

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Department of Agriculture/USDA Animal and Plant Health Inspection Service			For period covering October 1, 2014 to September 30, 2015		
PART A Department or Agency Identifying Information	1. Agency		United States Department of Agriculture		
	1.a. 2nd level reporting component		Animal and Plant Health Inspection Service		
	1.b. 3rd level reporting component				
	1.c. 4th level reporting component				
	2. Address		4700 River Road		
	3. City, State, Zip Code		Riverdale	Maryland	20737
	4. Agency Code	5. FIPS code(s)	AG 34 24	11001	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				5642
	2. Enter total number of temporary employees				2765
	3. Enter total number employees paid from non-appropriated funds				0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				8407

EEOC FORM
715-01
PART A - D

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

Department of Agriculture/USDA Animal and
Plant Health Inspection Service

For period covering October 1, 2014 to September 30, 2015

PART C
Agency
Official(s)
Responsible
For Oversight
of EEO
Program(s)

1. Agency Head

Secretary of Agriculture Thomas Vilsack

2. Agency Head Designee

Administrator Kevin Shea

3. EEO Director

Director, OCRDI Kenneth Johnson

4. Affirmative Employment Manager

Deputy Director, OCRDI La Shon Cole

5. Complaint Processing Manager

Branch Chief, Complaints Cynthia Dickens

6. Other EEO Staff

Branch Chief, Compliance Steve Shelor

7. MD-715 Preparer

Diversity and Inclusion Sp Renata Penn

8. Diversity and Inclusion Officer

Deputy Director Michon Oubichon

9. Disability Special Emphasis
Program Manager

Diversity and Inclusion Sp Patrick Johnson

10. Hispanic Special Emphasis
Program Manager

Diversity and Inclusion Specialist Renata Penn

11. Women's Special Emphasis
Program Manager

12. Anti-Harassment Program
Manager

13. Reasonable Accommodation
Program Manager

Department of Agriculture/USDA Animal and
Plant Health Inspection Service

For period covering October 1, 2014 to September 30, 2015

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Office of the Deputy Administrator, Animal		
	Office of the Deputy Administrator, Animal		
	Office of the Deputy Administrator, Wildlife		
	Office of the Deputy Administrator, Wildlife		
	Office of the Administrator,		
	Office of the Deputy Administrator, Policy		
	Office of the Deputy Administrator, Policy		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator, Animal		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator, Wildlife		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator, Wildlife		
	Office of the Deputy Administrator, Wildlife		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator, Plant		
	Office of the Deputy Administrator, Animal		
	Office of the Deputy Administrator, Wildlife		
	Office of the Deputy Administrator, Wildlife		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator, Plant		
	Office of the Deputy Administrator, Plant		
	Office of the Deputy Administrator, Plant		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		

Department of Agriculture/USDA Animal and Plant Health Inspection Service	For period covering October 1, 2014 to September 30, 2015		
	Office of the Deputy Administrator,		
	Office of the Deputy Administrator,		

EXECUTIVE SUMMARY

Organization

The Animal and Plant Health Inspection Service (APHIS) is an integral part of the U.S. Department of Agriculture's overall mission to provide leadership on food, agriculture, natural resources, and related issues based on sound public policy, the best available science, and efficient management. Since the 1970's APHIS has been a vital force in American agriculture. Over the years, the Agency has modernized to be more proactive, flexible, and responsive to the needs of our stakeholders including our employees. Although APHIS has changed over the years, the core mission remains the same: "to safeguard the health and value of America's agriculture and natural resources".

APHIS is a dynamic and diverse organization whose employees work in a wide variety of positions, grades, and pay plans however 50 percent of the positions are in the General Biological Science, Veterinary Medical Science; or Wildlife, Animal, Plant Protection Technicians job series. APHIS has nine program/mission areas: Animal Care; Biotechnology and Regulatory Services; International Services; Plant Protection & Quarantine; Veterinary Services; Wildlife Services; Legislative and Public Affairs; MRP Business Services; and Policy and Program Development.

The APHIS Administrator continues to be a champion for civil rights, diversity and inclusion and cultural and organization transformation. He has established his commitment in Goal Seven of APHIS Strategic Plan to "Create an APHIS for the 21st Century that is high performing, efficient, adaptable, and embraces Civil Rights. The APHIS Administrator supports Civil Rights and Diversity and Inclusion initiatives not only in the Agency's Strategic Plan, he allocates resources to the Office of Civil Rights, Diversity and Inclusion (OCRDI) to ensure the vision is achieved.

The Director, OCRDI is the principal Equal Employment Opportunity Official responsible for managing and administering APHIS' Civil Rights, Diversity and Inclusion Program. OCRDI's overall mission is to promote a non-discriminatory environment and equal access to APHIS employment and programs. OCRDI accomplishes its mission by managing APHIS' formal and informal complaints program; conducting outreach to minority organizations and institutions; supporting the development implementation of Agency-wide Cultural Transformation efforts, Diversity and Inclusion Programs, Special Emphasis Programs; and providing national policy and leadership on Tribal Consultation. OCRDI has three branches--Counseling and Resolution (CR), Compliance and Evaluation (CE), and the Office of Diversity and Inclusion (ODI). Twenty-Five employees are assigned to the OCRDI Director with five of the staff on the Management Team (MT).

The Director, OCRDI reports directly to the APHIS Administrator and is a member of the APHIS

Management Team (AMT). The AMT is the Agency's senior management group that is led by the Administrator and Associate Administrators. As a unifying leadership body, the AMT develops APHIS's strategic plans and annual goals and priorities. AMT members include the deputy administrators for each APHIS program; the Agency's chief information officer; the director of APHIS Human Resources; the director the Office of Civil Rights, Diversity, and Inclusion; and, field representatives from the larger operational programs—Animal Care (AC), Plant Protection and Quarantine (PPQ), International Services (IS), Veterinary Services (VS), and Wildlife Services (WS).

APHIS Civil Rights and Diversity Advisory Committees

The APHIS Civil Rights and Diversity Advisory Committees (CRDACs) serves as an advisory board to management to address the unique concerns of underserved and underrepresented groups regarding employment and the access to APHIS and USDA programs.

The mission of the CRDAC is accomplished through barrier analysis, special emphasis programs, and Special Emphasis Program Managers (SEPM)'s relationship with the affinity groups they represent and the CRDAC infrastructure.

Each of the four APHIS program units with field components are required to have CRDACs based on their organizational structure to include a program unit National CRDAC. All APHIS program unit have two representative on the APHIS National CRDAC. One of the APHIS program unit representatives must be a member of the program's field CRDAC. Each CRDAC is required to have a management representative that has direct access to the local manager/decision maker.

During 2015, the Committee finalized the Special Emphasis/Civil Rights Guidance Document, revised the SEP MOU's, and created a new performance standard for all APHIS CRDAC members.

Administrator's Civil Rights Diversity and Inclusion Training

In FY 2015, OCRDI provided the Administrator's Annual Civil Rights, Diversity and Inclusion Training for APHIS leaders, managers, and supervisors. The focus areas were "LGBT in the Federal Workplace," and "Unconscious Bias: Level II Everyday Bias." This year's training was facilitated at the five APHIS Hub locations, and Miami, and provided supervisors and managers with vital tools that are needed in our everyday efforts to accomplish prescribed missions. The training received rave reviews, and most managers in attendance believed the subject matters to be "critical" to every successful leader, and organization. More than 230 managers and supervisors attended the sessions.

Administrator's Civil Rights Awards

The Administrator's Civil Rights Award is among the Agency's most prestigious awards, given in honor of employees who've made outstanding contributions to APHIS' Civil Rights program. For the thirteenth year, the APHIS Administrator continued to award individuals who

stand out due to their exceptional leadership and contributions.

The award is a demonstration of the value in which management places upon employees, supervisors, and managers, who actively and effectively contribute to the civil rights program; gives due and proper honor and distinction to those who excel in providing equal opportunity to others seeking employment, or employees currently in the Federal service; and effectively gives impetus to the civil rights program, by publicizing the superior accomplishments of the award recipients, and recognizing the positive impact those accomplishments have had on other individuals.

Outreach and Partnerships

APHIS continues to maintain proactive partnering with numerous diverse organizations to expand service delivery and outreach to underrepresented and underserved groups. In FY 2015 APHIS provided \$2.9 million in funding to professional organizations, universities, internships, scholarships, conference support and research and development.

Ag-Discovery Program

\$818,439

Thurgood Marshall College Fund Internship Program

\$450,000

Florida A&M University Veterinary Technology Program

\$400,000

USDA/1890 National Scholars

\$200,000

Navajo Technical College Vet Tech Program

\$125,000

The Safeguarding Natural Heritage Program

\$120,000

Federation of Southern Cooperatives/Land Assistance Fund

\$105,000

Rural Coalition

\$90,000

National Association of Colleges and Universities (HACU) Internship Program

\$78,316

National Hmong American Farmers (NHAF), Inc.

\$75,000

Fort Valley State University

\$68,200

Washington Internships for Native Students (WINS)

\$65,400

Native American Intern Program

\$60,000

Florida A&M University Outreach

\$50,000
 University of Arkansas at Pine Bluff Outreach
 \$50,000
 National Latino Farmers and Ranchers Trade Association (NLFRTA)
 \$45,000
 Conference on Asian Pacific American Leadership (CAPAL)
 \$22,000
 Professional Agricultural Workers Conference (PAWC)
 \$20,000
 Council for Native American Farming and Ranching
 \$17,500
 Public Service Leadership Scholars (PSLS)
 \$10,000
 Society for Advancement of Hispanics/Chicanos and Native Americans in Science (
 \$10,000
 Federal Asian Pacific American Council (FAPAC)
 \$10,000
 National Women in Agriculture Association (NWIAA)
 \$10,000
 Martin Luther King Essay Contest
 \$5,000
 The Patriots Technology Training Center (PTTC)
 \$5,000
 Common Good City Farm
 \$5,000
 Native American Wildlife Society Conference Sponsorship
 \$5,000
 National Goat Conference
 \$5,000
 National Association for Equal Opportunity in Higher Education (NAFEO) Presidential Peer Seminar and Leadership Development Institute
 \$5,000
 25th Annual National Black Farmers Association
 \$1,500
 Navajo Nation's Shiprock Ag Day Sponsorship
 \$600

TOTAL
 \$2,931,955

Model EEO Program Essential Elements

As required by the MD-715 annual Status Report, the Self-Assessment Checklist, Part G was completed and is attached. The Agency conducted the required review and all agency documents are in place. In FY 2015, data systems to capture applicant flow information have been finalized and incorporated into the job application process via e-recruitment data system (See Table A7, A9, A11 and B7, B9 and B11 Workforce Tables).

APHIS' FY 2015 commitment and progress are examined through the six essential elements prescribed by the Equal Employment Opportunity Commission. Supporting actions and accomplishments for each area are described below.

On September 29, 2015, the EEOC provided feedback on Request for Information (RFI) results based on data collected and information received from the Agency. The EEOC provided feedback and required review and action be taken on the following: "Schedule A Conversions", "Reasonable Accommodation Program", "Anti-Harassment Program", and Barriers to Executive Level Positions". Anti-Harassment Program procedures will be reviewed and updated in Part H, and barriers for Senior Executive Service females will be added to Part I for barrier analysis and action in FY2016.

The report also includes an update on employee underrepresentation in Part I and underrepresentation of employees with Targeted Disabilities, also in Part I, all of the required workforce tables, and a workforce profile summary.

Element A. Demonstrated Commitment From Agency Leadership:

The APHIS Administrator issued the Civil Rights Policy statement, the Diversity and Inclusion statement and the Anti-Harassment Policy statement on December 10, 2014 and distributed by email on March 20, 2015 to all APHIS employees. In FY 2015, a "Workplace Violence Prevention" Policy statement was created and issued on December 18, 2014. All of the policy statements are posted in every APHIS field office.

APHIS created the Program Leaders Group (PLG) whose primary purpose is to monitor and assist in the implementation of Agency priority projects known as "The APHIS Operational Plan." The PLG also serves as the management body for vetting, deciding, and communicating resolutions on other agency operational issues as they arise. The Deputy Director of Civil Rights, OCRDI, is a member of the PLG. Individual members act as internal champions for the projects within their purview. OCRDI membership communicates the leadership's continuing commitment to the principals of diversity, inclusion and equal employment opportunity within the constructs of its operations.

APHIS has successfully established two-way communication with senior management and employees. Management actively seeks out and listens to employee opinions and concerns, through town hall meetings, forums, and on-line portals that allow for open communication. APHIS LPA has conducted quarterly focus groups to gauge the effectiveness of

internal communications in an effort to shape internal employees communication.

The APHIS administrator is using written and audio blogs to communicate with employees. APHIS has also encouraged senior leadership to engage with employees with “Up the Chain,” an internal Internet idea space where employees can post comments on any topic of concern to them. In addition a feedback channel called “Tell Us What You Think” is available which employees can use to provide feedback to the Administrator’s Office and other senior agency leadership.

In FY 2015 the APHIS Administrator established the Employee Engagement Committee to bring together – virtually and in-person - a diverse group of employees from all programs, as well as from headquarters, hub, and field offices, to constructively discuss how to improve engagement with Agency leaders, as well as other important issues.

In FY 2015 annual performance plans for managers and supervisors are aligned with USDA and APHIS policies and strategic goals and objectives and allow for an annual evaluation of their contributions in support of USDA and APHIS’ civil rights and equal opportunity programs and initiatives such as Hiring Reform and USDA’s Cultural Transformation. Performance elements and standards addressing support of civil rights and equal opportunity programs and cultural transformation initiatives have been developed and added to all supervisory plans. Managers and supervisors are also held accountable for ensuring employee performance plans are aligned with USDA and APHIS goals and objectives for civil rights and equal opportunity. In order to support the role of the CRDAC, performance standards were established for CRDAC members and inserted into their FY2016 plans.

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

APHIS operates in accordance with the EEOC MD-715 and 29 Code of Federal Regulation Part 1614. The Director for the Office of Civil Rights, Diversity and Inclusion (OCRDI), Animal and Plant Health Inspection Service, reports directly to the head of the Agency (Administrator, APHIS). OCRDI serves under the direct and personal supervision of the Administrator. This close collaboration enables APHIS leadership to execute its mission in accordance with EEO, Civil Rights, and Diversity laws, regulations, and policies.

The OCRDI Director is a member of the APHIS Management Team (AMT), which consists of the APHIS Administrator, Associate Administrator, Deputy Administrators for each program area and other senior management officials. The AMT meets weekly, to include at least one full day monthly meeting. The OCRDI Director provides expert guidance to the senior leaders in APHIS, and also reports on EEO initiatives, goals, and accomplishments as they impact the strategic mission.

The OCRDI Director provides quarterly briefings to the Administrator and other senior officials, as well as an annual “Status of the Agency” briefing. These briefings provide management officials with civil rights updates and other valuable tools to ensure EEO compliance. Also,

APHIS provided sufficient resources to ensure adequate staffing and funding to operate the agencies EEO program in an effective manner. The OCRDI Director is the fund holder and manages the EEO Program resources.

In FY 2015 annual performance plans for managers and supervisors are aligned with USDA and APHIS policies and strategic goals and objectives and allow for an annual evaluation of their contributions in support of USDA and APHIS' civil rights and equal opportunity programs and initiatives such as Hiring Reform and USDA's Cultural Transformation. Performance elements and standards addressing support of civil rights and equal opportunity programs and cultural transformation initiatives have been developed and added to all supervisory plans. Managers and supervisors are also held accountable for ensuring employee performance plans are aligned with USDA and APHIS goals and objectives for civil rights and equal opportunity.

In-line with USDA and APHIS policies, strategic goals and objectives, performance plans for managers and supervisors allow for an annual evaluation of their contributions in support of USDA and APHIS' civil rights and equal opportunity programs and initiatives such as Hiring Reform and USDA's Cultural Transformation. Performance elements and standards addressing support of civil rights and equal opportunity programs and initiatives have been developed and added to all supervisory plans.

Element C. Management and Program Accountability:

APHIS ensures that Departmental Regulation 4300-010, Civil Rights Accountability Policy and Procedures, effective January 18, 2006, is administered to current and new employees. This accountability policy reinforces USDA's and APHIS' no tolerance stance in regard to workplace discrimination. This regulation can be obtained in hard copy and also on line at www.aphis.usda.gov/civil_rights/downloads/dr4300-010.pdf.

Senior Executive Service (SES) members have performance plans in place with a mandatory critical Civil Rights element designed to measure the executive's success in meeting USDA civil rights strategic goals. Each plan includes specific performance measures that have been implemented to ensure that executives are successful in the enforcement of civil rights laws, rules, and regulations. In addition, executive leadership is focused on, and held accountable for, ensuring subordinate supervisors/managers are in compliance and successful in meeting these goals and objectives. An example of the measures can be found at http://www.aphis.usda.gov/civil_rights/downloads/guidance_on_civil_rights_element.pdf.

APHIS manages a comprehensive Reasonable Accommodation (RA) program which is aligned with the Americans with Disability Act Amendments Act of 2008. APHIS will submit the 2011 directive (MRP 4300.2) that contain the reasonable accommodations policies and procedures for EEOC review in 2015. In 2013 and again in 2014 we made some minor substantive changes to it through the IMC process, but it is probably still out of compliance with EEOC's current policy and procedures. We should note with the submission that we will update it once the Department's new directive is available and will resubmit it then for review.

