41%	41.59%	0.88%	0%	52.21%	33.63%	3.54%	7.96%	0.88%	0%	0%	0%	0%	0%	0.88%	0%
GS-06	#	13	8	5	0	0	8	5	0	0	0	0	0	0	0	0	0	0
	%	100%	61.54%	38.46%	0%	0%	61.54%	38.46%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	20	8	12	0	0	7	10	0	2	0	0	0	0	1	0	0	0
	%	100%	40.00%	60.00%	0%	0%	35.00%	50.00%	0%	10.00%	0%	0%	0%	0%	5.00%	0%	0%	0%
GS-08	#	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%
GS-09	#	14	6	8	0	0	6	7	0	1	0	0	0	0	0	0	0	0
	%	100%	42.86%	57.14%	0%	0%	42.86%	50.00%	0%	7.14%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	9	7	2	0	0	6	2	0	0	0	0	0	0	0	0	1	0
	%	100%	77.78%	22.22%	0%	0%	66.67%	22.22%	0%	0%	0%	0%	0%	0%	0%	0%	11.11%	0%

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-12	#	4	2	2	0	0	1	1	0	1	0	0	0	0	1	0	0	0
	%	100%	50.00%	50.00%	0%	0%	25.00%	25.00%	0%	25.00%	0%	0%	0%	0%	25.00%	0%	0%	0%
GS-13	#	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%
GS-14	#	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%
GS-15	#	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%
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	#	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%

Run Date: 10/18/2011

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 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
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	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	0.03%	0.04%	0%	0%	0%	0.02%	0%	0.40%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	53	28	25	4	1	15	18	7	5	0	0	0	0	2	1	0	0
	%	0.47%	0.38%	0.64%	1.09%	0.50%	0.24%	0.59%	1.39%	1.28%	0%	0%	0%	0%	1.10%	1.15%	0%	0%
GS-04	#	232	108	124	6	12	67	88	22	13	5	4	0	0	7	5	1	2
	%	2.06%	1.46%	3.19%	1.63%	5.97%	1.08%	2.87%	4.37%	3.33%	5.38%	5.19%	0%	0%	3.85%	5.75%	1.69%	3.57%
GS-05	#	317	161	156	12	6	127	135	13	8	1	4	0	0	5	3	3	0
	%	2.81%	2.18%	4.02%	3.26%	2.99%	2.05%	4.40%	2.58%	2.05%	1.08%	5.19%	0%	0%	2.75%	3.45%	5.08%	0%
GS-06	#	369	188	181	11	9	159	151	10	12	3	4	0	0	3	2	2	3
	%	3.27%	2.54%	4.66%	2.99%	4.48%	2.57%	4.92%	1.99%	3.08%	3.23%	5.19%	0%	0%	1.65%	2.30%	3.39%	5.36%
GS-07	#	1,612	930	682	32	32	801	555	55	70	9	6	0	0	30	12	3	7
	%	14.30%	12.58%	17.55%	8.70%	15.92%	12.95%	18.07%	10.93%	17.95%	9.68%	7.79%	0%	0%	16.48%	13.79%	5.08%	12.50%
GS-08	#	463	332	131	19	4	273	102	15	15	5	3	0	1	15	1	5	5
	%	4.11%	4.49%	3.37%	5.16%	1.99%	4.41%	3.32%	2.98%	3.85%	5.38%	3.90%	0%	50.00%	8.24%	1.15%	8.47%	8.93%
GS-09	#	1,641	981	660	70	49	801	511	71	64	17	14	1	1	13	10	8	11
	%	14.55%	13.27%	16.99%	19.02%	24.38%	12.95%	16.64%	14.12%	16.41%	18.28%	18.18%	100%	50.00%	7.14%	11.49%	13.56%	19.64%
GS-10	#	38	33	5	1	0	29	4	0	1	1	0	0	0	2	0	0	0
	%	0.34%	0.45%	0.13%	0.27%	0%	0.47%	0.13%	0%	0.26%	1.08%	0%	0%	0%	1.10%	0%	0%	0%
GS-11	#	2,405	1,637	768	79	33	1,405	618	79	62	11	16	0	0	50	27	13	12
	%	21.33%	22.15%	19.77%	21.47%	16.42%	22.72%	20.12%	15.71%	15.90%	11.83%	20.78%	0%	0%	27.47%	31.03%	22.03%	21.43%

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-12	#	3,026	2,222	804	98	42	1,924	660	123	57	21	17	0	0	39	18	17	9
	%	26.84%	30.06%	20.69%	26.63%	20.90%	31.11%	21.49%	24.45%	14.62%	22.58%	22.08%	0%	0%	21.43%	20.69%	28.81%	16.07%
GS-13	#	625	440	185	13	8	350	122	53	38	9	7	0	0	10	4	5	6
	%	5.54%	5.95%	4.76%	3.53%	3.98%	5.66%	3.97%	10.54%	9.74%	9.68%	9.09%	0%	0%	5.49%	4.60%	8.47%	10.71%
GS-14	#	319	204	115	13	3	146	72	30	35	11	2	0	0	2	3	2	0
	%	2.83%	2.76%	2.96%	3.53%	1.49%	2.36%	2.34%	5.96%	8.97%	11.83%	2.60%	0%	0%	1.10%	3.45%	3.39%	0%
GS-15	#	151	110	41	9	2	78	30	21	8	0	0	0	0	2	1	0	0
	%	1.34%	1.49%	1.06%	2.45%	1.00%	1.26%	0.98%	4.17%	2.05%	0%	0%	0%	0%	1.10%	1.15%	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	#	22	14	8	1	0	9	5	2	2	0	0	0	0	2	0	0	1
	%	0.20%	0.19%	0.21%	0.27%	0%	0.15%	0.16%	0.40%	0.51%	0%	0%	0%	0%	1.10%	0%	0%	1.79%
TOTAL	#	11,276	7,391	3,885	368	201	6,185	3,071	503	390	93	77	1	2	182	87	59	56
	%	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

Run Date: 10/18/2011

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 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	#	47	16	31	0	3	13	23	2	4	0	1	0	0	0	0	1	0
	%	6.90%	5.10%	8.45%	0%	21.43%	5.10%	8.19%	6.90%	7.69%	0%	16.67%	0%	0%	0%	0%	25.00%	0%
GS-02	#	62	23	39	2	1	19	30	0	5	0	1	0	0	2	2	0	0
	%	9.10%	7.32%	10.63%	12.50%	7.14%	7.45%	10.68%	0%	9.62%	0%	16.67%	0%	0%	40.00%	18.18%	0%	0%
GS-03	#	172	64	108	3	1	53	90	6	12	1	2	0	0	1	2	0	1
	%	25.26%	20.38%	29.43%	18.75%	7.14%	20.78%	32.03%	20.69%	23.08%	20.00%	33.33%	0%	0%	20.00%	18.18%	0%	33.33%
GS-04	#	218	108	110	10	9	77	73	17	17	3	2	0	0	0	7	1	2
	%	32.01%	34.39%	29.97%	62.50%	64.29%	30.20%	25.98%	58.62%	32.69%	60.00%	33.33%	0%	0%	0%	63.64%	25.00%	66.67%
GS-05	#	113	66	47	1	0	59	38	4	9	1	0	0	0	0	0	1	0
	%	16.59%	21.02%	12.81%	6.25%	0%	23.14%	13.52%	13.79%	17.31%	20.00%	0%	0%	0%	0%	0%	25.00%	0%
GS-06	#	13	8	5	0	0	8	5	0	0	0	0	0	0	0	0	0	0
	%	1.91%	2.55%	1.36%	0%	0%	3.14%	1.78%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	20	8	12	0	0	7	10	0	2	0	0	0	0	1	0	0	0
	%	2.94%	2.55%	3.27%	0%	0%	2.75%	3.56%	0%	3.85%	0%	0%	0%	0%	20.00%	0%	0%	0%
GS-08	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.32%	0.27%	0%	0%	0.39%	0.36%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	14	6	8	0	0	6	7	0	1	0	0	0	0	0	0	0	0
	%	2.06%	1.91%	2.18%	0%	0%	2.35%	2.49%	0%	1.92%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	9	7	2	0	0	6	2	0	0	0	0	0	0	0	0	1	0
	%	1.32%	2.23%	0.54%	0%	0%	2.35%	0.71%	0%	0%	0%	0%	0%	0%	0%	0%	25.00%	0%

