

**U.S. Department of Housing and Urban Development**



**Federal Agency Annual Equal Employment Opportunity  
Program Status Report  
(Management Directive – 715)**

**Fiscal Year 2013**

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## **Glossary of Acronyms**

ADR	Alternative Dispute Resolution
AED	Affirmative Employment Division
AO	Administrative Officer
CLF	Civilian Labor Force
CPD	Office of Community Planning and Development
DEPM	Disability Employment Program Manager
EEO	Equal Employment Opportunity
EEOC	U.S. Equal Employment Opportunity Commission
EEOD	Equal Employment Opportunity Division
FHEO	Office of Fair Housing and Equal Opportunity
FAD	Final Agency Decision
FAPAC	Federal Asian Pacific American Council
FAQ	Frequently Asked Questions
FHA	Office of Housing-Federal Housing Commissioner
FPM	Office of Field Policy and Management
FTE	Full-Time Equivalency
HEPM	Hispanic Employment Program Manager
HR	Human Resources Management
IAA	Inter-Agency Agreement
LULAC	League of United Latin American Citizens
MCO	Mission Critical Occupation
MD-715	U.S. Equal Employment Opportunity Commission Management Directive 715
NAHREP	National Association of Hispanic Real Estate Professionals
OCFO	Office of the Chief Financial Officer
OCHCO	Office of the Chief Human Capital Office
ODEEO	Office of Departmental Equal Employment Opportunity
OIG	Office of the Inspector General
OPM	U.S. Office of Personnel Management
OS	Office of the Secretary
PD&R	Office of Policy Development and Research
PIH	Office of Public and Indian Housing
PWD	Persons with Disabilities
PWTD	Persons with Targeted Disabilities
RNO	Race National Origin
SEPM	Special Emphasis Program Manager
USPS	United States Postal Service

**Part A - Department or Agency Identifying Information**

Agency	Second Level Component	Address	City	State	Zip Code	CPDF Code	FIPS Code
U.S. Department of Housing & Urban Development		451 7th Street, SW	Washington	DC	20410	HU83	11001

**Part B - Total Employment**

Total Employment	Permanent Workforce	Temporary Workforce	Non-Appropriated Workforce	Total Workforce
Number of Employees	8,606	158	0	8,764

**Part C.1 - Head of Agency and Head of Agency Designee**

Agency Leadership	Name	Title
Head of Agency	Shaun Donovan	Secretary, Department of Housing & Urban Development
Head of Agency Designee	Maurice A. Jones	Deputy Secretary, Department of Housing & Urban Development

**Part C.2 - Agency Official(s) Responsible For Oversight of EEO Program(s)**

Name	Title	Occupational Series	Pay Plan & Grade	Phone Number	Email Address
John P. Benison	Director, Office of Departmental Equal Employment Opportunity	0260	SES	202-708-3362	<a href="mailto:John.P.Benison@hud.gov">John.P.Benison@hud.gov</a>
Michelle A. Cottom	Director, Affirmative Employment Division	0260	GS-15	202-402-5627	<a href="mailto:Michelle.A.Cottom@hud.gov">Michelle.A.Cottom@hud.gov</a>
LaShawn Walker	Director, EAP, Health and Wellness Division	0201	GS-15	202-402-3087	<a href="mailto:LaShawn.Walker@hud.gov">LaShawn.Walker@hud.gov</a>
John F. McLemore	Director, Equal Employment Opportunity Division	0260	GS-15	202-402-6265	<a href="mailto:John.F.McLemore@hud.gov">John.F.McLemore@hud.gov</a>

Name	Program Staff	Occupational Series	Pay Plan & Grade	Phone Number	Email Address
Timothy Lewis	Compliance Officer	301	GS- 13	202-402-8310	<a href="mailto:Timothy.W.Lewis@hud.gov">Timothy.W.Lewis@hud.gov</a>
Eric M. Gima	Principal MD- 715 Preparer	260	GS- 13	404-331-5001	<a href="mailto:Eric.M.Gima@hud.gov">Eric.M.Gima@hud.gov</a>

### Part D.1 - List of Subordinate Components Covered in This Report

<b>Subordinate Component</b>	<b>City</b>	<b>State</b>	<b>Country (Optional)</b>	<b>CPDF Code</b>	<b>FIPS Code</b>
Office of the Chief Human Capital Officer (OCHCO)	Washington	DC		HUBB	11001
Office of Community Planning and Development (CPD)	Washington	DC		HUDD	11001
Office of Fair Housing and Equal Opportunity (FHEO)	Washington	DC		HUEE	11001
Office of Housing-Federal Housing Commissioner (FHA)	Washington	DC		HUMM	11001
Office of Policy Development and Research (PD&R)	Washington	DC		HURR	11001
Office of Public and Indian Housing (PIH)	Washington	DC		HUPP	11001
Office of Field Policy and Management (FPM)	Washington	DC		HUKK	11001
Office of General Counsel (OGC)	Washington	DC		HUCC	11001
Office of Inspector General (OIG)	Washington	DC		HUCC	11001
Office of the Chief Financial Officer (OCFO)	Washington	DC		HUCC	11001
Office of Departmental Equal Employment Opportunity (ODEEO)	Washington	DC		HUCC	11001

**Part D.2 - Forms/Documents Included with This Report**

Is the following Form or Document Uploaded?	(Please respond "Yes" or "No")	Comments
PART F - Statement of Establishment of Continuing EEO Programs	Yes	
EEO Policy Statement Issued During Reporting Period	No	Last issued on Sep. 19, 2012
HUD Organizational Chart	Yes	
ODEEO Organizational Chart	Yes	
462 Report	Yes	

## Part E - Executive Summary

The United States Department of Housing and Urban Development (HUD) is proud to present its fiscal year (FY) 2013 report and Equal Employment Opportunity (EEO) plan, pursuant to MD-715. The overall mission of the Department of Housing and Urban Development (HUD or the Department) is *“To create strong, sustainable, inclusive communities and quality affordable homes for all. HUD is working to strengthen the housing market to bolster the economy and protect consumers; meet the need for quality affordable rental homes; utilize housing as a platform for improving quality of life; build inclusive and sustainable communities free from discrimination; and transform the way HUD does business.”*

In carrying out its mission, HUD is guided by the following core values:

- **Accountability:** We individually and collectively take responsibility for our performance and our conduct.
- **Efficiency and Effectiveness:** We will maximize our resources and efforts to continually improve the efficiency and effectiveness of our individual and collective performance. We strive for simplicity in our lines of authority and clarity in our lines of communication and to eliminate the red tape of bureaucracy. We support a productive work environment that balances high performance with the need for a healthy personal and community life.
- **Fairness and Respect:** We value each other, demonstrate compassion for those we serve, and treat others the way we would like to be treated. In respecting others, we conduct our work and administer our programs with fairness and justice, and with a commitment to civil rights, inclusion, and diversity.
- **Integrity:** We approach each other, our stakeholders, and our work with honesty and the highest ethical standards.
- **Teamwork:** We work together in a spirit of camaraderie, trust, and collaboration. We believe that by contributing our individual strengths we can accomplish more together than separately. We are open-minded, ready to adapt, and willing to embrace innovation and creativity when confronting challenges in our work. We will promote excitement and enthusiasm in our workplace.

In December 2008, President Obama nominated Shaun Donovan to be Secretary of Housing and Urban Development (HUD). Confirmed by the U.S. Senate through unanimous consent on January 22, 2009, Mr. Donovan was sworn-in on January 26 as the 15<sup>th</sup> Secretary of Housing and Urban Development. Secretary Donovan leads the Department through the Office of the Secretary (OS). The Department consists of a Headquarters unit and is supported geographically by ten Regional Offices. Each Regional Office is also led by a presidentially appointed Regional Administrator who ultimately reports to the Deputy Secretary.

The OS coordinates the formulation of national housing policy executed through its Headquarter and Regional Offices. While HUD is headquartered in Washington, D.C., it maintains a physical presence covering all 50 States, the District of Columbia, and the U.S. Territories. The Department embraces the concept of performance-based management. HUD's performance management programs are evaluated annually to ensure alignment with the Department's strategic goals and organizational performance objectives.

The Office of Departmental Equal Employment Opportunity (ODEEO) leads and manages the administration of HUD's EEO program. The ODEEO implements workforce analyses and reporting, advises on outreach and retention programs and provides training and communication on EEO and diversity topics. It runs the Department's EEO complaint process (counseling, acceptance, investigation, and compliance), and issues final agency decisions based upon an investigative record or a final order after receiving and/or appealing EEOC administrative decisions. The Director of ODEEO serves as the principal policy advisor to the Secretary and Deputy Secretary on all EEO matters and nondiscrimination statutes, regulations and executive orders that are germane to the Department.

## **Results of agency's annual self-assessment against MD-715 Six Essential Elements**

In FY 2013, HUD's self-assessment against the MD-715's six essential elements identified the following six focus areas as triggers for potential barriers. However, with the concurrence of EEOC, HUD decided to focus on the four most critical triggers. They are:

- Reasonable Accommodation;
- Participation Rates for Black or African American Females in Senior Positions;
- Participation Rates for Hispanic or Latino Males: and
- Participation Rates for Employees with Targeted Disabilities

Also, in FY 2013, HUD planned to address the following triggers for potential barriers originally identified in its FY 2012 MD-715. They are:

- Participation Rates for White Males in Lower Grades and
- Involuntary Separation Rates for Males

HUD did not address the triggers for potential barriers listed above as projected due to the following reasons:

1. The late arrival of the 2010 Census data to the Department,
2. The Sequester, and
3. The ODEEO's senior leadership transition coupled with limited staffing and resources.

Looking forward, HUD fully anticipates addressing these triggers for potential barriers by FY 2015.

As a result HUD continues to fully embrace the programmatic goals of the MD-715 through continuous strides in the pursuit of becoming a Model EEO Program as described in the remainder of this executive summary:

### **1) Demonstrated commitment from agency leadership**

HUD's leadership demonstrates commitment by embracing plausible solutions to potential barriers to equal employment opportunities identified by ODEEO. HUD's senior leadership, including the Secretary, Deputy Secretary, Assistant Secretaries, General Deputy Assistant Secretaries and Regional Administrators, embrace collaborations with ODEEO as opportunities to champion efforts and dedicate resources towards improving equal opportunity and diversity and inclusion for all within their respective jurisdiction and ultimately the Department as a whole.

**2) Integration of EEO into the agency's strategic mission**

EEO is integrated into HUD's strategic mission through the interaction between ODEEO and departmental leadership. The ODEEO Director is involved in all major workforce decisions and has routine access to the Secretary, the Deputy Secretary and other senior staff.

**3) Management and Program Accountability**

This process also allows ODEEO and departmental leadership to identify and address possible inadequacies of EEO programs that are most often signaled by trends in the workforce data.

**4) Proactive Prevention of Unlawful Discrimination**

From the Secretary to the line employee, HUD is firmly committed to the proactive prevention of unlawful discrimination. HUD demonstrates its commitment through the provision of comprehensive trainings on the topic to supervisors, managers, and employees. HUD makes available anti-harassment training to all employees annually and No FEAR training is provided and requires that each employee recertify every other year.

**5) Efficiency**

HUD evaluates its EEO complaint resolution process to ensure that it is efficient, fair and impartial. The ODEEO is required to report on the Department's informal and formal complaint reduction rates, ADR participation rates, and timeliness of EEO counseling.

**6) Responsiveness and Legal Compliance**

HUD strives to achieve excellence in its EEO operations to ensure it is responsive and compliant with deadlines and administrative, judicial and legal requirements. Additionally, the accurate and timely submission of the HUD MD-715 report by ODEEO to the EEOC is safeguarded by continuous communications with OCHCO ensuring to the best extent possible that HUD collects the appropriate data and conducts analyses that conforms to the MD-715 report.

Benchmarking across the Federal sector has shown the "Scorecard" to be a best practice that will most likely produce positive results. As a result, in FY 2014, the Department is in the process of developing its own Scorecard as an activity that will illustrate its commitment to reaching the six essential elements of a model EEO program. HUD believes the Scorecard to be a useful lens through which its EEO activities will be reviewed, analyzed, and improved upon. Some highlights of HUD's accomplishments under the six essential elements are as follows:

- The Department continued to evaluate the services of its five investigative agencies contracted in FY 2013 to ensure maximum efficiency and effectiveness.
- The Department continued offering the option of alternative dispute resolution (as deemed appropriate) during both the pre-complaint and the formal complaint process.
- The Department ensured that all complaint files were submitted to the EEOC in a timely manner during the hearing and appellate processes.
  - The Department effectively complied with EEOC and court orders and ensured compliance with settlement agreements implemented via the EEO complaints process.
  - The Department posted complaint statistical data in compliance with the No FEAR Act.
- The Secretary issued statements and repeatedly made clear a “zero tolerance” policy for discrimination and harassment at the Department. The Secretary’s policy statement is currently being updated to reflect changes to EEO mediation procedures.
- For the first time in the Department’s history, an EEO initiative is included in the Strategic Plan. The intent of the initiative is to move the Department’s EEO program from being complaints driven to proactively preventing discrimination and resolving disputes before they rise to a formal complaint.
- The previously vacant ODEEO Director position was filled during FY 2013.
- The ODEEO Director reports to the Secretary through the Deputy Secretary and serves as the Department’s principal advisor on all EEO matters.
- The ODEEO Director actively participates in critical senior staff meetings and maximizes opportunities to collaborate with and advise other senior management officials on the requirements of the Department’s EEO program. Strong collaborative relationships have been formed with all of the program offices and especially the Office of the Chief Human Capital Officer, the Office of General Counsel, and the Office of the Chief Financial Officer.
- New EEO training modules that emphasize practical approaches to fostering a Model EEO Program at the Department are being deployed.

- Via performance standards, executives and managers are held accountable for ensuring EEO at the Department.
- Mandatory prevention of harassment and reasonable accommodation training is held on a bi-annual basis.
- The Department immediately investigates allegations of harassment and takes appropriate action if such allegations are substantiated.
- A more robust reasonable accommodation and disability employment program is being established at the Department through improvements in its data collection process and outreach, promotion and retention strategies for persons with targeted disabilities.
- The Department conducts analysis to determine if barriers to EEO exist for any particular group. To that end, ODEEO established a barrier analysis committee and a partnership with the Office of Policy Development and Research (PD&R) for the purpose of analyzing workforce data as well as the Department's personnel policies, practices, and procedures.

## **Analysis of HUD's Workforce Composition**

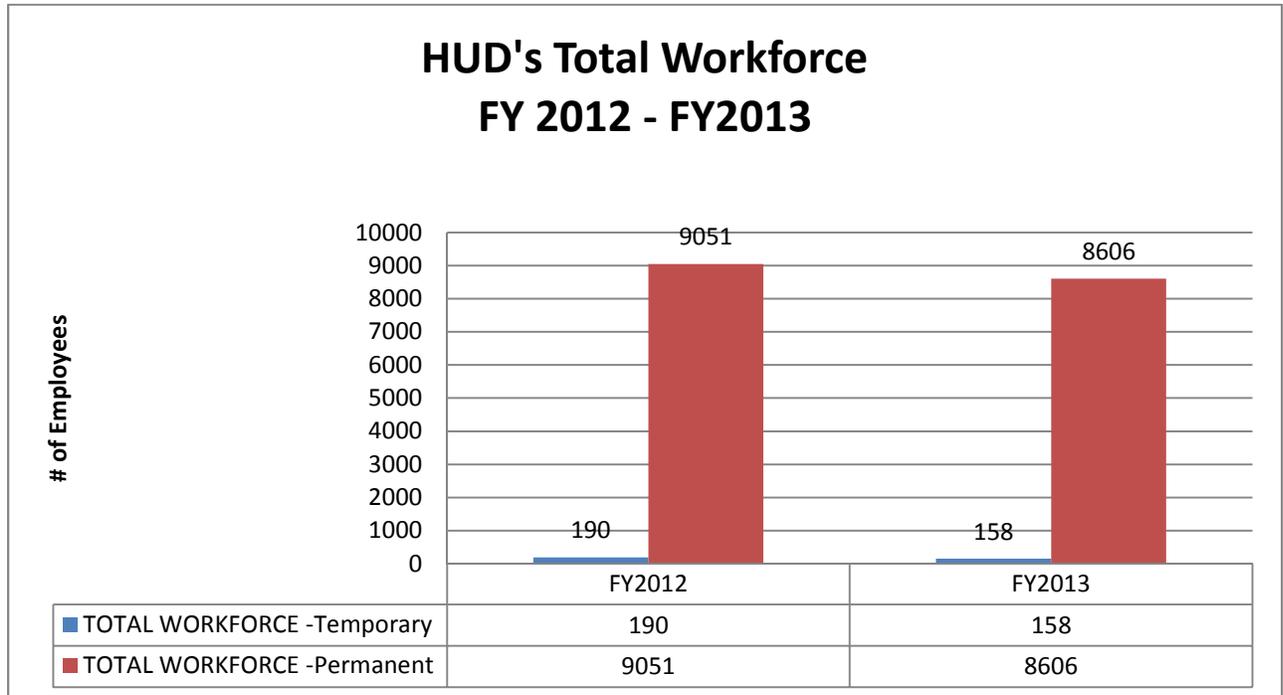
As noted earlier, the Secretary provides leadership in formulating and executing housing objectives, policies, and programs that ensure the nation has strong, sustainable, quality and affordable homes for all of its inhabitants. With a workforce that is largely specialized in the multiple elements of housing, HUD undertakes its mission.

HUD's FY 2013 total workforce is 47.48 percent<sup>1</sup> non-Hispanic White, 38.24 percent African American, 6.86 percent Hispanic, 5.37 percent Asian/Pacific Islander, 1.22 percent Native American, 0.16 percent Native Hawaiian/Pacific Islander and 0.69 percent non-Hispanic/Multi-racial. Employees from traditionally underrepresented groups as a whole constituted about 53 percent of the workforce. Men comprised nearly 40 percent of all permanent employees and women 60 percent. Of HUD's total workforce about 9 percent are persons with disabilities. Further analysis, reflects 1 percent are persons with targeted disabilities.

Figure 1 depicts HUD's current on-board workforce as compared with FY 2012 and FY 2013 statistics.

## FY 2012 - FY 2013 HUD Total Workforce

Figure 1

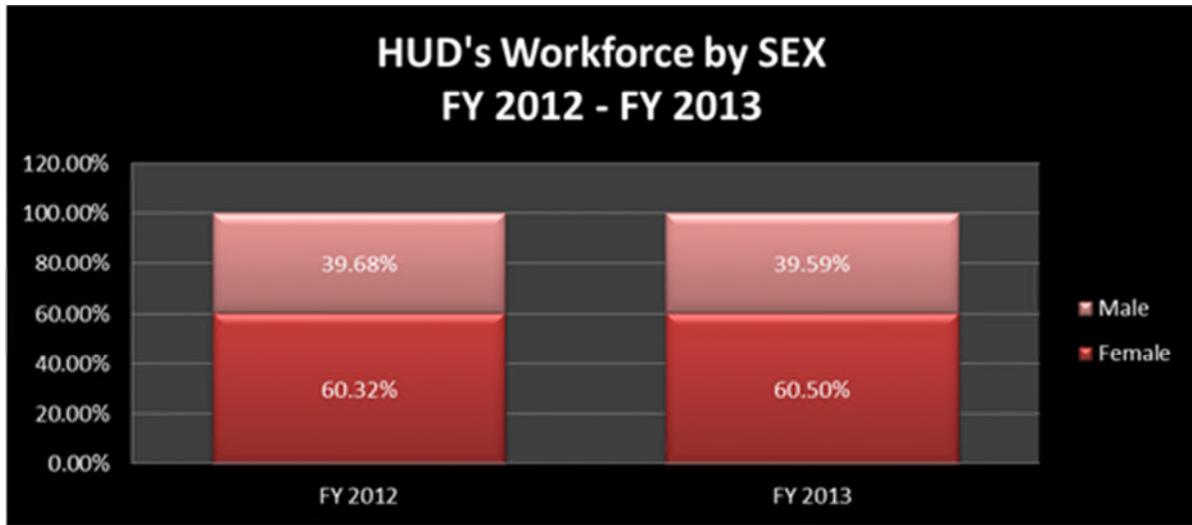


<sup>1</sup>All graphs and tables show exact numbers and/or percentages. For clarity, in the body of this document, most percentages have been rounded except for those crucial to illustrate the small but meaningful differences in a select number of passages.

- HUD's total workforce decreased from 9,241 employees in FY 2012 to 8,764 employees in FY 2013, representing a decrease of 477 employees (5 percent).
- During the same period, the total permanent workforce decreased from 9,051 to 8,606 employees, representing a decrease of 445 employees (5 percent). Similarly, but in a substantially greater proportion, the total temporary workforce decreased from 190 to 158 temporary employees, representing a decrease of 32 employees (17 percent).

## FY 2012 - FY 2013 HUD Workforce Distribution by Sex

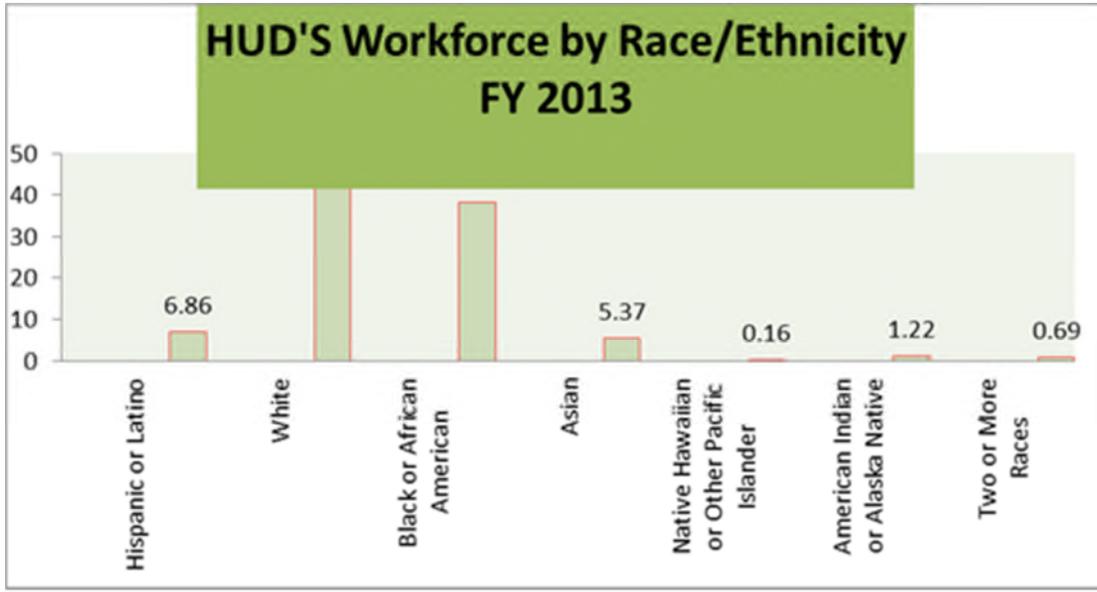
Figure 2



- During the FY 2012 – FY 2013, female employees were the majority of HUD’s workforce. Females accounted for more than 60 percent of HUD’s total (permanent and temporary) workforce.
- In FY 2013, HUD reported a total of 3,462 male and 5,302 female employees compared to 3,667 male and 5,574 female employees in FY 2012. This represents a decrease of approximately 6 percent of the male workforce and 5 percent of the female workforce.
- HUD reported lower than anticipated participation rates for males in the permanent workforce at 40 percent, compared to the 2010 Civilian Labor Force (CLF) rate of 52 percent. This gender imbalance is due, in part, to HUD’s reliance on its specific mission critical occupations in the housing fields which are traditionally most populated with the female gender.
- HUD recognizes from the last three censuses that the percentage of women accruing in the U.S. workforce has grown at a steady pace. HUD’s 60 percent rate of participation for women exceed the 2010 Civilian Labor Force (CLF) rate of 48 percent presence in the workforce in general. With a HUD rate of participation of 25 percent or less, women remain underrepresented in the engineering, construction, architecture and criminal investigating fields.

