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U.S. Environmental Protection Agency



Affirmative Employment Program Plan Fiscal Years 2005-2006

Office of Civil Rights
Affirmative Employment & Diversity

EPA Affirmative Employment Program Plan FY 05-06

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SECTION I

FORM 715 – 01

Parts A through J

**EEOC FORM
715-01 PART A – D**

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2004 to September 30, 2005

PART A	1. Agency	United States Environmental Protection Agency		
Department or Agency Identifying Information	1. a. 2 nd level reporting component	N/A		
	1. b. 3 rd level reporting component	N/A		
	1. c. 4 th level reporting component	N/A		
	2. Address		1200 Pennsylvania Avenue, NW, Mail Code 1201A	
	3. City, State, Zip Code		Washington, DC 20460	
	4. CPDF Code	5. FIPS	EP	11
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 17,665	
	2. Enter total number of temporary employees		2. 816	
	3. Enter total number employees paid from non-appropriated funds		3. 0	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 18,481	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency / Title		1. Stephen L. Johnson, Administrator	
	2. Agency Head Designee		2. Karen D. Higginbotham, Director, Office of Civil Rights	
	3. Principal EEO Official Official Title/series/grade		3. Susan M. Morris, Assistant Director, Affirmative Employment & Diversity, GS-260-15	
	4. Affirmative Employment Program Official		4. Mirza P. Baig, National Affirmative Employment Program Manager	
	5. Section 501 Affirmative Action Program Official		5. Keith Bailey, Disability Employment Program Manager	
	6. Complaint Processing Program Manager		6. Ronald Ballard, Assistant Director, Employment Complaints Resolution Staff	
	7. Other Responsible EEO Staff		7. National Special Emphasis Program Managers	

**EEOC FORM
715-01 PART A - D
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

PART D	Subordinate Component and Location (City/State)	
List of Subordinate Components Covered in This Report	Program Offices at Headquarters (Washington, DC): Administrators Office; Administration & Resources Management; Air & Radiation; General Counsel; Enforcement & Compliance Assurance; Chief Financial Officer; Inspector General; International Affairs; Environmental Information; Prevention, Pesticides, & Toxic Substances; Research & Development; Solid Waste & Emergency Response; Water Regions: Region 1 (Boston, MA); Region 2 (New York, NY); Region 3 (Philadelphia, PA); Region 4 (Atlanta, GA); Region 5 (Chicago, IL); Region 6 (Dallas, TX); Region 7 (Kansas City, KS); Region 8 (Denver, CO); Region 9 (San Francisco, CA); Region 10 (Seattle, WA). Laboratories: Cincinnati, OH; Research Triangle Park, NC; and Las Vegas, NV	

EEOC FORMS and Documents Included With This Report

*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	N/A	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart (Attachment A)	X

U.S. Environmental Protection Agency
FY 05-06
Affirmative Employment Program Plan
Executive Summary

PART E

I. EPA's Mission

The mission of the Environmental Protection Agency (EPA) is to protect human health and the environment. Since 1970, EPA has been working for a cleaner, healthier environment for the American people. In order to accomplish this mission, EPA has initiated this plan to ensure that all of its employees and applicants for employment are treated fairly, with dignity, and have an equitable opportunity to fulfill their highest potential.

II. Background

This is the second year for reporting affirmative employment under the Equal Employment Opportunity Commission's (EEOC) Management Directive (MD) 715. This comprehensive analysis of equal employment opportunity (EEO) and affirmative employment planning identifies triggers for determining if barriers may exist and establishing plans for implementing appropriate actions to eliminate selected barriers. Agency class group data was compared with the Civilian Labor Force (CLF) and other statistical comparisons were made as outlined in EEOC guidelines. In addition, information was obtained from interviews and meetings with various agency employees, including Special Emphasis & Diversity Program Managers throughout the Agency. The statistical analysis identified 28 areas of employment in which specific class groups have achieved less-than-expected numbers.

In the past and in accordance with previous EEOC directives on Affirmative Employment Program Planning, managers were directed to review the workforce in terms of grade groups within categories of employment referred to as PATCOB (Professional, Administrative, Technical Clerical, Other and Blue Collar). Comparisons were made with the CLF and where low participation rates were found, actions were to be taken to improve recruiting efforts under the Federal Equal Opportunity Recruitment Program (FEORP) and other internal programs.

The current EEOC focus is on evaluating the distribution of all major personnel actions, such as Accessions, Separations, Awards, Glass Ceilings, Supervisory Levels, Distribution within Components, Distribution in Major Mission Critical Occupations, Comparisons with the CLF and Relevant Civilian Labor Force (RCLF), Participation in Internal Employee Development Programs, and Selections from Applicant Pools and for Senior Level Positions. The purpose of this evaluation is to define and eliminate barriers based on the equitable distribution of employment actions as related to the CLF. In order for this effort to yield appropriate results, the involvement of management at all levels is necessary. This approach is in keeping with Federal efforts to provide managers and supervisors with the tools necessary to ensure that fair and equitable treatment is incorporated into every step of the employment process.

III. Approach

EPA initiated a structured 3-year (FY 05-07) approach to implementing MD-715. The first year (FY 2005), there was a focus on developing and implementing a data collection and reporting system. During

that year, interviews were conducted and meetings held with employees, managers, supervisors, senior officials and EEO/HR personnel to identify concerns and issues with respect to EEO throughout EPA and within their respective organizations. This effort included Headquarters Program Offices (HQ POs), Regions and Laboratories. Onsite focus groups were held in HQ POs in Washington, D.C., and in the ten Regional Offices and major laboratories. EPA's organizational chart is included as Attachment A to this document.

During the second year (FY 06), a detailed Barrier Analysis was conducted. This analysis involved identifying specific triggers for further analysis of barriers and developing plans and objectives for eliminating those barriers. EPA Affirmative Employment & Diversity (AE&D) staff developed an extensive training program for collateral-duty Special Emphasis Program Managers (SEPMs), who are directly involved in affirmative employment planning and programming. This training was developed to ensure that key staff had knowledge of the requirements under MD-715, particularly with respect to barriers, objectives, and accountability for achieving results.

The third year (FY 07), an emphasis will be placed on providing training and briefings to senior management officials, managers and supervisors throughout EPA on the AEP. The AE&D Assistant Director, National Special Emphasis Program Managers (NSEPMs), Collateral-duty SEPMs, and EEO Officers will provide information that will assist agency officials in eliminating the barriers identified and improving specific areas to ensure equal employment opportunity for the targeted groups. Utilizing the annual triggers, trends, and barrier analyses, managers and supervisors are to develop and implement appropriate plans in line with the objectives established. EPA will update the plan and concentrate on continuing efforts and actions to eliminate any barriers that may exist to achieve equal employment opportunity within the workforce.