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-12	#	4	2	2	0	0	1	1	0	1	0	0	0	0	1	0	0	0
	%	0.59%	0.64%	0.54%	0%	0%	0.39%	0.36%	0%	1.92%	0%	0%	0%	0%	20.00%	0%	0%	0%
GS-13	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.32%	0.27%	0%	0%	0.39%	0.36%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.64%	0%	0%	0%	0.78%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.64%	0%	0%	0%	0.78%	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	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	0.15%	0%	0.27%	0%	0%	0%	0%	0%	1.92%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	681	314	367	16	14	255	281	29	52	5	6	0	0	5	11	4	3
	%	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

Run Date: 10/18/2011

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 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
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	0	0	0	0	0	0	0	0	0	0	1	0
	%	100%	100%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50.00%	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	#	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%
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%
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%

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Run Date: 10/18/2011

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 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
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	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	66.67%	0%	33.33%	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%

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Run Date: 10/18/2011

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 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
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	0	0	0	0	0	0	0	0	0	0	1	0
	%	28.57%	28.57%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%
WG-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	14.29%	14.29%	0%	0%	0%	25.00%	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	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	14.29%	14.29%	0%	0%	0%	0%	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
	%	28.57%	28.57%	0%	0%	0%	50.00%	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
	%	14.29%	14.29%	0%	0%	0%	25.00%	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%

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	7	7	0	1	0	4	0	1	0	0	0	0	0	0	0	1	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Run Date: 10/18/2011

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 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
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	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	100%	0%	100%	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%

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All other (unspecified WG)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	3	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Run Date: 10/19/2011

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 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

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
0401 - GENERAL BIOLOGICAL SCIENCE	#	722	509	213	33	7	414	174	44	13	5	6	0	0	12	9	1	3
	%	100%	70.50%	29.50%	4.57%	0.97%	57.34%	24.10%	6.09%	1.80%	0.69%	0.83%	0%	0%	1.66%	1.25%	0.14%	0.42%
Occupational CLF																		
0457 - SOIL CONSERVATION	#	4,209	2,908	1,301	138	77	2,456	1,067	206	80	20	21	1	1	67	36	20	19
	%	100%	69.09%	30.91%	3.28%	1.83%	58.35%	25.35%	4.89%	1.90%	0.48%	0.50%	0.02%	0.02%	1.59%	0.86%	0.48%	0.45%
Occupational CLF																		
0458 - SOIL CONSERVATION TECHNICIAN	#	1,346	1,022	324	32	13	904	298	38	5	4	2	0	0	37	5	7	1
	%	100%	75.93%	24.07%	2.38%	0.97%	67.16%	22.14%	2.82%	0.37%	0.30%	0.15%	0%	0%	2.75%	0.37%	0.52%	0.07%
Occupational CLF																		
0470 - SOIL SCIENCE	#	752	614	138	26	8	527	122	40	2	6	2	0	0	7	1	8	3
	%	100%	81.65%	18.35%	3.46%	1.06%	70.08%	16.22%	5.32%	0.27%	0.80%	0.27%	0%	0%	0.93%	0.13%	1.06%	0.40%
Occupational CLF																		
0810 - CIVIL ENGINEERING	#	533	436	97	25	10	371	75	12	5	12	3	0	0	11	3	5	1
	%	100%	81.80%	18.20%	4.69%	1.88%	69.61%	14.07%	2.25%	0.94%	2.25%	0.56%	0%	0%	2.06%	0.56%	0.94%	0.19%
Occupational CLF																		

Run Date: 10/19/2011

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 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

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
0401 - GENERAL BIOLOGICAL 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																		
0457 - SOIL CONSERVATION	#	9	7	2	0	0	7	1	0	1	0	0	0	0	0	0	0	0
	%	100%	77.78%	22.22%	0%	0%	77.78%	11.11%	0%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0458 - SOIL CONSERVATION TECHNICIAN	#	404	175	229	8	7	149	197	11	15	3	2	0	0	2	6	2	2
	%	100%	43.32%	56.68%	1.98%	1.73%	36.88%	48.76%	2.72%	3.71%	0.74%	0.50%	0%	0%	0.50%	1.49%	0.50%	0.50%
Occupational CLF																		
0470 - SOIL SCIENCE	#	5	3	2	0	0	2	2	1	0	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0%	0%	40.00%	40.00%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0810 - CIVIL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		

Run Date: 10/19/2011

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

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

Year = FY 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

TYPE OF APPOINTMENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series:	0401 - General Biological Science																	
Total Received	#	25	17	8	0	0	15	5	0	0	0	0	0	0	1	2	1	1
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	0457 - Soil Conservation																	
Total Received	#	73	50	23	5	0	42	23	3	0	0	0	0	0	0	0	0	0
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	0458 - Soil Conservation Technician																	
Total Received	#	82	63	19	2	1	55	18	3	0	0	0	0	0	2	0	1	0
	#																	
Voluntarily Identified	%	100%																

TYPE OF APPOINTMENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	**0470 - Soil Science**																	
Total Received	#	**13**	**6**	**7**	**1**	**1**	**4**	**5**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	**0810 - Civil Engineering**																	
Total Received	#	**16**	**16**	**0**	**3**	**0**	**12**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		

Run Date: 10/19/2011

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

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

Year = FY 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

TYPE OF APPOINTMENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series:	0401 - General Biological Science																	
Total Received	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	0457 - Soil Conservation																	
Total Received	#	7	4	3	0	0	4	2	0	1	0	0	0	0	0	0	0	0
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	0458 - Soil Conservation Technician																	
Total Received	#	199	92	107	9	6	70	83	9	11	2	1	0	0	1	4	1	2
	#																	
Voluntarily Identified	%	100%																

TYPE OF APPOINTMENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	**0470 - Soil Science**																	
Total Received	#	**5**	**3**	**2**	**0**	**1**	**2**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		
Job Title/Series:	**0810 - Civil Engineering**																	
Total Received	#	**1**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	#																	
Voluntarily Identified	%	100%																
Qualified of those	#																	
Identified	%	100%																
	#																	
Selected of those Identified	%	100%																
CLF																		

Run Date: 10/19/2011

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

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

Year = FY 2011

TYPE OF APPOINTMENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PERMANENT	#	**567**	**336**	**231**	**20**	**11**	**242**	**150**	**51**	**54**	**9**	**6**	**0**	**0**	**8**	**4**	**6**	**6**
	%	100%	59.26%	40.74%	3.53%	1.94%	42.68%	26.46%	8.99%	9.52%	1.59%	1.06%	0%	0%	1.41%	0.71%	1.06%	1.06%
TEMPORARY	#	**503**	**250**	**253**	**20**	**16**	**188**	**171**	**28**	**49**	**5**	**4**	**0**	**0**	**5**	**9**	**4**	**4**
	%	100%	49.70%	50.30%	3.98%	3.18%	37.38%	34.00%	5.57%	9.74%	0.99%	0.80%	0%	0%	0.99%	1.79%	0.80%	0.80%
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%	0%	0%	0%	0%	0%	0%
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%

Run Date: 10/19/2011

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

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

Year = FY 2011

		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%																		
	#																			

		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
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.