**FY 2013 HUD's Workforce by Race/Ethnicity**

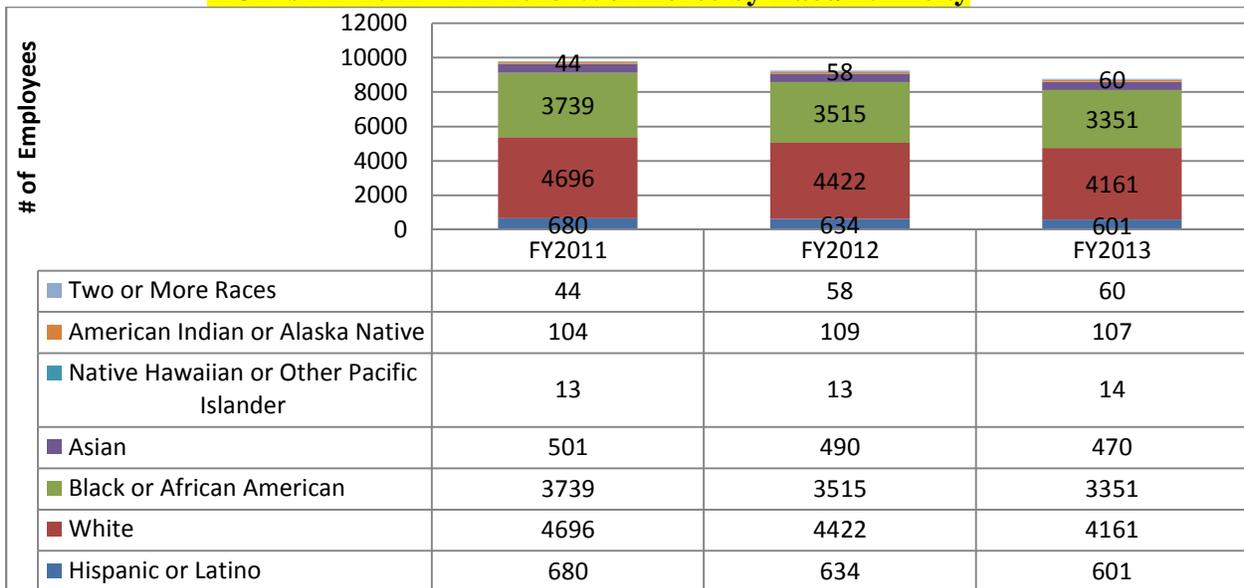
Figure 3



In HUD’s FY 2013 workforce, non-Hispanic White employees offered the largest employment segment of any RNO group as a whole, with almost a 48 percent rate of participation. In FY 2012, employees from traditionally underrepresented groups accounted for approximately 53 percent of the workforce with females from groups representing 36 percent and males representing 17 percent (See Figure 5).

Figure 4

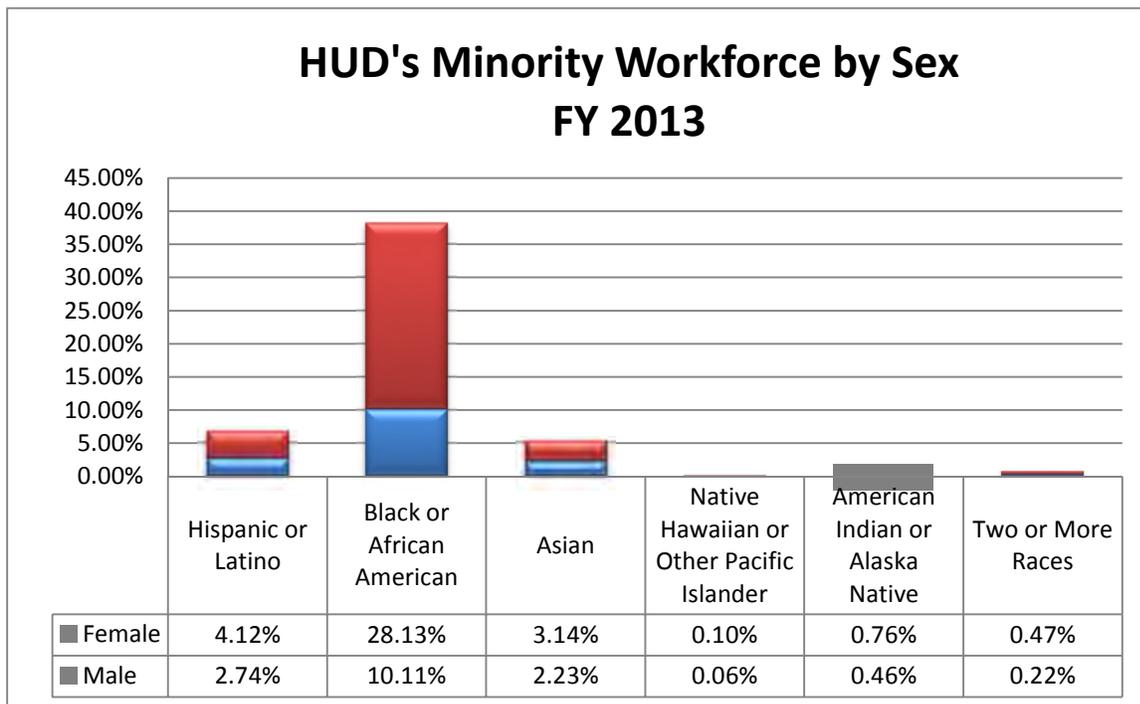
**HUD’s FY 2011 – FY 2013 Workforce by Race/Ethnicity**



Over the course of the last two fiscal years (FY 2012 – FY 2013), HUD’s race/ethnic composition has changed as conveyed above in Figure 4. Remaining consistent with the Department’s overall decline in total number of employees, the number of Asians, American Indians/Alaska Natives, Black or African Americans, non-Hispanic Whites, and Hispanic or Latinos have also declined. Inversely, Native Hawaiian or Pacific Islanders and Two or More Races have increased representation.

**FY 2013 HUD's Minority Workforce by Sex**

Figure 5



As noted earlier but previously not displayed in graph format, Figure 5 reflects HUD’s FY 2013 varied workforce with minorities accounting for approximately 53 percent. When dissected further the workforce data tables revealed that of the 52 percent minority representation, 36 percent were females and 16 percent were males.

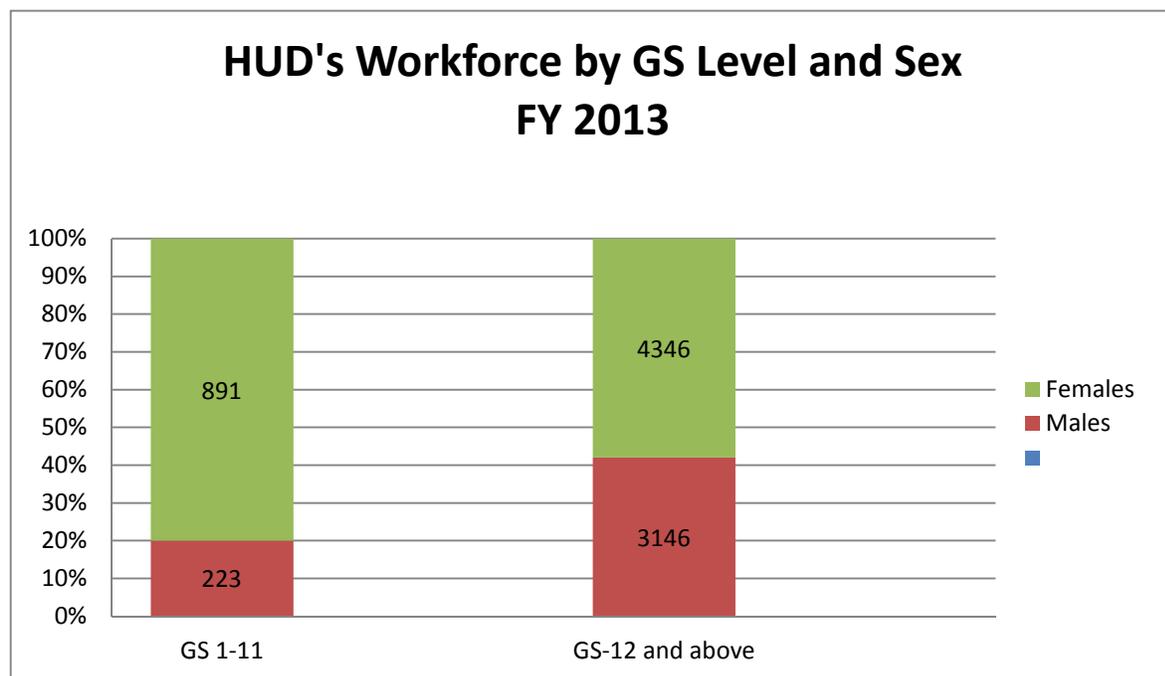
### **FY 2013 HUD's GS Level Permanent Workforce Distribution**

In FY 2013, almost 75 percent of HUD's total permanent workforce was concentrated at the GS-12 (26 percent), GS-13(33 percent), and GS-14 (16 percent) levels. These shares have remained moderately stable with no meaningful variation from FY 2012 to FY 2013.

Demographic	GS-12	GS-12	GS-13	GS-13	GS-14	GS-14
	Males	Females	Males	Females	Males	Females
Hispanic or Latino	2.76%	6.20%	3.12%	3.40%	3.29%	3.07%
White	19.18%	24.29%	27.80%	24.11%	27.92%	23.17%
Black or African American	9.41%	31.48%	9.55%	23.80%	10.45%	23.98%
Asian	1.54%	2.99%	2.46%	3.97%	3.14%	3.73%
Native Hawaiian or Other Pacific Islander	0.00%	0.05%	0.00%	0.14%	0.00%	0.00%
American Indian or Alaska Native	0.54%	1.13%	0.32%	0.67%	0.29%	0.44%
Two or More Races	0.09%	0.45%	0.25%	0.42%	0.15%	0.37%

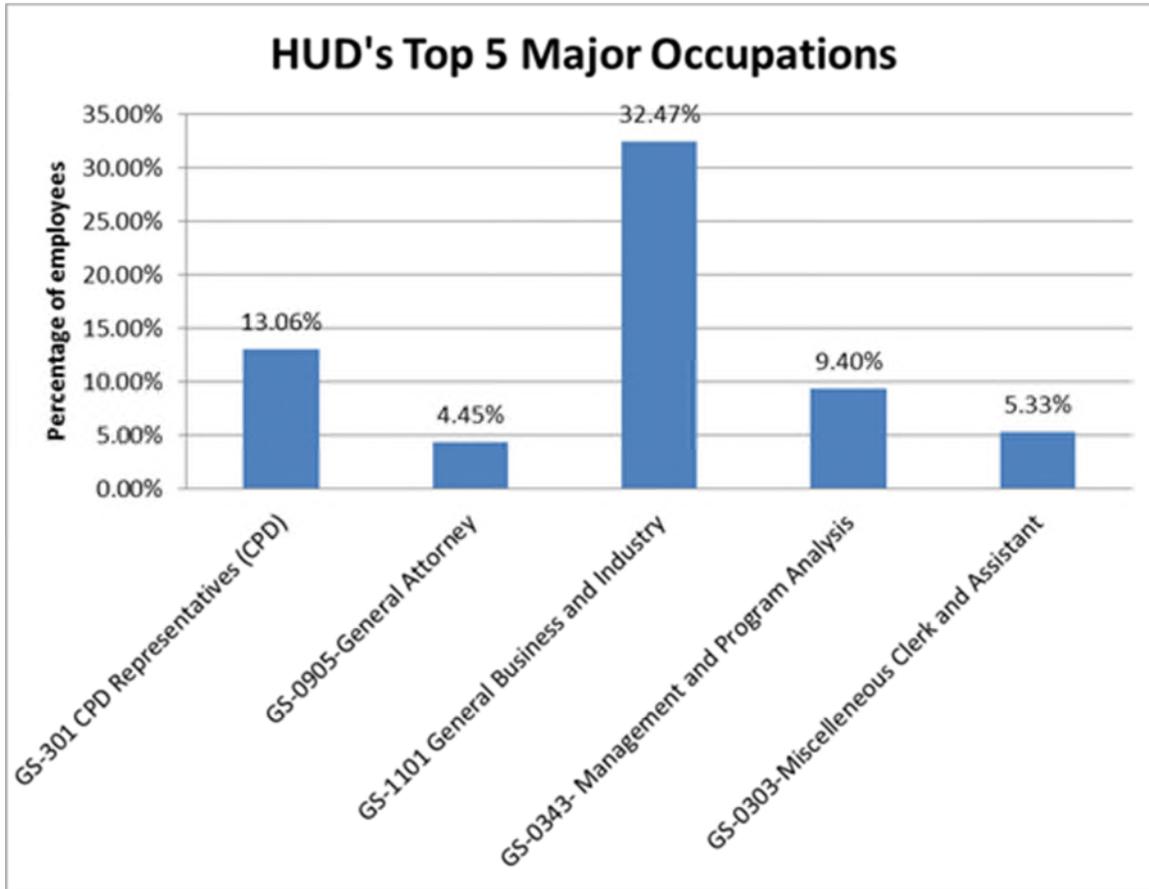
- At the GS-1 thru 11 levels, 80 percent of all HUD employees were female. Conversely, only about 20 percent were males.
- Males accounted for 58 percent of employees in levels GS-12 and above. For GS level 12 and above, females accounted for 42 percent.

**Figure 6**



## FY 2013 HUD's Major Occupations

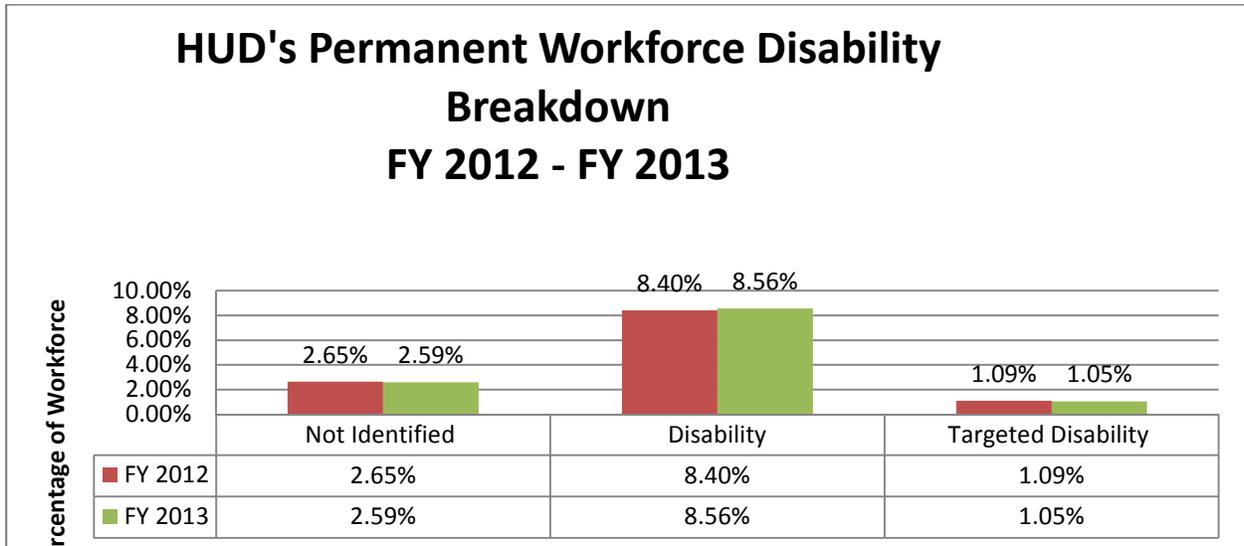
Figure 7



When added, the percentages in Figure 7 make up approximately 65 percent of the Department's total workforce delineated by its Top 5 Major Occupations. When further expanded, 15 out of the 20 Top Major Occupations are encompassed by a majority of women. This translated into a rate of participation equal to or greater than the Department's 60 percent. This strong showing is consistent with the trend over the last three censuses of an increasing rate of participation by women in the CLF. As mentioned earlier, HUD's women still lag behind in fields traditionally dominated by males. In HUD, these fields include Criminal Investigating, Appraising, Construction, Engineering and Economist. In none of the underrepresented fields did the rate of participation for women at HUD eclipse 28 percent; far from the CLF's 48 percent and even further from the Department's 60 percent.

**FY 2013 Total Permanent Workforce by Disability, Targeted Disability, and Not Identified**

Figure 8



Although the percentage increased, HUD actually experienced a 26 person net decrease within the raw number of persons with disabilities and a 9-person decrease within persons with targeted disabilities in its permanent workforce from FY 2012 to FY 2013. As stated earlier, in FY 2013, persons with disabilities accounted for approximately 9 percent of the total permanent workforce while persons with targeted disabilities accounted for about 1 percent. In FY 2012, those participation rates were approximately 8 percent and 1 percent, respectively.

The limited usage of Schedule “A” authority by HUD hiring officials continues to negatively impact the prospect of a workforce composition with an increased representation of employees with disabilities and targeted disabilities.

**Moving Forward (FY 2014 Plan)**

HUD is encouraged by the view of a workforce more reflective of today’s society. However, the overall make-up of HUD’s workforce reveals that more pioneering hiring and retention policies and practices should be considered to address the potential impact, especially on employees from traditionally underrepresented groups.

The following list some highlights of the objectives and/or planned initiatives laid out in Parts H, I, and/or J for FY 2014 to address identified barriers and to correct program deficiencies.

- 1) Eliminate the FY 2013 Reasonable Accommodation backlog.
- 2) Timely closing of 90 percent of FY 2014 Reasonable Accommodation cases.
- 3) Pilot the e-Case automated case management system.

- 4) Collect best practices from other agencies that have been successful in hiring and retaining underrepresented groups.
- 5) Utilize applicant flow data expected from Career Connector to analyze and identify triggers and/or barriers.
- 6) Enhance marketing awareness of Schedule "A" hiring to improve the recruitment of persons with disabilities especially persons with targeted disabilities.
- 7) Review the mission-critical occupations to determine the feeder pool(s) for the senior-grade level and management positions.

**Part F: Certification of Establishment of Continuing Equal Employment Opportunity Programs**

**CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, John P. Benison, am the  
 Director  
 ODEEO, 260 / SES

(Insert name above)

(Insert official  
 title/series/grade above)

Principal EEO Director/Official for

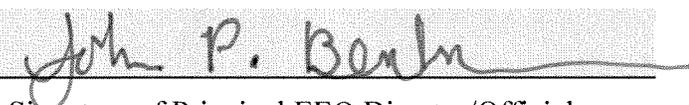
**Department of Housing and Urban Development**

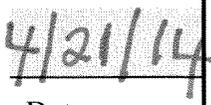
(Insert Agency/Component Name above)

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

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

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

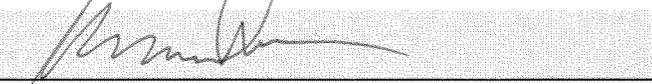


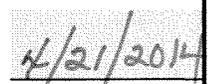


Signature of Principal EEO Director/Official

Date

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





Signature of Agency Head or Agency Head Designee

Date

**Part G - Agency Self-Assessment Checklist Measuring Essential Elements**

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
A.1	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	
A.1.a.	Was EEO policy statement issued within 6 - 9 months of installation of Agency Head? (Please list date of agency head installation and date of issuance in the comments column.)		X		Installation date: <b>January 26, 2009.</b>  EEO policy statement issuance date: <b>June 2, 2009.</b>
A.1.b.	During current Agency Head's tenure, has EEO policy statement been re-issued annually?			X	The policy was last issued on September 19, 2012.
A.1.c.	Are new employees provided a copy of the EEO policy statement during orientation?		X		
A.1.d.	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X		

A.2	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	
A.2.a.	Have the Heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
A.2.b.	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		
A.2.c.	Has the agency prominently posted such written materials in all personnel and EEO offices, and on the agency's internal website? [29 CFR 1614.102(b)(5)]		X		
A.3	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	
A.3.a.	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles?		X		
A.3.b.	Are managers and supervisors evaluated on their commitment to resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		

A.3.c.	Are managers and supervisors evaluated on their commitment to address concerns, whether perceived or real, raised by employees and following up with appropriate action to correct or eliminate tension in the workplace?	X		
A.3.d.	Are managers and supervisors evaluated on their commitment to 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		
A.3.e.	Are managers and supervisors evaluated on their commitment to ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?	X		
A.3.f.	Are managers and supervisors evaluated on their commitment to ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
A.3.g.	Are managers and supervisors evaluated on their commitment to 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		

A.3.h.	Are managers and supervisors evaluated on their commitment to ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
A.3.i.	Are managers and supervisors evaluated on their commitment to ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X	In FY 2013, there was no mechanism to evaluate managers and supervisors commitment to the RA process. In FY 2014 the RA Branch will develop a plan for departmental implementation in FY 2015.
A.3.j.	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? If yes, describe what means were utilized by the agency to inform its workforce about penalties for unacceptable behavior in the comments column.		X	In FY 2013, HUD did not inform all employees of what constituted inappropriate behavior in the workplace nor the possible disciplinary actions that may result. In FY 2014, HUD will develop and implement an action plan designed to ensure that all employees know what constitutes inappropriate behavior in the workplace and the corresponding full range of possible disciplinary actions.
A.3.k.	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 procedure available on the World Wide Web or Internet?	X		

<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> <b>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.</b>					
B.1	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	
B.1.a.	Is the EEO Director under the direct supervision of the Agency Head? [See 29 CFR 1614.102(b)(4)]			X	The ODEEO Director reports to the Secretary through the Deputy Secretary.
B.1.b.	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?)				N/A
B.1.c.	Are the duties and responsibilities of the EEO officials clearly defined?		X		
B.1.d.	Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
B.1.e.	If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs? (If yes, attach them to this report.)				N/A

B.1.f.	If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for EEO programs within the subordinate reporting components? (If no, please describe how EEO program authority is delegated to subordinate reporting components, in Part H.)				N/A
B.2	<b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
	<b>Measures</b>		<b>Yes</b>	<b>No</b>	
B.2.a.	Does the EEO Director/Officer have a regular, effective means of informing the Agency Head and other top management of the effectiveness, efficiency, and legal compliance of the agency's EEO program?		X		
B.2.b.	After submission of the previous Form 715, did the EEO Director/Officer present a "State of the Agency" briefing to the Agency Head and other senior officials, including a performance assessment in each of the 6 elements of the Model EEO program, and report agency progress in completing its barrier analysis - including barriers identified, eliminated, or impact reduced?		X		