IV. Summary of Workforce Analysis

The workforce analysis includes standard MD-715 Tables, development of further analysis of employment trends, identification of triggers, trend analysis, and other comparative analysis designed to identify barriers to equal employment opportunity for employees and applicants. MD-715 Tables are included in Section II of this plan.

EEOC adopted standard statistical techniques for determining triggers based on less-than-expected comparisons with various norms. Charts were developed to provide managers and supervisors with an easy method for determining conditions needing attention and the degree to which the conditions deviated from desired conditions or the variance.¹

As the EEOC states in, "Instructions to Federal Agencies for EEO MD-715," if a group has a net change lower than the net change for the total workforce, it is a trigger of the possible existence of a barrier. A current workforce ratio below the CLF for any group is another trigger." Triggers are derived from an analysis of data contained in the various MD-715 Tables and are defined differently for each data set. A summary of triggers by class group within each subject area is included in Section IV. The analysis is provided so that the scope and level of effort needed to address triggers can be defined.

This document uses the term "less-than-expected" to describe a comparison of the Agency's workforce with the CLF. Nothing in this document, including the use of the term "less-than-expected," indicates a significant statistical disparity that indicates employment discrimination or permits the use of race as a criterion in personnel decisions.

¹ Definition of a *variance* can be found in the Glossary at Attachment D.

Instead of the typical statistical analysis requiring calculations of standard deviations, this Plan focuses on barriers that may exist, which have an impact on more than one employment dimension. Removing these barriers will benefit the most number of employees and/or applicants for employment, as well as have the most impact on ensuring that EPA develops and rewards its workforce equitably.

A. Representation of Class Groups

EPA has substantial representation for some class groups throughout the workforce. However, certain class groups have not achieved parity when compared with: 1) the CLF, 2) the overall workforce, 3) within organizational components, 4) at specific grade levels, and/or 5) across occupational categories. CLF comparisons were made for each of EPA's major occupations. For each occupation, triggers were identified where class group representation levels were below the CLF. This data, along with other information gathered, was then used as a means of identifying possible barriers that may exist and establishing objectives to eliminate those barriers.

The distribution of employees by class group throughout EPA by organizational component was developed and triggers are summarized for each organizational component where the class group representation levels fell below the Agency-wide representation. The data for the 1-year period and the 5-year trend showed little change. Class groups with less-than-expected levels of representation at the beginning of the period were essentially in the same status at the end of the 5-year period - even though a substantial amount of hiring and transfers took place. During the 5-year period (FY 00 through FY 05), there were 6,446 new hires into the total workforce (permanent and temporary) or an average of 1,290 per year.

Grades are grouped under the following four categories: Entry level grades are 1-8; Mid-level grades 9-12, Senior Level grades 13-15, and Senior Executive Service (SES).

1. Total Workforce

The total permanent workforce at the end of FY 05 is 17,665. There are 816 temporary employees throughout the workforce. Permanent employees by grade groupings are 17,537, with 128 employees in ungraded categories, such as those with administratively determined rates and members of the Commissioned Corps. Of the permanent employees, 1,214 or 6.9% are at the Entry level; 4,005 or 22.8% are at the Mid-level; 11,984 or 68.3% are at the Senior-level; 334 or 1.9% in the SES; and 10 employees are in Blue Collar occupations.

At the Entry-level (1,214), White Males represent 10%; White females 28.7%; Black Males 5.2%; Black Females 41.1%; Hispanic Males 1.8%; Hispanic females 7.3%; Asian Males 1.7%; Asian Females 3.6%; American Indian Males 0; American Indian Females 0.6%.

At the Mid-level (4,005), White Males represent 23.7%; White Females 33.8%; Black Males 12.8%; Black Females 23.4%; Hispanic Males 2.2%; Hispanic Females 4.1%; Asian Males 2.8%; Asian Females 3.6%; American Indian Males 0.5 ; American Indian Females 0.6%.

At the Senior-level (11,984), White Males represent 45.8%; White females 30.1%; Black Males 3.9%; Black Females 9.4%; Hispanic Males 2.5%; Hispanic females 1.8%; Asian Males 3.1%; Asian Females 2.6%; American Indian Males 0.4; American Indian Females 0.4%.

In the Senior Executive Service (334), White Males represent 38.4%; White females 29.0%; Black Males 4.9%; Black Females 4.2%; Hispanic Males 3.6%; Hispanic females 0.7%; Asian Males 1.5%; Asian Females 1.4%; American Indian Males 0.3; American Indian Females 0.

2. White Females and Males

White females are less than their overall representation in the CLF (30.8% EPA vs 33.7% CLF). The total number of White females (5,403) distributed by grade groupings is: Entry-level 6.6%, Mid-level 25.0%, Senior-level 66.8%, and SES 1.6%. White females occupy 28.6% of Entry-level positions (1,214); 33.8% of Mid-level positions (4,005); 30.0% of Senior-level positions (11,984); and 26.3% of SES positions (334).

White males are slightly higher than their overall representation in the CLF (38.6% EPA vs 39% CLF). The total number of White males (6,742) distributed by grade groupings is: Entry-level 1.8%, Mid-level 14.2%, Senior-level 81.3%, and SES 2.7%. White males occupy 10% of Entry-level positions (1,214); 23.7% of Mid-level positions (4,005); 45.8% of Senior-level positions (11,984); and 54.8% of SES positions (334). White male representation decreased (-0.59%) during FY 2005.

3. Black or African American Females and Males

Black or African American females are more than double the CLF (14.7% EPA vs 5.7% CLF). The total number of Black females (2,573) distributed by grade groupings is: Entry-level 19.4%, Mid-level 36.5%, Senior-level 43.6%, and SES 0.5%. Black females occupy 41.1% of the Entry-level positions; 23.4% of the Mid-level; 9.4% of the Senior-level positions and 4.2% of the SES.

Black or African American male representation is slightly less than the CLF (4.4% EPA vs 4.8% CLF). Black male representation overall is significantly less than for Black females at every grade, except at the SES level. The Black female representation at EPA is significantly higher (more than triple) that of Black males (14.7% EPA vs 4.4% CLF). The total number of Black Males (762) distributed by grade groupings is: Entry-level 8.3%, Mid-level 28.0%, Senior-level 61.9%, and SES 1.8%. Black males occupy 5.2% of Entry-level positions (1,214); 12.8% of Mid-level positions (4,005); 3.9% of Senior-level positions (11,984); and 4.9% of SES positions (334).

4. Hispanic or Latino Females and Males

Hispanic or Latino females are significantly less than the CLF (2.8% EPA vs 4.5%). The total number of Hispanic females (479) distributed by grade groupings is: Entry-level 18.7%, Mid-level 34.8%, Senior-level 46.1%, and SES 0.8%. Hispanic females occupy 7.3% of the Entry-level positions; 4.1% of the Mid-level; 1.8% of the Senior-level positions and 0.7% of the SES.

