U.S. Department of Housing and Urban Development



ANNUAL EEOC MANAGEMENT DIRECTIVE (MD) 715 REPORT

EEOC MD 715 provides policy guidance and standards for establishing and maintaining effective affirmative programs of equal opportunity under section 717 of the Title VII of the Civil Rights Act of 1964 and section 501 of the Rehabilitation Act of 1973. This directive requires Treasury Departmental Offices to take appropriate steps to prevent discrimination in employment decisions.

Prepared By: Office of Departmental Equal Employment Opportunity (ODEEO)



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As the Director of the Office of Departmental Equal Employment Opportunity for the U.S. Department of Housing and Urban Development (HUD), it is my honor to present *HUD's Annual EEOC Management Directive (MD)* 715 *Report for Fiscal Year 2016*". This year's report summarizes the Department's efforts in maintaining an effective affirmative program of equal employment opportunity under Section 717 of the Civil Rights Act of 1964 and Section 501 of the Rehabilitation Act of 1973, and addresses our goals in developing and implementing a more comprehensive, integrated, and strategic focus on EEO and diversity and inclusion.

As outlined in this report, HUD has taken lessons learned from previous years to provide a framework for many initiatives that have been realized, efforts that are currently underway, and overarching strategies to promote a diverse and inclusive work environment at the Department. Collaboratively, ODEEO and the Office of the Chief Human Capital Officer (OCHCO) continues to work to support inclusive diversity through increasingly innovative policies, programs, and initiatives.

Finally, I would like to take this opportunity to thank our colleagues and stakeholders for their invaluable contributions and commitment to creating a diverse workforce that respects and values the knowledge, ideas and experiences of all HUD employees. With your continued support, the Department is well positioned to deliver services at the highest level possible to the American people.

John Benison, Director Office of Departmental Equal Employment Opportunity (ODEEO) U.S. Department of Housing and Urban Development



OUR MISSION

HUD's mission 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.

OUR CORE VALUES

Accountability Efficiency and Effectiveness Fairness and Respect Integrity Teamwork

INTRODUCTION

This report which covers the period of October 1, 2015 through September 30, 2016, summarizes the U.S. Department of Housing and Urban Development (HUD) efforts in maintaining an effective affirmative program of equal employment opportunity under Section 717 of the Civil Rights Act of 1964 and Section 501 of the Rehabilitation Act of 1973, and addresses our goals in developing and implementing a more comprehensive, integrated, and strategic focus on EEO and diversity and inclusion.

OVERVIEW

On September 9, 1965, President Lyndon. B. Johnson signed a bill that established U.S. Department of Housing and Urban Development (HUD) as a cabinet-level agency thus paving the way for millions of Americans to live in safe, stable, affordable housing and reach for greater opportunity for themselves and for their families. Created in the midst of the fight for civil rights, HUD has helped ensure our Nation's founding ideals of life, liberty, and the pursuit of happiness are real for all people. For the last half-century, committed public servants at HUD have worked to provide Americans with essential and often life-saving services, always seeking to carry our economy and society toward a better day. By building inclusive and sustainable communities, HUD continues to leverage the comfort and security that a home provides to help improve lives in every corner of our country.

Today, HUD continues to build on its progress by laying out priorities and goals to accelerate the gains already made and ensure that we maintain our focus on strengthening the Nation's housing market to spur economic growth and protect consumers. We will continue to bolster the Federal Housing Administration's mission to ensure that qualified homebuyers have access to credit, and push for a housing finance system that maintains the careful balance between responsibility and opportunity.

Moreover, HUD looks forward to meeting the great need for quality affordable rental housing. According to the latest HUD "Worst Case Housing Needs" study, nearly 8.5 million families with very low incomes pay more than half their monthly income for rent, lived in substandard housing, or both. The demand for action is growing, which is why we'll continue to look for innovative ways, working with partners, to both preserve and produce affordable rental housing for families. In addition, we will continue to help the most vulnerable communities, including those experiencing homelessness and trapped in poverty. Stable housing is an important tool in helping households achieve other life outcomes and we are working every day to give families access to these opportunities.

Finally, through efforts like Choice Neighborhoods and Promise Zones, working with partners at the Federal and local levels, we strive to build strong and inclusive communities that connect housing with other important community assets: good job opportunities, quality schools and safe streets. With this comprehensive approach, we will turn neighborhoods with problems into neighborhoods with promise, giving more families a chance to thrive and succeed.

ORGANIZATION

The U.S. Department of Housing and Urban Development (HUD), which is comprised of approximately 8,000 employees, is the principal federal agency responsible for programs concerned with housing needs, fair housing opportunities, and improving and developing U.S. communities. In fulfilling its mission, which is to "to create strong, sustainable, inclusive communities and quality affordable homes for all", its major functions include insuring mortgages for single-family and multifamily dwellings and extending loans for home improvements and for the purchase of mobile homes; channeling funds from investors into the mortgage industry through the Government National Mortgage Association; and making loans for the construction or rehabilitation of housing projects for older and handicapped persons. In addition, HUD also provides federal housing subsidies for low- and moderate-income families,

makes grants to states and local communities for development activities related to housing, and promotes and enforces laws, policies, and regulations supporting fair housing and equal housing opportunities. HUD is administered under the supervision and direction of a cabinet-level Secretary, Deputy Secretary, Assistant Secretaries, and support offices.

HUD Program Offices

Office of Departmental Equal Employment Opportunity (ODEEO) – the Director for the Office of Departmental Equal Employment Opportunity (ODEEO) is responsible for ensuring the enforcement of federal laws relating to the elimination of all forms of discrimination in the Department's employment practices and to ensure equal employment opportunity (EEO). ODEEO promotes diversity and inclusion, fosters a workplace culture that respects differences, and empowers the full and fair participation of all employees in all aspects of HUD work life. Additionally, ODEEO is responsible for leading the Department's efforts to proactively prevent unlawful discrimination.

Model EEO Program – In establishing and maintaining a model EEO program (as required under both Title VII of the Civil Rights Act of 1964 (Title VII) and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), an agency should incorporate into the design a structure for effective management, accountability and self-analysis which will ensure program success and compliance with the EEOC Management Directive (MD) 715. Agency programs and policies should be evaluated regularly to ascertain whether the Agency and such programs have achieved the ultimate goal of a discrimination free work environment, characterized by an atmosphere of inclusion and free and open competition for employment opportunities. EEOC MD-715 divides the essential elements of a "Model EEO Program" into six (6) broad categories, as listed: 1) Demonstrated commitment from agency leadership; 2) Integration of EEO into the agency's strategic mission; 3) •Management and program accountability; 4) Proactive prevention of unlawful discrimination; 5) Efficiency; and 6) Responsiveness and legal compliance.

SECTION I

THE MODEL EEO PROGRAM

PARTS A – D

PARTS A – D

PART A - Department or Agency Identifying Information

Agency	2 nd level reporting component	Address City, State Zip Code	CPDF Code (xxxx)	FIPS Code
HUD		451 7 th 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	7,947	127	N/A	8,074

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

Agency Leadership	Name	Title			
Head of Agency Official Title	Julian Castro	Secretary, U.S. Department of Housing and Urban Development			
Agency Head Designee	Nani A. Coloretti	Deputy Secretary, U.S. Department of Housing and Urban Development			
Principal EEO Director/Official Title/Series/Grade	John P. Benison john.p.benison@hud.gov	Director, Office of Departmental Equal Employment Opportunity, ES-0260-00, (202) 708-3362			
Title VII Affirmative EEO Program OfficialAisa K. McCullough aisa.k.mccullough@hud.gov		Acting Manager, Affirmative Employment Division, Office of Departmental Equal Employment Opportunit GS-0260-15, (202) 402-5582			
Section 501 Affirmative Action Program Official	Yvette D. Moore yvette.d.moore@hud.gov	Director, EAP, Health and Wellness Division, Office of Chief Human Capital Officer, GS-0201-15, (202) 402- 6639			
Complaint Processing Program Manager	Stephen D. Smith stephen.d.smith@hud.gov	Manager, Equal Employment Opportunity Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-2734			
ADR Program Manager	Stephen D. Smith stephen.d.smith@hud.gov	Manager, Equal Employment Opportunity Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-2734			
Principle MD-715 Preparer	Stephen D. Smith stephen.d.smith@hud.gov	Manager, Equal Employment Opportunity Division, Office of Departmental Equal Employment Opportunity, GS-0260-15, (202) 402-2734			
Other Responsible EEO Staff	Tonya P. Watson	Federal Women's Program Manager (FWPM)			

Agency Leadership	Name	Title
	tonya.p.watson@hud.gov	
	Eric M. Gima eric.m.gima@hud.gov	EEO Specialist

PART D - List of Subordinate Components Covered in This Report

Subordinate Component	City	State	CPDF Code (xxxx)	FIPS Code

EEOC Forms and Documents Included with this Report

Have the following forms and/or documents been uploaded?	(Please respond ''Yes'' or ''No'')	Comments
*Executive Summary (Part E)	Yes	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs (Part F)	Yes	
*Optional Annual Self-Assessment Checklist Against Essential Elements (Part G)	Yes	
*EEO Plan to Attain the Essential Elements of a Model EEO Program (Part H)	Yes	
*EEO Plan to Eliminate Identified Barriers (Part I)	Yes	
*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities (Part J)	Yes	
Appendices		

Have the following forms and/or documents been uploaded?	(Please respond ''Yes'' or ''No'')	Comments
*Organizational Charts	Yes	
*Delegation of Authority	Yes	
*Copies of relevant EEO Policy Statement(s)		
EEO Policy Statement	Yes	
Alternative Dispute Resolution (ADR) Policy Statement	Yes	
Unlawful Harassment Policy Statement	Yes	
*Analysis of EEOC 462 Report	Yes	
*Agency's Strategic Plan 2014-2018	Yes	
*Agency's Human Capital Strategic Plan 2015-2018	Yes	
*Agency's Human Capital Succession Plan 2015-2018	Yes	
*FEORP Report	Yes	
*Federal Employee Viewpoint Survey (FEVS)	Yes	
*Glossary of Terms & Acronyms	Yes	
*Copies of Workforce Data Tables	Yes	

PART E

EXECUTIVE SUMMARY



The U.S. Department of Housing and Urban Development (HUD) is pleased to present HUD's EEOC Management Directive (MD) 715 Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2016. This report addresses all the required elements of the Equal Employment Opportunity Commission's (EEOC) MD-715 for building and sustaining an effective affirmative program of equal employment opportunity (Model EEO Program).

The U.S. Department of Housing and Urban Development (HUD) is a cabinet-level agency who employs approximately 8,000 employees in its Headquarters (HQ) and ten (10) Regional Offices, who support the Department by providing a wide array of programs and services, including: community planning and development initiatives, housing counseling for the homeless, single and multifamily mortgage insurance programs, public housing programs, and protecting children from the hazards of lead paint. Other program responsibilities include developing and preserving quality and affordable homes, focusing on physical, social economic and environmental community sustainability, and ensuring fair housing choice and equal opportunity for all people pursuing the promise of a better life.

The Department is committed to strengthening the nation's housing markets to bolster the economy and protect customers. HUD's programs provide a platform to improve the quality of life, especially in some of the nation's hardest-hit neighborhoods. HUD fulfills these responsibilities through a variety of means, such as: providing options to help homeowners finance home purchases; supporting loss mitigation efforts for homeowners experiencing hardships (e.g., at risk of foreclosure); administering oversight and selective intervention services to improve management of public and assisted housing; supporting programs to reduce homelessness; developing viable communities through public and private partnerships; and facilitating initiatives to make homes healthier, greener and more efficient for residents.

Fundamental changes have been implemented in the HUD structure and delivery of technical assistance for the improvement of its program and services. As an example, building requirements have been changed to adapt to the environment and address social needs and fair housing concerns which have taken on a greater prominence in administering the various programs and services. So as you can see, HUD's has and will continue to reinvent itself by implementing a number of initiatives and mandates in fully supporting all of its program efforts.

ESSENTIAL ELEMENTS

Essential Element A: Demonstrated Commitment from Agency Leadership – Requires the Agency Head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

- The previous HUD Secretary affirmed his commitment to the principles of EEO, and diversity and inclusion by issuing an EEO Policy Statement, Alternative Dispute Resolution (ADR) Policy Statement, and Unlawful Harassment Policy Statement on March 17, 2015, thus illustrating his desired commitment to safeguarding EEO and strategic diversity management principles. All respective policy statements were disseminated to all HUD employees via global email, internet and intranet sites.
- A "Memorandum of Understanding (MOU)" was established between HUD and the American Federal of Government Employees (AFGE) Council 222 to redefine the composition and operation of HUD's Diversity Council and any subcommittee by providing clarity of its framework for which members may engage in wide-ranging discussions focused on promoting and enhancing EEO, and diversity and inclusion. This forum will serve as a vehicle for advising top leadership on the adoption and implementation of creative strategies, policies, and programs to build and maintain a high quality diverse workforce. In addition, the primary role of the Diversity Council is to serve as a change agent by identifying and communicating to leadership the principal issues affecting the business case for EEO, and diversity and inclusion across the Department. The Diversity Council will consider what policies, strategies, and initiatives will strengthen the impact and cohesiveness of the Department's EEO, and diversity and inclusion efforts, and will discuss how to implement such initiatives, including the identification of resources that may be leveraged throughout the Department.

Essential Element B: Integration of EEO into the Agency's Strategic Mission – Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in all of the agency's policies, procedures and practices while in supporting the agency's strategic mission.

- The Secretary and Deputy Secretary of HUD delegate all responsibilities for the administration, management, and enforcement of all applicable EEO, civil rights, and diversity laws, regulations, and related matters to the Director and Deputy Director for the Office of Departmental Equal Employment Opportunity (ODEEO).
- ODEEO, program goals and objectives are integrated into HUD's Strategic Plan 2014-2018) found at http://portal.hud.gov/hudportal/documents/huddoc?id=hudstrategicplan2014-2018.pdf, serves as HUD's equal employment opportunity policy arm and is responsible for ensuring the enforcement of federal laws relating to the elimination of all forms of discrimination in the Department's employment practices and to ensure equal employment opportunity (EEO). ODEEO promotes diversity and inclusion, fosters a workplace culture that respects differences, and empowers the full and fair participation of all employees in all aspects of HUD work life. Additionally, ODEEO is responsible for leading the Department's efforts to proactively prevent unlawful discrimination. ODEEO also seeks to foster an agency culture in which disputes are resolved at the lowest possible level and before a formal complaint is filed. ODEEO will continue to offer training to the HUD workforce on the EEO process and the responsibilities of the workforce regarding Equal Employment Opportunity and serve as a resource to the program office leadership by providing direction, guidance, and monitoring of key activities to ensure the successful implementation of the principles of EEO throughout the Department.
- Pursuant to Executive Order 13583 "Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce", HUD, in March 2012, established its

performance goals and priorities to develop strategic plans that would identify steps to further create and promote a workforce that would include and engage HUD employees and draw from all segments of society in strengthening its recruitment, hiring, professional development, and retention practices. Since then, HUD has been fully committed to this strategy by conducting regular monitoring and oversight reviewing, updating, and analysis to ensure that the plan remains relevant and current. However, HUD is now in the midst revising its "Inclusion and Diversity Strategic Plan" based on the lessons learned from the 2011 Government-wide Diversity and Inclusion Strategic Plan and will provide a more robust framework for the many initiatives that have been realized, the efforts that are currently underway, and the overarching strategy, offering a cohesive and comprehensive part moving forward.

- HUD has undertaken other measures to mitigate deficiencies in its workplace and prevent discrimination, which includes utilizing its Office of Strategic Planning and Management (OSPM) to drive change and process improvement tools in obtaining optimum efficiency and effectiveness across all program and services. In addition, HUD has also invested in utilizing the "Toyota" business improvement model as well as "Lean Six Sigma".
- Each year and through HUD's Virtual University (HVU), HUD employees are provided five (5) critical training courses that are required and aligned to all employee's "Learning Plan" in support of their annual Performance Plan. For FY 2016, these training courses included the following: Information Security Awareness (includes Rules of Behavior); Privacy Awareness (includes the HUD Privacy Statement); Record Retention; USERRA Uniformed Services Employment and Reemployment Rights Act; and Sexual Harassment Prevention for Employees. NO FEAR Training will be conducted for all employees in 2017.

Essential Element C: Management and Program Accountability – 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.

- HUD achieved its highest level of participation and in all of the FEVS indices in recent years with a score of 77%! Here's some of the highlights as follows:
 - O HUD again set a participation record with an agency-wide response rate of 77%. That's an incredible 3.5 percentage point increase from last year and is the highest level of participation of any cabinet-level agency! Nine (9) of our program offices exceeded 80% participation and 50 sub-offices had 100% participation. This is important because the more we hear from employees, the better we can serve as leaders.
 - HUD continued its record-setting trend with an all-time high engagement score that puts us above the federal government-wide average. Our overall engagement score increased 4% percentage points to 66%! All of our program offices have engagement scores of at least 60% and 5 of these offices have a score of at least 70%.
 - HUD's global satisfaction index shows additional improvement. We increased our global satisfaction score by 4 percentage points to the highest level in 5 years! Two (2) of our program offices increased their scores by 9%.



- Through "Unlock Federal Talent", a comprehensive data visualization dashboard used to help government leaders make data-driven decisions and design initiatives to improve overall engagement and employee satisfaction, reported that HUD's Employee Engagement Index through https://unlocktalent.gov/employee-engagement scored an overall 66% (based on 5,464 responses with a response rate of 77%), which is a plus 1% over the Government-wide Score of 65%. This data is comprised from the Employee Engagement Index of the Federal Employee Viewpoint Survey (FEVS), which is an overarching model comprised of three sub-factors: Leaders Lead, Supervisors, and Intrinsic Work Experience. The Employee Engagement Index provides a guide to the critical areas that agencies can focus on to foster an engaged workforce. In addition, HUD's Global Satisfaction Index through https://unlocktalent.gov/global-satisfaction scored an overall 61% (based on 5,464 responses with a response rate of 77%) which is equal to the Government-wide Score of 61%. The Global Satisfaction Index of the Federal Employee Viewpoint Survey (FEVS) measures Job, Organizational, and Pay Satisfaction, as well as whether or not an employee would recommend their agency as a good place to work.
- For the second consecutive year, the Housing and Urban Development Department ranks as one of the most improved large agencies on this year's FEVS. HUD boosted employee engagement by 4 percent in 2016, improving its overall score from 62 percent in 2015 to 66 percent this year. HUD also improved its on 73.5 percent response rate from 2015. About 77 percent of the HUD workforce took the survey this year.

In conducting an analysis on its data supporting the "New IQ" of the Federal Employee Viewpoint Survey (FEVS) which identifies behaviors that help create an inclusive environment and is built on the concept that repetition of inclusive behaviors will create positive habits among team members and managers, HUD reported an overall score of 58% compared to 54% in FY 2015 thus resulting in a net increase of +4%. The "New IQ" which is made up of 20 questions that relate to the five "habits of an inclusive workplace environment (i.e., Fair, Open, Cooperative, Supportive, and Empowered) represents behaviors included that can be learned, practiced, and/or developed. In addition, each "habit of inclusion" resulted in the following and revealed that based on the 20 questions, HUD measured slightly below the median range of 65% which is regarded as challenge areas based on the national benchmark criterion. As HUD continues to make progress each year, here's the results per those of FY 2015.

New IQ	FY 2016 Results	FY 2015 Results	Net Change
Overall Score	58%	54%	+4%
Fair	45%	41%	+4%
Open	56%	52%	+4%
Cooperative	57%	53%	+4%
Supportive	76%	74%	+2%
Empowered	56%	51%	+5%

Note: The New IQ is comprised of the following sub-factors and items: Fair: Are all employees treated equitably? (Q.23, 24, 25, 37, and 38) Open: Does management support diversity in all ways? (Q.32, 34, 45, and 55) Cooperative: Does management encourage communication and collaboration? (Q.58 and 59) Supportive: Do supervisors value employees? (Q.42, 46, 48, 49, and 50) Empowering: Do employees have the resources and support needed to excel? (Q.2, 3, 11, and 30).

HUD conducted annual Ethics and Whistleblower Protection Act training for all employees to
promote the highest ethical standards for all employees and cultivate a culture in which HUD
program and services can be carried out with the utmost impartiality and integrity. The Ethics
training was centered around issues related to employee standards of conduct, financial disclosures
and the criminal conflicts of interest under Federal law. In addition, the Ethics training also
covered training and legal opinions on political and official travel, the Hatch Act, gift acceptance,
post-government employment restrictions, and the HUD Reform Act. Further, the Whistleblower
Protection Act training was centered around ensuring that employees who disclose allegations of
serious wrongdoing or gross mismanagement are free from fear of reprisal for their disclosures.

As a result, HUD received 100% participation and completion on both of the mandatory Annual Ethics and Whistleblower Protection Act trainings.

Essential Element D: Proactive Prevention of Unlawful Discrimination – Requires that the Agency Head make early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

- Along with the Secretary and Deputy Secretary faithfully acknowledging and recognizing all of
 the commemorative observances and historic events surrounding our Nation, ODEEO creatively
 implemented multi-cultural web-pages to promote and bring about greater education and
 awareness in supporting EEO, diversity and inclusion, and the recognition of all national
 observances and commemorative heritage month activities. This electronic media concept which
 reaches all HUD-wide employees by way of HUD's intranet (hud@work)
 http://hudatwork.hud.gov/HUD/eeo/Commemorative%20Observances/, includes short videos and
 information references that serve as an effective tool in providing diversity and sensitivity training.
- As a follow up to FY 2015's diversity symposium, HUD presented its 2nd Annual Inclusive and Engagement Conference on May 31, 2016 along with a follow-up session on September 16, 2016, which highlighted, Dr. Steve L. Robbins, a renowned international motivational thinker and innovator, who has captured wide acclaimed notoriety using the fields of cognitive neuroscience, socio-psychology, and communication (among others). During the conference, Dr. Robbins explored with the audience the human need to be recognized, valued and included and what happens when that need is not met. He demonstrated how our brain views the world through an "insider vs. outsider" lens and how that could lead to the exclusion of others (and their ideas). He examined the concept of "noise," and how noisy mental models can lead to unconscious bias, unintentional intolerance, reduced productivity, and a negative impact on creativity and innovation. Dr. Robbins also examined traditional perspectives on diversity and how the Federal government can enhance those perspectives with creative and innovative approaches that employ the science of human behavior. This event was also made available to all HUD employees via webcast. http://webcast.hud.gov/
- During new employee orientation, HUD reemphasizes the importance for new HUD employees to complete the self-identification and accurately report their race/ethnicity, gender, disability, and veteran status to obtain current demographical information for developing more effective policies, programs, and to comply with government-wide and HUD reporting requirements. In addition, HUD is planning to resurvey its workforce in FY 2017 in an effort maintain its accurate reflection of workforce statistical information. This survey will be a voluntary self-identification process for the purpose of developing, monitoring, and reporting affirmative plans to identify, address, and eliminate potential barriers to recruitment and outreach, hiring, professional development, and the retention of HUD employees
- In reaffirming the Secretary's and Deputy Secretary's commitment to ensuring that a healthy, harmonious, and safe workplace is continuously maintained Department-wide, HUD presented an event entitled "Dispute Prevention Day (ADR Open House)". This event, made available live to all HUD employees and also via webcast, promoted the use of alternative approaches and methods for identifying and resolving workplace disputes and conflict. In addition, the event highlighted 1) a behavioral-based, interactive approach that equipped participants with practical tools for applying Federal laws and organizational policies and core values to their daily on-the-job conduct; and 2) helped in building better working relationships through joint problem-solving and constructive responses to inevitable conflict. This ultimately improved the ability of the organization to create value for their customers, stakeholders and employees alike, and substantially benefit the national economy. Notably, this ADR event increased everyone's

aptitude within the art of management/supervision and overall professional development as the principles of Alternative Dispute Resolution (ADR), Civil Workplace Treatment, and Workplace Bullying and Harassment would be identified to uncover routes for resolution of micro-inequities, negative workplace behaviors, and deterrents to harassment

- In establishing a business practice to alternate it's No FEAR Act and Sexual Harassment trainings on the mandatory training schedule each year, HUD thereby conducted its annual Sexual Harassment training for all employees to promote the prompt reporting of sexual harassment allegations and to ensure that appropriate corrective actions are taken to address the harassing behavior by providing guidance on the "definition of sexual harassment" and "establishing employer liability" approaches. The mandatory Sexual Harassment training, which was aligned to the Department's Performance Management System (i.e., InCompass), highlighted what verbal and non-verbal behaviors were considered to be inappropriate and/or unwelcome advances. In addition, the Sexual Harassment training also covered vignettes and legal opinions on court related cases. As a result, HUD received 100% participation on the mandatory Sexual Harassment trainings.
- HUD revitalized its Alternative Dispute Resolution (ADR) Program by taking advantage of several out-of-the-box opportunities within the Department which included the "Expo Opportunity" event sponsored by the Office of the Chief Human Capital Officer (OCHCO) for the purpose of promoting and further enhancing its marketing power for various resources and services available to the entire HUD workforce. In supporting this widely advertised opportunity, ODEEO established an information booth along with newly created brochures and reference materials to showcase its redesigned ADR Program

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

- HUD institutes a zero tolerance standard for all types of discrimination, harassment, and civil rights violations of misconduct in the workplace and continues to be vigilant in taking prompt and immediate steps to address all allegations of discrimination, retaliation, and harassment.
- In addressing workplace disputes and conflict, HUD managers and supervisors are required to use and fully participate in Alternative Dispute Resolution (ADR) as a useful tool in promoting alternative approaches and methods for identifying, minimizing, and/or resolving workplace disputes and conflict in an expeditious, cost effective, non-reoccurring and mutually agreeable manner.

EEO Complaints Activity

- The iComplaints Case Management System allows HUD to track and monitor the complaint processing of EEO claims of discrimination from the initial pre-complaint (informal) stage of the process through its final action and/or closure. Simultaneously, HUD has a strong and distinct ADR program in place to monitor EEO activities in an effort to provide greater consistency in generating status reports throughout the year.
- HUD trains all employees periodically on the EEO complaints process and ADR to increase awareness of an alternative way to resolving EEO complaints and workplace disputes and conflict. In addition, HUD prominently displays EEO complaint posters, brochures, and other related reference materials throughout its Headquarters and field installations, as well as the hud@work intranet site outlining the process and its timeframes.

Essential Element F: Responsiveness and Legal Compliance – Requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

- HUD continues to comply with all statutory, regulatory, Executive Orders, policies and procedures governing Federal sector equal employment opportunity (EEO) and diversity and inclusion related matters that includes EEOC guidance, directives, final orders, and other related instructions.
- Of the five (5) mandatory trainings that the Department identifies each fiscal year, one mandatory training, in particular, is highlighted to support the agency's responsibility in adhering to and compliance of Federal EEO statutory and regulatory requirements regarding training topics such as Sexual Harassment, No FEAR Act, Disability and Reasonable Accommodation, EEO Complaint Process, etc. Note: In promoting greater accountability, HUD selected and provided mandatory Sexual Harassment training to its workforce in FY 2016 through the alignment of all mandatory training requirements being attached to every employees' performance plan under the Department's Performance Management System (InCompass).
- HUD continues to post all required No FEAR Act information on hud@work intranet website, as well as
 the Department's external website, and thus requiring all new HUD employees to take the required No
 FEAR Act training within 30 days of their appointment. All current HUD employees are and have
 consistently participated in No FEAR Act training on a semi-annual basis. These reports are timely filed as
 prescribed by Congress, Office of Management and Budget (OMB), EEOC, and the Office of Personnel
 Management (OPM).
- Per HUD's Delegation of Authority, the Secretary and Deputy Secretary of the U.S. Department of Housing and Urban Development (HUD) thereby delegates responsibility for the administration, management, and enforcement of all applicable EEO, civil rights, and diversity and inclusion related statutes, regulations, and other related nondiscrimination matters to the Director and Deputy Director of the Office of Departmental Equal Employment Opportunity (ODEEO). In carrying out HUD's responsibility for ensuring compliance of the agency's equal employment opportunity (EEO) complaint process and its Alternative Dispute Resolution (ADR) Program by counseling, investigating, and adjudicating complaints filed by HUD employees and applicants for employment, ODEEO has secured a couple of independent vendors and their enhanced product capabilities to assist with effectiveness and efficiency of managing this Model EEO Program.

State of the Agency MD-715 Briefing

- On June 20, 2016, the Office of Departmental Equal Employment Opportunity (ODEEO) presented its "State of the Agency Briefing" to the Secretary, Deputy Secretary, and all Principal Staff (Senior Leadership) of HUD, on maintaining a high performing and robust model EEO program for the Department. This briefing provided a forum to identify potential internal and external factors that may be impeding and/or contributing to triggers/barriers to our corporate mission, with developing keen strategies and approaches to address, mitigate, and eliminate such workplace barriers.
- Upon completion of the Department's MD-715 Report, HUD will continue to disseminate the final report to the Secretary, Deputy Secretary, all Principal Staff (Senior Leadership), and the Department's Diversity Council. Note: Although this reporting requirement is a useful management tool, any additional request for copies of this report outside of the Principal Staff (Senior Leadership) of this agency, will be addressed separately and on a case-by-case basis.

PART F

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS



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

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

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

John P. Benison, Director Office of Departmental Equal Employment Opportunity U.S. Department of Housing and Urban Development (HUD)

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO

March 30,2017

Date

MD-715.

Dr. Benjamin S. Carson, Secretary U.S. Department of Housing and Urban Development (HUD)

Signature of Agency Head or Agency Head Designee

Signature of Principal EEO Director/Official

Date

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PART G

AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS – EEOC FORM 715-01

U.S. Department of Housing and Urban Development Fiscal Year (FY) 2016

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT						
	Requires the a	Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
A.1	Compliance Indicator		Measuro been n		For all unmet measures, provide a brief explanation in the space		
	Measures	EEO policy statements are up-to- date.	to- Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report		
A.1.a	Was EEO polic installation of A head installation column.)	Х		The Agency Head was installed on July 28, 2014. An updated EEO policy statement was issued on March 17, 2015.			
A.1.b	During current statement been		х	Unfortunately, the EEO and other respective Policy Statements were not issued during FY 2016. However, HUD does plan to issue new policy statements upon the arrival of the new Secretary of HUD in early 2017.			
A.1.c		yees provided a copy of the EEO policy g orientation?	Х				
A.1.d		statement during orientation? When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		Х	OCHCO is working to create a new manager/supervisory training that will ensure that all new employees promoted into the supervisory ranks will receive a copy of all the EEO and/or related policy statements. Currently, those promoted into the supervisory ranks access these respective policy statements via the hud@work internal website.		

A.2	Compliance Indicator		Measur been 1		For all unmet measures, provide a brief explanation in the space
	Measures	EEO policy statements have been communicated to all employees.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
A.2.a		of subordinate reporting components support of all agency EEO policies through	Х		
A.2.b	employees and	made written materials available to all applicants, informing them of the variety ns and administrative and judicial remedial lable to them?	Х		
A.2.c	in all personnel	prominently posted such written materials and EEO offices, and on the agency's ?? [29 CFR 1614.102(b)(5)]	Х		
A.3	Compliance Indicator		Measur been 1		For all unmet measures, provide a brief explanation in the space
	Measures	Agency EEO policy is vigorously enforced by agency management.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
A.3.a		nd supervisors evaluated on their agency EEO policies and principles, efforts to:			
A.3.a.1		ns/disagreements and other conflicts in work environments as they arise?	Х		
A.3.a.2	employees and	ns, whether perceived or real, raised by following up with appropriate action to nate tension in the workplace?	Х		
A.3.a.3	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?		Х		
A.3.a.4	Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO counselors, EEO investigators, etc.?		х		
A.3.a.5	Ensure a workplace that is free from all forms of discrimination, harassment and retaliation?			Х	See Part H – Plan 2 (Updated)
A.3.a.6	discrimination, harassment and retaliation? Ensure that subordinate supervisors have effective managerial communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?				

A.3.a.7	accommodation	Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?				
A.3.a.8	Ensure the prov accommodation when such acco hardship?	Х				
A.3.b	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.				HUD institutes a multi-faceted approach due to the range of potential inappropriate behavior. Recognizing the need to be proactive, specific workplace issues are discussed and addressed on HUD@ work, (e.g., hostile work environment, sexual harassment, bullying, zero tolerance for workplace violence, ethics and standards of conduct, etc.). In addition, many of these topics are also provided as mandatory training for its workforce, with specific deadlines for completion. HUD's 752 Adverse Actions Handbook, which list the table of penalties for conduct related offenses, is also available on HUD@ work to all employees.	
A.3.c	Have the proced individuals with available/access such procedures by making such Web or Internet	X				
A.3.d	Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodations?			Х	See Part H – Plan 3 (Updated)	
	Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.					
B.1	Compliance Indicator	or EEO program provides the		e has net	For all unmet measures, provide a brief explanation in the space	
	Measures	Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO program.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
B.1.a	Agency Head?	ctor under the direct supervision of the [See 29 CFR 1614.102(b)(4)] For el reporting components, is the EEO	х			

	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?)				
B.1.b	Are the duties a defined?	nd responsibilities of EEO officials clearly	Х		
B.1.c		icials have the knowledge, skills and y out the duties and responsibilities of their	Х		
B.1.d		as 2nd level reporting components, are onal charts that clearly define the reporting 20 programs?			N/A
B.1.e	the agency-wid programs withi (If no, please de	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	Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs	Measur been r		For all unmet measures, provide a brief
	Measures	have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
B.2.a	means of inform management of	Does the EEO Director/Officer have a regular, effective means of informing the Agency Head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?			
B.2.b	MD-715 report. the head of the of the Agency' EEO report, inc of the agency in EEO Program a in completing in	Following the submission of the immediately preceding MD-715 report, did the EEO Director/Officer present to the head of the agency and other senior officials the 'State of the Agency' briefly covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?			
B.2.c	deliberations pr strategies, vaca selections for tr	identified and/or eliminated or reduced the impact of? Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		x	While the EEO Director for ODEEO serves on the Department's Executive Resource Board and participates in executive level decisions on development programs, recruiting and hiring, more collaboration on broader recruitment initiatives will occur going forward. In support of the President's Executive Order 13583 on "Establishing a Coordinated Government-Wide Initiative to Promote Diversity and

					Inclusion in the Federal Workforce", HUD's second phase of implementation for HUD's Inclusive Diversity Strategic Plan for Fiscal Years (FY) 2017-2021 will embody a more collaborative partnership between OCHCO and ODEEO to engage more on these efforts and ensure that all policies, programs, and systems that fully support inclusive diversity through increasingly focused, innovative, and accelerated communication and learning strategies.
B.2.c.1	employees or apprior to making	y consider whether any group of oplicants might be negatively impacted human resource decisions such as re- id re-alignments?	Х		
B.2.c.2	Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [See 29 C.F.R. 1614.102(b)(3)]				
B.2.d	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?		Х		
B.3	Compliance Indicator	The agency has committed sufficient human resources and	Measur been n		For all unmet measures, provide a brief explanation in the space
	Measures	budget allocations to its EEO programs to ensure successful operation.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the
		oper ation.			agency's status report
B.3.a	ensure impleme improve EEO p	Director have the authority and funding to ntation of agency EEO action plans to rogram efficiency and/or eliminate rs to the realization of equality of	X		agency's status report
B.3.a B.3.b	ensure impleme improve EEO p identified barrie opportunity? Are sufficient p Program to ensu analyses prescri	Director have the authority and funding to ntation of agency EEO action plans to rogram efficiency and/or eliminate rs to the realization of equality of ersonnel resources allocated to the EEO rre that agency self-assessments and self- bed by EEO MD-715 are conducted maintain an effective complaint	X	x	ODEEO experienced staffing exigencies in FY 2016 due to retirements, transfers, recruitment challenges, and organizational changes. However, ODEEO plans to backfill several vacancies in FY 2017.
	ensure impleme improve EEO p identified barrie opportunity? Are sufficient p Program to ensu analyses prescri annually and to processing syste	Director have the authority and funding to ntation of agency EEO action plans to rogram efficiency and/or eliminate rrs to the realization of equality of ersonnel resources allocated to the EEO ure that agency self-assessments and self- bed by EEO MD-715 are conducted maintain an effective complaint em?	X	x	ODEEO experienced staffing exigencies in FY 2016 due to retirements, transfers, recruitment challenges, and organizational changes. However, ODEEO plans to backfill several vacancies in

B.3.c.2	Is the Hispanic Employment Program sufficiently staffed - Title 5 CFR, Subpart B, 720.204?			Х	See Part H – Plan 4 (New)
B.3.c.3	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?				
B.3.d	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?		Х		
B.4	Compliance Indicator	The second has some its d	Measur been		For all unmet measures, provide a brief
	Measures	The agency has committed sufficient budget to support the success of its EEO programs.	Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
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?			х	See Part H – Plan 1 (Updated)
B.4.b	utilize, when de complaint proce request for reas	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?)			
B.4.c	of EEO materia	Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?			
B.4.d		I funding or other mechanism for funding ment and services necessary to provide nmodations?	Х		
B.4.e		Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?			
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?		Х		
B.4.f.1	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)]				
B.4.f.2		nt funding to ensure that all employees his training and information?	Х		

B.4.g	Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:				
B.4.g.1		workplace that is free from all forms of including harassment and retaliation?	Х		
B.4.g.2	To provide relig	gious accommodations?	Х		
B.4.g.3		bility accommodations in accordance with itten procedures?	Х		
B.4.g.4	In the EEO disc	crimination complaint process?	Х		
B.4.g.5	To participate i	n ADR?	Х		
	This elemen	ntial Element C: MANAGEMENT An nt requires the Agency Head to hol onsible for the effective implement plan.	d all man	agers, s	upervisors, and EEO
C.1	Compliance Indicator	EEO program officials advise and provide appropriate assistance to	Measur been r		For all unmet measures, provide a brief explanation in the space
	Measures	managers/supervisors about the status of EEO programs within each manager's or supervisor's area of responsibility.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
C.1.a		onthly/quarterly/semi-annually) EEO ed to management/supervisory officials by officials?	Х		
C.1.b	and implementa agency manage	im officials coordinate the development ation of EEO plans with all appropriate rs to include Agency Counsel, Human cials, Finance and the Chief Information	Х		
C.2	Compliance Indicator	The Human Resources Director and the EEO Director meet	Measure has been met		For all unmet measures, provide a brief
	Measures	regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives.	Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
C.2.a	agency to revie Procedures for	Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			
C.2.b	agency to revie Program and Pr	es or schedules been established for the w its Employee Recognition Awards rocedures for systemic barriers that may be articipation in the program by all groups?	Х		

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?		х		
C.3	Compliance Indicator	When findings of discrimination	Measur been		For all unmet measures, provide a brief explanation in the space
	Measures	are made, the agency explores whether or not disciplinary actions should be taken.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
C.3.a		y have a disciplinary policy and/or a table t covers employees found to have rimination?	Х		
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?				
C.3.c	based upon a prohibited basis? Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty/disciplinary action for each violation type.			X	ODEEO will hold discussions with OCHCO and the AFGE and NFFE Unions of HUD in an effort to explore ways to strengthen the accountability and enforcement of our "Table of Penalties" by taking the appropriate disciplinary actions against any employee found to have engaged in unlawful discrimination. There were five (5) Agency findings of discrimination rendered in FY 2016 on the basis of race, disability, and reprisal. While the Agency did not take disciplinary action against the responsible parties in these matters, EEO training was provided in accordance with the decision. In addition, one management official did retire from the Agency.
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?		х		
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.?			х	See Part H – Plan 3 (Updated)

		Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.						
D.1	Compliance Indicator	Analyses to identify and remove	Measur been		For all unmet measures, provide a brief			
	Measures	unnecessary barriers to employment are conducted throughout the year.	Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report			
D.1.a	Director and/or identification o	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?						
D.1.b	and implement	are identified, do senior managers develop , with the assistance of the agency EEO EEO Action Plans to eliminate said	х					
D.1.c	Plans and incor	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?						
D.1.d		rses of workforce profiles conducted by rigin, sex and disability?	Х					
D.1.e		Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?						
D.1.f		rses of the workforce's grade level aducted by race, national origin, sex and	Х					
D.1.g		eses of the workforce's compensation and conducted by race, national origin, sex and	Х					
D.1.h	management/pe	Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex and disability?						
D.2	Compliance Indicator	The use of Alternotive Dispute	Measure has been met		For all unmet measures, provide a brief explanation in the space			
	Measures	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report			
D.2.a	Are all employe	ees encouraged to use ADR?	Х					
D.2.b	Is the participat ADR process re	tion of supervisors and managers in the equired?	Х					

		Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process.						
E.1	Compliance Indicator	The agency has sufficient staffing,	Measur been		For all unmet measures, provide a brief explanation in the space			
	Measures	funding, and authority to achieve the elimination of identified barriers.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report			
E.1.a	training and exp	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?						
E.1.b	and analysis sy	implemented an adequate data collection stems that permit tracking of the uired by MD-715 and these instructions?		х	See Part H – Plan 1 (Updated)			
E.1.c	effective audits model EEO pro	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?						
E.1.d	in place to coor	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?						
E.1.e		of accommodation requests processed e set forth in the agency procedures for ommodation?		х	See Part H – Plan 3 (Updated)			
E.2	Compliance Indicator	The agency has an effective	Measure has been met		For all unmet measures, provide a brief explanation in the space			
	Measures	complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO programs.	Yes	No	below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report			
E.2.a	system that allo of complaints 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?						
E.2.b	bases of the con individuals/con officials and ot	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?						
E.2.c		y hold contractors accountable for delay in investigation processing times? If so, how:	Х					

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?				Х		
E.2.e	counselors, in duty investiga required on an	tcy monitor and ensure that experiency vestigators, including contract and contract, receive the 8 hours of refreshes annual basis in accordance with El Directive MD-110?	ollateral training				
E.3	Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with	Measu	re ha: met	s been		For all unmet measures
	Measures	the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Yes		No	For all unmet measures, provide a brief explanation i the space below or complete and attach an EEOC FORM 715-01 PART H to the agency status report	
E.3.a		ks in place that compare the mination complaint processes Part 1614?	Х				
E.3.a.1	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?		Х				
E.3.a.2	with written no	Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?					
E.3.a.3		cy complete the investigations licable prescribed time frame?			Х	to en	processes have been put in place sure compliance with EEOC dated time limits. See Part H #
E.3.a.4	decision, does	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			Х	to en	processes have been put in place sure compliance with EEOC lated time limits.
E.3.a.5	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?		Х				
E.3.a.6	does the agence	nent agreement is entered into, y timely complete any wided for in such agreements?	Х				
E.3.a.7		cy ensure timely compliance with sions which are not the subject of ne agency?	Х				

E.4	Compliance Indicator	There is an efficient and fair dispute resolution process and effective	Measure has met	s been	For all unmet measures, provide a brief explanation in
	Measures	systems for evaluating the impact and effectiveness of the agency's EEO complaint processing programs.	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
E.4.a	In accordance agency establis pre-complaint the EEO proce	Х			
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?		х		
E.4.c	complainant h	cy has offered ADR and the as elected to participate in ADR, ers required to participate?	Х		
E.4.d		nsible management official ed in the dispute have settlement	Х		
E.5	Compliance Indicator	The agency has effective systems in place for	Measure has met	s been	For all unmet measures, provide a brief explanation in
	Measures	maintaining and evaluating the impact and effectiveness of its EEO programs.	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
E.5.a	controls in pla complete and c	cy have a system of management ce to ensure the timely, accurate, consistent reporting of EEO a to the EEOC?	Х		
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)?		Х		
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?		х		
E.5.d		's EEO programs address all of ced by the EEOC?	Х		
E.5.e	significant tren	cy identify and monitor ds in complaint processing to ther the agency is meeting its	Х		

	obligation und Act?	er Title VII and the Rehabilitation			
E.5.f	analyze efforts	cy track recruitment efforts and to identify potential barriers in th MD-715 standards?	Х		See Part H – Plan 1 (Updated)
E.5.g	similar size on	Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?			
E.6	Compliance Indicator	The agency ensures that the investigation and adjudication function of	Measure ha met	s been	For all unmet measures,
	Measures	its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Yes	No	provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
E.6.a	handled by a f apart from the	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?		Х	ODEEO is working with HUD leadership to ensure that the firewall between the EEO function and the Agency's defensive function is adequate. Both ODEEO and OGC are working diligently to identify a solution that optimally complies with MD 110. See Part H Plan #7
E.6.b		cy discrimination complaint a neutral adjudication function?	х		
E.6.c	incorporated for	re processing time frames or the legal counsel's sufficiency ely processing of complaints?	Х		
	This element	Essential Element F: RESPO requires that Federal agen EOC regulations, policy gui	cies are in ful	ll comp	liance with EEO statutes and
F.1	Compliance Indicator	The agency's system of management controls	Measure ha met	s been	For all unmet measures,
	Measures	ensures that the agency timely completes all ordered corrective action and submits its	Yes	No	provide a brief explanation in the space below or complete and attach an EEOC FORM
		compliance report to EEOC within 30 days of such completion.			715-01 PART H to the agency's status report
F.1.a	control to ensu comply with a	compliance report to EEOC within 30 days of	X		

	Measures	ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
F.2.a	processing fur	cy have control over the payroll action of the agency? If yes, o questions below.	Х		
F.2.a.1		s in place to guarantee responsive, dictable processing of ordered f?	Х		
F.2.a.2		s in place to promptly process ordered relief?	Х		
F.3	Compliance Indicator	Agency personnel are accountable for the timely	Measure has met	s been	For all unmet measures, provide a brief explanation in the space below or complete
	Measures	completion of actions required to comply with orders of EEOC.	Yes	No	and attach an EEOC FORM 715-01 PART H to the agency's status report
F.3.a		with EEOC orders encompassed ance standards of any agency	Х		
F.3.a.1		If so, please identify the employee by title in the comments section and state how performance is measured.			 HUD Senior Leadership ODEEO Leadership EEO Compliance Officer The duties and responsibilities of all of the above-mentioned positions are annotated in their annual performance standards and elements.
F.3.b	Is the unit cha compliance w EEO office?	rged with the responsibility for ith EEOC orders located in the	Х		
F.3.b.1	located, the nu	dentify the unit in which it is unber of employees in the unit, e levels in the comments column.			N/A
F.3.c		lved employees received any g in EEO compliance?	Х		
F.3.d		cy promptly provide to the EEOC documentation for completing			
F.3.d.1	attorney fees a	: Copy of check issued for and/or a narrative statement by an ency official or agency payment	Х		

			T T
F.3.d.2	Awards: A narrative statement by an appropriate agency official starting the dollar amount and the criteria used to calculate the award?	х	
F.3.d.3	Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	Х	
F.3.d.4	Compensatory Damages: The final agency decision and evidence of payment, if made?	Х	
F.3.d.5	Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a certain?	Х	
F.3.d.6	Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	Х	
F.3.d.7	Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	Х	
F.3.d.8	Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	Х	
F.3.d.9	Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	Х	
F.3.d.10	Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	Х	
F.3.d.11	Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	Х	
F.3.d.12	Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	х	
PART H

EEO PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM – EEOC FORM 715-01

FY 2013 - Part H, Plan #	#1 (Updated)	
Requires that the a a workplace that is	egration of EEO into the Agency's Str gency's EEO programs be organized a free from discrimination in any of th tices and supports the agency's strat	and structured to maintain e agency's policies,
Essential Element E: Eff	iciency	
Requires that the a evaluating the imp	gency head ensure that there are eff act and effectiveness of the agency's r dispute resolution process.	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT Are there sufficient resources to enable barrier analysis of its workforce, include collection and tracking systems?		
DEFICIENCY:	Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	
	Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	
OBJECTIVE:	Establish a comprehensive plan and system to track, analyze, and evaluate recruitment (i.e., applicant flow data) and other related occupational areas by utilizing data-driven approaches and optimizing policies, processes, and programs to drive EEO and inclusive diversity efforts to ultimately accomplish the agency's mission.	
RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO)	
DATE OBJECTIVE INITIATED:	September 30, 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018	
PLANNED ACTIVITIES TOWAR	RD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
	s to recruitment, including analyzing ring managers; designing fair and effective	September 30, 2016

recruitment and examining strategies for competitive examining and	
recruitment and examining strategies for competitive examining and examining for the career SES that cast the broadest net possible and apply merit principles; utilizing applicable special hiring authorities (e.g., Schedule A authority for individuals with certain disabilities, veterans hiring authorities, etc.) as supplements to competitive hiring processes; partnering with diverse organizations and institutions to help recruitment draw from all segments of society, and generate cognitive diversity; and conducting a review of potential implicit biases within the organization.	
Establish data-driven approaches to promotion opportunities and career development, including analyzing applicant flow data; developing career enhancement opportunities; utilizing appropriate collaborative practices and social media technologies; and collaborating with Special Emphasis Program Managers, affinity groups, and employee resource groups.	September 30, 2016
Collect relevant performance data to establish a business case for diversity and inclusion for the agency; collaborate with other agencies and the Diversity and Inclusion in Government (DIG) Council to create models for analyzing performance metrics in correlation with diversity and inclusion metrics.	September 30, 2016
OCHCO and ODEEO jointly participated in a meeting with the Career Connector representatives to discuss HUD's current data collection practices and reporting.	September 30, 2016
HUD officials participated in a "Monster MD-715 Client Information Session" hosted by the U.S. Department of Treasury designed to be an educational session between Monster and its customer base to discuss how the MD-715 reports function within the system and how data is calculated.	September 30, 2016
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF MODIFICATIONS TO THE OBJECTIVE: HUD's Office of the Chief Human Capital Officer (OCHCO) acquired Shared Services (Administrative Resource Center, ARC) through the Bureau of Fiscal Service, U.S. Department of Treasury, for support of its HR functions.	
HUD's Office of the Chief Human Capital Officer (OCHCO) acquired Shared Services (Administrative Resource Center, ARC) through the Bureau of Fiscal	(Must be specific)
HUD's Office of the Chief Human Capital Officer (OCHCO) acquired Shared Services (Administrative Resource Center, ARC) through the Bureau of Fiscal Service, U.S. Department of Treasury, for support of its HR functions. Collaborative on-going discussions continue to take place with internal/external stakeholder to ensure adequate plan and system is	(Must be specific) September 30, 2014

REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Modification of the target date has been changed since the initiation of this objective on 09/30/2013. Seemingly, and due to a VERA/VSIP, restructurings and process improvement approaches along with the acquisition of Shared Services (Administrative Resource Center, ARC) through the Bureau of Fiscal Service, U.S. Department of Treasury, efforts resolving this matter has been slightly delayed.	September 30, 2016

FY 2010 – Part H, Plan	#2 (Updated)	
Essential Element A:	Demonstrated Commitment from Agen	cy Leadership
	ncy head to issue written policy statem discriminatory harassment and a com ortunity.	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to: - ensure a workplace that is free from all forms of discrimination harassment and retaliation?		
		forms of discrimination,
OBJECTIVE:	In accordance with EEOC Management Directive (MD)-715, its mandated that Federal agencies must have in place an effective anti-harassment program policy and procedures to address non-sexual harassment and establish a separate independent investigatory process and procedures, and failing to provide clear investigation procedures.	
RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)	
DATE OBJECTIVE INITIATED:	September 30, 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2017	
PLANNED ACTIVITIES TOW	ARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
Reestablish discussions with OCHCO, ODEEO, AFGE, NFFE, and OGC.		Completed (September 30, 2016)
and procedures governing this 1) a clear explanation of prohib who make claims of harassmer claims will be protected against process that provides accessibl employer will protect the confid	nt Program plan which outlines the policies process which should contain at a minimum: bited conduct; 2) assurance that employees at or provide information related to such t retaliation; 3) a clearly described complaint e avenues for complainants; 4) assurance that dentiality of the individuals bringing at possible; 5) a complaint process that	Completed (September 30, 2016)

September 30, 2017
September 30, 2017
TARGET DATE (Must be specific)
September 30, 2017
September 30, 2017
September 30, 2017
TARGET DATE (Must be specific)
September 30, 2016
September 30, 2016

FY 2010 - Part H, Plan #3 (Updated)		
Essential Element A: Demonstrated Commitment from Agency Leadership		
	cy head to issue written policy statements ensuring a liscriminatory harassment and a commitment to equal tunity.	
Essential Element C: Ma	nagement and Program Accountability	
	cy Head to hold all managers, supervisors, and EEO Officials effective implementation of the agency's EEO Program and	
Essential Element E: Eff	iciency	
evaluating the imp	gency head ensure that there are effective systems in place for act and effectiveness of the agency's EEO Programs as well as r dispute resolution process.	
STATEMENT of MODEL PROGRAM	Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	
ESSENTIAL ELEMENT DEFICIENCY:	Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	
	Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	
OBJECTIVE:	Establish a comprehensive Reasonable Accommodation Program (i.e., policies and procedures) and system to track, analyze, and evaluate reasonable accommodation requests of HUD employees, and ensure full compliance in accordance with EEOC guidance "Procedures for Providing Reasonable Accommodation for Individuals With Disabilities", Executive Order 13164 "Requiring Federal Agencies To Establish Procedures To Facilitate the Provision of Reasonable Accommodation", Section 501 of the Rehabilitation Act of 1973, and the ADA Amendments Act of 2008 (ADAAA).	
RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)	
DATE OBJECTIVE INITIATED:	September 30, 2010	

TARGET DATE FOR COMPLETION OF OBJECTIVE: September 30, 2017

OBJECTIVE:		
PLANNED ACTIVITIES TOWAR	D COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
Reestablish discussions with OCHCO, ODEEO, AFGE, NFFE, and OGC.		September 30, 2014
Draft new Reasonable Accommodation Program policies and procedures for review/concurrence and submit to the Equal Employment Opportunity Commission (EEOC) for final agency approval.		September 30, 2015
based on the feedback HUD recei	he EEOC, Office of Federal Operations (OFO) ved regarding its submitted RA policies and Policy Guidance on Executive Order 13164: ate the Provision of Reasonable	September 30, 2016
	veen OCHCO, ODEEO, AFGE, NFFE, and OGC ts received from EEOC/OFO regarding the nd procedures.	September 30, 2016
managing, and enforcing of the r	SPM to improve the overall processing, easonable accommodation process and its ided to revisit its methodology and approach	September 30, 2016
respective stakeholders invited to	ect Kick-Off meeting was scheduled and all participate in the process improvement ast meeting was held on November 9,	September 30, 2017
REPORT OF MODIFICATIONS	ТО THE OBJECTIVE:	TARGET DATE (Must be specific)
Modification of the target date ha objective on 09/30/2010.	s been changed since the initiation of this	September 30, 2014
procedures with OCHCO, ODEEO,	he agency's RA Program policies and AFGE, NFFE, and OGC were stalled causing this objective to be modified.	September 30, 2015
based on EEOC's guidance in out Accommodation for Individuals W	o provide a clear and more concise objective ining "Procedures for Providing Reasonable /ith Disabilities". In addition, modified the ppropriate Essential Element deficiencies.	September 30, 2016
address process improvement me procedures more uniformed, effe	established at the beginning of FY 2017 to easures in making the RA policies and ctive, and efficiently throughout the oup meets weekly in hopes of resubmitting procedures to EEOC/OFO asap.	September 30, 2017
REPORT OF ACCOMPLISHMEN	TS TO THE OBJECTIVE:	TARGET DATE (Must be specific)

Completed HUD's Reasonable Accommodation Program policies and procedures and submitted to the EEOC for final agency approval.	September 30, 2015
Consultations meetings held between OCHCO, ODEEO, AFGE, NFFE, and OGC to address the feedback/comments received from EEOC/OFO regarding the agency's submitted RA policies and procedures.	September 30, 2016
Invested in modeling the Toyota Production System (TPS) Process Improvement Methodology to assist in making the agency's Reasonable Accommodation Program policies and procedures more efficient and effective (i.e., customer friendly to all HUD employees).	September 30, 2016
Established an HUD-wide working group to assist with implementing a new RA Program policies and procedures and finalize the agency's policy for resubmission to EEOC/OFO.	September 30, 2017

FY 2016 - Part H, Plan	#4 (New)	
Requires that the a workplace that i	tegration of EEO into the Agency's Str agency's EEO programs be organized s free from discrimination in any of th ctices and supports the agency's strat	and structured to maintain e agency's policies,
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed? - Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	
OBJECTIVE:	Establish an effective full-time equivalent position in support of the Hispanic Employment Program within the Department to identify barriers that may impede the recruitment, hiring, promotion, professional development, and/or retention of Hispanic employees and applicants and advise management officials on the implementation of actions designed to correct the under- representation of Hispanics specific occupational fields and upper grade levels. This HEPM position will interface regularly with local community groups, civil rights advocacy groups, professional organizations, and Hispanic Serving Institutions (HSIs), and serve as a permanent fixture on the agency's Diversity Council.	
RESPONSIBLE OFFICIAL:	Director, Office of Departmental Equal Employment Opportunity (ODEEO)	
DATE OBJECTIVE INITIATED:	September 30, 2016	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2017	
PLANNED ACTIVITIES TOWA	RD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
in the Office of Departmental Ec Employment Division (AED), to principal advisor on all Hispanic	panic Employment Program Manager (HEPM) qual Employment Opportunity, Affirmative represent the Department and serve as a related matters involving the recruitment, development, and retention of Hispanic	September 30, 2017
Post an announcement via inter	nally/externally to recruit for an HEPM.	September 30, 2017

Hire an HEPM within the Office of Departmental Equal Employment Opportunity, Affirmative Employment Division (AED), to fulfil the mandated requirement of EEOC Management Directive (MD) 110.	September 30, 2017
REPORT OF MODIFICATIONS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Posted and recruited an HEPM through the agency's Rotational Assignment Program (RAP) and who served in this capacity for 120 days.	September 30, 2016
In March 2016, advertised a Lead Equal Employment Opportunity Specialist position to serve as the Hispanic Program Manager in providing strategic	September 30, 2016

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program EEOC FORM 715-01 PART H

FY 2016 – Part H, Plan #5 (New)

Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	- Does the agency complete the investigations within the applicable prescribed time frame? When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	
OBJECTIVE:	In accordance with 29 CFR 1614 and EEOC Management Directive (MD)-715, its mandated that Federal agencies must have in place an effective EEO complaint processing measure to issue investigations within 180 days and final agency decisions within 60 days of the request.	
RESPONSIBLE OFFICIAL:	Director, Office of Departmental Equal Employment Opportunity (ODEEO)	
DATE OBJECTIVE INITIATED:	September 30, 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018	
PLANNED ACTIVITIES TOWAR	RD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)
Hire additional staff to process ca and government wide hiring free	ases at conclusion of continuing resolution ze	September 30, 2019
Hire new EEO Division Director and Team Leader		February 5, 2017
Put new processes in place for pr dates on all assignments)	ocessing cases (white board, establish due	November 1, 2017
Holding staff accountable. New e	elements on performance plans.	February 29, 2017
REPORT OF MODIFICATIONS	TO THE OBJECTIVE:	TARGET DATE (Must be specific)

REPORT OF ACCOMPLISHMENTSS TO THE OBJECTIVE

TARGET DATE (MUST BE SPECIFIC

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program EEOC FORM 715-01 PART H

FY 2016 – Part H, Plan #6 (New)

Essential Element E: EFFICIENCY

Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO programs as well as an efficient and fair dispute resolution process

REPORT OF ACCOMPLISH	IENTS TO THE OBJECTIVE:	TARGET DATE
REPORT OF MODIFICATIO	NS TO THE OBJECTIVE:	TARGET DATE (Must be specific)
Heavily promote ADR Develop videos utilizing social media platforms		September 30, 2017
	WARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)2017-2022
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2019	
DATE OBJECTIVE INITIATED:	September 30, 2017	
RESPONSIBLE OFFICIAL:	Director, Office of Departmental Equal Employment Opportunity (ODEEO)	
OBJECTIVE:	To obtain more ADR resolution and settlements	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Low resolution rate in ADR process. There is a perception that management is unwilling to settle complaints.	

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program EEOC FORM 715-01 PART H

FY 2016 – Part H, Plan #7 (New)

Essential Element E: EFFICIENCY

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?

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Legal Sufficiency: While the current legal sufficiency review process is not optimal in terms of ensuring an adequate firewall, both ODEEO and OGC are committed to identifying a better solution. Given staffing challenges, the current approach, while not ideal, has at least enabled the EEO office to obtain legal reviews on critical documents. In addition, OGC has taken measures to establish as much of a firewall as possible within the constraints of the current structure and staffing availability. HUD, OGC, and ODEEO leadership are working to establish a Senior Level Attorney Advisor position that will report to the Principal Deputy General Counsel and be dedicated to the needs of ODEEO, including legal sufficiency. Pending approval, the SL position may be advertised and filled during Fiscal Year 2017.					
OBJECTIVE:	To create the appropriate firewall between 0 litigation.	DGC legal sufficiency review and				
RESPONSIBLE OFFICIAL:	Director, Office of Departmental Equal Empl Office of General Counsel (OGC)	Director, Office of Departmental Equal Employment Opportunity (ODEEO); Office of General Counsel (OGC)				
DATE OBJECTIVE INITIATED:	September 30, 2017					
TARGET DATE FOR COMPLETION OF OBJECTIVE:	COMPLETION OF					
PLANNED ACTIVITIES TOWA	ARD COMPLETION OF THE OBJECTIVE:	TARGET DATE (Must be specific)				
ODEEO was promised that a Senior Level Attorney Advisor position would be created and that person would be dedicated to the needs of ODEEO, including legal sufficiency. The SL position would report directly to the Principal Deputy General Counsel. To date, that position has neither been advertised or filled.		September 30, 2018				
REPORT OF MODIFICATIONS	5 ТО ТНЕ ОВЈЕСТIVE:	TARGET DATE				

	(Must be specific)
REPORT OF ACCOMPLISHMENTS TO THE OBJECTIVE:	TARGET DATE (Must be specific)

PART I

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT - EEO PLAN TO ELIMINATE IDENTIFIED BARRIER(S)

EEOC FORM 715-01 PART I	FEDE	<i>oyment Opportunity Co</i> RAL AGENCY ANNUAL OGRAM STATUS REPOR				
U.S. Department of	Housing and Urban Development		FY 2016			
TRIGGER FOR A a brief narrative of	CONDITION THAT WAS A POTENTIAL BARRIER: Provide describing the condition at issue. dition recognized as a potential	 HUD's permanent workforce representation of individuals with targeted disabilities is 1.07% and continues to fall short of the federal government- wide goal of 2% of the Agency's workforce. In addition, HUD's total workforce representation of individuals with disabilities is 9.47% and is significantly below the federal government-wide set goal of 12% for Federal agency workforces. 				
	YSIS: Provide a description of the lata analyzed to determine cause	Reviewed existing workforce data, along with specialized data that was captured for MD- 715. Data show individuals with targeted disabilities are underrepresented compared to the federal goal of 2%. There appears to be a lack of awareness on the part of hiring managers of the special hiring authorities that could be used to non-competitively hire individuals with targeted disabilities and of established organizations whose mission is to assist Federal agencies in finding qualified candidates with disabilities.				
a succinct statem procedure or prace	IDENTIFIED BARRIER: Provide ent of the agency policy, ctice that has been determined to the undesired condition.	Reeducate hiring managers and human capital professionals on the special hiring authorities and conduct specialized recruitment and outreach efforts to increase the number of new hires with disabilities and targeted disabilities.				
agency policy, pr	te the alternative or revised ocedure or practice to be correct the undesired condition.	Improve recruitment, outreach, and hiring efforts of individuals with disabilities and targeted disabilities.				
RESPONSIBLE ('E INITIATED:	 Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC) October 1, 2016 (newly modified from FY 2015) 				
TARGET DATE F	OR COMPLETION OF	On-going				
Establish HUD's f individuals with d government-wide	ive year goals/plans to increase the isabilities and targeted disabilities to goal of 2%, and set new goals as c	be reach the September 30, 2018 deemed necessary.				
Provide training	to managers/supervisors on Schedu	lle A Hiring Authorities.	September 30, 2018			
	icipation in all HUD-wide related act rticipation of individuals with disabil		September 30, 2018			
	ct vendor and other resources to re isabilities and targeted disabilities.	cruit and hire qualified	September 30, 2018			

Make a proposal to HUD Program Offices on the need to develop a supplemental five-year plan for increasing and improving the hiring, recruitment, and retention of individuals with disabilities as required by Executive Order 13548 using OPM guidance issued in November 2010. All plans should be geared to the commitment of 2% for all new hires over the next five-years in support of individuals with targeted disabilities.	September 30, 2018
Plan to reaffirm its commitment to resurvey its workforce every two years and will do so during FY 2017 to update the race, ethnicity, gender, veteran, and disability codes identified in supporting workforce statistical information. This survey will be conducted through a voluntary self-identification process for the purpose of assisting in the development of affirmative and diversity and inclusion plans to address and eliminate potential barriers to recruitment/outreach, hiring, professional development, promotion, and retention of individuals with disabilities (including targeted disabilities).	September 30, 2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

Throughout the year and through HUD Learn, managers/supervisors and employees are provided a series of courses designed to enlighten their understanding and awareness on the benefits of being well versed with disability related matters and resources. In addition, Treasury Executive Institute (TEI) provides a forum for HUD's managers/supervisors and senior executives to learn and grow by exposing them to the best leadership models, new technologies, and best practices in addressing government-wide initiatives such as "Increasing Federal Employment of Individuals with Disabilities".

HUD provides easy access in requesting "assistive technology" through its Assistive Technology Program (ATP) for accommodating HUD employees who have visual, hearing, mobility, cognitive, or other impairments. As HUD program offices and/or managers encounter individuals in need of "assistive technology", they may follow the policy and procedures that have been prominently displayed on the hud@work intranet site at http://hudatwork.hud.gov/HUD/cio/po/i/it/usersupp/enabled/.

In addition, "Interpreter Services", a program under the Reasonable Accommodation Branch, Employee Assistance Program Health and Wellness Division, OCHCO, is a contracted program to provide sign language/oral interpreting services to HUD employees who are deaf or hard of hearing. All request for sign language interpreting services of HUD sponsored meetings or events are typically submitted by the respective Program Office's Administrative Officer (AO), Program Manager, Supervisors and/or Employee to Interpreter Services at InterpreterServices@hud.gov and/or by contacting (202) 708-0738.

Through a collaborative effort, HUD reaffirmed its commitment to the reenactment of Section 508 of the Rehabilitation Act by reestablishing the roles, responsibilities, and clearinghouse in providing access to and the use of electronic and information technology (EIT) by individuals with disabilities. In addition, HUD consulted with the U.S. Access Board to focus on how HUD's facilities can be made more accessible to individuals with disabilities. Note: The U.S. Access Board is responsible for the enforcement of accessibility standards issued under the Architectural Barriers Act, which has required that federal facilities be accessible to individuals with disabilities. http://hudatwork.hud.gov/HUD/cio/po/i/508/index

HUD, in its partnering agreement with Computer/Electronic Accommodations Program (CAP), constantly receives invitations of their engaging presentations/assessments being conducted throughout the country and often shared with the HUD headquarter and field office staff members.

HUD promotes the use of the Job Accommodation Network (JAN) as a resource in providing expert advice and consultation on reasonable accommodation matters for HUD employees and job applicants for employment.

EEOC FORMU.S. Equal Employment Opportunity Commission715-01FEDERAL AGENCY ANNUALPART IEEO PROGRAM STATUS REPORT						
U.S. Department of Housing and Urban Development	FY 2016					
STATEMENT OF CONDITION THAT WAS A Provide a brief narrative describing the condition a issue. How was the condition recognized as a potential barrier?	 In light of the persistent low representation of Hispanics in the Government-wide workforce, OPM and the EEOC agreed to a recommendation from the Hispanic Council on Federal Employment (HCFE), to require Federal agencies to conduct a barrier analysis on their Hispanic employment. This analysis should include the identification and implementation of corrective actions to address and/or eradicate all barriers and prohibited practices of EEO, and diversity and inclusion and engagement, involving Hispanic employees of HUD at the GS-12 through Senior Executive Service (SES) levels or equivalent. At a minimum, the barrier analysis should consist of the following elements: Workforce Analysis, Root Cause Analysis, Solution Development, and Best Practices. In addition, there continues to be a low participation rate of Hispanics (Latinos) in mission critical occupations (i.e., Economist Series (0211); Human Resources Management Series (0201); Miscellaneous Administration and Program Series (0301); Equal Opportunity Compliance Series (0360); Auditing Series (0511); General Business and Industry Series (1101); Contracting Series (1102); and Information Technology Management Series (2210). 					
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition. STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy,	A review of workforce data tables revealed that HUD is experiencing lower than expected participation rates as well as in several of the mission critical occupations for Hispanics (Latinos). HUD employed 642 (8.08%) permanent Hispanic employees in its workforce which is slightly below the government-wide participation rate of 8.5% and significantly below the civilian labor force (CLF) participation rate of 9.96%. In addition, the participation rate for the permanent Hispanics workforce decreased by 20 employees from 662 (8.00%) in FY 2015 to 642 (8.08%) in FY 2016. HUD has not fully established its targeted recruitment/outreach plan to tap into underutilized, diverse talent pools, and those aligned to our					
procedure or practice that has been determined to be the barrier of the undesired condition.						

	performing workforce that's drawn from all segments of society.				
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Formalize organizational recruitment and succession planning strategies to increase targeted recruitment and outreach efforts for all Hispanics (Latinos) and in mission critical related occupations. In addition, identify specific goals to achieve HUD's diversity and inclusion, and engagement vision; conduct an organizational assessment, using multiple measures, which will provide baseline research to assist HUD in better understanding the organizational climate, and to be used to further strategic diversity management goals; and provide policy recommendations to the Secretary, Deputy Secretary, and Principal Staff as well as an annual report documenting the progress of any established strategic planning efforts.				
RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)				
DATE OBJECTIVE INITIATED:	October 1, 2016 (newly modified from FY 2015)				
TARGET DATE FOR COMPLETION OF OBJECTIVE:	On-going				
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)				
Per EEOC Management Directive (MD) 110 dated August 5, 2015, "the head of the agency shall designate an Equal Employment Opportunity Officer(s) and such Special Emphasis Program Managers (i.e., Hispanic Employment Program Manager) to carry out the functions described in Part 1614 in all organizational units of the agency and at all agency installations. 29 C.F.R. § 1614.102(b)(4)". For this purpose, the HEPM would participate in and monitor the coordination and compliance of EEO guidelines and principles affecting Hispanics (Latinos) and the various reporting requirements associated with this group.	September 30, 2018				
Establish partnerships with colleges, universities, alumni groups, professional organizations, and all other groups for targeting a diverse pool of candidates.	September 30, 2018				
Utilize HUD's Diversity Council and specifically the "Latino Network" and "HUD National Image	September 30, 2018				

Chapter" (two vital affinity groups) to assist with the Department's efforts and serve as a "change agent" to promote an inclusive work environment that furthers HUD's vision for diversity.	
Develop a more comprehensive POL planning process that identifies and addresses HUD's underrepresented workforce shortfalls, and offers corrective actions through each Program Office's hiring projections (i.e., mission critical occupations) for FY 2017, FY 2018 and beyond.	September 30, 2018
Conduct an assessment of mission critical occupations to determine if these current occupations remain critical to the Department carrying out its mission and/or are other noted occupations now required.	September 30, 2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In support of HUD's Strategic Plan, 2014 – 2018, Human Capital Strategic Plan (HCSP) for 2015 – 2018, Human Capital Succession Planning for 2015-2018, and Strategic Workforce Planning for 2015-2018, here's just a few noteworthy accomplishments in achieving operational excellence of its human capital management objectives:

- HUD's ODEEO approached AFGE local 222 in headquarters and three national Hispanic organizations, the League of United Latin American Citizens (LULAC), the National Organization for Mexican American Rights (NOMAR) and National Image to develop partnerships designed to maximize recruitment and outreach efforts to the Hispanic community.
- A "Memorandum of Understanding (MOU)" was established between HUD and the American Federal of Government Employees (AFGE) Council 222 to redefine the composition and operation of HUD's Diversity Council and any subcommittee by providing clarity of its framework for which members may engage in wide-ranging discussions focused on promoting and enhancing EEO, and diversity and inclusion. This forum will serve as a vehicle for advising top leadership on the adoption and implementation of creative strategies, policies, and programs to build and maintain a high quality diverse workforce. In addition, the primary role of the Diversity Council is to serve as a change agent by identifying and communicating to leadership the principal issues affecting the business case for EEO, and diversity and inclusion across the Department. The Diversity Council will consider what policies, strategies, and initiatives will strengthen the impact and cohesiveness of the Department's EEO, and diversity and inclusion efforts, and will discuss how to implement such initiatives, including the identification of resources that may be leveraged throughout the Department.
- The Latino Network has established a Share Point site that is available upon becoming a member along with a "Yammer" (internal social media) site for connecting and keeping open communication with its members and the HUD workforce. The Latino Network continues to provide notices for job opportunities, free training and leadership articles through their Yammer site referenced as "Conexiones" and seeks to transform high-potential, mid-career Latino professionals into innovative executives by sharing developmental information, training opportunities and job/vacancy announcements.
- The Latino Network also facilitated leadership conference calls entitled Conversaciones" which translates to conversations. The purpose of the leadership calls was to identify leaders in the public and private sector that were willing to share their professional/career stories with the members as a "mentoring" approach. It should be duly noted that these conference calls would

serve as opportunities in providing members with leadership pointers, motivation, and guidance for their own self and professional development.

- HUD National Image Chapter held several meetings with their membership in an effort to formalize their chapter at HUD.
- The Latino Network and HUD's National Image Chapter in recognition of this year's Hispanic Heritage Month (September 15 – October 15), not only hosted an event in HUD's Headquarters but also promoted and coordinated several observances/events throughout the Regional Offices which included: Region II - Special Employee Committee, who held a panel discussion covering their theme entitled "Afro Latinos: An Untaught History". Also, Region VIII sponsored an event with a theme entitled "History of the Kitiyama Strike" in Brighton, CO back in the late 60's. This event featured Rodolfo Briseno talking about the history of the strike as well as he gave uplifting advice and comments on the need to continue the movement started in the 60's and 70's for better housing, jobs, and the representation of Hispanics. A newsletter reporting this event was prominently display on HUD's National Image Chapter site on "Yammer".
- HUD employees fully supported and participated by attending LULAC's 2016 Federal Training Institute Partnership and the 2016 National Image Training Conference in Albuquerque, NM, whereby HUD's Raul Ceniceros served as one of the conference trainers.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT					
U.S. Department of	f Housing and Urban Development	FY 2016				
TRIGGER FOR A Provide a brief na issue.	CONDITION THAT WAS A POTENTIAL BARRIER: arrative describing the condition at dition recognized as a potential	HUD's non-compliance in establishing and maintaining an effective Reasonable Accommodation Program that complies with the governing laws and principles set forth in Section 501 of the Rehabilitation Act of 1973, Americans with Disabilities Act (ADA) of 1990, Executive Order 13163 "Establishing Procedures to Facilitate the Provision of Reasonable Accommodation", Americans with Disabilities Act Amendment Act of 2008, and other related statutes and Executive Orders which requires Federal agencies to establish procedures to facilitate the provisions of reasonable accommodations.				
	YSIS: tion of the steps taken and data mine cause of the condition.	In conducting an analysis of Part G (Agency's Self- Assessment Checklist Measuring Essential Elements), along with noting that the Department still doesn't have an approved RA process and procedures by EEOC, HUD has, therefore, failed to implement sound procedures for reasonable accommodation for individuals with disabilities and targeted disabilities that have been made readily available/accessible to all employees and applicants for employment.				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		In addition, HUD has failed to train employees and managers/supervisors on their responsibilities under the Department's process and procedures for reasonable accommodation. Further, HUD lacks an RA web-based tracking system that manages/monitors the reasonable accommodation process, disabilities/targeted disabilities, accommodation approved/disapproved, and resources of assistance.				
	tive or revised agency policy, ctice to be implemented to correct ndition.	Finalize the HUD's Reasonable Accommodation Policies and Procedures, as approved by EEOC, and formalize communications which outlines the responsibilities of all parties involved in this process. In addition, train all employees and managers/supervisor on the RA process, and disseminate such procedures during new employee orientations, periodic employee and manager/supervisor training sessions, as well as making these RA procedures available via HUD's hud@work (Intranet Website) and www.hud.gov (External Website).				

RESPONSIBLE OFFICIAL:	Chief Human Capital Officer, Office of the Chief Human Capital Officer (OCHCO); Director, Office of Departmental Equal Employment Opportunity (ODEEO); American Federation of Government Employees (AFGE); National Federation of Federal Employees (NFFE), and the Office of General Counsel (OGC)
DATE OBJECTIVE INITIATED:	October 1, 2016 (newly modified from FY 2015)
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2017
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Per EEOC Management Directive (MD) 110, sufficiently staff a Disability Employment Program Manager (DEPM) to administer, manage/monitor, and enforce the provisions governing the Department's Reasonable Accommodation Program in accordance with Section 501 of the Rehabilitation Act of 1973, Americans with Disabilities Act (ADA) of 1990, Executive Order 13163 "Establishing Procedures to Facilitate the Provision of Reasonable Accommodation", Americans with Disabilities Act Amendment Act of 2008, and other related statutes and Executive Orders which requires Federal agencies to establish procedures to facilitate the provisions of reasonable accommodations.	September 30, 2017
Collaborate with HUD's Diversity Council and specifically "Advocates for HUD Employees with Disabilities (AHED)" to assist with the Department's efforts and serve as a "change agent" to promote an inclusive work environment that furthers HUD's vision for diversity.	September 30, 2017
Develop a more comprehensive RA process that complies with the statutory, regulatory, Executive Orders, and other related policies governing Federal agencies by EEOC.	September 30, 2017
Conduct an assessment of all approved/disapproved RA request to determine what trends, commonalities, and/or barriers exist for immediate process improvements.	September 30, 2017
REPORT OF ACCOMPLISHMENTS and MODIFICA	TIONS TO OBJECTIVE

- Drafted new Reasonable Accommodation Program policies and procedures for review/concurrence and submit to the Equal Employment Opportunity Commission (EEOC) for final agency approval.
- Completed HUD's Reasonable Accommodation Program policies and procedures and submitted to the EEOC for final agency approval.