B.2.c.	Are EEO officials present during agency pre-decisional deliberations regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X		
B.2.d.	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X		
B.2.e.	Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are any 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	In FY 2013, due to staffing challenges in the OCHCO and ODEEO, HUD was unable to regularly examine its management and personnel policies, procedures and practices for hidden impediments. Going forward in FY 2014, the leadership of the OCHCO and ODEEO has placed this as a priority and HUD fully expects to achieve compliance by FY 2015.
B.2.f.	Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		

B.3	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	
B.3.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	The ODEEO had authority but limited funding to thoroughly implement the Department's EEO program in order to comply with EEOC's statutory requirements to become a Model EEO Program.
B.3.b.	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		
B.3.c.	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	In FY 2013, the Department's Hispanic Program lacked a Special Emphasis Program Manager.
B.3.d.	Is the Federal Women's Program sufficiently staffed - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204?		X		

B.3.e.	Is the Hispanic Employment Program sufficiently staffed - Title 5 CFR, Subpart B, 720.204?		X	In FY 2013, the Department's Hispanic Program lacked a Special Emphasis Program Manager. In FY 2014, the Office of Departmental Equal Employment Opportunity will examine the possibility of establishing a permanent and/or temporary position to serve as the Special Emphasis Program Manager at the GS-13 level.
B.3.f.	Is the People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities sufficiently staffed - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102: 5 CFR 213.3102(u); 5 CFR 315.709?		X	
B.3.g.	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; Black/African American; American Indian/Alaska Native; Asian; and Native Hawaiian/Other Pacific Islander Programs?		X	

B.4	Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
B.4.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	In FY 2013, HUD piloted a data collection/tracking system entitled " <i>Career Connector</i> ". In FY 2014, it is our expectation that Career Connector will enable the Agency to conduct an in-depth barrier analysis of its workforce as required by the EEOC.
B.4.b.	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		
B.4.c.	Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
B.4.d.	Is there a central funding or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X		
B.4.e.	Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		

B.4.f.	Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
B.4.g.	Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [See 29 CFR 1614.102(b)(5)]	X		
B.4.h.	Is there sufficient funding to ensure that all employees have access to the training and information identified in B.4.f?	X		
B.4.i.	Is there sufficient funding to provide all managers/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		
B.4.j.	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide religious accommodations?	X		
B.4.k.	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to provide disability accommodations in accordance with the agency's written procedures?	X		

B.4.l.	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities in the EEO discrimination complaint process?	X		
B.4.m.	Is there sufficient funding to provide all managers/supervisors with training and periodic up-dates on their EEO responsibilities to participate in ADR?	X		

<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b> <b>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.</b>					
C.1	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 of 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	
C.1.a.	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
C.1.b.	Do EEO program officials coordinate the development and implementation of EEO plans with all appropriate agency managers to include Agency Counsel, Human Resources Officials, Finance and the Chief Information Officer?		X		
C.2	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.	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	
C.2.a.	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy			X	ODEEO will develop and implement an action plan that establishes time-tables for

	and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			reviewing its Merit Promotion Program Policy and Procedures by FY 2015.
C.2.b.	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	ODEEO will develop and implement an action plan that establishes time-tables for reviewing its Employee Recognition Awards Program and Procedures by FY 2015.
C.2.c.	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	In FY 2013, neither time-tables nor schedules were established. In FY 2014, the OCHCO/HUD LEARN will implement a new Employee Development strategy that focuses on increasing developmental opportunities for all employees through the use of competency-based skills assessments, career pathing tools, enhanced learning development plans, new marketing strategies of proven learning solutions, and effective use of learning metrics to determine the results and impact of these solutions. The OCHCO/HUD LEARN will also conduct a Learning EXPO to share the scheduled developmental/training opportunities with all employees. Additionally, the OCHCO/HUD LEARN will emphasize the importance of marketing and communications by having a business partner assisting with branding and marketing support for advertising

					developmental/training opportunities department-wide. This enhanced marketing strategy will include leveraging HUD's affinity groups leaders' to ensure communications about opportunities are far reaching. As a result the OCHCO/HUD LEARN will monitor applicant totals to help determine if the proposed enhanced marketing strategy will have translated into a positive impact by increasing the participation rates of all groups but more especially those underrepresented within the Department.
C.3	<b>Compliance Indicator</b>	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	<b>Measure has been met</b>		<b>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</b>
	<b>Measures</b>		<b>Yes</b>	<b>No</b>	
C.3.a.	Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
C.3.b.	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		

C.3.c.	Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If yes, in the "Comments" column, cite the number found to have discriminated and list penalty/disciplinary action for each type violation.		X	N/A  In both FY 2012 and FY 2013, there were no findings of discrimination.
C.3.d.	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		
C.3.e.	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	In FY 2013, the Department did not review disability accommodation decisions/actions for compliance nor did it analyze information for trends and/or problems.

<b>Essential Element D: PROACTIVE PREVENTION</b> <b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b>					
D.1	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	
D.1.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		
D.1.b.	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		
D.1.c.	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
D.1.d.	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
D.1.e.	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		

D.1.f.	Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
D.1.g.	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
D.1.h.	Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex and disability?		X		
<b>D.2</b>	<b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>		<b>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</b>
	<b>Measures</b>		<b>Yes</b>	<b>No</b>	
D.2.a.	Are all employees encouraged to use ADR?		X		
D.2.b.	Is the participation of supervisors and managers in the ADR process required?		X		

<p align="center"><b>Essential Element E: EFFICIENCY</b></p> <p align="center"><b>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.</b></p>					
E.1	Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
E.1.a.	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
E.1.b.	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?			X	In FY 2013, the Department did not provide an adequate data collection and analysis system that permitted tracking of the information required by MD-715.
E.1.c.	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?			X	In FY 2013, due to limited funding, the ODEEO did not collaborate with FPM to establish a Title VII compliance review program. In FY 2014 ODEEO anticipates developing an action plan.
E.1.d.	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		

E.1.e.	Are 90% of accommodation requests processed within the frame set forth in the agency procedures for reasonable accommodation?			X	In FY 2013, the Department did not have a mechanism in place to validate timeliness. However, the RA Branch has developed an action plan designed to meet or exceed this statutory requirement.
E.2	<b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO programs.</b>	<b>Measure has been met</b>		<b>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</b>
	<b>Measures</b>		<b>Yes</b>	<b>No</b>	
E.2.a.	Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
E.2.b.	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
E.2.c	Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, in the comments column, briefly describe how.		X		

E.2.d.	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		
E.2.e.	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		
<b>E.3</b>	Compliance Indicator	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
	Measures		Yes	No	
E.3.a	Are benchmarks in place that compares the agency's discrimination complaint processes with 29 CFR Part 1614?		X		
E.3.b.	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		

E.3.c.	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		
E.3.d.	Does the agency complete the investigations within the applicable prescribed time frame?		X	Of the complaints initiated in FY 2013, the average number of processing days was 278 compared to 285 in FY 2012. Although the ODEEO was able to decrease the processing time, there remains a significant backlog. As a result, HUD was unable to timely process all complaints in FY 2013. HUD conducted market research and discovered that the agencies with the best processing times contracted with United States Postal Service (USPS) to conduct their investigations. Effective June 1, 2014, HUD will enter into an inter-agency agreement (IAA) with the USPS to conduct our investigations. We anticipate that this will bring our processing time of investigations into compliance.
E.3.e.	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X	In FY 2013, HUD was not able to issue all final agency decisions timely. HUD conducted market research and discovered that the agencies with the best processing times contracted with USPS to issue their final agency decisions. Effective June 1, 2014, HUD will enter into an IAA with the USPS to issue our final agency decisions. We anticipate that this will bring our processing time of final agency decisions into compliance.

E.3.f.	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		
E.3.g.	When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
E.3.h.	Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
<b>E.4</b>	Compliance Indicator	<b>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 programs.</b>	<b>Measure has been met</b>		<b>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</b>
	Measures		Yes	No	
E.4.a.	In accordance with 29 CFR 1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		

E.4.b.	Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 CFR Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
E.4.c.	Does the responsible management official directly involved in the dispute have settlement authority?			X	HUD's policy is to identify a resolving official with settlement and fiscal authority.
<b>E.5</b>	Compliance Indicator	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>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</b>
	Measures		Yes	No	
E.5.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 EEOC?		X		
E.5.b	Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 CFR §1614.102(a)(1)?			X	The EEO Division is understaffed.

E.5.c.	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	Under current agency structure, the ODEEO has no authority to implement management controls. The agency places sole authority with the OCHCO to implement management controls and ensure that all required data elements are collected for submitting annual reports to the EEOC.
E.5.d.	Do the agency's EEO programs address all of the laws enforced by the EEOC?	X		
E.5.e.	Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligation under Title VII and the Rehabilitation Act?	X		
E.5.f.	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X	In FY 2013 HUD, purchased the "HR End 2-End" Monster Government Solutions system but was not yet fully functional. However, in FY 2014, we anticipate that HUD will have the capability to track agency recruitment efforts needed to identify and analyze potential barriers in accordance with MD-715 standards.
E.5.g.	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		

E.6	Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	
E.6.a.	Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit that handles agency representation in EEO complaints?		X		
E.6.b.	Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
E.6.c.	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?				N/A

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.					
<b>F.1</b>	Compliance Indicator	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
	Measures		Yes	No	
F.1.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 Judges?		X		
<b>F.2</b>	Compliance Indicator	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
	Measures		Yes	No	
F.2.a.	Does the agency have control over the payroll processing function of the agency? If yes, answer the two questions below.		X		

F.2.b.	Are there steps in place to guarantee responsive, timely and predictable processing of ordered monetary relief?		X		
F.2.c.	Are procedures in place to promptly process other forms of ordered relief?		X		
<b>F.3</b>	Compliance Indicator	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		<b>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</b>
	Measures		Yes	No	
F.3.a.	Is compliance with EEOC orders encompassed in the performance standards of any agency employees? If yes, please identify the employees by title in the comments column, and state how performance is measured.		X		HUD's Compliance Officer is Timothy Lewis, ADR Specialist. His compliance responsibilities are inclusive in his performance standards.
F.3.b.	Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If no, please identify the unit in which it is located in the comments column.		X		
F.3.c.	Have the involved employees received any formal training in EEO compliance?		X		

F.3.d.	Does the agency promptly provide the EEOC Attorney Fee documentation for completing compliance, such as a copy of the 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		
F.3.e.	Does the agency promptly provide the EEOC awards documentation for completing compliance, such as a narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
F.3.f.	Does the agency promptly provide the EEOC documentation of back pay and interest for completing compliance, such as computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, or narrative statement by an appropriate agency official of total monies paid?	X		
F.3.g.	Does the agency promptly provide the EEOC documentation regarding compensatory damages for completing compliance, such as the final agency decision and evidence of payment, if made?	X		

F.3.h.	Does the agency promptly provide the EEOC training documentation for completing compliance, such as the 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 certain date?	X		
F.3.i.	Does the agency promptly provide the EEOC personnel action documentation for completing compliance (e.g., reinstatement, promotion, hiring, reassignment), such as copies of SF-50s?	X		
F.3.j.	Does the agency promptly provide the EEOC documentation of the posting of Notice of Violation for completing compliance, such as the original, signed and dated notice, reflecting the dates of posting? (A copy will suffice if original is not available.)	X		
F.3.k.	Does the agency promptly provide the EEOC documentation of supplemental investigation, such as: (1) a copy of the letter to complainant acknowledging receipt from EEOC of remanded case; (2) a copy of the letter to complainant transmitting the Report of Investigation (not the ROI itself, unless specified); and (3) a copy of the request for a hearing (complainant's request or agency's transmittal letter)	X		

F.3.l.	Does the agency promptly provide the EEOC the Final Agency Decision (FAD), such as the FAD or a copy of the complainant's request for a hearing?	X		
F.3.m.	Does the agency promptly provide the EEOC documentation of restoration of leave, such as a print-out or statement identifying the amount of leave restored, if applicable? If no, provide an explanation or statement in the comments column.	X		
F.3.n.	Does the agency promptly provide the EEOC documentation of civil actions, such as a complete copy of the civil action complaint demonstrating same issues raised as in compliance matter?	X		
F.3.o.	Does the agency promptly provide the EEOC settlement agreements, such as the signed and dated agreement with specific dollar amounts, and appropriate documentation of relief provided?	X		

**Part H - EEO Plan for Attaining the Essential Elements of a Model EEO Program**

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>U. S. Department of Housing and Urban Development (HUD) FY 2013</b>		
<b>Part H-1 (A.1.b)</b>		
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element A: Demonstrated Commitment from Agency Leadership</b>  The EEO policy statement was not re-issued annually.	
<b>OBJECTIVE:</b>	To re-issue EEO policy statement in FY 2014 and all subsequent years annually as required by the EEOC.	
<b>RESPONSIBLE OFFICIAL:</b>	Director of ODEEO Secretary of HUD	
<b>DATE OBJECTIVE INITIATED:</b>	October 2013	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 2014	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
ODEEO will update the EEO Policy statement for review and concurrence by the Secretary.		September 2014
Monitor the vetting process of the updated EEO Policy statement to ensure that it is issued within FY 2014.		September 2014
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
The ODEEO will re-issue the EEO Policy statement annually.		

**EEOC  
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**U.S. Equal Employment Opportunity Commission  
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**U. S. Department of Housing and Urban Development (HUD)  
FY 2013**

**Part H-2**

<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICENCY:</b>	<b>Essential Element A: Demonstrated Commitment from Agency Leadership</b>  HUD's current Anti-harassment Policy needs to include an investigation process separate from the EEO process and a means to address matters before they reach the level of severe or pervasive harassment.	
<b>OBJECTIVE:</b>	To revise the current policy to ensure that it includes an investigation process separate from the EEO process and that the policy addresses matters before they reach the level of severe or pervasive harassment.	
<b>RESPONSIBLE OFFICIAL:</b>	Secretary of HUD Director of ODEEO Chief Human Capital Officer (OCHCO)	
<b>DATE OBJECTIVE INITIATED:</b>	September 2010	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 2012 ( <i>Revised FY 2011</i> ) September 2013 ( <i>Revised FY 2012</i> ) September 2014 ( <i>Revised FY 2013</i> )	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
Revise the Anti-Harassment Policy to include an investigation process separate from the EEO process and a means to address matters before they reach the level of being severe and/or pervasive harassment.	Completed	
Complete the revised Anti-Harassment Policy evaluation through the internal vetting process.	September 2014	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
A revised Anti-Harassment Policy was drafted and is undergoing the internal vetting process.		

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**Part H-3 (B.4.a)**

**STATEMENT OF  
MODEL PROGRAM  
ESSENTIAL ELEMENT  
DEFICIENCY:**

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

The Department does not have the capability to conduct a thorough barrier analysis of its workforce, because it does not have an adequate data collection and/or tracking systems.

**OBJECTIVE:**

To conduct thorough barrier analysis of its workforce, with adequate data collection and/or tracking systems.

**RESPONSIBLE  
OFFICIAL:**

Secretary of HUD  
Chief Human Capital Officer (OCHCO)

**DATE OBJECTIVE  
INITIATED:**

September 2013

**TARGET DATE FOR  
COMPLETION OF  
OBJECTIVE:**

September 2014

**PLANNED ACTIVITIES TOWARD COMPLETION OF  
OBJECTIVE:**

**TARGET DATE  
(Must be specific)**

Full implementation of Career Connector to collect adequate data.

September 2014

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

In FY 2013, HUD piloted a data collection/tracking system entitled "*Career Connector*". In FY 2014, it is our expectation that Career Connector will enable the Agency to conduct an in-depth barrier analysis of its workforce as required by the EEOC.

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FY 2013**

**Part H-4**

<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element C: Management and Program Accountability</b> The current Reasonable Accommodation procedures do not comply with recent congressional changes.	
<b>OBJECTIVE:</b>	Ensure that HUD's Reasonable Accommodation procedures comply with changes as a result of the amendments to the Americans with Disabilities Act Amendments Act (ADAAA) and the Genetic Information Nondiscrimination Act of 2008 (GINA).	
<b>RESPONSIBLE OFFICIAL:</b>	Chief Human Capital Officer (OCHCO) Director of ODEEO	
<b>DATE OBJECTIVE INITIATED:</b>	September 2010	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	<del>September 2012 (Revised FY 2011)</del> <del>September 2013 (Revised FY 2012)</del> September 2014 (Revised FY 2013)	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
The Department continues to update the procedures and handbook to comply with the ADAAA and GINA.		September 2014
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
The OCHCO, ODEEO, and the Office of General Counsel (OGC) are collaborating to streamline the Reasonable Accommodation Procedures and Handbook. Once the revised Handbook and Policy is complete, HUD will submit it to the EEOC for review and comment.		

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**U. S. Department of Housing and Urban Development (HUD)  
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**Part H-5 (E.1.b) + (E.5.f)**

<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element E: Efficiency</b> HUD does not have an information technology (IT) system that will collect applicant flow and agency recruitment data.	
<b>OBJECTIVE:</b>	To procure an information system with the capability of producing all statistics required by the MD-715 report, including the applicant flow and agency recruitment data.	
<b>RESPONSIBLE OFFICIAL:</b>	Chief Human Capital Officer (OCHCO) Chief Information Officer (OCIO)	
<b>DATE OBJECTIVE INITIATED:</b>	June 2010	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 2011 ( <i>Revised FY 2010</i> ) September 2012 ( <i>Revised FY 2011</i> ) September 2013 ( <i>Revised FY 2012</i> ) September 2014 ( <i>Revised FY 2013</i> )	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
Procure an IT system that collects all statistics required by the MD-715 report, including the applicant flow and agency recruitment data.	Completed	
Full implementation of the “HR End 2-End” Monster Government Solutions system.	September 2014	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
In FY 2013, HUD purchased the “HR End 2-End” Monster Government Solutions system but was not yet fully functional. However, in FY 2014, HUD will have the capability to track agency recruitment efforts needed to identify and analyze potential barriers in accordance with MD-715 standards.		

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<b>U. S. Department of Housing and Urban Development (HUD) FY 2013</b>		
<b>Part H-6 (E.5.b)</b>		
<b>STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element E: Efficiency</b>  The EEO Division is understaffed.	
<b>OBJECTIVE:</b>	To adequately staff the EEO Division, ODEEO.	
<b>RESPONSIBLE OFFICIAL:</b>	Chief Human Capital Officer (OCHCO) Director of ODEEO Secretary of HUD	
<b>DATE OBJECTIVE INITIATED:</b>	October 2013	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 2014	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
To hire three full-time Equal Employment Opportunity Specialists.		September 2014
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
ODEEO will work with OCHCO and the Deputy Secretary to procure three additional FTE's.		

**Part I - EEO Plan to Eliminate Identified Barriers**

<p><b>EEOC FORM 715-01  PART I</b></p>	<p><i>U.S. Equal Employment Opportunity Commission</i>  <i>FEDERAL AGENCY ANNUAL</i>  <i>EEO PROGRAM STATUS REPORT</i></p>
<p><b>U. S. Department of Housing and Urban Development (HUD)</b>  <b>FY 2013</b>  <b>I-1</b></p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b><u>Reasonable Accommodation</u></b></p> <p>In FY 2013, the Reasonable Accommodation (RA) Branch continued to be identified as a potential barrier. HUD monitored the RA Program for the following reasons: (1) ODEEO is still receiving complaints that processing times are not consistently met (Department taking too long to provide the accommodation) and (2) There is no electronic data base that has the capability to track each step of the reasonable accommodation process.</p> <p>In FY 2014, these triggers will remain open to allow HUD to revise the reasonable accommodation policy and procedures as well as to allow ODEEO to monitor HUD’s progress in implementing the RA case management system intended to capture the entire RA process.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>ODEEO analyzed this potential barrier by examining the following data sources:</p> <ul style="list-style-type: none"> <li>• Reasonable accommodation requests processing time.</li> <li>• EEO complaints.</li> <li>• Data tables reflecting number of employees with disabilities who were hired and separated/terminated his/her employment during the fiscal year.</li> <li>• Interviews with employees and members of the Disability Affinity Group.</li> </ul>

	<ul style="list-style-type: none"> <li>Gathered information from the Disability Program Manager and Division Director.</li> </ul>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. The Department's procedures for reasonable accommodation have been identified as a trigger. Currently, the procedure is too cumbersome for both management and employees. The RA Program does not have an electronic database for adequately tracking each stage of the process.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> <li>Eliminate FY 2013 RA Back Log.</li> <li>90 percent timely closing of FY 2014 RA cases.</li> <li>Pilot the e-Case automated case management system.</li> <li>Management accountability in deciding and executing requests for Reasonable Accommodations.</li> </ul>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>September 2009</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2013</p> <p><b>Date Modified: September 2014</b></p>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Eliminate the FY 2013 RA Back Log.	January 2014
At least a 90 percent timely closing of FY 2014 RA cases.	September 2014
Pilot the e-Case automated case management system.	September 2014
OCHCO will provide ODEEO with quarterly RA timeliness reports.	September 2014
HUD will issue a revised RA Handbook.	September 2014
ODEEO will issue a new RA policy Statement.	September 2014
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<p>In FY 2013, the Reasonable Accommodation Branch (RAB) conducted 21 trainings to HUD’s employees, and managers and supervisors at the headquarters and field levels. Additionally, the RAB staff members participated in annual RA training seminars and briefings across the Federal sector.</p>	

<b>EEOC FORM 715-01 PART I</b>	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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**U. S. Department of Housing and Urban Development (HUD)**  
**FY 2013**  
**I-2**

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b><u>Participation Rates for Black Females in Senior Positions</u></b></p> <p>Women represent 60 percent of HUD’s permanent workforce. Of the 60 percent, Black females represent 28 percent.</p> <p>The participation rate of women in HUD’s permanent senior-level positions is 50 percent, of which, 18 percent are Black females. While Black females have the highest participation rate among the women at HUD, they do not have the highest participation rate among the women in senior-level positions.</p> <p>The participation rate of Black females in permanent position at grade levels GS-13 (24 percent); GS-14 (24 percent); GS-15 (21 percent); and SES (18 percent) is significantly lower than their overall participation rate of 28 percent.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce statistics for grades GS-13 and above were reviewed and analyzed on a basic level. However, this trigger requires additional, refined analysis in order to initiate the investigation of the root cause.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct</p>	<p>Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. No policy, procedure, or practice has been formally identified as a potential barrier underlying the low participation rate of black females in the senior grade</p>

<p>statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>levels in HUD.</p>
<p><b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> <li>• The Office of Departmental Equal Employment Opportunity (ODEEO) will utilize the barrier analysis methodology to identify the root cause of this condition.</li> </ul>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>OCHCO All HUD Hiring Officials ODEEO Affinity Groups: Widening Opportunities for Women (W.O.W.) Chapter of Federally Employed Women (FEW) Robert C. Weaver Chapter of Blacks In Government (BIG)</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>September 2010</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2012 <b>Modified Date: September 2014</b></p>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
<p>ODEEO will develop and facilitate a <i>Lunch and Learn</i> series (<i>Journey to Leadership</i>) that will afford employees seeking career advancement opportunities with guidance and lessons-learned feedback from successful senior leaders.</p> <p><b>The training was renamed “Journey to Becoming an Executive.”</b></p>	<p>September 2013</p> <p><b>COMPLETED: July 2013</b></p>
<p>Review the mission-critical occupations to determine the feeder pool(s) for the senior-grade level and management positions. (ODEEO and PD&amp;R collaboration)</p>	<p>September 2012</p> <p><b>Modified Date:</b> September 2014</p>
<p>Conduct a barrier analysis to investigate whether any policies, procedures, or practices are causing these triggers.</p>	<p>Completed for FY 2013</p> <p><i>September 2014 (Ongoing)</i></p>
<p>The Federal Women’s Program will facilitate a Speed Mentoring event for HUD employees interested in obtaining career development advice and guidance from HUD Senior Leadership.</p>	<p>September 2014</p>
<p><b>Widening Opportunities for Women (W.O.W.) Chapter of Federally Employed Women (FEW) plans to:</b></p> <ul style="list-style-type: none"> <li>• Partner with Office of Housings Training Office and Departmental Training office to develop a compendium of trainings ranging from entry-level supervisors to SES leadership for all HUD female employees;</li> <li>• Conduct a survey to determine what HUD female employees feel are barriers to their advancement (initial survey was conducted during the November 2013 W.O.W./FEW chapter meeting);</li> </ul>	<p>September 2014</p>

<ul style="list-style-type: none"> <li>• Collaborate with ODEEO to determine data needs to better understand where and why barriers exist regarding female advancement; and</li> <li>• Host leadership development training.</li> </ul>	
<p><b>Robert C. Weaver Chapter of Blacks In Government (BIG) plans to:</b></p> <ul style="list-style-type: none"> <li>• Work with SES members internal and external to HUD to provide mentorship to Black Females who are interested in reaching top level management positions;</li> <li>• Work with OCHCO to discuss working to include the GS-13's in the career development track to SES leadership; and</li> <li>• Work with ODEEO to identify the barriers that prevent highly qualified Black Females from attaining the SES level.</li> </ul>	<p>September 2014</p>

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

- ODEEO has collaborated with the Office of Policy Development and Research (PD&R) to conduct a refined analysis of HUD's female workforce to determine potential barriers. In FY 2014, the results of the analysis are expected.
- The Office of Departmental Equal Employment Opportunity (ODEEO) National Federal Women's Program sponsored a training session, *Journey to Becoming an Executive*, to highlight the experiences and success of women in the Senior Executive Service (SES) at HUD. The training event was held at HUD headquarters and via webcast to all of the HUD Regional and Field offices. HUD employees had an opportunity to engage in conversation with various HUD executives to discuss what it took for the executives to achieve their career goals, the obstacles they faced along the way and actions taken to overcome such obstacles.