Hispanic or Latino males are significantly less than the CLF (2.4% EPA vs 6.2%). The total number of Hispanic males (420) distributed by grade groupings is: Entry-level 5.3%, Mid-level 21.2%, Senior-level 70.9%, and SES 2.9%. Hispanic males occupy 1.8% of the Entry-level positions; 2.2% of the Mid-level; 2.5% of the Senior-level positions and 4% of the SES.

5. Asian American Females and Males

Asian American females are over their representation in the CLF (2.9% EPA vs 1.7% CLF). The total number of Asian females (506) distributed by grade groupings is: Entry-level 8.3%, Mid-level 28.3%, Senior-level 62.6%, and SES 0.8%. Asian males occupy 3.5% of the Entry-level positions; 3.6% of the Mid-level; 2.6% of the Senior-level positions and 1.4% of the SES.

Asian American males are over their representation in the CLF (2.7% vs 1.9%). The total number of Asian males (510) distributed by grade groupings is: Entry-level 3.9%, Mid-level 21.8%, Senior-level 73.5%, and SES 0.9%. Asian males occupy 1.6% of the Entry-level positions; 2.8% of the Mid-level; 3.1% of the Senior-level positions and 1.5% of the SES.

6. American Indian/Alaska Native Females and Males

American Indian/Alaska Native females are represented at or above the CLF (0.43% EPA vs 0.3% CLF). The total number of American Indian females (76) distributed by grade groupings is: Entry-level 9.2%, Mid-level 32.9%, Senior-level 57.9%, and SES 0 %. American Indian females occupy 0.6% of the Entry-level positions; 0.6% of the Mid-level; 0.4% of the Senior-level positions and 0 SES.

American Indian/Alaska Native male are represented at or above the CLF (0.37% EPA vs 0.3% CLF). The total number of American Indian males (66) distributed by grade groupings is: Entry-level 1.5%, Mid-level 29.2%, Senior-level 69.2%, and SES 1.5%. American Indian males occupy 1 Entry-level position; 0.5% of the Mid-level; 0.4% of the Senior-level positions and 1 or 0.3% of the SES.

7. Native Hawaiian or Other Pacific Islander

No statistics were available for this reporting period.

8. Two or More Races

No statistics were available for this reporting period.

9. Persons with Targeted Disabilities

A class group that is substantially below their availability in the workforce are employees with targeted disabilities 1.2% at EPA compared to the 2.27% Federal target (established by using the highest percentage within a Federal agency). The EPA effort to place persons with targeted disabilities in jobs is far less than what was expected given mandates under the Rehabilitation Act. With substantial numbers of persons becoming disabled as a result of their service to the country and an aging workforce, it is essential that vacancies be filled using special and selective hiring authorities. The agency should take steps to identify positions where persons with various disabilities can perform well.

B. Glass Ceiling for Women

Women are concentrated in the lower grades as compared to their male counterparts: **GS-7** females are 81% vs males 19%; **GS-9** females 77% vs males 23%; **GS-11** females 69% vs males 31%. At the **GS-12** females represent 62% or 1,511 vs males 38% or 937 males. Thereafter, females decline at the **GS-13** to the SES as follows: **GS-13** females are 47% or 3,165 vs males 53% or 3,621; **GS-14** females are 43% or 1,261 vs males 57% or 1,691; **GS-15** females are 39% or 880 vs males 61% or 1,366; and at the **SES** females are 37% or 106 vs males 63% or 182. There has been little or no change in the last five (5) years. Barriers associated with this condition may include the fact that EPA does not have a leadership development program for employees from the Entry-level, into Mid-level or Senior-level positions. The only supervisory development program EPA has developed is the SES Development Program, which has not been active for the last two years. Many, if not most, of the higher-level graded positions were filled through career ladder positions or without competition.

The total number of employees in Career Ladder positions is 1,720. While more females are in Career Ladder positions (1,026) vs males (694), their time in grade is longer than males for promotions (258 months for females vs 233 months for males). A Glass Ceiling Table is in Section IV with each grade level percentage by class group color-coded to indicate grade levels at which the class group is above or below overall representation in the workforce (green indicates above and red indicates below the workforce percentage identified at the bottom of the Table). There is no data available for Native Hawaiian or Other Pacific Islander and Two or More Races.

V. Barriers Identified

The following Barriers were identified:

A. Employee Development Programs

Employee development programs are almost non-existent at EPA. Almost total reliance is being placed on Web-based training as a solution to providing employees with training for career development. There are no procedures in place to assist employees to advance after using the Web-based training.

Programs should be developed to increase representation levels. These programs should include internal and external internships, upward mobility programs, and leadership and supervisory development programs for the mid- and senior-levels. Overall, employee development programs and plans need to be substantially increased and targeted to include triggered class groups. Less and less opportunities for advancement exist because a large number of employees are on career ladders and promotions are attained through non-competitive means. If all employees were able to participate in these non-competitive promotions, then the use of non-competitive promotions would not be an issue. However, based on the data, this is not the case and various class groups are excluded from participation.

B. Recruitment Efforts

Over the 5-year period (FY 00 through FY 05), EPA's affirmative recruitment efforts have decreased and should be re-emphasized and re-energized. There are a significantly small number of Internship and Upward Mobility Program positions for the size of the Agency. Further, the recruitment efforts are not targeted to specific class groups where they are at less-than-expected levels of representation. Managers, supervisors, and Office of Human Resources personnel need to develop plans in accordance with the triggers and barriers identified in this Plan.

EPA's workforce is aging and special efforts for succession planning needs to be taken to ensure that triggered class group members fully participate. There is little formal Supervisor/Manager development programming that includes triggered class groups throughout EPA.

C. Merit System

There are approximately 1,300 positions being filled at EPA annually; however, there is a substantial number and significant increase in positions being filled non-competitively. A full study should be conducted by the Office of Human Resources to identify the reasons for the increasing number of promotions that are being filled non-competitively. This is essential to ensuring a merit system within the workplace. An emphasis should be placed on using the competitive process in order to ensure that all groups are represented, including those in the triggered groups.

D. Applicant Flow Data

EPA has not gathered applicant flow data, which has prevented full reporting under MD-715 for this report. There are eight Tables that cannot be completed because applicant flow data has not been gathered or available. Therefore, trigger identification and specific barrier analysis could not be completed for this area. Applicant flow data is essential for a complete trend analysis to be completed, which compares those who apply for positions with those who are selected. In addition, it identifies whether EPA needs to strengthen its recruitment efforts or modify its staffing procedures, or both. If representation levels are not improving for a specific group at an acceptable rate, accession and separation rates should be reviewed. In the event that accession rates are in question (as is often the

case), then a detailed analysis should be conducted to determine if class group members are less-than-expected in applicant pools from applicant flow data.