- Consultations meetings were held between OCHCO, ODEEO, AFGE, NFFE, and OGC to address the feedback/comments received from EEOC/OFO regarding the agency's submitted RA policies and procedures.
- Provided a follow-up response from the EEOC, Office of Federal Operations (OFO) based on the feedback HUD received regarding its submitted RA policies and procedures pursuant to the EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation.
- Invested in modeling the Toyota Production System (TPS) Process Improvement Methodology to assist in making the agency's Reasonable Accommodation Program policies and procedures more efficient and effective (i.e., customer friendly to all HUD employees).
- In collaboration and support of OSPM to improve the overall processing, managing, and enforcing of the reasonable accommodation process and its tracking system, OCHCO has decided to revisit its methodology and approach to this functional responsibility.
- Reasonable Accommodation Project Kick-Off meeting was scheduled and all respective stakeholders invited to participate in the process improvement methodology of the RA process. Last meeting was held on November 9, 2016.
- HUD-wide RA working group was established at the beginning of FY 2017 to address process improvement measures in making the RA policies and procedures more uniformed, effective, and efficiently throughout the Department. The RA Working Group meets weekly in hopes of resubmitting its final RA Program policies and procedures to EEOC/OFO asap. Note: Developing a Reasonable Accommodation Case Management System to track and monitor all request for reasonable accommodation for status updates and reporting, and determine commonalities for expedient and proactive processing.

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 1. Agency 1. U.S. Department of Housing and Urban Development											
PART I	1. Age		1. U.S	. Depa	rtment o	of Housing	and Urb	an Develop	ment			
Department or Agency	1.a. 2 ^r Compo	nd Level onent										
Information	1.b. 3 ^r lower	^d Level or	1.b.									
PART II	Enter		beginr	nning of FY end of FY Net Change								
Employment Trend and Special	Actual Numbe the		lumber	9	/o	Number		%	Numt	Cł	ate of hange	
Recruitment for	Total V Force	Work	8419	100.	.00%	807	4	100.00%		-345	-4.10%	
Individuals With	Report Disabil		790	9.	.38%	76	5	9.47%		-25	-3.16%	
Targeted Disabilities	Target Disabil	ed	95	1.	.13%	8	7	1.08%		-8	-8.42%	
	* If th	e rate of c								greater than t	the rate	
						rier analys eived Fro		d be condu	cted (see	below).	503	
						reporting		ons			503	
		al Numbe ilities dur				ividuals v	vith Ta	rgeted			5	
PART III Parti							าร					
Other Employment/		ΤΟΤΑΙ		Reportable Disability		Disability		Not Ide	dentified No Disab		bility	
nnel Progra	ims			#	%	#	%	#	%	#	%	
3. Competitive Promotions (GS through SES)	-13	4		0	0.00	0	0.00	0	0.00	4	100.0	
4. Non-Competi Promotions	tive	12		0	0.00	0	0.00	1	8.33	11	91.67	
5. Employee C Development Programs	Employee Career evelopment											
5.a. Grades 01		N/A		/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5.b. Grades 13	- 15	N/A		/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
5.c. Grade SES 6. Employee Recognition au Awards	nd	N/A		/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
6.a. Time-Off Av (total 1-9 hrs aw		669	7	' 4	11.06	2	0.30	10	1.49	585	87.44	
6.b. Cash Award (total # awarde		1714	1	90	11.09	8	0.47	33	1.93	1491	86.99	
6.c. Cash Award (total \$\$\$ award		805,09	0 100	,534	12.49	3,570	0.44	16,354	2.03	688,202	85.48	
6.d. Quality-Ste Increase (total s awarded)	p	N/A	N	/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

*Professional Development Data by race/ethnicity/disability is not collected by a workforce data reporting system.

**SES awards and award amounts are not included in this analysis.

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities						
Part IV Identification	HUD's limited analysis has identified two key focus areas for increasing the participation rate of individuals with disabilities and targeted disabilities.						
and Elimination of Barriers	1) OCHCO and ODEEO professionals have indicated that hiring officials lack functional knowledge on the use of special hiring authorities available for non-competitively recruiting and hiring of veterans and individuals with disabilities and targeted disabilities.						
	2) OCHCO and ODEEO professionals must conduct extensive barrier analysis and import its targeted recruitment and outreach efforts by expanding their resource base to ind non-traditional organizations assistance to hiring officials who are unaware of the vaprofessional organizations that may assist in identifying qualified individuals with disabilities who has the skill sets and are not aware of the availability of established organizations whose mission is to assist agencies in finding qualified candidates with disabilities.						
Part V Goals and	Goal #1: Increase HUD's participation rate of individuals with disabilities and targeted disabilities as set forth by EEOC and OPM collectively. Some strategies should include:						
Strategies for Targeted Disabilities	• Re-evaluate and set new numerical hiring goals to increase participation rates for individuals with disabilities and targeted disabilities over the next five (5) years.						
	 Educate potential students with disabilities on the special hiring appointing authorities (Schedule A) through Workforce Recruitment Program (WRP) by sending an HUD OCHCO and ODEEO representative to serve as a WRP recruitment liaison. 						
	• Establish a list of Certified Schedule A Candidates (with talent and skills supporting the HUD mission and its mission critical occupations). It is duly noted that this list be provided to senior management, and managers/supervisors on a monthly basis.						
	 Provide extensive training to senior management, and managers/supervisors on Schedule A hiring authority usage. 						
	 Present to HUD hiring officials a list of pre-screen individuals with disabilities candidates when vacancies occur within the respective HUD Program Offices. 						
	Goal #2: Retain current employees with targeted disabilities						
	 HUD's Disability Employment Program Manager shall work with senior management, managers/supervisors, OCHCO, and BFS in establishing career ladder positions (based on series, grade, and mission critical occupation) for individuals with disabilities and targeted disabilities. 						
	 HUD's Disability Employment Program Manager shall work with OCHCO, senior management, managers/supervisors in establishing robust Individual Development Plans (IDPs) to assist with for individuals with disabilities and targeted disabilities achieving their professional goals and reaching their full potential. 						
	 Conduct a comprehensive assessment in identifying, addressing, and eliminating potential barriers to recruitment/outreach, hiring, professional development, promotion, and retention of individuals with disabilities and targeted disabilities. 						





ORGANIZATIONAL CHART

HUD's Organization and Reporting Structure







DELEGATION OF AUTHORITY CONCERNING EQUAL OPPORTUNITY PROGRAMS



Frequency of submission: Quarterly, Annually.

	Number of respondents	×	Annual responses	×	Hours per response	=	Burden hours
Reporting Burden	11,000		2.2		4.511		109,175

Total estimated burden hours: 109.175.

Status: Reinstatement with change of a previously approved collection.

Authority: Section 3507 of the Paperwork Reduction Act of 1995, 44 U.S.C. 35, as amended.

Dated: June 16, 2011.

Colette Pollard,

Departmental Reports Management Officer, Office of the Chief Information Officer. [FR Doc. 2011–15514 Filed 6–21–11; 8:45 am] BILLING CODE 4210–67–P

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

[Docket No. FR-5521-D-01]

Delegation of Authority for the Office of Departmental Equal Employment Opportunity

AGENCY: Office of the Secretary, HUD. ACTION: Notice of delegation of authority.

SUMMARY: In this notice, the Secretary of HUD delegates concurrent authority to the Director and Deputy Director, Office of Departmental Equal Employment Opportunity (ODEEO) with respect to all matters pertaining to the work of ODEEO and supersedes any prior delegation of authority from the Secretary to the Director, ODEEO.

DATES: Effective Date: June 14, 2011. FOR FURTHER INFORMATION CONTACT: Michelle A. Cottom, Acting Director, Office of Departmental Equal Employment Opportunity, Department of Housing and Urban Development, Room 2134, 451 7th Street, SW., Washington, DC 20410–6000, telephone number 202–402–5627. (This is not a toll-free number.) Persons with hearing or speech impairments may access this number through TTY by calling the tollfree Federal Relay Service at 1–800– 877–8339.

SUPPLEMENTARY INFORMATION: For HUD, a commitment to equal opportunity is fundamental, not only relative to the public's expectations of fair housing without discrimination, but also to HUD's employment of a workforce that reflects the communities it serves. HUD remains committed to building a leading equal employment opportunity (EEO)

program. Section 1614.102 of title 29, Code of Federal Regulations requires that the agency's EEO program be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures, or practices. It also provides that the EEO program support the agency's strategic mission and that the ODEEO Director be under the direct supervision of the agency head. The ODEEO Director, Deputy Director, and other ODEEO professional staff that are responsible for EEO programs must have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and must be involved in, and consulted on, management/personnel actions.

Section A. Authority Delegated

The Secretary hereby delegates to the Director and Deputy Director, ODEEO concurrent authority and responsibility to promulgate and implement all policies, procedures, and practices to operate a model EEO program. The Secretary may revoke the authority authorized herein, in whole or part, at any time.

Section B. Authority Excepted

The authority delegated in this document does not include the authority to sue or be sued or to issue or waive regulations.

Section C. Authority To Redelegate

The authority delegated in this document may be redelegated.

Section D. Authority Superseded

This delegation supersedes any previous delegations of authority from the Secretary to the Director, ODEEO.

Authority: Section 7(d) of the United States Department of Housing and Urban Development Act, 42 U.S.C. 3535(d).

Dated: June 14, 2011. Shaun Donovan, Secretary . [FR Doc. 2011–15512 Filed 6–21–11; 8:45 am] BILLING CODE 4210–67–P

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

[FR-5415-FA-08]

Announcement of Funding Awards; Indian Community Development Block Grant Program; Fiscal Year 2010

AGENCY: Office of Native American Programs, Office of Public and Indian Housing, HUD.

ACTION: Announcement of funding awards.

SUMMARY: In accordance with Section 102(a)(4)(C) of the Department of Housing and Urban Development Reform Act of 1989, this announcement notifies the public of funding decisions made by the Department in a competition for funding under the Fiscal Year 2010 (FY 2010) Notice of Funding Availability (NOFA) for the Indian Community Development Block Grant (ICDBG) Program. This announcement contains the consolidated names and addresses of this year's award recipients under the ICDBG.

FOR FURTHER INFORMATION CONTACT: For questions concerning the ICDBG Program awards, contact the Area Office of Native American Programs (ONAP) serving your area or Deborah M. Lalancette, Office of Native Programs, 1670 Broadway, 23rd Floor, Denver, CO 80202, telephone (303) 675–1600. Hearing or speech-impaired individuals may access this number via TTY by calling the toll-free Federal Information Relay Service at (800) 877–8339.

SUPPLEMENTARY INFORMATION: This program provides grants to Indian Tribes and Alaska Native Villages to develop viable Indian and Alaska Native communities, including the creation of decent housing, suitable living environments, and economic opportunities primarily for persons with low and moderate incomes as defined in 24 CFR 1003.4.

The FY 2010 awards announced in this Notice were selected for funding in a competition posted on HUD's Web site on August 24, 2010. Applications were scored and selected for funding based on the selection criteria in that notice and Area ONAP geographic jurisdictional competitions.




SECRETARY'S EEO POLICY STATEMENT



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT THE SECRETARY WASHINGTON, DC 20410-0001

	MAR 1 7 2015
MEMORANDUM FOR:	All HUD Employees
FROM:	Julián Castro
SUBJECT:	POLICY STATEMENT—Equal Employment Opportunity

I am issuing this Equal Employment Opportunity (EEO) Policy Statement to illustrate my commitment that the U.S. Department of Housing and Urban Development is a workplace where all employees, as well as applicants seeking employment with our organization, are given equal employment opportunity and are free from discrimination.

Building on the founding Housing Act of 1949, and through continued efforts in creating strong, sustainable, inclusive communities and quality affordable homes, HUD's responsibilities touch the lives and dreams of all Americans. To do this work fairly and equitably, HUD is committed to a work environment that promotes equal opportunity for all employees, job applicants, and those that benefit from HUD programs and activities—regardless of their race, color, sex, religion, national origin, age (40 and over), disability, veteran status, protected genetic information, protected activity, sexual orientation, gender identity and expression, marital status, or parental or pregnancy status.

HUD has a zero tolerance standard for all types of discrimination, harassment, and civil rights violations in the workplace. We will continue to be vigilant in taking seriously all allegations of discrimination, retaliation, and harassment, and expect managers and leaders to respond promptly and appropriately to any reported concerns. All employees will continue to be held accountable for compliance with EEO laws and policies and for treating colleagues with respect, dignity, and professionalism. It is HUD's policy that any employee who engages in inappropriate or unacceptable behavior or condones behavior that violates this EEO policy will be subject to disciplinary action, including removal.

Ensuring the principles of equal opportunity at HUD is a strategic imperative, and must be promoted through the fundamentals of fairness and equity. Managers and employees have a responsibility to foster positive, inclusive, and professional work environment that respects and values the differences of HUD's employees, and capitalizes on their diverse talents and fulfillment of their potential.

I am confident that with all of us working together, HUD will continue to make important strides in safeguarding equal opportunity for all employees. A commitment to equal opportunity is the responsibility of every HUD employee, and is essential to the Department's continued

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U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT THE SECRETARY WASHINGTON, DC 20410-0001

MAR 17 2015

MEMORANDUM FOR:

All HUD Employees Julián Castro

FROM: SUBJECT:

POLICY STATEMENT—Alternative Dispute Resolution

As an advocate of Alternative Dispute Resolution (ADR), I pledge my commitment to maintain a healthy and safe environment within the U.S. Department of Housing and Urban Development that fosters communication, trust, and a workplace where all employees, as well as applicants seeking employment with our organization, are treated with dignity and respect free from discrimination and harassment.

ADR is the resolution of workplace disputes through informal, voluntary, consensual techniques (settlements, negotiations, arbitration, mediation, and facilitation) without litigation or formal administrative complaint processes. ADR is designed to supplement, not limit or replace, the formal grievance and Equal Employment Opportunity (EEO) complaint procedures already established in the Department.

Participation in ADR is strongly encouraged and may be initiated prior to, or after, the filing of a formal EEO complaint through the traditional administrative processes. ADR can be a valuable tool to resolve EEO complaints, grievances, and other unresolved disputes in the workplace. Managers and supervisors are required to use and participate in ADR as a tool to resolve disputes at the earliest stage possible, and prevent and minimize the escalation of disputes in an expeditious, cost-effective, and mutually acceptable manner.

Fairness of ADR is manifested by incorporating such principles as voluntariness, neutrality, confidentiality, enforceability, flexibility, training, and evaluation. HUD's ADR program is available to all employees, former employees, and applicants for employment who believe that they have suffered discrimination in the workplace because of their race, color, national origin, religion, veteran status, sex (including pregnancy and gender identity), genetic information, age (40 and over), disability, or sexual orientation, or for participating in a protected activity in the EEO complaint process or having opposed a practice that is illegal under the EEO statutes.

I fully endorse the use of ADR and encourage all employees to work together to resolve workplace disputes, building a stronger HUD. I encourage all managers and supervisors to embrace my ADR philosophy, and I look forward to seeing the benefits of ADR throughout the Department.







U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT THE SECRETARY WASHINGTON, DC 20410-0001

MAR 1 7 2015

MEMORANDUM FOR:

All HUD Employees

FROM:



SUBJECT:

POLICY STATEMENT --- Unlawful Harassment

I am issuing this Prevention of Harassment Policy Statement as a means of demonstrating my commitment to assuring that the U.S. Department of Housing and Urban Development provides and maintains a work environment that is free from all forms of harassing conduct, and to prevent any harassing conduct before it becomes severe or pervasive. This policy applies to all employees in their working relationships and includes harassment by coworkers, supervisors, or nonemployees.

Harassment, whether sexual or nonsexual, is defined as any unwelcome verbal, nonverbal, or physical conduct that is based on race, color, religion, sex (sexual orientation, gender identity and expression, marital status, parental status, or pregnancy), national origin, age (40 or over), disability, veteran, or genetic information. Harassment becomes unlawful when (1) enduring the offensive conduct becomes a condition of continued employment, or (2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a complaint of discrimination; testifying, or participating in any way, in an investigation, proceeding, or a lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

HUD is committed to addressing and eliminating harassing conduct. A hostile environment claim under Title VII usually requires showing a pattern of offensive conduct. HUD will not wait for such a pattern to emerge. Rather, HUD will act before the harassing conduct becomes so pervasive and offensive as to constitute a hostile environment. It is HUD's policy that any employee who engages in unacceptable behavior or condones behavior that violates this policy will be subject to disciplinary action, including removal.

HUD will enforce a "zero tolerance" policy for harassing behavior, which extends to retaliation against any employee for making a good faith report of harassing conduct under this or any other policy or procedure, or for assisting in any inquiry into such a report. Complaints of retaliation will be handled pursuant to the Department's statutory Equal Employment Opportunity (EEO) complaint process, and/or union collective bargaining agreements covering harassment.





ANALYSIS OF EEOC 462 REPORT

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		all Desides
	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	
TOTAL COMPLETED/ENDED COUNSELING	A STANDARD	
	COUNSELING	INDIVIDUALS
OTAL COMPLETED/ENDED COUNSELINGS	95	94
C.I. COUNSELED WITHIN 30 DAYS	30	30
C.2. COUNSELED WITHIN 31 TO 90 DAYS	63	62
C 2 a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	23	23
C 2.5. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	38	. 38
C 2 c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	2	2
C.4. COUNSELED DUE TO REMANDS	0	0
		AL AL AND TO
	COUNSELING	INDEVIDUALS
RE-COMPLAINT ACTIVITIES		
D.I. ON HAND AT THE BEGINNING OF THE	E1	11
REPORTING PERIOD		
	106	104
REPORTING PERIOD	106 . 95	104 - 94
REPORTING PERIOD D 2 INITIATED DURING THE REPORTING PERIOD		
REPORTING PERIOD D 2. INITIATED DURING THE REPORTING PERIOD D 3. COMPLETED/ENDED COUNSELINGS D 3. a. SETTLEMENTS (MONETARY AND	. 95	- 94
REPORTING PERIOD D 2 INITIATED DURING THE REPORTING PERIOD D 3 COMPLETED/ENDED COUNSELINGS D 3 a SETTLEMENTS (MONETARY AND NON-MONETARY) D 3 b WITHDRAWALS/NO COMPLAINT	. 95 11	- 94 11
REPORTING PERIOD D 2 INITIATED DURING THE REPORTING PERIOD D 3 COMPLETED/ENDED COUNSELINGS D 3 & SETTLEMENTS (MONETARY AND NON-MONETARY) D 3 b WITHDRAWALS/NO COMPLAINT FILED D 3 c COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING	95 11 28	94 11 28

LAINT ACTIVITIES			
E. NON-ADR SETTLEMENTS WITH MONETARY	and the second second	amagana	
E NON-ADR SETTLEMENTS WITH MONETARY	COUNSELING	INDIVIDUALS 0	AMOUNT \$0.00
BENEFITS TOTAL			30.00
E.I. COMPENSATORY DAMAGES	0	0	\$0.00
E 2. BACKPAY/FRONTPAY	0	0	\$0.00
E 3 LUMP SUM PAYMENT E 4 ATTORNEY FEES AND COSTS	0	0	\$0.00
ES.	0	0	\$0.00
E.6.	. 0	0	\$0.00
F. NON-ADR SETTLEMENTS WITH NON-MONET	ARY BENEFITS	1	
	COUNSELING	INDIVIDUALS	
F NON-ADR SETTLEMENTS WITH NON- MONETARY BENEFITS TOTAL	2	2	
F.I. HIRES	0	0	1. 20 2 2
F 1 a RETROACTIVE	0	0	to see Specifi
F 1 b NON-RETROACTIVE	0	0	
F 2 PROMOTIONS F 2 a. RETROACTIVE	0	0	ALC: LOS STATES
F2b NON-RETROACTIVE	0	0	
F 3 EXPUNGEMENTS	- i		
F.4. REASSIGNMENTS	2	2	
F 5. REMOVALS RESCINDED	1	1	E. S. Salar
F 5 a. REINSTATEMENT	0	0	A CLOUDE
F.5.b. VOLUNTARY RESIGNATION	1		
F6 ACCOMMODATIONS	0	0	S TA STREET
F.7. TRAINING	0	0	The second
F 8 APOLOGY F 9 DISCIPLINARY ACTIONS	0	0	
F.9 a RESCINDED	I		2 million and
F.9 b MODIFIED	0	0	Sh 18 2015
F. 10. PERFORMANCE EVALUATION MODIFIED	1	1	
F 11 LEAVE RESTORED	0	0	131 5 336
F 12 NEUTRAL REFERENCE	0	0	
F 13	0	0	
<u>F 14</u>	0	0	and the second
G. ADR SETTLEMENTS WITH MONETARY BENI	FTTS		State Pro-
	COUNSILING	INDIVIDUALS	AMOUNT
G ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$3,500,00
G 1 COMPENSATORY DAMAGES	0	0	\$0.00
G2 BACKPAY/FRONTPAY	0	0	\$0.00
G3 LUMP SUM PAYMENT			\$1,000.00
G.4. ATTORNEY FEES AND COSTS G.5.	1	1	\$2,500.00
<u>G.6</u>	0	0	\$0.00
H. ADR SETTLEMENTS WITH NON-MONETARY	NAME OF TAXABLE PARTY.		10.00
LE ADROCTODIMENTO WITH NON-MONETART	COUNSELING		- 1- C. C. C. C. C.
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	9	INDIVEDUALS 9	
H.1. HIRES			
	0	0	State Land
H.L. A. RETROACTIVE	0	0	C. C.
H LA RETROACTIVE H.J.b. NON-RETROACTIVE H.2. PROMOTIONS	0 0 1	0 0 1	
H 1 & RETROACTIVE H 1. b. NON-RETROACTIVE H 2. PROMOTIONS H 2 & RETROACTIVE	0	0	
H 1 & RETROACTIVE H.1.b. NON-RETROACTIVE H 2. PROMOTIONS H 2.a. RETROACTIVE H 2.b. NON-RETROACTIVE	0 0 1 0	0 0 1 0 1	
H 1 & RETROACTIVE H.1.b. NON-RETROACTIVE H.2. PROMOTIONS H 2 & RETROACTIVE H 2 b. NON-RETROACTIVE H 3. EXPUNGEMENTS		0 0 1 0 1 1	
H 1 & RETROACTIVE H 1. b. NON-RETROACTIVE H 2. PROMOTIONS H 2 & RETROACTIVE H 2 & NON-RETROACTIVE H 3. EXPUNGEMENTS H 4. REASSIGNMENTS	0 0 1 0 1 1 6	0 0 1 0 1 1 6	
H 1 & RETROACTIVE H.1.b. NON-RETROACTIVE H 2. PROMOTIONS H 2 & RETROACTIVE H 2.b. NON-RETROACTIVE H 3. EXPUNGEMENTS H 4. REASSIGNMENTS H 5 REMOVALS RESCINDED	0 0 1 0 1 1 6 0	0 0 1 0 1 1	
H 1 & RETROACTIVE H 1 b. NON-RETROACTIVE H 2. PROMOTIONS H 2 & RETROACTIVE H 3. EXPUNCEMENTS H 4. REASSIGNMENTS H 4. REASSIGNMENTS H 5. REMOVALS RESCINDED H 5. & REINSTATEMENT	0 0 1 0 1 1 6	0 0 1 0 1 1 6 0 0 0	
H 1 & RETROACTIVE H.1.b. NON-RETROACTIVE H 2. PROMOTIONS H 2 & RETROACTIVE H 2.b. NON-RETROACTIVE H 3. EXPUNGEMENTS H 4. REASSIGNMENTS H 5 REMOVALS RESCINDED	0 0 1 0 1 1 6 0 0	0 0 1 0 1 1 6 0	
H14.RETROACTIVE H15.NON-RETROACTIVE H2.PROMOTIONS H24.RETROACTIVE H25.NON-RETROACTIVE H3.EXPUNGEMENTS H4.REASSIGNMENTS H5.REINSTATEMENT H5.VLUNTARY RESIGNATION H6.ACCOMMODATIONS H7.TRAINING	0 0 1 0 1 1 6 0 0 0 0	0 0 1 1 6 0 0 0 0	
H 1 & RETROACTIVE H 1 & NON-RETROACTIVE H 2 PROMOTIONS H 2 & RETROACTIVE H 2 & RETROACTIVE H 3 & EXPUNCEMENTS H 4. REASSIGNMENTS H 5 REMOVALS RESCINDED H 5 & REINSTATEMENT H 5 b. VOLUNTARY RESIGNATION H 6 ACCOMMODATIONS H 7. TRAINING H 8 APOLOGY	0 0 1 0 1 6 6 0 0 0 1	0 0 1 0 1 1 6 0 0 0 1	
H 1 & RETROACTIVE H 1. b. NON-RETROACTIVE H 2. PROMOTIONS H 2. & RETROACTIVE H 2. & NON-RETROACTIVE H 3. EXPUNGEMENTS H 4. REASSIGNMENTS H 5. REMOVALS RESCINDED H 5. a. REINSTATEMENT H 5. VOLUTARY RESIGNATION H 6. ACCOMMODATIONS H 7. TRAINING H 8. APOLOGY H 9. DISCIPLINARY ACTIONS	0 0 1 0 1 6 0 0 0 0 1 2 1 1	0 0 1 0 1 6 0 0 0 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1	
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REPORTING PERIOD: FY 2016

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

N - 6.20	AL COMPLAINT ACTIVITIES	PART III - AGENCY RES				-		
201	A COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	A. AGENET & CONTRACT RESOL						Leila School and
		Real Street Street	the war		NCY	CONT		
54	B COMPLAINTS FILED			NUMBER	PERCENT	NUMBER	PERCENT	
3	C REMANDS (sum of lines C1+C2+C3)	A I. WORKFORCE	DRCE	8,074		and the second	「北京な」「京都	
	C.1. REMANDS (NOT INCLUDED IN A OR	A 1.b. PERMANENT EN		7,947		S. A. C. S.	The state	
2	B)	A.2. COUNSELOR		7	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	0		
	C 2 REMANDS (INCLUDED IN A OR B)	A 2 a FULL-TIME		2	28.57	0	0	
	C.3. NUMBER OF ADDITIONAL	A 2.6 PART-TIME A 2.c COLLATERAL D	UTY	5	71.43	0	0	
	REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C. 1 OR C.	A 3 INVESTIGATOR		Ő	ASSO REALLY	<u> </u>	12	
0	2 ABOVE	A 3 a FULL-TIME A 3 b PART-TIME		0	0	. 56	50.45	Sec. 3.
	C.4. ADDITIONAL CLOSURES IN THIS	A 3 ¢ COLLATERAL D	UTY	0	0	25 30	22.52 27.03	S. Sel
	REPORTING PERIOD NOT REFLECTED IN	A.4. COUNSELOR/INVESTIGA		0		0		
0	F. OR H. THAT RESULTED FROM REMANDS	A 4 a FULL-TIME A 4 b PART-TIME		0	0	0	0	1000
		A 4 c. COLLATERAL D	UTY	0	0	0	0	- ast.
257	D. TOTAL COMPLAINTS	B. AGENCY & CONTRACT STAFF		· · · · · · · · · · · · · · · · · · ·		<u> </u>	1	
167	E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED		1	NSFLORS	INVES	TIGATORS	COLINS	INVESTIG
257			AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTR
67	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD	BI NEW STAFF (NS) -	Notice 1	0	0	0	0	0
	-	TOTAL				, , , , , , , , , , , , , , , , , , ,	Ŭ,	
0	G COMPLAINTS IN LINE D THAT WERE CONSOLIDATED	B.1.a. STAFF RECEIVING	1	0	0	0	0	0
	H. COMPLAINTS IN LINE G CLOSED DURING	REQUIRED 32 OR MORE HOURS						
0	REPORT PERIOD	B I b STAFF RECEIVING 8					+	
	I COMPLAINTS ON HAND AT THE END OF THE	OR MORE HOURS.	0	0	0	0	0	0
	REPORTING PERIOD (Line D - (F+H)) + [(C2 +	USUALLY GIVEN TO		1				
191	C3) - C4]	EXPERIENCED STAFF		+		+		
	J INDIVIDUALS FILING COMPLAINTS	B.L.C. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
54	(Complainants)	B 2 EXPERIENCED STAFF	6	0	0	111	0	0
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		B 2 b. STAFF RECEIVING 32	0	0	0	0	0	0
		OR MORE HOURS,	ľ	v	1 Ŭ	0	0	
		GENERALLY GIVEN TO NEW STAFF						
		B 2 c STAFF RECEIVING	0	0	0	0	+	
		NO TRAINING AT ALL	0	0		0	0	0
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		C. REPORTING LINE						
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		PERSON Nani A. Ce	oloretti					
		1						
		TITLE Deputy Se	cretary					
		3. WHO IS R			DAY OPERATIO			
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		PROGRA						
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						BASES OF ALLEG	BASES OF ALLEGED DISCRIMINATION					
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		SEX			NA'LIOI	NATIONAL ORIGIN	EQUAL	PAY ACT		DISABILITY	3ILITY				NUMBER			# FINAL	# FINAL	# COMPLAIN/
ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS	MALE	FEMALE	LGBT	ACI4	HISPANIC	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE		ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	ORDERS W/ FINDINGS FULLY IMPLEMENTED FINDINGS	ORDERS W/FINDINGS F13LY MPLEMENTED BY ISSUE
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1.1b. Number Complainants Issued FAD Findines	0	ð	o	0	0	0	0	0	0	0	0	0		14 34	Stree?	No. State	A State			
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Findings Implemented 3.3h. # of Complainants issued FOs with		0	0	0	0	0	2	Ð	0	0	5	Þ								「「
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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

PART V - SUMMARY OF CLOSURES BY STAT	TUTE		
55 A.I. TITLE VII			
0 A.1a PREGNANCY DISCRIMINATION ACT (PDA)			
28 A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)			
24 A.3. REHABILITATION ACT			
0 A.4. EQUAL PAY ACT (EPA)			
0 A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)			
107 B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS (+A2+A3+A4+A5)	CLOSED. (Al+Ala		_
PART VI - SUMMARY OF CLOSURES BY CATE	GORY		
	TOTAL NUMBER	TOTAL DAYS	AVERAC
OTAL NUMBER OF CLOSURES	67	56261	839.72
A I. WITHDRAWALS	8	6309	788.63
A I a. NON-ADR WITHDRAWALS	8	6309	788 63
A I b. ADR WITHDRAWALS	0	0	0 00
A 2 SETTLEMENTS	25	16841	673 6-
A 2 a, NON-ADR SETTLEMENTS	23	16245	706.30
A 2.b. ADR SETTLEMENTS	2	596	298 00
A 3 FINAL AGENCY ACTIONS	34	33111	973.85
INAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	18	10014	556 33
B 1 FINDING DISCRIMINATION	0	0	0.00
B 2 FINDING NO DISCRIMINATION	12	9157	763.08
B 3. DISMISSAL OF COMPLAINTS	6	857	142 83
INAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	16	23097	1,443.5
C 1 AJ DECISION FULLY IMPLEMENTED	16	23097	1,443.5
C.1 a FINDING DISCRIMINATION	3	4771	1,590.3
C 1 b FINDING NO DISCRIMINATION	12	16937	1,411,4
C I c DISMISSAL OF COMPLAINTS	1	1389	1,389 0
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C 2 a FINDING DISCRIMINATION	0	0	0.00
C 2 & 1 AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C 2 a.u. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C 2 to III. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C 2 b FINDING NO DISCRIMINATION	0	0	0.00
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 BEGINS OCTOBER IST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2016

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

		DTAL AVERAGE DAYS DAYS
FINAL AGENCY MERIT DECISIONS (FAD) ISSUED		372 197.67
D 1. COMPLAINANT REQUESTED IMMEDIATE FAD		108 102.67
D La. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST		0 0.00
D I 6. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST		108 102 67
D 2. COMPLAINANT DID NOT ELECT HEARING OR FAD		372 274.40
D 2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD		0 0.00
D 2 b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD		372 274.40
D.3. HEARING REQUESTED, AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)		592 173.00
D.3 a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0 0.00
D 3 6 AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE		592 173.00
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	0 000
D 4 6 AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0 0.00
		000
PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES O	EDENECITO	
TART TH * SUMMART OF FORMAL COMPLAINTS CLOSED BY TIFES O	NUMBER	AMOUNT
TOTAL COMPLAINTS CLOSED WITH BENEFITS	28	Antodati
TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	18	\$1,320,367.79
B 1 BACK PAY/FRONT PAY	3	\$50,431.99
B 2 LUMP SUM PAYMENT	6	\$43,300.00
B.3 COMPENSATORY DAMAGES	7	\$537,000.00
B 4 ATTORNEY FEES AND COSTS	11	
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TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	25	
	MUNDER ARALINED THAT	NUMBER OF CLOSURES TH
TYPES OF BENEFITS IN NON-MONETARY CLOSURES	RECEIVED MONETARY BENEFITS AS WELL	RECEIVED ONLY NON-MONET BENEFITS
F.I. HIRES	0	0
FIA RETROACTIVE	0	0
F1b NON-RETROACTIVE	0	0
F 2 PROMOTIONS	2	3
F 2 a RETROACTIVE	2	1
F2b NON-RETROACTIVE	0	2
F 3. EXPUNGEMENTS	4	2
F.4, REASSIGNMENTS	l	4
F 5. REMOVALS RESCINDED	3	0
F 5 a REINSTATEMENT	0	0
F.5 b. VOLUNTARY RESIGNATION	3	0
F 6 ACCOMMODATIONS	2	0
F 7. TRAINING	7	1
F 8. APOLOGY	11	0
F.9. DISCIPLINARY ACTIONS	1	1
F9a RESCINDED	1	L
F9b MODIFIED	0	0
	5	1
F.10. PERFORMANCE EVALUATION MODIFIED	3	4
F 10 PERFORMANCE EVALUATION MODIFIED F 11. LEAVE RESTORED		
	1	0
F 11 LEAVE RESTORED		0

(REPORTING PERIOD BEGINS OCTOBER IST AND ENDS SEPTEMBER 30TH)

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET#
TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	191	160237			- Aller A
A 1. COMPLAINTS PENDING WRITTEN NOTIFICATION	6	556	92.67	413	
A 1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	9	478	53,11	466	199. 8 2 6
A 2. COMPLAINTS PENDING IN INVESTIGATION	37	18191	491.65	1191	A DIMESTIC
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	Ò	0	0	The Avenue
A 3. COMPLAINTS PENDING IN HEARINGS	105	107531	1024.1	3139	532-2011-00106
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	34	33481	984,74	2470	「「なる」では、
			COLIGE !		
PART IX - SUMMARY OF INVESTIGATIONS COMPL	ETED	120 12			_
		TOTA	L	TOTAL DAYS	AVERAGE
INVESTIGATIONS COMPLETED DURING REPORTING PERIOD		55	1.14-14-7-17-17-17	21669	393.98
ENCY INVESTIGATIONS		Pater and da	49000		The second second
A 1 INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL		0		0	0 00
A 1 & 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. I. b. I. TIMELY COMPLETED INVESTIGATIONS		0		0	0.00
A 1 b 2. UNTIMELY COMPLETED INVESTIGATIONS A 1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		. 0		0	0 00
A 2. AGENCY INVESTIGATION COSTS		\$0.00	19	0	0.00
A 2 ADENCE INVESTIGATION COSTS		30.00	12		30.00
ONTRACT INVESTIGATIONS				and the second	1512130
A 3. INVESTIGATIONS COMPLETED BY CONTRACTORS		55		21669	393.98
A 3 a INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		3		453	151,00
A 3 b INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		28		7615	271.96
A 3 b TIMELY COMPLETED INVESTIGATIONS		11		2978	270 73
A 3 b 2 UNTIMELY COMPLETED INVESTIGATIONS		17		4637	272.76
A 3 c INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		24		13601	566.71
A 4. CONTRACTOR INVESTIGATION COSTS		\$160,108	3.36	100000	\$2,911.06

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY				
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS				
(REPORTING PERIOD BEGINS OCTOBER IST AND ENDS SEPTEMBER 30TH) AGENCY OR DEPARTMENT: Department of Housing and Urban Development		- DI	EPOPTINC DE	PIOD. EV 201
GENCY OR DEPARTMENT. Department of Housing and Orban Development		N	EPORTING PE	RIOD: FY 201
PART X - SUMMARY OF ADR PROGRAM ACTIVITIES				
INFORMAL PHASE PRE-COMPLAINT	Louis and Protocol	and the second second		Print state and filling
A, INTENIONALLY LEFT BLANK	COUNTERING			and the second
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		191 358
B 1. ADR OFFERED BY AGENCY	94	93		
B 2 REJECTED BY INDIVIDUAL (COUNSELEE)	56	56		
B.3. INTENIONALLY LEFT BLANK	and the second	S. Ellipsi		
B 4. TOTAL ACCEPTED INTO ADR PROGRAM	38	38		12.25.9
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	30	30	10.00	Start Start
C I. INHOUSE	0	0	1. 1. A. B.	1/223
C.2. ANOTHER FEDERAL AGENCY	30	30	1. 1. 1 N.	
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		Par St.
C 5 FEDERAL EXECUTIVE BOARD	0	0	and a set	a Brait
C 6	0	0		
C 7	0	0	N. S. H	CALCORE S
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	30	30	1566	52.20
D.1. MEDIATION	30	30	1566	52 20
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
E STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E I TOTAL CLOSED	38	38	1935	50.92
E a. SETTLEMENT'S WITH BENEFIT'S (Monetary and Non-monetary)	. 9	9	447	49.67
E I b NO FORMAL COMPLAINT FILED	9	9	435	48,33
E I & COMPLAINT FILED	Scenar Par	Variation and	S	the the
E I c.i. NO RESOLUTION	15	15	764	50.93
E I c.ii. NO ADR ATTEMPT (aka Part X.E.I.d)	4	4	211	52,75
E. Le. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1	78	78.00

EEOU FORM 462 (REVISED NOV 2014)

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(REPORTING PERIOD BEGINS OCTOBER IST AND ENDS SEPTEMBER 30TH)

				GPERIOD: FY 2
PART XI SUMMARY OF ADR PROGRAM ACTIVITIES				
FORMAL PHASE (COMPLAINT FILED)		Sector and the		and the local division of the local division
ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	Margaret and	
B 1 ADR OFFERED BY AGENCY	5	5		13 14-1
B 2 REJECTED BY COMPLAINANT	0	0		
B 3 INTENTIONALLY LEFT BLANK B 4 TOTAL ACCEPTED INTO ADR PROGRAM				
ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	2	5		
C.1 INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	2	2		12 30 14
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSIT	0	0		1 A. 1.
C 4 MULTIPLE RESOURCES USED (Please specify in a comment box) C 5 FEDERAL EXECUTIVE BOARD	0 .	0	and the state	
	0	0		
C 7	0	0	and the second	The main
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE D
ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	2	2	159	79.50
D MEDIATION	2	2	159	79 50
D 2 SETTLEMENT CONFERENCES	0	0	0	0 00
D 3 EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D 4, FACTFINDING	Ó	0	0	0.00
D 5 FACILITATION	0	0	0	0.00
D 6 OMBUDSMAN	0	++	0	0.00
D 7 MINI-TRIALS		0		
D 8 PEER REVIEW	0	0	0	0,00
	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	Ő	0.00
STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS_	AVERAGE D
E.I. TOTAL CLOSED E.I.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	5	5	233	46.60
E, 1 & SETTLEMENTS WITH DENERTIS (Monetary and Non-monetary) E, 1 b. WITHDRAWAL FROM EEO PROCESS	2	2	209	0.00
E.I.C. NO RESOLUTION	2	2	4	2.00
E I d. NO ADR ATTEMPT		1	20	20.00
2. INTENTIONALLY LEFT BLANK				
BENEFITS RECEIVED F. L. MONETARY (INSERT TOTALS)	COMPLAINTS		AMOUNT	F. S. C.
F. L. MONETART (INSERT TOTALS) F. La. COMPENSATORY DAMAGES	2	2	\$9,700.00 \$0.00	
F 1 b. BACKPAY/FRONTPAY	0	0	\$0.00	-
Fic LUMP SUM	. i	1	\$6,000.00	and the
F.I.d. ATTORNEY FEES AND COSTS	1		\$3,700.00	いたのになった。
F 1 e. F 2. NON-MONETARY (INSERT TOTALS)	0	0	\$0.00	LA PARE
E2a HIRES	2	2		The Sourte
F 2 a 1 RETROACTIVE	0	0		1025-254
F.2.a.ii. NON-RETROACTIVE	0	0		
F 2.b PROMOTIONS	0	0	and the second	20.00
F 2 b i. RETROACTIVE F 2 b ii. NON-RETROACTIVE	0	0	Statistic .	
F 2 c EXPLOREMENTS	0	0		
F 2 d. REASSIGNMENTS	0	0	Call Strength	
F 2 e. REMOVALS RESCINDED	1	1		the states
F 2 e i REINSTATEMENT	0	0		10-21-2
F 2 e ii. VOLUNTARY RESIGNATION F 2 f. ACCOMMODATIONS		<u> </u>	Real	
F 2g TRAINING			A LA POR	1 9. 1 4
F.2.h. APOLOGY	2	2	BARA ST	
F 21 DISCIPLINARY ACTIONS	0	0		1
F 211. RESCINDED	0	0		San Sel
F 2 i i MODIFIED F 2 i PERFORMANCE EVALUATION MODIFIED	0	0	State Barry	Cart Ma
	1			ART AREA TO
F2k LEAVE RESTORED	0	0		

(REPORTING PERIOD BEGINS OCTOBER IST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Housing and Urban Development

REPORTING PERIOD: FY 2016

	PART XII -	SUMMARY	OF EEO ADR PROGRAM A	CTIVITIES
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	EEO ADR RESOURCES	and philipping and philipping		
A. NO LONGER COLLECTED		ENT STREET	1000000000	States 1
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR		8074	all a star	1038 1
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT IN	CLUDE NEUTRALS AS REPORTED IN PARTS X & XL)	1		
C.I. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)		0	A COLORINA IN	1013
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)		0		C - 1 - 3
C 3 IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRA	CT)	1	S. C. S. S. T. F.	19.52
C 4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE OR		0	A CONTRACTOR	1000
		AMOUNT	12201 1 5	6.1
D. EEO ADR FUNDING SPENT		\$9,080.00	のまたりたまージ	
E LEO ADR CONTACT INFORMATION		\$7,000.00	State State State	en marten (19
E I. NAME OF FEO ADR PROGRAM DIRECTOR / MANAGER	Assa K. McCullough			
E 2 TITLE	Deputy Director			
E.3. TELEPHONE NUMBER	202-402-5582			
E 4. FMAIL	Aisa K McCullough			
F. EEO ADR PROGRAM INFORMATION			YES	NO
F.1. Does the agency require the alleged responsible management offi	cial to participate in EEO ADR?		x	
F 1a. If yes, is there a written policy requiring the participation?			×	
F 2. Does the alleged responsible management official have a role in the	deciding if the case is appropriate for EEO ADR?			x
CERTIF I certify that the EEO complaint data contained in this report, EEOC Form 4 September 30, 2016 is accurate and complete.	CATION AND CONTACT INFOR 62, Annual Federal Equal Employment Opportunity Statistical Report of Discr NAME OF CERTIFYING OFFICIAL ITTLE OF CERTIFYING OFFICIAL		l October 1, 2015 thro	ugh
	TELEPHONE NUMBER	(203) 7()8-3367		

TELEPTIONE NUMBER	(202) 708-3362
E-MAIL	john p benison a had gov
SKINATURE OF CERTIFYING OFF CIAL. (Enter PIN to serve as your electronic signature)	
DATE	01-11-2016
NAME OF PRIPARER.	Samanthia Canary
TITLE OF PREPARER	HIO Specialist
TELEPHONE NUMBER	(202) 402-2044
E-MAIL.	samanthia canary a hud gov
DATE	01-11-2016
	and the second s

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 to be considered timely.

	ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER IST AND ENDS SEPTEMBER 30TH)	
AGENCY OR DEPARTMENT: Department of Housing and Urban Development		REPORTING PERIOD: FY 2016
	Form 462 Comments	
Part Name COMMENT(expression left evalu	COMMENT(expression left] evaluation symbol expression right value1 value2 comment)	
Part I D I - Cn Hand AI The Hegements Of The Hegements Of The Longhamma and case class was changed Longhamma and case class was changed D I On Hand AI The Begments Of The Hegements of Complexity of Complexity of Complexity of Complexity of Complexity of the DSc - Counseling Complexic/Ended to Report II Part II DSc - Counseling Complexic/Ended to Report Intercounting Complexic/Ended to Report Intercountintercounting Complexic/Ended to Report Intercounti	0.1 - On Hand M1 The Hegmaning Of The Reporting Franch. Connectings (Current year) * D.4 - Counscings Franking At The End Of The Reporting Period (Previous Year) 11 12 Earnes uccurred in Longitumes and case data was changed. D 1 - On Hand At The Begmaning Of The Reporting Period. Education (Current year) * D.4 - Educatada Franking At The End Of The Reporting Period (Previous Year) 11 12 Earnes uccurred in Longitumes and case data was changed. D 1 - On Hand At The Begmaning Of The Reporting Period. Individuals (Current year) * D.4 - Educatada Franking At The End Of The Reporting Period (Previous Year) 11 12 Earnes occurred in Longitumes and case data was changed for the Reporting Period (Previous Year) 11 12 Earnes occurred in Disc Counsching Complexies (Franking Complexies) 12 Earnes occurred in Disc Counsching Complexies (Franking Period (Earnes occurred in Laborada Franking Period (Earnes occurred in Laborada Franking Complexies) 12 Earnes occurred in Disc Counsching Complexies (Period in Reporting Period that Readed in Complexies (Franking Earnes) 12 13 14 12 Earnes occurred in Disc Counsching Complexies (Period in Reporting Period that Readed in Complexies (Period (Complexies 11, 1 13 13 14 12 Earnes occurred in Disc Counsching Complexies) 14 12 Earnes occurred in Longitumes 15 15 15 15 15 15 15 1	
5	A. — Complaints Co Hand AI. The Beginning of The Reporting Period. Complaints (Current Year) = 1 – Complaints On Hand AI. The End of The Reporting Period (Previous Year) 201 208 Eutres occurred in komplaints and case data was changed	
L Ia - Schernens with Bellerills (Ponnoul		
(ትክሮ አውረብያን ሬም የማለተ	Report Status: Finalized, 11/01/2016 11:22 AM	21




GLOSSARY OF TERMS & ACRONYMS



Office of Departmental Equal Employment Opportunity U.S. Department of Housing and Urban Development **Glossary of Terms & Acronyms**

ADR Closures

The number of counseling's or complaints resolved through the ADR process during the fiscal year.

ADR Election Rate

Of the total counseling's or complaints that received an ADR offer, the election rate represents the percentage that participated in the ADR process.

ADR Offer Rate

The percentage of completed/ended counseling's or the complaint closures that received an ADR offer.

ADR Participation Rate

The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

ADR Resolution Rate

The percentage of ADR closures resolved by either settlement or withdrawals from the EEO process.

Affirmative Action

Positive steps taken by an employer to ensure equal employment opportunities for minorities, women, and persons with disabilities. In federal employment, extra effort must be made to include qualified women, minorities, and persons with disabilities at grade levels and in job categories where they are underrepresented.

Affirmative Employment Plans

Written plans for programs required by Executive Order 11478 and other laws and regulations. AEP's may contain studies, which show how the workforce at the activity has been used, and may include goals and timetables for increasing the representation of women, minorities, and persons with disabilities in those areas where they have been underrepresented.

Age Discrimination

Age discrimination is present if an individual covered under this provision is treated unfavorably in the terms and conditions of his/her employment because of his or her age. The Age Discrimination in Employment Act (ADEA) forbids discrimination based on age for those individuals who are 40 years of age or older. An individual is covered when an employer discriminates in hiring, firing, wage benefits, hours worked, and availability of overtime based on age.

Agency

Executive departments as defined in 5 U.S.C. § 101 (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the federal government having positions in the competitive service.

Allegation

An assertion, declaration, or statement made in a complaint that sets out or identifies what the alleging party expects to be proved.

Alternative Dispute Resolution (ADR)

Any number of conflict resolution techniques which uses a neutral third party to assists employees, applicants, managers and supervisors, and/or customers in resolving disputes.

American Community Survey

ACS is an on-going statistical survey that samples a small percentage of the population every year -- giving communities the current information they need to plan investments and services that may help them determine how more than \$400 billion in federal and state funds are distributed each year. Throughout the federal government, agencies use ACS estimates to inform public policymakers, distribute funds, and assess programs. For example, the Department of Justice, the Department of Labor, and the EEOC use ACS estimates to enforce employment antidiscrimination laws. The Department of Veterans Affairs uses ACS estimates to evaluate the need for health care, education, and employment programs for those who have served in the military, and the Department of Education uses ACS estimates to develop adult education and literacy programs.

Annual Reports

Reports required to be submitted to EEOC on an agency's affirmative employment program accomplishments pursuant to EEOC MD-715.

Appeal Closures

The number of appeals decided by the EEOC during a fiscal year.

Applicant

An individual who applies for employment or an internship with the federal government.

Applicant Flow Data

Information reflecting the characteristics of the pool of individuals applying for an employment opportunity.

Average Age of Open Pending Inventory

Average number of days of all complaints, hearings or appeals which are not yet resolved at the end of the reporting period.

Average Processing Time

The total number of days divided by the number of investigations, complaint closures, hearing closures, or appeal closures.

Barrier

A policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on their disability status.

Basis

The reason(s) the complainant believes that he or she has been subjected to prohibited discriminatory behavior. The bases on which discrimination is prohibited are race, color, religion, national origin, sex, age, disability, reprisal (for prior participation in the EEO complaint process), sexual orientation, parental status, and protected genetic information.

Civilian Labor Force (CLF)

Data derived from the 2010 Census reflecting all members of the population aged 16 or over in the United States who are not in the military or institutions such as prisons or mental <u>hospitals</u> and who are either employed or are unemployed and actively seeking and available for work (all Americans who are eligible to work in the everyday U.S. economy).

Class Complaint/Class Action

A complaint articulated or filed by a group of people who feel that personnel or management policies or practices discriminate against them as a group. Members of the group believe that a characteristic they share -- race, color, religion, sex, national origin, age, or disability is the basis for the discrimination. For example, a class may be made up of women who believe they have been consistently discriminated against because of their sex. In such a case, all female employees, past and present, and all female applicants would be included in the complaint. When a class complaint goes to court, it becomes a class action. As with complaints by individuals, illegal discrimination may or may not have occurred.

Color Discrimination

Discrimination based on color occurs when individuals are treated less favorably than others who are similarly situated because of the color of their skin. This is a separately identifiable type of discrimination, which can also occur in conjunction with race discrimination.

Complainant

Any person (either employee or applicant) who presents a complaint that alleges discrimination in an employment matter to an EEO counselor against a federal agency during the fiscal year.

Complaint

A complaint is a claim of illegal discrimination that is handled through an administrative procedure. A complaint may result when an employee believes he or she has been unfairly treated because of race, color, etc. The claim itself is not proof that illegal discrimination has taken place. The investigation that follows the filing of a complaint will determine if illegal discrimination has, in fact, occurred. A person who files a complaint is called a complainant.

Complaint Closures

The number of complaints that were completed in the formal complaint process during the fiscal year.

Complaint Rate

The percentage of individuals who filed a complaint per the total work force.

Complaints Filed

The number of complaints that were filed against the Treasury Departmental Offices during the fiscal year.

Completed/Ended Counseling's

The number of counseling's which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

Conflict

Any disagreement, discord, argument, complaint, or legal action, as well as the circumstances leading up to it.

Counseling Rate

The percentage of individuals who completed counseling per the total work force.

Counseling's Initiated

The number of new counseling's that began during the current fiscal year.

Counselor

An individual designated to discuss and attempt to resolve informal complaints within a federal agency. All counselors are expected to function as mediators on the issues raised if any initial explanation does not satisfy the complainant.

Current Population Survey

Sponsored jointly by the Census Bureau and the Bureau of Labor Statistics (BLS), CPS is the primary source of labor force statistics for the population of the United States. In addition, the CPS is the source of numerous high-profile economic statistics, including the national unemployment rate, and provides data on a wide range of issues relating to employment and earnings. The CPS also collects extensive demographic data that complement and enhance our understanding of labor market conditions in the nation overall, among many different population groups, in the states and sub-state areas.

Disability

A mental or physical impairment that substantially limits one or more of the major life activities (e.g., breathing, standing, walking, bending, lifting), has a record of such impairment, or is regarded as having such impairment.

Discrimination

Discrimination is defined in civil rights law as unfavorable or unfair treatment of a person or class of persons in comparison with others who are not members of the protected class because of race, sex, color, religion, national origin, age, physical/mental disability, or reprisal for opposition to discriminatory practices or participation in the EEO process.

Discrimination against Persons with Disabilities

Discrimination against a person with a disability occurs when an employee or applicant is treated less favorably on the basis of a disabling condition. It can also happen when an organization fails to make reasonable accommodation for a qualified disabled employee or applicant able to meet the requirements of the position through reasonable accommodation or job modification.

A person with a disability is defined as one who has a physical or mental impairment that substantially limits one or more of such person's major life activities, has a record of such impairment, or is regarded as having such impairment.

Physical or mental impairment means any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin and endocrine, or any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

Major life activities include (but are not limited to) functions such as caring for oneself, performing manual tasks, walking, seeing, standing, hearing, speaking, breathing, learning and working.

Has a record of such an impairment, has a history of, or has been classified (or misclassified) as having a mental or physical impairment that substantially limits major life activities.

Dismissals

An agency's final action on a complaint of discrimination that meets the criteria set forth in 29 C.F.R. § 1614.107(a).

Disparate Impact

Less favorable effect for one group than for another. Disparate or adverse impact results when policies and practices applied to all employees or applicants have a different and more inhibiting effect on one group than they do on another. For example, nonessential educational requirements for certain jobs can have a disparate impact on minority groups looking for work, as they are often limited in their access to educational opportunities.

Disparate Treatment

Inconsistent application of rules and policies to an individual or one group of people over another. Discrimination may result when rules and policies are applied differently to members of protected classes. Disciplining Hispanic and African-American employees for tardiness, while ignoring tardiness among other employees, is an example of disparate treatment. Such inconsistent application of rules often leads to complaints.

Diversity

The collective mixture of differences and similarities current and potential employees and customers possess. Generally, the differences we recognize first about each other are race, color, religion, national origin, sex, age, and disability. Diversity goes beyond those obvious differences to recognize other differences among us such as gender orientation, parental status, thinking style, geographical location, education, religion, veteran's status, political affiliation, functional area, and personality type, as well as similarities.

Employees

Members of an agency's permanent or temporary workforce, whether full-time or part-time, and whether in a competitive and/or excepted service positions.

Employment Decisions

Any decisions affecting the terms, conditions, and/or privileges of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.

Equal Employment Opportunity (EEO)

The goal of laws which make some types of discrimination in employment illegal. Equal employment opportunity (EEO) will become a reality when each U.S. citizen has an equal chance to enjoy the benefits of employment. EEO is not a guarantee of employment for anyone. Under EEO law, only job related factors can be used to determine if an individual is qualified for a particular job. Ideally, EEO laws and Affirmative Action programs combine to achieve equal employment opportunities. See EEO law, Affirmative Action and Affirmative Employment Plans. Providing equal opportunity in employment on the basis of merit and fitness without regard to race, color, religion, sex, national origin, age, disability condition, marital status, sexual orientation, and political affiliation.

EEO Advisory/Special Emphasis Committees

Serve as a communication link between employees, management and the Office of Equal Employment Opportunity and Diversity on issues and concerns affecting equal employment opportunity and workforce diversity in the agency. They provide recommendations to improve program effectiveness and evaluate employment data to identify trends, accomplishments, or problems.

EEOC Form 462 Report

The document in which federal agencies report their discrimination complaint process statistics by October 31st of each year.

Equal Employment Opportunity Laws

Five laws which prohibit discrimination on the basis of race, color, religion, sex, age, national origin, physical and mental disability in any terms, conditions, or privileges of employment. The five EEO laws are:

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 and the Pregnancy Disability Act of 1978.

The Equal Pay Act of 1963, as amended.

The Rehabilitation Act of 1973, as amended.

The Age Discrimination in Employment Act of 1967, as amended.

The Civil Rights Act of 1991.

EEO versus Preferential Treatment

Federal EEO laws do not require an employer to extend preferential treatment to any person or group because of race, color, religion, sex, national origin, age, or disability condition. EEO merely demands that all persons receive the same opportunities for hiring, training, promotion, etc. Where those opportunities were not available to all groups in the past because of discrimination, affirmative employment is required to overcome the effects of such bias.

Ethnic Group

A group of peoples who share a common religion, color, or national origin. Irish-Americans, Mexican-Americans, German-Americans, Italian-Americans, Hindus, Moslems, and Jews are examples of ethnic groups. Some members of ethnic groups participate in the customs and practices of their groups, while others do not. Discrimination based on these customs and practices is illegal. Also See Minority.

Fact-finding

The inquiry conducted by an EEO counselor during the pre-complaint or informal complaint process.

Final Decision

A determination of whether or not discrimination has occurred based on an analysis of the facts gathered in a thorough and impartial investigation of a formal EEO complaint of discrimination.

A complainant may request a final decision (issued by the Department of the Treasury) on the 180th day after filing an informal complaint or on receipt of the completed report of investigation (ROI), whichever comes first.

General Schedule Positions

Positions OPM classifies as those whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature.

Hearing Closures

The number of hearings decided by EEOC Administrative Judges during the fiscal year.

Hearing Requests

The number of hearings requested by complainants during the fiscal year.

Hearings Inventory

The number of hearing requests on hand at the end of the fiscal year.

Inclusion

The process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee; uses employee skills to achieve the agency's objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility, and fairness. We define inclusion as a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging.

Inclusive Diversity

The transparency of human capital processes throughout the Federal workplace as an approach to foster the inclusion that leads to the diversity of the workforce. We define inclusive diversity as a set of modeled behaviors that promote collaboration amongst a diverse group.

Investigations

The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

Job Related

Essential to job performance. The knowledge, skills, abilities, and experience necessary to perform a particular job. Tests are job related if they test whether an applicant or employee can perform the job in question. A rule or practice is job related if it is necessary for the safe and

efficient performance of a particular job. For example, a rule prohibiting employees from wearing loose, flowing clothing around high speed rotating equipment is job related. However, the same rule applied in an office with no rotating equipment is not job related, and may have a disparate impact on some ethnic minorities.

Labor Force / Labor Market

Labor Force describes all civilians who are at least 16 years old and not in the military and employed or looking for work. The labor market is a group within the labor force whose members could fill a particular job. To be considered part of the labor market for a GS-5 clerical position, for instance, an individual must meet all minimum job-related requirements for that grade and classification. For most jobs, employers can find enough applicants in the local labor market. For jobs that have high minimum qualifications, employers may need to tap the national labor market to find enough applicants.

Major Occupations

Agency occupations that are mission related and heavily populated relative to other occupations within the agency.

Merit Decisions

Decisions that determine whether or not discrimination was proven (these decisions are issued by either a federal agency or an EEOC Administrative Judge).

MD-110

EEOC Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission's regulations in 29 CFR Part 1614.

MD-715

EEOC Management Directive 715 describes program responsibilities and reporting requirements relating to federal agencies EEO programs.

MD-715 Report

The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964, and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

Mediation

An alternative dispute resolution technique that involves a confidential discussion among two or more parties in conflict, with one or more mediators present to facilitate the discussion in an attempt to reach a resolution that is acceptable to all parties.

Merit Principles

Rules established by OPM for the federal government to follow in hiring, promoting, and all terms and conditions of employment. One of those rules states that selection and advancement shall be made on the basis of applicants or employee's ability, knowledge, and skills in fair and open competition.

Merit Systems Protection Board (MSPB)

A forum for resolving certain employee complaints and appeals, to safeguard the merit system, and to protect individual employees against abuse and unfair personnel practices such as removals, suspensions for more than 14 days, and reduction in grade or pay.

Minority

The smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. According to EEOC guidelines, minority is used to mean four particular groups who share a race, color or national origin.

These groups are:

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian Americans - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black (Not of Hispanic origin) - All persons having origins in any of the black racial groups of Africa.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian/Other Pacific Islanders - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islanders.

The many people with origins in Europe, North Africa, or the Middle East make up the dominant White population. Of course, there are many more identifiable minority groups in the American

population that are not classified separately under EEO principles. It should be noted that women are not classified as a minority. However, they have experienced the same kind of systematic exclusion from the economy as the various minorities. Thus, they are considered as having "minority status."

Monetary Benefits

A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award, or in compliance with an Office of Federal Operations appellate decision that ordered a payment.

National Origin Discrimination

National origin discrimination has been broadly defined as including, but not limited to, the denial of equal employment opportunity because of an individual's or his/her ancestor's country of origin or because an individual has the physical, cultural, or linguistic characteristics of a particular national origin group.

Numerical Goal

A target number of qualified women, minorities or persons with disabilities hired and advanced within a given period of time through an Affirmative Employment Program. A numerical goal is not a quota, as it may not be reached within the time frame. It does not permit the hiring or advancement of unqualified employees. Numerical goals provide a standard, which allows an activity to measure the effectiveness of its Affirmative Employment Program. When numerical goals are reached, the percentage of women and minority group members working at appropriate grade levels and classifications will be closer to their percentage in the labor market.

Outreach

Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

Overt Discrimination

Overt discrimination is a specific, observable action taken against a person or class of persons because of protected status (e.g., national origin). This treatment also is referred to as "intentional discrimination." An example would be failing to interview job applicants based solely on their race.

Participation Rate

The extent to which members of a specific demographic group are represented in an agency's workforce.

Permanent Work Force

Full-time, part-time and/or intermittent employees of a particular agency. For purposes of this Report, those persons employed as of the end of the fiscal year.

Prima Facie

At first sight; on the first appearance; on the face of it, so far as can be judged from the first disclosure; presumably. A litigating party is said to have a prima facie case when the evidence in his or her favor is sufficiently strong for his or her opponent to be called on to answer it. A prima facie case is one, which is established by evidence, and can be overthrown only by rebutting evidence addressed on the other side.

Protected Class

The groups protected from employment discrimination by law. These groups include men and women on the basis of sex; any group, which shares a common race, religion, color, or national origin; people over 40; and people with physical or mental disability. Every U.S. citizen is a member of some protected class (includes White males), and is entitled to the benefits of EEO law. However, EEO laws were passed to correct a history of unfavorable treatment of women and minorities and person with disabilities.

Quota

Fixed hiring and promotion rates based on race, sex, or other protected class standards, which must be met at all costs. In extreme cases, the courts have assigned quotas to some employers who have continued to practice illegal discrimination. An agency or any other employer cannot use quotas to meet their affirmative employment goals unless a court orders it.

Race/Ethnicity

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian Americans - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black (Not of Hispanic Origin) - All persons having origins in any of the black racial groups of Africa.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian/Other Pacific Islanders - All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islanders.

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Persons of Two or More Races - All persons who identify with two or more of the above race categories.

Reportable Disability - Any self-identified disability reported by an employee to the employing agency.

Racial Discrimination

Racial discrimination is present when people are treated differently than others who are similarly situated because they are members of a specific race. It can occur when individuals are treated differently because of unalterable characteristics, such as physical feature, indigenous to their race. The courts have also found that racial discrimination in employment can occur when employees are treated differently than other employees similarly situated because of their interracial dating or marriages, racially oriented expression of attitudes and beliefs, and/or membership in racially oriented groups.

Reasonable Accommodation

Adjustments and changes an employer must make in the work schedule or work environment to meet the needs of his employees. These changes could be made to allow a person with a disability to perform his or her job. Adaptive equipment, a reader or sign language interpreter, removal of an architectural barrier, accessible parking, and providing materials in alternative formats are all considered reasonable accommodations for a person with a disability. Schedule changes that allow employees time off for religious observances are also reasonable accommodations. Adjustments or changes are considered reasonable, if they do not have a negative effect on workflow or production, or impose an undue burden on an organization.

Relevant Civilian Labor Force

RCLF is the civilian labor force (CLF) data that is directly comparable (or relevant) to the occupational population being considered in the federal workforce (i.e., comparing White Attorneys employed in the federal workforce to White Attorneys in the RCLF). The RCLF will vary from agency to agency because of the differing occupational mix within each agency.

Religious Discrimination

Religious discrimination occurs when an employment rule or policy requires a person to either violate a fundamental precept of his or her religion or lose an employment opportunity. Religious discrimination also occurs when people are treated differently than others who are similarly situated because of their religion. The definition of "religion" is not restricted to the major religions. Since the provisions under religion include a lack of belief, atheists are also covered. The coverage under religion includes all aspects of religious observances and practices as well as belief.

Reprisal/Retaliation

A complaint may be filed by an individual who alleges restraint, interference, coercion, discrimination or retaliation for raising a claim of discrimination; or for representing one who has alleged discrimination; or for advocating equal opportunity for others; or for acting as an EEO official in processing such complaints.

Second Level Reporting Component

A subordinate component of a federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01.

Senior Pay Level Positions

Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule in senior leadership positions.

Settlements

Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a complaint of discrimination or to withdraw a complaint of discrimination.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

Submission to such conduct is made either explicitly or implicitly a term condition of employment;

Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

Such conduct has the purpose or effect or unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Special Emphasis Program

A tool used in accomplishing affirmative employment goals. These programs are directed at improving employment opportunities for particular groups and they are required by regulation. Specific efforts of a special emphasis program may include targeting resources and identifying specific individuals to benefit from the resources available. The Federal Women's Program, Hispanic Employment Program and Disability Placement Program are all identified in regulation and addressed in affirmative employment plans.

Targeted Disabilities

Disabilities identified for emphasis in affirmative action planning. These are deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

Temporary Work Force

Employees in positions established for a limited period of time, usually for less than a year.

Term or Condition of Employment

A prerequisite to an employment agreement that qualifies, restricts, or makes employment contingent upon some other occurrence that may or may not be expressly mentioned; a stated, implied, or presumed stipulation that suspends, rescinds, modifies, or destroys an employment agreement.

Total Work Force

All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal, and permanent employees.

Training

The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's equal opportunity responsibilities.

Trend Analysis

An aspect of technical analysis that tries to predict the future movement of something based on past data. Trend analysis is based on the idea that what has happened in the past gives us an idea of what will happen in the future.

Trigger

A condition which may cause a barrier analysis to be conducted under EEOC Management Directive (MD) 715. In MD-715, EEOC requires agencies to prepare statistical tables representing various segments of employment data. The triggers alert the agency to possible barriers that may exist to equal employment opportunity.

Under-representation

Inadequately represented in the work force of a particular activity. This term is used to describe the extent to which women, minorities, and persons with disabilities are represented in particular grade levels and job categories. The percentage of women, minorities and persons with disabilities in the labor market is used as a standard to determine under-representation. For example, suppose there are 100 GS-12's at an agency; three of them or 3% are black. However, the black labor market for GS-12 positions at that particular activity is 15%. In this case, blacks are underrepresented at the GS-12 grade level.

Under-utilization

To use less than fully; below potential use. This term is often applied to categories of employees who are working at jobs that do not make full use of their skills and abilities, although they may have been hired for those skills and abilities. When an employee is consistently assigned to "dead end" jobs, he or she may be underutilized because they are often seen as able to perform only limited tasks.

Unfair Treatment versus Unlawful Discrimination

Unfair treatment is not necessarily unlawful discrimination. Treating a person unfavorably in comparison to others may violate EEO laws only when that person's protected status is a factor in the treatment. For example, giving one white female better assignment than another white female similarly qualified may be unfair, but not discriminatory. Giving a white female a better assignment than a similarly qualified minority female may be discriminatory. Employment decisions should be based only on job-related merit factors. All employees should avoid conduct that undermines fair and equal treatment. Although all unfair treatment may not be discriminatory, it is poor personnel management and should be avoided.

Voluntary Early Retirement Authority (VERA)

Allows agencies that are undergoing substantial restructuring, reshaping, downsizing, transfer of function, or reorganization to temporarily lower the age and service requirements in order to increase the number of employees who are eligible for retirement. The authority encourages more voluntary separations and helps the agency complete the needed organizational change with minimal disruption to the work force. By offering these short term opportunities, an agency can make it possible for employees to receive an immediate annuity year before they would otherwise be eligible.

Voluntary Separation Incentive Payment Authority (VSIP)

Also known as the buyout authority, allows agencies that are downsizing or restructuring to offer employees lump-sum payments up to \$25,000 as an incentive to voluntarily separate. When authorized by the Office of Personnel Management (OPM), an agency may offer VSIP to employees who are in surplus positions or have skills that are no longer needed in the workforce who volunteer to separate by resignation, optional retirement, or by voluntary early retirement, if approved. By allowing employees to volunteer to leave the Government, agencies can minimize or avoid involuntary separations through the use of costly and disruptive reductions in force (RIFs).





Workforce Data Tables A1 – A14

FY2016 All HU

Report Executed: 11/2/2016

Sub Organization(s) Codes Included: 11,01,02,03,04,05,06,07,08,09,10

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Employment Tenure	e e	TOTA	TOTAL EMPLOYEES		nispanic of Launo													
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	*	100	40.38	59.62	3.27	4.72	23.53	22.70	10.43	27.82	2.46	3.21	0.08	0.10	0.46	0.75	0.15	0.33
FY2016	****	8074	3298	4776	275	379	1916	1811	833	2215	213	282	S	8	39	56	17	25
	%	100.00	40.85	59.15	3.41	4.69	23.73	22.43	10.32	27.43	2.64	3.49	0.06	0.10	0.48	0,69	0.21	0.31
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Difference	#	-345	-102	-243	0	-18	-65	-100	-45	-127	9	12	-2	0	0	2-	4	ţ
Ratio Change	%	0.00	0.46	-0.46	0.14	-0.02	0.20	-0.27	-0.11	-0.38	0.18	0.29	-0.02	0.00	0.02	-0.05	0.06	-0.02
Net Change	%	-4.10	+3,00	-4.84	00.00	-4.53	-3.28	-5.23	-5.13	+5.42	2.90	4.44	-28.57	0.00	0.00	-11.11	30.77	-10.71
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	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30
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Net Change	%	-3.95	-2.84	-4.70	-0.37	-4.87	-3.37	-5.39	-3.88	-4.86	1.48	3.40	-16.67	00.0	0.00	-11.11	23.08	-7.69

FY2016 All HU

Table A1: Total Workforce Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

Report Executed: 10/25/2016

Sub Organization(s) Codes Included: 11,01,02,03,04,05,06,07,08,09,10

All

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	%	100.00	40.16	59.84	3.15	6.30	18.11	29.92	12.60	16.54	5.51	6.30	0.00	0.00	00.0	0.00	0.79	0.79
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Table A2 (Permanent) : Total Workforce by Component

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

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CLF	% 100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
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All HU

Table A2S (Permanent) : Total Workforce By Component

Data as of: 9/30/2016

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

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51.86 48.14	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

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Table A3-1 (Permanent) : Occupational Categories

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

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44	100.00	50.12	49.88	2.84	3.78	32.27	22.22	11.70	21.16	2.25	2.36	0.00	0.00	1.06	0.24	0.00	0.12
	535	5 263	272	25	19	160	115	58	118	16	19	0	0	4	1	0	0
*	100.00	4	50.84	4.67	3.55	29.91	21.50	10.84	22.06	2.99	3.55	0.00	0.00	0.75	0.19	0.00	0.00
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4 9000	100.00		63.50	2.98	4.97	20.48	23.42	10.62	30.88	1.79	2,92	0.06	0.15	0.35	0.74	0.22	0.43
1. Officials and Managers #	6006			concept and it is not co	281	1380	1386	648	1725	118	174	æ	2	29	37	10	21
Total %	100.00	39.54	60.46	3.11	4.68	22.98	23.08	10.79	28.72	1.96	2.90	0.05	0.12	0.48	0.62	0.17	0.35
Category CLF	100.00	56.10	43.90	3.70	3.40	45.70	32.70	3.70	5.10	2.20	1.90	0.10	0.10	0.40	0.40	0.20	0.20
2. Professionals	1250	645	605	63	47	377	248	118	215	74	83	2	O	2	11	4	1
	100.00	S	48.40	5.04	3.76	30.16	19.84	9.44	17.20	5.92	6.64	0.16	00.0	0.56	0.88	0.32	0.08
Cateoory CLF	100.00	45.30	54.70	2.70	3.40	36.00	41.40	3.10	5.50	3.10	3.40	0.00	0.00	0:30	0.50	0.20	0.20
3 Techniciane	5	-	2	0	0	2	0	1	2	0	0	0	0	0	0	0	0
	100.00	60.0	40.0	00.0	0.00	40.00	0.00	20.00	40.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00
Category CLF	100.00	100 - 10 - 10 - 10 - 10	-	A + 40.0 - 0.0 - 0.0	4.70	26.90	45.30	3.60	9.20	2.30	2.90	0.10	0.10	0.40	09.0	0.20	0.40
5. Administrative Support #	515	94	421	S	35	37	112	40	248	6	15	0	1	1	8	2	2
Wurkers %	100.00	18.25	81.75	0.97	6.80	7.18	21.75	1.77	48.16	1.75	2.91	0.00	0.19	0.19	1.55	0.39	0.39
Category CLF	100.00	24.70	75.30	3.10	7.70	16.50	55.70	3.70	8.60	1.00	2.10	0.00	0,10	0.20	0.80	0.10	0.40
9. Service Workers #	171	1 130	41	16	B	- 61	27	10	4	2	., 2	0		2	0	0	0
%	100.00	76.02	23.98	9.36	4.68	56.73	15.79	5.85	2.34	2.92	1.17	0.00	0.00	1.17	0.00	0.00	0.00
Category CLF	100.00	9 48.70	51.30	6.40	5.70	30.90	32.60	8.70	10.30	1.60	1.40	0.10	0.10	0.60	0.80	0.40	0.40
Grand Total #	7947	7 3247	4700	271	371	1893	1773	817	2194	206	274	S	60	39	56	16	24
%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30

Table A3-2 (Permanent) : Occupational Categories

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Occupational Categories		TOTAL	TOTAL EMPLOYEES	YEES	Hispanic or Latino	spanic or Latino												
							W	White	Black or African	African	AS	Asian	Native H	Native Hawaiian or	America	American Indian	Two or more	· more
	T	AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1a. Official & Managers Exec/Senior Level (Grade 15	*	846	424	422	24	32	273	188	8	179	19	20	a	0	6	2	0	
& Above)	8	10.65	13.06	8.98	8.86	8.63	14.42	10.60	12.12	8,16	9.22	7.30	0.00	0.00	23.08	3.57	0.00	4.17
1b. MID-LEVEL (GRADES 13-	-# #	535	263	272	25	19	160	115	28	118	. 16	19	0	0	4	1	0	0
14)	%	6.73	8.10	5.79	9.23	5.12	8.45	6.49	7.10	5.38	77.7	6.93	0.00	00'0	10.26	1.79	00.0	0.00
1d. Other	*	4625	1688	2937	138	230	947	1083	491	1428	83	135	8	7	16	34	10	20
A MARK AND A	*	58.20	51.99	62.49	50.92	61.99	50.03	61.08	60.10	62:09	40.29	49.27	60.00	87.50	41.03	60.71	62.50	83.33
1. Officials and Managers	*	6006	2375	3631	187	- 281	1380	1386	648	1725	118	174	3	2	29	37	10	21
Total	%	75.58	73.14	77.26	69.00	75.74	72.90	78.17	79.31	78.62	57.28	63.50	60.00	87.50	74.36	66.07	62.50	87.50
Category CLF	- 1	100.00	56.10	43.90	3.70	3.40	45.70	32.70	3.70	5.10	2.20	1,90	0.10	0,10	0.40	0.40	0.20	0.20
2. Professionals	#	1250	645	605	63	47	377	248	118	215	74	83	2	0	2	11	4	T
and the set of the set into the two sets is a set of the set of the	%	15.73	19.86	12.87	23.25	12.67	19.92	13.99	14,44	9.80	35.92	30.29	40.00	0.00	17.95	19.64	25.00	4.17
Category CLF	ar a humanaan a	100.00	45.30	54.70	2.70	3.40	36.00	41,40	3.10	5.50	3.10	3.40	00.0	0.0	0.30	0:50	0.20	0.20
3. Technicians		S	3	2	0	0	2	0	T start	2	0	0	0		0	0	0	0
and the second sec	%	0.06	60.0	0.04	0.00	0.00	0.11	0.00	0.12	60.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00
Category CLF		100.00	36.80	63.20	3.40	4,70	26.90	45.30	3.60	9.20	2.30	2.90	0.10	0,10	0.40	09.0	0.20	0.40
5. Administrative Support	*	515	94	421	2	35	37	112	40	248	6	15	0	1	1	00	2	2
Workers	%	6.48	2.89	8.96	1.85	9.43	1.95	6.32	4.90	11.30	4.37	5.47	0.00	12.50	2.56	14.29	12,50	8.33
Category CLF		100.00	24.70	75.30	3.10	7.70	16.50	55.70	3.70	8.60	1.00	2.10	0.00	0.10	0.20	0.80	0.10	0.40
9. Service Workers	*	171	130	41	16	8	67	27	10	4	2	2	0	0	2	0	0	0
the an an an	*	2.15	4,00	0.87	5.90	2.16	5.12	1.52	1.22	0.18	2.43	0.73	0.00	0.00	5.13	0.00	0.00	0.00
Category CLF		100.00	48.70	51.30	6.40	5.70	30.90	32.60	8.70	10.30	1.60	1.40	0.10	0.10	09:0	0.80	0.40	0.40
Grand Total	*	7947	3247	4700	271	371	1893	1773	817	2194	206	274	2	8	39	56	16	24
	0/0	100.001	100.00	100.001	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

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: _All

Report Executed: 11/2/2016

	GS/GM, SES and Related Grade	TOTAL	TOTAL EMPLOYEES	rees	Hispanic or Latino	ic or 10						Non-His	Non-Hispanic or Latino	atino				
							White	te	Black or	k or	Asian	an	Native Ha	Native Hawaiian or	America	American Indian	Two o	Two or more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02	*	1	1	0	0	0	0	0	1	0	0	0	a	0	0	0	0	
- A44	%	100.00	100.00	00.0	0.00	00.0	0.00	0.00	100.00	0.00	0.00	00.00	0.00	00.0	0.00	0.00	0.00	0.00
GS-03	*	4	3	1	0	0	0	1	. 2	0	0	0	0	O Contrast to be a factor of the second of Lars	0	0	1	0
5.	8	100.00	75.00	25.00	0.00	0.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	00.0
GS-04	*	80	2	9	0	0	1	0	1	9	0	0		0	0	0	0	0
5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	8	100.00	25.00	75.00	00.0	0.00	12.50	0.00	12.50	75.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	00.0
GS-05	•	19	8	11	1	0	2	1	Ś	10	0	0	0	0	0	0	0	0
	%	100.00	42.11	57.89	5.26	0.00	10.53	5.26	26.32	52.63	00'0	00.00	0.00	0.00	00'0	0.00	0.00	00'0
GS-06	*	12	e	6	0	1	1	2	R	9	0		0	0	0	0	0	0
r a suar	%	100.00	25.00	75.00	0.00	8.33	8.33	16.67	16.67	50.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	4	323	70	253	4	21	ЗI	11	25	133	8	11	0		e e rot h-ish an-kor va em have spon	6	1	2
	%	100.00	21.67	78.33	1.24	6.50	9.60	23.84	7.74	41.18	2,48	3.41	0.00	00.00	0.31	2.79	0.31	0.62
GS-08	*	41	9	35	0	e	2	S	m	24	1	E.		C	0	0	a	0
	%	100.00	14.63	85.37	0.00	7.32	4.88	12.20	7.32	58.54	2.44	7.32	0.00	0.00	0.00	0.00	0.00	00.00
62-09	4	179	62	117	to L boundary or and	4	34	28	17	78	n	9	0	T.	T	0	0	0
	%	100.00	34.64	65.36	3.91	2.23	18.99	15.64	9.50	43.58	1.68	3.35	0.00	0.56	0.56	0.00	0.00	00.0
GS-10	**	25	2	22	0	2	1	1	2	18	0	O manufacture of the second	0	0	0	1	0	0
	%	100.00	12.00	88.00	0.00	8.00	4.00	4.00	8.00	72.00	0.00	00.0	0.00	0.00	0.00	4.00	00.00	00.0
GS-11	*	346	115	231	17	15	56	70	31	131	80	11	0	O	0	1	3	m
	%	100.00	33.24	66.76	4,91	4.34	16.18	20.23	8.96	37.86	2.31	3.18	0.00	0.00	0.00	0.29	0.87	0.87
GS-12	*	1588	526	1062	48	105	285	367	155	514	27	44	2	1	2	23	2	8
	%	100.00	33.12	66.88	3.02	6.61	17.95	23.11	9.76	32.37	1.70	2.77	0.13	0.06	0.44	1.45	0.13	0.50
GS-13	4	2802	1200	1602	110	123	602	636	279	202	62	108	m	9	13	13	2	G
	%	100.00	42.83	57.17	3.93	4.39	25.30	22.70	9.96	25.23	2.82	3.85	0.11	0.21	0.46	0.46	0.25	0.32
GS-14	4	1542	708	834	52	58	428	353	164	351	\$	\$	0	and a stranger beyond out of the	80	2	2	1
	%	100.00	45,91	54.09	3.37	3.76	27.76	22.89	10.64	22.76	3.50	4.15	0.00	0.00	0.52	0.45	0.13	0.06
GS-15	*	922	473	449	26	33	295	201	118	190	26	23	0	0	80	4	0	1
	%	100.00	51.30	48.70	2.82	3.58	32.00	21.80	12.80	20.61	2.82	2.49	0.00	0.00	0.87	0.11	0.00	0.11
Executive (EX)	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	4	£		. . .	e	1	0	0	0	T	0	0	0	0	0	0
	^{0%}	100.00	57.14	42.86	14.29	14.29	42.86	14.29	0.00	0.00	00.00	14.29	0.00	00.0	0.00	00.00	0.00	0.00
Senior Level Position	-	128	63	65	S	S	45	ß	12	26	0	m	0	0	T		0	0

All HU

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

.