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<b>U. S. Department of Housing and Urban Development (HUD)</b>  <b>FY 2013</b>  <b>I-3</b>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b><u>Participation Rates for Hispanic or Latino Males</u></b></p> <p>Hispanic or Latino males are underrepresented in the following areas:</p> <ul style="list-style-type: none"> <li>• Hispanic or Latino males (2.74 percent), when compared to the CLF (5.17 percent)</li> </ul> <p>This condition has been recognized as a potential barrier through the review of workforce statistics, CLF data, and the analysis of MD-715 workforce tables.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>HUD workforce data was analyzed by comparing the participation rates of all racial and ethnic groups in the HUD workforce. The participation rate of Hispanic or Latino males in the HUD workforce was compared to Hispanic or Latino males in the civilian labor force. This revealed that the percentage of Hispanic or Latino males in the HUD workforce is significantly below the civilian labor force of 5.17 percent.</p> <p>Furthermore, in FY 2013, the Department did not formulate and effectuate recruitment and hiring strategies specifically addressing the gross underrepresentation of Hispanic or Latino males as documented in previous years MD-715.</p>

<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>Departmental policies and procedures are reviewed regularly by ODEEO to ensure that the content provides equitable opportunity. No policy, procedure, or practice has been formally identified as a potential barrier underlying the underrepresentation of Hispanic or Latino males in HUD.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> <li>• Collect best practices from other agencies that have been successful in hiring and retaining Hispanic or Latino males.</li> <li>• Ensure that senior leaders are held more accountable for creating and expanding a total workforce that represents the communities that HUD serves.</li> </ul>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>OCHCO</p> <p>All HUD Hiring Officials</p> <p>The Latino Network</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>September 2012</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 2013</p> <p><b>Modified Date: September 2014</b></p>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
<ul style="list-style-type: none"> <li>OCHCO will conduct a detailed benchmarking exercise with agencies of like size ensuring that best practices from other agencies that have been successful in hiring and retaining Hispanic or Latino males are if possible integrated into HUD's Diversity and Inclusion.</li> </ul>	<p><i>September 2014</i></p>
<ul style="list-style-type: none"> <li>The Latino Network in collaboration with OCHCO will conduct focus groups with Hispanic or Latino male employees to discuss their HUD employment experience with the Department.</li> </ul>	<p>Completed for FY 2013</p> <p><i>September 2014</i></p> <p><i>(Ongoing)</i></p>
<ul style="list-style-type: none"> <li>Work collaboratively with the National Association of Hispanic Real Estate Professionals (NAHREP) and the League of United Latin American Citizens (LULAC) to deliver informational outreach sessions on job opportunities at HUD to ensure the widest possible dissemination.</li> </ul>	<p><i>September 2014</i></p> <p><i>(Ongoing)</i></p>
<ul style="list-style-type: none"> <li>Utilize applicant flow data expected from Career Connector to determine:             <ol style="list-style-type: none"> <li>How many qualified Hispanic or Latino males are applying?</li> <li>How many qualified Hispanic or Latino males are selected?</li> </ol> </li> </ul>	<p><i>September 2014</i></p> <p><i>(Ongoing)</i></p>
<ul style="list-style-type: none"> <li>Provide training to management by OCHCO on all qualified hiring authorities and practices available including a greater usage of selective placement factors.</li> </ul>	<p>September 2014</p> <p><i>(Ongoing)</i></p>

## REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2013 HUD's employee affinity group, The Latino Network is working diligently to identify learning and information sharing opportunities in order to expand and strengthen the Latino employee base at HUD by the following contributions:

1. Served as a resource to departmental leadership through engagement with some program offices such as HUD's Center for Faith-Based & Neighborhood Partnerships working on initiatives in 2013.
2. Numerous members of the Latino Network have supported departmental outreach efforts by serving as translators and orators during some of HUD's Spanish conference calls to their community partners across the country.
3. The creation of a quarterly newsletter, entitled "Conexión", which translates to connect, was developed. The newsletter was created to provide information and share resources in a variety of areas, in particular development opportunities, motivational articles and informal soft skills information. The newsletter also serves as a vehicle to highlight some of the member's successes and share some cultural material.
4. Facilitated monthly leadership conference calls entitled "Conversaciones" translates to conversations. The leadership calls identified leaders in the public and private sector who were willing to share their story with the members. The calls serve as an opportunity to provide the members with leadership pointers, motivation and guidance for their own self development.

**Part J - Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities**

**EEOC FORM  
715-01  
PART J**

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

**Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities**

<b>PART I Department or Agency Information</b>	1. Agency		1. Department of Housing and Urban Development				
	1.a. 2 <sup>nd</sup> Level Component		1.a. N/A				
	1.b. 3 <sup>rd</sup> Level or lower		1.b. N/A				
<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	percent	Number	percent	Number	Rate of Change
	Total Work Force	9241	100.00	8764	100.00	-477	-5.16
	Reportable Disability	776	8.40	750	8.56	-26	-3.35
	Targeted Disability*	101	1.09	92	1.05	-9	-8.91
	* 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.					Data Not Collected	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					Data Not Collected		

**PART III**  
**Participation Rates In Agency Employment Programs**

Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	Data Not Available								
4. Non-Competitive Promotions	408	31	7.60	6	1.47	10	2.45	367	90.00
5. Employee Development /Training	9	0	0	0	0	0	0	9	100.0
5.a. Grades 5-12	3,282	354	10.80	52	1.58	100	3.05	2828	86.17
5.b. Grades 13-14	4,217	306	7.26	29	0.69	94	2.23	3,817	90.51
5.c. Grades 15/ Senior Executive Service	1,064	77	7.24	10	0.94	27	2.54	960	90.23
6. Employee Recognition and Awards	11,892	1,029	8.65	131	1.10	300	2.52	10,563	88.82
6.a. Time-Off Awards (Total hours awarded)	49,524	3,735	7.54	416	0.84	1,247	2.52	44,542	90.00
6.b. Cash Awards (total \$\$\$ awarded)	6,046,881	493,998	8.17	60,798	1.00	153,665	3.34	5,399,218	90.10

6.c. Quality-Step Increase	101	7	6.93	0	0	2	1.98	92	91.09
7. Details and Task Force Assignments	Data Not Available								

<b>EEOC FORM 715-01 Part J</b>	<b>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>
<b>Part IV</b>  Identification and Elimination of Barriers	<p><u>Potential barrier/trigger:</u></p> <ul style="list-style-type: none"> <li>• Selecting officials lack functional knowledge of special hiring authorities or knowingly have not utilized the special hiring authorities available.</li> <li>• Data on the applications received from the hiring of individuals with disabilities must be tracked and reported by the Department in order to determine whether the outreach to and recruitment of individuals with disabilities is satisfactory.</li> <li>• Supervisors and managers lack functional knowledge of the reasonable accommodation procedures.</li> </ul> <p><u>Plans completed to eliminate potential barrier/trigger:</u></p> <ul style="list-style-type: none"> <li>• Continue conducting annual barrier analyses to investigate whether any policies, procedures, or practices are causing these triggers.</li> <li>• Continue to provide mandatory training on reasonable accommodation.</li> <li>• Provide training to management by OCHCO on all qualified hiring authorities and practices available especially a greater usage of the Schedule "A" hiring authority.</li> </ul>

	<ul style="list-style-type: none"> <li>Utilize applicant flow data expected from Career Connector to determine whether the outreach to and recruitment of individuals with disabilities is satisfactory.</li> </ul>
<p><b>Part V</b></p> <p>Goals for Targeted Disabilities</p>	<p>HUD's developed numerical goal of 2 percent workforce participation rate of individuals with targeted disabilities was established according to the guidance provided by the Presidential Executive Order signed on July 26, 2010.</p> <p>Reports on the progress of the implementation of the Department's plan and the Executive Order's objectives continue to be monitored on a regular basis to ensure progress.</p>

## **Workforce Data Tables**

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

EMPLOYMENT TENURE	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		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
<b>TOTAL</b>																	
Prior FY	9241	3667	5574	254	380	2220	2202	927	2588	203	287	4	9	40	69	17	39
	100.00%	39.68%	60.32%	2.75%	4.11%	24.02%	23.83%	10.03%	28.01%	2.20%	3.11%	0.04%	0.10%	0.43%	0.75%	0.18%	0.42%
Current FY	8764	3462	5302	240	361	2077	2084	886	2465	195	275	5	9	40	67	19	41
	100.00%	39.50%	60.50%	2.74%	4.12%	23.70%	23.78%	10.11%	28.13%	2.23%	3.14%	0.06%	0.10%	0.46%	0.76%	0.22%	0.47%
CLF (2010)		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%
Difference	-477	-205	-272	-14	-19	-143	-118	-41	-123	-8	-12	1	0	0	-2	2	2
Ratio Change	0.00%	-0.18%	0.18%	-0.01%	0.01%	-0.32%	-0.05%	0.08%	0.12%	0.03%	0.03%	0.01%	0.01%	0.02%	0.02%	0.03%	0.05%
Net Change	-5.16%	-5.59%	-4.88%	-5.51%	-5.00%	-6.44%	-5.36%	-4.42%	-4.75%	-3.94%	-4.18%	25.00%	0.00%	0.00%	-2.90%	11.76%	5.13%
<b>PERMANENT</b>																	
Prior FY	9051	3574	5477	247	379	2175	2164	897	2541	195	283	3	9	39	66	16	35
	100.00%	39.49%	60.51%	2.73%	4.19%	24.03%	23.91%	9.91%	28.07%	2.15%	3.13%	0.03%	0.10%	0.43%	0.73%	0.18%	0.39%
Current FY	8606	3377	5229	232	360	2041	2045	856	2437	188	273	4	9	39	67	17	38
	100.00%	39.24%	60.76%	2.70%	4.18%	23.72%	23.76%	9.95%	28.32%	2.18%	3.17%	0.05%	0.10%	0.45%	0.78%	0.20%	0.44%
Difference	-445	-197	-248	-15	-19	-134	-119	-41	-104	-7	-10	1	0	0	1	1	3
Ratio Change	0.00%	-0.25%	0.25%	-0.03%	0.00%	-0.31%	-0.15%	0.04%	0.24%	0.03%	0.05%	0.01%	0.01%	0.02%	0.05%	0.02%	0.05%
Net Change	-4.92%	-5.51%	-4.53%	-6.07%	-5.01%	-6.16%	-5.50%	-4.57%	-4.09%	-3.59%	-3.53%	33.33%	0.00%	0.00%	1.52%	6.25%	8.57%
<b>TEMPORARY</b>																	
Prior FY	190	93	97	7	1	45	38	30	47	8	4	1	0	1	3	1	4
	100.00%	48.95%	51.05%	3.68%	0.53%	23.68%	20.00%	15.79%	24.74%	4.21%	2.11%	0.53%	0.00%	0.53%	1.58%	0.53%	2.11%
Current FY	158	85	73	8	1	36	39	30	28	7	2	1	0	1	0	2	3
	100.00%	53.80%	46.20%	5.06%	0.63%	22.78%	24.68%	18.99%	17.72%	4.43%	1.27%	0.63%	0.00%	0.63%	0.00%	1.27%	1.90%
Difference	-32	-8	-24	1	0	-9	1	0	-19	-1	-2	0	0	0	-3	1	-1
Ratio Change	0.00%	4.85%	-4.85%	1.38%	0.11%	-0.90%	4.68%	3.20%	-7.02%	0.22%	-0.84%	0.11%	0.00%	0.11%	-1.58%	0.74%	-0.21%
Net Change	-16.84%	-8.60%	-24.74%	14.29%	0.00%	-20.00%	2.63%	0.00%	-40.43%	-12.50%	-50.00%	0.00%	0.00%	0.00%	-100.00%	100.00%	-25.00%
<b>NON-APPROPRIATED</b>																	
Prior FY	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%
Current FY	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%
Difference	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE					RACE/ETHNICITY												
						Hispanic or Latino		Non-Hispanic or Latino										
	White		Black or African American		Asian			Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL	8606	3377	5229	232	360	2041	2045	856	2437	188	273	4	9	39	67	17	38	
	100.00%	39.24%	60.76%	2.70%	4.18%	23.72%	23.76%	9.95%	28.32%	2.18%	3.17%	0.05%	0.10%	0.45%	0.78%	0.20%	0.44%	
CLF (2010)		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%	
HOUSING and URBAN DEVELOPMENT	7998	3053	4945	201	341	1798	1908	825	2349	171	236	4	8	37	65	17	38	
	100.00%	38.17%	61.83%	2.51%	4.26%	22.48%	23.86%	10.32%	29.37%	2.14%	2.95%	0.05%	0.10%	0.46%	0.81%	0.21%	0.48%	
HUD OFFICE OF INSPECTOR GNRL	608	324	284	31	19	243	137	31	88	17	37	0	1	2	2	0	0	
	100.00%	53.29%	46.71%	5.10%	3.13%	39.97%	22.53%	5.10%	14.47%	2.80%	6.09%	0.00%	0.16%	0.33%	0.33%	0.00%	0.00%	

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

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1. Officials and Managers</b>																	
Executive/Senior Level (Grades 15 and Above)	828	418	410	21	25	267	194	104	177	13	9	1	0	8	2	4	3
	100.00%	50.48%	49.52%	2.54%	3.02%	32.25%	23.43%	12.56%	21.38%	1.57%	1.09%	0.12%	0.00%	0.97%	0.24%	0.48%	0.36%
- Mid-Level (Grades 13-14)	615	289	326	28	30	184	143	63	137	11	13	0	0	3	1	0	2
	100.00%	46.99%	53.01%	4.55%	4.88%	29.92%	23.25%	10.24%	22.28%	1.79%	2.11%	0.00%	0.00%	0.49%	0.16%	0.00%	0.33%
- First Level (Grades 12 and Below)	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 Officials and Managers	5,099	1868	3231	139	237	1108	1250	508	1530	86	142	1	7	21	42	5	23
	100.00%	36.63%	63.37%	2.73%	4.65%	21.73%	24.51%	9.96%	30.01%	1.69%	2.78%	0.02%	0.14%	0.41%	0.82%	0.10%	0.45%
<b>Officials and Managers</b>	<b>6542</b>	<b>2575</b>	<b>3967</b>	<b>188</b>	<b>292</b>	<b>1559</b>	<b>1587</b>	<b>675</b>	<b>1844</b>	<b>110</b>	<b>164</b>	<b>2</b>	<b>7</b>	<b>32</b>	<b>45</b>	<b>9</b>	<b>28</b>
<b>Total</b>	<b>100.00%</b>	<b>39.36%</b>	<b>60.64%</b>	<b>2.87%</b>	<b>4.46%</b>	<b>23.83%</b>	<b>24.26%</b>	<b>10.32%</b>	<b>28.19%</b>	<b>1.68%</b>	<b>2.51%</b>	<b>0.03%</b>	<b>0.11%</b>	<b>0.49%</b>	<b>0.69%</b>	<b>0.14%</b>	<b>0.43%</b>
<b>2. Professionals</b>																	
	1140	551	589	37	38	337	239	108	223	64	82	1	0	0	5	4	2
	100.00%	48.33%	51.67%	3.25%	3.33%	29.56%	20.96%	9.47%	19.56%	5.61%	7.19%	0.09%	0.00%	0.00%	0.44%	0.35%	0.18%
<b>3. Technicians</b>																	
	8	4	4	0	0	2	0	2	4	0	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	0.00%	0.00%	25.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>4. Sales Workers</b>																	
	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%
<b>5. Administrative Support Workers</b>																	
	718	107	611	8	45	33	180	55	350	10	21	1	1	0	12	0	2
	100.00%	14.90%	85.10%	1.11%	6.27%	4.60%	25.07%	7.66%	48.75%	1.39%	2.92%	0.14%	0.14%	0.00%	1.67%	0.00%	0.28%
<b>6. Craft Workers</b>																	
	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%
<b>7. Operatives</b>																	
	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%
<b>8. Laborers and Helpers</b>																	
	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%
<b>9. Service Workers</b>																	
	183	135	48	13	7	106	34	10	6	3	1	0	0	2	0	1	0
	100.00%	73.77%	26.23%	7.10%	3.83%	57.92%	18.58%	5.46%	3.28%	1.64%	0.55%	0.00%	0.00%	1.09%	0.00%	0.55%	0.00%

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

OCCUPATIONAL CATEGORIES	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1. Officials and Managers</b>																	
Executive/Senior Level (Grades 15 and Above)	828	418	410	20	25	267	194	104	177	14	10	1	0	11	2	1	2
	9.62%	12.38%	7.84%	8.62%	6.94%	13.08%	9.49%	12.15%	7.26%	7.45%	3.66%	25.00%	0.00%	28.21%	2.99%	5.88%	1.76%
- Mid-Level (Grades 13-14)	615	289	326	27	28	184	143	63	138	11	13	0	0	3	1	1	3
	7.15%	8.56%	6.23%	11.64%	7.78%	9.02%	6.99%	7.36%	5.66%	5.85%	4.76%	0.00%	0.00%	7.69%	1.49%	5.88%	7.65%
- First Level (Grades 12 and Below)	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 Officials and Managers	5,099	1868	3231	130	222	1108	1250	510	1534	86	145	1	8	23	47	10	25
	59.25%	55.32%	61.79%	56.03%	61.67%	54.29%	61.12%	59.58%	62.95%	45.74%	53.11%	25.00%	88.89%	58.97%	70.15%	68.82%	65.79%
Officials and Managers	6542	2575	3967	177	275	1559	1587	677	1849	111	168	2	8	37	50	12	30
Total	76.02%	76.25%	75.87%	76.29%	76.39%	76.38%	77.60%	79.09%	75.87%	59.04%	61.54%	50.00%	88.89%	94.87%	74.63%	70.59%	78.95%
<b>2. Professionals</b>																	
	1140	551	589	36	37	337	239	110	224	64	83	1	0	0	5	3	1
	13.25%	16.32%	11.26%	15.52%	10.28%	16.51%	11.69%	12.85%	9.19%	34.04%	30.40%	25.00%	0.00%	0.00%	7.46%	7.65%	2.63%
<b>3. Technicians</b>																	
	8	4	4	0	0	2	0	2	4	0	0	0	0	0	0	0	0
	0.09%	0.12%	0.08%	0.00%	0.00%	0.10%	0.00%	0.23%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>4. Sales Workers</b>																	
	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%
<b>5. Administrative Support Workers</b>																	
	718	107	611	6	40	33	180	55	350	10	21	1	1	0	12	2	7
	8.34%	3.17%	11.68%	2.59%	11.11%	1.62%	8.80%	6.43%	14.36%	5.32%	7.69%	25.00%	11.11%	0.00%	17.91%	1.76%	8.42%
<b>6. Craft Workers</b>																	
	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%
<b>7. Operatives</b>																	
	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%
<b>8. Laborers and Helpers</b>																	
	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%
<b>9. Service Workers</b>																	
	183	135	48	13	7	106	34	11	6	3	1	0	0	2	0	0	0
	2.13%	4.00%	0.92%	5.60%	1.94%	5.19%	1.66%	1.29%	0.25%	1.60%	0.37%	0.00%	0.00%	5.13%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>8606</b>	<b>3377</b>	<b>5229</b>	<b>232</b>	<b>360</b>	<b>2041</b>	<b>2045</b>	<b>856</b>	<b>2437</b>	<b>188</b>	<b>273</b>	<b>4</b>	<b>9</b>	<b>39</b>	<b>67</b>	<b>17</b>	<b>38</b>
	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%