Run Date: 10/19/2011

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

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

Year = FY 2011

		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Eligible for Career Ladder Promotions	#	941	568	373	34	16	452	279	47	49	10	10	0	0	16	7	9	9
	%	100%	60.36%	39.64%	3.61%	1.70%	48.03%	29.65%	4.99%	5.21%	1.06%	1.06%	0.00%	0.00%	1.70%	0.74%	0.96%	0.96%
Time in grade in excess of minimum																		
1 - 12 months	#	188	109	79	9	2	86	62	9	8	1	1	0	0	3	2	1	4
	%	100%	57.98%	42.02%	4.79%	1.06%	45.74%	32.98%	4.79%	4.26%	0.53%	0.53%	0.00%	0.00%	1.60%	1.06%	0.53%	2.13%
13 - 24 months	#	34	22	12	0	3	19	7	1	1	0	1	0	0	2	0	0	0
	%	100%	64.71%	35.29%	0.00%	8.82%	55.88%	20.59%	2.94%	2.94%	0.00%	2.94%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%
25+ months	#	224	138	86	4	3	120	79	4	1	3	1	0	0	6	1	1	1
	%	100%	61.61%	38.39%	1.79%	1.34%	53.57%	35.27%	1.79%	0.45%	1.34%	0.45%	0.00%	0.00%	2.68%	0.45%	0.45%	0.45%

Run Date: 10/19/2011

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

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

Year = FY 2011

		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%																		
	#																			

		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
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.

Run Date: 10/19/2011

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

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

Year = FY 2011

		TOTAL WORKFORCE			RACE/ETHNICITY															
					Hispanic or Latino		Non-Hispanic or Latino													
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
						e		e		e		e		e		e	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.

Run Date: 10/19/2011

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

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

Year = FY 2011

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	#	256	127	129	10	18	105	86	6	21	2	3	0	0	3	0	1	1
	%	100%	49.61%	50.39%	3.91%	7.03%	41.02%	33.59%	2.34%	8.20%	0.78%	1.17%	0%	0%	1.17%	0%	0.39%	0.39%
Total Hours		1,654	795	859	53	125	668	569	38	151	12	12	0	0	16	0	8	2
Average Hours		6	6	7	5	7	6	7	6	7	6	4	0	0	5	0	8	2
TIME-OFF AWARDS - 9+ HOURS																		
Total Time-Off Awards Given	#	205	94	111	6	9	78	92	5	8	2	0	0	0	1	2	2	0
	%	100%	45.85%	54.15%	2.93%	4.39%	38.05%	44.88%	2.44%	3.90%	0.98%	0%	0%	0%	0.49%	0.98%	0.98%	0%
Total Hours		4,107	1,912	2,195	125	203	1,572	1,794	95	134	40	0	0	0	24	64	56	0
Average Hours		20	20	20	21	23	20	20	19	17	20	0	0	0	24	32	28	0
CASH AWARDS - $100 - $500																		
Total Cash Awards Given	#	2,086	1,224	862	49	40	1,056	706	64	62	14	22	1	0	34	22	6	10
	%	100%	58.68%	41.32%	2.35%	1.92%	50.62%	33.84%	3.07%	2.97%	0.67%	1.05%	0.05%	0%	1.63%	1.05%	0.29%	0.48%
Total Amount		726,045	434,594	291,451	17,857	13,262	373,647	240,477	22,281	19,939	5,408	7,857	382	0	12,795	6,626	2,224	3,290
Average Amount		348	355	338	364	332	354	341	348	322	386	357	382	0	376	301	371	329
CASH AWARDS - $500+																		
Total Cash Awards Given	#	6,475	4,092	2,383	222	116	3,427	1,858	271	269	55	46	0	2	84	58	33	33
	%	100%	63.20%	36.80%	3.43%	1.79%	52.93%	28.69%	4.19%	4.15%	0.85%	0.71%	0%	0.03%	1.30%	0.90%	0.51%	0.51%
Total Amount		8,827,023	5,514,362	3,312,661	289,877	166,384	4,577,751	2,479,142	410,949	450,568	85,355	83,805	0	1,893	110,506	85,271	39,924	44,848
Average Amount		1,363	1,348	1,390	1,306	1,434	1,336	1,334	1,516	1,675	1,552	1,822	0	947	1,316	1,470	1,210	1,359
QUALITY STEP INCREASES (QSI)																		
	#	336	206	130	11	7	171	112	19	8	1	1	0	0	2	2	2	0

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
Total QSI's Awarded	%	100%	61.31%	38.69%	3.27%	2.08%	50.89%	33.33%	5.65%	2.38%	0.30%	0.30%	0%	0%	0.60%	0.60%	0.60%	0%
Total Benefit		**631,854**	**404,476**	**227,378**	**21,475**	**11,618**	**331,816**	**195,001**	**42,852**	**13,538**	**1,254**	**2,009**	**0**	**0**	**4,018**	**5,212**	**3,061**	**0**
Average Benefit		1,881	1,963	1,749	1,952	1,660	1,940	1,741	2,255	1,692	1,254	2,009	0	0	2,009	2,606	1,531	0

Run Date: 10/19/2011

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

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

Year = FY 2011

TYPE OF SEPARATION		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VOLUNTARY	#	907	609	298	20	24	527	228	36	28	6	6	0	1	16	7	4	4
	%	100%	67.14%	32.86%	2.21%	2.65%	58.10%	25.14%	3.97%	3.09%	0.66%	0.66%	0%	0.11%	1.76%	0.77%	0.44%	0.44%
INVOLUNTARY	#	44	20	24	4	1	12	13	4	9	0	0	0	0	0	0	0	1
	%	100%	45.45%	54.55%	9.09%	2.27%	27.27%	29.55%	9.09%	20.45%	0%	0%	0%	0%	0%	0%	0%	2.27%
TOTAL SEPARATIONS	#	951	629	322	24	25	539	241	40	37	6	6	0	1	16	7	4	5
	%	100%	66.14%	33.86%	2.52%	2.63%	56.68%	25.34%	4.21%	3.89%	0.63%	0.63%	0%	0.11%	1.68%	0.74%	0.42%	0.53%
TOTAL WORKFORCE	#	11,283	7,398	3,885	369	201	6,189	3,071	504	390	93	77	1	2	182	87	60	56
	%	100%	65.57%	34.43%	3.27%	1.78%	54.85%	27.22%	4.47%	3.46%	0.82%	0.68%	0.01%	0.02%	1.61%	0.77%	0.53%	0.50%

Run Date: 10/19/2011

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

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

Year = FY 2011

EMPLOYMENT TENURE		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
TOTAL															
Prior Year	#	12,545	11,477	183	885	112	16	8	8	18	11	9	5	31	4
	%	100%	91.49%	1.46%	7.05%	0.89%	0.13%	0.06%	0.06%	0.14%	0.09%	0.07%	0.04%	0.25%	0.03%
Current Year	#	12,171	11,132	176	863	108	18	9	7	15	12	9	5	26	5
	%	100%	91.46%	1.45%	7.09%	0.89%	0.15%	0.07%	0.06%	0.12%	0.10%	0.07%	0.04%	0.21%	0.04%
EEOC Federal Goal	%					2.00%									
Difference	#	-374	-345	-7	-22	-4	2	1	-1	-3	1	0	0	-5	1
Ratio Change	%	0%	-0.02%	-0.01%	0.04%	-0.01%	0.02%	0.01%	-0.01%	-0.02%	0.01%	0%	0%	-0.03%	0.01%
Net Change	%	-2.98%	-3.01%	-3.83%	-2.49%	-3.57%	12.50%	12.50%	-12.50%	-16.67%	9.09%	0%	0%	-16.13%	25.00%
PERMANENT															
Prior FY	#	11,541	10,554	167	820	108	16	8	8	17	10	9	5	29	4
	%	100%	91.45%	1.45%	7.11%	0.94%	0.14%	0.07%	0.07%	0.15%	0.09%	0.08%	0.04%	0.25%	0.03%
Current FY	#	11,283	10,324	160	799	101	18	8	7	13	11	8	5	24	5
	%	100%	91.50%	1.42%	7.08%	0.90%	0.16%	0.07%	0.06%	0.12%	0.10%	0.07%	0.04%	0.21%	0.04%
Difference	#	-258	-230	-7	-21	-7	2	0	-1	-4	1	-1	0	-5	1
Ratio Change	%	0%	0.05%	-0.03%	-0.02%	-0.04%	0.02%	0%	-0.01%	-0.03%	0.01%	-0.01%	0%	-0.04%	0.01%
Net Change	%	-2.24%	-2.18%	-4.19%	-2.56%	-6.48%	12.50%	0%	-12.50%	-23.53%	10.00%	-11.11%	0%	-17.24%	25.00%
TEMPORARY															
Prior FY	#	1,004	923	16	65	4	0	0	0	1	1	0	0	2	0
	%	100%	91.93%	1.59%	6.47%	0.40%	0%	0%	0%	0.10%	0.10%	0%	0%	0.20%	0%
Current FY	#	888	808	16	64	7	0	1	0	2	1	1	0	2	0
	%	100%	90.99%	1.80%	7.21%	0.79%	0%	0.11%	0%	0.23%	0.11%	0.11%	0%	0.23%	0%
Difference	#	-116	-115	0	-1	3	0	1	0	1	0	1	0	0	0