Over the last two years, several meetings have been held between key OCR AE&D staff and OHR personnel to ensure the appropriate collection of data for affirmative employment purposes. EPA uses an automated Web-based system for tracking applicants through the selection process. The vendor of this data provides applicant flow data to other Agencies in accordance with EEOC and OMB guidelines, as well as the Uniform Guidelines on Employee Selection Procedures (29 CFR 1607), a joint regulation issued by all Federal Regulatory Agencies having responsibilities for EEO under the various Federal laws. Applicant flow data must be collected and provided to EPA through the Web-based data system in order to meet the requirements under MD-715 and Federal law and regulations. EPA OHR, in concert with OCR, must submit the necessary documents to the Office of Management and Budget (OMB) for the approval of the forms for collection of applicant flow data by RNO, gender and disability.

VI. EPA Approach to a Model EEO program

EPA considers its employees as its most valuable asset. Its policies and programs are developed to ensure that all employees throughout EPA are receiving equal employment opportunities and the realization of their full potential.

In order to continue efforts to achieve and retain its status as a Model EEO program, EPA has adopted a “Living Document Approach.” This process will enable senior officials, managers, supervisors, OCR, and OHR personnel to constantly update MD-715 reports, while receiving continuous feedback on the barriers identified and the status of program objectives and results. This innovative approach is an ongoing planning and management approach rather than a once a year effort.

VII. EPA Summary of Planned Action Items

During FY 04, EPA conducted a detailed assessment of its overall EEO program effort utilizing an outside consultant team. Further, EPA implemented an Agency-wide EEO monitoring and analysis system. During this period, no specific barrier removal objectives were established. This FY 05-06 Plan is the first effort under MD-715 to identify barriers, identified through trigger and trend analysis, along with interviews and other methods, to develop objectives. In addition, previous EPA Affirmative Employment Plans included individual Regional Plans, which were submitted to EEOC. This Plan is an overall Agency plan with Regional Offices and Headquarters Program Offices included in accordance with EEOC guidance and approval. This was based on the fact that many Regions are under 1,000 employees.

**EEOC
FORM
715-01
PART F**

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

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

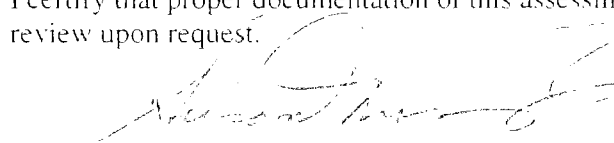
- I, Susan M. Morris, Assistant Director
Affirmative Employment & Diversity
Office of Civil Rights

am the Principal EEO Official for the United States Environmental Protection Agency.

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

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

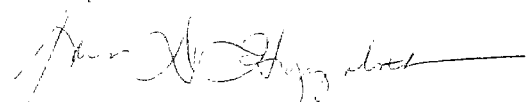
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.


Susan M. Morris

Signature of Principal EEO Official

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


Date


Karen D. Higginbotham

Signature of Agency Head Designee


Date

MAY 14 2001

SUBJECT: Policy on Equal Employment Opportunity and
Prohibiting Discrimination and Harassment

TO: All Employees

Every American has the right to work in a workplace free from discrimination and harassment. At the EPA, I am determined to ensure that every one of our fellow employees enjoys that right. Toward that end, it is useful to periodically assess and renew our commitment to providing equal employment opportunity and equality for all employees and applicants for employment. As part of that commitment, I expect every EPA employee to fully comply with the following policies, which prohibit all forms of discrimination and harassment in the workplace.

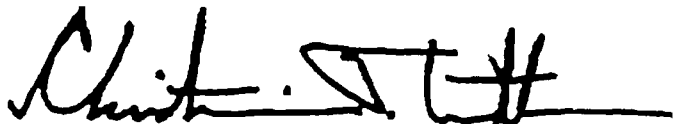
Equal Employment Opportunity. It is the policy of EPA to provide equal employment opportunity to all persons and to promote the full realization of equal employment opportunity through a continuing affirmative employment program at EPA, in accordance with regulations issued by the Equal Employment Opportunity Commission at 29 C.F.R. Part 1614.

Discrimination and Harassment. In accordance with applicable Federal laws, Executive Orders, and regulations, it is the policy of EPA that discrimination against any employee or applicant for employment because of his or her race, color, religion, sex, national origin, age, disability, sexual orientation, parental status, or protected genetic information, will not be tolerated.

Employees are sometimes confused about what behavior constitutes sexual harassment. Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature when (a) sub-mission to such conduct is made explicitly or implicitly a term or condition of an employee's job, pay, or career; (b) submission to or rejection of such conduct by an employee is used as a basis for career or employment decisions affecting that employee; or (c) such conduct has the purpose or effect of unreasonably interfering with an employee's performance or creates an intimidating, hostile, or offensive environment.

EPA will apply this "zero tolerance" policy with respect to discrimination or harassment by any manager, supervisor or employee. "Zero Tolerance" is applicable to all conduct in the workplace and extends to conduct which occurs at any location that can reasonably be considered to be an extension of the workplace. Such locations include, but are not limited to, conferences and field sites. If there is a finding of discrimination or harassment, an EPA employee may be subject to disciplinary action in accordance with EPA's Conduct and Discipline Manual (EPA Order 3120.1, dated September 20, 1985).





All EPA employees are required to maintain a work environment free of all forms of discrimination and harassment. Employees should immediately report suspected violations of this policy to their manager or supervisor, to the Director, Office of Civil Rights, or to a regional EEO Officer. Managers and supervisors must take all allegations of discrimination or harassment seriously, immediately inquire into the matter, and refer the matter to a higher-level manager or supervisor, to the Director, Office of Civil Rights, or to a regional EEO Officer. Behind the civil rights laws, Executive Orders, and regulations is an important message: Every person's civil rights matter. It is EPA's policy to protect these rights, and I call upon each of you to join me in ensuring that our workplace is free of discrimination and harassment.