APHIS has offered 9 courses in AgLearn that have reasonable accommodations as a component. To date, 959 APHIS employees have participated in these courses. The Reasonable Accommodations staff also provides various RA webinars and classroom trainings each year to APHIS programs, employees and supervisors routinely and upon request. In addition, we working with the APHIS Center for Training and Organization Development to determine the protocols for requesting mandatory training through AgLearn.

APHIS Reasonable Accommodation Program (RA) is centralized and currently housed within the Human Resources Division, Workplace Resolutions and Wellness Branch. The RA Program strives to promote a workplace that provides reasonable accommodations to remove workplace barriers that would prevent disabled individuals from participating in the application process for Federal employment, and disabled employees from performing essential job functions, while enjoying the same benefits and privileges of employment for non-disabled employees. The RA staff assists employees and supervisors through the Interactive Process to determine the employee's essential job functions; identify the employee's functional limitations in performing those job functions, and identifying potential accommodations. RA also provides training on various topics, including: medical confidentiality, hidden disabilities, and the interactive process as webinars or instructor led, classroom format, upon request.

.APHIS maintains an informative RA website: <http://www.aphis.usda.gov/mrpbs/hr.html>.

Components of the site include links to the USDA Reasonable Accommodation Departmental Directive; disability parking, forms, and other resources. APHIS, Marketing and Regulatory Programs Business Services (MRPBS) has a full-time Reasonable Accommodation Program Coordinator and a full-time Reasonable Accommodation Specialist for handling requests for accommodations. An additional RA specialist position was approved in FY 15 and recruiting for the position is currently underway. Adding an additional position to the RA program will allow for better management and distribution of the RA caseload. During FY 2015 APHIS' RA program opened a total of 147 cases with 121 cases closed. As a result of a changing workforce that includes veterans, and other groups, the RA program presented a total of seven training sessions on topics such as: Medical Confidentiality/RA Overview, Hidden Disabilities, and the RA Process.

The OCRDI and Human Resources staffs meet monthly to ensure the effective coordination of the annual EEOC MD-715 Plan and Update, the Federal Equal Opportunity Recruitment Program (FEORP), and the Disabled Veterans Affirmative Action Program (DVAAP). Mid-Year and End-of-Year Special Emphasis Program Analysis are also distributed to the CRADC and management officials. In an effort to maintain a knowledgeable workforce and to increase awareness quarterly EEO updates are provided to National CRADC and management officials.

Element D. Proactive Prevention of Unlawful Discrimination:

The Administrator continues to provide support to OCRDI and CRB in promoting ADR to all employees in an effort to resolve workplace disputes at the earliest stage possible. The APHIS

Intranet website alerts APHIS' employees of the Title VII ADR process through a mediation video that was developed through collaboration with Justice Center of Atlanta mediation training and services. Efforts are underway to update this Intranet illustration and to add other videos on conflict resolution.

The APHIS OCRDI Director meets with the APHIS Administrator on a weekly basis to discuss and report on the Agency employment complaint activity, closures, compliance and diversity issues. In continuation of the analysis measure put in place last year, APHIS continues to provide a summary of EEO cases in the informal and formal stages to the OCRDI Director. The purpose is to provide the Director with the most current and frequent issues and basis(es) cited in the most current complaints. This allows OCRDI to develop training, education and awareness strategies to reduce the likelihood of initial occurrences and possible reoccurrences.

APHIS, in continuing its efforts to decrease EEO complaints through awareness and education, provided the following training in FY2015:

- “Using the Interactive Process to Accommodate Federal Employees” and “LGBT & Pregnant Employees: EEOC Protections & Your Agency’s Role” Training was conducted for over 100 employees throughout Raleigh, NC; Riverdale, MD; Ft. Collins, CO; Minneapolis, MN, and Ames, IA.
- “Reasonable Accommodation for Federal Employees” - Training was conducted throughout the agency for 138 employees.
- The 2015 Administrator’s Civil Rights, EEO & Diversity Training entitled “Building Bridges with LGBT in the Federal Workplace” and “Beyond Diversity, Unconscious Bias Level II” -Training was conducted for a total of 90 agency employees throughout Raleigh, NC; Riverdale, MD; Ft. Collins, CO; Minneapolis, MN, Ames, IA, and Miami, FL.
- “Conflict Management” Training was conducted for a total of 185 agency employees and supervisors in Columbus, OH; Raleigh, NC; Washington, DC, Riverdale, MD; Casper, WY; Ft Collins, CO.
- Also, “Communication Strategies for Effective Work Relationships” and Reducing Stress/Conflict Resolution” were held for over 50 employees and made available upon request.
- In addition, Preparing for an EEO Investigation and Reprisal for EEO Activity for Managers and Employees is scheduled for later this fiscal year.

The Program and Mission areas within APHIS have also become proactive in implementing Conflict Resolution Training for their supervisors. For example, Plant Protection and Quarantine (PPQ) contracts online curriculum of instructional and illustrative videos that managers can view to get practical tips on handling workplace conflicts. OCRDI, Counseling and Resolution is viewing video products from LRP Publications and CRM Learning in considering them as a contracted resource for the future.

Fundamentals of Human Resources Management (FHRM) continues to be a premiere leadership program for probationary supervisors and is intended to build competencies early in a supervisor’

s career in human resources management, accountability, conflict management, leveraging diversity, and developing others.

The classroom portion of FHRM has a module on Cultural Transformation and Diversity and Inclusion Concepts are woven throughout the week. The addition of Situational Frontline Leadership focused on building skills that positively impact employee performance and engagement. All FHRM participants are required to engage with a mentor of their choice.

In FY 2015, 135 APHIS employees participated in seven FHRM sessions. The following table shows the Race, National Origin and Gender of the participants:

- White male 53 (39.26%), White female 37 (27.4%),
- African Am male 7 (5.18%), African Am female 10 (7.41%),
- Am Indian female 1 (.74%), Am Indian male 1 (.74%),
- Hispanic female 2 (1.48%), Hispanic male 6 (4.44%),
- Asian female 2 (1.48%), Asian male 8 (5.93%),
- Native Hawaiian male 4 (2.96%); Native Hawaiian female 1 (.74%),
- 2 or two female 1 (.74%), 2 or more male 2 (1.48%). Total 135

The Agency offers the following targeted leadership development programs:

The Basic Leadership Development Program (BLDP) targets employees at the 4 to 6 grade levels to prepare participants with the essential knowledge, skills and abilities to meet the Agency's succession planning needs and to achieve excellence, regardless of position or grade level. This program has been restructured as a blended learning program that now supports one week of classroom sessions and weekly web based courses.

Cohort training began in January 2015 and ended in June 2015. FY 2015 participation consisted of 24 employees – 41.7% White females, 25% White males, 12.5% African Am. Females, 8.3% African Am. males, 4.2% Hispanic females, 4.2% Hispanic males and 4.2% females in 2 or more reported groups.

The Intermediate Leadership Development Program (ILDP) targets employees at the 7 to 11 grade levels and consists of a blended learning curriculum, shadow assignments and learning team projects. The training began in July 2014 and ended in April 2015. FY 2015 participation consisted of 34 employees – 38.2% White females, 38.2% White males, 11.8% African Am. females, 5.8% African Am. males, 3.0% Hispanic females and 3.0% Asian Am. males.

The Leadership Development for Project/Program Managers (LDPM) targets employees at the 12 to 14 grade levels and consists of development of project and program management skills for those who lead teams. Cohort training began in January 2015 and ended in September 2015. FY 2015 participation consisted of 28 employees – 50.0% White females, 17.9% White males, 10.7% African Am. females, 7.1% Hispanic females, 3.6% African Am. males, 3.6% Asian females, 3.6% Asian males and 3.6% Hispanic males.

The Advanced Leadership Development Program (ALDP) targets employees at the 12 to 14 grade levels and consists of helping participants perform successfully in advanced supervisory and managerial level positions. The ALDP is filled via a competitive process open to full-time GS 12 -14 employees in supervisory or managerial positions. This program began in September 2015 and will end in May 2016. Graduates of this program will be included in FY 2016 data.

The Federal Executive Institute (FEI) – Leadership for a Democratic Society targets employees at the 15 grade level and Senior Executive Service level. FY 2015, participation consisted of 14 employees – 35.7% White females, 28.6% White males, 14.3% African Am. females, 7.1% African Am. males, 7.1% Asian Am. Males and 7.1% males in 2 or more reported groups.

Element E. Efficiency:

The Animal and Plant Health Inspection Service (APHIS) emphasizes the use of Alternative Dispute Resolution (ADR) efforts through two distinct programs: the Human Resources Division's Collaborative Resolution (CR) Early Intervention Program for non-EEO ADR and the Alternative Dispute Resolution Program within the Office of Civil Rights, Diversity and Inclusion (OCRDI).

APHIS, OCRDI, Counseling and Resolution Branch offers ADR to all contacts seeking counseling and resolution services and this is documented in iComplaints database system. In accordance with 29 CFR 1614, Management Directive 110, and DR 4701-001, all contacts were advised in writing of their choice between counseling and ADR. In addition to receiving an oral explanation of ADR with the Intake Specialist and the ADR/EEO Counseling Specialist, new contacts are mailed a Guide to the Employment Discrimination Complaint Process, which includes a description of ADR (Enclosure). The same guide is shared with Management Officials who participate in the mediation. OCRDI, Counseling and Resolution Branch has also modified the election process by asking informal contacts to identify their reason for not participating in mediation during the intake stage.

In addition to the informal EEO stage, the ADR offer is reiterated and documented at the formal EEO stage. This information will be gathered and analyzed to determine how the agency can address expressed concerns regarding participation in mediation. Efforts are also underway to send surveys to the participants of the mediation sessions with the goal of gathering helpful feedback regarding their experiences with the process.

While face-to-face mediation is the primary method of ADR requested by contacts, OCRDI offers variety of other methods for employees including Video Conferencing, Telephonic, Facilitation, and Settlement Conferences. OCRDI was able to accomplish the goal of insuring access to Video Conferencing by setting up a room with the video technology during fiscal year 2015. This further strengthens the level of confidentiality for participants since the Video Conferences are now held within OCRDI's secured office space. In addition to Video Conferencing, the room serves the purpose for other forms of ADR as well.

The Agency dedicates resources to provide ADR services. OCRDI supports conducting mediations in field locations nationwide by making travel funds available. As part of this commitment, the ADR/EEO Counseling Specialists receive mediation training and certifications annually. OCRDI insures that mediations are conducted in confidential and safe environments and this may entail partnering with other USDA agencies and EEOC to use their facilities when conducting ADR in remote locations. APHIS contracts this service to GSA approved vendors or other USDA agency mediators if a contact presents a conflict of interest.

Cross training provided to the Specialist has enabled them to have total case management from the time of contact to an EEOC hearing or Final Agency Decision. This further increases the Specialists ability to reiterate and document offers for ADR on cases. Frequently, during the EEO Hearing process, the Agency Representative will engage in Settlement Conferences and in some instances, as determined by the EEOC Administrative Judge, engage in court ordered mediation. These types of ADR sessions have provided settlements for more than 5 cases while working in conjunction with the APHIS Hearing and Appeals Staff, Marketing and Regulatory Program Business Services and Counseling Resolution Branch, Office of Civil Rights, Diversity and Inclusion.

Animal and Plant Health Inspection Service (APHIS) has been instrumental in providing assistance to both management and complainants in the resolution of EEO complaints in the EEO process. APHIS had a total of 81 information EEO contacts which all were offered and documented ADR. There were 8 informal contacts that elected to utilize the ADR process to handle their complaint. Of the eight mediations 3 were successfully closed through settlement agreements.

As a result of the Agency reiterating the offering of ADR to each complainant during the informal ADR process, the agency has experienced a 60% increase (8 vs 5) in mediation elections by complainants as well as 300% increase (3 vs 1) in settlements in comparison to fiscal year 2014 totals. There was a 37% settlement success rate in Informal ADR sessions (3 settlements in 8 ADR sessions).

OCRDI will continue to educate APHIS employees about ADR and its effectiveness. The venues for promoting ADR include having webinar sessions where participants can log onto their computers; podcasts; giving illustrations of ADR; and training provided in person by ADR experts; providing pamphlets and bulletins; and placing information about ADR on the intranet. Efforts are underway to update the video illustration of mediation that has been available on the intranet for employees to view or to add other videos regarding conflict resolution. Currently, APHS employees can view a mediation that was developed by the renowned "Justice Center of Atlanta" that has certified the majority of USDA's mediators. The Directors of OCRDI and HR will collaborate to incorporate conflict prevention and resolution to New Employee Orientation.

The Human Resources Division, Workplace Resolutions and Wellness Branch (WRWB) houses the CR Early Intervention Program. WRWB, CR is a confidential early intervention program that utilizes effective conflict resolution and communication tools in compliance with the USDA ADR regulation, DR 4701-001. The CR Program provides ADR services including: Mediation/Facilitation/Conciliation, Team Collaboration Services, Conflict Advice/Guidance/Coaching, and, Conflict Management Training.

There are four (4) Collaborative Resolution Specialists dedicated to providing ADR services as required and necessary to serve all APHIS employees and other USDA employees as deemed necessary. Services are provided through a variety of means including on-site/in person, telephonically, through video conference, and by webinar. For the period July 1, 2014 to June 30, 2015, there were 677 requests for the CR Early Intervention Program services. As of June 30, 2015, the CR Program provided the following services which are more fully described below:

Mediation/Facilitation/Conciliation - 68 mediations or facilitated discussions request with a total of 140 participants. Of which 54 participants were APHIS supervisors and 76 were APHIS non-supervisors. This also includes 4 supervisors and 6 non-supervisors for non-APHIS employees.

Team Collaboration Services - facilitated 60 team collaboration sessions with a total of 467 participants. Of which 138 participants were APHIS supervisors and 315 APHIS non-supervisors. This also includes 4 supervisors and 20 non-supervisors for non-APHIS employees.

Conflict Management Training – 18 conflict management training sessions with a total of 319 participants. Of which 98 participants were APHIS supervisors and 177 APHIS non-supervisors. This includes 7 supervisors and 37 non-supervisors for non-APHIS employees.

Conflict Advice/Guidance - 529 conflict coaching sessions. Of which 234 participants were APHIS supervisors and 268 APHIS non-supervisors. This includes 13 supervisors and 14 non-supervisors for non-APHIS employees.

In addition to the mandatory civil rights training on alternative dispute resolutions mandated for all APHIS personnel, WRWB, CR offers specialized conflict management training. APHIS supports a proactive approach to help employees learn how to effectively manage conflict and assists other USDA agencies as needed. CR conducted Workplace Collaboration Training and the Generational Diversity Training to twenty-three (23) Economic Research Service (ERS) employees on May 12, 2015.

APHIS worked to ensure that all employees are aware of the full range of early intervention services available through WRWB, CR. In addition to quarterly e-mail messages to all APHIS employees, CR hosted “Meet and Greet” sessions for supervisors and non-supervisors on May 6, 2015, in Riverdale, MD. The event highlighted the Alternative Dispute Resolution (ADR) services offered through the Collaborative Resolution Program, as well as the meeting and greeting of APHIS customers.

Compliance Reviews and Civil Rights Impact Analysis

In FY 2015, OCRDI Compliance and Evaluation Branch conducted civil rights compliance reviews in four states to include Florida (Miami and Gainesville), Hawaii/Guam (Isles of Kauai, Maui, Molokai, Lanai, Oahu, and Hawaii), Minnesota (Minneapolis and St. Paul), and Maryland (Frederick). Each onsite review consisted of 3-6 members from the OCRDI staff conducting in-person confidential interviews with over 420 employees included supervisory and non-supervisory employees at all levels of APHIS' primary program areas. There was also an opportunity provided for all employees within the four states visited to participate in a confidential web-based survey, which also provided valuable information to assess compliance with civil rights and equal opportunity laws and regulations. In total, OCRDI emailed or physically mailed out an estimated 1,100 surveys.

The reviews included out-briefings for the management officials on-site to provide them with information on any equal opportunity issues that were cited by the employees. OCRDI also worked with VS, WS, and PPQ senior level management to develop strategies to address any identified issues. The Compliance and Evaluation Teams also briefed members of the APHIS Management Team (AMT) and other SES officials responsible for managing the APHIS program areas. Whenever a serious EEO or workplace issue(s) requiring immediate attention was identified in the compliance review process, the Director, OCRDI and compliance team staff briefed the appropriate AMT member and assisted in developing strategies to address the issue(s).

In FY 2015 APHIS continued to conduct Civil Rights Impact Analysis (CRIAs) on actions impacting employees to identify any adverse civil rights impact on any protected class of persons or members of any protected class who were subject to the actions. CRIAs were completed on six actions including office closures/relocations, directed reassignments, and organizational restructuring. The CRIAs included detailed requirements for the program areas involved to provide for "mitigating strategies" to lessen the impact on employees.