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

GS/GM,SES and Related Grades	TOTAL WORKFORCE						RACE/ETHNICITY											
							Hispanic or Latino		Non-Hispanic or Latino									
	White		Black or African American		Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-01	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-02	7	1	6	0	0	0	0	1	5	0	0	0	0	0	1	0		
	100.00%	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	14.29%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%		
GS-03	7	1	6	1	0	0	1	0	5	0	0	0	0	0	0	0		
	100.00%	14.29%	85.71%	14.29%	0.00%	0.00%	14.29%	0.00%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS-04	18	3	15	0	1	1	3	1	11	1	0	0	0	0	0	0		
	100.00%	16.67%	83.33%	0.00%	5.56%	5.56%	16.67%	5.56%	61.11%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS-05	39	13	26	1	2	3	4	8	19	1	1	0	0	0	0	0		
	100.00%	33.33%	66.67%	2.56%	5.13%	7.69%	10.26%	20.51%	48.72%	2.56%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS-06	17	4	13	0	2	2	2	2	9	0	0	0	0	0	0	0		
	100.00%	23.53%	76.47%	0.00%	11.76%	11.76%	11.76%	11.76%	52.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS-07	436	73	363	3	24	27	122	34	183	5	17	1	1	1	10	2		
	100.00%	16.74%	83.26%	0.69%	5.50%	6.19%	27.98%	7.80%	41.97%	1.15%	3.90%	0.23%	0.23%	0.23%	2.29%	0.46%		
GS-08	56	5	51	1	3	0	15	4	28	0	4	0	0	0	1	0		
	100.00%	8.93%	91.07%	1.79%	5.36%	0.00%	26.79%	7.14%	50.00%	0.00%	7.14%	0.00%	0.00%	0.00%	1.79%	0.00%		
GS-09	155	36	119	3	9	8	22	19	83	3	0	1	1	0	2	2		
	100.00%	23.23%	76.77%	1.94%	5.81%	5.16%	14.19%	12.26%	53.55%	1.94%	0.00%	0.65%	0.65%	0.00%	1.29%	1.29%		
GS-10	35	2	33	0	1	0	5	2	27	0	0	0	0	0	0	0		
	100.00%	5.71%	94.29%	0.00%	2.86%	0.00%	14.29%	5.71%	77.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS-11	333	84	249	7	14	39	78	27	146	8	7	1	2	1	1	1		
	100.00%	25.23%	74.77%	2.10%	4.20%	11.71%	23.42%	8.11%	43.84%	2.40%	2.10%	0.30%	0.60%	0.30%	0.30%	0.30%		
GS-12	2211	739	1472	59	137	424	537	208	696	34	66	0	1	12	25	10		
	100.00%	33.42%	66.58%	2.67%	6.20%	19.18%	24.29%	9.41%	31.48%	1.54%	2.99%	0.00%	0.05%	0.54%	1.13%	0.45%		
GS-13	2849	1239	1610	89	97	792	687	272	678	70	113	0	4	9	19	7		
	100.00%	43.49%	56.51%	3.12%	3.40%	27.80%	24.11%	9.55%	23.80%	2.46%	3.97%	0.00%	0.14%	0.32%	0.67%	0.25%		
GS-14	1368	619	749	45	42	382	317	143	328	43	51	0	0	4	6	2		
	100.00%	45.25%	54.75%	3.29%	3.07%	27.92%	23.17%	10.45%	23.98%	3.14%	3.73%	0.00%	0.00%	0.29%	0.44%	0.15%		
GS-15	953	489	464	22	25	317	224	117	199	21	13	1	0	10	2	1		
	100.00%	51.31%	48.69%	2.31%	2.62%	33.26%	23.50%	12.28%	20.88%	2.20%	1.36%	0.10%	0.00%	1.05%	0.21%	0.10%		
All other (unspecified GS)	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%		
SES	11100.00%	6000.00%	5100.00%	100.00%	300.00%	4000.00%	2600.00%	700.00%	2000.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
	100.00%	54.05%	45.95%	0.90%	2.70%	36.04%	23.42%	15.32%	18.02%	0.00%	0.90%	0.00%	0.00%	1.80%	0.00%	0.90%		

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

GS/GM,SES and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	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%
GS-02	4	4	0	0	0	0	0	2	0	0	0	0	0	1	0	1	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	25.00%	0.00%
GS-03	5	3	2	0	0	0	0	2	2	1	0	0	0	0	0	0	0
	100.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	40.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	9	4	5	1	0	0	2	3	3	0	0	0	0	0	0	0	0
	100.00%	44.44%	55.56%	11.11%	0.00%	0.00%	22.22%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	2	1	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0
	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
GS-07	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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-08	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-09	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-10	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
GS-11	17	5	12	2	0	2	8	1	3	0	1	0	0	0	0	0	0
	100.00%	29.41%	70.59%	11.76%	0.00%	11.76%	47.06%	5.88%	17.65%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	11	5	6	0	0	4	2	1	4	0	0	0	0	0	0	0	0
	100.00%	45.45%	54.55%	0.00%	0.00%	36.36%	18.18%	9.09%	36.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	100.00%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	5	3	2	0	0	0	2	2	0	1	0	0	0	0	0	0	0
	100.00%	60.00%	40.00%	0.00%	0.00%	0.00%	40.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	13	8	5	0	0	8	4	0	0	0	1	0	0	0	0	0	0
	100.00%	61.54%	38.46%	0.00%	0.00%	61.54%	30.77%	0.00%	0.00%	0.00%	7.69%	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 EX. Service	11	6	5	0	0	4	3	2	2	0	0	0	0	0	0	0	0
	100.00%	54.55%	45.45%	0.00%	0.00%	36.36%	27.27%	18.18%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

GS/GM,SES and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	0.01%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	7	1	6	0	0	0	0	1	5	0	0	0	0	0	1	0	0
	0.08%	0.03%	0.11%	0.00%	0.00%	0.00%	0.00%	0.12%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	1.49%	0.00%	0.00%
GS-03	7	1	6	1	0	0	1	0	5	0	0	0	0	0	0	0	0
	0.08%	0.03%	0.11%	0.43%	0.00%	0.00%	0.05%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	18	3	15	0	1	1	3	1	11	1	0	0	0	0	0	0	0
	0.21%	0.09%	0.29%	0.00%	0.28%	0.05%	0.15%	0.12%	0.45%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	39	13	26	1	2	3	4	8	19	1	1	0	0	0	0	0	0
	0.45%	0.39%	0.50%	0.43%	0.56%	0.15%	0.20%	0.94%	0.78%	0.53%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	17	4	13	0	2	2	2	2	9	0	0	0	0	0	0	0	0
	0.20%	0.12%	0.25%	0.00%	0.56%	0.10%	0.10%	0.23%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	436	73	363	3	24	27	122	34	183	5	17	1	1	1	10	2	6
	5.07%	2.17%	6.94%	1.29%	6.67%	1.33%	5.97%	3.98%	7.51%	2.67%	6.23%	25.00%	11.11%	2.56%	14.93%	11.76%	15.79%
GS-08	56	5	51	1	3	0	15	4	28	0	4	0	0	0	1	0	0
	0.65%	0.15%	0.98%	0.43%	0.83%	0.00%	0.73%	0.47%	1.15%	0.00%	1.47%	0.00%	0.00%	0.00%	1.49%	0.00%	0.00%
GS-09	155	36	119	3	9	8	22	19	83	3	0	1	1	0	2	2	2
	1.80%	1.07%	2.28%	1.29%	2.50%	0.39%	1.08%	2.22%	3.41%	1.60%	0.00%	25.00%	11.11%	0.00%	2.99%	11.76%	5.26%
GS-10	35	2	33	0	1	0	5	2	27	0	0	0	0	0	0	0	0
	0.41%	0.06%	0.63%	0.00%	0.28%	0.00%	0.24%	0.23%	1.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	333	84	249	7	14	39	78	27	146	8	7	1	2	1	1	1	1
	3.87%	2.49%	4.76%	3.02%	3.89%	1.92%	3.82%	3.16%	5.99%	4.28%	2.56%	25.00%	22.22%	2.56%	1.49%	5.88%	2.63%
GS-12	2211	739	1472	59	137	424	537	208	696	34	66	0	1	12	25	2	10
	25.72%	21.94%	28.16%	25.43%	38.06%	20.84%	26.28%	24.33%	28.56%	18.18%	24.18%	0.00%	11.11%	30.77%	37.31%	11.76%	26.32%
GS-13	2849	1239	1610	89	97	792	687	272	678	70	113	0	4	9	19	7	12
	33.14%	36.78%	30.80%	38.36%	26.94%	38.92%	33.63%	31.81%	27.82%	37.43%	41.39%	0.00%	44.44%	23.08%	28.36%	41.18%	31.58%
GS-14	1368	619	749	45	42	382	317	143	328	43	51	0	0	4	6	2	5
	15.91%	18.37%	14.33%	19.40%	11.67%	18.77%	15.52%	16.73%	13.46%	22.99%	18.68%	0.00%	0.00%	10.26%	8.96%	11.76%	13.16%
GS-15	953	489	464	22	25	317	224	117	199	21	13	1	0	10	2	1	1
	11.09%	14.51%	8.88%	9.48%	6.94%	15.58%	10.96%	13.68%	8.17%	11.23%	4.76%	25.00%	0.00%	25.64%	2.99%	5.88%	2.63%
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 EX. Service	111	60	51	1	3	40	26	17	20	0	1	0	0	2	0	0	1
	1.29%	1.78%	0.98%	0.43%	0.83%	1.97%	1.27%	1.99%	0.82%	0.00%	0.37%	0.00%	0.00%	5.13%	0.00%	0.00%	2.63%
TOTAL	8596	3369	5227	232	360	2035	2043	855	2437	187	273	4	9	39	67	17	38
	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%

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

GS/GM,SES and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	1.19%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	4	4	0	0	0	0	0	2	0	0	0	0	0	1	0	1	0
	4.76%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	50.00%	0.00%
GS-03	5	3	2	0	0	0	0	2	2	1	0	0	0	0	0	0	0
	5.95%	7.14%	4.76%	0.00%	0.00%	0.00%	0.00%	14.29%	12.50%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	9	4	5	1	0	0	2	3	3	0	0	0	0	0	0	0	0
	10.71%	9.52%	11.90%	33.33%	0.00%	0.00%	8.33%	21.43%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	1.19%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	2	1	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0
	2.38%	2.38%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
GS-07	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	1.19%	2.38%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	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-09	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-10	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	1.19%	0.00%	2.38%	0.00%	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	17	5	12	2	0	2	8	1	3	0	1	0	0	0	0	0	0
	20.24%	11.90%	28.57%	66.67%	0.00%	10.00%	33.33%	7.14%	18.75%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	11	5	6	0	0	4	2	1	4	0	0	0	0	0	0	0	0
	13.10%	11.90%	14.29%	0.00%	0.00%	20.00%	8.33%	7.14%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	3.57%	2.38%	4.76%	0.00%	0.00%	5.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	5	3	2	0	0	0	2	2	0	1	0	0	0	0	0	0	0
	5.95%	7.14%	4.76%	0.00%	0.00%	0.00%	8.33%	14.29%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	13	8	5	0	0	8	4	0	0	0	1	0	0	0	0	0	0
	15.48%	19.05%	11.90%	0.00%	0.00%	40.00%	16.67%	0.00%	0.00%	0.00%	50.00%	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 EX. Service	11	6	5	0	0	4	3	2	2	0	0	0	0	0	0	0	0
	13.10%	14.29%	11.90%	0.00%	0.00%	20.00%	12.50%	14.29%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	84	42	42	3	0	20	24	14	16	2	2	0	0	1	0	2	0
	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%

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

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
1101 - GENERAL BUSINESS and INDUSTRY	2795	1032	1763	59	143	653	803	259	701	35	66	1	1	22	35	3	14
	100.00%	36.92%	63.08%	2.11%	5.12%	23.36%	28.73%	9.27%	25.08%	1.25%	2.36%	0.04%	0.04%	0.79%	1.25%	0.11%	0.50%
Occupational CLF																	
0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM	1124	439	685	41	43	249	264	115	337	23	30	0	3	5	4	6	4
	100.00%	39.06%	60.94%	3.65%	3.83%	22.15%	23.49%	10.23%	29.98%	2.05%	2.67%	0.00%	0.27%	0.44%	0.36%	0.53%	0.36%
Occupational CLF																	
0343 - MANAGEMENT PROGRAM ANALYSIS	809	273	536	13	22	153	185	87	283	17	29	0	4	2	9	1	4
	100.00%	33.75%	66.25%	1.61%	2.72%	18.91%	22.87%	10.75%	34.98%	2.10%	3.58%	0.00%	0.49%	0.25%	1.11%	0.12%	0.49%
Occupational CLF																	
0303 - MISCELLANEOUS CLERK and ASSISTANT	459	68	391	4	23	27	127	30	208	5	18	1	1	0	8	1	6
	100.00%	14.81%	85.19%	0.87%	5.01%	5.88%	27.67%	6.54%	45.32%	1.09%	3.92%	0.22%	0.22%	0.00%	1.74%	0.22%	1.31%
Occupational CLF																	
0905 - GENERAL ATTORNEY	383	171	212	9	14	126	121	20	58	13	17	1	0	1	1	1	1
	100.00%	44.65%	55.35%	2.35%	3.66%	32.90%	31.59%	5.22%	15.14%	3.39%	4.44%	0.26%	0.00%	0.26%	0.26%	0.26%	0.26%
Occupational CLF																	
0360 - EQUAL OPPORTUNITY COMPLIANCE	375	126	249	22	36	49	54	52	150	3	8	0	0	0	0	0	1
	100.00%	33.60%	66.40%	5.87%	9.60%	13.07%	14.40%	13.87%	40.00%	0.80%	2.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
Occupational CLF																	
0511 - AUDITING	320	155	165	15	11	103	65	22	55	15	32	0	0	0	2	0	0
	100.00%	48.44%	51.56%	4.69%	3.44%	32.19%	20.31%	6.88%	17.19%	4.69%	10.00%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%
Occupational CLF																	
1160 - FINANCIAL ANALYSIS	259	112	147	12	7	66	75	22	50	9	15	0	0	1	0	2	0
	100.00%	43.24%	56.76%	4.63%	2.70%	25.48%	28.96%	8.49%	19.31%	3.47%	5.79%	0.00%	0.00%	0.39%	0.00%	0.77%	0.00%
Occupational CLF																	
1811 - CRIMINAL INVESTIGATING	223	167	56	16	7	131	36	14	11	4	2	0	0	2	0	0	0
	100.00%	74.89%	25.11%	7.17%	3.14%	58.74%	16.14%	6.28%	4.93%	1.79%	0.90%	0.00%	0.00%	0.90%	0.00%	0.00%	0.00%
Occupational CLF																	
2210 - INFORMATION TECHNOLOGY MANAGEMENT	210	112	98	5	6	53	37	37	43	14	11	1	0	1	0	1	1
	100.00%	53.33%	46.67%	2.38%	2.86%	25.24%	17.62%	17.62%	20.48%	6.67%	5.24%	0.48%	0.00%	0.48%	0.00%	0.48%	0.48%
Occupational CLF																	
0501 - FINANCIAL ADMINISTRATION and PROGRAM	166	54	112	1	1	24	33	25	74	4	2	0	0	0	0	0	2
	100.00%	32.53%	67.47%	0.60%	0.60%	14.46%	19.88%	15.06%	44.58%	2.41%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	1.20%
Occupational CLF																	
0510 - ACCOUNTING	128	46	82	3	1	21	26	20	37	2	17	0	0	0	1	0	0
	100.00%	35.94%	64.06%	2.34%	0.78%	16.41%	20.31%	15.63%	28.91%	1.56%	13.28%	0.00%	0.00%	0.00%	0.78%	0.00%	0.00%

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

1171 - APPRAISING	123	99	24	6	1	86	16	6	6	1	1	0	0	0	0	0	0
	100.00%	80.49%	19.51%	4.88%	0.81%	69.92%	13.01%	4.88%	4.88%	0.81%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0201 - HUMAN RESOURCES MANAGEMENT	122	27	95	0	4	9	12	18	76	0	2	0	0	0	1	0	0
	100.00%	22.13%	77.87%	0.00%	3.28%	7.38%	9.84%	14.75%	62.30%	0.00%	1.64%	0.00%	0.00%	0.00%	0.82%	0.00%	0.00%
Occupational CLF																	
0828 - CONSTRUCTION ANALYST	108	94	14	6	1	71	8	11	3	2	1	0	0	4	1	0	0
	100.00%	87.04%	12.96%	5.56%	0.93%	65.74%	7.41%	10.19%	2.78%	1.85%	0.93%	0.00%	0.00%	3.70%	0.93%	0.00%	0.00%
Occupational CLF																	
0560 - BUDGET ANALYSIS	93	35	58	0	0	13	10	16	44	6	3	0	0	0	1	0	0
	100.00%	37.63%	62.37%	0.00%	0.00%	13.98%	10.75%	17.20%	47.31%	6.45%	3.23%	0.00%	0.00%	0.00%	1.08%	0.00%	0.00%
Occupational CLF																	
1102 - CONTRACTING	85	35	50	1	2	18	10	15	37	1	0	0	0	0	0	0	1
	100.00%	41.18%	58.82%	1.18%	2.35%	21.18%	11.76%	17.65%	43.53%	1.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%
Occupational CLF																	
0801 - GENERAL ENGINEERING	72	60	12	4	1	35	8	8	1	13	1	0	0	0	0	0	1
	100.00%	83.33%	16.67%	5.56%	1.39%	48.61%	11.11%	11.11%	1.39%	18.06%	1.39%	0.00%	0.00%	0.00%	0.00%	0.00%	1.39%
Occupational CLF																	
0110 - ECONOMIST	68	49	19	3	0	36	9	4	5	6	5	0	0	0	0	0	0
	100.00%	72.06%	27.94%	4.41%	0.00%	52.94%	13.24%	5.88%	7.35%	8.82%	7.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0950 - PARALEGAL SPECIALIST	68	6	62	0	7	2	26	3	28	1	1	0	0	0	0	0	0
	100.00%	8.82%	91.18%	0.00%	10.29%	2.94%	38.24%	4.41%	41.18%	1.47%	1.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0341 - ADMINISTRATIVE OFFICER	59	11	48	2	4	7	14	2	29	0	1	0	0	0	0	0	0
	100.00%	18.64%	81.36%	3.39%	6.78%	11.86%	23.73%	3.39%	49.15%	0.00%	1.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0399 - ADMINISTRATION and OFFICE SUPPORT STUDENT TRAINEE	53	15	38	1	1	1	4	10	30	3	1	0	0	0	1	0	1
	100.00%	28.30%	71.70%	1.89%	1.89%	1.89%	7.55%	18.87%	56.60%	5.66%	1.89%	0.00%	0.00%	0.00%	1.89%	0.00%	1.89%
Occupational CLF																	
0342 - SUPPORT SERVICES ADMINISTRATION	49	16	33	1	3	7	9	7	20	1	1	0	0	0	0	0	0
	100.00%	32.65%	67.35%	2.04%	6.12%	14.29%	18.37%	14.29%	40.82%	2.04%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0318 - SECRETARY	43	3	40	0	4	1	9	2	26	0	0	0	0	0	1	0	0
	100.00%	6.98%	93.02%	0.00%	9.30%	2.33%	20.93%	4.65%	60.47%	0.00%	0.00%	0.00%	0.00%	0.00%	2.33%	0.00%	0.00%
Occupational CLF																	
0340 - PROGRAM MANAGEMENT	43	23	20	1	3	12	8	7	8	2	1	0	0	1	0	0	0
	100.00%	53.49%	46.51%	2.33%	6.98%	27.91%	18.60%	16.28%	18.60%	4.65%	2.33%	0.00%	0.00%	2.33%	0.00%	0.00%	0.00%
Occupational CLF																	
0361 - EQUAL OPPORTUNITY ASSISTANCE	38	4	34	0	5	1	6	1	22	1	0	0	0	0	1	1	0
	100.00%	10.53%	89.47%	0.00%	13.16%	2.63%	15.79%	2.63%	57.89%	2.63%	0.00%	0.00%	0.00%	0.00%	2.63%	2.63%	0.00%
Occupational CLF																	
0028 - ENVIRONMENTAL PROTECTION SPECIALIST	33	14	19	2	2	10	14	1	3	0	0	0	0	0	0	1	0
	100.00%	42.42%	57.58%	6.06%	6.06%	30.30%	42.42%	3.03%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%
Occupational CLF																	

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

Occupational CLF																		
1910 - QUALITY ASSURANCE	31	9	22	0	1	4	10	5	10	0	1	0	0	0	0	0	0	0
	100.00%	29.03%	70.97%	0.00%	3.23%	12.90%	32.26%	16.13%	32.26%	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
0808 - ARCHITECTURE	28	21	7	1	0	15	4	2	1	3	2	0	0	0	0	0	0	0
	100.00%	75.00%	25.00%	3.57%	0.00%	53.57%	14.29%	7.14%	3.57%	10.71%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
0101 - SOCIAL SCIENCE	25	9	16	0	0	7	10	2	3	0	3	0	0	0	0	0	0	0
	100.00%	36.00%	64.00%	0.00%	0.00%	28.00%	40.00%	8.00%	12.00%	0.00%	12.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
0344 - MANAGEMENT and PROGRAM CLERICAL and ASSISTANCE	23	5	18	0	0	0	2	5	16	0	0	0	0	0	0	0	0	0
	100.00%	21.74%	78.26%	0.00%	0.00%	0.00%	8.70%	21.74%	69.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
1035 - PUBLIC AFFAIRS	20	7	13	0	4	6	6	0	3	1	0	0	0	0	0	0	0	0
	100.00%	35.00%	65.00%	0.00%	20.00%	30.00%	30.00%	0.00%	15.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
0986 - LEGAL ASSISTANCE	17	3	14	1	0	0	4	2	9	0	1	0	0	0	0	0	0	0
	100.00%	17.65%	82.35%	5.88%	0.00%	0.00%	23.53%	11.76%	52.94%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
1170 - REALTY	17	10	7	0	0	6	2	4	4	0	0	0	0	0	0	0	0	1
	100.00%	58.82%	41.18%	0.00%	0.00%	35.29%	11.76%	23.53%	23.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%
Occupational CLF																		
0260 - EQUAL EMPLOYMENT OPPORTUNITY	12	6	6	1	0	2	0	2	5	1	0	0	0	0	0	0	0	1
	100.00%	50.00%	50.00%	8.33%	0.00%	16.67%	0.00%	16.67%	41.67%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%
Occupational CLF																		
1165 - LOAN SPECIALIST	11	2	9	0	0	2	5	0	4	0	0	0	0	0	0	0	0	0
	100.00%	18.18%	81.82%	0.00%	0.00%	18.18%	45.45%	0.00%	36.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
1805 -	10	3	7	0	1	3	4	0	2	0	0	0	0	0	0	0	0	0
	100.00%	30.00%	70.00%	0.00%	10.00%	30.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
0080 - SECURITY ADMINISTRATION	7	3	4	0	0	0	0	3	4	0	0	0	0	0	0	0	0	0
	100.00%	42.86%	57.14%	0.00%	0.00%	0.00%	0.00%	42.86%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
0203 - HUMAN RESOURCES CLERICAL and ASSISTANCE	6	0	6	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	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%
Occupational CLF																		
0505 - FINANCIAL MANAGEMENT	6	4	2	0	0	3	0	1	1	0	1	0	0	0	0	0	0	0
	100.00%	66.67%	33.33%	0.00%	0.00%	50.00%	0.00%	16.67%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
0391 - TELECOMMUNICATIONS	5	2	3	0	0	0	0	2	3	0	0	0	0	0	0	0	0	0
	100.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		