Data as of: 9/30/2016

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: _All

	%	100.00	49.22	50.78	3.91	3,91	35.16	23.44	9.38	20.31	00.0	45.2	0.00	0.00	0.70	2	200	
Total GS Permanent	*	7947	3247	4700	271	371	1893	1773	817	2194	206	274	S	c	39	8	16	24
Norkforce	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27-61	2.59	3.45	0.06	0-10	0.49	0.70	0.20	0.30
Sotal Barmanant Workforre		7947	3247	4700	271	371	1893	1773	817	2194	206	274	5	00	39	22	16	24
	В		40.R6	59 14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

All HU

Report Executed: 11/2/2016

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: _All

	Related Grade				Lat	Latino												
							White	te	Black or	k or	Asi	Asian	Native H	Native Hawaiian or	America	American Indian	Two o	Two or more
	+	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-02		1	1	0	0	0	0	0	-	0	0	0	0	Ö	0	0	0	
	36	0.01	0.03	00.0	0.00	00.0	0.00	0.00	0.12	0.00	0.00	00:0	0.00	0:00	0.00	0.00	0.00	0.00
GS-03	-	4	63	L	0	0	0		2	0	0	0	0	0	0	0	L	and a series for the second second
	26	0.05	60'0	0.02	0.00	00:00	0.00	0.06	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25	0.00
GS-04		8	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	9	0	0	L.	0	1	9	0	0	0	0	0	0	0	0
	*	0.10	0.06	0.13	00.00	00.0	0.05	0.0	0.12	0.27	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00
GS-DF	•	19	60	11	1	0	8	L	5	10	0	0	0	0	0	0	•	0
	**	0.24	0.25	0.23	0.37	0.00	0.11	0.06	0.61	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65-06		5	3	6	0	ł	- F	2	0	9	0	0	0	0	0	0	0	0
	98	0.15	60.0	0.19	0.00	0.27	0.05	0.11	0.24	0.27	00.0	0.00	0.00	0.00	00.0	0.00	0.0	0.00
GS-07	-	323	20	253	4	21	31	ц	25	133	8	11	0	0	L more a new models are a	6		2
	*	4.06	2.16	5.38	1,48	5.66	1.64	4.34	3.06	90'9	3.86	4.01	0.00	0.00	2.56	16.07	6.25	8.33
GS-OB		41	9	35	0	C.	~	5	3	24		3	0	0	0	0	0	0
	×	0.52	0.18	0.74	0.00	0.81	0.11	0.28	0.37	1,09	0.49	1.09	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	•	179	8	117	7	4	\$	58	17	78	ę	9	0			0	0	0
ta tan ing a same a	8	2.25	1.91	2.49	2.58	1.08	1.80	1.58	2.08	3.56	1.46	2.19	0.00	12.50	2.56	0.00	0.00	0.00
GS-10	*	8	e	ន	0	3	L.	1	2	18	0	0	0	0	0		0	0
remark to a second seco	38	0.31	60.0	0.47	0.00	0.54	0.05	0.06	0.24	0.82	0.00	0.00	0.00	0.0	0.00	1.79	00.0	0,00
GS-11	-	346	115	231	<u>1</u>	15	3	8	31	131	8	11	0	0	0		3	e
	8 ²	4.35	3.54	4.91	6.27	4.04	2.96	3.95	3.79	5.97	3.88	4,01	00.00	0.00	0.00	1.79	18.75	12.50
GS-12		1588	526	1062	48	105	285	367	155	514	27	44	N		2	53	CU	8
14 A A A A A A A A A A A A A A A A A A A	%	19.98	16.20	22.60	12.71	28.30	15.06	20.70	18.97	23,43	13.11	16.06	40.00	12.50	17.95	41,07	12.50	33,33
GS-13	-	2802	1200	1602	011	123	502	636	279	707	62	108	3	Ϋ́Ο,	13	3 13	2	6
	8	35.26	36.96		40.59	33.15	37.45	35.87	34.15	22.22	38.35	39.42	60.00	75.00	33.33	23.21	43.75	37,50
GS-14		1542	208	834	23	8	428	363	164	361	2	12	0	0		1	N	
	*	19.40	21.80	17.74	19.19	15.63	22.61	19.91	20.07	16.00	26.21	23.36	0.00	0.00	20.51	12.50	12.50	4.17
GS-15	-	922	473	449	56	8	236	201	118	190	8	8		0	8		0	
	*	11.60	14.57	9.55	9.59	8.89	15.58	11.34	14,44	8.66	12.62	8.39	0.00	0.00	20.51	1.79	00'0	4.17
Evolution (EV)		L	4	6	and the second s	Sector Statement of the sector	3	1	0	0	0		0	0	0	0	0	0

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 11/2/2016

Sub OccSeries Codes Included: _All

Senior Level Position • 128		**** t														
	8	8	0	Sector of the se	45	8	12	26	Q	e	0	0	1	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	0	0
	1.94	1.36	1.85	1.35	2.38	1.69	1.47	1.19	00'0	1.09	0.00	0.00	2.56	1.79	0.00	00.0
Total GSPermanent # 7947	3247	4700	271	371	1893	5111-	817	2194	206	274	2	ø	99	35	16	24
Varkfarce 100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Permanent Workforce	3247	4700	571	371	1893	1773	817	2194	206	274	5	8	8	95	16	24
% 100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.001	100.00	100.00	100.00	100.00	100.00

Table A5-1 (Permanent) : Participation Rates Across Wage Grades

Data as of: 9/30/2016

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

All HU sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Other Wage Grades	UIAL EM	TOTAL EMPLOYEES	ES.	Hispa	Hispanic or Latino										~		
						White	ite	Black or	r or	Asian	ue	Native Ha	Native Hawaiian or American Indian	America	n Indian	Two o	Two or more
		ale f	male female	male female	female	male	female	male	male female	male	female	male	female	male	female	male	female
č	_								-	C	4		C	C		0	0
All Other Wage Grades #	0	0	0	0	0	0	0	•	5		2	5					
	0.00	00.0	0.00	00:0	0.00	0.00	0.00	0.00	00:00	0.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00

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Table A5-2 (Permanent) : Participation Rates Across Wage Grades

Data as ot: 9/30/2016

All HU Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Distribution by Race/Ethnicity and Gender

Report Executed:

		_	-	0		0)	C	
	Two or more	female		112.		0.00	ľ			
	Two o	male		0		0.00	and the second se	0	00.0	Bi
	Indian	famala		0		0.00	Constant of the second sec	0	000	8
	American Indian	, olem	_	G		0.00	an an an a summer of the second se	0		0.0
2	Native Hawaiian or A		Sibridic	0		0.00	And the second sec	0	manufacture and a second second second	00:0
Non-Hispanic of Latino	Native Hav		maie	c	2	0.00		0	and the second s	0.0
Non-Hisp	L		remale	c		00.0		0	and construction in the second second	0.00
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TOTAL EMPLOYEES			male		0			0		0.00
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WD/WG, WL/WS Other Wage Grades					All Other Wage Grades	pennenye at a speciel halanta analata neveralariye.				Jaharmage e sheet stramature

Distributions by Race/Ethnicity and Gender

Report Executed: 11/2/2016

> All HU Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Job Title/Series Agency Rate	S L	тота	TOTAL EMPLOYEES	YEES	Hispanic or Latino	nic or ino					0 Z	Non-Hispanic of Latino	IC OF LAU	00				
	Ļ						W	White	Black or African	African	Asi	Asian	Native I	Native Hawaiian	America	American Indian	Two or more	more
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0110	10	8	41	19	9		31	10	1	Q	Ø	2	0	0	0	0	0	
	38	100.00	68.33	31.67	5.00	1.67	51.67	16.67	1.67	10.00	10.00	3.33	0.00	0.00	0.00	00:0	00.00	00.0
Occupational CLF	nter o res	100.00	67.10	32.90	3.30	1.80	55.80	25.20	2.80	2.70	4.50	3.10	00.0	0.10	0.50	0.10	0.20	0.0
0201	•	83	24	89	O La reason to be a	33	0	12	14	8	0	and and an and an and and and and	0	0	L	0	0	a na na da a na
	8	100.00	26.09	73.91	00.00	3.26	9.78	13.04	15.22	56.52	0.00	1.09	0.00	0.00	1.09	00.0	00.00	0.00
Occupational CLF	may 4 Replayools A children galati Tar 1997. L	100.00	39.70	60.30	3.70	5.80	30.40	44.20	3.30	7,10	1.80	2.40	0.00	0.10	0.20	0,40	0.10	0.30
0301		1093	435	658	40	8	247	236	116	328	8	8	0	N		8	9	
	8	100.00	39.80	60.20	3.66	4.57	22.60	21.59	10.61	30.01	2.29	2.93	0.00	0.18	0.37	0.27	0.27	0.64
Occupational CLF		100.00	36.70	63,30	2.80	5.80	27,10	43.80	3.60	8.90	2.60	3.60	0.00	0.10	0.20	0.50	0.20	0:30
0360	-	8	105	217	21	8	40	51	8	123	4	6	0	0	0	0	1	
	9 ⁶	100.001	32.61	62.39	6.52	10.25	12.42	15.84	12.11	38.20	1.24	2.80	00.0	0.00	0.00	0.00	0.31	0.31
Occupational CLF		100.00	53,90	46.10	4.30	4.30	41.40	32.10	4.20	6.70	2.70	1,90	0.10	0.10	0.40	0.40	0.80	0.60
0511		329	161	168	24	10	96	65	24	09	16	8	L	0	0	9	0	
	200	100.00	48.94	51.06	7.29	3.04	29.18	19.76	7.29	18.24	4.86	8.81	0:30	00.0	00'0	0.91	00.00	0.30
Occupational CLF		100.00	39.90	60.10	2.20	3.90	31,80	44.20	2.40	5.70	3.00	5.50	0.00	0.10	0.20	0.50	0.20	0.20
1101		2454	940	1514	2	136	568	672	246	612	8	61	E	L	16	26	L	
	82	100.00	38.30	61.70	2.93	5.54	23.15	27.38	10.02	24.94	1.39	2.49	0.12	0.04	0.65	1.06	0.04	0.24
Occupational CLF		100.00	00.00	0.00	0:00	0.00	0.00	0:00	0.00	0.00	0.00	00.0	0.00	0.00	0.00	00'0	00.0	0.00
1102	*	85	8	47	1	e	13	Cî,	19	8	4	1	0	0	0	0	1	
	36	100.00	44.71	55.29	1.18	3.53	15.29	10.59	22.35	40.00	4.71	1.18	0.00	0.00	00.0	0.00	1.18	0.00
Occupational CLF	1	100.00	46.20	53.80	3.30	3.80	38.10	41.90	3.00	5.50	1.40	1.70	0.00	0.10	0,40	0.50	0.10	0.20
2210	v 1944 1813	232	134	88	6	4	99	8	43	43	19	19	0	0	F	0.	2	
	8	100.00	57.76	42.24	3.88	1.72	25.86	13.79	18.53	18.53	8.19	8.19	0.00	0.00	0.43	00.00	0.86	00.00
Occupational CLF	and the second second	100.00	70.40	29.60	5.40	2.20	52.20	20.90	6.60	4.50	5,10	1.50	0.10	0.00	0.50	0:30	0.30	0.10

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Table A7:		APPLICANTS	NTS /	AND F	IIRES	FOR	MAJO	HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and	CUPA	TION	S by	Race	/Ethn	icity a	ind Sex	X		Γ
6			Total							œ	ACE/ETI	RACE/ETHNICITY						
					Hispanic or	nic or					Non	Non-Hispanic or Latino	ic or Lat	ino				
					Latino	e e	White		Black or African	frican	Asian	5	Native	ve	American	ican	ð	More
		AII	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Title/Series: 0028 Environmental Protection Specialist	ntal P	rotectic	in Speci	alist														
Total Received	#	1189																
Voluntarily Identified	#	835	472	363	55	35				126	56	19	e		9	Ŧ	~	=
	%	100%	56.50%	43.50%	6.60%	4.20%	%	19.20% 1	%	15.10%	3.10%	2.30%	0.40%	0.10%	0.70%	1.30%	0.80%	1.30%
Qualified of those Identified	#	584	319	265	36					91	21	4	2	0	4	9	ε	2
	%	100%	54.60%	45.40%	6.20%	3.30%	%	21.90% 1	%0	15.60%	3.60%	2.40%	0.30%	0.00%	0.70%	1.00%	0.50%	1.20%
Selected of those Identified	#	3	2	-	0	0	\rightarrow	_	\rightarrow	•	0	0	0	0	0	0 000	0	0 000
	%	100%	66.70%	33.30%	0.00%	-+	66.70%	33.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.23%	0.05%
CLF			%Z9.17	20.10%	¢.77.7	% * 0	_	-	-	۰ ۲	2.2.2	2, 22.						
Job Title/Series: 0080 Physical Security Specialist	∦ ×	y Speci	alist		Contraction of the			10.000	Ţ				1000	Contraction of the local distance of the loc	No. of Street			
Volumtarily Identified	: #	282	238	44	R	e	74	10	114	28	6	0	0	0	e	0	5	e
	%	100%	84.40%	15.60%	11.70%	1.10%	26.20%	3.50% 4	40.40%	9.90%	3.20%	0.00%	0.00%	0.00%	1.10%	0.00%	1.80%	1.10%
Qualified of those Identified	#	117	104	13	16	-	8	e	51	6	5	0	0	0	0	0	2	0
	%	100%	88.90%	11.10%	13.70%	%06.0	25.60%	2.60% 4	43.60%	7.70%	4.30%	0.00%	0.00%	0.00%	0.00%	0.00%	1.70%	0.00%
Selected of those Identified	#	-	-	0	0	0	0	0		0	0	0	0	0	0	•	•	•
	%	100%	100.00%	0.00%	0.00%				.0	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
Job Title/Series: 0089 Emergency Management	/ Man	agemen	t															
Total Received	#	ଷ					ALL IN									ľ		
Voluntarily Identified	#	14	6	S	~	0	-+	-+	\rightarrow	-+	0	0 000	0 000					
	%	100%	64.30%	35.70%	14.30%	%00.0	8	21.40%	~	ŝ	0.00%	%00.0	0.00%	%00.0	°.00.0	~~~~~	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	°.
Qualified of those Identified	#	-	0	100 000	0	0			0	0.00	n 0	n 00	- WU	- 000v	~000 ~000	000%	0.00%	0.00%
	% =	%00L	%.OO.0	%m.ml	% 0 0	°. 				°, c	2 2 2 0	200	0	0	0	0	0	0
	# %	100%	0.00%	0.00%	0.00%	0.00%	%	%	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	2		64.95%	35.05%	3.64%	+	52.96%	27.31%	6.22%	4.55%	1.18%	0.00%	0.00%	0.00%	0.46%	0.00%	0.46%	1.52%
Job Title/Series: 0101 Social Science Analyst	nce A	ualyst																
Total Received	#	994													and the second se		No. of Concession, Name	
Voluntarily Identified	#	705	277	428	19	48	118	119		202	24	6 8	0	0	4	•	9	ଷ୍ପ
	%	100%	39.30%	60.70%	2.70%	6.80%	16.70%	16.90% 1	15.00% 2	28.70%	3.40%	5.50%	0.00%	0.00%	0.60%	0.00%	0.90%	2.80%
Qualified of those Identified	#	417	150	267	თ	ŝ	70	72	45	122	17	24	0	0	e	0	9	16
	%	100%	36.00%	64.00%	2.20%	7.90%	16.80%	17.30% 1	10.80% 2	29.30%	4.10%	5.80%	0.00%	0.00%	0.70%	0.00%	1.40%	3.80%
Selected of those Identified	#	5	0	5	0	0				0	0	0	0	0	•	•	•	•
	%	100%	0.00%	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%
CLF			48.02%	51.97%	2.81%	3.36%	38.77%	40.68%	4.16%	4.59%	1.52%	2.30%	0.04%	0.02%	0.43%	0.73%	0.28%	0.30%
Job Title/Series: 0110 Economist	5																	UR OR
HAUBI HAUGIVANOV 2, 2016 3:25 PM	#	621														ļ	ł	
Voluntarily Identified	#	436	291	145	29	ი	121	<u>8</u>	8	65	4	18	0	•	•	r,	4	~

1	%	100%	66.70%	33.30%	6.70%	2.10%	27.80% 1	11.50% 2	22.00% 1	14.90%	9.40%	4.10%	0.00%	0.00%	0.00%	0.70%	0.90%	0.00%	
Outlified of those Identified	#	184	117	67	13	4	4	24	41	35	16	4	0	0	0	0	в	0	
	%	100%	63.60%	36.40%	7.10%	2.20%	23.90% 1	13.00% 2	22.30% 1	19.00%	8.70%	2.20%	0.00%	0.00%	0.00%	0.00%	1.60%	0.00%	
Selected of those Identified	#	4	3	-	-	0	2	0	0	-	0	0	0	0	0	0	0	0	
	%	100%	75.00%	25.00%	25.00%	0.00%	50.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			67.07%	32.93%	3.34%	1.85%	55.79% 2	25.20%	2.84%	2.66%	4.46%	3.02%	0.00%	0.05%	0.47%	0.13%	0.18%	0.02%	
Job Title/Series: 0201 Human Resources Specialist	ourc	es Spec	sialist																
Total Received	#	619	all all					and a second							Constant of				
Voluntarily Identified	#	361	185	176	8		_	44	72		2	2	0	0	ო	5	9	7	
	%	100%	51.20%	48.80%	8.30%	4.70%	19.90%	12.20% 1	19.90%	28.80%	0.60%	0.60%	0.00%	0.00%	0.80%	0.60%	1.70%	1.90%	
Qualified of those Identified	#	180	87	8	13	e	4	26	ខ	99	0	-	0	0	0	0	-	e	
	%	100%	48.30%	51.70%	7.20%	1.70%	22.20%	14.40% 1	18.30%	33.30%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	0.60%	1.70%	
Selected of those Identified	#	S	e	2	-	0	~	-	0	-	0	0	0	0	0	0	0	0	
	%	100%	60.00%	40.00%	20.00%	0.00%	40.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			39.70%	60.30%	3.66%	5.84%	30.39% 4	44.18%	3.32%	7.11%	1.85%	2.33%	0.04%	0.08%	0.27%	0.48%	0.17%	0.29%	
Job Title/Series: 0260 Equal Employment Specialist	oymyo	ent Spe	cialist																
Total Received	#	371						Sector Sector										No line	
Voluntarily Identified	#	277	108	169	8		-				4	9	-	0	2	1	-	8	
	%	100%	39.00%	61.00%	7.90%	9.00%	4.00%	7.90% 2	24.20%	38.60%	1.40%	2.20%	0.40%	0.00%	0.70%	0.40%	0.40%	2.90%	
Qualified of those Identified	#	231	87	144	19	16	10	21	52	R		5	0	0	2	0	0	7	
	%	100%	37.70%	62.30%	8.20%	6.90%	4.30%	9.10% 2	22.50%	41.10%	1.70%	2.20%	0.00%	0.00%	0.90%	0.00%	0.00%	3.00%	
Selected of those Identified	#	-	0	-	0	0	0	0	0			1	0	0	0	0	0	0	
	%	100%	0.00%	100.00%	0.00%			h				100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF			53.57%	46.43%	4.37%	4.33%	41.05% 3	32.18%	4.26%	6.89%	2.89%	2.11%	0.05%	0.10%	0.63%	0.52%	0.31%	0.30%	
Job Title/Series: 0301 Web Reporting Specialist	ting \$	Speciali	st																
Total Received	#	16184														A A	State 1		
Voluntarily Identified	#	10776	4616	6160	672	635	1870	1517	1697	3535	228	247	12	8	68	68	69	150	
	%	100%	42.80%	57.20%	6.20%	5.90%	17.40% 1	14.10% 1	15.70% 3	32.80%	2.10%	2.30%	0.10%	0.10%	0.60%	0.60%	0.60%	1.40%	
Qualified of those Identified	#	6035	2477	3558	345	353	1029	962	877	L	154	150	e	9	33	46	36	ន	
	%	100%	41.00%	59.00%	5.70%	5.80%	17.10% 1	15.90% 1	14.50% 3	32.30%	2.60%	2.50%	0.00%	0.10%	0.50%	0.80%	0.60%	1.50%	
Selected of those Identified	#	84	24	99	-	9	14	26	9			5	0	0	0	0	•	-	
	%	100%		71.40%	1.20%	%	_						0.00%	0.00%	0.00%	0.00%	0.00%	1.20%	
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%	
Job Title/Series: 0303 Staff Assistant	ant																		
Total Received	#	8945																101	
Voluntarily Identified	#	6137	1488	4649	201		_			\rightarrow	-+	139	6	12	F	8	42	101	
	%	100%	24.20%	75.80%	3.30%	~	5.20% 1	%	%		~	2.30%	0.10%	0.20%	0.20%	1.10%	0.70%	1.60%	
Qualified of those Identified	#	3573	816	2757	111	239	171	445	451		44	84	9	10	2	35	26	88	
	%	100%	22.80%	77.20%	3.10%	6.70%	4.80% 1	12.50% 1	12.60% 5	52.60%	1.20%	2.40%	0.20%	0.30%	0.20%	1.00%	0.70%	1.80%	
Selected of those Identified	#	24	7	17	0	2	-	5	e	6	e	0	0	0	0	+	0	0	
	%	100%	29.20%	70.80%	0.00%	8.30%	4.20% 2	20.80% 1	12.50% 3	37.50% 1	12.50%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	
CLF			_	75.46%	2.67%	7.43%	16.95% 5	53.10%	3.20% 1	11.07%	1.18%	2.42%	0.07%	0.14%	0.32%	0.89%	0.15%	0.40%	
Boh THERSAMESOND Recented Information Management Specialist	d Inf	ormatio	n Manaq	ement S	pecialis		Start Date: Oct	9: Oct 1	1, 2015							Ш	End Date: Sep	: Sep 80	80, 2016
Total Baceived	#	836						Second Second						CANAL SE				and the second se	
	7	}					-												

0000 11000 63.00% 63.00% 53.00% 13.00% 03.00% 04.0% 04.0% <th></th> <th></th> <th>506</th> <th>166</th> <th>360</th> <th>22</th> <th>19</th> <th>31</th> <th>44</th> <th>86</th> <th>280</th> <th>7</th> <th>4</th> <th>5</th> <th>5</th> <th>6</th> <th>3</th> <th>6</th> <th>8</th>			506	166	360	22	19	31	44	86	280	7	4	5	5	6	3	6	8
(iii) (ii) (ii) (ii) (ii) (ii)		= %	100%	31.60%	68.40%	4.20%	3.60%	5.90%	+	-	3.20%	1.30%	0.80%	0.40%	0.40%	0.60%	0.60%	+	1.50%
Implementation Impleme	Qualified of those Identified	#	388	113	275	12	16	27	88		205	9	в	2	2	0	е		89
eta of thread holding() i 0		%	100%	29.10%	70.90%	3.10%	4.10%	7.00%	+		2.80%	1.50%	0.80%	0.50%	0.50%	0.00%	0.80%		2.10%
js uos	Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	•
Titlebenerica: 0.13 Saccretary i <th< td=""><td></td><td>%</td><td>100%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td> </td><td></td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td></td><td>0.00%</td></th<>		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	 		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Immediation: 1 4 5 <t< td=""><td>CLF</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	CLF																		
Indextration i 0.0 0.0 0.0 0.00 <	Job Title/Series: 0318 Secretary		2									10000							
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Job Title/Series: 1035 Public Affairs Specialist	rs Sp	ecialist																
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Voluntarily Identified	#	347	112	235	5	26	75	96	26	88	e S	14	9	-	-	4	2	9
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CLF			-	56.94%	1.39%	2.06%	37.69% 4	49.07%	2.09% 3	3.22%	1.27%	1.66%	0.01%	0.03%	0.42%	0.65%	0.18%	0.23%
Ich Title/Series: 1084 Visual Information Specialist	matio	n Snec	ialist															
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Volumativ Identified	#	334	189	145	21	8	73	42	1	99	14	26	0	-	0	2	4	0
	%	100%	56.60%	43.40%	6.30%	2.40%	21.90% 1	12.60% 2	23.10% 1	19.80%	4.20%	7.80%	0.00%	0.30%	0.00%	0.60%	1.20%	0.00%
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CLF			45.72%	54.28%	3.98%	3.47%	36.45% 4	45.16% 2	2.17% 2	2.03%	2.52%	3.00%	0.06%	0.02%	0.29%	0.35%	0.26%	0.25%
Job Title/Series: 1101 Underwriter																		
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Voluntarily Identified	#	24207	9768	14439	1341	-		3377				-	g	24	183	297	172	375
	%	100%	40.40%	59.60%	5.50%	0	%	. 0	%	. 0	_0		0.10%	0.10%	0.80%	1.20%	0.70%	1.50%
Qualified of those Identified	#	14335	5500	8835	737	966	2067		-		-+	-	16	F	116	181	ŝ	232
	%	100%	38.40%	61.60%	5.10%	6.90%	%	%	%	%	2.40%	%	0.10%	0.10%	0.80%	1.30%	0.70%	1.60%
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Job Title/Series: 1102 Supervisory Procurement Analyst	Proc	uremei	nt Analy	st														
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	%	100%	%	51.30%	7.20%		16.60% 1	11.40% 1		%	%	~	0.10%	0.00%	0.40%	%	0.60%	1.10%
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	%	100%	47.10%	52.90%	6.30%	6.00%	17.00% 1	12.50% 1	18.20% 3	30.10%	4.60%	2.80%	0.10%	0.00%	0.30%	0.20%	0.60%	1.20%
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CLF	-		46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%
Job Title/Series: 1109 Grants Management Specialist	nager	ment Sp	ecialist															
Total Received	#	2051														States of	A Long	1 Alex
Voluntarily Identified	#	1479	628	851	88	88	269	290	160	313	44	40	7	0	49	96	11	24
	%	100%	42.50%	57.50%	5.90%	5.90%	18.20%	19.60%	10.80%	21.20%	3.00%	2.70%	0.50%	0.00%	3.30%	6.50%	0.70%	1.60%
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	%	100%	38.50%	61.50%	7.70%	7.70%	7.70%	0.00%	15.40%	15.40%	0.00%	7.70%	0.00%	0.00%	7.70%	23.10%	0.00%	7.70%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
Job Title/Series: 1160 Financial Analyst	Analys	st																
Total Received	#	4347																
Voluntarily Identified	#	2892	1287	_	135	129	_				138	168	~	2	9	-	19	31
	%	100%	44.50%	55.50%	4.70%	4.50%	19.10%	14.90%	14.90%	29.00%	4.80%	5.80%	0.10%	0.10%	0.30%	0.20%	0.70%	1.10%
Qualified of those Identified	#	2251	972	1279	103	8	414	339		684	110	134	1	2	2	4	÷	8
	%	100%	43.20%	56.80%	4.60%	4.20%	18.40%	%	14.60%	30.40%	4.90%	6.00%	0.00%	0.10%	0.20%	0.20%	0.50%	1.00%
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CLF			67.10%	32.90%	3.10%	2.00%	54.00%	22.00%	3.50%	3.80%	5.50%	4.20%	0.10%	0.00%	0.00%	0.10%	0.70%	0.60%
Job Title/Series: 1171 Appraiser																		
	*	252																
Voluntarily Identified	#	157	115		24	9	29	21	21		_	+	0	•	e	-	4	-
	%	100%	73.20%	26.80%	15.30%	3.80%	37.60%	13.40%	13.40%	7.60%	2.50%	0.60%	0.00%	0.00%	1.90%	0.60%	2.50%	0.60%
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	%	100%	%09'.11	22.40%	20.90%	3.00%	46.30%	14.90%	7.50%	1.50%	3.00%	1.50%	0.00%	0.00%	0.00%	0.00%	0.00%	1.50%
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CLF			66.10%	33.90%	2.90%	1.90%	59.10%	28.60%	1.80%	1.70%	1.50%	0.80%	0.00%	0.00%	0.10%	0.30%	0.20%	0.40%
Job Title/Series: 1410 Librarian				5							100							Contraction of the second
Total Received	#	188														ļ		
Voluntarily Identified	#	138	41	67	5	6		59		\rightarrow	-+	4	•	0	0	N	0	4
	%	100%	29.70%	20	3.60%	6.50%	%	42.80%	4.30%	%	%	2.90%	0.00%	0.00%	0.00%	1.40%	0.00%	2.90%
Qualified of those Identified	#	127	39	-	5	6		_	- 1	-		4	•	•	•	N	0	4
	%	100%	30.70%	69.30%	3.90%	7.10%	18.90%	42.50%	4.70% 1	11.80%	3.10%	3.10%	0.00%	0.00%	0.00%	1.60%	0.00%	3.10%
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	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			16.20%	83.80%	0.70%	3.50%	13.80%	71.60%	0.80%	4.80%	0.60%	2.40%	0.00%	0.00%	0.10%	0.40%	0.10%	0.80%
Job Title/Series: 1510 Actuarial Science Series	cienc	e Serie	6										100	10000				
Total Received	#	61																
Voluntarily Identified	#	ß	ଷ୍ଟ	13	-	2	e	2	8	8	8	-	0	0	0	0	0	0
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ntified	#	=	7	4	0	0	0	2	-	-	9	-	0	0	0	0	0	0
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	%	100%	63.60%	36.40%	0.00%	0.00%	0.00%	18.20%	9.10%	9.10%	54.50%	9.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			67.10%	32.90%	1.30%	0.60%	60.40%	27.00%	1.10%	1.20%	3.70%	3.40%	0.00%	0.00%	0.00%	0.00%	0.50%	0.70%
Job Title/Series: 1515 Operations Research Analyst	Rese	earch Ar	alyst											-				
Total Received	#	217										a participation of the						
Voluntarily Identified	#	124	72	52	e	2	8	12	38	28	7	5	0	0	0	•	~	~
	%	100%	58.10%	41.90%	2.40%	4.00%	17.70%	9.70%	30.60%	22.60%	5.60%	4.00%	0.00%	0.00%	0.00%	0.00%	1.60%	1.60%
Qualified of those Identified	#	-	-	0	-	0	0	0	0	0	0	0	0	0	0	0	•	0
	%	100%	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%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			51.40%	48.60%	3.10%	3.30%	40.40%	34.00%	4.10%	7.40%	2.90%	2.90%	0.10%	0.10%	0.10%	0.10%	0.60%	0.50%
Job Title/Series: 1529 Mathematical Statistician	al St	atisticia	 c															
Total Received	#	88	4															
Voluntarily Identified	#	53	24	59	0	0	13	4		15	e	8	0	0	0	0	0	2
	%	100%	45.30%	54.70%	0.00%	0.00%	24.50%	7.50%	15.10%	28.30%	5.70%	15.10%	0.00%	0.00%	0.00%	0.00%	0.00%	3.80%
Qualified of those Identified	#	31	15	16	0	0	σ	2	m	2	m	9	0	0	0	0	0	
	%	100%	48.40%	51.60%	0.00%	0.00%	29.00%	6.50%	9.70%	22.60%	9.70%	19.40%	0.00%	0.00%	0.00%	0.00%	0.00%	3.20%
Selected of those Identified	#	4	-	e	0	0	-	0	0	0	0	m	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	0.00%	┣──	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			52.70%	47.20%	2.10%	2.80%	43.20%	32.60%	2.30%	4.80%	3.70%	5.80%	0.00%	0.30%	0.10%	0.30%	0.90%	0.30%
Job Title/Series: 1530 Statistician																		
Total Received	#	51																
Voluntarily Identified	#	37	17	20	2	0	8	7	2	ŝ	S	80	•	•	•	•	•	0
	%	100%	45.90%	54.10%	5.40%	0.00%	21.60%	18.90%	5.40%	13.50%	13.50%	21.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	16	7	თ	0	0		5		1	2	3	0	0	0	•	•	0
	%	100%	43.80%	56.20%	0.00%	0.00%	25.00%	31.20%	6.20%	6.20%	12.50%	18.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	0	0	0	0	0	0	0		0	0	0	0	•	•	•	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	_	0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF			52.74%	47.25%	2.13%	2.78%	43.24%	32.61%	2.47%	4.84%	4.11%	5.97%	0.00%	0.31%	0.45%	0.38%	0.34%	0.35%
Job Title/Series: 2210 Information Technology Specialist	Tech	Vpology	Special	ist														
Total Received	#	1058																ľ
Voluntarily Identified	#	610	457	153	6	21	156	32	130	51	113	8	•	•	0	-	N	n
	%	100%	74.90%	25.10%	7.50%	3.40%	25.60%	%	21.30%	8.40%	18.50%	7.00%	0.00%	0.00%	1.60%	0.20%	0.30%	0.80%
Qualified of those Identified	#	420	305	115	25	17	111	25	81	35	4	ह	•	0	6	•	N	4
	%	100%	72.60%	27.40%	6.00%	4.00%	26.40%	6.00%	19.30%	8.30%	18.30%	8.10%	0.00%	0.00%	2.10%	0.00%	0.50%	1.00%
Selected of those Identified	#	14	6	с	0	0	5		2	-	-	ო	0	0	0	0	0	-
	%	100%	64.30%	35.70%	0.00%	0.00%	35.70%	0.00%	14.30%	7.10%	14.30%	21.40%	0.00%	0.00%	0.00%	0.00%	0.00%	7.10%
CLF			70.36%	29.64%	5.39%	2.17%	52.21%	20.89%	6.61%	4.50%	5.14%	1.55%	0.10%	0.05%	0.53%	0.29%	0.38%	0.18%

Start Date: Oct 1, 2015

Run Date: Nov 2, 2016 3:25 PM

End Date: Sep 30, 2016

Table A8 (Permanent) : New Hires

Data as of: 9/30/2016

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

All HU Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment	<u> </u>	TOTAL	TOTAL EMPLOYEES	rees	Hispa Lat	Hispanic or Latino						Non-Mis	Non-Hispanic of Latino	0				
						2	White	ite	Black or	k or	Asi	Asian	Native Ha	Native Hawaiian or	American Indian	Indian	Two o	Two or more
	+	AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	-	503	246	257	25	8	148	124	49	8	16	8	0	0	e.	N	2	
	*	100.00	48.91	51.09	4.97	1.59	29.42	24 65	9.74	18.29	3.18	5.96	0.00	00.00	09.0	0.40	0.99	0.20
TOTAL	-	503	246	257	25	8	148	124	49	8	16	30	0	0	3	2	LO	
	38	100.00	48.91	51.09	4.97	1.59	29.42	24.65	9.74	18.29	3.18	5.96	0:00	0.00	0.60	0.40	66.0	0.20
	8	100.00	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