EMPLOYMENT TENURE		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Ratio Change	%	0%	-0.94%	0.21%	0.73%	0.39%	0%	0.11%	0%	0.13%	0.01%	0.11%	0%	0.03%	0%
Net Change	%	-11.55%	-12.46%	0%	-1.54%	75.00%	0%	100%	0%	100%	0%	100%	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%	0%	0%	0%	0%	0%

Run Date: 10/19/2011

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 2011

ORGANIZATIONAL COMPONENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
TOTAL	#	11,283	10,324	160	799	101	18	8	7	13	11	8	5	24	5
	%	100%	91.50%	1.42%	7.08%	0.90%	0.16%	0.07%	0.06%	0.12%	0.10%	0.07%	0.04%	0.21%	0.04%
EEOC Federal Goal	%					2.00%									
AL STATE CONSERVATIONIST OFF	#	178	163	1	14	1	0	0	0	0	0	0	0	1	0
	%	100%	91.57%	0.56%	7.87%	0.56%	0%	0%	0%	0%	0%	0%	0%	0.56%	0%
AK STATE CONSVST OFFICE	#	65	60	1	4	1	0	0	0	1	0	0	0	0	0
	%	100%	92.31%	1.54%	6.15%	1.54%	0%	0%	0%	1.54%	0%	0%	0%	0%	0%
AZ STATE CONSERVATIONISTS OFF	#	143	126	2	15	1	1	0	0	0	0	0	0	0	0
	%	100%	88.11%	1.40%	10.49%	0.70%	0.70%	0%	0%	0%	0%	0%	0%	0%	0%
AR STATE CONSERVATIONISTS OFF	#	216	199	3	14	2	0	0	0	0	0	0	1	1	0
	%	100%	92.13%	1.39%	6.48%	0.93%	0%	0%	0%	0%	0%	0%	0.46%	0.46%	0%
CA STATE CONSERVATIONISTS OFF	#	372	345	7	20	1	0	0	0	0	0	0	0	1	0
	%	100%	92.74%	1.88%	5.38%	0.27%	0%	0%	0%	0%	0%	0%	0%	0.27%	0%
CO STATE CONSERVATIONISTS OFF	#	284	266	2	16	2	0	0	1	0	0	0	0	1	0
	%	100%	93.66%	0.70%	5.63%	0.70%	0%	0%	0.35%	0%	0%	0%	0%	0.35%	0%
CT STATE CONSERVATIONISTS OFFC	#	55	51	0	4	1	0	0	1	0	0	0	0	0	0
	%	100%	92.73%	0%	7.27%	1.82%	0%	0%	1.82%	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.	#	172	156	0	16	0	0	0	0	0	0	0	0	0	0
	%	100%	90.70%	0%	9.30%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GA STATE CONSERVATIONISTS OFFC	#	237	222	0	15	4	0	0	0	1	0	1	0	2	0
	%	100%	93.67%	0%	6.33%	1.69%	0%	0%	0%	0.42%	0%	0.42%	0%	0.84%	0%

ORGANIZATIONAL COMPONENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
PACIFIC ISLANDS STATE OFFICE	#	98	84	3	11	3	2	0	0	0	0	0	0	1	0
	%	100%	85.71%	3.06%	11.22%	3.06%	2.04%	0%	0%	0%	0%	0%	0%	1.02%	0%
IDAHO STATE CONSERVATIONIST OFFICE	#	174	163	2	9	2	0	0	0	2	0	0	0	0	0
	%	100%	93.68%	1.15%	5.17%	1.15%	0%	0%	0%	1.15%	0%	0%	0%	0%	0%
IL STATE CONSERVATIONISTS OFF	#	309	294	1	14	3	0	0	0	2	1	0	0	0	0
	%	100%	95.15%	0.32%	4.53%	0.97%	0%	0%	0%	0.65%	0.32%	0%	0%	0%	0%
IN STATE CONSERVATIONISTS OFF	#	226	215	0	11	1	0	0	0	0	0	0	0	1	0
	%	100%	95.13%	0%	4.87%	0.44%	0%	0%	0%	0%	0%	0%	0%	0.44%	0%
IA STATE CONSERVATIONISTS OFF	#	425	392	4	29	5	0	0	0	0	1	1	1	0	2
	%	100%	92.24%	0.94%	6.82%	1.18%	0%	0%	0%	0%	0.24%	0.24%	0.24%	0%	0.47%
KS STATE CONSERVATIONISTS OFF	#	347	318	6	23	5	0	0	1	1	0	1	0	1	0
	%	100%	91.64%	1.73%	6.63%	1.44%	0%	0%	0.29%	0.29%	0%	0.29%	0%	0.29%	0%
KY STATE CONSERVATIONISTS OFFI	#	214	205	2	7	2	1	0	0	0	0	0	0	1	0
	%	100%	95.79%	0.93%	3.27%	0.93%	0.47%	0%	0%	0%	0%	0%	0%	0.47%	0%
LA STATE CONSERVATIONIST OFF	#	221	205	1	15	1	0	0	0	0	0	0	0	0	1
	%	100%	92.76%	0.45%	6.79%	0.45%	0%	0%	0%	0%	0%	0%	0%	0%	0.45%
MAINE STATE CONSERVATIONISTS OFFICE	#	82	71	2	9	0	0	0	0	0	0	0	0	0	0
	%	100%	86.59%	2.44%	10.98%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MD STATE CONSERVATIONIST S OFF	#	93	86	2	5	0	0	0	0	0	0	0	0	0	0
	%	100%	92.47%	2.15%	5.38%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MA STATE CONSERVATIONISTS OFF	#	55	51	1	3	0	0	0	0	0	0	0	0	0	0
	%	100%	92.73%	1.82%	5.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MI STATE CONSERVATIONISTS OFF	#	198	183	2	13	0	0	0	0	0	0	0	0	0	0
	%	100%	92.42%	1.01%	6.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MN STATE CONSERVATIONISTS OFF	#	359	322	3	34	4	2	0	0	1	1	0	0	0	0
	%	100%	89.69%	0.84%	9.47%	1.11%	0.56%	0%	0%	0.28%	0.28%	0%	0%	0%	0%
MS STATE CONSVST OFFICE	#	268	242	2	24	0	0	0	0	0	0	0	0	0	0
	%	100%	90.30%	0.75%	8.96%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MO STATE CONSERVATIONISTS OFF	#	378	358	1	19	3	0	0	1	0	1	0	0	0	0