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
<b>2010 - INVENTORY MANAGEMENT</b>	5	3	2	0	0	0	0	3	2	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>1082 - WRITING and EDITING</b>	4	1	3	0	0	1	1	0	2	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	25.00%	75.00%	0.00%	0.00%	25.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>1084 - VISUAL INFORMATION</b>	4	2	2	0	0	0	1	2	1	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>1173 - HOUSING MANAGEMENT</b>	4	1	3	0	0	1	0	0	3	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	25.00%	75.00%	0.00%	0.00%	25.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>0810 - CIVIL ENGINEERING</b>	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	100.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>0830 - MECHANICAL ENGINEERING</b>	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	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%
<b>1106 - PROCUREMENT CLERICAL and ASSISTANCE</b>	3	0	3	0	0	0	0	0	2	0	0	0	0	0	1	0	0
Occupational CLF	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%
<b>1109 -</b>	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>1199 - BUSINESS and INDUSTRY STUDENT TRAINEE</b>	3	1	2	0	1	0	1	1	0	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	33.33%	66.67%	0.00%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>1301 - GENERAL PHYSICAL SCIENCE</b>	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>1529 - MATHEMATICAL STATISTICIAN</b>	3	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0
Occupational CLF	100.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>1654 - PRINTING MANAGEMENT</b>	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>0305 - MAIL and FILE</b>	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>0856 - ELECTRONICS TECHNICIAN</b>	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	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%
<b>0935 -</b>	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	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%
<b>0999 - LEGAL OCCUPATIONS STUDENT TRAINEE</b>	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Occupational CLF	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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
1071 - AUDIOVISUAL PRODUCTION	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
1410 - LIBRARIAN	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
1510 - ACTUARY	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
1515 - OPERATIONS RESEARCH	2	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
1530 - STATISTICIAN	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
2005 - SUPPLY CLERICAL and TECHNICIAN	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	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%
Occupational CLF																	
0018 - SAFETY and OCCUPATIONAL HEALTH MANAGEMENT	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0020 - COMMUNITY PLANNING	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
0150 - GEOGRAPHY	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
0199 - SOCIAL SCIENCE STUDENT TRAINEE	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
0246 -	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0299 - HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0306 -	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
0322 - CLERK-TYPIST	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	

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
0525 - ACCOUNTING TECHNICIAN	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0601 - GENERAL HEALTH SCIENCE	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
0819 - ENVIRONMENTAL ENGINEERING	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
1001 - GENERAL ARTS and INFORMATION	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	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%
Occupational CLF																	
1060 - PHOTOGRAPHY	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
1176 - BUILDING MANAGEMENT	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	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%
Occupational CLF																	
1550 - COMPUTER SCIENCE	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
1702 - EDUCATION and TRAINING TECHNICIAN	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
1712 - TRAINING INSTRUCTION	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	
1801 - GENERAL INSPECTION, INVESTIGATION and COMPLIANCE	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																	

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

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	
<b>0201 - HUMAN RESOURCES MANAGEMENT</b>	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
Occupational CLF																		
<b>0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM</b>	44	22	22	0	0	15	14	6	6	1	2	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	0.00%	0.00%	34.09%	31.82%	13.64%	13.64%	2.27%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
<b>0303 - MISCELLANEOUS CLERK and ASSISTANT</b>	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0
	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Occupational CLF																		
<b>0343 - MANAGEMENT PROGRAM ANALYSIS</b>	3	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	66.67%	33.33%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
<b>0399 - ADMINISTRATION and OFFICE SUPPORT STUDENT TRAINEE</b>	20	12	8	1	0	0	2	8	6	1	0	0	0	0	1	0	1	0
	100.00%	60.00%	40.00%	5.00%	0.00%	0.00%	10.00%	40.00%	30.00%	5.00%	0.00%	0.00%	0.00%	5.00%	0.00%	5.00%	0.00%	0.00%
Occupational CLF																		
<b>0511 - AUDITING</b>	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	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%	0.00%
Occupational CLF																		
<b>0904 - LAW CLERK</b>	13	4	9	1	0	2	6	1	3	0	0	0	0	0	0	0	0	0
	100.00%	30.77%	69.23%	7.69%	0.00%	15.38%	46.15%	7.69%	23.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																		
<b>0986 - LEGAL ASSISTANCE</b>	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	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%
Occupational CLF																		

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

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Title/Series:</b>	<b>0101 - Social Science</b>																
Total Received	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified																	
	100.00%																
Qualified of those Identified																	
	100.00%																
Selected of those Identified																	
	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>0110 - Economist</b>																
Total Received	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified																	
	100.00%																
Qualified of those Identified																	
	100.00%																
Selected of those Identified																	
	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>0201 - Human Resources Management</b>																
Total Received	6	2	4	0	0	0	1	2	3	0	0	0	0	0	0	0	0
Voluntarily Identified																	
	100.00%																
Qualified of those Identified																	
	100.00%																
Selected of those Identified																	
	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>0260 - Equal Employment Opportunity</b>																
Total Received	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified																	
	100.00%																
Qualified of those Identified																	
	100.00%																
Selected of those Identified																	
	100.00%																
CLF																	

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

<b>Job Title/Series:</b>	<b>0301 - Miscellaneous Administration And Program</b>																
<b>Total Received</b>	34	16	18	1	1	10	10	4	5	1	1	0	0	0	0	0	1
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0303 - Miscellaneous Clerk And Assistant</b>																
<b>Total Received</b>	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0340 - Program Management</b>																
<b>Total Received</b>	3	2	1	0	0	1	0	0	1	1	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0343 - Management Program Analysis</b>																
<b>Total Received</b>	8	5	3	0	0	5	1	0	1	0	0	0	0	0	0	0	1
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0360 - Equal Opportunity Compliance</b>																
<b>Total Received</b>	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

<b>Job Title/Series:</b>	<b>0361 - Equal Opportunity Assistance</b>																
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<b>Total Received</b>	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0501 - Financial Administration And Program</b>																
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<b>Total Received</b>	6	2	4	0	1	0	2	2	1	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0510 - Accounting</b>																
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<b>Total Received</b>	7	3	4	1	0	0	3	2	0	0	1	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0511 - Auditing</b>																
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<b>Total Received</b>	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>0560 - Budget Analysis</b>																
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<b>Total Received</b>	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

<b>Job Title/Series:</b>	<b>0905 - General Attorney</b>																
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<b>Total Received</b>	5	1	4	0	1	0	3	0	0	1	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>1101 - General Business And Industry</b>																
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<b>Total Received</b>	28	15	13	0	2	9	7	5	3	0	0	0	0	1	0	0	1
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>1102 - Contracting</b>																
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<b>Total Received</b>	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>1160 - Financial Analysis</b>																
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<b>Total Received</b>	12	8	4	1	0	3	1	2	3	1	0	0	0	0	0	1	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

<b>Job Title/Series:</b>	<b>1510 - Actuary</b>																
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<b>Total Received</b>	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>	100.00%																
<b>Qualified of those Identified</b>	100.00%																
<b>Selected of those Identified</b>	100.00%																
CLF																	

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

<b>Job Title/Series:</b>	<b>1515 - Operations Research</b>																
<b>Total Received</b>	2	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
<b>Voluntarily Identified</b>																	
	100.00%																
<b>Qualified of those Identified</b>																	
	100.00%																
<b>Selected of those Identified</b>																	
	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>1811 - Criminal Investigating</b>																
<b>Total Received</b>	8	6	2	0	1	5	1	0	0	1	0	0	0	0	0	0	0
<b>Voluntarily Identified</b>																	
	100.00%																
<b>Qualified of those Identified</b>																	
	100.00%																
<b>Selected of those Identified</b>																	
	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>2210 - Information Technology Management</b>																
<b>Total Received</b>	7	5	2	0	0	3	2	0	0	0	0	1	0	0	0	1	0
<b>Voluntarily Identified</b>																	
	100.00%																
<b>Qualified of those Identified</b>																	
	100.00%																
<b>Selected of those Identified</b>																	
	100.00%																
CLF																	

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

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino	Non-Hispanic or Latino												
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Title/Series:</b>	<b>0201 - Human Resources Management</b>																
Total Received	3	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>0301 - Miscellaneous Administration And Program</b>																
Total Received	48	22	26	0	0	16	18	5	5	1	3	0	0	0	0	0	0
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>0303 - Miscellaneous Clerk And Assistant</b>																
Total Received	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>0343 - Management Program Analysis</b>																
Total Received	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>0511 - Auditing</b>																
Total Received	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

Job Title/Series:	0904 - Law Clerk																
Total Received	12	4	8	1	0	2	5	1	3	0	0	0	0	0	0	0	0
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	

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

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PERMANENT	142	76	66	3	6	44	34	19	20	6	3	1	0	1	0	2	3
	100.00%	53.52%	46.48%	2.11%	4.23%	30.99%	23.94%	13.38%	14.08%	4.23%	2.11%	0.70%	0.00%	0.70%	0.00%	1.41%	2.11%
TEMPORARY	75	34	41	1	0	23	28	8	10	1	3	0	0	0	0	1	0
	100.00%	45.33%	54.67%	1.33%	0.00%	30.67%	37.33%	10.67%	13.33%	1.33%	4.00%	0.00%	0.00%	0.00%	0.00%	1.33%	0.00%
NON-APPROPRIATED	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%
CLF (2010)		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 A10: Non-Competitive Promotions Time in Grade - Distribution by Race/Ethnicity and Sex**

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races							
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Employees																			
Eligible for Career	408	169	239	12	7	89	92	44	122	18	12	1	0	3	5	2	1		
Ladder Promotions	100.00%	41.42%	58.58%	2.94%	1.72%	21.81%	22.55%	10.78%	29.90%	4.41%	2.94%	0.25%	0.00%	0.74%	1.23%	0.49%	0.25%		
<b>Time in grade in excess of minimum</b>																			
1 - 12 months	49	24	25	1	0	14	14	6	9	2	2	0	0	0	0	1	0		
	100.00%	48.98%	51.02%	2.04%	0.00%	28.57%	28.57%	12.24%	18.37%	4.08%	4.08%	0.00%	0.00%	0.00%	0.00%	2.04%	0.00%		
13 - 24 months	18	7	11	1	0	2	3	2	7	2	0	0	0	0	1	0	0		
	100.00%	38.89%	61.11%	5.56%	0.00%	11.11%	16.67%	11.11%	38.89%	11.11%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%		
25+ months	54	19	35	1	0	7	9	10	23	1	2	0	0	0	1	0	0		
	100.00%	35.19%	64.81%	1.85%	0.00%	12.96%	16.67%	18.52%	42.59%	1.85%	3.70%	0.00%	0.00%	0.00%	1.85%	0.00%	0.00%		

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

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Career Development Programs for GS 5-12:</b>																	
Slots	0																
Applied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Career Development Programs for GS 13 - 14:</b>																	
Slots	5																
Applied	34	11	23	0	1	6	10	4	11	1	1	0	0	0	0	0	0
	100%	32%	68%	0%	3%	18%	30%	12%	32%	3%	3%	0%	0%	0%	0%	0%	0%
Participants	5	1	4	0	0	0	1	1	3	0	0	0	0	0	0	0	0
	100%	20%	80%	0%	0%	0%	20%	20%	60%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Career Development Programs for GS 15 and SES:</b>																	
Slots	5																
Applied	9	4	5	0	0	1	3	3	2	0	0	0	0	0	0	0	0
	100%	44%	56%	0%	0%	11%	33%	33%	22%	0%	0%	0%	0%	0%	0%	0%	0%
Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>																	

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

Type of Award	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

**TIME-OFF AWARDS - 1-9 HOURS**

Total Time-Off	2235	774	1461	65	114	514	719	140	514	39	90	5	1	5	17	6	6
Awards Given	100.00%	34.63%	65.37%	2.91%	5.10%	23.00%	32.17%	6.26%	23.00%	1.74%	4.03%	0.22%	0.04%	0.22%	0.76%	0.27%	0.27%
Total Hours	17790	6167	11623	512	901	4104	5702	1105	4112	316	720	42	8	40	132	48	48
Average Hours	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8

**TIME-OFF AWARDS - 9+ HOURS**

Total Time-Off	1673	603	1070	41	72	405	475	127	459	22	46	2	2	3	9	3	7
Awards Given	100.00%	36.04%	63.96%	2.45%	4.30%	24.21%	28.39%	7.59%	27.44%	1.32%	2.75%	0.12%	0.12%	0.18%	0.54%	0.18%	0.42%
Total Hours	31694	11357	20337	716	1412	7780	9370	2363	8402	360	839	40	42	52	144	46	128
Average Hours	19	19	19	17	20	19	20	19	18	16	18	20	21	17	16	15	18

**CASH AWARDS - \$100 - \$500**

Total Cash Awards	1455	386	1069	26	87	178	308	149	620	20	28	2	0	5	17	6	9
Given	100.00%	26.53%	73.47%	1.79%	5.98%	12.23%	21.17%	10.24%	42.61%	1.37%	1.92%	0.14%	0.00%	0.34%	1.17%	0.41%	0.62%
Total Amount	552612	149354	403258	10220	35105	69834	115623	56405	232356	7725	11144	565	0	2075	6045	2530	2985
Average Amount	380	387	377	393	404	392	375	379	375	386	398	283	0	415	356	422	332

**CASH AWARDS - \$500+**

Total Cash Awards	6425	2590	3835	170	256	1599	1628	633	1675	150	199	2	8	26	45	10	24
Given	100.00%	40.31%	59.69%	2.65%	3.98%	24.89%	25.34%	9.85%	26.07%	2.33%	3.10%	0.03%	0.12%	0.40%	0.70%	0.16%	0.37%
Total Amount	5493274	2279891	3213383	145270	210455	1440933	1424088	528567	1359900	129671	160515	2210	5390	25825	35045	7415	17990
Average Amount	855	880	838	855	822	901	875	835	812	864	807	1105	674	993	779	742	750

**QUALITY STEP INCREASES (QSI)**

Total QSI's Awarded	101	40	61	6	7	26	19	8	30	0	4	0	0	0	1	0	0
	100.00%	39.60%	60.40%	5.94%	6.93%	25.74%	18.81%	7.92%	29.70%	0.00%	3.96%	0.00%	0.00%	0.00%	0.99%	0.00%	0.00%
Total Benefit	276957	115755	161202	17783	18426	77268	52777	20704	78822	0	10044	0	0	0	1133	0	0
Average Benefit	2742	2894	2643	2964	2632	2972	2778	2588	2627	0	2511	0	0	0	1133	0	0

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

TYPE OF SEPARATION	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VOLUNTARY	636	286	350	19	34	186	175	65	129	13	9	0	0	1	2	1	1
	100.00%	44.97%	55.03%	2.99%	5.35%	29.25%	27.52%	10.22%	20.28%	2.04%	1.42%	0.00%	0.00%	0.16%	0.31%	0.16%	0.16%
INVOLUNTARY	14	8	6	1	0	3	2	3	4	1	0	0	0	0	0	0	0
	100.00%	57.14%	42.86%	7.14%	0.00%	21.43%	14.29%	21.43%	28.57%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL SEPARATIONS	650	294	356	20	34	189	177	68	133	14	9	0	0	1	2	1	1
	100.00%	45.23%	54.77%	3.08%	5.23%	29.08%	27.23%	10.46%	20.46%	2.15%	1.38%	0.00%	0.00%	0.15%	0.31%	0.15%	0.15%
TOTAL WORKFORCE	8606	3377	5229	246	383	2041	2045	851	2431	187	268	4	8	34	62	14	32
	100.00%	39.24%	60.76%	2.86%	4.45%	23.72%	23.76%	9.89%	28.25%	2.17%	3.11%	0.05%	0.09%	0.40%	0.72%	0.16%	0.37%

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

EMPLOYMENT TENURE	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Prior FY	9241	8220	245	776	101	12	14	4	22	8	8	1	27	5
	100.00%	88.95%	2.65%	8.40%	1.09%	0.13%	0.15%	0.04%	0.24%	0.09%	0.09%	0.01%	0.29%	0.05%
Current FY	8764	7787	227	750	92	11	13	3	20	7	8	1	25	4
	100.00%	88.85%	2.59%	8.56%	1.05%	0.13%	0.15%	0.03%	0.23%	0.08%	0.09%	0.01%	0.29%	0.05%
EEOC Federal Goal					2.00%									
Difference	-477	-433	-18	-26	-9	-1	-1	-1	-2	-1	0	0	-2	-1
Ratio Change	0.00%	-0.10%	-0.06%	0.16%	-0.04%	0.00%	0.00%	-0.01%	-0.01%	-0.01%	0.00%	0.00%	-0.01%	-0.01%
Net Change	-5.16%	-5.27%	-7.35%	-3.35%	-8.91%	-8.33%	-7.14%	-25.00%	-9.09%	-12.50%	0.00%	0.00%	-7.41%	-20.00%
<b>PERMANENT</b>														
Prior FY	9051	8048	237	766	100	12	14	4	22	8	8	0	27	5
	100.00%	88.92%	2.62%	8.46%	1.10%	0.13%	0.15%	0.04%	0.24%	0.09%	0.09%	0.00%	0.30%	0.06%
Current FY	8606	7645	221	740	91	11	13	3	20	7	8	0	25	4
	100.00%	88.83%	2.57%	8.60%	1.06%	0.13%	0.15%	0.03%	0.23%	0.08%	0.09%	0.00%	0.29%	0.05%
Difference	-445	-403	-16	-26	-9	-1	-1	-1	-2	-1	0	0	-2	-1
Ratio Change	0.00%	-0.08%	-0.05%	0.14%	-0.05%	0.00%	0.00%	-0.01%	-0.01%	-0.01%	0.00%	0.00%	-0.01%	-0.01%
Net Change	-4.92%	-5.01%	-6.75%	-3.39%	-9.00%	-8.33%	-7.14%	-25.00%	-9.09%	-12.50%	0.00%	0.00%	-7.41%	-20.00%
<b>TEMPORARY</b>														
Prior FY	190	172	8	10	1	0	0	0	0	0	0	1	0	0
	100.00%	90.53%	4.21%	5.26%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%
Current FY	158	142	6	10	1	0	0	0	0	0	0	1	0	0
	100.00%	89.87%	3.80%	6.33%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%
Difference	-32	-30	-2	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	0.00%	-0.65%	-0.41%	1.07%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.00%
Net Change	-16.84%	-17.44%	-25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
<b>NON-APPROPRIATED</b>														
Prior FY	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%
Current FY	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%
Difference	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

ORGANIZATIONAL COMPONENT	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>Total</b>	<b>8606</b>	<b>7645</b>	<b>221</b>	<b>740</b>	<b>91</b>	<b>11</b>	<b>13</b>	<b>3</b>	<b>20</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>25</b>	<b>4</b>	
	100.00%	88.83%	2.57%	8.60%	1.06%	0.13%	0.15%	0.03%	0.23%	0.08%	0.09%	0.00%	0.29%	0.05%	
EEOC Federal Goal					2.00%										
<b>HOUSING and URBAN DEVELOPMENT</b>	<b>7998</b>	<b>7082</b>	<b>201</b>	<b>715</b>	<b>91</b>	<b>11</b>	<b>13</b>	<b>3</b>	<b>20</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>25</b>	<b>4</b>	
	100.00%	88.55%	2.51%	8.94%	1.14%	0.14%	0.16%	0.04%	0.25%	0.09%	0.10%	0.00%	0.31%	0.05%	
<b>HUD OFFICE OF INSPECTOR GNRL</b>	<b>608</b>	<b>563</b>	<b>20</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	100.00%	92.60%	3.29%	4.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

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

OCCUPATIONAL CATEGORIES	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>1. Officials and Managers</b>															
Executive/Senior Level (Grades 15 and Above)	828	748	21	59	7	0	4	0	1	0	1	0	1	0	
	9.62%	9.78%	9.50%	7.97%	7.69%	0.00%	30.77%	0.00%	5.00%	0.00%	12.50%	0.00%	4.00%	0.00%	
- Mid-Level (Grades 13-14)	615	567	12	36	4	0	1	0	0	2	0	0	1	0	
	7.15%	7.42%	5.43%	4.86%	4.40%	0.00%	7.69%	0.00%	0.00%	28.57%	0.00%	0.00%	4.00%	0.00%	
- First Level (Grades 12 and Below)	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 Officials and Managers	5,099	4465	140	494	56	8	6	2	15	4	3	0	15	3	
	59.25%	58.40%	63.35%	66.76%	61.54%	72.73%	46.15%	66.67%	75.00%	57.14%	37.50%	0.00%	60.00%	75.00%	
Officials and Managers	6542	5780	173	589	67	8	11	2	16	6	4	0	17	3	
Total	76.02%	75.60%	78.28%	79.59%	73.63%	72.73%	84.62%	66.67%	80.00%	85.71%	50.00%	0.00%	68.00%	75.00%	
<b>2. Professionals</b>															
	1140	1058	24	58	6	1	1	0	1	0	0	0	2	1	
	13.25%	13.84%	10.86%	7.84%	6.59%	9.09%	7.69%	0.00%	5.00%	0.00%	0.00%	0.00%	8.00%	25.00%	
<b>3. Technicians</b>															
	8	7	1	0	0	0	0	0	0	0	0	0	0	0	
	0.09%	0.09%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
<b>4. Sales Workers</b>															
	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%	
<b>5. Administrative Support Workers</b>															
	718	609	19	90	18	2	1	1	3	1	4	0	6	0	
	8.34%	7.97%	8.60%	12.16%	19.78%	18.18%	7.69%	33.33%	15.00%	14.29%	50.00%	0.00%	24.00%	0.00%	
<b>6. Craft Workers</b>															
	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%	
<b>7. Operatives</b>															
	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%	
<b>8. Laborers and Helpers</b>															
	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%	
<b>9. Service Workers</b>															
	183	177	4	2	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%	

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

OCCUPATIONAL CATEGORIES	ALL Employees					TARGETED DISABILITY									
	All	No Disability	Not Identified	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>1. Officials and Managers</b>															
Executive/Senior Level (Grades 15 and Above)	828	748	21	59	7	0	4	0	1	0	1	0	1	0	
	9.62%	9.78%	9.50%	7.97%	7.69%	0.00%	30.77%	0.00%	5.00%	0.00%	12.50%	0.00%	4.00%	0.00%	
- Mid-Level (Grades 13-14)	615	567	12	36	4	0	1	0	0	2	0	0	1	0	
	7.15%	7.42%	5.43%	4.86%	4.40%	0.00%	7.69%	0.00%	0.00%	28.57%	0.00%	0.00%	4.00%	0.00%	
- First Level (Grades 12 and Below)	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 Officials and Managers	5,099	4465	140	494	56	8	6	2	15	4	3	0	15	3	
	59.25%	58.40%	63.35%	66.76%	61.54%	72.73%	46.15%	66.67%	75.00%	57.14%	37.50%	0.00%	60.00%	75.00%	
Officials and Managers Total	6542	5780	173	589	67	8	11	2	16	6	4	0	17	3	
	76.02%	75.60%	78.28%	79.59%	73.63%	72.73%	84.62%	66.67%	80.00%	85.71%	50.00%	0.00%	68.00%	75.00%	
<b>2. Professionals</b>															
	1140	1058	24	58	6	1	1	0	1	0	0	0	2	1	
	13.25%	13.84%	10.86%	7.84%	6.59%	9.09%	7.69%	0.00%	5.00%	0.00%	0.00%	0.00%	8.00%	25.00%	
<b>3. Technicians</b>															
	8	7	1	0	0	0	0	0	0	0	0	0	0	0	
	0.09%	0.09%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
<b>4. Sales Workers</b>															
	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%	
<b>5. Administrative Support Workers</b>															
	718	609	19	90	18	2	1	1	3	1	4	0	6	0	
	8.34%	7.97%	8.60%	12.16%	19.78%	18.18%	7.69%	33.33%	15.00%	14.29%	50.00%	0.00%	24.00%	0.00%	
<b>6. Craft Workers</b>															
	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%	
<b>7. Operatives</b>															
	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%	
<b>8. Laborers and Helpers</b>															
	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%	
<b>9. Service Workers</b>															
	183	177	4	2	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%	
<b>TOTAL</b>	<b>8606</b>	<b>7645</b>	<b>221</b>	<b>740</b>	<b>91</b>	<b>11</b>	<b>13</b>	<b>3</b>	<b>20</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>25</b>	<b>4</b>	
	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%	