OCRDI worked in collaboration with the Office of the Assistant Secretary for Civil Rights (ASCR) and all APHIS program areas to ensure a thorough civil rights impact analysis for a wide range of agency actions. CRIAs were conducted for organizational restructuring, directed reassignments, regulations, federally chartered committees, and office closures. APHIS works closely with managers and supervisors at headquarters, regional, and state/local levels to ensure full consideration of civil rights impact in APHIS decision making for employment and programs.

OCRDI expanded its role in ensuring equal opportunity in the hiring process by participating on numerous interview panels as an EEO observer. Training for employees in the program area was developed to provide guidance and tips for employees who serve as EEO observers.

Additionally, OCRDI staff were featured as speakers at several meetings and conferences; both internal to APHIS and external to include several national organizations such

as the National Image Youth Symposium. A new employee training program was developed and began with more than 30 new VS employees and supervisors. The training was provided by the Director, OCRDI and staff members and included an overview of the activities of OCRDI and ended with a question and answer session. Employees and supervisors were provided with information on the EEO complaint process and other aspects of OCRDI operations.

Element F. Responsiveness and Legal Compliance:

The OCRDI, Office of Diversity and Inclusion (ODI) serves as the leader and primary advisor within APHIS for the Department's Cultural Transformation Initiative that supports Executive Order 13583, a government-wide initiative to promote and manage Diversity and Inclusion in the Federal Workforce. ODI will provide support and guidance to special emphasis programs and managers represented throughout the APHIS workforce, by sponsoring training/educational opportunities and cultural programs to enhance the diversity and inclusion mission.

APHIS Special Emphasis Program

In FY 2015 ODI finalized the re-alignment of the Special Emphasis Programs which included consolidating the following committees: Civil Rights Committees, Cultural Transformation Committees, Diversity and Inclusion Committees and EEO Advisory Committees; finalizing a Special Emphasis Program Guidance document and putting MOU and performance standards in place for SEPMs. All committees will now operate under one title Civil Rights and Diversity Committees (CRDAC). The re-alignment formalizes an APHIS structure and system of accountability for SEPs, establishes consistency of purpose, adds a management support role for each CRDAC, incorporates Diversity Liaisons and creates an APHIS SEP Guidance document for all APHIS programs.

The APHIS National Civil Rights and Diversity Advisory Committee (NCRDAC) have also been constituted. The purpose of the NCRDAC is to serve as a strategic advisor to ODI in providing management officials and employees with a vehicle that enhances equal opportunity employment and program delivery issues. Each program in APHIS will have one member serve on the NCRDAC for two years. The NCRDAC also establishes lines of communication between employees and management through views on civil rights issues. The CRDAC at the field units are connected to the NCRDAC. APHIS funded the programs, and OCRDI National SEPM are designated to lead each SEP, ensuring implementation.

In FY 2015, the following APHIS National SEP events were held (all National SEP programs were offered via webinar and/or video teleconference (VTC) which increased participation and accessibility to all of the events):

- Hispanic Heritage Month, Keynote Speaker: Francisco Macias, President, Library of Congress, Hispanic Cultural Society, September 30, 2014;
- Disability Month, Guest Presenters: Randall Murbach, USDA Forest Service Disability Program Manager and Deborah T. Jackson, Director, Independent Living Services, October 23,

2014;

- Native American History Month, Keynote Speaker: Dr. Susan Harness, Colorado State University, November 12, 2014;
- Black History Month, Keynote Speaker: Dr. Eric A. Joseph, VP for Strategic Initiatives, Mid-Atlantic Christian University, February 19, 20 2015;
- Women’s History Month, Keynote Speaker: Lisa Jones, Jones, Jewels & Associations, March 8, 2015;
- Asian American Pacific Islander History Month, Keynote Speaker: David Do, DC Mayor’s Office, May 6, 2015;
- LGBT Month Program, Keynote Speaker: Dhillon Khosla, Author of Both Sides Now: One Man’s Journey through Womanhood, June 11, 2015;
- Other APHIS sponsored SEP events by the program area– PBS Latino American Series, 6 part Lunch and Learn videos, various dates, LPA; Tribal Connections – A Mapping Tools, sponsored by VS & PPD, Nov 18, 2014; Native American Mascots: Hurtful or Helpful by Tyrone Smith, CO State University, Nov 5, 2014 (Webinar, Ft. Collins); Video – The Tuskegee Airmen, February 26, 2015, IS; Video – The Gabby Douglas Story, February 26, 2015, VS; Yoga Woman Brown Bag, March 26, 2015, VS-CRDAC.

Emerging Women’s Leadership Series Webinars:

- Tuesday, October 28, 2014 | Motivating Yourself and Others
- Tuesday, December 2, 2014 | Energize Your Women's Initiative
- Tuesday, February 24, 2015 | The Language of Leadership
- Tuesday, April 21, 2015 | Finding Your Voice
- Tuesday, June 23, 2015 | Step Up and Shine w/ High Profile Projects
- Tuesday, August 25, 2015 | Leading Change

In addition, funding was provided for diversity training to include the highly successful training provided to managers and supervisors at Headquarters in Riverdale, MD, Regional offices and other locations throughout the APHIS organization.

APHIS Outreach and Sponsorships

The OCRDI Office of Outreach and Administration focused on providing students with opportunities to gain valuable experience through employment and scholarship opportunities. During FY2015 APHIS participated in and supported numerous scholarship and work experience programs across educational spectrum, including high school, undergraduate, and graduate students. Examples of APHIS’ levels of commitment to these programs include the following:

APHIS Ag-Discovery Program (\$818,439).

APHIS sponsored its 10th year of the Ag-Discovery Summer outreach program, In FY 2015, 17 universities hosted the program. Funding for the FY 2015 exceeded \$800,000. Ag-Discovery is an outreach program designed to introduce student’s ages 12–17, from limited resourced

communities, to careers in plant and animal science, wildlife management, and agribusiness. The program allows students to live on a college campus and learn about agriculture from university professors, scientists, and administrative professionals who work for the U.S. Government in a variety of fields.

In FY2015, the following Universities' participated in the Ag-Discovery program:

University

2015 Program Dates

Alcorn State University

June 15-28

Delaware State University

July 7-20

Florida A&M University

June 8-21

Fort Valley State University

June 2-13

Iowa State University

July 6-19

Kentucky State University

June 15-28

Lincoln University – Missouri

July 13-26

North Carolina State University

June 16-27

South Carolina State University

June 22 – July 6

Tuskegee University

June 7-21

University of Arizona

June 16-27

University of Arkansas at Pine Bluff

June 14-27

University of Hawaii at Mānoa

July 13-26

University of Illinois at Urbana-Champaign

July 6 – August 2

University of Maryland College Park

July 13 – August 1

University of Maryland Eastern Shore

July 13-26

Virginia State University

June 15-28

USDA/1890 National Scholars (\$200,000).

The USDA/1890 National Scholars Program offers 4-year scholarships to U.S. Citizens who are seeking a bachelor's degree in agriculture or a related science at one of the 1890 Land Grant Institutions. The purpose of the National Scholars Program is to strengthen the long-term partnership between the Department of Agriculture and the 1890 Institutions; increase the number of students studying agriculture, food and nutrition, and natural resource sciences; and offer career opportunities at USDA. In FY 2015, APHIS had a total of fifteen 1890 National Scholars. Of the total, three graduated in May 2015.

Washington Internships for Native Students (WINS) (\$65,400).

WINS was developed in response to the White House Initiative on American Indians and Alaska Natives. The program offers students of sovereign American Indian, Alaska Native, and Native Hawaiian (AI/AN/NH) nations the opportunity to build leadership skills while living, studying, and interning in Washington, DC. American University manages the program. APHIS

sponsored seven WINS interns in the Washington metro area.

Thurgood Marshall College Fund Internship Program (\$450,000).

The TMCF-APHIS Internship Program is a 10-week summer program designed to employ selected scholarship recipients (undergraduate and graduate students) from the TMCF database that have an interest in agricultural related disciplines through hands-on experience within the selected program area. The purpose of this agreement is to: Strengthen the long-term partnership between USDA-APHIS and the TMCF; and, Increase the number of students studying agriculture, food, natural resources or other related disciplines; and Offer career opportunities to TMCF Scholars within USDA-APHIS. APHIS sponsored 32 interns across the various program areas.

Florida A&M University Veterinary Technology Program (\$400,000).

This is a capacity building initiative between USDA-APHIS, other Agencies and animal health organizations to continue the need for trained vet professionals and paraprofessionals to maintain healthy animals in order to aid in protecting the health, safety, and welfare of humans.

Martin Luther King Essay Contest (\$5,000)

Designed to inspire students to reflect on the life of Dr. Martin Luther King, Jr. and share their thoughts and insights in an essay or pictorial format. Students chosen are hired for summer employment with APHIS. In the summer of 2015, APHIS had two students work in Riverdale, MD.

The Patriots Technology Training Center (PTTC) (\$5,000).

The PTTC is a 501 c (3) charitable and educational organization dedicated to "Empowering Students through Technology". The PTTC accomplishes its mission by providing students (grades 5-12) training and exposure to professionals in the areas of science, mathematics, engineering, and computer technology. APHIS also sponsored a Career Shadowing Day for the students in at the Riverdale, MD facility. In FY15 APHIS participated in the closing ceremony and gave a presentation on the summer enrichment camps for scholarship opportunities for the students. There were approximately 40 students in attendance.

The Safeguarding Natural Heritage Program (\$120,000).

The Safeguarding Natural Heritage Program is an educational outreach program designed to enhance youth's exposure to agriculture, natural resources and wildlife biology through activities within the environs of the Native American culture. In FY 2015, there were three institutions that sponsored programs-- Navajo Technical University, New Mexico; Dine College, Arizona; and Pembroke University, North Carolina. There were a total of 53 students that attended the summer program.

In addition to student program and partnerships, APHIS provided the following support through cooperatives, grants and sponsorships with the following Universities and Professional

Organizations:

Society for Advancement of Hispanics/Chicanos and Native Americans in Science (SACNAS) Conference Sponsorship (\$10,000).

SACNAS is a society of scientists dedicated to fostering the success of Hispanic/Chicano and Native American scientists—from college students to professionals—to attain advanced degrees, careers, and positions of leadership in science.

Fort Valley State University (\$68,200).

APHIS Veterinary Services continues to provide support through a grant with Fort Valley State University's Veterinary Technician Program. APHIS Veterinary Services Support Program is committed to providing developmental activities that interface USDA Veterinary Services Program with Veterinary technical students. This funding will allow for zoonotic disease surveillance, transmission and control to be demonstrated through field trips to the Center for Disease Control and other communicable disease/quarantine facilities and centers. The Molecular Biology Lab will emphasize veterinary diagnostic technology which is needed by the Veterinary Services Programs, and allow for the demonstration of sample collection and testing techniques.

Professional Agricultural Workers Conference (PAWC) (\$20,000).

PAWC is sponsored by Tuskegee University. This is a forum that values and promotes equal opportunity, equitable access to information and technology for sustainable development of communities and natural resources.

Federal Asian Pacific American Council (FAPAC) (\$10,000).

FAPAC is a 501(c)(3) organized to serve as an interagency association within the Federal and District of Columbia Governments, providing a focus for over 30 ethnically distinct groups originating from Asian and Pacific regions.

Federation of Southern Cooperatives/Land Assistance Fund (\$105,000).

The Federation of Southern Cooperatives/Land Assistance Fund is a 501(c)(3) community based organization. The Federation's programs include land retention, cooperative development, marketing, outreach, technical assistance, research, and training. They work primarily with the Socially Disadvantaged Farmers and Ranchers in the Black Belt Region (13 states in the southern region) of the United States. The Federation continues to assist APHIS in conducting regulatory reviews and outreach to socially disadvantaged farmers and ranchers.

Rural Coalition (\$90,000).

The Rural Coalition is an alliance of regionally and culturally diverse organizations working to build a more just and sustainable food system to bring fair returns to minority and other small farmers and rural communities; Also to ensure just and fair working conditions for farm workers, protect the environment; and deliver safe and health food to consumers. APHIS continues to enter into a cooperative agreement with the Coalition for assistance in conducting outreach to

small socially disadvantaged farmers and ranchers and regulatory review. The Coalition will enter into subcontracts with the National Latino Farmers and Ranchers, Trade Association and National Hmong American Farmers, Inc. to assist APHIS in conducting outreach to small socially disadvantaged farmers and ranchers and regulatory review.

National Hmong American Farmers (NHAF), Inc. (\$75,000).

The National Hmong American Farmers, Inc. assists Hmong farmers with business and farming skills. NHAF's mission is to promote better health and economic welfare in the Hmong Community. NHAF delivers effective and culturally appropriate programs to meet the needs of the Hmong Community. NHAF also seeks to empower the Hmong to make systematic changes in their health and lives. APHIS continues its partnership with the Hmong Farmers through the Rural Coalition to assist in conducting outreach to small socially disadvantaged farmers and ranchers and regulatory review. In April 2015, the APHIS OCRDI Director was the keynote speaker for the NHAF Annual Conference in Fresno, California.

National Latino Farmers and Ranchers Trade Association (NLFRTA) (\$45,000).

NLFRTAT engages and empowers Latino/Hispanic farmer advocacy groups throughout the United States and beyond to protect and promote sustainable farm policy issues for quality and safe food systems for the future. APHIS continues its partnership with the NLFRTA through the Rural Coalition to provide assistance in conducting outreach to small socially disadvantaged farmers and ranchers and regulatory review.

Common Good City Farm (\$5,000). Common Good City Farm is an urban farm and education center growing food with and for low-income residents in Washington, DC and providing educational opportunities for all people that help increase food security, improve health, and contribute to environmental sustainability.

Native American Wildlife Society Conference Sponsorship (\$5,000). The Native American Fish & Wildlife Society (NAFWS) is a national tribal organization established informally during the early 1980's. NAFWS was incorporated in 1983 to develop a national communications network for the exchange of information and management techniques related to self-determined tribal fish and wildlife management.

Navajo Technical College Vet Tech Program (\$125,000). This is a capacity building initiative. APHIS/USDA, other agencies and animal health organizations continue to need trained professionals and paraprofessionals to maintain healthy animals in order to aid in protecting the health, safety and welfare of humans. These specialists are being trained to assist veterinary, medical and epidemiologists in the surveillance, diagnoses and preventive medicine measures necessary to control such diseases. APHIS/VS and other agencies will gain trained specialists, skilled in disease recognition and control measures, to augment its current workforce.

National Goat Conference (\$5,000). The National Goat Conference is a collaborative effort of

1890 and 1862 land grants institutions. Producers, minority organization researchers, extension and teaching faculty are all beneficiaries of the conference. APHIS is a sponsor of this conference.

1890 Extension Administrators/Research Directors Conference Sponsorship (\$5,000). NIFA organizes a series of Small Farm Conferences to highlight successful programs that enhance income and improve the quality of life of small-scale farmers and ranchers. Beginning in 1996, a conference has been held every third year at a land-grant university in a different region of the country. APHIS is a sponsor of this conference.

Florida A&M University Outreach (\$50,000). Florida A&M University (FAMU) has a long and effective track record of coordination, collaboration and program implementation that supports underserved and limited resource and socially disadvantaged farmers and ranchers. FAMU's mission is to provide comprehensive support to limited and underserved clientele. APHIS will enter into a cooperative agreement with the Coalition for assistance in conducting outreach to small socially disadvantaged farmers and ranchers and regulatory review.

University of Arkansas at Pine Bluff Outreach (\$50,000). The University of Arkansas at pine Bluff is a comprehensive 1890 Land-Grant Institution that provides open door liberal and professional education. APHIS continues to enter into a cooperative agreement with the Coalition for assistance in conducting outreach to small socially disadvantages farmers and ranchers for regulatory review.

Council for Native American Farming and Ranching (\$17,500). The United States Department of Agriculture's Council for Native American Farming and Ranching (CNAFR) was created to advise the Secretary on ways to eliminate barriers to participation for Native American Farmers and Ranchers in USDA programs. The Council was established as part of the Keepseagle Settlement and is pursuant to the Federal Advisory Committee Act (FACA), as amended, 5 U.S.C. App. 2. The CNAFR is composed of representatives with specific knowledge of Native American farming and ranching. All 565 federally recognized Tribes (number at the time of the request) were notified of requests for nomination as published in the Federal Register, as were all known intertribal organizations, non-profits, and community based organizations.

National Women in Agriculture Association (NWIAA) (\$10,000). The National Women in Agriculture Association (NWIAA) is an outreach organization which is headquartered in Oklahoma City, OK. NWIAA's objectives are: To develop locally grown food security systems in underserved communities (food deserts); To guide young members of society to sustain healthy lifestyles and provide future generations with well-rounded role models; To help instill the discipline and motivation needed to pursue post-secondary education; And, to increase the number of minority participants in the agriculture and farming industries.

National Association for Equal Opportunity in Higher Education (NAFEO) Presidential Peer Seminar and Leadership Development Institute (\$5000). The National Association for Equal

Opportunity in Higher Education (NAFEO) is an umbrella organization of the nation's Historically Black Colleges and Universities (HBCUs) and Predominately Black Institutions (PBIs). NAFEO was founded to provide an international voice for the nation's HBCUs: To advocate policies, programs, and practices designed to preserve and enhance HBCUs; and to increase the active participation of blacks at every level in the formulation and implementation of policies and programs in American higher education.