ORGANIZATIONAL COMPONENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	100%	94.71%	0.26%	5.03%	0.79%	0%	0%	0.26%	0%	0.26%	0%	0%	0%	0%
MT STATE CONSERVATIONIST OFF	#	294	275	6	13	0	0	0	0	0	0	0	0	0	0
	%	100%	93.54%	2.04%	4.42%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NEBRASKA STATE CONSERVATIONIST OFFICE	#	320	299	4	17	3	0	0	1	1	0	0	1	0	0
	%	100%	93.44%	1.25%	5.31%	0.94%	0%	0%	0.31%	0.31%	0%	0%	0.31%	0%	0%
NV STATE CONSVST OFFICE	#	72	66	0	6	1	0	0	0	0	0	1	0	0	0
	%	100%	91.67%	0%	8.33%	1.39%	0%	0%	0%	0%	0%	1.39%	0%	0%	0%
NH STATE CONSERVATIONISTS OFC	#	52	50	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	96.15%	0%	3.85%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NJ STATE CONSERVATIONISTS OFF	#	70	64	0	6	2	1	1	0	0	0	0	0	0	0
	%	100%	91.43%	0%	8.57%	2.86%	1.43%	1.43%	0%	0%	0%	0%	0%	0%	0%
NM STATE CONSERVATION SERVICE	#	179	160	7	12	1	1	0	0	0	0	0	0	0	0
	%	100%	89.39%	3.91%	6.70%	0.56%	0.56%	0%	0%	0%	0%	0%	0%	0%	0%
NY STATE CONSVST S OFFICE	#	170	158	0	12	1	0	0	0	1	0	0	0	0	0
	%	100%	92.94%	0%	7.06%	0.59%	0%	0%	0%	0.59%	0%	0%	0%	0%	0%
NC STATE CONSERVATIONISTS OFF	#	162	138	6	18	1	0	0	0	0	0	0	0	1	0
	%	100%	85.19%	3.70%	11.11%	0.62%	0%	0%	0%	0%	0%	0%	0%	0.62%	0%
ND STATE CONSERVATIONIST OFF	#	256	219	4	33	4	2	0	0	0	1	0	0	1	0
	%	100%	85.55%	1.56%	12.89%	1.56%	0.78%	0%	0%	0%	0.39%	0%	0%	0.39%	0%
OH STATE CONSERVATIONIST OFF	#	228	207	8	13	3	0	1	0	0	0	0	0	1	1
	%	100%	90.79%	3.51%	5.70%	1.32%	0%	0.44%	0%	0%	0%	0%	0%	0.44%	0.44%
OKLA STATE CONVST OFF-STILLWTR	#	315	272	5	38	4	0	0	0	0	1	2	0	1	0
	%	100%	86.35%	1.59%	12.06%	1.27%	0%	0%	0%	0%	0.32%	0.63%	0%	0.32%	0%
OR STATE CONSERVATIONISTS OFF	#	174	158	2	14	2	1	0	0	1	0	0	0	0	0
	%	100%	90.80%	1.15%	8.05%	1.15%	0.57%	0%	0%	0.57%	0%	0%	0%	0%	0%
PA STATE CONS OFF	#	184	173	2	9	1	0	0	0	0	0	0	0	1	0
	%	100%	94.02%	1.09%	4.89%	0.54%	0%	0%	0%	0%	0%	0%	0%	0.54%	0%
RI STATE CONSERVATIONIST OFFC	#	35	31	0	4	0	0	0	0	0	0	0	0	0	0
	%	100%	88.57%	0%	11.43%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

ORGANIZATIONAL COMPONENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
SC STATE CONSERVATIONISTS OFF	#	139	131	4	4	1	0	0	0	0	1	0	0	0	0
	%	100%	94.24%	2.88%	2.88%	0.72%	0%	0%	0%	0%	0.72%	0%	0%	0%	0%
SD STATE CONSERVATIONISTS OFF	#	252	230	1	21	3	0	0	0	0	0	0	0	3	0
	%	100%	91.27%	0.40%	8.33%	1.19%	0%	0%	0%	0%	0%	0%	0%	1.19%	0%
TENNESSEE	#	208	196	4	8	1	0	0	0	0	0	1	0	0	0
	%	100%	94.23%	1.92%	3.85%	0.48%	0%	0%	0%	0%	0%	0.48%	0%	0%	0%
TX STATE CONSERVATIONISTS OFF	#	783	723	9	51	4	0	2	0	1	0	0	1	0	0
	%	100%	92.34%	1.15%	6.51%	0.51%	0%	0.26%	0%	0.13%	0%	0%	0.13%	0%	0%
UT STATE CONSERVATIONISTS OFF	#	164	148	2	14	2	0	0	1	0	1	0	0	0	0
	%	100%	90.24%	1.22%	8.54%	1.22%	0%	0%	0.61%	0%	0.61%	0%	0%	0%	0%
VERMONT STATE CONSERVATIONISTS OFFICE-COLC	#	65	60	1	4	0	0	0	0	0	0	0	0	0	0
	%	100%	92.31%	1.54%	6.15%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
VA STATE CONSERVATIONIST OFF	#	173	163	3	7	3	0	0	0	0	2	1	0	0	0
	%	100%	94.22%	1.73%	4.05%	1.73%	0%	0%	0%	0%	1.16%	0.58%	0%	0%	0%
WA STATE CONSVST OFFICE	#	189	171	4	14	1	0	0	0	0	0	0	0	0	1
	%	100%	90.48%	2.12%	7.41%	0.53%	0%	0%	0%	0%	0%	0%	0%	0%	0.53%
WV STATE CONSERVATIONIST S OFF	#	137	125	3	9	3	0	0	0	0	1	0	0	2	0
	%	100%	91.24%	2.19%	6.57%	2.19%	0%	0%	0%	0%	0.73%	0%	0%	1.46%	0%
WI STATE CONSERVATIONISTS OFF	#	246	225	3	18	4	2	0	1	1	0	0	0	0	0
	%	100%	91.46%	1.22%	7.32%	1.63%	0.81%	0%	0.41%	0.41%	0%	0%	0%	0%	0%
WYOMING STATE CONSERVATIONISTS OFFICE-CASP	#	146	134	2	10	2	1	0	0	0	0	0	0	1	0
	%	100%	91.78%	1.37%	6.85%	1.37%	0.68%	0%	0%	0%	0%	0%	0%	0.68%	0%
PACIFIC BASIN DIRECTORS OFFICE	#	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%
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	#	46	32	7	7	0	0	0	0	0	0	0	0	0	0

ORGANIZATIONAL COMPONENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	100%	69.57%	15.22%	15.22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
OFFICE OF THE CHIEF	#	746	665	16	65	10	4	3	0	0	0	0	0	3	0
	%	100%	89.14%	2.14%	8.71%	1.34%	0.54%	0.40%	0%	0%	0%	0%	0%	0.40%	0%
NATIONAL WATER MANAGEMENT CENTER	#	12	11	0	1	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%
NATIONAL CARTOGRAPHY & GEOSPATIAL 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%
AGRICULTURAL WILDLIFE CONSERVATION CENTER	#	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%
NDCSM CENTER	#	35	32	0	3	1	0	0	0	0	0	0	1	0	0
	%	100%	91.43%	0%	8.57%	2.86%	0%	0%	0%	0%	0%	0%	2.86%	0%	0%
NATIONAL SOIL SURVEY CENTER	#	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%
WEST REMOTE SENSING LAB	#	23	20	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	86.96%	0%	13.04%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
EAST NATIONAL TECHNOLOGY SUPPORT CENTER	#	28	23	1	4	1	0	1	0	0	0	0	0	0	0
	%	100%	82.14%	3.57%	14.29%	3.57%	0%	3.57%	0%	0%	0%	0%	0%	0%	0%
WEST NATIONAL TECHNOLOGY SUPPORT CENTER	#	37	31	2	4	0	0	0	0	0	0	0	0	0	0
	%	100%	83.78%	5.41%	10.81%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CENTRAL NATIONAL TECHNOLOGY SUPPORT CENTER	#	30	30	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%