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

0028 ENVIROMENTAL PROTECTION SPECIALIST				IFAL	Latino												
						White	ite	Black or	or	Asian	ue	Native Hawaiian	awaiian or	American Indian	n Indian	Two o	or more
	AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	-		1	0	0	0	-	0	0	0	0	0	0	0	0	0	0
	100.001	00'0	0 100.00	0.00	00'0	0.00	100.00	0.00	0.00	00'0	00:0	0.00	0.00	0.0	0.00	0.00	0.0
		, CN	1	0	0	1	0	1	1	0	0	0	0	10	0	0	0
	100.00	66.67	7 33.33	0.00	00'0	33.33	0.00	33.33	33.33	0.00	00:0	0.00	0.00	0.00	0.00	00.00	0.00
	S	4	1	.0	0	2	0	2	1	0	0	0	0	0	0	0	0
	100.00	80.00	20.00	00.0	00.00	40.00	0.00	40.00	20.00	00.00	0.00	00.0	0.00	00.00	0.00	00'0	00.0
0110 ECONOMIST	C	N	2	-	0	1	0	0	0	0	a solar plan a bio provincements		0	0	0	0	0
38	100.00	66.67	7 33.33	33.33	00:0	33.33	0000	00.0	00.0	00.0	33.33	00.00	0.00	00'0	00'0	0.00	00.00
0201 PERSONNEL *	2	en	4	0	0	2	2	0	2	0	0	0	0	-	0	¢	0
MANAGEMENT	100.00	42,86	57.14	0.00	00:0	28.57	28.57	0.00	28.57	00.00	0.00	00.0	0.00	14.29	0.00	00.00	00.0
0260 EQUAL EMPLOYMENT #	2	0	N	0	0	0	0	0	1	0	t .	0	Ó	0	0	0	0
	100.001	00.0	0 100.00	0.00	00.00	0.00	0.00	00.0	50.00	00.0	50.00	0.00	0.00	00.00	0.00	0.00	0.00
0301 MISCELLANEOUS *	8	40	44	Constant of the second structure	I	26	24	9	91	3	ę	0		0	•	0	0
ADMINISTRATION &	100.001	47.62	52.38	5.95	1.19	30.95	28.57	7.14	19.05	3.57	3.57	00.0	0.00	00'00	0.00	0.00	0.00
0303 MISCELLANEOUS *	21	2	7 14	0	0	4	0	2	4	1	1	0		0	0	0	0
CLERK & ASSISTANT	100.00	33.33	3 66.67	0.00	00.0	19.05	42.86	9.52	19.05	4.76	4.76	0.00	0.00	00.00	0.00	00'0	0.00
0318 SECRETARY	ę	0	3	0	0	0	0	0	6	0	0	0	0	0	0	0	0
3 ⁸	100.00	00.0	0 100.00	0000	00'0	00'0	0.00	0.00	100.00	00.00	0.00	0.00	0.00	00.00	0.00	00.00	0.00
0340 PROGRAM	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
MANAGEMENT	100.00	100.00	00.00	0:00	00:00	100.00	00'0	0.00	00:00	00:00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0341 ADMV OFFICER	1		1 0	0	0	0	0	t and area to a	0	0	0	0	0	0	0	0	0
38	100.00	100.00	00:0	00'0	00'0	00.00	0.00	100.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00
0342 SUPPORT SRVCS	-	a and a state	0 1	0	0	0	0	0	1	0	0	0	0		0		0
ADMINISTRATION	100.001	00.0	0 100.00	0.00	0.00	00.00	00.00	0,00	100.00	00.0	00.00	0.00	0.00	0.00	0.00	0.0	0.0
0343 MANAGEMENT & #	47	14	33	0	2	10	17	e	11	0		0	0	F	0		0
PROGRAM ANALYSIS	100.00	29.79	9 70.21	00.0	4.26	21.28	36.17	6.38	23.40	00.00	6.38	00:0	0.0	2.13	0.0	0.0	0.00
0344 MANAGEMENT	L and the second		0 1	0	0	0	0	0	0	0		0	0	away un late ten ef	0		0
CLERICAL & ASSISTANCE	100.001	0.00	0 100.00	00'0	00.00	00.00	00.00	00.0	0.00	00.0	100.00	00.00	0.00	0.00	0.00	0.00	0.00
0360 EQUAL	18	-	7	C)	e	1	50	ŝ	CN '	0	L .	0	0	0	0		0
	100.00	38.89	9 61.11	11.11	16.67	5.56	27.78	16.67	11.11	0.00	5.56	00:0	00.0	0.00	00.00	5.56	00.00
0361 EQUAL	2	Lan marks	1	0	0	L	0	0	1	0	0	0	0	0	0	0	0
	100,001	50.00	0 50.00	00.00	00.00	50.00	00.0	00.00	50.00	00.0	0.00	0.00	0.00	00'0	00'0	0.0	0.0

Table A8S (Permanent) : New Hires by Occupational Series

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

Report Executed: 11/2/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

TELECOMMUNICATIONS 7 10 0501 FINANCIAL 8 10 0510 ACCOUNTING 8 10 0511 AUDITING 8 10 0560 BUDGET ANALYSIS 8 10 0560 BUDGET ANALYSIS 8 10 0560 BUDGET ANALYSIS 8 10 0560 BUDGET ANALYSIS 8 10 0580 BUDGET ANALYSIS 10 0580 CONSTRUCTION 10 0580 CONSTRUCTION 10 0590 CONSTRUCTION 10 0500 CONSTRUCTION 10 00 0500 CONSTRUCTION 10 00 0500 CONSTRUCTION 10 00 00 00 00 00 00 00 00 00 00 00 00 0		100.00 0 0.00 100	0:00	0.00	00:0	100.00	0.00	0.00	00.0	00:00	00.0	0:00	00.00	0.00	00.00	0.00	0.00
NG & *			7	U	0	0		0	the sector and the second				a second second second second second	· · · · · · · · · · · · · · · · · · ·			
NG & *			5	5			Ň		CN .	0	e	0	0	0	•	0	0
NG MALYSIS STON		- 4	100.00	0.00	00.00	00.00	28.57	0.00	28.57	00.00	42.86	00'0	0.00	0.00	0.00	00.00	00.00
MALYSIS #		2	6	F	0	L	4	e	5	0	0	0	0	o	0	0	0
NALYSIS MAL		35.71 64	64.29	7.14	0.00	7,14	28.57	21.43	35.71	00.00	00.00	00.00	0.00	0.00	0.00	00.00	0.00
NALYSIS NALYSIS STON W		10	12	e	0	e	ø	e	4	1	1	0	0	0	-	0	0
NALYSIS		45.45 54	54.55	13.64	0.00	13.64	27.27	13.64	18.18	4.55	4.55	0:00	0.00	0.00	4.55	0.00	0.00
NOITS		10	7	0	0	9	1	N	9	0	0	0	0	0	0	0	0
STION %		58.82 41	41.18	11.76	0.00	35.29	5.88	11.76	35.29	0.00	00:0	0:00	0.00	0.00	0.00	0.00	0.00
NOIT?		9	r,		0	ŝ	2	1	l	1	0	0	0	0	0	0	0
		66.67 33	33.33	11.11	0.00	33.33	22.22	11.11	11.11	11.11	00.0	0.00	00.00	00'0	0.00	0.00	0.00
2		12	0	0	0	7	N	Ð	0	0	0	0	0	1	0	L manual and	0
		85.71 14	14.29	00.00	0.00	50.00	14.29	21.43	0.00	0.00	0.00	0.00	0.00	7,14	0.00	7,14	0.00
0905 GENERAL ATTORNEY #		9	4	0	0	4	•	N	0	0	0	0	0	0	0	0	0
%		60.00 40	40.00	00:00	00.0	40.00	40.00	20.00	0.00	00.0	00:0	0.00	00.00	0:00	0.00	00.00	0.00
0950 PARALEGAL			0	0	0	o	0	0	0	-	0	0	0	0	0	0	0
8	And a second a second	100.00	0.00	0.00	0.00	00.0	00.00	0.00	0,00	100.00	00'0	0.00	0.00	00'0	0.00	00.00	0.00
0999 LEGAL	0	CN.	8	0	0	1	1	1	N	0	0	a	0	0	0	0	0
*	100.00 40	40.00 60	60.00	0.00	00.00	20.00	20.00	20.00	40.00	0.00	0.00	0.00	00.0	00.00	0.00	8.0	00'0
1035 PUBLIC AFFAIRS	e	3	0	0	0	2	0		0	0	0	0	0	0	0	0	0
10	100.00 100	100.00	0.00	00.00	0.00	66.67	00:00	33.33	0.00	0:00	00:0	0.00	0.00	00.0	000	0.00	0.00
1084 VISUAL #		0	F	0	0	0	L	0	0	0	0	0	0	0	0	0	0
INFORMATION % 10	100.00 0	0.00 100	100.00	0.00	0.00	00.00	100.00	0.00	0.00	0.00	0.00	0,00	0.00	00.0	0.00	00.00	0.00
1101 GENERAL BUSINESS #	113	ß	ß	7	1	8	8	11	18	0	2	0	0	0	0	F .	Ŧ
8	100.00 51	51.33 48	8.67	6.19	0.88	34,51	26.55	9.73	15.93	00'0	4,42	00'0	00.00	00.0	0.00	0.88	0.88
1102 CONTRACTING	16	8	8	0	0	e	1.	ŋ	9	1	1	0	0	0	0	T.	0
10	100.00 50	50.00 50	50.00	0000	00.00	18.75	6.25	18.75	37,50	6.25	6.25	0.00	0.00	0.0	0.00	6.25	0.00
1109 Grants Management #	6	4	G	1	0	c)	2	0	F	0	1	0	0	0		0	0
10	100.00 44	44.44 56	55.56	11.11	00.00	33.33	22.22	00.0	11.11	00'0	11.11	0,00	0.00	00.0	11.11	00.00	0.00
1160 FINANCIAL ANALYSIS #	21	0	12	1	0	1	Ø	0	4	0	CV	o	0	0	0	2 L	0
10	100.00 42	42.86 57	57.14	4.76	0.00	33.33	28.57	00.0	19.05	00'0	9.52	00'0	0.00	0.00	0.00	4.76	0.00
1171 APPRAISAL	2	2	0	0	0	N	0	0	0	0	0	0	0	a	0	0	0
10	100.00 100	100.00	0.00	0.00	00.00	100.00	0.00	00.00	0,00	00'0	00.00	0.00	0.00	00:0	0.00	00'00	0.00
1510 ACTUARY	L .	1	0	0	0	0	0	0	0	L	0	0	0	0	0	0	0
10	100.00 100	100.00	0,00	0.00	00.00	0.00	00'0	00.0	00'0	100.00	0.00	0.00	0.00	00:00	0.00	0.00	0.00
1529 MATH STATISTICIAN #	5	I II	1 	0	o	0	0	0	0			0	0	0	0	0	0

Table A8S (Permanent) : New Hires by Occupational Series

Data as of: 9/30/2016

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

100.00	50.00	50.00	0.00	00.00	3	0.0	3	8	Nine	00.00	B	m	0.0	0.0	3	0.00
0	1.00	1	0	0	0		0	0	0	0	0	0	0	0	0	0
0.00	17	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
10		2	0	1	8	1	1	0	1	0	0	0	0	0	0	0
83.33	1	16.67	0.00	8.33	66.67	8.33	8.33	0.00	8.33	00.00	0.00	0.00	0.00	0.00	0.00	0.00
15		7	1	0	0	N	o	0	us	ŋ	0	0	0	0	0	0
68.18		31.82	4.55	0.00	40.91	60.6	0.00	0.00	22.73	22.73	0.00	00:0	0.00	0.00	0.00	0.00
246		257	ß	8	148	124	49	8	16	90	0	0	e	N	ß	F
48.91		51.09	4.97	1.59	29.42	24.65	9.74	18.29	3.18	5.96	0.00	00.00	09:0	0.40	0.99	0.20

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

All HU Sub Organization(s) Codes Included: 02,03,04,05,11

Type of Appointment	TOTAL	TOTAL EMPLOYEES	YEES	Hispa Lat	Hispanic or Latino						Non-His	Non-Hispanic of Latino	oun				
					1	White	ite	Black or	(or	Asian	an	Native Ha	Native Hawaiian or American Indian	American	1 Indian	Two o	Two or more
	AI	male	male female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL															ALC: NOT A		
	% 0.00	0.00	0.00	00'0	0000	0.00	00:00	00'0	00.0	00:00	0.00	0.00	00.00	0:00	0.00	0.00	0.00
CLF	100.00	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

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

Table A9: SELECTIONS FOR INTERNAL COMP	NS	FORIN	TEHN	ALCC			2MICE	CNO					2 21	שרר	EIIIVE PROMOTIONS FOR MAJOR OCCUPATIONS BY NACE/EIIIIICILY	lty any		
			Total								AUCE							T
					Hispanic or	nic or		ł			UON		NON- MISPANIC OF LAUNO					
					Latino	0	White		Black or African	Mrican	Asian	ũ	Native	š	ē i	Ican	ծ ի	More
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: 0089 Emergency Management	rgen	cy Mana	gement															
Total Applications Received	#	2	0	2	0	0	0	1	0	1	0	0	•	0	0	0	•	0
Qualified	#	-	0	-	0	0	0	-		0	0	0	0	0	0	0	0	0
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	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																		
Job Series of Vacancy: 0201 Human Resources Specialist	an R	esource	s Speci	ialist													ŀ	
Total Applications Received	#	-	0	-	0	0	0	0	0	t.	0	0	0	0	0	0	0	0
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	%	100%	%00.0	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%
Selected	#	0	0	0	0	0	0			0	0	0	0	0	0	•	0	0
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Relevant Applicant Pool %																		
Job Series of Vacancy: 0301 Technical Assistance Specialist	hnica	l Assista	ance Sp	vecialist														
Total Applications Received	#	139	4	35	5	20	20	24	16	47	1	3	0	0	0	0	~	-
Qualified	#	75	24	51	е	7	12	20	80	23	1	1	0	0	•	•	•	•
	%	100%	32.00%	68.00%	4.00%	9.30%	16.00%	26.70%	10.70%	30.70%	1.30%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	16	4	12	0	-	5	7	-	4	-	0	0	0	0	0	0	•
	%	100%	25.00%	75.00%	0.00%	6.20%	12.50%	43.80%	6.20%	25.00%	6.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %																	-	
Job Series of Vacancy: 0318 Secretary	retary																	
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	•	0	0	•	•	•	0
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	•	0	•
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	0	0	0	0	0	0	0		0	0	0	0	0	•	•	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %							-										_	
Job Series of Vacancy: 0340 Program Manager	gram	Manage												-				
Total Applications Received	#	2	4	3		0	-	~	-	•	。	-	•	0	-	5	-	5
Qualified	#	m	2		0	0	0			0	0	-	•	0	•	0	-	-
	%	100%	66.70%	33.30%	0.00%	0.00%	0.00%	0.00%	33.30%	0.00%	0.00%	33.30%	0.00%	0.00%	0.00%	0.00%	33.30%	0.00%
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	%	100%	%00.0	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%
Relevant Applicant Pool %		•														_		
Job Series of Vacancy: 0343 Supervisory Program Analyst	ervis	ory Proç	ram An	alyst														
Total Applications Received	#	200	68	132	19	18	53	23	18	76	3	9	0	0	-	-	4	80
Rumilette: Nov 2, 2016 3:32 PM	#	6	26		89	102	Start Date: 1@ct		5	41	1	2	0	0	-		nd Date	End Date: Sep 80
	%	100%	28.00%	72.00%	8.60%	5.40%	8.60%	15.10%	6.50%	44.10%	1.10%	2.20%	0.00%	0.00%	1.10%	1.10%	2.20%	4.30%
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Selected	#	14	3	11	-	2	+	3	1	S	0	0	0	0	0	-	2	2	
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Relevant Applicant Pool %																-			
Job Series of Vacancy: 0344 Management And Program Assistant	mage	tent And	1 Progra	um Assis	stant													-	
Total Applications Received	#	13	0	13	0	1	0	0	0	12	0	•	•	•	•	0	0	0	
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Job Series of Vacancy: 0360 Supervisory Equal Opportunity Specialist	Nisc	ory Equ	al Oppo	rtunity S	pecialis	ĭt.												1	
Total Applications Received	#	100	35	65	4	18	12	14	14	27	2	4	0	0	-	0	2	5	
Otialified	#	43	15	28	е С	9	9	10	9	6	0	-	0	0	0	0	0	2	
	%	100%	34.90%	65.10%	7.00%	14.00%	14.00%	23.30%	14.00%	20.90%	0.00%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	4.70%	
Selected	#	18	2	13	2	e	~	4	-	e	0	-	0	0	0	0	0	2	
	%	100%	27.80%	72.20%	11.10%	16.70%	11.10%	22.20%	5.60%	16.70%	0.00%	5.60%	0.00%	0.00%	0.00%	0.00%	0.00%	11.10%	
Relevant Applicant Pool %																			
Job Series of Vacancy: 0361 Equal Opportunity Assistant	I Op	portunii	by Assis	tant															
Total Applications Received	#	-	0	-	0	0	0	0	0	-	0	0	0	0	0	0	0	0	
Dualified	#	-	0	-	0	0	0	0	0	-	0	0	0	0	0	0	0	0	
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Job Series of Vacancy: 0399 Student Trainee	ent T	rainee																	
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Job Series of Vacancy: 0501 Supervisory Accounting Specialist	erviso	ory Acc	punting	Special						-	ľ	,	0		4		0		
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Job Series of Vacancy: 0510 Accountant	ounta	i t															ļ	-	
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Job Series of Vacancy: 1109 Grants Management Specialist	its Ma	nagem	ent Spe	cialist														
Total Applications Received	#	98	14	ซ	е	-	с г	e,	9	14	0	0	0	0	2	σ	0	-
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	%	100%	33.30%	66.70%	7.40%	0.00%	7.40%	11.10%	11.10%	40.70%	0.00%	0.00%	%00.0	0.00%	7.40%	11.10%	0.00%	3.70%
Selected	#	5	-	4	0	0	0	0		2	0	0	0	•	-	2	0	0
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Job Series of Vacancy: 1160 Financial Analyst	ncial	Analyst																
Total Applications Received	#	25	5	20	0	4	2	2	m	6	0	1	0	0	0	0	0	4
Qualified	#	13	2	÷	0	-	-	5	-	5	0	1	0	0	•	•	•	12
	%	100%	15.40%	84.60%	0.00%	7.70%	7.70%	15.40%	7.70%	38.50%	0.00%	7.70%	0.00%	0.00%	0.00%	0.00%	0.00%	15.40%
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Job Series of Vacancy: 1171 Appraiser	raiser										l							
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	%	100%	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%	0.00%
Selected	#	-	-	0	0	0	-	0	0	0	0	0	0	0	0	•	•	•
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	Γ																	
Job Series of Vacancy: 2210 Information Technology Specialist	matio	n Techi	nology \$	Specialis	st													
Total Applications Received	#	46	26	20	ო	9	11	9	6	5	9	N	0	0	•	•	•	
Qualified	#	33	18	. 15	2	2	6	9	2	-	2	5	0`	0	•	•	•	-
	%	100%	54.50%	45.50%	6.10%	15.20%	27.30%	18.20%	15.20%	3.00%	6.10%	6.10%	0.00%	0.00%	0.00%	0.00%	0.00%	3.00%
Selected	#	7	ß	2	0	0	4	0	-	1	0	0	0	0	•	•	0	-
	%	100%	71.40%	28.60%	0.00%	0.00%	57.10%	0.00%	14.30%	14.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.30%
Relevant Applicant Pool %	\Box										10							

Start Date: Oct 1, 2015

Run Date: Nov 2, 2016 3:32 PM

End Date: Sep 30, 2016

AIIHU

Report Executed: 11/2/2016

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Employment Tenure	Jure	TOTAL	TOTAL EMPLOYEES	res	Hispa Lat	Hispanic or Latino						Non-Hist	Non-Hispanic or Latino	atino				
	Τ						White	te	Blac	Black or	Asian	an	Native H	Native Hawaiian or	America	American Indian	Two o	Two or more
	1	AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Employees	44	498	236	262	31	8	136	89	48	132	17	24	1	T	1	9	2	2
Ladder Promotions	\$	100.00	47.39	52.61	6.22	1.61	27.31	17.87	9.64	26.51	3.41	4.82	0.20	0.20	0.20	1.20	0.40	0.40
Time in grade in excess of minimum	exce	ss of minii	mum	g gang managang ang dina ang ang ang ang	North Rest Contractor of the C	ere som som som ere var ansatterer at viljer e	nalien anteren verenan ar verd a der	nanadara ang kanang kang kang kang kang kang ka	accession and the address of a second second second	NAS- an reason de deraire é y indedet d'active	No. Interneting a statute for relations on each or the foreign of						4 - Br data distanciante	T were one is not the two two rands which there is the
1-12 Months	*	408	192	216	29	L	109	20	38	115	13	15	***	1	0	9	5	2
	%	100.00	47.06	52.94	7.11	1.72	26.72	17.16	9.31	28.19	3.19	3.68	0.25	0.25	0.00	1.47	0.49	0.49
13-24 Months	*	4	4	0	0	0	1	0	6	0	1	0	0	0	0	0 a meta of designation of the	0	0
	%	100.00	100.00	0.00	00.00	00.0	25.00	00.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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		All	Male	Female	Male	Female	Male	Female	Male F	Female	Male	Female	Male	Female	Male	Female	Male	Female
13				1														1
Total Applications Received	#	338	123	215	25	ĸ	20	55	35	105	9	6	0	0	4	e	т	₽
:	%	100%	36.40%	63.60%	7.40%	9.80%	14.80%	%	%	31.10%	1.80%	2.70%	0.00%	0.00%	1.20%	0: 9 0%	0.90%	3.00%
Qualified	#	185	83	122	14	14	27		-	51	~	с С	•	0	N	m	N	0
	%	100%	34.10%	65.90%	7.60%	7.60%	14.60%	%	%	27.60%	1.10%	2.70%	0.00%	0.00%	1.10%	1.60%	1.10%	3.20%
Selected	#	47	15	32	e	9	7	9	2	9	-	2	0	0	-	N	-	N
	%	100%	31.90%	68.10%	6.40%	12.80%	14.90%	21.30%	4.30% 2	21.30%	2.10%	4.30%	0.00%	0.00%	2.10%	4.30%	2.10%	4.30%
Relevant Applicant Pool %																	1	T
14																		
Total Anolications Received	#	301	133	168	12	24	53	52	42	73	13	6	0	0	-	2	12	8
	%	100%	44.20%	55.80%	4.00%	8.00%	17.60%	17.30%	14.00% 2	24.30%	4.30%	3.00%	0.00%	0.00%	0.30%	0.70%	4.00%	2.70%
Oualified	#	166	69	97	6	12	31	4	20	35	۰	5	0	0	1	2	3	ო
	%	100%	41.60%	58.40%	5.40%	7.20%	18.70%	24.10%	12.00%	21.10%	3.00%	3.00%	0.00%	0.00%	0.60%	1.20%	1.80%	1.80%
Selected	#	42	13	29	e	4	2	15	2	7	-	-	0	0	0	1	0	-
	%	100%	31.00%	69.00%	7.10%	9.50%	16.70%	35.70%	4.80%	16.70%	2.40%	2.40%	0.00%	0.00%	0.00%	2.40%	0.00%	2.40%
Relevant Applicant Pool %																	1	T
15																	-	,
Total Applications Received	#	131	61	70	13	10	21	12	20	43	4	4	•	0	-	•	N	-
	%	100%	46.60%	53.40%	9.90%	7.60%	16.00%	9.20%	15.30%	32.80%	3.10%	3.10%	0.00%	0.00%	0.80%	0.00%	1.50%	0.80%
Qualified	#	70	27	43	2	9	თ	6	6	24	-	e	•	0	-	•	N	-
	%	100%	38.60%	61.40%	7.10%	8.60%	12.90%	12.90%	12.90%	34.30%	1.40%	4.30%	0.00%	0.00%	1.40%	0.00%	2.90%	1.40%
Selected	#	12	5	7	•	0	5	5	2	e	0	-	0	0	0	•	-	-
	%	100%	41.70%	58.30%	0.00%	0.00%	16.70%	16.70%	16.70%	25.00%	0.00%	8.30%	0.00%	0.00%	0.00%	0.00%	8.30%	8.30%
Relevant Applicant Pool %																		7

End Date: Sep 30, 2016

Start Date: Oct 1, 2015

Run Date: Nov 2, 2016 3:37 PM

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# •	Participants						33.3		1.11	22.2	7.4	3.7	0.0	0.0	0.0	0.0		
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revelopment Programs for GS 15 and SES: $\frac{*}{0}$ $\frac{9}{00}$ $\frac{9}{00}$ $\frac{1}{33.3}$ $\frac{1}{56.7}$ $\frac{1}{26}$	Participants	%	E 00	1.0 69.0	- 1		17.2		13.8	44.8	0.0	3.4	0.0	0.0	0.0	3.4		
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"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced. "Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.		+	+	2			12.8		4.8	38.5	2.6	2.6	0.0	0.0	0.0	0.0		
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.	"Pelevent Ann	licant Po		molovees in	the next k		grade and	d in all se	ries that c	Jualify the	am for the	position a	nnounced					
	"Relevant Applic	ant Pool"	= all emplo	vees in the ne	st lower p	av grade a	nd in all se	sries that c	jualify then	n for the p	osition ann	ounced.						
020							= 24											

All Housing and sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Table A13 : Employees Recognition and Awards Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

Report Executed: 11/2/2016

FY2016

Includes NOA Codes: 840,846,849,879,885,886,887,892

# Awards Given	Award Program # Awards Given	TOTA	TOTAL EMPLOYEES	YEES	Hispanic or Latino	lic or 10					Noi	Non-Hispanic or Latino	c or Latin	0				
Total Cash						1	White	te	Black or African	African	Asian	u	Native Hawaiian	waiian	American Indian	Indian	Two or more	more
		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Cash Awards	*	3318	1249	2069	102	152	690	736	380	1054	58	06	N	T	6	30	2	9
¢\$00 and thidar	%	100.00	37.64	62.36	3.07	4.58	20.80	22.18	11.45	31.77	1.75	2.71	0.15	0.03	0.27	06.0	0.15	0.18
Total	69	1,258,349	477,347		39,358	58,056	266,071	284,632	142,299	390,380	22,499	33,518	1,948	2005	3,343	11,647	1,829	2,269
Average	4	379.25	382.18	377.48	385.86	381.95	385.61	386.73	374.47	370.38	387.91	372,42	389.58	500.00	371.47	388.22	365.88	378,11
Total Cash Awards	74:	6405	2652	3753	200	298	1641	1465	600	1679	170	232	m	5	34	51	4	23
hehiten \$501 and	8	100.00	41.41	58.59	3.12	4.65	25.62	22.87	9.37	26.21	2.65	3.62	0.05	0.08	0.53	0.80	0.06	0.36
Total	69	6,233,440	2,618,510	3,614,930	192,135	281,961	1,654,328	1,467,124	567,173	1,569,062	163,841	224,236	2,098	5,323	35,114	46,968	3,822	20,255
Average	**	973.21	987.37	963.21	960.67	946.18	1,008.12	1,001.45	945.29	934.52	963.77	966.54	699.31	1,064.61	1,032.76	920.94	955.57	880.66
Total Cash Awards	*	641	320	321	25	23	200	156	11	121	19	19	0	0	S	2	0	0
arester.than.¢1500	8	100.00	49.92	5	3.90	3.59	31.20	24.34	11.08	18.88	2.96	2.96	0.00	0.00	0.78	0.31	0.00	0.00
Total	\$	1,148,306	574,846	573,460	45,592	41,851	363,487	280,972	124,875	209,782	32,179	37,060	0	0	8,712	3,796	0	0
Average	•	1,791.43	1,796.39	1,786.48	1,823.69	1,819.59	1,817.44	1,801.10	1,758.80	1,733.74	1,693.64	1,950.50	0.00	0.00	1,742.47	1,898.16	0.00	0.00
Total Time-Off Awards	*	1905	647	1258	61	108	412	565	138	463	24	69	0	0	4	14	00	S
1.0 Hottie	%	100.00	33.96	66.04	3.20	5.67	21.63	31.44	7.24	24.30	1.26	3.62	0.00	0.00	0.21	0.73	0.42	0.26
Total	9	15,069	5,095	9,974	490	864	3,250	4,739	1,083	3,664	188	555	0	0	8	112	23	40
Average	4	7.91	7.87	7.93	8.03	8.00	7.89	7,91	7,85	7.91	7.83	8.04	0.00	0.00	8.00	8.00	6.50	8.00
Total Time-Off Awards	*	3598	1276	2322	108	161	829	1046	256	938	62	148	'n	4	14	16	4	6
Over 9 Hours	%	100.00	35.46	64.54	3.00	4.47	23.04	29.07	7.12	26.07	1.72	4.11	0.08	0.11	0.39	0.44	0.11	0.25
Tolal	63	85,884	30,216	55,668	2,408	3,838	19,829	25,734	6,025	21,933	1,442	3,437	23	104	382	368	78	254
Average	\$	23.87	23.68	23.97	22.30	23.84	23.92	24.60	23.54	23.38	23.26	23.22	17.33	26.00	27.29	23.00	19.50	28.22

Table A13S (Permanent) : Awards by Grade

Data as of: 9/30/2016

Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

All Housing and

Urban sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: ES,GM,GS,SL

Grade Groups		TOTAL	TOTAL EMPLOYEES	EES	Lat	Latino		×										
							White	ite	Black or African American	k or can ican	Asi	Asian	Native Há Other Isla	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	n Indian Native	Two o rai	Two or more races
		AI	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS 01-08	*	555	116	439	10	14	39	107	55	259	1	13	0	0	2	14	m	S
vuent I e e e	8	100.00	20.90	79.10	1.80	7.39	7.03	19.28	9.91	46.67	1.26	2.34	00.00	0.00	0.36	2.52	0.54	06.0
Total Monetary Awards	*	409,319	67,864	341,455	3,133	42,540	15,617	145,565	43,080	139,635	3,476	6,656	0	0	1,525	4,707	1,032	2,352
Average amount per Award	*	738	585	778	313	1,038	400	1,360	783	539	497	512	0	0	763	336	344	470
GS 09-12	******	3012	1010	2002	92	193	542	653	299	1008	53	88	0	m	14	38	4	19
	%	100.00	33.53	66.47	3.05	6.41	17.99	21.68	9.93	33.47,	1.76	2.92	0.20	0.10	0.46	1.26	0.13	0.63
Total Monetary Awards	*	2,591,384	806,812	1,784,571	53,338	210,450	435,211	966'069	250,984	200,039	30,848	120,780	27,150	2,432	7,521	50,118	1,760	9,757
Average amount per Award	*	860	799	891	580	1,090	803	1,058	839	694	582	1,372	4,525	811	537	1,319	440	514
GS 13-15	4	7592	3426	4166	263	297	2111	1738	662	1813	206	263	S	2	34 A	30	89	20
	8	100.00	45.13	54.87	3.46	3.91	27.81	22.89	10.52	23.88	2.71	3.46	0.07	0.07	0.45	0.40	0.11	0.26
Total Monetary Awards	*	7,956,767	3,735,470	3,735,470 4,221,297	280,192	293,953 2,4	2,404,567	04,567 1,787,272	798,770	798,770 1,843,075	179,889	224,836	4,004	4,782	61,864	27,489	6,185	39,890
Average amount per Award	*	1,048	1,090	1,013	1,065	066	1,139	1,028	1,000	1,017	873	855	801	956	1,820	916	773	1,994
SES	.4	98	57	41	e	ż.	47	22	9	17	0	0	0		1	0	0	0
444444	%	100.00	58.16	41.84	3.06	2.04	47.96	22.45	6.12	17.35	00.00	0.00	00.0	0.00	1.02	0.00	0.00	0.00
Total Monetary Awards	*	814,912	461,423	353,489	21,185	25,177	376,463	200,307	54,610	128,005	0	0	0		9,165	Q	0	0
Average amount per Award	**	8,315	8,095	8,622	7,062	12,589	8,010	9,105	9,102	7,530	0	0	O	0	9,165	0	0	
Grand Total	*	11257	4609	6648	368	533	2739	2520	1159	3097	266	364	TT		51	82	15	44
-	%	100.001	40.94	59.06	3.27	4.73	24.33	22.39	10.30	27.51	2.36	3.23	0.10	0.07	0.45	0.73	0.13	0.39
Total Monetary Awards	*	11,772,381 5,071,569 6,700,812	5,071,569	6,700,812	357,847	572,120	3,231,858	2,824,140	1,147,444	2,810,754	214,213	352,272	31,154	7,214	80,075	82,314	8,978	51,999
Average amount per	**	1,046	1,100	1,008	972	1,073	1,180	1,121	066	906	805	968	2,832	902	1,570	1,004	299	1,182

The above table includes Awards with NOA Codes : 815,816,817,825,827,840,849,879,885,886,887

Table A13S (Permanent) : Awards by Grade

Data as of: 9/30/2016

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

All Housing and

Urban Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

PayPlans Included: ES,GM,GS,SL

Grade Groups		TOTAL	TOTAL EMPLOYEES	EES	Hispanic or Latino	nic or ino						Non-His	Non-Hispanic or Latino	atino				
							White	ite	Black or African American	an can	Asian	c	Native H Other Isla	Native Hawaiian or Other Pacific Islander	America or Alaska	American Indian or Alaska Native	Two o ra(Two or more races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS 01-08		272	55	217	1	. 23	20	65	26	110	m	16	0	0		m	m	0
general dy ban the banner is arrive discovered as dynamic and	%	100.00	20.22	79.78	0.37	8.46	7.35	23.90	9.56	40.44	1.10	5.88	0.00	0.00	0.74	1.10	1.10	0.00
Total Time Awards	*	4,385	784	3,601	16	363	306	1,148	362	1,720	8	298	0	0	24	72	12	0
(Hours) Average Hours per Award	#	16	14	17	16	16	15	18	14	16	21	19	0	0	12	24	4	0
GS 09-12	*	1734	482	1252	63	112	282	510	107	222	21	54	2	1	2	10	2	8
ראש איזא אין איזיטערע איזע דער אוויין איזער איזער איזער איזער איזער איז	%	100.00	27.80	72.20	3.63	6.46	16.26	29.41	6.17	32.12	1.21	3.11	0.12	0.06	0.12	0.58	0.29	0.46
Total Time Awards	#	27,958	7,461	20,497	966	1,925	4,413	8,280	1,608	9,217	348	779	32	32	16	140	48	124
(Hours) Average Hours per Award	#	16	15	16	16	17	16	. 16	15	17	17	4	16	32	8	14	10	16
GS 13-15	14	3622	1430	2192	120	156	947	1001	277	770	66	147	7	E	ET.	18	9	7
a operation and load and loadiant companies of the operation	%	100.00	39.48	60.52	3.31	4.31	26.15	30.12	7.65	21.26	1.82	4.06	0.03	0.08	0.36	0.50	0.17	0.19
Total Time Awards	#	68,553	26,934	41,619	2,112	2,743	17,934	20,774	5,170	14,712	1,274	2,842	20	64	334	306	06	178
(Hours) Average Hours per Award	#	19	19	19	18	18	19	19	19	19	19	19	20	21	26	17	15	25
SES	**	21	15	9	0	T	15	4	0	1	0	0	0	O · · · · · · · · · · · · · · · · · · ·	0	0	a	0
naziona di mana na pomponi na pomp	%	100.00	71.43	28.57	0.00	4.76	71.43	19.05	0.00	4.76	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00
Total Time Awards	*	580	396	184	0	40	396	104	0	40	0	0	0	0	0	0	o	0
(Hours) Average Hours per Award	*	28	26	31	0	40	26	26	0	40	0	0	0	0	0	o	o	0
Grand Total	*	5649	1982	3667	164	292	1264	1670	410	1438	6	217	m	•	17	31	14	15
and drowing mericine in the real	*	100.00	35.09	64.91	3.26	5.17	22.38	29.56	7.26	25.46	1.59	3.84	0.05	0.07	0.30	0.55	0.25	0.27
Total Time Awards	*	101,476	35,575	65,901	3,124	5,071	23,049	30,306	7,140	25,689	1,686	3,919	52	96	374	518	150	302
Average Hours per	*	18	18	18	17	17	18	18	17	18	19	18	17	24	22	17	11	20

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Distribution by Race/Ethnicity and Gender

Report Executed: 11/2/2016

AII HU

Sub Organization(s) Codes Included: 11,01,02,03,04,05,06,07,08,09,10

Type of Separation	tion	TOTA	TOTAL EMPLOYEES	YEES	Hispanic or	nic or					No	n-Hispan	Non-Hispanic or Latino	õ				
						;	White	ite	Black or African American	African 'ican	Asian	u	Native Hawaiian or Other Pacific	Native Hawaiian or Other Pacific	American Indian or Alaska Native	n Indian a Native	Two oi rac	Two or more races
		AII	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
IVOL	#	10	9	4	1	0	3	0	1	4	0	0	0	0	0	0	1	0
1000 mar 10 m A. 1 m	8	100.00	60.00	40.00	10.00	0.00	30.00	0.00	10.00	40.00	0.00	000	0.00	0.00	0.00	0.00	10.00	00.0
NOL	#	668	282	386	22	27	175	174	99	156	14	21	1	0	m	9	1	
and the state of the state of the	%	100.00	42.22	57.78	3.29	4.04	26.20	26.05	9.88	23.35	2.10	3.14	0.15	0.00	0.45	0.90	0.15	0.30
TOTAL Separations	4	678	288	390	23	27	178	174	67	160	14	21	1	0	m	9	2	MAN MANYA & S. & Londo Bantun
	\$	100.00	42.48	57.52	3.39	3.98	26.25	25.66	9.88	23.60	2.06	3.10	0.15	0.00	0.44	0.88	0.29	0.29
TOTAL Workforce	*	7947	3247	4700	271	371	1893	E771	817	2194	206	274	S	8	39	56	16	24
	%	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30
			A more source of the second second	A hours of sector factors is absorbed wheely is say?	and the state of t	Parameter and a strategy and the strategy and the	and the second s	supplicate device successfunction and an and	A new second sec	and spectra with a second state of the local state of the local state.	And the second s	was demonstrated and a sector statements are	And the second second results with the second		an approximation of the state o	And a second in our + MANANANANANANANANANANANANANANANANANANAN		