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

GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
GS-01	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-02	7	7	0	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-03	7	6	0	1	0	0	0	0	0	0	0	0	0	0	
	100.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-04	18	17	0	1	0	0	0	0	0	0	0	0	0	0	
	100.00%	94.44%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	39	28	2	9	4	1	0	0	0	0	1	0	2	0	
	100.00%	71.79%	5.13%	23.08%	10.26%	2.56%	0.00%	0.00%	0.00%	0.00%	2.56%	0.00%	5.13%	0.00%	
GS-06	17	14	2	1	0	0	0	0	0	0	0	0	0	0	
	100.00%	82.35%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-07	436	360	11	65	13	2	1	1	3	1	2	0	3	0	
	100.00%	82.57%	2.52%	14.91%	2.98%	0.46%	0.23%	0.23%	0.69%	0.23%	0.46%	0.00%	0.69%	0.00%	
GS-08	56	52	1	3	0	0	0	0	0	0	0	0	0	0	
	100.00%	92.86%	1.79%	5.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-09	155	139	4	12	2	1	0	0	0	0	0	0	1	0	
	100.00%	89.68%	2.58%	7.74%	1.29%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%	
GS-10	35	29	2	4	2	0	0	0	0	0	1	0	1	0	
	100.00%	82.86%	5.71%	11.43%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%	0.00%	2.86%	0.00%	
GS-11	333	294	10	29	5	1	1	0	2	0	0	0	1	0	
	100.00%	88.29%	3.00%	8.71%	1.50%	0.30%	0.30%	0.00%	0.60%	0.00%	0.00%	0.00%	0.30%	0.00%	
GS-12	2211	1912	68	231	26	4	2	1	6	3	1	0	8	1	
	100.00%	86.48%	3.08%	10.45%	1.18%	0.18%	0.09%	0.05%	0.27%	0.14%	0.05%	0.00%	0.36%	0.05%	
GS-13	2849	2573	65	211	21	1	2	1	8	0	1	0	5	3	
	100.00%	90.31%	2.28%	7.41%	0.74%	0.04%	0.07%	0.04%	0.28%	0.00%	0.04%	0.00%	0.18%	0.11%	
GS-14	1368	1244	29	95	8	0	3	0	0	2	1	0	2	0	
	100.00%	90.94%	2.12%	6.94%	0.58%	0.00%	0.22%	0.00%	0.00%	0.15%	0.07%	0.00%	0.15%	0.00%	
GS-15	953	864	21	68	7	1	1	0	1	1	1	0	2	0	
	100.00%	90.66%	2.20%	7.14%	0.73%	0.10%	0.10%	0.00%	0.10%	0.10%	0.10%	0.00%	0.21%	0.00%	
All Other	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%	
SES	111	96	6	9	3	0	3	0	0	0	0	0	0	0	
	100.00%	86.49%	5.41%	8.11%	2.70%	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	8596	7636	221	739	91	11	13	3	20	7	8	0	25	4	
	100.00%	88.83%	2.57%	8.60%	1.06%	0.13%	0.15%	0.03%	0.23%	0.08%	0.09%	0.00%	0.29%	0.05%	

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

GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
GS-01	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-02	4	4	0	0	0	0	0	0	0	0	0	0	0	0	
	4.76%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-03	5	5	0	0	0	0	0	0	0	0	0	0	0	0	
	5.95%	6.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-04	9	8	1	0	0	0	0	0	0	0	0	0	0	0	
	10.71%	10.53%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-06	2	0	0	2	0	0	0	0	0	0	0	0	0	0	
	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-07	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-08	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-09	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-10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-11	17	16	1	0	0	0	0	0	0	0	0	0	0	0	
	20.24%	21.05%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-12	11	10	1	0	0	0	0	0	0	0	0	0	0	0	
	13.10%	13.16%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-13	3	3	0	0	0	0	0	0	0	0	0	0	0	0	
	3.57%	3.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-14	5	5	0	0	0	0	0	0	0	0	0	0	0	0	
	5.95%	6.58%	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	13	12	0	1	0	0	0	0	0	0	0	0	0	0	
	15.48%	15.79%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
All Other	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%	
SES	11	10	0	1	0	0	0	0	0	0	0	0	0	0	
	13.10%	13.16%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	84	76	4	4	0	0	0	0	0	0	0	0	0	0	
	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%	

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

GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
GS-01	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-02	7	7	0	0	0	0	0	0	0	0	0	0	0	0	
	0.08%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-03	7	6	0	1	0	0	0	0	0	0	0	0	0	0	
	0.08%	0.08%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-04	18	17	0	1	0	0	0	0	0	0	0	0	0	0	
	0.21%	0.22%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	39	28	2	9	4	1	0	0	0	0	1	0	2	0	
	0.33%	0.37%	0.90%	1.22%	4.40%	9.09%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	8.00%	0.00%	
GS-06	17	14	2	1	0	0	0	0	0	0	0	0	0	0	
	0.16%	0.18%	0.90%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-07	436	360	11	65	13	2	1	1	3	1	2	0	3	0	
	5.07%	4.71%	4.98%	8.80%	14.29%	18.18%	7.69%	33.33%	15.00%	14.29%	25.00%	0.00%	12.00%	0.00%	
GS-08	56	52	1	3	0	0	0	0	0	0	0	0	0	0	
	0.65%	0.68%	0.45%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-09	155	139	4	12	2	1	0	0	0	0	0	0	1	0	
	1.80%	1.82%	1.81%	1.62%	2.20%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	
GS-10	35	29	2	4	2	0	0	0	0	0	1	0	1	0	
	0.41%	0.38%	0.90%	0.54%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	4.00%	0.00%	
GS-11	333	294	10	29	5	1	1	0	2	0	0	0	1	0	
	3.87%	3.85%	4.52%	3.92%	5.49%	9.09%	7.69%	0.00%	10.00%	0.00%	0.00%	0.00%	4.00%	0.00%	
GS-12	2211	1912	68	231	26	4	2	1	6	3	1	0	8	1	
	25.72%	25.04%	30.77%	31.26%	28.57%	36.36%	15.38%	33.33%	30.00%	42.86%	12.50%	0.00%	32.00%	25.00%	
GS-13	2849	2573	65	211	21	1	2	1	8	0	1	0	5	3	
	33.14%	33.70%	29.41%	28.55%	23.08%	9.09%	15.38%	33.33%	40.00%	0.00%	12.50%	0.00%	20.00%	75.00%	
GS-14	1368	1244	29	95	8	0	3	0	0	2	1	0	2	0	
	15.91%	16.29%	13.12%	12.86%	8.79%	0.00%	23.08%	0.00%	0.00%	28.57%	12.50%	0.00%	8.00%	0.00%	
GS-15	953	864	21	68	7	1	1	0	1	1	1	0	2	0	
	11.09%	11.31%	9.50%	9.20%	7.69%	9.09%	7.69%	0.00%	5.00%	14.29%	12.50%	0.00%	8.00%	0.00%	
All Other	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%	
SES	111	96	6	9	3	0	3	0	0	0	0	0	0	0	
	1.29%	1.26%	2.71%	1.22%	3.30%	0.00%	23.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	8596	7636	221	739	91	11	13	3	20	7	8	0	25	4	
	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%	

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

GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
GS-01	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-02	4	4	0	0	0	0	0	0	0	0	0	0	0	0	
	4.76%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-03	5	5	0	0	0	0	0	0	0	0	0	0	0	0	
	5.95%	6.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-04	9	8	1	0	0	0	0	0	0	0	0	0	0	0	
	10.71%	10.53%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-06	2	0	0	2	0	0	0	0	0	0	0	0	0	0	
	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-07	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-08	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-09	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-10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	1.19%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-11	17	16	1	0	0	0	0	0	0	0	0	0	0	0	
	20.24%	21.05%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-12	11	10	1	0	0	0	0	0	0	0	0	0	0	0	
	13.10%	13.16%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-13	3	3	0	0	0	0	0	0	0	0	0	0	0	0	
	3.57%	3.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-14	5	5	0	0	0	0	0	0	0	0	0	0	0	0	
	5.95%	6.58%	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	13	12	0	1	0	0	0	0	0	0	0	0	0	0	
	15.48%	15.79%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
All Other	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%	
SES	11	10	0	1	0	0	0	0	0	0	0	0	0	0	
	13.10%	13.16%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	84	76	4	4	0	0	0	0	0	0	0	0	0	0	
	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%	

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

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0018 - SAFETY and OCCUPATIONAL HEALTH MANAGEMENT	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0020 - COMMUNITY PLANNING	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0028 - ENVIRONMENTAL PROTECTION SPECIALIST	33	31	1	1	0	0	0	0	0	0	0	0	0	0
	100.00%	93.94%	3.03%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0080 - SECURITY ADMINISTRATION	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0101 - SOCIAL SCIENCE	25	24	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	96.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0110 - ECONOMIST	68	62	2	4	1	0	0	0	0	0	1	0	0	0
	100.00%	91.18%	2.94%	5.88%	1.47%	0.00%	0.00%	0.00%	0.00%	0.00%	1.47%	0.00%	0.00%	0.00%
0150 - GEOGRAPHY	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0199 - SOCIAL SCIENCE STUDENT TRAINEE	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0201 - HUMAN RESOURCES MANAGEMENT	122	112	1	9	0	0	0	0	0	0	0	0	0	0
	100.00%	91.80%	0.82%	7.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0203 - HUMAN RESOURCES CLERICAL and ASSISTANCE	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0246 -	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	12	9	0	3	1	0	1	0	0	0	0	0	0	0
	100.00%	75.00%	0.00%	25.00%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0299 - HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM	1124	1018	34	72	6	1	0	0	1	1	1	0	2	0
	100.00%	90.57%	3.02%	6.41%	0.53%	0.09%	0.00%	0.00%	0.09%	0.09%	0.09%	0.00%	0.18%	0.00%
0303 - MISCELLANEOUS CLERK and ASSISTANT	459	382	12	65	13	1	1	0	2	1	4	0	4	0
	100.00%	83.22%	2.61%	14.16%	2.83%	0.22%	0.22%	0.00%	0.44%	0.22%	0.87%	0.00%	0.87%	0.00%
0305 - MAIL and FILE	2	0	0	2	1	1	0	0	0	0	0	0	0	0
	100.00%	0.00%	0.00%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0306 -	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0318 - SECRETARY	43	39	1	3	0	0	0	0	0	0	0	0	0	0
	100.00%	90.70%	2.33%	6.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	

0322 - CLERK-TYPIST	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0340 - PROGRAM MANAGEMENT	43	40	0	3	0	0	0	0	0	0	0	0	0	0
	100.00%	93.02%	0.00%	6.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 - ADMINISTRATIVE OFFICER	59	52	2	5	0	0	0	0	0	0	0	0	0	0
	100.00%	88.14%	3.39%	8.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0342 - SUPPORT SERVICES ADMINISTRATION	49	42	1	6	1	0	1	0	0	0	0	0	0	0
	100.00%	85.71%	2.04%	12.24%	2.04%	0.00%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 - MANAGEMENT PROGRAM ANALYSIS	809	722	11	76	10	2	1	0	5	0	1	0	0	1
	100.00%	89.25%	1.36%	9.39%	1.24%	0.25%	0.12%	0.00%	0.62%	0.00%	0.12%	0.00%	0.00%	0.12%
0344 - MANAGEMENT and PROGRAM CLERICAL and ASSISTANCE	23	16	2	5	1	0	0	0	0	0	0	0	1	0
	100.00%	69.57%	8.70%	21.74%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
0360 - EQUAL OPPORTUNITY COMPLIANCE	375	310	14	51	3	0	0	0	0	0	0	0	2	1
	100.00%	82.67%	3.73%	13.60%	0.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.27%
0361 - EQUAL OPPORTUNITY ASSISTANCE	38	30	0	8	3	0	0	1	1	0	0	0	1	0
	100.00%	78.95%	0.00%	21.05%	7.89%	0.00%	0.00%	2.63%	2.63%	0.00%	0.00%	0.00%	2.63%	0.00%
0391 - TELECOMMUNICATIONS	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0399 - ADMINISTRATION and OFFICE SUPPORT STUDENT TRAINEE	53	52	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	98.11%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 - FINANCIAL ADMINISTRATION and PROGRAM	166	147	5	14	4	1	0	0	1	1	0	0	0	1
	100.00%	88.55%	3.01%	8.43%	2.41%	0.60%	0.00%	0.00%	0.60%	0.60%	0.00%	0.00%	0.00%	0.60%
0505 - FINANCIAL MANAGEMENT	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 - ACCOUNTING	128	114	5	9	2	1	0	0	0	0	0	0	1	0
	100.00%	89.06%	3.91%	7.03%	1.56%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.78%	0.00%
0511 - AUDITING	320	295	9	16	0	0	0	0	0	0	0	0	0	0
	100.00%	92.19%	2.81%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0525 - ACCOUNTING TECHNICIAN	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	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%
0560 - BUDGET ANALYSIS	93	88	1	4	0	0	0	0	0	0	0	0	0	0
	100.00%	94.62%	1.08%	4.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0601 - GENERAL HEALTH SCIENCE	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	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%

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]

0801 - GENERAL ENGINEERING	72	68	1	3	0	0	0	0	0	0	0	0	0	0
	100.00%	94.44%	1.39%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0808 - ARCHITECTURE	28	23	2	3	0	0	0	0	0	0	0	0	0	0
	100.00%	82.14%	7.14%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0810 - CIVIL ENGINEERING	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0819 - ENVIRONMENTAL ENGINEERING	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0828 - CONSTRUCTION ANALYST	108	94	5	9	1	0	0	0	0	0	0	0	1	0
	100.00%	87.04%	4.63%	8.33%	0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.93%	0.00%
0830 - MECHANICAL ENGINEERING	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0856 - ELECTRONICS TECHNICIAN	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 - GENERAL ATTORNEY	383	359	6	18	3	0	3	0	0	0	0	0	0	0
	100.00%	93.73%	1.57%	4.70%	0.78%	0.00%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0935 -	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0950 - PARALEGAL SPECIALIST	68	62	2	4	0	0	0	0	0	0	0	0	0	0
	100.00%	91.18%	2.94%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0986 - LEGAL ASSISTANCE	17	16	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	94.12%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0999 - LEGAL OCCUPATIONS STUDENT TRAINEE	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1001 - GENERAL ARTS and INFORMATION	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1035 - PUBLIC AFFAIRS	20	20	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1060 - PHOTOGRAPHY	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1071 - AUDIOVISUAL PRODUCTION	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1082 - WRITING and EDITING	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	

1084 - VISUAL INFORMATION	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101 - GENERAL BUSINESS and INDUSTRY	2795	2461	74	260	33	3	5	2	8	2	1	0	12	0
	100.00%	88.05%	2.65%	9.30%	1.18%	0.11%	0.18%	0.07%	0.29%	0.07%	0.04%	0.00%	0.43%	0.00%
1102 - CONTRACTING	85	76	1	8	0	0	0	0	0	0	0	0	0	0
	100.00%	89.41%	1.18%	9.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1106 - PROCUREMENT CLERICAL and ASSISTANCE	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1109 -	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1160 - FINANCIAL ANALYSIS	259	233	4	22	2	1	0	0	0	1	0	0	0	0
	100.00%	89.96%	1.54%	8.49%	0.77%	0.39%	0.00%	0.00%	0.00%	0.39%	0.00%	0.00%	0.00%	0.00%
1165 - LOAN SPECIALIST	11	10	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	90.91%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1170 - REALTY	17	9	2	6	0	0	0	0	0	0	0	0	0	0
	100.00%	52.94%	11.76%	35.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1171 - APPRAISING	123	99	7	17	1	0	0	0	1	0	0	0	0	0
	100.00%	80.49%	5.69%	13.82%	0.81%	0.00%	0.00%	0.00%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%
1173 - HOUSING MANAGEMENT	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1176 - BUILDING MANAGEMENT	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1199 - BUSINESS and INDUSTRY STUDENT TRAINEE	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1301 - GENERAL PHYSICAL SCIENCE	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1410 - LIBRARIAN	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1510 - ACTUARY	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1515 - OPERATIONS RESEARCH	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1529 - MATHEMATICAL STATISTICIAN	3	2	0	1	1	0	1	0	0	0	0	0	0	0
	100.00%	66.67%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]

1530 - STATISTICIAN	2	0	2	0	0	0	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1550 - COMPUTER SCIENCE	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1654 - PRINTING MANAGEMENT	3	2	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1702 - EDUCATION and TRAINING TECHNICIAN	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1712 - TRAINING INSTRUCTION	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1801 - GENERAL INSPECTION, INVESTIGATION and COMPLIANCE	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1805 -	10	9	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1811 - CRIMINAL INVESTIGATING	223	215	6	2	0	0	0	0	0	0	0	0	0	0
	100.00%	96.41%	2.69%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1910 - QUALITY ASSURANCE	31	27	0	4	0	0	0	0	0	0	0	0	0	0
	100.00%	87.10%	0.00%	12.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2005 - SUPPLY CLERICAL and TECHNICIAN	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2010 - INVENTORY MANAGEMENT	5	4	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2210 - INFORMATION TECHNOLOGY MANAGEMENT	210	191	1	18	4	0	0	0	1	1	0	0	1	1
	100.00%	90.95%	0.48%	8.57%	1.90%	0.00%	0.00%	0.00%	0.48%	0.48%	0.00%	0.00%	0.48%	0.48%

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

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
0201 - HUMAN RESOURCES MANAGEMENT	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM	44	41	1	2	0	0	0	0	0	0	0	0	0	0	
	100.00%	93.18%	2.27%	4.55%	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	2	0	1	1	0	0	0	0	0	0	0	0	0	0	
	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
0343 - MANAGEMENT PROGRAM ANALYSIS	3	3	0	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
0399 - ADMINISTRATION and OFFICE SUPPORT STUDENT TRAINEE	20	19	1	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
0511 - AUDITING	2	2	0	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
0904 - LAW CLERK	13	12	1	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	92.31%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
0986 - LEGAL ASSISTANCE	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
	100.00%	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%	

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

TYPE OF APPOINTMENT	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
PERMANENT	142	122	4	16	0	0	0	0	0	0	0	0	0	0
	100.00%	85.92%	2.82%	11.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TEMPORARY	75	68	4	3	0	0	0	0	0	0	0	0	0	0
	100.00%	90.67%	5.33%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPROPRIATED	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 CURRENT YEAR	217	190	8	19	0	0	0	0	0	0	0	0	0	0
	100.00%	87.56%	3.69%	8.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL PRIOR YEAR	441	384	14	43	4	0	0	0	0	0	1	0	3	0
	100.00%	87.07%	3.17%	9.75%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%	0.68%	0.00%

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

	ALL Employees					TARGETED DISABILITY								
	All	No Disability	Not Identified	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
<b>Total Employees</b>														
<b>Eligible for Career</b>	<b>408</b>	<b>367</b>	<b>10</b>	<b>31</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>
<b>Ladder Promotions</b>	100.00%	89.95%	2.45%	7.60%	1.47%	0.49%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.74%	0.00%
<b>1 - 12 months</b>	<b>49</b>	<b>45</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	100.00%	91.84%	2.04%	6.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>13 - 24 months</b>	<b>18</b>	<b>16</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	100.00%	88.89%	0.00%	11.11%	5.56%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>25+ months</b>	<b>54</b>	<b>49</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	100.00%	90.74%	0.00%	9.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**Table B12: Participation in Career Development - Distribution by Disability**

	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
<b>Career Development Programs for GS 5-12:</b>														
Slots	0													
Relevant Pool														
Applied	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Career Development Programs for GS 13 - 14:</b>														
Slots	5													
Relevant Pool														
Applied	34	34	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Participants	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Career Development Programs for GS 15 and SES:</b>														
Slots	5													
Relevant Pool														
Applied	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Participants	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>														

**Table B13: Employee Recognition and Awards - Distribution by Disability**

RECOGNITION OR AWARD	ALL EMPLOYEES					TARGETED DISABILITY									
	All	No Disability	Not Identified	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>TIME-OFF AWARDS - 1-9 HOURS</b>															
Total Time-Off	2235	2006	45	184	22	0	0	0	6	4	5	0	7	0	
Awards Given	100.00%	89.75%	2.01%	8.23%	0.98%	0.00%	0.00%	0.00%	0.27%	0.18%	0.22%	0.00%	0.31%	0.00%	
Total Hours	17790	15987	369	1434	176	0	0	0	48	32	40	0	56	0	
Average Hours	8	8	8	8	8	0	0	0	8	8	8	0	8	0	
<b>TIME-OFF AWARDS - 9+ HOURS</b>															
Total Time-Off	1673	1502	48	123	13	1	0	0	3	2	1	0	5	1	
Awards Given	100.00%	89.78%	2.87%	7.35%	0.78%	0.06%	0.00%	0.00%	0.18%	0.12%	0.06%	0.00%	0.30%	0.06%	
Total Hours	31694	28579	870	2245	208	16	0	0	48	36	16	0	82	10	
Average Hours	19	19	18	18	16	16	0	0	16	18	16	0	16	10	
<b>CASH AWARDS - \$100 - \$500</b>															
Total Cash Awards	1455	1234	41	180	30	4	3	1	5	2	2	0	13	0	
Given	100.00%	84.81%	2.82%	12.37%	2.06%	0.27%	0.21%	0.07%	0.34%	0.14%	0.14%	0.00%	0.89%	0.00%	
Total Amount	552612	471092	15672	65848	9958	1160	970	255	1675	790	600	0	4508	0	
Average Amount	380	382	382	366	332	290	323	255	335	395	300	0	347	0	
<b>CASH AWARDS - \$500+</b>															
Total Cash Awards	6425	5747	161	517	61	7	9	2	13	5	5	0	15	5	
Given	100.00%	89.45%	2.51%	8.05%	0.95%	0.11%	0.14%	0.03%	0.20%	0.08%	0.08%	0.00%	0.23%	0.08%	
Total Amount	5493274	4937346	136843	419085	49275	4980	8575	1500	8720	4585	3940	0	13290	3685	
Average Amount	855	859	850	811	808	711	953	750	671	917	788	0	886	737	
<b>QUALITY STEP INCREASES (QSI)</b>															
Total QSI's	101	92	2	7	0	0	0	0	0	0	0	0	0	0	
	100.00%	91.09%	1.98%	6.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Benefit	276957	253881	4065	19011	0	0	0	0	0	0	0	0	0	0	
Average Benefit	2742	2760	2033	2716	0	0	0	0	0	0	0	0	0	0	