Run Date: 10/19/2011

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

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

Year = FY 2011

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
1. Officials and Managers															
- Executive/Senior Level	#	129	120	3	6	1	0	0	0	0	0	0	0	1	0
(Grades 15 and Above)	%	100%	93.02%	2.33%	4.65%	0.78%	0%	0%	0%	0%	0%	0%	0%	0.78%	0%
- Mid-Level	#	443	402	3	38	1	0	0	0	0	0	0	0	1	0
(Grades 13-14)	%	100%	90.74%	0.68%	8.58%	0.23%	0%	0%	0%	0%	0%	0%	0%	0.23%	0%
- First Level	#	52	46	2	4	1	1	0	0	0	0	0	0	0	0
(Grades 12 and Below)	%	100%	88.46%	3.85%	7.69%	1.92%	1.92%	0%	0%	0%	0%	0%	0%	0%	0%
- Other Officials and Managers	#	573	512	9	52	8	4	1	1	1	0	0	0	1	0
	%	100%	89.35%	1.57%	9.08%	1.40%	0.70%	0.17%	0.17%	0.17%	0%	0%	0%	0.17%	0%
Officials and Managers	#	1,197	1,080	17	100	11	5	1	1	1	0	0	0	3	0
Total	%	100%	90.23%	1.42%	8.35%	0.92%	0.42%	0.08%	0.08%	0.08%	0%	0%	0%	0.25%	0%
2. Professionals	#	7,433	6,876	89	468	59	4	5	6	7	5	6	0	20	4
	%	100%	92.51%	1.20%	6.30%	0.79%	0.05%	0.07%	0.08%	0.09%	0.07%	0.08%	0%	0.27%	0.05%
3. Technicians	#	1,958	1,782	40	136	16	3	1	0	3	4	2	2	0	1
	%	100%	91.01%	2.04%	6.95%	0.82%	0.15%	0.05%	0%	0.15%	0.20%	0.10%	0.10%	0%	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	#	687	578	14	95	15	6	1	0	2	0	2	3	1	0
Workers	%	100%	84.13%	2.04%	13.83%	2.18%	0.87%	0.15%	0%	0.29%	0%	0.29%	0.44%	0.15%	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%

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
8. Laborers and Helpers	#	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%
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%

Run Date: 10/19/2011

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

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

Year = FY 2011

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
1. Officials and Managers															
- Executive/Senior Level	#	129	120	3	6	1	0	0	0	0	0	0	0	1	0
(Grades 15 and Above)	%	1.14%	1.16%	1.88%	0.75%	0.99%	0%	0%	0%	0%	0%	0%	0%	4.17%	0%
- Mid-Level	#	443	402	3	38	1	0	0	0	0	0	0	0	1	0
(Grades 13-14)	%	3.93%	3.89%	1.88%	4.76%	0.99%	0%	0%	0%	0%	0%	0%	0%	4.17%	0%
- First Level	#	52	46	2	4	1	1	0	0	0	0	0	0	0	0
(Grades 12 and Below)	%	0.46%	0.45%	1.25%	0.50%	0.99%	5.56%	0%	0%	0%	0%	0%	0%	0%	0%
- Other Officials and Managers	#	573	512	9	52	8	4	1	1	1	0	0	0	1	0
	%	5.08%	4.96%	5.63%	6.51%	7.92%	22.22%	12.50%	14.29%	7.69%	0%	0%	0%	4.17%	0%
Officials and Managers	#	1,197	1,080	17	100	11	5	1	1	1	0	0	0	3	0
Total	%	10.61%	10.46%	10.63%	12.52%	10.89%	27.78%	12.50%	14.29%	7.69%	0%	0%	0%	12.50%	0%
2. Professionals	#	7,433	6,876	89	468	59	4	5	6	7	5	6	0	20	4
	%	65.88%	66.60%	55.63%	58.57%	58.42%	22.22%	62.50%	85.71%	53.85%	45.45%	75.00%	0%	83.33%	80.00%
3. Technicians	#	1,958	1,782	40	136	16	3	1	0	3	4	2	2	0	1
	%	17.35%	17.26%	25.00%	17.02%	15.84%	16.67%	12.50%	0%	23.08%	36.36%	25.00%	40.00%	0%	20.00%
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	#	687	578	14	95	15	6	1	0	2	2	0	3	1	0
Workers	%	6.09%	5.60%	8.75%	11.89%	14.85%	33.33%	12.50%	0%	15.38%	18.18%	0%	60.00%	4.17%	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%

OCCUPATIONAL CATEGORIES		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
8. Laborers and Helpers	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.05%	0.06%	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
	%	0.05%	0.06%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	11,283	10,324	160	799	101	18	8	7	13	11	8	5	24	5
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Run Date: 10/19/2011

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

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

Year = FY 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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	#	3	2	0	1	1	0	0	0	0	0	0	1	0	0
	%	100%	66.67%	0%	33.33%	33.33%	0%	0%	0%	0%	0%	0%	33.33%	0%	0%
GS-03	#	53	44	1	8	3	0	0	0	1	0	0	2	0	0
	%	100%	83.02%	1.89%	15.09%	5.66%	0%	0%	0%	1.89%	0%	0%	3.77%	0%	0%
GS-04	#	232	210	3	19	2	0	0	0	0	2	0	0	0	0
	%	100%	90.52%	1.29%	8.19%	0.86%	0%	0%	0%	0%	0.86%	0%	0%	0%	0%
GS-05	#	317	270	9	38	9	5	0	0	0	1	1	2	0	0
	%	100%	85.17%	2.84%	11.99%	2.84%	1.58%	0%	0%	0%	0.32%	0.32%	0.63%	0%	0%
GS-06	#	369	323	8	38	2	0	0	0	0	2	0	0	0	0
	%	100%	87.53%	2.17%	10.30%	0.54%	0%	0%	0%	0%	0.54%	0%	0%	0%	0%
GS-07	#	1,612	1,457	32	123	14	4	2	0	3	2	0	0	2	1
	%	100%	90.38%	1.99%	7.63%	0.87%	0.25%	0.12%	0%	0.19%	0.12%	0%	0%	0.12%	0.06%
GS-08	#	463	412	6	45	3	1	0	0	1	0	1	0	0	0
	%	100%	88.98%	1.30%	9.72%	0.65%	0.22%	0%	0%	0.22%	0%	0.22%	0%	0%	0%
GS-09	#	1,641	1,514	14	113	22	4	0	3	5	2	0	0	7	0
	%	100%	92.26%	0.85%	6.89%	1.34%	0.24%	0%	0.18%	0.30%	0.12%	0%	0%	0.43%	0%
GS-10	#	38	35	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	92.11%	0%	7.89%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	2,405	2,216	32	157	24	3	3	3	1	2	3	0	7	2
	%	100%	92.14%	1.33%	6.53%	1.00%	0.12%	0.12%	0.12%	0.04%	0.08%	0.12%	0%	0.29%	0.08%
GS-12	#	3,026	2,807	40	179	16	1	1	1	2	0	3	0	5	2

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	100%	92.76%	1.32%	5.92%	0.53%	0.03%	0.03%	0.03%	0.07%	0%	0.10%	0%	0.17%	0.07%
GS-13	#	625	578	5	42	1	0	0	0	0	0	0	0	1	0
	%	100%	92.48%	0.80%	6.72%	0.16%	0%	0%	0%	0%	0%	0%	0%	0.16%	0%
GS-14	#	319	289	5	25	3	0	2	0	0	0	0	0	1	0
	%	100%	90.60%	1.57%	7.84%	0.94%	0%	0.63%	0%	0%	0%	0%	0%	0.31%	0%
GS-15	#	151	138	5	8	1	0	0	0	0	0	0	0	1	0
	%	100%	91.39%	3.31%	5.30%	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	#	22	22	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	#	11,276	10,317	160	799	101	18	8	7	13	11	8	5	24	5
	%	100%	91.50%	1.42%	7.09%	0.90%	0.16%	0.07%	0.06%	0.12%	0.10%	0.07%	0.04%	0.21%	0.04%