25th Annual National Black Farmers Association (\$1500). The National Black Farmers Association (NBFA) is a non-profit organization representing African American farmers and their families in the United States. As an association, it serves tens of thousands members nationwide. NBFA's education and advocacy efforts have been focused on civil rights, land retention, access to public and private loans, education, agricultural training and rural economic development for small farmers.

Navajo Nation's Shiprock Ag Day Sponsorship (\$600). The Dine` Agriculture Inc. (formerly Shiprock Drought Task Committee) was formed in 2002 to educate the Navajo Nation's rancher's about the nature of drought to provide technical assistance and to assist with agricultural education outreach to the Navajo Nation Community. In collaboration with the University of Arizona, College of Agriculture Extension, the Shiprock Agricultural Days/Fall Agricultural Seminars (established in 2004) has become an annual two-day event that brings together producers, educators, students and agency representatives to learn more about farming and ranching topics.

Native American Intern Program (\$60,000). The Tribal Colleges and Universities Internship Program provides financial assistance to three 1994 Tribal Colleges and Universities (TCU) to create a 10-week internship program for TCU students. The students are placed in several APHIS programs across the U.S. This year's 2015 interns included 9 interns from Southwestern Indian Polytechnic Institute (SIPI), Dine` College and Navajo Technical University (NTU).

National Association of Colleges and Universities (HACU) Internship Program (\$78,316). The HACU National Internship Program helps talented students at more than 400 colleges and universities gain valuable experiences through paid internships at federal, private, and non-profit organization. USDA has been a leading organization working with the program hosting nearly 1900 HACU student interns since 1994. In FY 15, APHIS selected seven students for summer internships.

Conference on Asian Pacific American Leadership (CAPAL) (\$22,000). The conference on Asian Pacific American Leadership is a 501(c)(3) charitable and educational organization dedicated to building leadership and public policy knowledge within the Asian Pacific American (APA) community. Its mission is to promote APA interests and success in public service careers, to provide information and education on policy issues affecting the APA community, and to serve the APA community at large. In FY 2015, APHIS entered into a cooperative agreement with CAPAL and hired two summer interns.

APHIS Tribal Outreach Activities

In FY 2015 APHIS' Office of National Tribal Liaison (ONTL) continues to develop strong partnerships between APHIS and the Native American Tribes. ONTL facilitated outreach by participating in tribally sponsored meetings, developing a Tribal Specific fact sheet, providing additional information on the APHIS Tribal Website and making sure tribes know APHIS has and where the website is located, also efforts to make the website the first stop within APHIS for tribal related information. ONTL partnered with other USDA agencies tribal liaisons to assist in strengthening program delivery activities.

APHIS, ONTL has taken significant strives to improve youth opportunities in Agriculture and Natural Resources or related fields. APHIS has expanded its Safeguarding Natural Heritage Summer Youth Program from (1) in 2013, to (2) in 2014 and then (3) in 2015. The summer programs are co-hosted with Tribal Colleges and Universities or other Native American Serving Institutions. APHIS also assisted Navajo Technical University and its Veterinary Technology Program, by providing funding for curriculum enhancement and to assist in preparing for full accreditation. APHIS also participated and presented at several meetings that have youth tracks and hosted APHIS presentations for tribal youth.

MD-462 Report Summary Analysis: During FY 2015, there was an increase in the number of formal complaints filed against APHIS. A total of 64 formal complaints were filed in FY 2015 compared to 41 filed in FY 2014. There was an increase in the number of informal counseling sessions in FY 2015 compared to FY 2014. The 113 informal counseling sessions in FY 2015 represent a 71% increase compared to the 66 informal sessions in FY 2014. As a result of the EEO Counselors knowledge and the information or guidance given to APHIS employees, 16% of the informal counseling sessions were resolved at the earliest possible stage of the process with 1 negotiated settlement and 17 withdrawals by the complainant. The top issues and basis are captured in the table below:

Top 4 Issues:

- Harassment (Nonsexual) - 86 Complaints; 33 Complainants;
- Terms/Conditions of Employment - 53 Complaints; 21 Complainants;
- Assignment of Duties - 43 Complaints; 15 Complainants;
- Training - 19 Complaints, 7 Complainants;

Top 4 Basis:

- Reprisal -105, Complaints, 34 Complainants;
- Age - 57 Complaints, 21 Complainants;
- Disability (physical) - 38 Complainants, 17 Complainants;
- Sex (female) - 60 Complaints, 21 Complainants;

In FY 2015, there was no Order(s) Entering Judgment by the Equal Employment Opportunity Commission (EEOC) recommending a Finding of Discrimination.

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, **Kenneth E. Johnson, Equal Employment Manager, 0260-15** am the

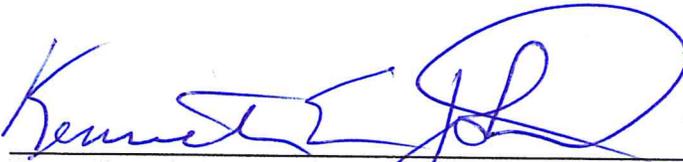
Principal EEO Director for

**Animal and Plant Health Inspection Service, Office of Civil
Rights Diversity and Inclusion**

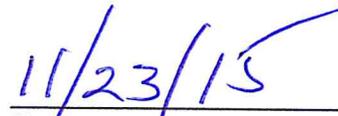
The annual self-assessment of Section 717 and Section 501 programs were reviewed against the essential elements prescribed by EEO MD-715. If an essential element did not meet the standards outlined in EEO MD-715, further evaluation was conducted and Plans for attaining the Essential Elements were included in with this report.

Work force profiles and barrier analyses focused on detecting the existence of management or personnel policies, procedures or practices that may be operating to the disadvantage of any group. EEO Plans to eliminate these barriers are also included in this report.

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



Kenneth E. Johnson, Director
Office of Civil Rights Diversity and Inclusion
Signature of Principal EEO Director
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.



Date



Kevin Shea, Administrator
Signature of Agency Head



Date

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
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.						
Department of Agriculture/USDA Animal and Plant Health Inspection Service			For period covering October 1, 2014 to September 30, 2015			
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	N/A	
The Agency Head was installed on <u>06/14/2013</u> The EEO policy statement was issued on <u>07/26/2013</u> Was the EEO policy statement issued within 6-9 of the installation of the Agency Head?			X			Mr. Kevin Shea became the permanent Administrator for APHIS in June 2013.
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	N/A	
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 website? [see 29 CFR §1614.102(b)(5)]			X			

Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015			
Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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 discrimination, harassment and retaliation?		X			
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			

Department of Agriculture/USDA Animal and Plant Health Inspection Service	For period covering October 1, 2014 to September 30, 2015			
<p>Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.</p>	X			<p>This is facilitated through the HR New Employee Orientation that is mandatory for all new employees. This is also reinforced through our zero tolerance of Harassment as noted in the agency Anti-Harassment Policy Statement which is available to all employees on the APHIS Civil Rights website. In addition, Departmental Regulation 4070-735-001, Employee Responsibilities and Conduct, is available to all employees on the USDA website.</p>
<p>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?</p>	X			
<p>Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?</p>	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.					
Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015			
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	N/A	
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			
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	The agency does not have a 2nd level EEO reporting component.
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting				X	The agency does not have a 2nd level EEO reporting component.
If not, please describe how EEO program authority is delegated to subordinate reporting components.				X	The agency does not have a 2nd level EEO reporting component.
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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			

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Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections	X			

Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations 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		X			
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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		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		Measure has been met			

Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015			
Measures	The agency has committed sufficient budget to support the success of its EEO Programs.				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	N/A	

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			The Agency is currently collecting applicant flow data via e-recruit . The data is being reviewed and will be used to conduct barrier analysis by the end of FY2016.
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:				
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			

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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.

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Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X			

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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				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
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.					
Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015			
Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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 space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are all employees encouraged to use ADR?		X			
Is the participation of supervisors and managers in the ADR process required?		X			

<p align="center">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.</p>					
<p>Department of Agriculture/USDA Animal and Plant Health Inspection Service</p>		<p>For period covering October 1, 2014 to September 30, 2015</p>			
<p>Compliance Indicator</p>	<p>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</p>	<p>Measure has been met</p>			<p>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</p>
<p>Measures</p>		<p>Yes</p>	<p>No</p>	<p>N/A</p>	
<p>Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?</p>		<p>X</p>			
<p>Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?</p>		<p>X</p>			<p>Yes. Applicant flow data is currently being collected by Human Resources. The information is currently in the MD-715 and will be analyzed by the end of FY2016.</p>
<p>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?</p>		<p>X</p>			
<p>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?</p>		<p>X</p>			
<p>Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?</p>		<p>X</p>			
<p>Compliance Indicator</p>	<p>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</p>	<p>Measure has been met</p>			<p>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</p>
<p>Measures</p>		<p>Yes</p>	<p>No</p>	<p>N/A</p>	
<p>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?</p>		<p>X</p>			
<p>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?</p>		<p>X</p>			
<p>Does the agency hold contractors accountable for delay in counseling and investigation processing times?</p>		<p>X</p>			

Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015			
If yes, briefly describe how:					
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	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. 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 not within the Mission Areas of APHIS - (agency level.) Final Agency decisions are handled at the Department- OASCR writes final agency decisions for all of the agencies in the USDA.
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		Measure has been met			

	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.				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	N/A	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X			
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X			

Does the responsible management official directly involved in the dispute have settlement authority?	X			
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	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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		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		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		Measure has been met			

Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015			
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.				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	N/A	
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		X			
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X			
Does the agency discrimination complaint process ensure a neutral adjudication function?		X			

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.	
Department of Agriculture/USDA Animal and Plant Health Inspection Service	For period covering October 1, 2014 to September 30, 2015

Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015			
Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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		X			
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
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.					
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.					
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:					

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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 the complainant's request for a hearing.	X			
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 C.F.R. § 1614.102.

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

EEOC FORM 715-01 PART H-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		
OBJECTIVE:		
RESPONSIBLE OFFICIAL:		
DATE OBJECTIVE INITIATED:		
TARGET DATE FOR COMPLETION OF OBJECTIVE:		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

Use EEO data to identify strengths and weaknesses, with recommendations, for hiring and retention initiatives.	09/30/2016
Assist APHIS HR and hiring officials in establishing and maintaining goals for hiring and retaining persons with targeted disabilities. Encourage hiring officials to recruit and retain persons with targeted disabilities by utilizing such organizations as the WRP for College Students with Disabilities, the Job Accommodation Network (JAN) and other organizations specializing in identifying qualified individuals with TD for employment with APHIS	09/30/2016
Assist hiring officials in taking a proactive approach to targeted recruitment strategies when filling positions.	09/30/2016
Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.	09/30/2016
Increase disability employment program managers' communication with managers and supervisors through the use of conference calls, newsletters and email.	09/30/2016
Require annual reasonable accommodation procedures and sensitivity training to managers and supervisors to alleviate the separation of persons with targeted disabilities due to the lack of resources or knowledge.	09/30/2016
Require annual reasonable accommodation procedures and sensitivity training to managers and supervisors to alleviate the separation of persons with targeted disabilities due to the lack of resources or knowledge.	09/30/2016
In conjunction with HR, Provide Technical Assistance (TA) visits with a specific emphasis of correcting underrepresentation.	09/30/2016
Promote and encourage the use of career development programs for persons with TD.	09/30/2016
Require annual training and sufficient resources for all Disability Employment Program Managers in assisting APHIS officials in retaining persons with TD.	09/30/2016
Monitor APHIS' 3-year hiring goal of increasing the number of persons with targeted disabilities by 10 employees each year.	09/30/2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>Monitor APHIS' 3-year hiring goal of increasing the number of persons with targeted disabilities by 10 employees each year.</p> <p>The monitoring of APHIS' 3-year hiring goal is an ongoing collaboration between Civil Rights and HR. During FY 2015, there were 13 new hires for Persons with Targeted Disabilities.</p>	
<p>Implement hiring reform with mechanisms to track improvements in the hiring process and use of hiring flexibilities.</p> <p>APHIS encourages the use of Position Management and Workforce/Succession Planning Checklist by all hiring managers outlined in DR 4020-250-002, ensures alternative avenues are used to attract a diverse candidate pool including veterans, students, Hispanics and other under-represented groups. APHIS efforts resulted in 402 of 1,261 hires being minority (32%).</p>	
<p>Focus recruitment activities based upon the responses to and results of mission critical reports and mandates.</p> <ul style="list-style-type: none"> The HR operations division has identified several outreach and recruitment events that target underrepresented groups. The Agency has committed to participate in at least two events for the fiscal year. HRD administers the APHIS/ Target Center/Ticket-to-Work program to reduce the number of individuals dependent upon Social Security Administration (SSA) disability benefits by providing meaningful employment opportunities within the Agency. HRD has increased the number of participating employment networks beyond the D.C. commuting area to include the States of Arkansas, California, Oregon, Texas, Missouri, Oklahoma, and Minnesota in order to meet the strategic hiring goals of the Agency's non-regional offices. 	

Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.

- The Agency currently offers an AgLearn course on special hiring authorities, and the Department Veterans Employment Coordinator released a training module on Veterans Special Hiring Authorities including Schedule A Hiring. This information is available to all managers, supervisors and hiring officials. HRD consults monthly via email, telephone consultations, and teleconferences with managers and supervisors on the ABCs of the Schedule A hiring authority, including related information on the USDA, Target Center, CAP, JAN webinars, interpreting services, the ADA, and other disability-related laws and regulations.

Increase Disability Employment Program Managers' communication with managers and supervisors through the use of conference calls, newsletters, and email.

- HRD participated in various conference and consultation calls and emails to present model recruitment strategies and reasonable accommodations solutions, including (including reassignments as a reasonable accommodation) to supervisors and managers: OPM Shared List of Individuals with Disabilities, Workforce Recruitment Program (WRP), specific to increasing the employment levels of individuals with disabilities. HRD Office of Recruitment identified several outreach and recruitment events that target underrepresented groups. The Agency committed to participate in at least four events for the fiscal year. Selective Placement Program Coordinator (SPPC) disseminated monthly stakeholder education emails to agency-level managers and supervisors to promote APHIS' affirmative disability employment program.

Assist hiring officials in taking a proactive approach to targeted recruitment strategies when filling positions.

- HRD participated in various conference and consultation calls and emails to present model recruitment strategies and reasonable accommodations solutions, including (including reassignments as a reasonable accommodation) to supervisors and managers: OPM Shared List of Individuals with Disabilities, Workforce Recruitment Program (WRP), specific to increasing the employment levels of individuals with disabilities. HRD Office of Recruitment identified several outreach and recruitment events that target underrepresented groups. The Agency committed to participate in at least four events for the fiscal year. Selective Placement Program Coordinator (SPPC) disseminated monthly stakeholder education emails to agency-level managers and supervisors to promote APHIS' affirmative disability employment program.

Provide managers and supervisors with practical working information and step-by-step details to utilize the Schedule A Hiring Authority.

- The Agency currently offers an AgLearn course on special hiring authorities, and the Department Veterans Employment Coordinator released a training module on Veterans Special Hiring Authorities including Schedule A Hiring. This information is available to all managers, supervisors and hiring officials. HRD consults monthly via email, telephone consultations, and teleconferences with managers and supervisors on the ABCs of the Schedule A hiring authority, including related information on the USDA, Target Center, CAP, JAN webinars, interpreting services, the ADA, and other disability-related laws and regulations.

Monitoring of the hiring and retention patterns of APHIS headquarter and field locations to determine progress in hiring and retention goals for the Agency by analyzing EEO workforce data to identify strengths and weaknesses with recommendations for full employment and retention of persons with TD.

The Agency DEPMs and VEPMs continue to monitor the hiring and retention patterns in APHIS headquarter and field locations to determine hiring and retention goals, trends, and potential barriers and provide this information to program hiring officials.

Ensure reasonable accommodations are being made to qualified individuals with disabilities in accordance to applicable laws and departmental regulations.

- All requests for reasonable accommodations are forwarded to the agency reasonable accommodations coordinator for review and processing in accordance with applicable laws and departmental regulations.
 - The Reasonable Accommodation Staff and the Target Center work together to coordinate accommodations solutions.
 - The MRP RA policy is administered as appropriate to process requests for reassignments as a reasonable accommodation.
 - During FY 2015, the Reasonable Accommodation program opened 149 cases. Of that number 118 (79%) were closed within the fiscal year.
 - Reasonable Accommodation Staff has developed and provided webinar and VTC training on the topics of 1) Medical Confidentiality, and 2) Hidden Disabilities
- Reasonable Accommodation Staff is collaborating with ITD to obtain the support needed for the assistive technology and assistive software used as reasonable accommodations.

Promote the use of the Schedule A, Excepted Service hiring authority to directly hire qualified applicants with targeted disabilities.

Staffing Representatives, Recruiters, DEPMS and VEPMS continue to promote the use of Schedule A, Excepted Service hiring authorities to directly hire qualified applicants with targeted disabilities.

Greater participation in the Workforce Recruitment Program for College Students with disabilities in obtaining summer and permanent appointments of persons with TD.

The VEPMS have aggressively promoted the use of Colleges and Universities to target Disabled Veterans and Veterans for summer and permanent appointments.