Table A14S (Permanent) : Separations by Type of Separation

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

All Separations Types

NOA TYPE		TOTA	TOTAL EMPLOYEES	YEES	Hispanic or	nic or					Ň	n-Hispan	Non-Hispanic or Latino	0				
		÷					Wh	White	Black or African American	· African rican	Asian	ue	Native Hawaiian or Other Pacific	awaiian Pacific	American or Alaska	American Indian or Alaska Native	Two o rac	Two or more races
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Death	*	18	8	10	1	0	5	S	1	4	-	0	0	0	0	1	0	0
	%	100.00	44.44	55.56	5.56	0.00	27.78	27.78	5.56	22.22	5.56	0.00	0.00	0.00	00.0	5.56	0.00	0.00
Discharge	*	3	1	8		0	0	0	0	2	0	0	0,	0	0	0	1	0
	8	100.00	33.33	66.67	0.00	0.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00
Removal	*	9	4	2	T	0	M	0	0	2	0	0	0	0	0	0	0	0
	%	100.00	66.67	33.33	16.67	0.00	50.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	00.0	0.00
Resignation	*	96	41	55	2	4	25	28	12	17	2	S	0	0	0	1	0	0
And they do a m	%	100.00	42.71	57.29	2.08	4.17	26.04	29.17	12.50	17.71	2.08	5.21	0.00	0.00	0.00	1.04	00.0	0.00
Retirement	*	396	160	236	6	19	107	108	34	8	9	11	1	0	B	m	0	1
1	8	100.00	40.40	59.60	2.27	4.80	27.02	27.27	8.59	23.74	1.52	2.78	0.25	0.00	0.76	0.76	0.00	0.25
Termination	#	1	T	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	0.00	0.00	00.0	00.0	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.0	0.00
Transfer	#	158	73	85	10	4	38	33 -	19	41	2	S	0	0	0	3	1	T T
	8	100.00	46.20	53.80	6.33	2.53	24.05	20.89	12.03	25.95	3.16	3.16	0.00	0.00	0.00	0.63	0.63	0.63
TOTAL Separations	46	678	288	390	23	27	178	174	67	160	14	21	1	0	Ð	9	2	2
	*	100.00	42.48	57.52	3.39	3.98	26.25	25.66	9.88	23.60	2.06	3.10	0.15	0.00	0.44	0.88	0.29	0.29
TOTAL Workforce	*	7947	3247	4700	271	371	1893	1773	817	2194	206	274	S	89	39	56	16	24
in the part of an arrange of another sound state	8	100.00	40.86	59.14	3.41	4.67	23.82	22.31	10.28	27.61	2.59	3.45	0.06	0.10	0.49	0.70	0.20	0.30
		-															Contraction of the second seco	The second secon

Report Executed: 11/2/2016

Distribution by Race/Ethnicity and Gender

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA(s) Codes Included: 301,302,303,317,330,350,352,355,357,385

0028 ENVIROMENTAL PROTECTION SPECIALIST					Irai	Latino												
0028 ENVIROMENT AL PROTECTION SPECIALIST							White	ite	Blac	Black or	As	Asian	Native F	Native Hawaiian or	America	American Indian	Two (Two or more
0028 ENVIROMENTAL PROTECTION SPECIALIST	AII	\vdash	male f	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
PROTECTION SPECIALIST		4	e	-	0	0	3	-	0	0		0	0	0	0	0	0	0
	% 1	100.00	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	00.00	00'0	00.00	00'0	0.00	0,00	0.00	0.00
0080 SECUR ADM		9	0	0	0	0	0	0	0	e	0	a second advect	0	0	0	O	0	0
	2 ⁴	100.00	0.00	100.00	0.0	0.00	00'0	00'0	0.00	100.00	0.0	000	0.00	00.00	0.00	0.00	0.00	00.00
0101 SOCIAL SCIENCE	•	4	transmission and services	6	0	0	L	N	0	L	0	nan a shian a m	0	0	0	0	0	0
A short of the second sec	% 1	100.00	25.00	75.00	0.00	0,00	25.00	50.00	0.00	25.00	00.0	0.00	00.00	00'0	0.00	0.0	00'0	00.00
0110 ECONOMIST		n	e	0	0	0	£	0	0	0	0.		0	0	O which is a sheet how a survey of	0	0	0
an Aurona da au Andre au an a a a a	%a 11	100.00	100.00	00'0	0.00	0,00	100.00	00'0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.0	0.00
0199 SOC SCIENCE STUD		- 1		0	0	0	0	0	L	0	0		0	0	0	0	0	0
TR	%	100.00	100.00	00'0	0.00	0.00	00.0	00.0	100.00	00.00	0.00	00.0	00:0	0.00	0.00	0.00	0.00	0.00
0201 PERSONNEL		12	N	10	0	0 Contract of the second secon	2	0	0	10	0	ska skapon	0	0	0	0	0	0
MANAGEMENT	%	100.00	16.67	83.33	00.00	0.00	16.67	00'0	0.00	83.33	0.00	0.00	00.0	0.00	0.00	0.00	00.00	0.00
0301 MISCELLANEOUS	1.1	6	SS	8	L	6	21	27	5	ន	N	e	3	0	0	•	0	0
ADMINISTRATION &	%	100.00	38.46	61.54	7.69	3.30	23.08	29,67	5.49	24.18	2.20	3.30	00.00	0.00	00.00	1.10	0.00	0.00
0303 MISCELLANEOUS		8	S	27	0	2	1	12	4	12	0		0	0	0	n and a second s	0	0
CLERK & ASSISTANT	*	100.00	15.63	84,38	0.00	6.25	3.13	37,50	12.50	37.50	0.00	0.00	0.00	00.00	0.00	3.13	0.00	0.00
0318 SECRETARY		N	0	2	0	0	0	N	0	0	0		0	0	0	0	0	o
1 A statement is the risk of the state of	%	100.00	0.00	100.001	0.00	00.00	00.0	100.00	00.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	00.00	0.00
0340 PROGRAM		ו ס,	¢V.	3	0	1		0	L	2	0	mhar on	0	0	0	0	0	0
MANAGEMENT	% 10	100.00	40.00	60.00	0.00	20.00	20.00	00:0	20.00	40.00	0.00	00.0	0.00	0.00	00'0	0.00	00'0	0.00
0341 ADMV OFFICER		4	F	3	I man and a sum	0 videntee en	0	0	0	e	0		0	0	0	0	0	0
a pre a sector in the sector and the se	%	100.00	25.00	75.00	25,00	0.00	00'0	00'0	0.00	75.00	0.00	0.00	0 0.00	0.00	0.00	0.00	00.0	0.00
0342 SUPPORT SRVCS		N	the for some or		0	0	L	0	0	-	0	1000 L	0	0	0	0	0	2
ADMINISTRATION	% 1(100.00	50.00	50.00	0.00	0.00	50.00	00'0	00'0	50.00	0.00	00.00	00.0	0.00	0.00	0.00	0.00	0.00
0343 MANAGEMENT &	•	61	25	36	°.	2	14	19	8	15	O ward a start stress	à n decent ve	0	0	0			
PHOGHAM ANAL YSIS	11	100.00	40.98	59.02	3.28	3.28	22.95	31,15	13.11	24.59	00.00	00.0	0 0.00	0.00	00.00	0.00	1.64	000
0344 MANAGEMENT		9	-	N	0	0	0	1	-	L.	O sheath for any		0	0	O'	0	•	0
CLERICAL & ASSISTANCE	%	100.00	33.33	66.67	0.00	0.00	00.0	33.33	33.33	33.33	0.00	00'0	0.00	0.00	00'0	00.0	0.00	00.00
0360 EQUAL		25	12	13	ŋ	2	9	4	4	G	0		1	0	0	C	0	Q
OPPORTUNITY	%	100.00	48.00	52.00	12.00	8.00	20.00	16.00	16.00	24.00	0.00	4,00	0 0.00	0.00	0.00	0.00	0.0	0'0
0361 EQUAL		ି ମ	0	e	0	0	0	CV.	0	-	0	ten	0	0	0	0	0	0

Table A14S2 (Permanent) : Separations by Occupational Series & GradeEQ

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

Report Executed: 11/2/2016

FY2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA(s) Codes Included: 301,302,303,317,330,350,352,355,357,385

	94	100.00	00.0	100.00	0.00	00'0	0.00	66.67	0.00	33.33	00:00	0.00	0.00	00:0	00.00	00'0	0.00	0.0
0399 ADMIN & OFC	*	mil I me have	0	E.	0	0	0	0	0	I wanted	0	0	0	0	0	0	0	0
SUPPORT STUDENT	88	100.00	0.00	100.00	0.00	00.00	00:00	0.00	0.00	100.001	0.00	0.00	00.00	0.00	0.00	0.00	0.00	00.0
0501 FINANCIAL	-	21	6	12	0	0	5	9	6	9	L. L.	0	0	0	O vert print of start	0	0	0
ADMINISTRATION &	³⁰	100.00	42.86	57.14	0.00	0.00	23.81	28.57	14.29	28.57	4.76	0.00	00.00	0.00	0.00	0.00	00.0	0.0
0505 FINANCIAL		and I was service a	1	0	0	0	0	0	F	0	0	0	0	0	0	0	0	0
MANAGEMENT	38	100.00	100.00	00:00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	00:00	0.00	00.00	00.00	0:00	0.00
0610 ACCOUNTING		14	1	2	0	0	* * *	e	e	ŋ	0		0	0	0	0	0	0
on soundary waters of a state	200	100.00	50.00	50.00	0.00	00.00	28.57	21.43	21.43	21.43	0.00	7.14	0.00	0.00	0.00	0.00	00.00	0.00
0511 AUDITING	*	18	10	8	0	0	1	I	the second lab have	E and a second s	8	*	0	0	0	0	0	0
A lot le la	%	100.00	55.56	44.44	0.00	0.00	38.89	5.56	5.56	16.67	11.11	22.22	0.00	0.00	00.0	00'0	00.00	0.00
0560 BUDGET ANALYSIS		01	1	80	0	0	0	N	-	9	0	0	0	0	0	0 and downship work in and	0	0
distant i Nyumanini i Mis dinama da 1924 - dinama da 1924 - di	22	100.00	11.11	88.89	0.00	00'0	00:00	22.22	11.11	66.67	00.00	00.0	0.00	0.00	0.00	00.00	00.00	0.00
0599 FINANCIAL MGMT	-	1	0	the second second	0	0	0	0	0	a tanah ana ana ana ana ana ana ana ana ana	0	0	0	0	0	10, v ()	o	0
STUDENT	2ª	100.00	0.00	100.00	0.00	0.00	0.00	00.00	0.00	100.00	0.00	0.00	0.00	0.0	00.0	00.00	00.00	0:00
0801 GENERAL		2	2	0	0	0	N	0	0	0	0	0	0	0	0	0	0	0
ENGINEERING	*	100.00	100.00	0.00	0.00	00.00	100.00	00'0	0.00	0.00	00:00	0.00	0.00	0.00	00.0	00.00	00:00	00.00
0828 CONSTRUCTION		11	11	0	0	0	80	0	6	0	0	0	0		0	0	0	0
ANALYST	*	100.00	100.00	0.00	0,00	00.00	72.73	00.0	27.27	0.00	0.00	0.00	0.00	0.00	00.0	0.00	00.0	00.0
0905 GENERAL ATTORNEY		53	13 El	16	0	1	7	13	S	2	are a face-dimension in the particular	0	0	0	0	0	0	0
anna a manana a manan	38	100.00	44.83	55.17	0.00	3.45	24.14	44.83	17.24	6.90	3.45	0.00	0:00	00.00	00.00	00.00	00'0	0.00
0950 PARALEGAL		9	1	5	0	0	0	2	0	e		0	0	0	0	0	0	0
SPECIALIST	%	100.00	16.67	83.33	0.00	0.00	0.00	33.33	0.00	50.00	16.67	00.00	0:00	00.00	00'0	0.00	0.0	0.00
0999 LEGAL		2	0	2 · · ·	0	0	0	1	0	A service and the service of the	0	0	0	0	0	0	0	0
OCCUPATIONS STUDENT	8	100.00	0.00	100.00	0.00	0.00	0.00	20.00	0.00	50.00	0.00	0.00	00:00	0.00	00:00	0.00	00'0	0.00
1001 GENERAL ARTS &	-	1	0	all another and	0	0	0	0	0	· · · · · · · · · · · · · · · · · · ·	0	0	0	0	0	0	0	0
INFORMATION	8	100.00	00:0	100,00	0.00	00.00	00.0	0:00	0.00	100.00	0.00	0.00	0.00	00.00	0.00	0.00	0.0	0.00
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and the second s	38	100.00	100.00	00.0	0.00	00.0	100.00	000	0.00	0:00	0,00	00.0	0.00	0.0	00.00	0.0	0.00	0.00
1084 VISUAL			0	and the second s	0	0	0	0	0	L.	0	0	0	0	0	0	0	0
INFORMATION	% %	100.00	0.00	100.00	00.0	00.00	00.00	0.00	0.00	100.00	0.00	00.00	00'0	0.00	0.00	0.00	0.00	0.00
1101 GENERAL BUSINESS		222	88	134	7	12	8	2	16	42	2	10	1. L.	0	2	4	0	0
AND INDUSTRY	8	100.00	39.64	60.36	3.15	5.41	27.03	28.83	7.21	18.92	0:00	4.50	0.45	00.0	06.0	1.80	0.00	0:90
1102 CONTRACTING		14	8	9	1	0	co	1	4	LO .	0	0	0	o	0	0	0	0
Allendi and proposition-phased in constants do constantion of the disk of the	8	100.00	57,14	42.86	7.14	0.00	21.43	7.14	28.57	35.71	00.0	0.00	00'0	00.00	0.00	0.00	0.00	0.0
1160 FINANCIAL ANALYSIS	-38	18	7	11	-	-	4	IJ	-	ო	0	8	0	0	0	0	-	0
			and a second sec	Strategy and Annual Annual Strategy and	A subscription of the state of the second se	a summeries another a	understand with the second second second	And and an employed a definition	and the second second second second	the second se	And a state of the	And the second statement of the second	An Automatic street to the destruction of the second	the second s				

Table A14S2 (Permanent) : Separations by Occupational Series & GradeEQ

Distribution by Race/Ethnicity and Gender

Data as of: 9/30/2016

Report Executed: 11/2/2016

AII HU

FY2016

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA(s) Codes Included: 301,302,303,317,330,350,352,355,357,385

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N 1000 1000 000 <td>1410 LIBRARIAN</td> <td>-</td> <td>L</td> <td>fr.</td> <td>0</td> <td>0</td> <td>a contration e la ryphia</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>9</td> <td>e</td> <td></td> <td>f an tradition - a production by sound</td> <td></td> <td>ale sector - 4</td> <td>0</td>	1410 LIBRARIAN	-	L	fr.	0	0	a contration e la ryphia	1	0	0	0	0	9	e		f an tradition - a production by sound		ale sector - 4	0
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IM · 10000 000<	2 EDUCATION AND		1	0	L Lundary	0	e aprohimpete table between op met Cymrege d	0	0	0	Sector and the sector and	0	0	a bu a bios aite man	anato solution on orte part (, mp. moto	Lawyour Columny Balant Innorr	a col amon es	e e d'h-a sendrer e Z	0
affet a 1 0 <td>AINING TECHNICIAN</td> <td>*</td> <td>100.00</td> <td>0.00</td> <td>100.00</td> <td>00.00</td> <td></td> <td></td> <td>00.0</td> <td>0.00</td> <td>100.00</td> <td>0.00</td> <td></td> <td>-</td> <td>0.0</td> <td></td> <td>and the second se</td> <td></td> <td>00.0</td>	AINING TECHNICIAN	*	100.00	0.00	100.00	00.00			00.0	0.00	100.00	0.00		-	0.0		and the second se		00.0
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e 10 8 2 0 1 2 0	A gas real .	8	100.00		0.00	00'0		100.00	00.0	0.00	0.00	00:00	0.00		0.0				00.0
w 100.00 80.00 20.00 10.00 60.00 10.00 20.00 0.00	1 CRIMINAL	-	10	Ø	2	0	and received in an and the	9	1	S	0	O	catalog and spins	a de la manda de como de la como de		a sat analyzeness solutions	n Ne prost had before neurof		0
# 2 0 2 0	ESTIGATING	8	100.00	80.00	20.00	00.00			10.00	20.00	00:00	0.00	0.00		0.0				0.00
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# 22 15 7 0 2 1 5 0 0 0 1 0	SURANCE	×	100.00	0.00	100.00	00.0			0.00	0.00	100.00	00.00	0.00		0.0				0.00
% 100.00 68.18 31.82 0.00 9.09 31.82 18.18 9.09 4.55 22.73 0.00 0.00 4.55 0.00 0.00 # 67.8 288 360 23 27 178 174 67 160 14 21 1 0 0.00 4.55 0.00 0.00 # 67.8 360 23 27 178 174 67 160 1 0 3 6 2 8 8 100.00 4.246 57.52 3.39 336 26.56 388 23.60 2.06 3.10 0.15 0.03 0.44 0.85 0.23	D INFORMATION	*	8	15	2	0	inen miet ete en dem ete	7	4	CN	1 ·	20	0	arrando ada inclusión de	a star un un sur esta han du acomposiziones estado de s	0	1	a), pour demonstration relation in	0
# 678 288 390 23 27 178 174 67 160 14 21 1 0 3 6 2 % 100.00 42.48 57.52 3.39 366 25.66 9.88 23.60 2.06 3.10 0.15 0.00 0.44 0.88 0.29	CHNOLOGY	34	100.001		31.82	00.00			18.18	9.09	4.55	22.73	0.00		0.1				0.0
100.00 42.48 57.52 3.39 3.98 26.25 25.66 9.88 23.60 2.06 3.10 0.15 0.00 0.44 0.88 0.29	TAL	-	678		390	23	ande - deller van er monal Luinemen e	178	174	67	160	14	21		E N. As de jour-prospillante four-phone June, Ja verbehandette	a y a	a de la contrata de l		CN .
		32	100.001		57.52	3.39			25.66	9.88	23.60	2.06	And a set of the set of the set of						0.29





Workforce Data Tables B1 – B14

Report Executed: 1/13/2017

Distribution by Disability [OPM Form 256 Self-Identification Codes]

AII HU

Sub Organiza	tion(s) Code	Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11	1,02,03,04,0	5,06,07,08,	09,10,11									
Employment Tenure	nt TOTAL		Total by Disability Status	ability Sta	tus				Detail fo	Detail for Targeted Disabilities	Disabilities			
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL		_												
Prior FY	Ċ	8419 7389	9 240	280	8	S had some in success on sublice .	16	e	ង	Learning the anti-sector terminet	O,		25	e
	% 100	100.00 87.77	7 2.85	9.38	1.13	9.47	16.84	3.16	23.16	7.37	9.47	1.05	26.32	3.16
Current FY		8074 7070	239	765		6	14	6	18		0		26	'N
	% 100	100.00 87.57	7 2.96	9.47	1.08	10.34	16.09	3.45	20.69	5.75	10.34	1.15	29.89	2.30
Difference	-	-345 -319	-1	-25	Ð	0	ġ	0	4	\$	0	0	t .	L-
Ratio Change	%	0:00 -0.20	0 0.11	0.09	-0.05	0.00	0.0	0.00	-0.04	-0.02	0.00	0.00	0.03	-0.01
Net Change	*	4.10 4.32	2 -0.42	-3.16	-8.42	0.00	-12.50	00.00	-18.18	-28.57	0.00	00:00	4.00	-33.33
Federal High	8				0.00			5						
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Prior FY		8274 7259	9 236	8/11	8	8	16	E	21	7	6	0	R	m
in Andrew and Andrew	% 100	100.00 87.73	3 2.85	9.42	1.12	0.11	17.20	3.23	22.58	7.53	9,68	00.0	26.88	3.23
Current FY	<u>1</u>	7947 6957	7 238	762	85	8	14	C	17	10	Q	-	92	
	%	100.00 87.54	4 2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30,59	2.35
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Distribution by Disability

Employment		TOTAL	Ĕ	Total by Disability Status	ability Stat	ns I				Detail fo	r Targeted	Detail for Targeted Disabilities			
I	1		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 38] Miss Extremli	32- [64-69] Partial ing Paralysis bles	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Total Workforce	-	7947	6957	238	752	85	G	14	8	11	2	8	1	%	2
	*	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35
ПЛ	*	7346	6401	218	727	95	6	14	CO was service and the terminist proceedings and	17	5	8	1	26	2
The manage address of a particular system of a statements with the statements and the sta	*	100.00	87.14	2.97	9:90	1,16	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35
HUDIG	*	601	566	8	55	0	0	0	0	0	0	0	0	0	0
ner f. Sena Anna I Anna Anna Anna Anna Anna Anna	8	100.00	92.51	3.33	4.16	00.0	00.00	00.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00

Data as of: 9/30/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Occupational Categories		TOTAL	ř	otal by Dis	Total by Disability Status	tus				Detail fc	Detail for Targeted Disabilities	Disabilities			
	-		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Mearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epliepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
1a. Official & Managers Exec/Senior Level (Grade 15		846	765	8	8	2	0	G	•		0	-	0	0	0
& ADOVE)	2	100.001	90.43	2.96	6.62	0.83	0.00	71.43	0.0	14.29	0.00	14.29	0.00	0.0	0.00
1b. MID-LEVEL (GRADES 13-	1	535	431	12	8	1 · · · · ·	0	0	0		0	-	0	o	
14)	*	100.00	91.78	2.24	5.98	0.19	0.00	0.00	0.0	0.00	0.00	100.00	0.00	00.0	0.00
1d. Other	-	4625	3981	143	501	8	8	10	2	14		C	0	19	
development of the second second second and the second second second second second second second second second	*	100.00		3.09	10.83	1.21	14.29	8.83	3.57	25.00	7.14	5.36	0.00	33.93	1.79
1. Officials and Managers		6006	2237	180	280	5	80	10	N	15	4	2	0	19	
	*	100.00	87.20	3.00	9.81	1.07	12,50	15.63	3.13	23.44	6.25	7.81	0.00	29.69	1.56
2. Professionals	•	1250	1127	8		L	1	N	0	0	0			N	
the accession of a difference of the contract contract Vertician accession and Analogue and	R	100.001	90.16	2.88	6.96	0.56	14.29	28.57	0.00	0.00	0.00	00.00	14.29	28.57	14.29
3. Technicians	•	â	2	0	0	0	0	0	0	0	0	0	O United to indexes y 2014 to 10 meres were of	0	0
f agendelegebrunnen in regelene gelvan "regele". Hennelen service het hy optimiser tekning om som se tek	8	100.00	100.00	0.00	0.00	0.00	0.00	00'0	0.00	0.00	0.00	00.00	0.00	00.0	0.00
5. Administrative Support	•	615	42F	18	2	14	0	2	to vot 5 van attendisectorere e to a team too	2	1	3	0	ß	
Workers	%	100.00	82.52	3.50	13.98	2.72	0.00	14.29	7.14	14.29	7.14	21.43	0.00	35.71	0.00
9. Service Workers	•	121	163	4	4	0	0	0	0	0	0		0	0	0
and a second secon	8	100.00	95.32	2.34	2.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00	00.00	0.00
Grand Total	*	7947	6967	238	752	Statistical and the second sec	0	14	e	17	CO and the second secon			26	Contraction of the second seco
 A strain of the second difference of the second seco	*	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35
				A second se	and the set of the set	And a second residence of the second se	Condition and survey of an approximation		And the second second states and the second se	state and an a delivery where we are a set of the	wanted as in the local program in the same state of the	ware reaching the distribution of the property of the second second second	the second s		

Distribution by Disability

Data as of: 9/30/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	Occupational Categories	F.,	TOTAL	Ĭ	otal by Dis	Total by Disability Status	SI				Detail f	or Targeted	Detail for Targeted Disabilities			
4 766 75 36 76 36 76 36 76 36 36 76 36 36 76 36 36 1 0 1 0 1 7 1006 1100 1030 7.45 824 0.00 36.71 0.00 5.88 0.00 12.50 0.00 12.50 0.00 12.50 0.00 12.50 0.00 12.50 0.00 12.50 0.00				[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	12 2	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diabliity	[92] Dwarfism
(1) (1) <td>1a. Official & Managers</td> <td>-</td> <td>846</td> <td></td> <td></td> <td></td> <td>7</td> <td>0</td> <td></td> <td>0</td> <td></td> <td></td> <td>-</td> <td>0</td> <td>0</td> <td>0</td>	1a. Official & Managers	-	846				7	0		0			-	0	0	0
313 4 41 12 22 1 0 0 0 0 0 1 8 6.73 7.06 5.04 4.26 1.18 0.00 0.00 0.00 0.00 12.50 8 6.63 7.06 5.04 4.26 1.18 0.00 0.00 0.00 12.50 8 6.63 7.14 7.14 7.14 7.14 7.14 7.14 7.14 7.14 7.14 7.14 7.14 7.14 7.14 7.	Ever(Senior Level (Grade 15	*	10.65	And the second			8.24	0.00		00.00	5.88				0.00	0.00
** 6.73 7.06 5.04 4.28 1.18 0.00 0.00 0.00 0.00 12.50 * 4623 3801 143 501 56 7 7 0 0.00 0.00 0.00 0.00 12.50 * 6623 57.22 60.08 66.88 86.89 36.71 66.7 82.35 90.00 77.50 77.50 * 7558 75.68 76.83 76.83 76.93 76.14 76.93 76.94 76.90 77.50	1b. MID-LEVEL (GRADES 13-	1	535	Anna an a Anna Anna Ann			1	0		a An and a set of a local set of a subsection of a	0		1	0	0	0
1 4625 3601 143 501 563 61 5 2 14 4 4 4 4 5 301 143 501 563 51	141	1	6.73	auropade alter over freerendereden en		a see a see a see a factore	1.18	00.00			0.00				0.00	0.00
1 56.20 57.22 60.06 66.68 88.88 35.71 66.67 82.35 80.00 77.50 1 1 6006 82.37 100 58.83 76.84 88.84 35.71 66.67 82.35 80.00 77.50 1 1 126 17.53 76.83 75.53 75.63 75.53 75.23 88.89 71.43 66.67 82.3 80.00 77.50 1 1 1 7 1 1 2 0	1d, Other	*	4625				3	8	n p. politic (encountries de la mais encourse	no presi han a second contra many firm	۶Ľ.		0	e un aller e venerença len enem	19	and territy. B.D. a technic the standard reproductive of
1 0006 2237 180 583 64 8 10 2 16 4 6 6 1 15.58 75.58 75.58 75.53		28	58.20		arrando arrange	66.62	65.88	88.89		66.67	82.35				73.08	20.00
% 75.56 75.63 76.63 76.33 76.33 76.33 76.33 76.33 76.33 76.33 76.34 76.54 76.34 76.56 66.67 66.67 66.67 66.67 66.67 66.67 66.57 71.76 72.56 71.	1. Officials and Managers	AL AND A REAL PROPERTY AND	9009	shaces a retrict the	nasa 1995 ta nasa shudoo ka	Lange of this server a Wildow o	2	8	an are and in the second	ntra þ. miðin únunuð f. hannsle v. eft Hend	15		9	n on via consideran seconda set a		whereasy have a strate spanin power on the finance of
1 1250 1127 36 61 7 1 2 0	Total	38	75.58			78.32	75.29	88.89			88.24				73.08	3.85
% 15.73 16.20 15.13 11.57 8.24 11.11 14.29 0.00	2 Professionals		1250	and the second second			L	I	2	0				Land and the second descent and the second descent and the second descent descent and the second descend des		
* 5 5 0	Performance and a second seco	36	15.73			and the second second second second	8.24	ш		00.00	0.00				7.69	50.00
% 0.06 0.07 0.00 0.	3. Technicians	-	40		a second rank with the reformer of the	0	0	0			0		and the state of t		O	0
1 515 426 16 72 14 0 2 1 2 1 3 % 6.48 6.11 7.56 9.57 16.47 0.00 14.23 33.33 11.76 20.00 37.50 % 171 163 -4 0 0 0 0 0 0 0 0 37.50 <td>na provinski samanen perioris, statutet felskole (10 % antaniska a senaris), samtanistik (10 % elseren of</td> <td>2</td> <td>0.06</td> <td>And a second sec</td> <td></td> <td></td> <td>00.00</td> <td>0.00</td> <td></td> <td></td> <td>0.00</td> <td></td> <td></td> <td></td> <td>0.00</td> <td>0.00</td>	na provinski samanen perioris, statutet felskole (10 % antaniska a senaris), samtanistik (10 % elseren of	2	0.06	And a second sec			00.00	0.00			0.00				0.00	0.00
% 6.48 6.11 7.56 9.57 16.47 0.00 14.29 33.33 11.76 20.00 37.50 # 171 16.3 4 0 </td <td>5. Administrative Support</td> <td>•</td> <td>515</td> <td>he e hon n the main</td> <td>in or, navelaping n it belonged (b</td> <td>72</td> <td>*</td> <td>0</td> <td></td> <td></td> <td></td> <td>L</td> <td>e</td> <td>a relation of the project provide that the</td> <td></td> <td>0</td>	5. Administrative Support	•	515	he e hon n the main	in or, navelaping n it belonged (b	72	*	0				L	e	a relation of the project provide that the		0
e 171 163 4 4 0 <td>Workers</td> <td>×</td> <td>6.48</td> <td>and the second second</td> <td>and a summer of the</td> <td>5</td> <td>16.47</td> <td>0.00</td> <td></td> <td>33.33</td> <td>11.76</td> <td></td> <td></td> <td></td> <td>19-23</td> <td>0.00</td>	Workers	×	6.48	and the second second	and a summer of the	5	16.47	0.00		33.33	11.76				19-23	0.00
% 2.15 2.34 1.68 0.53 0.00 0.	9. Service Workers		171		n er spring in derek skradur i minereterin		0	0	-1	0.	0	nie orozaniana zwite kletow wie wotowanie	Aldered Aldered & Kritik, January Andrea A	non-en non seu o cojour que las		0
4 7947 6857 238 762 86 9 14 3 17 5 8 % 100.00	of processing the set a descent process of the set of the	8	2.15	o p	And the second state of th	0.53	000	0.00		00:00	0.00				00.00	0.00
100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00	Grand Total	•	7947	an or the summer of the	entre et expense d'arrendet a m	And Anna Anna Anna Anna Anna Anna Anna A	98	6		6	21	A CONTRACT OF A			58	N
	ny ana a kaominina na dalama tata any tatananananana ataunana manananana tatana kaominina tatana	32	100.00			100.00	100.00	100.00			100.00				100.00	100.00

Distribution by Disability

Data as of: 9/30/2016

AII HU

Report Executed: 1/13/2017

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Sub OccSeries Codes Included: _All

Related Grade		oF	ital by Dis	Total by Disability Status	SU				Detail f	Detail for Targeted Disabilities	Disabilities			
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
GS-02	-		0	0	0	0	0	0	0	0	0	0	0	0
ninosofie na seco	100:00	100.00	00.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00	00.00	0:00
GS-03	*		0	nation of the second second			0 * *	0	0	0	0	0	0	
ndere også senere også senere også senere i den senere i den senere av senere i senere og senere og senere og s	100.00	75.00	0.00	25.00	0.00	00.00		0.00	0.00	0.00	0.00	00.00	00'0	0.0
GS-04	8	8	0	0	0	O. second and finds the device of the second	0	0	O and an include a pre-1 which is served water and			0	0	O.
	% 100.00	100.00	00'0	0.00	00'0	0.00	0.00	0:00	0.00	0:00	0.00	00'0	0.00	0.0
GS-05	19	13	and the second sec	5	3	0	0	0	0	0	O and the second	0	CN .	O .
By Amazonicki and any Amazonicki complement control control control control of the Amazonic and a set of the Amazonic and a Set of the Amazonic and a set of the Amazonic a	100.00	68.42	5.26	26.32	10.53	0.00	00.00	0.00	0.00	0.00	0:00	0.00	100.00	0.00
GS-06	12	6	2		0	0	0	0	0	0	O	0	0	0
ng ang ang ang ang ting theory of Adam - panetar special . You all the set the set of the start from America	100.00	75.00	16.67	8.33	0.00	0.00	00.00	0.00	00.00	0.00	0.00	0.00	0.00	00.00
GS-07	323	269	11	3	10	0	2	na mandred e de la transmus de la conserve Ponter de	N		2	0	21	0
 a Anti-Anti-Anti-Anti-Anti-Anti-Anti-Anti-	** 100.00	80.19	3.41	16.41	3.10	0.00	20.00	10.00	20.00	10.00	20.00	00'0	20.00	0.00
GS-08	41	38	0	ALE	0	0	0	0 · · · · · · · · · · · · · · · · · · ·	0	0	0	0	0	a
n dige mage lennyaannen herden die terkende enterstelikerde enterste is die met enter oor voordelet. In die enterstelikerde enterstelike	% 100.00	92.68	0.00	7.32	00:00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.0
GS-09	179	160	6	8	2	0	0	O a a b a b a b a b a b a b a b a b a b	1 · · · · · · · · · · · · · · · · · · ·	0	0	0	-	0
, considering opping the μ structure of the μ -for μ -training μ , the μ -training μ	% 100.00	83.80	5.03	11.17	1.12	00.00	00.00	00.0	20.00	0.00	0.00	000	20.00	0.00
GS-10	. 25	20	C		0	0	0	0	C	0		0		0
the state of the s	% 100.00	80.00	8.00	12.00	8.00	0,00	0.00	0.00	80	0.00	50.00	0,00	20.00	0.0
GS-11	346	285	8	41		0		0		0	0	0		0
	% 100.00	82.37	5.78	11.85	1.73	0.00	16.67	0.0	33.33	0.00	0.00	0.00	20.00	0.00
GS-12	1568	1353	99	621	19	7	1	0	2	8	8	0.	9	0
, second density of the field distribution of the distribution of ${\bf V}$. All the distributions ${\bf V}_{\rm c}$, and ${\bf V}_{\rm c}$	% 100.00	85.20	3.53	11.27	1.20	36.84	5.26	0.00	10.53	10.53	10.53	00.00	26.32	0.00
GS-13	. 2802	2467	74	261	28°	-	e	N		1	0		9	
and a second	% 100.00	88.04	2.64	9.31	0.89	4,00	12.00	8.00	36.00	4,00	0.00	4.00	24,00	8.00
GS-14	1542	1395	SE	114	60	0		0	0	0	2	0	63	0
 a make analoging, along also -analoging and and strationals, and strational distance. A set of the "analoging along and a strational set of the strational set of t	% 100.00	90.47	2.14	7,39	0.52	0.00	12.50	0,00	0.00	0.00	25.00	0.00	62.50	0.0
GS-15	922	835	38	61	63	I and the second second	e	0				0	-	0
And a second descent second as the same score is a second descent of view at the set in the second descendence	% 100.00	90.56	2.82	6.62	0.87	12.50	37.50	00.00	12.50	12.50	12.50	0.00	12.50	00:00
Executive (EX)	7 7	L	0	o	0	0	0	• • • • • • • • • • • • • • • • • • •	0	0	0	0	0	0

Table B4-1 (Permanent) : Participation Rates for General Schedule (GS) Grades/Equivalence

Distribution by Disability

Data as of: 9/30/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 1/13/2017

Sub OccSeries Codes Included: __All

A companie of the distribution of the provide size of the second state of the second sec	%	100.00	100.00	00.0	0.00	0.00	0.00	0.00	00.00	00'0	0.00	00.00	0.00	0.00	0.0
Senior Level Position	-	128	114	*	10	3	0	e	o	0	0	0	0	0	0
ne en es tradición e a parte de lange de Bandarde como en de	38	100.00	90'68	3.13	7.81	2.34	0.00	100.00	00.00	000	00.00	0.00	0.00	0.00	0.00
Total GS Permanent Workforce	*	7947	6957	238	752	85	6	14	3	17	'n	8	1	56	2
dia anna is a dependent de la deserve - de deserve en el processo - en cuerco presentationes	*	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35
Total Permanent	-	7947	6957	238	752	85	6	14	e	17	G	8		26	2
Workforce	*	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	0.06	9.41	1.18	30.59	2.35

Distribution by Disability

AII HU

Related Grade		TOTAL	-	טומו עץ גייק	l otal by bisability status										
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paratysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
GS-02	2	1	1	0	0	0	0	0	G	0		0		0	
ىلىسىمى خواج مەرچىتىمى بولغان بەر مەرچىتىك	*	0.01	0.01	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0,00	0.00	0.00	0.00	00.00
GS-03		an y degraeden tiel bareb ANA - AN	E -	0	1	0	0	0	0	0	0	0	0	0	
rau a see you na an	8	0.05	0.04	0.00	0.13	0.00	00:0	0.00	0.00	0.00	0.00	000	00.00	0.0	0.00
GS-04	*	8	8	0	0	0	0	0	0	0	0	0	0		and the second
معلم ويعارف والمحار والله المحار مستحد منا المحار المحارف والمحارف	8	0.10	0.11	00.00	0.00	0.00	0.00	0.00	00.0	0.00	00.00	000	00'0	0.00	0.00
GS-05	-	19	13			2	0	0	0	0	0	0	0	Ν.	a contract of the second secon
 Landonaas sanda provingen, servingen, serv	8	0.24	0.19		0.66	2.35	0.00	00'0	00.00	00'0	0.00	000	00.00	7.69	0.00
GS-06	*	12	6	2		0.	0	0	0	0	0	0	0	0	
σ is not reactively $\sigma = \sigma$. As each on the interview δ is	38	0.15	0.13	0.84	0.13	0.00	0.00	0.00	0.00	00'0	0.00	00.00	0,00	0.00	0.00
GS-07	7 .	323	259	11	8	10	0.	N	1	2	-	N	0	N	
both the trajence of the second \mathcal{A}_{i} , \mathcal{A}_{i} , \mathcal{A}_{i} , and \mathcal{A}_{i}	8	4.06	3.72	4.62	7.05	11.76	0.00	14.29	33.33	11.76	20.00	25.00	00.00	7.69	0.00
GS-08	**	41	88	0	3	0	0	0	0	0	0	0	0	0	
one and the state state and the second state	8	0.52	0.55	00.00	0.40	00'0	0.00	0.00	0.00	00'0	00'0	0:00	00'00	000	0.00
GS-09	*	179	160	6	8	8	0	0	0		0	0	0		na vojana o 14 m verb dinis gazaje dovojivaje
Normal Andrew Street Street Street Street	38	2.25	2.16	3.78	2.66	2.35	00.00	0.00	00'0	5.88	0.0	0000	0.00	3.85	000
GS-10	*	85	8	CV	3		0	0	0	0	0	1	0	•	
an nanar managan managan na gan wanan salar managan managan sa	8	0.31	0.29	0.84	0.40	2.35	0.00	00.00	0,00	00.00	00'0	12.50	00.00	3.85	0.00
GS-11	1	346	285	20	41	9	0	1	0	CN.	0	0.	0	63	
V is denote by the ϕ_{i} is ϕ_{i} and V , the h is the i	8	4.35	4.10	8.40	5.45	7.06	0.0	7.14	0.00	11.76	0.00	0.00	00.0	11.54	0.0
GS-12	2	1588	1363	28	179	19	۲.	1	0	N	N	CN	0	LO	
and an analysis of the form of the second	8	19.98	19.45	23.53	23.80	22.35	77.78	7.14	00'0	11.76	40.00	25.00	00.00	19.23	0.00
GS-13	*	2802	2467	74	381	55	F	3	2	8		0		9	a
ezhidoaenden holosh as foliosad in .	8	35.26	35.46	31.09	34.71	29.41	11.11	21.43	66.67	53 56	20.00	0.00	100.00	23.08	100.00
GS-14	4	1542	1305	33	114	8	0	L	0	0	0	N	0	ß	nan y nampamanan watatata A & hini y ning ayan persan
and an a second second to the second s	×	19.40	20.05	13.87	15.16	9.41	0.00	7.14	00'0	00.00	0.00	25.00	00.00	19.23	000
GS-15	•	8	835	58	61	8	F	e .	0	-		-	0		
երիսը տեսեց՝ որըստեղի տուրի առաջ, ու փունենի փունի է ու նե	8	11.60	12.00	10.92	8,11	9.41	11.11	21.43	0.00	5.88	20,00	12.50	00'0	3,85	0.00
Executive (EX)	. 0	7	7	0		0	0	0	0	0	0	0	0	0	
to the company of a grant statute	8	0.09	0.10	00.00	000	0.00	0.00	0.00	00.0	00.0	0:00	0.00	0.00	0.00	0:00
Senior Level Position	• •	128	114	4	10	9	0	e	0	0	0	0	0	a	
λ is the second second set of the second	*	1.61	1.64	1.68	1.33	3.53	0.00	21.43	00:0	0.00	0.00	0.00	00.00	0000	00.00
Total GS Permanent	nt #	7947	6957	238	752	85	6	14		17	S	0		26	na na fan a na fan a fan fan fan fan fan