Christine Todd Whitman
Administrator


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


Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
**Requires the agency head to issue written policy statements ensuring a workplace free of
discriminatory harassment and a commitment to equal employment opportunity.**



 Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
 Measures – EEO policy statements are up-to-date.			
The Agency Head was installed on May 2, 2005. Was the EEO Policy statement issued within 6-9 months of installation of the Agency Head? If no, provide an explanation.	X		
During the current Agency Head's tenure has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
Are new employees provided a copy of the EEO policy statement during orientation?		X	
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X	
 Measures – EEO policy statements have been communicated to all employees.			
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X		
 Measures - Agency EEO policy is vigorously enforced by agency management.			
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		

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	Yes	No	
Resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
Support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
Ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
Ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X		
Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		

EEOC FORM 715-01 PART G	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>		
<p align="center">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.</p>			
 Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
Describe what means were utilized by the agency to inform its workforce about the penalties for unacceptable behavior.			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the world wide web or internet?	X		
Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X		



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Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.			
Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
 Measures - The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.			
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X	Director reports to Deputy Administrator with access to Administrator
Are the duties and responsibilities of EEO officials clearly defined?	X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	N/A		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	N/A		
If not, please describe how EEO program authority is delegated to subordinate reporting components.			
 Measures The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.			
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the	X		


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Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
effectiveness, efficiency and legal compliance of the agency's EEO program?			
Following the submission of the immediately preceding FORM 715-01, the Assistant Director, AE&D and National SEPMS will present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		

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Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
⚡ Measures - The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.			
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?	X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	X		
Hispanic Employment Program Title 5 CFR, Subpart B, 720.204	X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709	X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?	X		

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Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
<p> Measures - The agency has committed sufficient budget to support the success of its EEO Programs.</p>			
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to	X		



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Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
this training and information?			
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		

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Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.			
Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
 Measures - EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.			
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?	X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?	X		
 Measures - The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]			
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	X		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X	See Part I-2

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Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.			
Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
 Measures - When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.			
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years (2003-2004 data)?	X		
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation. N/A			
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		


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<p align="center">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.</p>			
Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
	Yes	No	
<p>↓ Measures - Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</p>			
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
<p>↓ Measures - The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</p>			


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Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.			
Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715- 01 PART H to the agency's status report
	Yes	No	
Are all employees encouraged to use ADR and is the participation of supervisors and managers in the ADR process required?		X	Encouraged but not required





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<p align="center">Essential Element E: EFFICIENCY</p> <p align="center">Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.</p>			
Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
<p> Measures - The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</p>			
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X	See Part H-1
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X	Extenuating circumstances See Part H-2
<p> Measures - The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</p>			
Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved	X		


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Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
management officials and other information to analyze complaint activity and trends?			
Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		
If yes, briefly describe how: Do not award contract to those who continually miss time frames.			
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X		
⚡ Measures - The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.			
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X	462 Report (Attachment B)
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	X		

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Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
Does the agency complete the investigations within the applicable prescribed time frame?		X	Extenuating circumstances See H.3
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X	Same as above See H.3
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	X		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	X		
<p>↓ Measures - There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</p>			
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the precomplaint and formal complaint stages of the EEO process?	X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the Federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X	Encouraged but not required

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Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
Does the responsible management official directly involved in the dispute have settlement authority?	X		
Does the responsible management official directly involved in the dispute have settlement authority?		X	Delegation authority policy is different. (Attachment C)
 Measures - The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.			
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?	X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?	X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?	X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?	X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	X		
Does the agency track recruitment efforts and analyze efforts to	X		

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	Yes	No	
identify potential barriers in accordance with MD-715 standards?			
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		
<p> Measures - The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</p>			
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?	X		
Does the agency discrimination complaint process ensure a neutral adjudication function?	X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	X		


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<p align="center">Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</p>			
 Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
 Measures - Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.			
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 Measures - The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.			
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
Are procedures in place to promptly process other forms of ordered relief?	X		
 Measures - Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.			
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	X		
If so, please identify the employees by title in the comments section, and state how performance is measured.	OCR Director, CRLO Director, and staff. Compliance with regulations.		

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 Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.	N/A		
Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		

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Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator	Measure has been met		For all unmet measures, complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Yes	No	
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

**EEOC FORM
715-01 PART H.1**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2005-06-07 U.S. Environmental Protection Agency	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Adequate applicant flow data collection and analyses is not available for this report to track information required by MD-715. Currently, EPA does not collect, through its web-based recruitment system, data on the Race/Ethnicity, Gender and Disability of applicants. There are eight MD-715 required Tables which EPA cannot submit because of this deficiency. EPA is out of compliance with 29 CFR 1607 (the Uniform Guidelines on Employee Selection Procedures) and 29 CFR 1614 (EEO in the Federal Government), as well as MD-715.</p> <p>Federal agencies are required to collect this data in accordance with Federal regulations – the same regulations under which EPA is operating. EPA has developed applicant flow forms and OMB approval is expected by April 2, 2007.</p>
OBJECTIVE:	<p>EPA will begin the collection of applicant flow data by Race/Ethnicity and Gender, as well as by Targeted Disability, and report to EEOC the data collected in accordance with MD-715 and various Federal laws and regulations.</p>
RESPONSIBLE OFFICIAL:	<p>Director, Office of Human Resources OHR Specialists National Affirmative Employment Program Manager</p>
DATE OBJECTIVE INITIATED:	<p>10/30/06</p>
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>5/31/07 implementation of system upon OMB approval of forms and development of a routine system</p>
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<p>Modify EZ-Hire System to support the collection of Applicant Flow Data in accordance with MD 715.</p>	<p>6/01/07 or upon date of approval of OMB of forms</p>
<p>Begin Collection of proper applicant flow data</p>	<p>6/30/07</p>
<p>Submit the first data in requested format to OCR on the flow of applicants through the selection process</p>	<p>7/30/07</p>
<p>Implement a system of data flow recurring monthly to OCR of the Applicant Flow Data</p>	<p>8/30/07</p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

**EEOC FORM
715-01 PART H.2**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2005-06-07

U.S. Environmental Protection Agency

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Executive Order 13164, "Requiring Federal Agencies To Establish Procedures To Facilitate the Provision of Reasonable Accommodation," requires agencies to designate a time period during which reasonable accommodation requests will be granted or denied, absent extenuating circumstances. EEOC guidelines state that requests for reasonable accommodation should be responded to expeditiously, and allow agencies to establish their own time limits in their procedures.</p> <p>EPA currently has two separate procedures, union and administrative, both containing the requirement (absent extenuating circumstances) of processing a request for reasonable accommodation within a period of 25 business days for American Federation of Government Employees (AFGE) or 10 business days for non-AFGE. EPA has processed 68% of reasonable accommodation requests within the established timeframes.</p> <p>Reasons for not meeting the 90% timeframe for a model program are many and varied. Major reasons include: delay in receipt of medical documentation from physicians; and, different timeframes for union and administrative procedures. Numerous efforts have been initiated by OCR to improve processing times, which include: conducting training programs for Local RACs (LORAC) located within the 10 regions and 3 major laboratories, and an on-line training course was launched in FY 05 allowing access to all employees.</p>
OBJECTIVE:	EPA will strive to attain the established goal for a model program including the processing of 90% of reasonable accommodation requests within the established time-frames. EPA will ensure that timeframes are included in all procedures and will implement a revised Reasonable Accommodation Tracking system.
RESPONSIBLE OFFICIAL:	Director, Office of Civil Rights National RAC EEO Officers LORACs Managers and Supervisors
DATE OBJECTIVE INITIATED:	6/30/06
TARGET DATE FOR COMPLETION OF OBJECTIVE:	6/30/07