Department of Agriculture/USDA Animal

For period covering October 1, 2014 to September 30, 2015

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 following groups are underrepresented: African American males and females, Hispanic females, and White females. Increase participate rates of the underrepresented groups (FY 2015 update below) and develop and implement strategies to retain and promote employees who are in the underrepresented groups.

Total Agency Underrep	NCLF	Underrep (FY15)	Underrep (FY14)
Hispanic females (HF)			
3.77%	4.79%	-1.02%	-1.2%
White females (WF)			
27.76%	34.03%	-6.27%	-
6.87%			
Black males (BM)			
3.21%	5.49%	-2.28%	-
2.21%			
Black females (BF)			
5.32%	6.53%	-1.21%	-
1.36%			
Am Indian/Alaska Native females (AIAN)			
0.62%	0.53%	n/a	-
0.03%			

In FY2015, USDA ASCR determined that the Agency needed to look at the diversity of the 2210 IT job series, although this is not a major occupation, there were no Asian American females in this job series in FY2014 or FY 2015.

BARRIER ANALYSIS:

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

Reviewed workforce data tables.

Summary of APHIS Workforce by Race, National Origin (RNO) and Sex

Hispanic Employees

Total employment for Hispanics in FY 2015 is 872 (increase compared to FY2014) or 10.37% (increase) of the total APHIS workforce. Hispanic males represent 555 (6.60%), and Hispanic females represent 317 or 3.77% of the workforce. Hispanic females are underrepresented by -1.20 for FY 2015 which is lower than the FY 2014 level (-1.29%) compared to the CLF. Hispanic males were not underrepresented in FY 2013, FY 2014 of FY 2015.

African American Employees

Total employment for African Americans in FY 2015 is 717 or 8.53% (increase compared to FY2014) of the total APHIS workforce. African American males represent 270 (3.21%), and African American females represent 447 (5.32%) of the workforce. Both groups were underrepresented in FY 2014 and remain underrepresented in FY 2015—African American males are underrepresented by -2.21% and African American females are underrepresented by -1.36%.

Asian Employees

Total employment for Asian Americans in FY 2015 is 501 or 5.96% of the total APHIS workforce. Asian American males represent 334 (3.97%) and Asian American females represent 167 (1.99%) of the workforce. In FY 2015 the number of Asian American females increased by 7 employees and Asian American males decreased by 6 employees. In FY 2013 Asian females were underrepresented by -.02% when compared to the CLF, however both groups are above their respective CLF's in FY 2014 and FY 2015.

American Indian/Alaskan Native (AI/AN) Employees

Total employment for AI/AN in FY 2015 is 116 or 1.38% of the total APHIS workforce. AIAN males represent 64 (0.76%) and AIAN females represent 52 (0.62%) of the workforce. In FY 2015 the number of AIAN females increased by 12 employees, making females no longer underrepresented when compared to their CLF. There was no underrepresentation among AIAN males in FY 2013, FY 2014 or FY 2015.

Native Hawaiian or Other Pacific Islander (NHOP) Employees

Total employment for NHOP in FY 2015 is 98 or 1.16% of the total APHIS workforce. NHOP males represent 76 (0.90%) and NHOP females represent 22 (0.26%) of the workforce. In FY 2015 the number of NHOP males decreased by 1, and no increase in the number of NHOP females. There is no underrepresentation among NHOP males or females in FY 2013, FY 2014 or FY 2015 when compared to the CLF.

White Employees

Total employment for White males and females in FY 2015 is 5976 or 71.08% of the total APHIS workforce. White males represent 3,642 (43.32%) and White females represent 2,334 (27.76%) of the workforce. In FY 2015 the number of White males increased by 92 and the number of White females

	<p>increased by 158. White males remain above their respective CLF, however White females remain underrepresented in FY 2015.</p> <p><u>Two or More Races</u> Total employment for Two or More Races in FY 2015 is 127 (1.51%) of the total APHIS employment. Two or More Races males represent 67 (0.80%) and Two or More Race females represent 60 (0.71%) of the workforce. In FY 2015 the number of Two or More Race increased by 22 males and the number of Two or More Race females increased by 31. There is no underrepresentation among Two or More Races males or females in FY 2013, FY 2014 and FY 2015 when compared to the CLF. (See Workforce Table A-1). In FY 2015, the highest concentration of permanent employees in APHIS are located in the following Major Occupation Categories: 0401 – General Biological Science 20.23 percent (1129); 0701 Veterinary Medical Science 11.04 percent (616); 0303 - Miscellaneous Clerk and Assistant 7.24 percent (404); 0486 – Wildlife Biology 5.86 percent (326); 0704 – Animal Health Technician 5.52 percent (308) and 0421 – Plant Protection Technician 4.73 percent (264). (See Workforce Table A6).</p> <p>2210 Series identified for barrier analysis by USDA ASCR. Total 264; All females 31.44% vs 41% CLF; Hispanic females 1.89% vs 2.20% CLF; White females 22.35% vs 31.7% CLF; Asian males 3.03% vs 5.10%CLF; Asian females 0 vs 3.20% CLF; (See Workforce Table A6)</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Not finding enough diverse candidates via the recruitment process.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase diversity of the applicant pool.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, OCRDI; Director HR and Managers and Supervisors</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>11/01/2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2016</p>

OBJECTIVE:		Increase the diversity of the 2210 IT Series by the end of FY2017.
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		
RESPONSIBLE OFFICIAL:		Director, OCRDI; Director HR and Managers and Supervisors; and 2210 Workgroup
DATE OBJECTIVE INITIATED:		10/01/2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:		9/30/2017
EEOC FORM 715-01 PART I-2	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Provide updates on recruitment activities and workshops, and collaborate on cost-saving events. Meetings will be held on a quarterly or more often, if needed.		02/08/2016
Provide training for hiring and selecting officials regarding hiring authorities, recruitment and the new federal hiring reform process.		9/30/2016
Provide Barrier Analysis Training to 2210 Workgroup Members		03/30/2016
Establish APHIS workgroup to look at IT Job series and other Major Occupations underrepresentation.		12/01/2015
Implement hiring reform with mechanisms to track improvements in the hiring process, including self-audits of the programs plan.		09/30/2016
Review applicant flow data (Tables A7, A9, A11, B7, B9 and B11) to determine if underrepresented groups are applying for positions, and look at the application process.		09/30/2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

Marketing and Regulatory Programs (MRP) Business Services, issued "Pocket Cards" to the Administrator and management officials identifying new hires by RNO, disability and veteran hires and summarizing the information for each pay period.

The HR Recruitment Specialist assists with the development of a comprehensive recruitment calendar for the Fiscal Year. The recruitment calendar is now being shared on the Sharepoint Site. Each event targets various targeted groups to address workforce deficiencies for underrepresented groups for identified positions.

Monthly meeting with HR recruitment specialist meets with the Office Civil Rights, Diversity and Inclusion and HR Operations each month to discuss upcoming and previously attended outreach and recruitment events and provide updates and summaries of the events. The recruitment specialist facilitates special workshops such as the Workforce Recruitment Program.

The Recruitment Specialist also collaborates with the Office of Human Resources Management to develop a comprehensive list of events for each Agency to either participate in or sponsor with either low or no-cost registration. This information is shared through OHRM Recruitment office. The HR Recruitment Specialist meets on an as needs basis to solicit volunteers to staff booths, sponsor a particular recruitment events or provide materials for distribution from Agency programs for those who cannot attend.

The HR Recruitment specialist also requests planned activities from Agency programs to determine if the event will be attended by other Agency programs and if they seek participation from outside of their programs. This measure is cost effective because it allows other programs within APHIS to solicit information about their respective program. Information that was distributed included job opportunities, current openings, and program specific activities.

Received Applicant flow data from HR, fully populating Table A7, A9, A11, B7, B9 and B11.

Quantative results (FY2015):

Native American female representation increased from -0.03% in FY2014 to .09% in FY 2015, resulting in this group being above their respective CLF and are no longer underrepresented by the end of FY 2015.

Hispanic female representation increased from 3.59% to 3.77%, however this group is still below their respective CLF of 4.79%.

White female representation increased from 27.16% to 27.76%, however this group is still below their respective CLF of 34.03%.

Black male representation decreased from 3.28% to 3.21%, however this group increase from 263 to 270 employees, which is still below their respective CLF of 5.49%.

Black female representation increased from 5.17% to 5.32%, however this group is still below their respective CLF of 5.53%.

All groups' representation level's increased with the exception of Black Males in FY 2015.

Department of Agriculture/USDA Animal

For period covering October 1, 2014 to September 30, 2015

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?

Lack of diversity in the Senior Executive Service (SES). All females and Hispanic males, Native Hawaiian males, Native Am. males and Two or more males are also underrepresented.

BARRIER ANALYSIS:

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

In FY 2015 (September 29, 2015) the EEOC conducted a review of the APHIS' EEO program and found that with the exception of White males, Hispanic females, Black males and Asian males, all other EEO groups had lower than expected participation rates at the SES levels in FY 2014. A review of the FY 2015 workforce data showed the same results.

Total SES				
	#	Agency	NCLF	
Male	27	65.85%	51.86%	
Female	14	34.15%	48.14%	X
Hispanic				
Male	2	4.88%	5.17%	X
Female	2	4.88%	4.79%	
White				
Male	20	48.78%	38.33%	
Female	10	24.39%	34.03%	X
African Am.				
Male	3	7.32%	5.49%	
Female	2	4.88%	6.54%	X
Asian Am.				
Male	2	4.88%	1.97%	
Female	0	0%	1.93%	X
Native Hawaiian				
Male	0	0%	0.07%	X
Female	0	0%	0.07%	X
American Indian or Alaskan Native				
Male	0	0%	0.55%	X
Female	0	0%	0.53%	X
Two or More Races				
Male	0	0%	0.26%	X
Female	0	0%	0.28%	X

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.

There have been no specific policy, procedures or practice identified which has been determined to be a barrier but barrier analysis will be conducted in FY 2016. The National Civil Rights Diversity Advisory Committee (CRDAC) will conduct the barrier analysis.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
EEOC FORM 715-01 PART I-3	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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
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Department of Agriculture/USDA Animal and Plant Health Inspection Service	For period covering October 1, 2014 to September 30, 2015
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PART I Department or Agency Information	1. Agency	1. United States Department of Agriculture
	1.a. 2nd Level Component	1. a. Animal and Plant Health Inspection Service
	1.b. 3rd Level or lower	1. b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	8013	100%	8407	100%	394	4.9 %
	Reportable Disability	814	10.2 %	902	10.7 %	88	10.8 %
	Targeted Disability*	86	1.1 %	98	1.2 %	12	14.0 %
	* 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.					517	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					4	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
Competitive Promotions	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
Non-Competitive Promotions	250	23	9.2 %	4	1.6 %	10	4.0 %	217	86.8 %
Employee Career Development Programs	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
a. Grades 5 - 12	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
b. Grades 13 - 14	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
c. Grade 15/SES	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
Employee Recognition and Awards	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
a. Time-Off Awards (Total hrs awarded)	9781	1222	12.5 %	114	1.2 %	441	4.5 %	8118	83.0 %
b. Cash Awards (total \$\$\$ awarded)	3725510	377692	10.1 %	40299	1.1 %	78636	2.1 %	3269182	87.8 %
c. Quality-Step Increase	157	18	11.5 %	1	0.6 %	3	1.9 %	136	86.6 %

EEOC FORM 715-01		Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities	
Department of Agriculture/USDA Animal and Plant Health Inspection Service		For period covering October 1, 2014 to September 30, 2015	
Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.		
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>		
Established a Numerical Goal?	Yes		
Goal	Increase the number of employees with a Targeted Disability by 10 per year.		

<p>Strategies</p>	<p>Provide agency sponsored programs designed to educate managers, supervisors and human resources managers on ways to use the Schedule A hiring authority to recruit and hire talented individuals with disabilities.</p> <p>Make reasonable accommodations and Work Life Wellness (WLW) information available to disabled veteran applicants during the recruitment process. Through WLW, veterans have access to WorkLife4You, an agency-paid benefit which offers counseling.</p> <p>Provide information and referrals to assist military families facing military deployment or those eagerly awaiting the return of family members. The WLW committees will continue to provide presentations by veterans and military personnel to help educate non-veterans on the needs of veterans returning to the civilian workplace.</p> <p>Partner with NISH Affiliated Community Rehabilitation Programs to provide a more grassroots approach to the mission areas outreach/recruitment efforts.</p> <p>Communicate recruitment strategies to managers, supervisors and Equal Employment Opportunity, collateral duty officials. Provide recruiters with proper training and the necessary tools to achieve recruitment goals and function effectively at career fairs and annual conferences aimed specifically at hiring disabled veterans, in the agency's cultural transformation efforts.</p> <p>Utilize the special hiring authorities, job development, and mentoring programs for veterans.</p> <p>Continue ongoing education and information campaigns to publicize the two special appointment authorities that apply to veterans (Veterans Recruitment Appointment and noncompetitive or direct appointment of a 30% or more disabled veteran).</p> <p>Maintenance of the Veterans Emphasis Programs which are designed to promote employment, advancement, development, and retention of veterans. Partner with NISH Affiliated Community Rehabilitation Programs to provide a more grassroots approach to the mission areas outreach/recruitment efforts.</p> <p>Communicate recruitment strategies to managers, supervisors and Equal Employment Opportunity, collateral duty officials. Provide recruiters with proper training and the necessary tools to achieve recruitment goals and function effectively at career fairs and annual conferences aimed specifically at hiring disabled veterans, in the agency's cultural transformation efforts.</p> <p>Provide agency sponsored programs designed to educate managers, supervisors and human resources managers on ways to use the Schedule A hiring authority to recruit and hire talented individuals with disabilities. Work with APHIS hiring officials to first consider applicants under the special hiring authorities. This means considering qualified persons with disabilities and veterans in filling critical vacancies. APHIS has established a new form for new hires which requests the official to document which special hiring options have been considered. Utilize the special hiring authorities, job development, and mentoring programs for veterans.</p> <p>Continue ongoing education and information campaigns to publicize the two special appointment authorities that apply to veterans (Veterans Recruitment Appointment and noncompetitive or direct appointment of a 30% or more disabled veteran).</p> <p>Maintenance of the Veterans Emphasis Programs which are designed to promote employment, advancement, development, and retention of veterans.</p> <p>Maintenance of the Disability Employment Programs which are designed to promote employment, advancement, development and retention of the disabled. Update and maintain contacts with vocational rehabilitation offices, state employment offices, veterans organizations, colleges/universities, veteran-targeted career fairs, and other facilities to obtain applications from disabled veterans.</p> <p>Partner with employees who are veterans with disabilities and non- veterans with disabilities to</p>
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	participate in recruitment, outreach, and other employment programs, as consultants, role models, and as recruitment/outreach personnel.
Objectives	Increase employment among Persons with Targeted Disabilities.
Accomplishments	See Part I for accomplishments pertaining to Persons with Disabilities.