Run Date: 10/19/2011

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

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

Year = FY 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
GS-01	#	47	47	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-02	#	62	59	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	95.16%	0%	4.84%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	172	155	4	13	2	0	0	0	1	1	0	0	0	0
	%	100%	90.12%	2.33%	7.56%	1.16%	0%	0%	0%	0.58%	0.58%	0%	0%	0%	0%
GS-04	#	218	194	7	17	0	0	0	0	0	0	0	0	0	0
	%	100%	88.99%	3.21%	7.80%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	113	105	1	7	0	0	0	0	0	0	0	0	0	0
	%	100%	92.92%	0.88%	6.19%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-06	#	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%
GS-07	#	20	19	0	1	1	0	0	0	1	0	0	0	0	0
	%	100%	95.00%	0%	5.00%	5.00%	0%	0%	0%	5.00%	0%	0%	0%	0%	0%
GS-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%
GS-09	#	14	12	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	7.14%	7.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	9	6	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	#	4	3	0	1	1	0	1	0	0	0	0	0	0	0

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	100%	75.00%	0%	25.00%	25.00%	0%	25.00%	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	#	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%
GS-15	#	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%
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	#	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%
TOTAL	#	681	621	13	47	4	0	1	0	2	1	0	0	0	0
	%	100%	91.19%	1.91%	6.90%	0.59%	0%	0.15%	0%	0.29%	0.15%	0%	0%	0%	0%

Run Date: 10/19/2011

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

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

Year = FY 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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	#	3	2	0	1	1	0	0	0	0	0	0	1	0	0
	%	0.03%	0.02%	0%	0.13%	0.99%	0%	0%	0%	0%	0%	0%	20.00%	0%	0%
GS-03	#	53	44	1	8	3	0	0	0	1	0	0	2	0	0
	%	0.47%	0.43%	0.63%	1.00%	2.97%	0%	0%	0%	7.69%	0%	0%	40.00%	0%	0%
GS-04	#	232	210	3	19	2	0	0	0	0	2	0	0	0	0
	%	2.06%	2.04%	1.88%	2.38%	1.98%	0%	0%	0%	0%	18.18%	0%	0%	0%	0%
GS-05	#	317	270	9	38	9	5	0	0	0	1	1	2	0	0
	%	2.81%	2.62%	5.63%	4.76%	8.91%	27.78%	0%	0%	0%	9.09%	12.50%	40.00%	0%	0%
GS-06	#	369	323	8	38	2	0	0	0	0	2	0	0	0	0
	%	3.27%	3.13%	5.00%	4.76%	1.98%	0%	0%	0%	0%	18.18%	0%	0%	0%	0%
GS-07	#	1,612	1,457	32	123	14	4	2	0	3	2	0	0	2	1
	%	14.30%	14.12%	20.00%	15.39%	13.86%	22.22%	25.00%	0%	23.08%	18.18%	0%	0%	8.33%	20.00%
GS-08	#	463	412	6	45	3	1	0	0	1	0	1	0	0	0
	%	4.11%	3.99%	3.75%	5.63%	2.97%	5.56%	0%	0%	7.69%	0%	12.50%	0%	0%	0%
GS-09	#	1,641	1,514	14	113	22	4	0	3	5	2	0	0	7	0
	%	14.55%	14.67%	8.75%	14.14%	21.78%	22.22%	0%	42.86%	38.46%	18.18%	0%	0%	29.17%	0%
GS-10	#	38	35	0	3	0	0	0	0	0	0	0	0	0	0
	%	0.34%	0.34%	0%	0.38%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	2,405	2,216	32	157	24	3	3	3	1	2	3	0	7	2
	%	21.33%	21.48%	20.00%	19.65%	23.76%	16.67%	37.50%	42.86%	7.69%	18.18%	37.50%	0%	29.17%	40.00%
GS-12	#	3,026	2,807	40	179	16	1	1	1	2	0	3	0	5	2

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	26.84%	27.21%	25.00%	22.40%	15.84%	5.56%	12.50%	14.29%	15.38%	0%	37.50%	0%	20.83%	40.00%
GS-13	#	625	578	5	42	1	0	0	0	0	0	0	0	1	0
	%	5.54%	5.60%	3.13%	5.26%	0.99%	0%	0%	0%	0%	0%	0%	0%	4.17%	0%
GS-14	#	319	289	5	25	3	0	2	0	0	0	0	0	1	0
	%	2.83%	2.80%	3.13%	3.13%	2.97%	0%	25.00%	0%	0%	0%	0%	0%	4.17%	0%
GS-15	#	151	138	5	8	1	0	0	0	0	0	0	0	1	0
	%	1.34%	1.34%	3.13%	1.00%	0.99%	0%	0%	0%	0%	0%	0%	0%	4.17%	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	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.20%	0.21%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	11,276	10,317	160	799	101	18	8	7	13	11	8	5	24	5
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Run Date: 10/19/2011

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

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

Year = FY 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
GS-01	#	47	47	0	0	0	0	0	0	0	0	0	0	0	0
	%	6.90%	7.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	62	59	0	3	0	0	0	0	0	0	0	0	0	0
	%	9.10%	9.50%	0%	6.38%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	172	155	4	13	2	0	0	0	1	1	0	0	0	0
	%	25.26%	24.96%	30.77%	27.66%	50.00%	0%	0%	0%	50.00%	100%	0%	0%	0%	0%
GS-04	#	218	194	7	17	0	0	0	0	0	0	0	0	0	0
	%	32.01%	31.24%	53.85%	36.17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	113	105	1	7	0	0	0	0	0	0	0	0	0	0
	%	16.59%	16.91%	7.69%	14.89%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-06	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.91%	2.09%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	20	19	0	1	1	0	0	0	1	0	0	0	0	0
	%	2.94%	3.06%	0%	2.13%	25.00%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%
GS-08	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.32%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	14	12	1	1	0	0	0	0	0	0	0	0	0	0
	%	2.06%	1.93%	7.69%	2.13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	9	6	0	3	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	#	4	3	0	1	1	0	1	0	0	0	0	0	0	0

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	0.59%	0.48%	0%	2.13%	25.00%	0%	100%	0%	0%	0%	0%	0%	0%	0%
GS-13	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.32%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-14	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.16%	0%	2.13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-15	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.29%	0.32%	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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.15%	0.16%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	681	621	13	47	4	0	1	0	2	1	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

Run Date: 10/19/2011

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

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

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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	#	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 - 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

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	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%

Run Date: 10/19/2011

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

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

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	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%

Run Date: 10/19/2011

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

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

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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
	%	28.57%	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
	%	14.29%	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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	14.29%	14.29%	0%	0%	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
	%	28.57%	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
	%	14.29%	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
	%	14.29%	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

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	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%
	#	7	7	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

Run Date: 10/19/2011

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

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

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
	%	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

Run Date: 10/19/2011

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 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

SERIES/JOB TITLE		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
0401 - GENERAL BIOLOGICAL SCIENCE	#	722	662	13	47	3	0	0	0	1	0	1	0	0	1
	%	100%	91.69%	1.80%	6.51%	0.42%	0%	0%	0%	0.14%	0%	0.14%	0%	0%	0.14%
0457 - SOIL CONSERVATION	#	4,209	3,899	36	274	32	1	1	6	2	2	4	0	13	1
	%	100%	92.63%	0.86%	6.51%	0.76%	0.02%	0.02%	0.14%	0.05%	0.05%	0.10%	0%	0.31%	0.02%
0458 - SOIL CONSERVATION TECHNICIAN	#	1,346	1,235	25	86	7	2	1	0	1	1	0	1	0	1
	%	100%	91.75%	1.86%	6.39%	0.52%	0.15%	0.07%	0%	0.07%	0.07%	0%	0.07%	0%	0.07%
0470 - SOIL SCIENCE	#	752	703	14	35	7	1	1	0	2	0	0	0	1	2
	%	100%	93.48%	1.86%	4.65%	0.93%	0.13%	0.13%	0%	0.27%	0%	0%	0%	0.13%	0.27%
0810 - CIVIL ENGINEERING	#	533	497	13	23	3	1	0	0	0	1	0	0	1	0
	%	100%	93.25%	2.44%	4.32%	0.56%	0.19%	0%	0%	0%	0.19%	0%	0%	0.19%	0%