**EEOC FORM
715-01 PART H.3**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

**FY 2005-06-07
U.S. Environmental Protection Agency**

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>MD-715 considers the following as an essential element of a model program: Each federal agency must have sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.</p> <p>The Agency cannot provide a positive response to several of the performance indicators listed for the above measure in determining the essential elements of a model EEO program. More specifically, the agency has not consistently met all of the timeframes identified in 29 CFR 1614 with respect to timely EEO Counseling, completing timely investigations, and the issuance of the final agency decisions.</p>	
OBJECTIVE:	<p>Establish effective processes that ensure timely accomplishment of EEO counseling, investigations, and issuance of final agency decisions.</p>	
RESPONSIBLE OFFICIAL:	<p>Director, Office of Civil Rights Assistant Director, Employment Complaints Resolution Staff EEO Officers and Area Directors EEO Specialists and staff EEO Counselors Office of General Counsel</p>	
DATE OBJECTIVE INITIATED:	<p>6/30/06</p>	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	<p>6/30/07</p>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>Review the timeframes established by 29 CFR Part 1614 and determine if there are common areas of delay in the process.</p>	<p>7/30/07</p>	
<p>With input from staff, regional EEO Officers, and appropriate others, establish standard operating procedures (SOPs) for each process.</p>	<p>9/30/07</p>	
<p>With input from staff and contract liaison, establish an SOP for ordering, tracking, receiving, and evaluating investigation work products (this shall include development of the investigative plan thru the final record of investigation).</p>	<p>9/30/07</p>	

In consultation with EEO specialists assigned to develop final agency decisions, identify consistent areas of weakness in ROI reports and develop a plan of action to address these items.	9/30/07
Within one year from implementation of all new procedures, compare timeliness of new actions of FY 05 data.	10/01/08

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

**EEOC FORM
715-01 PART I.1**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barriers**

FY 2005-06-07 U.S. Environmental Protection Agency	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	<p>The following class groups are at less-than-expected representation levels in comparison to the CLF:</p> <p>White Males and Females Hispanic or Latino Males and Females Black or African American Males only, and Persons with Targeted Disabilities</p>
BARRIER ANALYSIS:	<p>Accession rates for each of these class groups are less than their participation rate in the CLF. During the 5-year period, each of the class groups increased slightly in their representation levels with the exception of White Males, who decreased in representation.</p> <p>EPA OHR is responsible for the Federal Equal Opportunity Recruitment Program (FEORP). This program requires that special focused recruitment actions be initiated and maintained for any class group where less-than-expected representation exists. FEORP efforts are not consistent with the areas to be targeted and lack monitoring and evaluation.</p> <p>EPA has filled a substantial amount of vacancies over the last few years, which were not properly targeted under the FEORP. If recruitment is effectively done, there is no reason why there would not be more parity within the workforce. EPA also continues to fill substantial numbers of vacancies using various means that are not part of the competitive process, when combined with the lack of an effective recruitment effort, has resulted in this barrier.</p> <p>EPA OCR officials are responsible for Affirmative Employment and Special Emphasis Programs designed to benefit each of the major class groups identified in the EPA workforce: Women, Black or African Americans, Hispanic or Latinos, Asian Americans, Hawaiians and Other Pacific Islanders, American Indian/Alaska Natives and Persons with Disabilities. These two offices (OHR and OCR) operate separately and EEO officials and SEPMs have not regularly been part of the recruitment planning and process. OCR AE&D has developed materials and information highlighting EPA's status as an EEO employer for use by EEO officials in direct recruitment efforts. Collateral-duty SEPM efforts continue to be related to Special Emphasis Observances as opposed to advising management on affirmative employment plans and programs.</p>

<p>STATEMENT OF IDENTIFIED BARRIER 1:</p> <p>FOCUSED RECRUITMENT</p>	<p>The focused recruitment effort directed towards certain class groups is insufficient to yield the desired results. Further, there is no data on applicant flow to determine which efforts are effective and which efforts need improvement. While EPA has developed a FEORP for over 20 years, little or no effort is being directed toward monitoring or evaluation. EPA OHR cannot identify how many class group members have been recruited into applicant pools and how many of the applicants recruited were selected. Further, it is not possible to identify successful recruitment sources or techniques.</p> <p>OHR does not provide an "Estimate of Opportunities" annually for the agency to use for affirmative employment planning and incorporation into the annual FEORP for the use by managers and supervisors in filling vacancies.</p>
<p>OBJECTIVE:</p>	<p>Increase the recruitment effort directed toward less-than- expected class groups by establishing programs, which may include Co-op training agreements with students and colleges where there are substantially less-than-expected class group students in disciplines needed at EPA. Substantially increase the FEORP effort by involving EEO officials in the process.</p> <p>Measure results of the FEORP effort by monitoring and evaluating less-than-expected class groups with persons being selected and efforts taken to reach the desired objective.</p> <p>Determine and review the estimate of opportunities available in the agency annually and distribute to OCR officials.</p> <p>Open jobs to all qualified applicants and ensure that vacant positions are filled competitively.</p> <p>Monitor the number in the class groups who applied with those in the less-than-expect class groups selected.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director, Office of Human Resources Director, Office of Civil Rights EEO and HR officials Assistant Director, Affirmative Employment & Diversity National SEPMs EEO Officers and Area Directors Program Management Officers HQ, Regional and Laboratory Collateral-duty SEPMs Managers and Supervisors</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>3/31/2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>3/31/2007</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF</p>	<p>TARGET DATE</p>

OBJECTIVE:	(Must be specific)
Develop a competitive system for filling vacancies in accordance with the Merit System and ensure inclusion of less-than-expected class groups	6/30/07
Review workforce and determine an estimate of opportunities available annually.	6/30/07
Include targeted less-than-expected groups in recruitment process and consideration for selections	3/31/07
Monitor and evaluate progress and provide reports	Quarterly
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

**EEOC FORM
715-01 PART I.2**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier
FY 2005-06-07
U.S. Environmental Protection Agency**