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY																
		TOTAL WORKFORCE					Hispanic or Latino		Non-Hispanic or Latino									
							White		Black or African or 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 FY	#	5642	3036	2606	382	229	2168	1830	230	391	193	102	17	8	37	33	9	13
	%	100	53.81	46.19	6.77	4.06	38.43	32.44	4.08	6.93	3.42	1.81	0.30	0.14	0.66	0.58	0.16	0.23
CLF2010	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternate Benchmark	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OFFICE OF CIVIL RIGHTS	#	26	11	15	0	1	1	2	7	12	0	0	0	0	3	0	0	0
	%	100	42.31	57.69	0.00	3.85	3.85	7.69	26.92	46.15	0.00	0.00	0.00	0.00	11.54	0.00	0.00	0.00
VETERINARY SERVICES	#	1648	775	873	89	56	593	680	48	100	23	19	3	2	14	9	5	7
	%	100	47.03	52.97	5.40	3.40	35.98	41.26	2.91	6.07	1.40	1.15	0.18	0.12	0.85	0.55	0.30	0.42
ANIMAL CARE	#	194	73	121	3	0	60	93	7	22	2	2	0	0	1	1	0	3
	%	100	37.63	62.37	1.55	0.00	30.93	47.94	3.61	11.34	1.03	1.03	0.00	0.00	0.52	0.52	0.00	1.55
POLICY and PROGRAM DEVELOPMENT	#	103	40	63	0	1	33	49	5	10	2	3	0	0	0	0	0	0
	%	100	38.83	61.17	0.00	0.97	32.04	47.57	4.85	9.71	1.94	2.91	0.00	0.00	0.00	0.00	0.00	0.00
LEGISLATIVE AND PUBLIC AFFAIRS STAFF	#	64	15	49	1	0	9	31	5	16	0	1	0	0	0	0	0	1
	%	100	23.44	76.56	1.56	0.00	14.06	48.44	7.81	25.00	0.00	1.56	0.00	0.00	0.00	0.00	0.00	1.56
MRP BUSINESS SERVICES	#	727	304	423	23	10	204	274	61	119	11	12	0	0	3	6	2	2
	%	100	41.82	58.18	3.16	1.38	28.06	37.69	8.39	16.37	1.51	1.65	0.00	0.00	0.41	0.83	0.28	0.28
INTERNATIONAL SERVICES	#	73	35	38	7	6	22	19	3	11	3	1	0	0	0	0	0	1
	%	100	47.95	52.05	9.59	8.22	30.14	26.03	4.11	15.07	4.11	1.37	0.00	0.00	0.00	0.00	0.00	1.37
PLANT PROTECTION and QUARANTINE	#	2063	1268	795	227	129	782	505	81	73	140	59	10	5	13	14	15	10
	%	100	61.46	38.54	11.00	6.25	37.91	24.48	3.93	3.54	6.79	2.86	0.48	0.24	0.63	0.68	0.73	0.48
BIOTECHNOLOGY REGULATORY SERVICES	#	79	31	48	2	2	18	31	5	14	6	1	0	0	0	0	0	0
	%	100	39.24	60.76	2.53	2.53	22.78	39.24	6.33	17.72	7.59	1.27	0.00	0.00	0.00	0.00	0.00	0.00
ORG LEVEL 2 (AG3400)	#	8	4	4	0	1	3	0	1	3	0	0	0	0	0	0	0	0
	%	100	50.00	50.00	0.00	12.50	37.50	0.00	12.50	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
WILDLIFE SERVICES	#	657	480	177	15	10	443	146	7	11	6	4	4	1	3	3	2	2
	%	100	73.06	26.94	2.28	1.52	67.43	22.22	1.07	1.67	0.91	0.61	0.61	0.15	0.46	0.46	0.30	0.30

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories		RACE/ETHNICITY																
		TOTAL WORKFORCE						Non-Hispanic or Latino										
				Hispanic or Latino		White		Black or African or 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
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	147	96	51	7	3	73	38	10	9	6	1	0	0	0	0	0	0
	%	100	65.31	34.69	4.76	2.04	49.66	25.85	6.80	6.12	4.08	0.68	0.00	0.00	0.00	0.00	0.00	0.00
Mid-Level Officials and Managers (Grades 13-14)	#	438	264	174	14	7	213	128	18	31	14	7	1	0	4	1	0	0
	%	100	60.27	39.73	3.20	1.60	48.63	29.22	4.11	7.08	3.20	1.60	0.23	0.00	0.91	0.23	0.00	0.00
First-Level (Grades 12 and Below)	#	338	253	85	34	11	181	61	12	7	19	3	2	1	4	2	1	0
	%	100	74.85	25.15	10.06	3.25	53.55	18.05	3.55	2.07	5.62	0.89	0.59	0.30	1.18	0.59	0.30	0.00
Other	#	776	230	546	10	23	154	341	51	152	8	19	1	1	5	8	1	2
	%	100	29.64	70.36	1.29	2.96	19.85	43.94	6.57	19.59	1.03	2.45	0.13	0.13	0.64	1.03	0.13	0.26
Officials and Managers - TOTAL	#	1699	843	856	65	44	621	568	91	199	47	30	4	2	13	11	2	2
	%	100	49.62	50.38	3.83	2.59	36.55	33.43	5.36	11.71	2.77	1.77	0.24	0.12	0.77	0.65	0.12	0.12
Professionals	#	2266	1361	905	135	78	1029	671	79	91	93	46	7	2	14	11	4	6
	%	100	60.06	39.94	5.96	3.44	45.41	29.61	3.49	4.02	4.10	2.03	0.31	0.09	0.62	0.49	0.18	0.26
Technicians	#	871	540	331	126	50	331	247	27	15	43	14	5	1	7	3	1	1
	%	100	62.00	38.00	14.47	5.74	38.00	28.36	3.10	1.72	4.94	1.61	0.57	0.11	0.80	0.34	0.11	0.11
Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	609	148	461	20	51	93	303	23	83	9	11	1	3	1	7	1	3
	%	100	24.30	75.70	3.28	8.37	15.27	49.75	3.78	13.63	1.48	1.81	0.16	0.49	0.16	1.15	0.16	0.49
Craft Workers	#	27	27	0	13	0	13	0	1	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	48.15	0.00	48.15	0.00	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Operatives	#	30	27	3	3	0	20	2	2	0	1	0	0	0	1	1	0	0
	%	100	90.00	10.00	10.00	0.00	66.67	6.67	6.67	0.00	3.33	0.00	0.00	0.00	3.33	3.33	0.00	0.00
Laborers and Helpers	#	37	26	11	7	1	16	7	3	2	0	0	0	0	0	0	0	1
	%	100	70.27	29.73	18.92	2.70	43.24	18.92	8.11	5.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.70
Service Workers	#	103	64	39	13	5	45	32	4	1	0	1	0	0	1	0	1	0
	%	100	62.14	37.86	12.62	4.85	43.69	31.07	3.88	0.97	0.00	0.97	0.00	0.00	0.97	0.00	0.97	0.00

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

Grade Level			RACE/ETHNICITY																
			Non-Hispanic or Latino														Hispanic or Latino		
			White		Black or African or 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
GS-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	17	8	9	6	4	1	2	0	2	0	0	0	0	0	1	1	0	
	%	100	47.06	52.94	35.29	23.53	5.88	11.76	0.00	11.76	0.00	0.00	0.00	0.00	0.00	5.88	5.88	0.00	
GS-04	#	84	54	30	5	6	15	13	5	2	23	8	4	0	0	0	2	1	
	%	100	64.29	35.71	5.95	7.14	17.86	15.48	5.95	2.38	27.38	9.52	4.76	0.00	0.00	0.00	2.38	1.19	
GS-05	#	196	80	116	24	33	39	64	7	10	9	5	1	2	0	1	0	1	
	%	100	40.82	59.18	12.24	16.84	19.90	32.65	3.57	5.10	4.59	2.55	0.51	1.02	0.00	0.51	0.00	0.51	
GS-06	#	251	79	172	7	20	55	115	10	26	7	6	0	2	0	2	0	1	
	%	100	31.47	68.53	2.79	7.97	21.91	45.82	3.98	10.36	2.79	2.39	0.00	0.80	0.00	0.80	0.00	0.40	
GS-07	#	648	274	374	50	36	183	264	26	57	10	8	1	0	3	6	1	3	
	%	100	42.28	57.72	7.72	5.56	28.24	40.74	4.01	8.80	1.54	1.23	0.15	0.00	0.46	0.93	0.15	0.46	
GS-08	#	258	150	108	54	7	90	90	4	10	0	0	0	0	2	1	0	0	
	%	100	58.14	41.86	20.93	2.71	34.88	34.88	1.55	3.88	0.00	0.00	0.00	0.00	0.78	0.39	0.00	0.00	
GS-09	#	509	281	228	11	11	233	159	14	43	14	7	2	1	6	6	1	1	
	%	100	55.21	44.79	2.16	2.16	45.78	31.24	2.75	8.45	2.75	1.38	0.39	0.20	1.18	1.18	0.20	0.20	
GS-10	#	8	4	4	2	0	2	1	0	2	0	0	0	0	0	1	0	0	
	%	100	50.00	50.00	25.00	0.00	25.00	12.50	0.00	25.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00	
GS-11	#	902	551	351	77	39	373	234	41	37	49	33	6	0	3	4	2	4	
	%	100	61.09	38.91	8.54	4.32	41.35	25.94	4.55	4.10	5.43	3.66	0.67	0.00	0.33	0.44	0.22	0.44	
GS-12	#	1126	621	505	69	35	460	372	47	80	34	10	2	2	8	6	1	0	
	%	100	55.15	44.85	6.13	3.11	40.85	33.04	4.17	7.10	3.02	0.89	0.18	0.18	0.71	0.53	0.09	0.00	
GS-13	#	742	401	341	19	20	311	247	40	65	21	6	0	0	9	2	1	1	
	%	100	54.04	45.96	2.56	2.70	41.91	33.29	5.39	8.76	2.83	0.81	0.00	0.00	1.21	0.27	0.13	0.13	

GS-14	#	586	305	281	20	12	248	207	15	43	16	16	1	1	5	2	0	0
	%	100	52.05	47.95	3.41	2.05	42.32	35.32	2.56	7.34	2.73	2.73	0.17	0.17	0.85	0.34	0.00	0.00
GS-15	#	122	77	45	4	1	61	32	8	10	4	2	0	0	0	0	0	0
	%	100	63.11	36.89	3.28	0.82	50.00	26.23	6.56	8.20	3.28	1.64	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	41	27	14	2	2	20	10	3	2	2	0	0	0	0	0	0	0
	%	100	65.85	34.15	4.88	4.88	48.78	24.39	7.32	4.88	4.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	5492	2912	2580	350	226	2091	1812	220	389	189	101	17	8	36	32	9	12
	%	100	53.02	46.98	6.37	4.12	38.07	32.99	4.01	7.08	3.44	1.84	0.31	0.15	0.66	0.58	0.16	0.22

GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	1846	1173	673	111	83	846	431	34	56	105	58	28	9	18	14	31	22
	%	100	63.54	36.46	6.01	4.50	45.83	23.35	1.84	3.03	5.69	3.14	1.52	0.49	0.98	0.76	1.68	1.19

Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	116	96	20	26	2	59	13	8	2	2	1	0	0	1	1	0	1
	%	100	82.76	17.24	22.41	1.72	50.86	11.21	6.90	1.72	1.72	0.86	0.00	0.00	0.86	0.86	0.00	0.86

Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	164	120	44	68	25	31	16	4	0	13	2	2	0	0	1	2	0
	%	100	73.17	26.83	41.46	15.24	18.90	9.76	2.44	0.00	7.93	1.22	1.22	0.00	0.00	0.61	1.22	0.00

**U. S. DEPARTMENT OF AGRICULTURE
ANIMAL/PLANT HEALTH INSP.SERV.**

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

Year = FY 2015

Major Occupations	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	1138	764	374	112	55	517	263	39	12	81	34	5	1	8	6	2	3
	100%	67.14%	32.86%	9.84%	4.83%	45.43%	23.11%	3.43%	1.05%	7.12%	2.99%	0.44%	0.09%	0.70%	0.53%	0.18%	0.26%
0701 - VETERINARY MEDICAL SCIENCE	636	329	307	16	16	277	242	18	34	13	11	0	2	5	2	0	0
	100%	51.73%	48.27%	2.52%	2.52%	43.55%	38.05%	2.83%	5.35%	2.04%	1.73%	0%	0.31%	0.79%	0.31%	0%	0%
0303 - MISCELLANEOUS CLERK and ASSISTANT	409	99	310	16	41	57	194	16	58	8	8	1	2	0	6	1	1
	100%	24.21%	75.79%	3.91%	10.02%	13.94%	47.43%	3.91%	14.18%	1.96%	1.96%	0.24%	0.49%	0%	1.47%	0.24%	0.24%
0486 - WILDLIFE BIOLOGY	333	296	37	11	2	277	34	1	0	2	0	3	0	2	1	0	0
	100%	88.89%	11.11%	3.30%	0.60%	83.18%	10.21%	0.30%	0%	0.60%	0%	0.90%	0%	0.60%	0.30%	0%	0%
0704 - ANIMAL HEALTH TECHNICIAN	310	202	108	60	8	132	96	5	4	0	0	1	0	4	0	0	0
	100%	65.16%	34.84%	19.35%	2.58%	42.58%	30.97%	1.61%	1.29%	0%	0%	0.32%	0%	1.29%	0%	0%	0%
0421 - PLANT PROTECTION TECHNICIAN	273	176	97	57	33	65	46	16	2	32	12	4	1	1	2	1	1
	100%	64.47%	35.53%	20.88%	12.09%	23.81%	16.85%	5.86%	0.73%	11.72%	4.40%	1.47%	0.37%	0.37%	0.73%	0.37%	0.37%
2210 - INFORMATION TECHNOLOGY MANAGEMENT	266	184	82	11	4	133	58	25	19	10	0	2	0	2	1	1	0
	100%	69.17%	30.83%	4.14%	1.50%	50.00%	21.80%	9.40%	7.14%	3.76%	0%	0.75%	0%	0.75%	0.38%	0.38%	0%
0404 - BIOLOGICAL SCIENCE TECHNICIAN	264	152	112	14	8	117	96	5	5	13	2	0	0	2	1	1	0
	100%	57.58%	42.42%	5.30%	3.03%	44.32%	36.36%	1.89%	1.89%	4.92%	0.76%	0%	0%	0.76%	0.38%	0.38%	0%

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

Employment Tenure		RACE/ETHNICITY																	
		TOTAL WORKFORCE				Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	White		Black or African or American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
	#	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0401: GENERAL BIOLOGICAL SCIENCE	#	6042																	
Voluntarily Identified	#	3096	1978	1113	474	274	905	576	187	111	289	77	2	3	6	5	44	56	
	%	100	63.89	35.95	15.31	8.85	29.23	18.60	6.04	3.59	9.33	2.49	0.06	0.10	0.19	0.16	1.42	1.81	
Qualified of those Identified	#	2942	1879	1058	449	260	861	554	174	99	277	74	1	3	5	4	41	53	
	%	100	63.87	35.96	15.26	8.84	29.27	18.83	5.91	3.37	9.42	2.52	0.03	0.10	0.17	0.14	1.39	1.80	
Selected of those Identified	#	47	27	20	4	3	18	12	2	1	3	1	0	0	0	0	0	3	
	%	100	57.45	42.55	8.51	6.38	38.30	25.53	4.26	2.13	6.38	2.13	0.00	0.00	0.00	0.00	0.00	6.38	
Occupational CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28	
0701: VETERINARY MEDICAL SCIENCE	#	1798																	
Voluntarily Identified	#	749	319	430	23	70	224	275	28	43	29	10	0	1	0	5	3	22	
	%	100	42.59	57.41	3.07	9.35	29.91	36.72	3.74	5.74	3.87	1.34	0.00	0.13	0.00	0.67	0.40	2.94	
Qualified of those Identified	#	733	309	424	22	68	220	271	25	43	27	10	0	1	0	5	3	22	
	%	100	42.16	57.84	3.00	9.28	30.01	36.97	3.41	5.87	3.68	1.36	0.00	0.14	0.00	0.68	0.41	3.00	
Selected of those Identified	#	38	15	23	1	2	12	21	1	0	0	0	0	0	0	0	0	0	
	%	100	39.47	60.53	2.63	5.26	31.58	55.26	2.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Occupational CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28	
0303: MISCELLANEOUS CLERK AND ASSISTANT	#	4575																	
Voluntarily Identified	#	2360	852	1503	182	230	410	637	166	492	44	50	1	3	7	11	28	63	
	%	100	36.10	63.69	7.71	9.75	17.37	26.99	7.03	20.85	1.86	2.12	0.04	0.13	0.30	0.47	1.19	2.67	
Qualified of those Identified	#	2326	838	1483	176	222	406	632	163	487	43	49	1	3	7	11	28	63	
	%	100	36.03	63.76	7.57	9.54	17.45	27.17	7.01	20.94	1.85	2.11	0.04	0.13	0.30	0.47	1.20	2.71	
Selected of those Identified	#	43	15	28	5	6	5	13	4	5	0	1	0	0	0	2	1	0	
	%	100	34.88	65.12	11.63	13.95	11.63	30.23	9.30	11.63	0.00	2.33	0.00	0.00	0.00	4.65	2.33	0.00	
Occupational CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28	

0486: WILDLIFE BIOLOGY	#	721																
Voluntarily Identified	#	343	189	154	11	12	144	120	18	5	9	4	1	0	0	2	6	6
	%	100	55.10	44.90	3.21	3.50	41.98	34.99	5.25	1.46	2.62	1.17	0.29	0.00	0.00	0.58	1.75	1.75
Qualified of those Identified	#	315	171	144	10	11	133	112	14	5	9	4	0	0	0	2	5	5
	%	100	54.29	45.71	3.17	3.49	42.22	35.56	4.44	1.59	2.86	1.27	0.00	0.00	0.00	0.63	1.59	1.59
Selected of those Identified	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0704: ANIMAL HEALTH TECHNICIAN	#	2207																
Voluntarily Identified	#	1048	411	637	123	147	214	373	47	57	15	21	1	2	2	6	6	20
	%	100	39.22	60.78	11.74	14.03	20.42	35.59	4.48	5.44	1.43	2.00	0.10	0.19	0.19	0.57	0.57	1.91
Qualified of those Identified	#	996	384	612	121	144	194	355	44	54	15	21	1	2	1	6	5	19
	%	100	38.55	61.45	12.15	14.46	19.48	35.64	4.42	5.42	1.51	2.11	0.10	0.20	0.10	0.60	0.50	1.91
Selected of those Identified	#	76	35	41	14	11	16	21	5	3	0	3	0	0	0	0	0	2
	%	100	46.05	53.95	18.42	14.47	21.05	27.63	6.58	3.95	0.00	3.95	0.00	0.00	0.00	0.00	0.00	2.63
Occupational CLF	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0421: PLAN PROTECTION TECHNICIAN	#	2158																
Voluntarily Identified	#	1061	659	394	299	174	276	151	44	28	29	11	0	1	0	4	6	21
	%	100	62.11	37.13	28.18	16.40	26.01	14.23	4.15	2.64	2.73	1.04	0.00	0.09	0.00	0.38	0.57	1.98
Qualified of those Identified	#	1042	647	388	290	169	274	150	44	28	28	11	0	1	0	4	6	21
	%	100	62.09	37.24	27.83	16.22	26.30	14.40	4.22	2.69	2.69	1.06	0.00	0.10	0.00	0.38	0.58	2.02
Selected of those Identified	#	30	18	12	7	5	11	6	0	0	0	0	0	0	0	0	0	1
	%	100	60.00	40.00	23.33	16.67	36.67	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.33
Occupational CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
2210	#	0																
Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