Run Date: 10/19/2011

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] (Temp)

Year = FY 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

SERIES/JOB TITLE		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
0401 - GENERAL BIOLOGICAL SCIENCE	#	9	7	0	2	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%
0457 - SOIL CONSERVATION	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	88.89%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0458 - SOIL CONSERVATION TECHNICIAN	#	404	370	6	28	1	0	0	0	0	1	0	0	0	0
	%	100%	91.58%	1.49%	6.93%	0.25%	0%	0%	0%	0%	0.25%	0%	0%	0%	0%
0470 - SOIL SCIENCE	#	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%
0810 - CIVIL ENGINEERING	#	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%

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

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

Year = FY 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Schedule A															
Applications	#														
	%														
Hires	#														
	%														
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#														
	%														
Hires	#														
	%														

Run Date: 10/19/2011

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

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

Year = FY 2011 and Occ Ser = 0401- GEN BIOLCL SCI or 0457- SOIL CONSERVATION or 0458- SOIL CONSV TECHNCN or 0470- SOIL SCIENCE or 0810- CIVIL ENGINEERING

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Schedule A															
Applications	#														
	%														
Hires	#														
	%														
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#														
	%														
Hires	#														
	%														

Run Date: 10/19/2011

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

Year = FY 2011

TYPE OF APPOINTMENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
PERMANENT	#	567	507	15	45	6	2	0	0	0	1	1	0	1	1
	%	100%	89.42%	2.65%	7.94%	1.06%	0.35%	0%	0%	0%	0.18%	0.18%	0%	0.18%	0.18%
TEMPORARY	#	503	466	7	30	4	0	1	0	1	0	1	0	1	0
	%	100%	92.64%	1.39%	5.96%	0.80%	0%	0.20%	0%	0.20%	0%	0.20%	0%	0.20%	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 CURRENT YEAR	#	1,070	973	22	75	10	2	1	0	1	1	2	0	2	1
	%	100%	90.93%	2.06%	7.01%	0.93%	0.19%	0.09%	0%	0.09%	0.09%	0.19%	0%	0.19%	0.09%
TOTAL PRIOR YEAR	#	1775	1624	43	108	4	0	0	0	0	0	0	0	4	0
	%	100%	91.49%	2.42%	6.08%	0.23%	0%	0%	0%	0%	0%	0%	0%	0.23%	0%

Run Date: 10/19/2011

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

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

Year = FY 2011

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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	%															

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
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.

Run Date: 10/19/2011

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

Year = FY 2011

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	941	844	20	77	10	2	0	0	1	1	0	1	4	0
	%	100%	89.69%	2.13%	8.18%	1.06%	0.21%	0%	0%	0.11%	0.11%	0%	0.11%	0.43%	0%
1 - 12 months	#	188	169	6	13	0	0	0	0	0	0	0	0	0	0
	%	100%	89.89%	3.19%	6.91%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
13 - 24 months	#	34	26	1	7	2	0	0	0	0	0	0	0	1	0
	%	100%	76.47%	2.94%	20.59%	5.88%	0%	0%	0%	0%	0%	0%	0%	2.94%	0%
25+ months	#	224	201	2	21	6	1	0	0	1	1	0	1	2	0
	%	100%	89.73%	0.89%	9.38%	2.68%	0.45%	0%	0%	0.45%	0.45%	0%	0.45%	0.89%	0%

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

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

Year = FY 2011

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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	#														
	%														
	#														

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine	
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 2011

		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[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 2011

RECOGNITION OR AWARD		TOTAL	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
TIME-OFF AWARDS - 1-9 HOURS															
Total Time-Off Awards Given	#	256	226	14	16	0	0	0	0	0	0	0	0	0	0
	%	100%	88.28%	5.47%	6.25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Hours		1,654	1,449	100	105	0	0	0	0	0	0	0	0	0	0
Average Hours		6	6	7	7	0	0	0	0	0	0	0	0	0	0
TIME-OFF AWARDS - 9+ HOURS															
Total Time-Off Awards Given	#	205	173	8	24	2	0	0	0	2	0	0	0	0	0
	%	100%	84.39%	3.90%	11.71%	0.98%	0%	0%	0%	0.98%	0%	0%	0%	0%	0%
Total Hours		4,107	3,435	176	496	38	0	0	0	38	0	0	0	0	0
Average Hours		20	20	22	21	19	0	0	0	19	0	0	0	0	0
CASH AWARDS - $100 - $500															
Total Cash Awards Given	#	2,086	1,893	32	161	15	3	2	3	1	0	0	0	5	1
	%	100%	90.75%	1.53%	7.72%	0.72%	0.14%	0.10%	0.14%	0.05%	0%	0%	0%	0.24%	0.05%
Total Amount		726,045	662,771	10,636	52,638	4,865	906	148	913	500	0	0	0	2,016	382
Average Amount		348	350	332	327	324	302	74	304	500	0	0	0	403	382
CASH AWARDS - $500+															
Total Cash Awards Given	#	6,475	5,935	95	445	49	7	5	2	8	5	5	1	15	1
	%	100%	91.66%	1.47%	6.87%	0.76%	0.11%	0.08%	0.03%	0.12%	0.08%	0.08%	0.02%	0.23%	0.02%
Total Amount		8,827,023	8,066,442	120,508	640,073	63,401	7,432	9,522	3,400	7,976	4,079	7,994	750	20,551	1,697
Average Amount		1,363	1,359	1,269	1,438	1,294	1,062	1,904	1,700	997	816	1,599	750	1,370	1,697
QUALITY STEP INCREASES (QSI)															
Total QSI's	#	336	311	8	17	3	0	0	0	0	1	0	0	2	0
	%	100%	92.56%	2.38%	5.06%	0.89%	0%	0%	0%	0%	0.30%	0%	0%	0.60%	0%

RECOGNITION OR AWARD	TOTAL	Total by Disability Status				Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
Total Benefit	**631,854**	**586,552**	**14,754**	**30,548**	**4,527**	**0**	**0**	**0**	**0**	**1,385**	**0**	**0**	**3,142**	**0**
Average Benefit	1,881	1,886	1,844	1,797	1,509	0	0	0	0	1,385	0	0	1,571	0

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

Year = FY 2011

TYPE OF SEPARATION		TOTAL	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
VOLUNTARY	#	907	791	20	96	12	0	0	1	4	0	2	0	5	0
	%	100%	87.21%	2.21%	10.58%	1.32%	0%	0%	0.11%	0.44%	0%	0.22%	0%	0.55%	0%
INVOLUNTARY	#	44	37	3	4	1	0	0	0	0	0	0	0	1	0
	%	100%	84.09%	6.82%	9.09%	2.27%	0%	0%	0%	0%	0%	0%	0%	2.27%	0%
TOTAL SEPARATIONS	#	951	828	23	100	13	0	0	1	4	0	2	0	6	0
	%	100%	87.07%	2.42%	10.52%	1.37%	0%	0%	0.11%	0.42%	0%	0.21%	0%	0.63%	0%
TOTAL WORKFORCE	#	11,283	10,324	160	799	101	18	8	7	13	11	8	5	24	5
	%	100%	91.50%	1.42%	7.08%	0.90%	0.16%	0.07%	0.06%	0.12%	0.10%	0.07%	0.04%	0.21%	0.04%