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	<p>There is a glass ceiling (a grade level beyond which the class group does not progress at the rate that they exist in the overall workforce) for virtually every class group:</p> <p>White Females Hispanic Females African American Males and Females Asian American Males and Females American Indian Males and Females</p> <p>There is no glass ceiling for White Males, Hispanic Males, and Males in general.</p>
BARRIER ANALYSIS:	<p>A review of selection rates to higher grades indicates that all class groups, other than White and Hispanic Males and Males in general, are not selected at the rate that they exist in the workforce or at lower levels. This trend has been consistent over the last five years.</p> <p>There are virtually no internal development programs in use at EPA. There have been only 12 Upward Mobility Program (UMP) participants in the last five years throughout EPA according to statistics developed by OHR. The EPA Intern Program benefits external applicants and not internal employees.</p> <p>EPA has not improved the opportunities for class groups where there is less-than-expected representation. Neither the identification of the career opportunities, nor the targeting of the vacancy announcements has been conducted in a manner consistent with or in support of the EEO effort. The ultimate goal is to ensure that the government workforce is representative of the people which it serves. EPA is not representative of the CLF in a number of areas, particularly at mid- and senior-levels.</p> <p>EPA has a sufficient number of vacancies to correct this barrier. Existing legislation and OPM procedures can be used by managers to develop and maintain employee development programs that focus on eliminating barriers. Almost all staffing needs can be met by a fully-funded employee development program geared towards achieving EEO objectives.</p> <p>Annually, or more frequently if necessary, managers need to review, develop, and revise staffing plans with the assistance of OHR staff. Staffing and recruitment are directly related to the successful development and advancement of EPA employees and equal employment opportunity. Based on EPA data, consideration should be given to ensure that all groups are represented.</p>

STATEMENT OF IDENTIFIED BARRIER 2: STAFFING & RECRUITMENT SYSTEMS & PROCEDURES	<p>There are too few employee development programs and positions made available to less-than-expected class groups.</p> <p>Staffing and recruitment systems and procedures need to be revisited and incorporate EEO in every aspect of personnel planning and implementation.</p>	
OBJECTIVE:	<p>Increase the number of employee development programs and positions.</p> <p>Recruit and staff for programs and positions to include all employees, including those in the less-than-expected groups.</p>	
RESPONSIBLE OFFICIAL:	<p>Chief of Staff Deputy Chief of Staff Director, Office of Civil Rights Director, Office of Human Resources Personnel Management & Specialists Assistant Director, Affirmative Employment & Diversity National Special Emphasis Program Managers EEO Officers and Area Directors Program Management Officers</p> <p>HQ, Regional and Laboratory Collateral-duty SEPMs Managers and Supervisors Managers & Supervisors</p>	
DATE OBJECTIVE INITIATED:	12/31/2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	
Establish a centrally controlled Internship, Upward Mobility, Co-Op or other similar programs for Entry- and Mid-level employees for anticipated vacancies below the GS-13 level.	2/30/07	
Establish a centrally controlled Mid-Level Manager Development Program to include 50% of the anticipated new Mid-Level Supervisor positions.	6/30/07	
Establish a centrally controlled Supervisory Development Program for employees, which include recruitment and development of employees with emphasis on affirmative employment.	6/15/07	

Establish a centrally controlled Leadership Development Program for anticipated vacancies at the GS-14 and -15 levels.	6/15/07
Reconstitute the Senior Manager Development Program to include all Senior Level positions, Career or Excepted, Competitive or Non-Competitive.	6/15/07
Secure the EPA Leadership Development Training Center Facilities.	5/30/07
Recruit and place participants into the various special affirmative employee development programs.	7/30/07
Conduct the first set of development sessions.	8/1/07
Conduct Initial Program Review Session.	12/31/07
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

**EEOC FORM
715-01 PART I.3**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 2005-06-07 U.S. Environmental Protection Agency	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Various class groups were found to be less-than-expected in promotions and accessions. A further review found that the majority of selections were no longer a result of competitive merit procedures.
BARRIER ANALYSIS:	<p>There is a substantially different pattern of advancement for class groups, specifically females, persons of color and persons with disabilities.</p> <p>The majority of selections for promotion or accession into the workforce are not a result of competitive merit selection procedures. Class groups with less-than-expected numbers do not benefit at the same rate in non-competitive selections as their White Male counterparts.</p> <p>Over 60% of the workforce, in one or more of the class groups, is not included in the noncompetitive promotions based on the lack of merit competitive promotion processes and principles. Immediate corrective action is required to remove this barrier. The costs of eliminating this barrier are in line with the <i>No Fear Act</i> and small in comparison to overall effects on the workforce and diversity.</p>
STATEMENT OF IDENTIFIED BARRIER 3: MERIT SYSTEM	Non-competitive exceptions to the merit system are having a significantly adverse effect on less-than-expected class groups.
OBJECTIVE:	Review promotion systems; develop and implement a merit system with competitive promotions; reduce the number of non-competitive selections; and, ensure that all class groups are considered for accessions and promotions, particularly those in the less-than-expected groups.
DATE OBJECTIVE INITIATED:	1/15/2007
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
Initiate the establishment of a Merit System Review Committee reporting to the Director, OHR with advice from the OCR AE&D and other EEO officials.	1/30/2007
Establish a process by which every exception to the merit selection process be reviewed prior to authorization and that an impact study be conducted to determine if there will be an adverse impact on persons from less-than-expected class groups.	6/30/2007
Establish a procedure for advising selecting authorities of nonuse of the merit system to the extent that it has a deleterious effect on less-than-expected class group members.	9/30/2007
Begin conducting quarterly reviews of all non-competitive selections.	10/01/2007
Include the OCR AE&D staff, EEO Officers and other EEO officials as advisors for the process and monitoring the system.	10/01/2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART J	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>								
PART I Department or Agency Information	1. Agency	U. S. Environmental Protection Agency							
	1.a. 2 nd Level Component	n/a							
	1.b. 3 rd Level or lower	n/a							
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	2005 Beginning of FY		2995 End of FY		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	18,696	100.00%	18,481	100.00%	-215	-1.15		
	Reportable Disability	934	5.00%	905	4.89%	-29	-3.10		
	Targeted Disability*	198	1.06%	195	1.05%	- 3	1.52		
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).								
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					Data not available			
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					20			
PART III Participation Rates In Agency Employment Programs									
Other Employment/P ersonnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	525	36	6.86%	8	1.52%	2	0.38%	487	92.76%
4. Non-Competitive Promotions	1,229	66	5.37%	16	1.30%	11	0.89%	1,152	93.7%