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

Employment Tenure		TOTAL WORKFORCE					RACE/ETHNICITY																	
							Hispanic or Latino						Non-Hispanic or Latino											
							White		Black or African or 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	#	267	137	130	12	13	105	92	15	16	5	5	0	0	0	3	0	1						
	%	100	51.31	48.69	4.49	4.87	39.33	34.46	5.62	5.99	1.87	1.87	0.00	0.00	0.00	1.12	0.00	0.37						
Temporary	#	994	556	438	110	78	373	290	26	30	31	19	4	3	9	11	3	7						
	%	100	55.94	44.06	11.07	7.85	37.53	29.18	2.62	3.02	3.12	1.91	0.40	0.30	0.91	1.11	0.30	0.70						
NON-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
TOTAL	#	1261	693	568	122	91	478	382	41	46	36	24	4	3	9	14	3	8						
	%	100	54.96	45.04	9.67	7.22	37.91	30.29	3.25	3.65	2.85	1.90	0.32	0.24	0.71	1.11	0.24	0.63						
Alternate Benchmark	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
CLF2010	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28						

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

Employment Tenure		RACE/ETHNICITY																	
		TOTAL WORKFORCE				Hispanic or Latino		White		Black or African or 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	#	546	357	188	82	63	192	85	35	20	36	10	0	1	2	0	9	7	
	%	100	65.38	34.43	15.02	11.54	35.16	15.57	6.41	3.66	6.59	1.83	0.00	0.18	0.37	0.00	1.65	1.28	
Qualified	#	534	347	186	77	63	189	85	34	19	35	10	0	1	2	0	9	6	
	%	100	64.98	34.83	14.42	11.80	35.39	15.92	6.37	3.56	6.55	1.87	0.00	0.19	0.37	0.00	1.69	1.12	
Selected	#	20	10	10	1	2	5	6	2	0	2	0	0	0	0	0	0	2	
	%	100	50.00	50.00	5.00	10.00	25.00	30.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	
Relevant Applicant Pool	#	100	67.25	32.75	9.9	5.04	45	22.24	3.74	1.39	7.21	3.13	0.35	0.09	0.61	0.43	0.43	0.43	
0701: VETERINARY MEDICAL SCIENCE	#	180	99	81	7	25	76	41	9	5	1	3	0	1	0	1	2	4	
	%	100	55.00	45.00	3.89	13.89	42.22	22.78	5.00	2.78	0.56	1.67	0.00	0.56	0.00	0.56	1.11	2.22	
Qualified	#	179	99	80	7	25	76	40	9	5	1	3	0	1	0	1	2	4	
	%	100	55.31	44.69	3.91	13.97	42.46	22.35	5.03	2.79	0.56	1.68	0.00	0.56	0.00	0.56	1.12	2.23	
Selected	#	19	10	9	1	1	8	8	1	0	0	0	0	0	0	0	0	0	
	%	100	52.63	47.37	5.26	5.26	42.11	42.11	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Relevant Applicant Pool	#	100	53.88	46.12	2.75	2.91	44.98	35.76	3.24	5.18	2.1	1.29	0	0	0.32	0.16	0.49	0.81	
0303: MISCELLANEOUS CLERK AND ASSISTANT	#	549	235	313	64	59	114	125	37	103	8	5	0	0	3	6	8	14	
	%	100	42.81	57.01	11.66	10.75	20.77	22.77	6.74	18.76	1.46	0.91	0.00	0.00	0.55	1.09	1.46	2.55	
Qualified	#	545	234	310	64	57	114	124	36	103	8	5	0	0	3	6	8	14	
	%	100	42.94	56.88	11.74	10.46	20.92	22.75	6.61	18.90	1.47	0.92	0.00	0.00	0.55	1.10	1.47	2.57	
Selected	#	25	7	18	2	5	3	7	1	5	0	0	0	0	0	1	1	0	
	%	100	28.00	72.00	8.00	20.00	12.00	28.00	4.00	20.00	0.00	0.00	0.00	0.00	0.00	4.00	4.00	0.00	
Relevant Applicant Pool	#	100	19.95	80.05	3.72	9.84	10.9	51.33	2.93	14.63	1.6	1.86	0.27	0.53	0.27	0.8	0.27	1.06	
0486: WILDLIFE BIOLOGY	#	194	143	50	4	8	123	31	2	7	12	1	0	0	0	0	2	2	
	%	100	73.71	25.77	2.06	4.12	63.40	15.98	1.03	3.61	6.19	0.52	0.00	0.00	0.00	0.00	1.03	1.03	
Qualified	#	191	141	49	4	8	121	30	2	7	12	1	0	0	0	0	2	2	
	%	100	73.82	25.65	2.09	4.19	63.35	15.71	1.05	3.66	6.28	0.52	0.00	0.00	0.00	0.00	1.05	1.05	

Selected	#	9	7	2	0	0	5	2	0	0	0	0	0	0	0	0	2	0
	%	100	77.78	22.22	0.00	0.00	55.56	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22.22	0.00
Relevant Applicant Pool	#	100	88	12	3.38	0.62	81.85	10.77	0.62	0.31	0.62	0	0.92	0	0.62	0	0	0.31
0704: ANIMAL HEALTH TECHNICIAN	#	65	45	20	22	8	20	9	2	2	0	0	0	0	0	1	0	0
	%	100	69.23	30.77	33.85	12.31	30.77	13.85	3.08	3.08	0.00	0.00	0.00	0.00	0.00	1.54	0.00	0.00
Qualified	#	64	45	19	22	8	20	8	2	2	0	0	0	0	0	1	0	0
	%	100	70.31	29.69	34.38	12.50	31.25	12.50	3.13	3.13	0.00	0.00	0.00	0.00	0.00	1.56	0.00	0.00
Selected	#	8	7	1	5	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	100	87.50	12.50	62.50	12.50	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	68.15	31.85	20.38	1.27	44.27	29.3	1.91	1.27	0	0	0.32	0	0.96	0	0.32	0
0421: PLAN PROTECTION TECHNICIAN	#	18	16	2	7	0	5	2	2	0	2	0	0	0	0	0	0	0
	%	100	88.89	11.11	38.89	0.00	27.78	11.11	11.11	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	17	15	2	6	0	5	2	2	0	2	0	0	0	0	0	0	0
	%	100	88.24	11.76	35.29	0.00	29.41	11.76	11.76	0.00	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	#	100	67.65	32.35	21.08	13.24	21.57	12.75	6.37	0	15.69	5.39	1.96	0.49	0.49	0	0.49	0.49
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																		

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

Employment Tenure		TOTAL WORKFORCE					RACE/ETHNICITY											
							Hispanic or Latino						Non-Hispanic or Latino					
							White		Black or African or 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	#	422	198	224	12	20	155	143	16	40	9	12	0	0	0	0	0	
	%	100	46.92	53.08	2.84	4.74	36.73	33.89	3.79	9.48	2.13	2.84	0.00	0.00	0.00	0.00	0.00	
Time in grade in excess of minimum: 1 - 12 months	#	31	11	20	0	1	10	15	1	3	0	0	0	0	0	0	1	
	%	100	35.48	64.52	0.00	3.23	32.26	48.39	3.23	9.68	0.00	0.00	0.00	0.00	0.00	0.00	3.23	
Time in grade in excess of minimum: 13 - 24 months	#	10	4	6	0	0	2	4	1	2	1	0	0	0	0	0	0	
	%	100	40.00	60.00	0.00	0.00	20.00	40.00	10.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	
Time in grade in excess of minimum: 25 + months	#	50	24	26	3	4	17	16	3	3	1	1	0	0	0	0	2	
	%	100	48.00	52.00	6.00	8.00	34.00	32.00	6.00	6.00	2.00	2.00	0.00	0.00	0.00	0.00	4.00	

Plan - Grade: SES: Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: SES: Relevant Applicant Pool	#	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

Employment Tenure		RACE/ETHNICITY																		
		TOTAL WORKFORCE				Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
		All	Male	Female	Male	Female	White		Black or African or American		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Slots for GS-5 to GS-12 Program	#	0																		
Relevant Pool for GS-5 to GS-12 Program	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-5 to GS-12 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-5 to GS-12 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Slots for GS-13 to GS-14 Program	#	0																		
Relevant Pool for GS-13 to GS-14 Program	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-13 to GS-14 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-13 to GS-14 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Slots for GS-15 to SES Program	#	0																		
Relevant Pool for GS-15 to SES Program	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied for GS-15 to SES Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Participants for GS-15 to SES Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY																	
		TOTAL WORKFORCE				Hispanic or Latino		White		Black or African or 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	#	132	60	72	6	5	28	47	8	7	14	11	2	0	2	2	0	0	
	%	100	45.45	54.55	4.55	3.79	21.21	35.61	6.06	5.30	10.61	8.33	1.52	0.00	1.52	1.52	0.00	0.00	
Time-Off Awards: 1-9 hours : Total Hours	#	927	440	487	48	36	193	313	56	46	112	76	16	0	15	16	0	0	
Time-Off Awards: 1-9 hours : Average Hours	#	7.02272727	7.33333333	6.76388888	8	7.2	6.89285714	6.65957446	7	6.57142857	8	6.90909090	8	0	7.5	8	0	0	
Time-Off Awards: 9+ hours : Total Time-Off Awards Given	#	380	153	227	12	19	94	145	20	45	18	14	5	1	3	0	1	3	
	%	100	40.26	59.74	3.16	5.00	24.74	38.16	5.26	11.84	4.74	3.68	1.32	0.26	0.79	0.00	0.26	0.79	
Time-Off Awards: 9+ hours : Total Hours	#	9781	3625	6156	356	416	2271	4039	456	1194	350	363	80	40	88	0	24	104	
Time-Off Awards: 9+ hours : Average Hours	#	25.7394736	23.6928104	27.1189427	29.66666666	21.8947368	24.1595744	27.851724	22.8	26.5333333	19.4444444	25.9285714	16	40	29.3333333	0	24	34.6666666	
Cash Awards: \$100 - \$500: Total Cash Awards Given	#	998	466	532	64	45	338	362	33	94	23	17	2	1	4	7	2	6	
	%	100	46.69	53.31	6.41	4.51	33.87	36.27	3.31	9.42	2.30	1.70	0.20	0.10	0.40	0.70	0.20	0.60	
Cash Awards: \$100 - \$500: Total Amount	\$	391456.00	184659.00	206797.00	25863.00	18833.00	134364.00	141494.00	12614.00	34406.00	8340.00	6828.00	882.00	382.00	1596.00	2605.00	1000.00	2249.00	
Cash Awards: \$100 - \$500: Average Amount	\$	392.24	396.26	388.72	404.11	418.51	397.53	390.87	382.24	366.02	362.61	401.65	441.00	382.00	399.00	372.14	500.00	374.83	
Cash Awards: \$501+: Total Cash Awards Given	#	3414	1689	1725	188	141	1273	1249	105	252	81	54	7	3	32	23	3	3	
	%	100	49.47	50.53	5.51	4.13	37.29	36.58	3.08	7.38	2.37	1.58	0.21	0.09	0.94	0.67	0.09	0.09	
Cash Awards: \$501+: Total Amount	\$	3725510.00	1845381.00	1880129.00	178765.00	131850.00	1422721.00	1361639.00	106178.00	296305.00	90149.00	59334.00	8814.00	3500.00	35207.00	25095.00	3547.00	2406.00	
Cash Awards: \$501+: Average Amount	\$	1091.24	1092.59	1089.93	950.88	935.11	1117.61	1090.18	1011.22	1175.81	1112.95	1098.78	1259.14	1166.67	1100.22	1091.09	1182.33	802.00	
Quality Step Increases (QSI): Total QSIs Awarded	#	157	72	85	12	12	46	58	3	8	9	4	1	0	1	1	0	2	
	%	100	45.86	54.14	7.64	7.64	29.30	36.94	1.91	5.10	5.73	2.55	0.64	0.00	0.64	0.64	0.00	1.27	
Quality Step Increases (QSI): Total Benefit	\$	320333.00	149314.00	171019.00	18250.00	17547.00	106833.00	121122.00	6024.00	18154.00	14870.00	7959.00	924.00	0.00	2413.00	2851.00	0.00	3386.00	
Quality Step Increases (QSI): Average Benefit	\$	2040.34	2073.81	2011.99	1520.83	1462.25	2322.46	2088.31	2008.00	2269.25	1652.22	1989.75	924.00	0.00	2413.00	2851.00	0.00	1693.00	

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

Employment Tenure		TOTAL WORKFORCE					RACE/ETHNICITY											
							Non-Hispanic or Latino											
							White		Black or African or 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 Separations	#	300	160	140	15	11	112	105	22	15	8	5	0	1	3	2	0	1
	%	100	53.33	46.67	5.00	3.67	37.33	35.00	7.33	5.00	2.67	1.67	0.00	0.33	1.00	0.67	0.00	0.33
Involuntary Separations	#	22	13	9	0	0	7	6	4	0	2	2	0	0	0	1	0	0
	%	100	59.09	40.91	0.00	0.00	31.82	27.27	18.18	0.00	9.09	9.09	0.00	0.00	0.00	4.55	0.00	0.00
Total Separations	#	322	173	149	15	11	119	111	26	15	10	7	0	1	3	3	0	1
	%	100	53.73	46.27	4.66	3.42	36.96	34.47	8.07	4.66	3.11	2.17	0.00	0.31	0.93	0.93	0.00	0.31
Total Workforce	#	5642	3036	2606	382	229	2168	1830	230	391	193	102	17	8	37	33	9	13
	%	100	53.81	46.19	6.77	4.06	38.43	32.44	4.08	6.93	3.42	1.81	0.30	0.14	0.66	0.58	0.16	0.23

Total Workforce	#	5642	4822	144	676	83	7	4	2	8	2	10	3	47	0	
	%	100	85.47	2.55	11.98	1.47	0.12	0.07	0.04	0.14	0.04	0.18	0.05	0.83	0.00	
Federal Goal	%					2.00										
WILDLIFE SERVICES	#	657	604	7	46	4	0	0	0	0	0	2	0	2	0	
	%	100	91.93	1.07	7.00	0.61	0.00	0.00	0.00	0.00	0.00	0.30	0.00	0.30	0.00	

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

Grade Level	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
GS-01	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	17	15	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	88.24	0.00	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	84	67	3	14	4	3	0	0	0	0	0	1	0	0
	%	100	79.76	3.57	16.67	4.76	3.57	0.00	0.00	0.00	0.00	0.00	1.19	0.00	0.00
GS-05	#	196	144	6	46	10	1	1	1	1	0	0	1	5	0
	%	100	73.47	3.06	23.47	5.10	0.51	0.51	0.51	0.51	0.00	0.00	0.51	2.55	0.00
GS-06	#	251	193	11	47	7	0	0	0	1	0	0	0	6	0
	%	100	76.89	4.38	18.73	2.79	0.00	0.00	0.00	0.40	0.00	0.00	0.00	2.39	0.00
GS-07	#	648	527	16	105	14	2	1	1	2	0	1	0	7	0
	%	100	81.33	2.47	16.20	2.16	0.31	0.15	0.15	0.31	0.00	0.15	0.00	1.08	0.00
GS-08	#	258	241	2	15	1	0	0	0	0	0	0	0	1	0
	%	100	93.41	0.78	5.81	0.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.39	0.00
GS-09	#	509	450	7	52	6	0	0	0	1	0	2	0	3	0
	%	100	88.41	1.38	10.22	1.18	0.00	0.00	0.00	0.20	0.00	0.39	0.00	0.59	0.00
GS-10	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	87.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	902	774	31	97	10	0	0	0	0	0	2	0	8	0
	%	100	85.81	3.44	10.75	1.11	0.00	0.00	0.00	0.00	0.00	0.22	0.00	0.89	0.00
GS-12	#	742	642	12	88	7	1	1	0	0	0	1	0	4	0
	%	100	86.52	1.62	11.86	0.94	0.13	0.13	0.00	0.00	0.00	0.13	0.00	0.54	0.00
GS-13	#	742	642	12	88	7	1	1	0	0	0	1	0	4	0
	%	100	86.52	1.62	11.86	0.94	0.13	0.13	0.00	0.00	0.00	0.13	0.00	0.54	0.00

GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	1846	1624	58	164	12	1	1	0	2	1	0	0	6	1
	%	100	87.97	3.14	8.88	0.65	0.05	0.05	0.00	0.11	0.05	0.00	0.00	0.33	0.05

Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	116	85	8	23	3	0	0	0	0	0	0	1	2	0
	%	100	73.28	6.90	19.83	2.59	0.00	0.00	0.00	0.00	0.00	0.00	0.86	1.72	0.00