Data as of: 9/30/2016

All HU

Distribution by Disability

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

	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
TotalPermanent #	7947	6957	238	752	85	6	14	3	17	Ω.	8		26	2
nrkforca %	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
			mitra						n			*		And the second se

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Distribution by Disability

Data as of: 9/30/2016 Report Executed: 1/13/2017

WD/WG, WL/WS TOTAL Other Wage Grades	s TOTAL		Total by Disability Status	bility Status					Detail for	Detail for Targeted Disabilities	oisabilities			
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[21,23, 25] [28,30, 32- Vision 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy [90] Severe Intellectual Disability	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
VII Other Wage #														
Grades	% 0.00	0.00	0.00	0.00	0.00	0.00	0.00	00:0	0.00	00.00	0.00	00.00	0.00	0.00

Table B5-2 (Permanent) : Participation Rates Across Wage Grade

Distribution by Disability

All HU

FY2016

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Data as of: 9/30/2016

WD/WG, WL/WS Other Wage Grades	s		Total by Disability Status	bility Statu	Ś				Detail for	Detail for Targeted Disabilities	isabilities			
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[21,23, 25] [28,30, 32- Vision 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy [90] Severe Intellectual Disability		[91] Psychiatric Diability	[92] Dwarfism
All Other Wage Grades	*						No con con		· · · · · · · · · · ·	1. 1				
And a symposic and a second se	% 0.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00
Total Workforce		and and an and a data a		town conditions which around him	n a support of the project of the set of the support of the support of the	and there to have been a base of the second second								
	% 0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
				~		The statement was and the statement of t	An owner shows a second s		a state out of the state of the	second subscription and the second se	factors and an and the second se	and the second s	And the strength operation operation operation of the strength operation.	A VARIANT A VALUE A VALUE AND A VALUE A VALUE AND A V

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Data as of: 9/30/2016

Occupations by disability

Job Title/Series Agency Rate	TOTAL	10	Total by Disability Status	ability Sta	tus				Detail 1	Detail for Largeted Disabilities	DISADIIILIES			
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Deafness	[21,23, 25] Blindness	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Total [82] Epilepsy Parahysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Mental Iliness	[92] Dwarfism
0110	99	55	1	4	,	0	0	0	0	0	1	0	0	0
And a second	% 100.00	0 91.67	1.67	6.67	1.67	00.00	00.0	0.00	0.00	0.00	100.00	0.00	0.00	0.00
0201	# 92	2 80	4	8	0	0	0	0	0	0	0	0	0	0
en de evene prode porr el duce, mañs de fortigei (111 el 11	% 100.00	86.96	4.35	8.70	00.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00
0301	# 1093	3 962	40	16	8	•	0	0	m	2	1		7	0
Man when it is a survey of the processing of the start of an	% 100.00	88.01	3.66	8.33	0.73	12.50	0.00	00.0	37,50	25.00	12.50	0.00	12.50	0.00
0360		2 252	17	53	4	0	0	0	0	0	1	0	2	O and phone where we well prove a manufacture of
and management process ranks in a device sector with the device of states	% 100.00	78.26	5.28	16.46	1.24	0.00	00.0	0.00	0.00	0.00	25.00	0.00	75.00	0.00
0511	# 329	305	· 8	16	0	0	0	0	0	0	•	0	0	0
and the second sec	% 100.00	92.71	2,43	4.86	00.0	00.00	0.00	00.00	0.00	0.00	00.00	00.0	0.00	0.00
1101	# 2454	4 2157	67	230	30	4	. 3	N.	9	1	2	0	12	
the set of a second description of the second s	% 100.00	87.90	2.73	9.37	1.22	13.33	10.00	6.67	20.00	3.33	6.67	0.00	40.00	0.00
1102	\$8	5 78	2	5	Ţ	0	0	0	0	0	0	0	Ξ.	0
trans source and A.S	% 100.00	91.76	2.35	5.88	1.18	0.00	0.00	00.00	0.00	0.00	0.00	00'0	100.00	0,00
2210	# 232	2 204	4	24	2	0	0	0	0	0		1	0	1
a dimension and rescaled and the second	% 100 00	87.93	1.72	10.34	0.86	00.00	00.00	0.00	00.0	0.00	0.00	50.00	0.00	50.00

Data as of: 9/30/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment	itment	TOTAL	Tc	Total by Disability Status	ability Stal	tus					r laiyeeu	Detail for largered Disabilities			
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[21,23, 25] [28,30, 32- [64-69] Partial Vision 33] Missing Paralysis Extremities Extremities	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Permanent	4 2	503	420	32	51	2	0	0 . 7	0	0	0	1	1	6	0
, demand which the data $A_{\rm e}$ -monotonic anomaly interval $A_{\rm e}$ is the state of a solution of the $A_{\rm e}$	8	100.00	83.50	6.36	10.14	66:0	0.00	0.00	0.00	0.00	0.00	20.00	20.00	60.00	0.00
Total	*** **	503	420	. 32	51	5	0	0	0	0	0	1	T	e	0
uniya katala ku	8	100.00	83.50	6.36	10.14	66 0	0.00	00.0	0.00	00.00	0.00	20.00	20.00	60.00	0.00
Prior FY	*	420	343	18	29	9	0	1	0	m	0	1	0	τ.	0
	%		81.67	4.29	14.05	1.43	0.00	16.67	00.00	50.00	00.00	16.67	0.00	16.67	0.00

Distribution by Disability

Data as of: 9/30/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Methodelise Control Contro Control Control	Type of Appointment		TOTAL	To	tal by Dis	Total by Disability Status	sn				Detail fo	r Targeted	Detail for Targeted Disabilities			
WTML *				[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Mearing	[21,23, 25] Vision	E S	(64-69) Partial Paralysis	[71-79] Comp le te Paralysis	[82] Epilepsy	[90] Severe Intelectual Disability	[91] Psychiatric Diability	[92] Dwarfism
M Table Tab	0028 ENVIROMENTAL PROTECTION SPECIALIST	#	2	2	0		0	0		o	O.	0	0	0	0	a
0H 1 -	 Second and the second a	%	100.00		00.0		0.00	00.00		00.00	00.00	00.0	0.00	0.00	0.00	0.00
16. 1000 1010 1000	0080 SECUR ADM	44	'n	3	0	e energia de la companya de la compa		0		0	0	0	0	0	0	0
1 1	error venerous en particul resource-re durant, feerals a test que	%	100.00	100.00	00.00		0.00	00.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00
16 1000 1	An above argument spectrament documents with AN. Versions of Mr. Versions of Mr. Versions	*	S	4	0.		0	0		0	0	0	0	o	0	0
FF i ·	An state - many-annihold shi alimo. A anno asta an cabana a an dan anno anno anno an an a' chui sanno an	%	100.00	80.00	0.00	ł	0.00	00.0		0.00	0.00	0.00	0.00	0.00	0.00	00.0
No. 100 100 100 000 <td>0110 ECONOMIST</td> <td>*</td> <td>'n</td> <td></td> <td>0</td> <td>And and the second and and and a second s</td> <td>0</td> <td>0</td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>	0110 ECONOMIST	*	'n		0	And and the second and and and a second s	0	0		0	0	0	0	0	0	0
Eth 1 - - - - - - - - 0	anound dealers where where many deal dealers as served for its discrimination of the region of the served	%	100.00	100.00	0.00		0.00	00.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00
i 1000 4.26 28.37 <th28.37< th=""> 28.37 28.37<</th28.37<>	0201 PERSONNEL	*	4	E	8	2	0.	0		0 .	0	0	0	0	0	0
i	MANAGEMENT	%	100.00	42.86	28.57	28.57	0.00	0.00		0.00	0.00	00.00	0.00	0.00	00.00	0.00
Weblic bit with the stand	0260 EQUAL EMPLOYMENT	*	C.	0.	1	1	0	0	0	0	0	0	0	0	0	
Media + -99 -19 -19 -11 -10 -0	OPPORTUNITY	%	100.00	00.0	50.00		0.00	00.00	00.00	0.00	0.00	0.00	0.00	00.00	0.00	00'0
9 1000 73-91 9.11 1.11 1.00 0.00 10.00 10.00 10.00 0.00 </td <td>0301 MISCELLANEOUS ADMINISTRATION &</td> <td>***</td> <td>65</td> <td>64</td> <td>o</td> <td>1</td> <td></td> <td>0</td> <td></td> <td>0</td> <td>O</td> <td>0</td> <td>-</td> <td>0</td> <td>O</td> <td>0</td>	0301 MISCELLANEOUS ADMINISTRATION &	***	65	64	o	1		0		0	O	0	-	0	O	0
MEUUI 1 1 1 1 1 0 <td>PROGRAM</td> <td>8</td> <td>100.00</td> <td>79.80</td> <td>60.6</td> <td>11.11</td> <td>1.01</td> <td>0.00</td> <td></td> <td>0.00</td> <td>0.00</td> <td>00.00</td> <td>100.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td>	PROGRAM	8	100.00	79.80	60.6	11.11	1.01	0.00		0.00	0.00	00.00	100.00	0.00	0.00	0.00
MM % 1000 8055 14.25 4.76 0.00 0.0	0303 MISCELLANEOUS	4	21	17	E		0	0		0	0		0	O,	0	0
V i 3 3 0	CLERK & ASSISTANT	%	100.00	80.95	14.29	4.76	0.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00
% 100.00 100.00 0.00 <t< td=""><td>0318 SECRETARY</td><td>*</td><td>3</td><td>3</td><td>0</td><td>0</td><td>10</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0 a terrar to terrar to terrar</td><td>0</td><td></td></t<>	0318 SECRETARY	*	3	3	0	0	10	0	0	0	0	0	0	0 a terrar to terrar to terrar	0	
# 1 0	man is a star of a star	%	100.00	100.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
with 100.00 <	0340 PROGRAM	*	1.	* T	0	0	O .	0	0	0	0	0		0	0	0
* 1 0	MANAGEMENT	%	100.00	100.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
% 100.00 0.00	0341 ADMV OFFICER	*	.1	1	0	0	0	0	0	0	0	0	0	0	0	0
# 1 1 0	Tendensetimum said ta ta fas our other with . And . Bellewinderseting it is a new order	*	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00
% 100.00 0.00	0342 SUPPORT SRVCS	4	1		0	0	0	0		0	0	0	0	0	0	0
# 48 35 5 8 1 0 0 0 0 0 1 % 100.00 72.92 10.42 16.67 2.08 0.00 0.00 0.00 100.00	ADMINISTRATION	8	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
% 100.00 72.92 10.42 16.67 2.08 0.00 0.00 0.00 0.00 100.00 # 2 2 0	0343 MANAGEMENT &	4	48	35	S		1	0	0	0	0	0	0	0	F	0
# 2 2 2 0 0 0 0 0 0 0 0 0 0 0	PROGRAM ANALYSIS	%	100.00	72.92	10.42	16.67	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
	0344 MANAGEMENT CLERICAL & ASSISTANCE	4	2	2	0 *		0	0	0	O	0	0		o	0	0

Table B8S (All) : New hires by Occupational Series

Distribution by Disability

Data as of: 9/30/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

														Amaging the second seco	
to an growmony-major where the production is to incompany only in the unit priority indust	8	100.00	100.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00
0360 EQUAL		18	14	2	2	0	0	0	0.	0	0	0	0	0	0
OPPORTUNITY COMPLIANCE															
	%	100.00	77.78	11.11	11.11	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0361 EQUAL OPPORTUNITY	**	N	2	o	0	0	0	0	0	0	0	o	0	0	0
ASSISTANCE	9%	100.00	100.00	0.00	0.00	0.00	00.0	0.00	00.00	0.00	0.00	00.0	0.00	0.00	0.00
0391 TELECOMMUNICATIONS	**	1	TT .	0	0.	0	0	0	0	0	o	0	0	0	0
-share the first start of the start ω , which is the first the start ϕ , ψ , ψ , ψ , and	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	00.0	0.00	00.0	0.00	0.00	0.00
0399 ADMIN & OFC SUPPORT STUDENT		61	45	2	14	Ħ	0	0	0	0	0	1	0	o	0
IKAINEE	%	100.00	73.77	3.28	22.95	1.64	0.00	0.00	0.00	0.00	00.0	100.00	0.00	0.00	0.00
0501 FINANCIAL ADMINISTRATION &	**************************************	2	K	0	0	0	0	0	0	0	0	0	0	0	0
PKUGKAM	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00'0	00.0
0510 ACCOUNTING	*	15	11	e-1	E	0	0	0	0	O	0	0	0	0	0
up many web, search in the search delay addressed	8	100.00	73.33	6.67	20.00	0.00	00.0	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00
0511 AUDITING	4	23	20	0	Э	0	0	0	0	0	O	0	0	0	0
where the process states in the second states and the second states of the second	%	100.00	86.96	0.00	13.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0560 BUDGET ANALYSIS	*	17	15	0	2	0	0	0	0	0.	0	0	0	0	0
nthe Andread An	%	100.00	88.24	0.00	11.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0801 GENERAL	74	6	8	0	T	0	0	0	0	o	0	0	0	.0	0
ENGINEERING	*	100.00	88.89	0.00	11.11	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00
0828 CONSTRUCTION	1	14	8	1	S .	0	0	0	0	0	0	0	0	o	0
ANALYST	8	100.00	57.14	7.14	35.71	0.00	0.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00	0.00
0904 LAW CLERK	*	16	15	0	1	0	0 -	0.	0	0	0	0	O	0	0
in the state development, whereas well in the only strated that there are provided to the same in the odd of th	%	100.00	93.75	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 GENERAL	*	10	6	0	1	0	0	0	0	0	0	0	0	0	0
ATTORNEY	%	100.00	90.06	00.00	10.00	0.00	0.00	0.00	00.0	0.00	00.0	0.00	0.00	00.0	0.00
0950 PARALEGAL	#	. 1	1	0		0	0	0	0	0	a	0	0	0	0
SPECIALIST	*	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
0999 LEGAL OCCUPATIONS STUDENT	*	LO.		0	o	0	0	0	ō	0	0	0	0	0	0
TRAINEE	*	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	#	m	m	0	0	0	a	0	0	0	0	0	0	0	0
	8	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	0	0	1	0	0	0	0	0	0	0	0	0	0

Table B8S (All) : New hires by Occupational Series

Distribution by Disability

Data as of: 9/30/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Report Executed: 1/13/2017

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We prove speed that above and only there are and the free transfer to the Aller		100 001	0000		100 00		000	000	000	00.0	000		000		00.0
	2	nn.nnt	0.0	5	00.001	200	3	2	2000	2	2	2	2	2	
1084 VISUAL	*	1	1	0		0	0	0	0	0	0	0	0	0	0
INFORMATION	8	100.00	100.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00	00.0	0.00	0.00
1101 GENERAL BUSINESS AND	*	120	107	9	2	T	0	0	0	0	0	0	0	T	0
INDUSTRY	8	100.00	89.17	5.00	5.83	0.83	0.00	0.00	0.00	0.00	0.00	0.00	00.0	100.00	0.00
1102 CONTRACTING	*	16	13	0	m	1	0	0	0	0	0	0	0	1	0
nde mendelemente de la las entenessa a para acompositiva probabilidades de las comos y manuscriterios de	8	100.00	81.25	0.00	18.75	6.25	0.00	00.0	00.0	0.00	0.00	0.00	0.00	100.00	0.00
1109 Grants Management	*	6	6	0	0	0	0	0	0	0	0	0	0	0	0
and and a series of the design series in the set with destination of series in the	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00
1160 FINANCIAL	4	21	19	1	4	0	0	0	0	0	0	0	0	0	0
ANALYSIS	*	100.00	90.48	4.76	4.76	0.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00
1171 APPRAISAL	*	2	2	0	0	O	0	0	0	0	0	0	0 5	0	0
ng anatologice amongs length constraint way of the square ship data is processed.	%	100.00	100.00	0.00	0.00	0.00	0.00	0,00	00'0	0.00	00.00	0.00	0.00	0.00	0,00
1510 ACTUARY	*	The second second second	e - 10 T	0	0	0	0	0	0	0		anne of the state	0	O	0
ge-falment doormanaa's doollaterinaan daruf too more and an ang too ang too ang too ang too ang	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00	00.0	0.00
1529 MATH	*	2	2	0	0	0	0	0	0	0	0	0	0	0	0
STATISTICIAN	%	100.00	100.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00
1750 INSTRUCTIONAL	*	1	1	0	0	0	0	0	0	0	0		0	0	0
SYSTEMS	%	100.00	100.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1811 CRIMINAL	*	12	11	7	0	0	0	0	0	0	0	0	O	0	0
INVESTIGATING	8	100.00	91.67	8.33	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	4	22	19	T	2	T	0	0	0	0	0	0	1	0	0
MANAGEMENT	%	100.00	86.36	4.55	60.6	4.55	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00
Total	#	608	503	35	70	9	0	0	0	0	0	2	1	e	0
	8	100.00	82.73	5.76	11.51	0.99	0.00	0.00	0.00	0.00	0.00	33.33	16.67	50.00	0.00
Prior FY	*	486	401	21	5	9	o	1	0	m	0	1	0	Ŧ	0
	%	100.00	82.51	4.32	13.17	1.23	0.00	16.67	00.00	50.00	0.00	16.67	00.0	16.67	0.00

Distribution by Disability Groups

Report Executed: 1/13/2017

AII HU

Sub Organization(s) Codes Included: 02,03,04,05,11

Employment Tenure		TOTAL	Tota	Total by Disability Status	ility Status					Detail f	or Targetei	Detail for Targeted Disabilities	10		
-			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[21,23, 25] [28,30, 32 Vision 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
fotal Employees	#	12	11	1	0	0	0	0	0	0	0	0	0	Ó	0
Flinihle for Career Ladder Promotions	*	100.00	91.67	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
lime in grade in excess of minimum	cess o	f minimum	and a second particular of the second		and space descent space of the	de de la communicación de la construction de la construcción d	to guarantee residence van "staffermilier "dat de des			a					
1-12 Months	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0
 Annual strategy and the str	%	100.00	91.67	8.33	00.0	0.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	00.00

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Distribution by Disability Groups

Report Executed: 1/13/2017

All HU

3ub Organization(s) Codes Included: 04

1

Total * * 7 100 01 01 01 01 01 01 01 00 00 00 75.00 75.00 Total 33 24 33 24												
ne-Off Awards 1- # 4 % 100.00 Total 33	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	32- [64-69] Partial Ing Paralysis ies	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
% 100.00 Total 33	1	0	0	•	0	0	0	0	0	0	0	0
the presence of the maximum and the presence of the maximum and the presence of the maximum and the presence of the presence o	25.00	0.00	0.00	0.00	0.00	00.00	00.00	0.00	0.00	0.00	0.00	0.00
	6	0	0	0	0	0	0	0	0	0		0
Average 8.25 8.00	00.6	0.00	0.00	0.00	0.00	0.00	00.00	0.00	00.00	0.00	0.00	0.00
otal Time-Off Awards # 1	0	0	0	a	0	0 *	0	9	0	0		O
Over 9 Hours % 100.00 100.00	00.0	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 10 10	0	0	0	0	0	0	o	0	0	0		0
Average 10.00 10.00	00.0	00.0	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00

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Report Executed: 1/13/2017

Distribution by Disability Groups

AII HU

Sub Organization(s) Codes Included: 04

PayPlans Included: GS

	1														
	_		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
GS 01-08	- #	121	100	2	19	1	0	1	0	0	0	0	0	0	0
Month.	%	100.00	82.64	1.65	15.70	0.83	00.00	100.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00
Total Amount	v	33,160	26,147	507	6,506	175	0	175	0	0	0	0	0	0	0
Average	*	274.05	261.47	253.55	342.44	175.05	00.0	175.05	00.0	0.00	0.00	0.00	0.00	0.00	00.00
GS 09-12	*	. 627	518	10	66	. 2	0	0	0	1	0	0	0	1	0
under som den som den som den som den som en som en som en som	%	100.00	82.62	1.59	15.79	0.32	00.00	00.00	0.00	50.00	0.00	0.00	0.00	50.00	50.00
Total Amount	•	239,913	172,766	3,960	63,187	940	0	0	0	œ	0	0	0	932	0
Average		382.64	333.52	396.03	638.25	469.76	00.00	00.0	00.0	8.00	0.00	0.00	0.00	931.52	0.00
GS 13-15	#	996	873	21	72	2	0	0	0	0	0	0	0	5	0
A while a vid bid by the provide the state of the stat	8	100.00	90.37	2.17	7.45	0.52	00.00	00.00	00.00	0.00	0.00	0.00	0.00	100.00	100.00
Total Amount	\$	532,017	489,289	11,887	30,841	2,455	0	0	0	0	0	0	0	2,455	0
Average		550.74	560.47	566.04	428.35	491.08	00.00	00.00	00.00	0.00	0.00	0.00	0.00	491.08	0.00
Grand Total	** * **	1714	1491	33	190	8	0	1	0	1	0	0	0	9	0
, / the manufacture and an an an and the second sec	%	100.00	86.99	1.93	11.09	0.47	00.00	12.50	00.0	12.50	0.00	0.00	0.00	75.00	0.00
Total Amount	*	805,090	688,202	16,354	100,534	3,570	0	175	0	8	0	0	0	3,387	0
Average	\$	469.71	461.57	495.58	529.13	446.24	00.00	175.05	00.0	8.00	0.00	0.00	0.00	564.48	0.00

0.00 100.001 0 0.00 0 0.00 0 0.00 Ó 0 0.00 0 0.00 • 0.00 0 0.00 100.001 16 -0.00 0.00 0.00 0.00 0 0 0 0 0.00 0 0 0.00 0.00 0.00 0.00 0 0 0 0 0 0 0.00 0.00 0.00 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0.00 0.00 100.00 0 0 80 0 0 8.00 -0.00 0.00 0.00 0.00 0.00 0 0 ¢ 0 0 0 0.00 0.00 0.00 0 0 0.00 0 0 0.00 0 0 0.00 0.00 0.00 0 0 0 0.00 0.00 ٥ 0 0 0.00 0.00 0.38 8.00 0.28 -0 0 H 80 16 10.64 16.20 14.94 14.10 8.31 in 81 39 550 R 448 0.00 0.00 1.53 12.00 9 1.66 • 0 4 76 48 89.36 83.52 90.03 13.10 3,436 15.76 5,088 42 550 218 325 100.001 100.00 100.001 13.43 4,034 15.46 5,612 47 631 261 361 # * ¥ * * * Total Time Awards (Hours) Average Time off Award (Hours) Total Time Awards (Hours) Average Time off Award (Hours) Total Time Awards (Hours) GS 13-15 GS 01-08 GS 09-12

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Table B13S (Permanent) : Awards by Grades Categories

Data as of: 9/30/2016

Report Executed: 1/13/2017

Distribution by Disability Groups

AII HU

Sub Organization(s) Codes Included: 04

PayPlans Included: GS

0.00 0.00 0 0 0.00 16.00 -50.00 16 16.00 0.00 0.00 0.00 0 0 0.00 0.00 0 0.00 0 0.00 0.00 0.00 0 0 0.00 50.00 8.00 60 H 0.00 0.00 0.00 0 0 0.00 0.00 0.00 0 0 0.00 0.00 0.00 0 0 16.00 0.30 12.00 Ņ 24 11.06 1,079 14.93 14.58 74 1.49 124 12.40 12.67 10 15.66 9,074 87.44 585 15.51 15.55 100.001 10,277 15.36 699 * 8 # # * Average Time off Award (Hours) Total Time Awards (Hours) Average Time off Award (Hours) Grand Total

AII HU FY2016

Report Executed: 1/13/2017

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Separation	ation	TOTAL	Ĕ	Total by Disability Status	ability Sta	tus					or largeted	Detail Tor Targeted Disabilities			
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	32- [64-69] Partial ing Paralysis ies	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
IVOL	********	2	07		0	0	0	0	1	0	0	0	0	0	
والالعام موادر والمراجعة المحادثة والمحادية والمحادث والمحادث والمحادثين والمحادثين	38	100.00	30.00	10.00	0.00	00:00	0.00	0.00	00'0	0.00	0.00	0.00	0.00	00'0	00.00
vol	*	668	211	21	92	6	0	2	0	4	A second se	-	0	0	ngeladapartia, nap ar pi antoin at S
ماينيا ميك بين المريض المريض المريض المريض المريض المريض المريض المريض المريض المريض المريض المريض المريض	*	100.00	86.38	3.14	10.48	1.35	0.00	22.22	00.0	44,44	11.11	11.11	0.00	00.00	11.11
Total Separatons	-	678	586	3	02	6	0	C4 ,	0	4	1	trans made approximate contraine prof	0	0	
	*	100.00	86.43	3.24	10.32	1.33	00.00	22.22	0000	44.44	11.11	11.11	00.00	00.00	11-11
Total Workforce		7947	6957	238	752	8	6	14	3	17	Q	8	1	26	and the set
	38	100.00	87.54	2.39	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30,59	2.35

Report Executed: 1/13/2017

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

NOA TYPE	F	TOTAL	To	ital by Dis	Total by Disability Status	tus				Detail fo	r Targeted	Detail for Targeted Disabilities			
	_		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
Death	1 28 1	18	14	0	*	0		0	1.1	0	0	0	•	0	
is decomplete on , we in this many that not not λ is the λ - λ - formula and	3 ⁸	100.00	77.78	0.0	222	00.0	00.00	0.00	0.00	00.0	0.00	00.00	0.00	00'0	0.0
Discharge		e	3	0	0	0	0	0	0	0	0	0	0		secondaria de la construcción de la construcción de la construcción de la construcción de la construcción de la
na na materia da de la composición de la composición de la composición de la composición de la composición de l	38	100.00	100.00	00.00	00.00	0:00	0.00	0.00	0.00	00.0	00.0	0.00	00'0	00.00	0.00
Removal		9	Q	-	0	0	0	0	0	0	0	0	0	0	
and a subsystem of the set of the subsystem of the set	3 ⁸	100.00	83.33	16.67	00.00	00'0	0.00	0.00	0.00	00.00	0.00	0.00	00.0	0.00	00.0
Resignation	•	96	8	8		0	0	0	0	0	0	0	0	Ó	and a second second second second second second second second second second second second second second second
	26	100.00	93.75	2.08	4.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00	00.0	0.00
Retirement		396	332	15	49	9	0	1	0	2	1	1	0	o	
n an andrés, sur d'arra "alemánica den de an de la "districa". A die sur ser server	BE	100.00	83.84	3.79	12.37	1.52	0.00	16.67	0.00	33.33	16.67	16.67	00:0	00.00	16.67
Termination	•	1	1	0	0	0	0	0	0	0	0	0		0	
an an an an an an an an an an an an an a	3 ⁸	100.00	100.00	0.00	00.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00	00:0	00.0	0.00
Transfer	•	158	141	4	13	e	0	1.	0	N	0	0	0	O ment print that you ment owners	
ynden nanden noor - defons	*	100.00	89.24	2.53	8.23	1.90	0.00	33.33	0.00	66.67	0.00	00.0	0.00	0.00	0.00
TOTAL Separations		678	586	8	8	6	0	2	0	•		1	0	0	
states a state of the section in the section of the section	8	100.00	86.43	3.24	10.32	1.33	0.00	22.22	00.0	44.44	11.11	11.11	0.00	0.00	11.11
Total Workforce	-	7947	1969	238	762	85	Ċŋ	14	3	17	Q	8		8	
	38	100.00	87.54	2.99	9.46	1.07	10.59	16.47	3.53	20.00	5.88	9.41	1.18	30.59	2.35

Distribution by Disability

Data as of: 9/30/2016

All HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

Type of Appointment		TOTAL	To	otal by Dis	Total by Disability Status	tus				Detail fo	Detail for Targeted Disabilities	Disabilities			
-			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[16-18] Hearing	[21,23, 25] Vision	[28,30, 32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Diability	[92] Dwarfism
0028 ENVIROMENTAL PROTECTION SPECIALIST	14:	4	4	o	•	o	0	0	0	0	0	0	0	o	O
 devision of the second s	*	100.00	100.00	0.00	0.00	0.00	00.0	00.0	0.00	0.00	0.00	0.00	00.0	0.00	0.00
0080 SECUR ADM	*	e e e e e e e e e e e e e e e e e e e	3	0	0	0	0	0	0	0	0	0	0	0	0
يە يەرەپ ۋى بەر ۋە ۋەرىغە، مەرەبىيە ، بەرەبەر ، يەرەبەر ، يەرەبەر ، يەرەبەر ، يەرەبەر بەرەبەر يەرەبەر	*	100.00	100.00	0.00	0.00	0.00	0.00	0.00	00.0	00.00	0.00	0.00	0.00	0.00	0.00
0101 SOCIAL SCIENCE	*	4	3	0	1	0	0	0	0	0	0	0	0	0	0
φ. του όποις η η όχοψη γ όπους ο έναν λούς η ψανούσε φαρατορούς η πορογουργασία το πορογουργασία από το	8	100.00	75.00	0.00	25.00	0.00	0.00	00.00	0.00	00.00	0.00	00.00	0.00	0.00	0.00
0110 ECONOMIST	*	en .	3	0	0	0	0	0	0	0	0	0	0	0	0
enancement account of the second second second second second second second second second second second second s	%	100.00	100.00	0.00	0.00	0.00	00.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	00.0
0199 SOC SCIENCE STUD	*	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	00.00
0201 PERSONNEL	*	12	11		T. Institution to prove a set in	O emerge to an event of a second or solve design of a	0	0	0	0	0	0	0	0	0
MANAGEMENI	%	100.00	91.67	0.00	8.33	0.00	0.00	00.0	0.00	0.00	0.00	00.00	0.00	0.00	0.00
0301 MISCELLANEOUS ADMINISTRATION &	*	91	81	4	9	8	0	0	Ū.	2	0	0	0	0	0
РКОСКАМ	8	100.00	89.01	4.40	6,59	2.20	0.00	00.0	00.0	100.00	0.00	00.00	0.00	0.00	0.00
0303 MISCELLANEOUS	#	32	59	0	e	0	0,	0	0	0	0	0	0	Ō	0
LLEKK & ASSISIANI	%	100.00	90.63	0.00	9.38	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	00'0
0318 SECRETARY	*	2	1	0	-+	0	0	0	0	0	0.	0	0 .	0	0
which exceptions were as the main the "systematic Line Freque allowed matching	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00
0340 PROGRAM	*	5	* · · · · · · · · · · · · · · · · · · ·		**************************************		0	0	C	0	0	0	.0	0	0
MANAGEMEN	%	100.00	80.00	0.00	20.00	0.00	0.00	0.00	00.00	00.00	0.00	0.00	0.00	0.00	0.00
0341 ADMV OFFICER	*	4	2	0	2	5 0	0	0		.0	0	0	0	0	0
stady up	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00	0.00
0342 SUPPORT SRVCS	*.	2	2		0	0	0	0	0	o	0	0	0	0	0
AUMINISIKALION	%	100.00	100.00	0.00	00.00	0.00	00'0	0.00	0.00	00.0	0.00	0.00	0.00	00.0	0.00
0343 MANAGEMENT &	*	61	55	8	4	0	0	o	0	0	0	0	0	0	0
CICITANA MANUUN	%	100.00	90.16	3.28	6.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0344 MANAGEMENT CLERICAL & ASSISTANCE	*		the set is available to a summary or ex-	The second secon	1	o	0	0	0	0	0	0	0	0	0
independent of the second sec	8	100.00	33.33	33.33	33.33	0.00	0.00	0.00	00.00	00.00	0.00	00:0	0.00	0.00	0.00

Distribution by Disability

Data as of: 9/30/2016

All HU

0360 EQUAL OPPORTUNITY	#	25	51	1	m	0	o	0	•	•	0	0	0	•	0
COMPLIANCE	8	100.00	84.00	4.00	12.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0361 EQUAL	11	E	E	0	0	0	0	• 0	0.	0.	0	0	0	o	0
OPPORTUNITY ASSISTANCE							n an			4 4 4					
	*	100.00	100.00	0.00	0.00	0.00	0.00	00.00	0.00	0.00	00.00	0.00	0.00	0.00	0.00
0399 ADMIN & OFC SUPPORT STUDENT	34	1	1	Ó		0		0	0	0	0	0	0	0	0
TRAINEE	8	100.00	100.00	0.00	00.0	0.00	00.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0501 FINANCIAL ADMINISTRATION &	*	21	.17	0	*	N .	0	1 1	O,	0	0	0	0	0	1
OGRAM	%	100.00	80.95	0.00	19.05	9.52	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
0505 FINANCIAL	**	T	1	0	0	0	0	0		a	0	0	0	0	0
MANAGEMENT	%	100.00	100.00	00.0	00.0	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	00'0	0.00
0510 ACCOUNTING	*	14	ET.	0	T	0	0	0	0	0	0	0,	0	0	0
n devolutioners a managering of the registric register explored and there are not for the register of	%	100.00	92.86	0.00	7.14	0.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00	00.0	0.00
0511 AUDITING	#	18	14	1	e.	0	0	0	0	0	0	0	0	0	
nen da Andre Santa andre S	%	100.00	77.78	5.56	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0560 BUDGET ANALYSIS	*	6		The second secon	O.	0	0	0	0	0	0	0	0	0	0
	%	100.00	88.89	11.11	0.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00	00.0
0599 FINANCIAL MGMT	44	1	T .	0	0	0	0	0	0.	0	0	0	0	0	0
	%	100.00	100.00	00.0	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0801 GENERAL	#	7	3	0	0	0	0	0	0	0	0	O.	0	0	0.
GINEERING	%	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	*	11	01	1	T.	0	0	0	0	0,	0	0	0	0	0
ANALYST	*	100.00	81.82	60.6	60.6	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905 GENERAL	#	. 59	28	0	+	0	0	0	0	0	0	0	0	0	0
ATTORNEY	%	100.00	96.55	0.00	3.45	00.00	0.00	0.00	0.00	00.00	00.0	0.00	0.00	0.00	0.00
0950 PARALEGAL	82	Q	9	0	0	0	0	0	0	0	0	0	0	0	0
SPECIALIST	%	100.00	100.00	00.00	00:00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0999 LEGAL OCCUPATIONS STUDENT	*	2		0	2 <i>544</i> 944	0	0	0	0	0	0	0	0	0	0
41NEE	%	100.00	100.00	00.0	0:00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1001 GENERAL ARTS &	4	1	1	0	10	0	0	0	0	0	0	0	O	Ģ	0
INFORMATION	%	100.00	100.00	00.0	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0,00	0.00	0.00	0.00
1060 PHOTOGRAPHY	4	T.	a set of T	0	0	0	0	0	0	0	0	0	0	0	0
t			anna i anna anna	a analysis and a second s	and the second s	and a second sec	a second of the second second second				0000	0000			000

Distribution by Disability

Data as of: 9/30/2016

AII HU

Sub Organization(s) Codes Included: 01,02,03,04,05,06,07,08,09,10,11

1084 VISUAL	a solice managemetromy	ALL MA DOWNSONS IN CONSISTENCE OF		a got a When an an are not a far an and a second se	And A little in the second sec	The second second second second second second second second second second second second second second second se		s de la de la construcción de la	Name of Party are a	And the second s	myone when to so don't and share an an and a share	www. for an gala to be a second to be the second share a second share a	wanter and a second sec	a de la construction de la companya	1
TARCODALATTON	#	T.	1	0	0	0	0	0	0	0	0	0	0	0	0
INFUKMALIJUN	8	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	00.00
1101 GENERAL	*	222	187	6	26	3	0	1	0	T.	0	1	0	0	O
BUSINESS AND INDUSTRY	byti das ndor ordi	-											E. E. S. Sto		
	%	100.00	84.23	4.05	11.71	1.35	0.00	33.33	0.00	33.33	0.00	33.33	0.00	0.00	0.00
1102 CONTRACTING	#	14	6	O.	5	0	0	0	0	0	0	0	0	0	0
er opsisteringen overlagen van der allen ist der einen versteringen under Mater in	8	100.00	64.29	0.00	35.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.00	0.00
1160 FINANCIAL	*	18	16	0	3	0	0	0	0	Si Jan a O o o o o o o o o o o o o o o o o o o o	0	0	0	O reduces with twee in the twee	0
ANALYSIS	%	100.00	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00
1165 LOAN SPECIALIST	*	1	0	1	0	0	0	0	0	0	0	0	0	0	0
the statement of the second state waters when a state we had not been as an an an an an an an an an an an an an	%	100.00	00.0	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1171 APPRAISAL	*	12	12	0	0	0	0	0	0	0	0	0	0	0	0
nă deritoriani ferenzi cele contenți a di Velocatetă deventerințe înă di cure reașanțe cur erec vend	%	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	**	1	T	0	0	0	0	0	0		0	a	0	0	0
And the state strength which is not set of the strength of the	*	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.0	0.00	0.00
1510 ACTUARY	4	T .	0	0	T	o	0	0	0	0	0	0	0	0	0
and the second state of the second state of the second state second state state of the second	*	100.00	00.0	0.00	100.00	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	***		T T T T T T T T T T T T T T T T T T T	σ	0	0	0	0	0	0	0	0	0	0	٥
see an an an an an an an an An An An An An An An An An An An An An	%	100.00	100.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	00.0	0.00
1805 Investigative	*	-	1	0	0	0	0	0	0	0	0	0	0	0	0
Analyst	8	100.00	100.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1811 CRIMINAL	*	10	6	north a quart	0	0	5 0	0	0	0	0	0	0	0	0
	%	100.00	90.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1910 QUALITY	- 4	2	1	0	T	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
2210 INFORMATION TECHNOLOGY MANAGEMENT	**************************************	23	50	0	8	N	0	0	0		TT.	0	0	0	0
so house an environmentaria et data providente della contente environde environde environde environde environde	8	100.00	90.91	0.00	60.6	60.6	0.00	0.00	00.00	50.00	50.00	0.00	0.00	0.00	0.00
Total	#	678	586	22	70	6	0	2	0	4	1	1 · · ·	0	0	+
	8	100.00	86.43	3.24	10.32	1.33	0.00	22.22	0.00	44.44	11.11	11.11	0.00	0.00	11.11