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

TYPE OF SEPARATION	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
VOLUNTARY	636	548	22	66	12	1	2	0	1	2	1	0	4	1
	100.00%	86.16%	3.46%	10.38%	1.89%	0.16%	0.31%	0.00%	0.16%	0.31%	0.16%	0.00%	0.63%	0.16%
INVOLUNTARY	14	11	0	3	1	0	0	0	0	0	0	0	1	0
	100.00%	78.57%	0.00%	21.43%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%
TOTAL SEPARATIONS	650	559	22	69	13	1	2	0	1	2	1	0	5	1
	100.00%	86.00%	3.38%	10.62%	2.00%	0.15%	0.31%	0.00%	0.15%	0.31%	0.15%	0.00%	0.77%	0.15%
TOTAL WORKFORCE	8606	7645	221	740	91	11	13	3	20	7	8	0	25	4
	100.00%	88.83%	2.57%	8.60%	1.06%	0.13%	0.15%	0.03%	0.23%	0.08%	0.09%	0.00%	0.29%	0.05%

## **HUD's Organizational Chart**

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## **ODEEO's Organizational Chart**

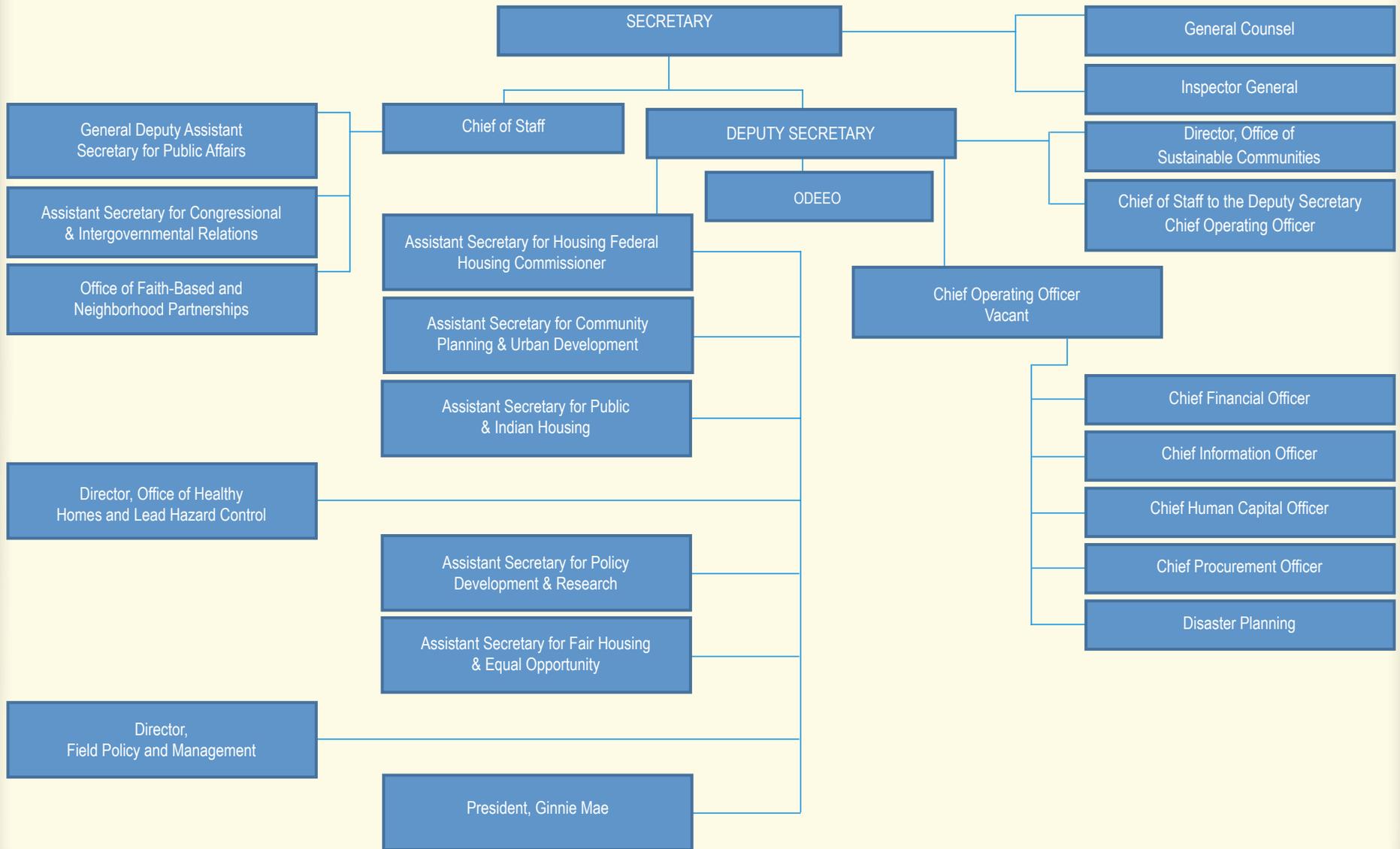
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## **HUD's 462 Report**

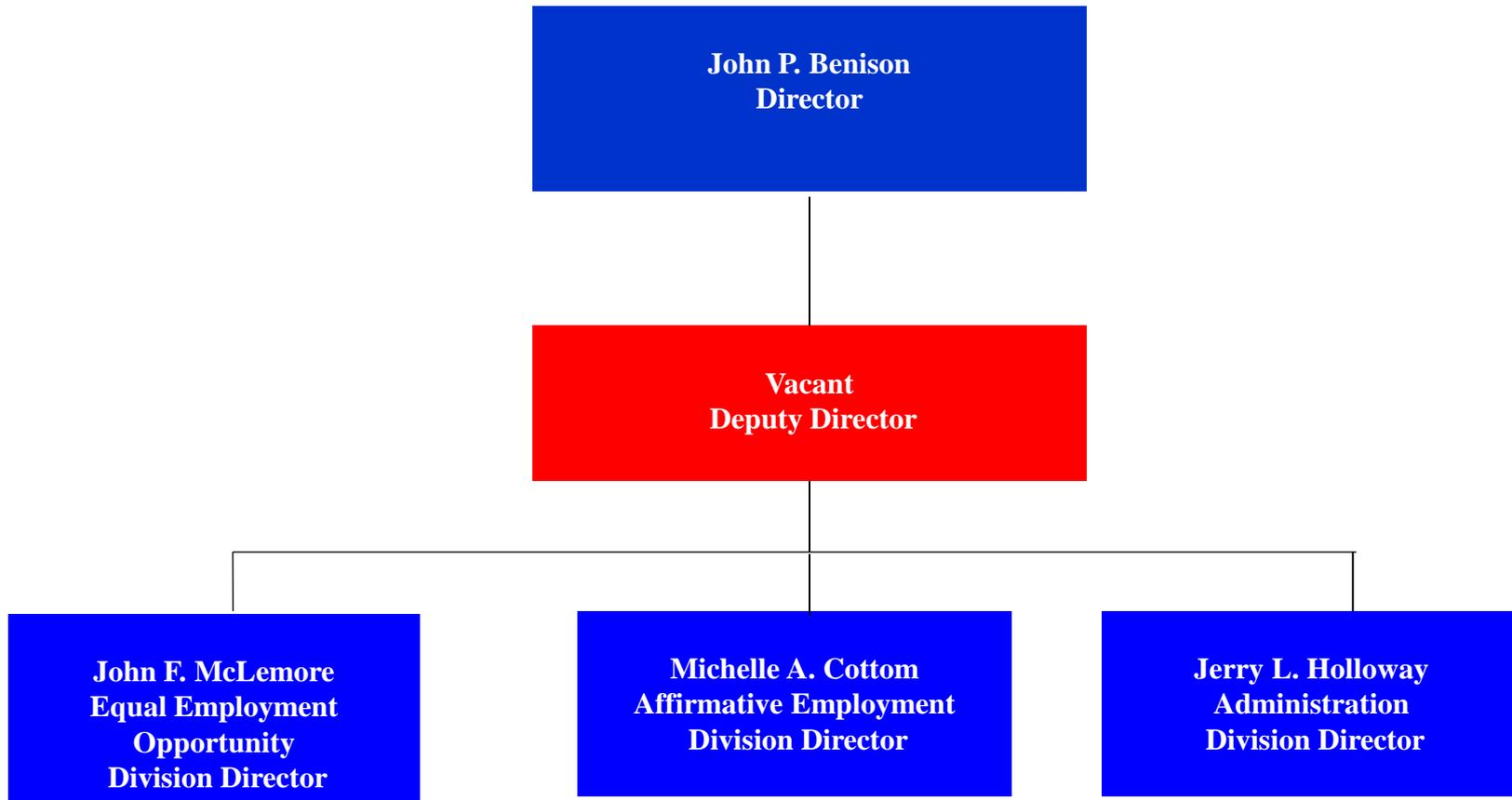
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# U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

## ORGANIZATIONAL AND REPORTING STRUCTURE



# Office of Departmental Equal Employment Opportunity (ODEEO) Organizational Structure



ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2013

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
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<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	123	123
C.1. COUNSELED WITHIN 30 DAYS	27	27
C.2. COUNSELED WITHIN 31 TO 90 DAYS	76	76
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	28	28
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	40	40
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	8	8
C.3. COUNSELED BEYOND 90 DAYS	20	20
C.4. COUNSELED DUE TO REMANDS	0	0
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	19	19
D.2. INITIATED DURING THE REPORTING PERIOD	134	133
D.3. COMPLETED/ENDED COUNSELINGS	123	123
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	0	0
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	37	37
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	83	83
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	30	30

**E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

**F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	0	0
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12.	0	0
F.13.	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

**H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	0	0
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	0	0
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	0	0
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	0	0
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	0	0
H.11. LEAVE RESTORED	0	0
H.12.	0	0
H.13.	0	0

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
TOTAL	0	0

ANNUAL FEDERAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2013

**PART II - FORMAL COMPLAINT ACTIVITIES**

145	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
90	B. COMPLAINTS FILED
2	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
1	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
236	D. TOTAL COMPLAINTS
236	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
68	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
169	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
90	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	8,764			
A.1.b. PERMANENT EMPLOYEES	8,764			
<b>A.2. COUNSELOR</b>	2		0	
A.2.a. FULL-TIME	2	100	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	0	0	0	0
<b>A.3. INVESTIGATOR</b>	0		40	
A.3.a. FULL-TIME	0	0	18	45
A.3.b. PART-TIME	0	0	22	55
A.3.c. COLLATERAL DUTY	0	0	0	0
<b>A.4. COUNSELOR/INVESTIGATOR</b>	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF - TOTAL</b>	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>B.2. EXPERIENCED STAFF - TOTAL</b>	2	0	0	40	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	1	0	0	40	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	1	0	0	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	John Benison				
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	<table border="1"> <tr> <td>YES</td> <td>NO</td> </tr> <tr> <td></td> <td>X</td> </tr> </table>	YES	NO		X
YES	NO					
	X					
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?					
PERSON	Maurice Jones					
TITLE	Deputy Secretary					
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?					
PERSON	John F. McLemore					
TITLE	Director					
4.	WHO DOES THAT PERSON REPORT TO?					
PERSON	John Benison					
TITLE	Director, Office of Departmental EEO					

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2013

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	3	0	0	1	0	2	11	5	5
B. ASSIGNMENT OF DUTIES	0	2	0	6	1	0	4	0	6	42	17	17
C. AWARDS	0	0	0	0	0	0	0	0	1	1	1	1
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	5	0	0	2	0	4	23	8	8
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	2	0	0	1	0	1	6	2	2
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
E.5 Other	0	1	0	3	0	0	1	0	3	17	6	6
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	6	1	0	3	1	9	36	16	16
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	12	2	0	2	0	14	67	31	31
I.1. NON-SEXUAL	0	0	0	12	2	0	2	0	14	62	26	26
I.2. SEXUAL									0	5	5	5
J. MEDICAL EXAMINATION	0	0	0	1	0	0	0	0	1	4	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	3	0	8	1	0	4	0	4	45	17	17
M. REASSIGNMENT	0	2	0	5	1	0	4	0	4	31	11	11
M.1. DENIED	0	2	0	3	1	0	3	0	3	26	9	9
M.2. DIRECTED	0	0	0	2	0	0	1	0	1	5	2	2
N. REASONABLE ACCOMMODATION								0	2	7	5	5
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	1	0	0	0	1	3	1	1
Q. TERMINATION	0	0	0	0	0	0	0	0	0	1	1	1
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	9	1	0	1	0	11	43	22	22
S. TIME AND ATTENDANCE	0	0	0	1	0	0	0	0	0	3	2	2
T. TRAINING	0	0	0	1	0	0	0	1	2	6	3	3
U. OTHER	0	0	0	0	0	0	0	0	0	0	0	0
U.1. 1. Other 1	0	0	0	0	0	0	0	0	0	0	0	0
U.2. 2. Other 2	0	0	0	0	0	0	0	0	0	0	0	0
U.3. Other 3	0	0	0	0	0	0	0	0	0	0	0	0
U.4. Other 4	0	0	0	0	0	0	0	0	0	0	0	0
U.5. 5. Other 5	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	8	0	57	8	0	21	2	61			
TOTAL ALL COMPLAINTS FILED BY BASES	0	4	0	36	6	0	10	2	38			
TOTAL ALL COMPLAINANTS BY BASES	0	4	0	36	6	0	10	2	38			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA					
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
A. APPOINTMENT/HIRE	0	2	0	0	0	0	2	1	0	0	11	5	5			
B. ASSIGNMENT OF DUTIES	0	3	0	4	1	11	0	4	0	42	17	17				
C. AWARDS	0	0	0	0	0	0	0	0	0	1	1	1				
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0				
E. DISCIPLINARY ACTION	0	3	0	0	1	4	1	2	0	23	8	8				
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0				
E.2. REPRIMAND	0	0	0	0	0	1	0	1	0	6	2	2				
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0				
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0				
E.5. 5. Other	0	3	0	0	1	3	1	1	0	17	6	6				
E.6.	0	0	0	0	0	0	0	0	0	0	0	0				
E.7.	0	0	0	0	0	0	0	0	0	0	0	0				
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0				
G. EVALUATION/APPRaisal	2	3	0	2	1	4	2	2	0	36	16	16				
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0				
I. HARASSMENT	6	9	0	2	1	10	3	6	0	67	31	31				
I.1. NON-SEXUAL	5	5	0	2	1	10	3	6	0	62	26	26				
I.2. SEXUAL	1	4	0	0	0	0	0	0	0	5	5	5				
J. MEDICAL EXAMINATION	0	1	0	0	0	0	1	0	0	4	1	1				
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0				
L. PROMOTION/NON-SELECTION	1	4	0	4	3	9	1	3	0	45	17	17				
M. REASSIGNMENT	1	2	0	4	1	6	0	1	0	31	11	11				
M.1. DENIED	1	1	0	4	1	6	0	1	0	26	9	9				
M.2. DIRECTED	0	1	0	0	0	0	0	0	0	5	2	2				
N. REASONABLE ACCOMMODATION								3	2	0	7	5	5			
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0				
P. RETIREMENT	0	0	0	0	0	1	0	0	0	3	1	1				
Q. TERMINATION	0	0	0	0	0	0	1	0	0	1	1	1				
R. TERMS/CONDITIONS OF EMPLOYMENT	1	4	0	0	0	9	1	6	0	43	22	22				
S. TIME AND ATTENDANCE	0	0	0	0	0	1	1	0	0	3	2	2				
T. TRAINING	1	0	0	0	0	0	1	0	0	6	3	3				
U. OTHER	0	0	0	0	0	0	0	0	0	0	0	0				
U.1. 1. Other 1	0	0	0	0	0	0	0	0	0	0	0	0				
U.2. 2. Other 2	0	0	0	0	0	0	0	0	0	0	0	0				
U.3. 3. Other 3	0	0	0	0	0	0	0	0	0	0	0	0				
U.4. 4. Other 4	0	0	0	0	0	0	0	0	0	0	0	0				
U.5. 5. Other 5	0	0	0	0	0	0	0	0	0	0	0	0				
TOTAL ALL ISSUES BY BASES	12	31	0	16	8	0	0	57	16	26	0					
TOTAL ALL COMPLAINTS FILED BY BASES	9	24	0	7	5	0	0	35	12	18	0					
TOTAL ALL COMPLAINANTS BY BASES	9	24	0	7	5	0	0	35	12	18	0					

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**PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	0	0	0	5	3	0	3	1	13	3	4	0	0	0	0	0	19	4	19	0
2.2a. Number of Complaints Settled	0	0	0	4	1	0	1	1	7	1	4	0	0	0	0	6	2	4	0	
2.2b. Number of Complainants Settled With	0	0	0	4	1	0	1	1	7	1	4	0	0	0	0	6	2	4	0	
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	0	0	5	3	0	3	1	13	3	4	0	0	0	0	19	4	19	0	
<b>TOTAL FINAL ACTION FINDINGS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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**PART IVB - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS**

ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS

FINDINGS / ALLEGATIONS IN:	APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION			DUTY HOURS	EVAL / APPRAISAL	EXAM / TEST	HARRASSMENT		MEDICAL EXAM	PAY / OVERTIME	PROMOTION NON-SELECTION	REASSIGNMENT		REASONABLE ACCOMMODAT	REIN-STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER	
					DEMOTION	REPRIMAND	SUSPENSION				REMOVAL	NON-SEXUAL				SEXUAL	DENIED									DIRECTED
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2. Complaint Settlement Allegations	0	0	0	0	0	0	0	0	5	0	4	1	0	0	15	1	1	3	0	0	0	1	0	0	4	
2.2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	5	0	4	1	0	0	4	1	1	3	0	0	0	1	0	0	4	
2.2b. Number of Complainants Settled With	0	0	0	0	0	0	0	0	5	0	4	1	0	0	4	1	1	3	0	0	0	1	0	0	4	
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	0	0	0	0	0	0	0	5	0	4	1	0	0	15	1	1	3	0	0	0	1	0	0	4	
<b>TOTAL FINAL ACTION FINDINGS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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**PART V - SUMMARY OF CLOSURES BY STATUTE**

58	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
29	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
18	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
105	B. TOTAL BY STATUTES. THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	68	38228	562.18
A.1. WITHDRAWALS	4	1246	311.50
A.1.a. NON-ADR WITHDRAWALS	4	1246	311.50
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	16	8069	504.31
A.2.a. NON-ADR SETTLEMENTS	16	8069	504.31
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	48	28913	602.35
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	26	10167	391.04
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	13	8045	618.85
B.3. DISMISSAL OF COMPLAINTS	13	2122	163.23
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	22	18746	852.09
C.1. AJ DECISION FULLY IMPLEMENTED	21	17773	846.33
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	21	17773	846.33
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	973	973.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	1	973	973.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2013

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	13	2654	204.15
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	3	381	127.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	3	381	127.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	7	1926	275.14
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	7	1926	275.14
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	3	347	115.67
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	1	1.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	2	346	173.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	16	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	10	\$346,034.62
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	5	\$176,000.00
B.3. COMPENSATORY DAMAGES	1	\$25,000.00
B.4. ATTORNEY FEES AND COSTS	8	\$145,034.62
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	15	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	1	0
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	2	4
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	2
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	1	1
F.10. PERFORMANCE EVALUATION MODIFIED	3	1
F.11. LEAVE RESTORED	3	0
F.12. Other	1	0
F.13.	0	0
F.14.	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2013

**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	169	98957			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	6	61	10.17	13	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	9	1651	183.44	432	
A.2. COMPLAINTS PENDING IN INVESTIGATION	46	7396	160.78	389	
A.3. COMPLAINTS PENDING IN HEARINGS	82	74642	910.27	2603	EEO-2006-0041-F
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	26	15207	584.88	2335	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	57	15862	278.28
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	57	15862	278.28
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	12	1948	162.33
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	32	8028	250.88
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	2	513	256.50
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	30	7515	250.50
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	13	5886	452.77
A.4. CONTRACTOR INVESTIGATION COSTS	\$137,126.20		\$2,405.72

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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2013

**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	56	56		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	7	7		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	49	49		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	49	49		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
D.1. MEDIATION	49	49	3223	65.78
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
E.1. TOTAL CLOSED	49	49	3223	65.78
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
E.1.b. NO FORMAL COMPLAINT FILED	15	15	856	57.07
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	32	32	2219	69.34
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	2	2	148	74.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
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AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2013

**PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		2	2		
B.2. REJECTED BY COMPLAINANT		0	0		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		0	0		
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		0	0	DAYS	AVERAGE DAYS
D.1. MEDIATION		0	0	0	0.00
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
D.12.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		2	2	257	128.50
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		2	2	257	128.50
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.1.f.		0	0	\$0.00	
F.1.g.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		0	0		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		0	0		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		0	0		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		0	0		
F.2.i.i. RESCINDED		0	0		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		0	0		
F.2.l.		0	0		
F.2.m.		0	0		

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**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	8764
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	1
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	1
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$17,234.00

**E. EEO ADR CONTACT INFORMATION**

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: John F. McLemore

E.2. TITLE: Director, EEO Division

E.3. TELEPHONE NUMBER: (202) 402-6265

E.4. EMAIL: john.f.mclemore@hud.gov

**F. EEO ADR PROGRAM INFORMATION**

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	YES	NO
F.1a. If yes, is there a written policy requiring the participation?	X	
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

**CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2012 through September 30, 2013 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: John Benison

TITLE OF CERTIFYING OFFICIAL: Director

TELEPHONE NUMBER: (202) 708-3362

E-MAIL: john.p.benison@hud.gov

SIGNATURE OF CERTIFYING OFFICIAL: \_\_\_\_\_  
 (Enter PIN to serve as your electronic signature)

DATE: 02-12-2013

NAME OF PREPARER: Samantha Canary

TITLE OF PREPARER: EEO Specialist

TELEPHONE NUMBER: (202) 402-2044

E-MAIL: samantha.canary@hud.gov

DATE: 02-12-2013

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
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### Form 462 Comments

Part Name COMMENT( expression left | evaluation symbol | expression right | value1 | value2 | comment )

**Part I**

D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 19 | 18 | Entries occurred in icomplaints and case data was changed

D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 19 | 17 | Entries occurred in icomplaints and case data was changed

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 83 | 90 | Case Closed in Previous FY and went formal in currnt year

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 83 | 90 | Case Closed in Previous FY and went formal in currnt year

**Part II**

A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 145 | 148 | Entries occurred in icomplaints and case data was changed

**Part III**

B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 1 | 0 | No training do to lack training budget

B2 -- Experienced Staff - Total (Counselor Agency) | <= | B2a (Counselor Agency) + B2b (Counselor Agency) + B2c (Counselor Agency) | 2 | 2 | Due to budget restraints no training attended

**Part VIII**

If A.3. Complaints Pending In Hearings (number Pending) > 0, Then Oldest Docket cannot be blank | > | 0 | 82 | 0 | Case file was sent to EEOC Hearings Unit on 07/09/2007. Numerous attempts have been made to ascertain the status of the case. HUD will renew its efforts in FY2014 to pursue the status and ensure that this case is being processed.

**Part XI**

E1c -- No Resolution - Average Days | between | 0 and 100 | 128.5 | 100 | afdafad