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

Job Title-Series	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
0401: GENERAL BIOLOGICAL SCIENCE	#	1138	997	28	113	9	0	0	0	1	0	2	0	6	0
	%	100	87.61	2.46	9.93	0.79	0.00	0.00	0.00	0.09	0.00	0.18	0.00	0.53	0.00
0701: VETERINARY MEDICAL SCIENCE	#	636	554	20	62	6	0	1	0	1	0	0	0	4	0
	%	100	87.11	3.14	9.75	0.94	0.00	0.16	0.00	0.16	0.00	0.00	0.00	0.63	0.00
0303: MISCELLANEOUS CLERK AND ASSISTANT	#	409	299	14	96	14	4	1	0	2	0	1	0	6	0
	%	100	73.11	3.42	23.47	3.42	0.98	0.24	0.00	0.49	0.00	0.24	0.00	1.47	0.00
0486: WILDLIFE BIOLOGY	#	333	318	2	13	1	0	0	0	0	0	1	0	0	0
	%	100	95.50	0.60	3.90	0.30	0.00	0.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00
0704: ANIMAL HEALTH TECHNICIAN	#	310	282	7	21	1	0	0	0	0	0	0	0	1	0
	%	100	90.97	2.26	6.77	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.32	0.00
0421: PLAN PROTECTION TECHNICIAN	#	273	236	3	34	1	0	0	0	0	0	0	0	1	0
	%	100	86.45	1.10	12.45	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.37	0.00

Table B6: PARTICIPATION RATES BY MAJOR OCCUPATIONS - Distribution by Disability (Temporary)

Job Title-Series	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
0404: BIOLOGICAL SCIENCE TECHNICIAN	#	1195	1080	30	85	5	0	1	1	0	0	0	0	2	1
	%	100	90.38	2.51	7.11	0.42	0.00	0.08	0.08	0.00	0.00	0.00	0.00	0.17	0.08
0421: PLAN PROTECTION TECHNICIAN	#	684	613	11	60	0	0	0	0	0	0	0	0	0	0
	%	100	89.62	1.61	8.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0704: ANIMAL HEALTH TECHNICIAN	#	222	193	12	17	3	1	1	0	1	0	0	0	0	0
	%	100	86.94	5.41	7.66	1.35	0.45	0.45	0.00	0.45	0.00	0.00	0.00	0.00	0.00
0701: VETERINARY MEDICAL SCIENCE	#	104	81	3	20	2	0	0	0	1	1	0	0	0	0
	%	100	77.88	2.88	19.23	1.92	0.00	0.00	0.00	0.96	0.96	0.00	0.00	0.00	0.00
0401: GENERAL BIOLOGICAL SCIENCE	#	82	81	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	98.78	0.00	1.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0303: MISCELLANEOUS CLERK AND ASSISTANT	#	52	40	3	9	1	0	0	0	0	0	0	0	1	0
	%	100	76.92	5.77	17.31	1.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.92	0.00

Table B8: NEW HIRES By Type of Appointment - Distribution by Disability

Type of Appointment	TOTAL	Total By Disability Status				Detail for Targeted Disabilities										
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of		
Permanent	#	267	201	16	50	4	0	0	0	0	0	0	0	0	4	0
	%	100	75.28	5.99	18.73	1.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.50	0.00
Temporary	#	994	872	28	94	6	0	0	0	0	0	0	0	5	1	
	%	100	87.73	2.82	9.46	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.10	
NON-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
TOTAL	#	1261	1073	44	144	10	0	0	0	0	0	0	0	9	1	
	%	100	85.09	3.49	11.42	0.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.71	0.08	

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

Internal Competitive Promotions	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
0401: GENERAL BIOLOGICAL SCIENCE	#	1121	469	619	33	11	1	0	0	2	0	0	8	1	0
	%	100	41.84	55.22	2.94	0.98	0.09	0.00	0.00	0.18	0.00	0.00	0.71	0.09	0.00
Qualified	#	1089	457	599	33	11	1	0	0	2	0	0	8	1	0
	%	100	41.97	55.00	3.03	1.01	0.09	0.00	0.00	0.18	0.00	0.00	0.73	0.09	0.00
Selected	#	54	24	29	1	0	0	0	0	0	0	0	0	0	0
	%	100	44.44	53.70	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	87.93	2.52	9.55	100	0	0	0	0	22.22	0	77.78	0	0
0701: VETERINARY MEDICAL SCIENCE	#	464	247	205	12	8	2	0	0	0	0	0	6	0	0
	%	100	53.23	44.18	2.59	1.72	0.43	0.00	0.00	0.00	0.00	0.00	1.29	0.00	0.00
Qualified	#	462	247	204	11	7	1	0	0	0	0	0	6	0	0
	%	100	53.46	44.16	2.38	1.52	0.22	0.00	0.00	0.00	0.00	0.00	1.30	0.00	0.00
Selected	#	39	20	17	2	0	0	0	0	0	0	0	0	0	0
	%	100	51.28	43.59	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	88.01	2.43	9.56	100	0	0	0	0	0	0	100	0	0
0303: MISCELLANEOUS CLERK AND ASSISTANT	#	1023	365	578	80	33	3	0	2	3	4	0	21	0	0
	%	100	35.68	56.50	7.82	3.23	0.29	0.00	0.20	0.29	0.39	0.00	2.05	0.00	0.00
Qualified	#	1010	362	568	80	33	3	0	2	3	4	0	21	0	0
	%	100	35.84	56.24	7.92	3.27	0.30	0.00	0.20	0.30	0.40	0.00	2.08	0.00	0.00
Selected	#	43	21	20	2	2	0	0	0	1	0	0	1	0	0
	%	100	48.84	46.51	4.65	4.65	0.00	0.00	0.00	2.33	0.00	0.00	2.33	0.00	0.00
Relevant Applicant Pool	%	100	75.13	3.21	21.66	100	0	0	0	0	50	0	50	0	0
0486: WILDLIFE BIOLOGY	#	490	207	270	13	8	1	0	0	0	0	0	7	0	0
	%	100	42.24	55.10	2.65	1.63	0.20	0.00	0.00	0.00	0.00	0.00	1.43	0.00	0.00
Qualified	#	480	205	262	13	8	1	0	0	0	0	0	7	0	0
	%	100	42.71	54.58	2.71	1.67	0.21	0.00	0.00	0.00	0.00	0.00	1.46	0.00	0.00

Selected	#	33	18	15	0	0	0	0	0	0	0	0	0	0	0
	%	100	54.55	45.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	95.69	0.62	3.69	100	0	0	0	0	100	0	0	0	0
0704: ANIMAL HEALTH TECHNICIAN	#	140	67	69	4	1	0	0	0	0	0	0	1	0	0
	%	100	47.86	49.29	2.86	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.71	0.00	0.00
Qualified	#	134	63	67	4	1	0	0	0	0	0	0	1	0	0
	%	100	47.01	50.00	2.99	0.75	0.00	0.00	0.00	0.00	0.00	0.00	0.75	0.00	0.00
Selected	#	14	11	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	78.57	21.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	92.04	2.23	5.73	100	0	0	0	0	0	0	100	0	0
0421: PLAN PROTECTION TECHNICIAN	#	33	22	8	3	1	1	0	0	0	0	0	0	0	0
	%	100	66.67	24.24	9.09	3.03	3.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified	#	32	21	8	3	1	1	0	0	0	0	0	0	0	0
	%	100	65.63	25.00	9.38	3.13	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	86.76	0.98	12.25	100	0	0	0	0	0	0	100	0	0
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.															

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

Non-Competitive Promotions		TOTAL	Total By Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of
Total Employees Eligible for Career Ladder Promotions	#	422	337	22	63	6	1	1	0	0	0	0	1	3	0
	%	100	79.86	5.21	14.93	1.42	0.24	0.24	0.00	0.00	0.00	0.00	0.24	0.71	0.00
Time in grade in excess of minimum: 1 - 12 months	#	31	26	2	3	0	0	0	0	0	0	0	0	0	0
	%	100	83.87	6.45	9.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 13 - 24 months	#	10	6	2	2	0	0	0	0	0	0	0	0	0	0
	%	100	60.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time in grade in excess of minimum: 25 + months	#	50	44	1	5	2	1	0	0	0	0	0	1	0	0
	%	100	88.00	2.00	10.00	4.00	2.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00

Plan - Grade: SES: Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: SES: Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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

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

Types of Separations	TOTAL	Total By Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92] of	
Voluntary Separations	#	300	242	11	47	6	1	0	0	1	0	0	0	4	0
	%	100	80.67	3.67	15.67	2.00	0.33	0.00	0.00	0.33	0.00	0.00	0.00	1.33	0.00
Involuntary Separations	#	22	12	2	8	1	0	0	0	0	0	0	0	1	0
	%	100	54.55	9.09	36.36	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.55	0.00
Total Separations	#	322	254	13	55	7	1	0	0	1	0	0	0	5	0
	%	100	78.88	4.04	17.08	2.17	0.31	0.00	0.00	0.31	0.00	0.00	0.00	1.55	0.00
Total Workforce	#	5642	4822	144	676	83	7	4	2	8	2	10	3	47	0
	%	100	85.47	2.55	11.98	1.47	0.12	0.07	0.04	0.14	0.04	0.18	0.05	0.83	0.00

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex: Calculated within Group

Occupational Categories		RACE/ETHNICITY																
		TOTAL WORKFORCE						Non-Hispanic or Latino										
				Hispanic or Latino		White		Black or African or 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
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	147	96	51	7	3	73	38	10	9	6	1	0	0	0	0	0	0
	%	2.61	3.16	1.96	1.91	1.39	3.37	2.08	4.35	2.30	3.11	0.98	0.00	0.00	0.00	0.00	0.00	0.00
Mid-Level Officials and Managers (Grades 13-14)	#	438	264	174	14	7	213	128	18	31	14	7	1	0	4	1	0	0
	%	7.76	8.70	6.68	3.81	3.24	9.82	6.99	7.83	7.93	7.25	6.86	5.88	0.00	10.81	3.03	0.00	0.00
First-Level (Grades 12 and Below)	#	338	253	85	34	11	181	61	12	7	19	3	2	1	4	2	1	0
	%	5.99	8.33	3.26	9.26	5.09	8.35	3.33	5.22	1.79	9.84	2.94	11.76	12.50	10.81	6.06	4.17	0.00
Other	#	776	230	546	10	23	154	341	51	152	8	19	1	1	5	8	1	2
	%	13.75	7.58	20.95	2.72	10.65	7.10	18.63	22.17	38.87	4.15	18.63	5.88	12.50	13.51	24.24	4.17	7.69
Officials and Managers - TOTAL	#	1699	843	856	65	44	621	568	91	199	47	30	4	2	13	11	2	2
	%	30.11	27.77	32.85	17.71	20.37	28.64	31.04	39.57	50.90	24.35	29.41	23.53	25.00	35.14	33.33	8.33	7.69
Professionals	#	2266	1361	905	135	78	1029	671	79	91	93	46	7	2	14	11	4	6
	%	40.16	44.83	34.73	36.78	36.11	47.46	36.67	34.35	23.27	48.19	45.10	41.18	25.00	37.84	33.33	16.67	23.08
Technicians	#	871	540	331	126	50	331	247	27	15	43	14	5	1	7	3	1	1
	%	15.44	17.79	12.70	34.33	23.15	15.27	13.50	11.74	3.84	22.28	13.73	29.41	12.50	18.92	9.09	4.17	3.85
Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	609	148	461	20	51	93	303	23	83	9	11	1	3	1	7	1	3
	%	10.79	4.87	17.69	5.45	23.61	4.29	16.56	10.00	21.23	4.66	10.78	5.88	37.50	2.70	21.21	4.17	11.54
Craft Workers	#	27	27	0	13	0	13	0	1	0	0	0	0	0	0	0	0	0
	%	0.48	0.89	0.00	3.54	0.00	0.60	0.00	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Operatives	#	30	27	3	3	0	20	2	2	0	1	0	0	0	1	1	0	0
	%	0.53	0.89	0.12	0.82	0.00	0.92	0.11	0.87	0.00	0.52	0.00	0.00	0.00	2.70	3.03	0.00	0.00
Laborers and Helpers	#	37	26	11	7	1	16	7	3	2	0	0	0	0	0	0	0	1
	%	0.66	0.86	0.42	1.91	0.46	0.74	0.38	1.30	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.85
Service Workers	#	103	64	39	13	5	45	32	4	1	0	1	0	0	1	0	1	0
	%	1.83	2.11	1.50	3.54	2.31	2.08	1.75	1.74	0.26	0.00	0.98	0.00	0.00	2.70	0.00	4.17	0.00

Total Workforce	#	5642	3036	2606	367	216	2168	1830	230	391	193	102	17	8	37	33	24	26
	%	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.

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

Grade Level		RACE/ETHNICITY																
		TOTAL WORKFORCE					Hispanic or Latino		Non-Hispanic or Latino				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		TOTAL WORKFORCE			Hispanic or Latino		White		Black or African or 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	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.00	0.04	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.02	0.00	0.04	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	17	8	9	6	4	1	2	0	2	0	0	0	0	0	1	1	0
	%	0.31	0.27	0.35	1.71	1.77	0.05	0.11	0.00	0.51	0.00	0.00	0.00	0.00	0.00	3.13	11.11	0.00
GS-04	#	84	54	30	5	6	15	13	5	2	23	8	4	0	0	2	1	0
	%	1.53	1.85	1.16	1.43	2.65	0.72	0.72	2.27	0.51	12.17	7.92	23.53	0.00	0.00	0.00	22.22	8.33
GS-05	#	196	80	116	24	33	39	64	7	10	9	5	1	2	0	1	0	1
	%	3.57	2.75	4.50	6.86	14.60	1.87	3.53	3.18	2.57	4.76	4.95	5.88	25.00	0.00	3.13	0.00	8.33
GS-06	#	251	79	172	7	20	55	115	10	26	7	6	0	2	0	2	0	1
	%	4.57	2.71	6.67	2.00	8.85	2.63	6.35	4.55	6.68	3.70	5.94	0.00	25.00	0.00	6.25	0.00	8.33
GS-07	#	648	274	374	50	36	183	264	26	57	10	8	1	0	3	6	1	3
	%	11.80	9.41	14.50	14.29	15.93	8.75	14.57	11.82	14.65	5.29	7.92	5.88	0.00	8.33	18.75	11.11	25.00
GS-08	#	258	150	108	54	7	90	90	4	10	0	0	0	0	2	1	0	0
	%	4.70	5.15	4.19	15.43	3.10	4.30	4.97	1.82	2.57	0.00	0.00	0.00	0.00	5.56	3.13	0.00	0.00
GS-09	#	509	281	228	11	11	233	159	14	43	14	7	2	1	6	6	1	1
	%	9.27	9.65	8.84	3.14	4.87	11.14	8.77	6.36	11.05	7.41	6.93	11.76	12.50	16.67	18.75	11.11	8.33
GS-10	#	8	4	4	2	0	2	1	0	2	0	0	0	0	0	1	0	0
	%	0.15	0.14	0.16	0.57	0.00	0.10	0.06	0.00	0.51	0.00	0.00	0.00	0.00	0.00	3.13	0.00	0.00
GS-11	#	902	551	351	77	39	373	234	41	37	49	33	6	0	3	4	2	4
	%	16.42	18.92	13.60	22.00	17.26	17.84	12.91	18.64	9.51	25.93	32.67	35.29	0.00	8.33	12.50	22.22	33.33
GS-12	#	1126	621	505	69	35	460	372	47	80	34	10	2	2	8	6	1	0
	%	20.50	21.33	19.57	19.71	15.49	22.00	20.53	21.36	20.57	17.99	9.90	11.76	25.00	22.22	18.75	11.11	0.00
GS-13	#	742	401	341	19	20	311	247	40	65	21	6	0	0	9	2	1	1
	%	13.51	13.77	13.22	5.43	8.85	14.87	13.63	18.18	16.71	11.11	5.94	0.00	0.00	25.00	6.25	11.11	8.33

GS-14	#	586	305	281	20	12	248	207	15	43	16	16	1	1	5	2	0	0
	%	10.67	10.47	10.89	5.71	5.31	11.86	11.42	6.82	11.05	8.47	15.84	5.88	12.50	13.89	6.25	0.00	0.00
GS-15	#	122	77	45	4	1	61	32	8	10	4	2	0	0	0	0	0	0
	%	2.22	2.64	1.74	1.14	0.44	2.92	1.77	3.64	2.57	2.12	1.98	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	41	27	14	2	2	20	10	3	2	2	0	0	0	0	0	0	0
	%	0.75	0.93	0.54	0.57	0.88	0.96	0.55	1.36	0.51	1.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	5492	2912	2580	350	226	2091	1812	220	389	189	101	17	8	36	32	9	12
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.05	0.09	0.00	0.00	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	1846	1173	673	111	83	846	431	34	56	105	58	28	9	18	14	31	22
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	116	96	20	26	2	59	13	8	2	2	1	0	0	1	1	0	1
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	100.00	100.00	0.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	164	120	44	68	25	31	16	4	0	13	2	2	0	0	1	2	0
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	100.00	100.00	100.00	0.00	0.00	100.00	100.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Total Workforce	#	5642	4822	144	676	83	7	4	2	8	2	10	3	47	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages computed down columns and NOT across rows.



GS-14	#	586	525	16	45	9	0	1	0	1	1	0	0	6	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	122	107	1	14	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

GS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.05	0.00	0.00	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	1846	1624	58	164	12	1	1	0	2	1	0	0	6	1
	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	100.00	100.00	0.00	0.00	100.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	116	85	8	23	3	0	0	0	0	0	0	1	2	0
	%	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	164	144	11	9	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.