5. Employee Career Development Programs								
5.a. Grades 5 – 12	2	0	0.0%	2	0.0%	0	0.0%	2 100.0%
5.b. Grades 13 – 14	0	0	0.0%	0	0.0%	0	0.0%	0 0.0%
5.c. Grade 15/SES	0	0	0.0%	8	0.0%	0	0.0%	0 0.0%
6. Employee Recognition and Awards								
6.a. Time-Off Awards (Total hrs awarded)	114,130	5,841	5.11%	1,045	0.91%	1,231	10.78%	107,058 93.80%
6.b. Cash Awards (total \$\$\$ awarded)	30,606,968	894,555	2.9%	128,063	0.41%	226,279	0.73%	29, 486,134 96.3%
6.c. Quality-Step Increase	795	34	4.3%	5	0.63%	9	1.1%	752 94.5%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p> <p>EPA has not established a Selective Placement Program for Persons with Targeted Disabilities. The Recruitment process has not been effective in reaching potential applicants with targeted disabilities. Managers have not established numerical goals for their area of responsibility for the hiring of persons with targeted disabilities. Persons with targeted disabilities are less than half of the expected number.</p>
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities. Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p><i>Plan for Special Recruitment and Staffing Program for Person's with Targeted Disabilities</i></p> <p><i>Hiring Goals</i></p> <p>EPA's goal is to reach 1.5% representation in the workforce for persons with targeted disabilities by the end of FY 2008. This goal would mean that by the end of FY 2007 there would be 280 persons with targeted disabilities employed at EPA. There were 195 assigned as of the end of FY 05. In order to reach this end strength goal, approximately 7% of all new hires would need to be persons with targeted disabilities. Since there are approximately 2,400 new hires over a 2-year period, EPA would need to hire 42 persons with targeted disabilities in FY 06, 07 and 08. EPA has set this goal for hiring people with targeted disabilities based on projections and an estimate of opportunities. In setting goals, EPA must consider budget constraints and other factors that may affect hiring.</p> <p><i>Recruiting and Staffing Strategies</i></p> <p>EPA OHR, Managers & Supervisors will increase their participation at job fairs designed to attract applicants with disabilities.</p> <p>EPA OHR, Managers & Supervisors will expand the use of the Workforce Recruitment Program for College Students with Disabilities to include the EPA 2-year Intern Program and the hiring of summer students within the Agency.</p>

OHR will work develop strategies for increasing the overall number and representation of persons with disabilities within EPA's workforce.

Managers in each Major component will establish plans for increasing the number of employees with targeted disabilities for their area of responsibility. Managers and supervisors will consider selective placement positions and recruit persons with targeted disabilities directly into the positions established. Under the selective placement program, persons with targeted disabilities can be direct hired without competition. State employment agencies specializing in the training and development of persons with disabilities will be contacted and utilized to the greatest extent possible.

EPA will assign responsibility for special placement of persons with targeted disabilities throughout EPA. Particular care will be taken to ensure that newly hired persons with targeted disabilities are provided with appropriate reasonable accommodations in accordance with their needs to ensure their success with EPA. An OHR employee assigned to special placement of persons with targeted disabilities will work closely with the Disability Program Manager and the Reasonable Accommodation Coordinator to ensure the success of the program. Program Management Officers, EEO Officers, Area Directors and collateral-duty Disability Program Managers will be actively involved in the effort as the representatives of management in the EPA organizations.

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

SECTION II
MD-715 TABLES

U.S. Environmental Protection Agency Total Workforce - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A1

From September 30, 2004 To September 30, 2005

Total Workforce

Employment Tenure		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL																		
09/30/2004 - Prior FY	#	18696	9336	9360	434	495	7508	5637	800	2625	525	522	0	0	69	81	0	0
	%	100	49.94	50.06	2.32	2.65	40.16	30.15	4.28	14.04	2.81	2.79	0.00	0.00	0.37	0.43	0.00	0.00
09/30/2005 - Current FY	#	18481	9151	9330	434	503	7313	5598	796	2624	542	528	0	0	66	77	0	0
	%	100	49.52	50.48	2.35	2.72	39.57	30.29	4.31	14.20	2.93	2.86	0.00	0.00	0.36	0.42	0.00	0.00
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
Difference	#	-215	-185	-30	0	8	-195	-39	-4	-1	17	6	0	0	-3	-4	0	0
Ratio Change	%		-0.42	0.42	0.03	0.07	-0.59	0.14	0.03	0.16	0.12	0.07	0.00	0.00	-0.01	-0.01	0.00	0.00
Net Change	%	-1.15	-1.98	-0.32	0.00	1.62	-2.60	-0.69	-0.50	-0.04	3.24	1.15	0.00	0.00	-4.35	-4.94	0.00	0.00
PERMANENT																		
09/30/2004 - Prior FY	#	17649	8642	9007	414	462	6910	5411	756	2553	496	501	0	0	66	80	0	0
	%	100	48.97	51.03	2.35	2.62	39.15	30.66	4.28	14.47	2.81	2.84	0.00	0.00	0.37	0.45	0.00	0.00
09/30/2005 - Current FY	#	17665	8599	9066	422	482	6826	5420	774	2578	512	509	0	0	65	77	0	0
	%	100	48.68	51.32	2.39	2.73	38.64	30.68	4.38	14.59	2.90	2.88	0.00	0.00	0.37	0.44	0.00	0.00
Difference	#	16	-43	59	8	20	-84	9	18	25	16	8	0	0	-1	-3	0	0
Ratio Change	%		-0.29	0.29	0.04	0.11	-0.51	0.02	0.10	0.12	0.09	0.04	0.00	0.00	0.00	-0.01	0.00	0.00
Net Change	%	0.09	-0.50	0.66	1.93	4.33	-1.22	0.17	2.38	0.98	3.23	1.60	0.00	0.00	-1.52	-3.75	0.00	0.00
TEMPORARY																		
09/30/2004 - Prior FY	#	1047	694	353	20	33	598	226	44	72	29	21	0	0	3	1	0	0
	%	100	66.28	33.72	1.91	3.15	57.12	21.59	4.20	6.88	2.77	2.01	0.00	0.00	0.29	0.10	0.00	0.00
09/30/2005 - Current FY	#	816	552	264	12	21	487	178	22	46	30	19	0	0	1	0	0	0
	%	100	67.65	32.35	1.47	2.57	59.68	21.81	2.70	5.64	3.68	2.33	0.00	0.00	0.12	0.00	0.00	0.00
Difference	#	-231	-142	-89	-8	-12	-111	-48	-22	-26	1	-2	0	0	-2	-1	0	0
Ratio Change	%		1.37	-1.37	-0.44	-0.58	2.56	0.22	-1.50	-1.24	0.91	0.32	0.00	0.00	-0.17	-0.10	0.00	0.00
Net Change	%	-22.06	-20.46	-25.21	-40.00	-36.36	-18.56	-21.24	-50.00	-36.11	3.45	-9.52	0.00	0.00	-66.67	-100.00	0.00	0.00

U.S. Environmental Protection Agency
Total Workforce - Distribution by Race/Ethnicity and Sex
From September 30, 2004 To September 30, 2005

Report Symbol: VP715A1

Total Workforce

Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
NON-APPROPRIATED																	
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A2

As of September 30, 2005

Full/PartTime Permanent Workforce

Component		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	#	17665	8599	9066	422	482	6826	5420	774	2578	512	509	0	0	65	77	0	0
	%	100	48.68	51.32	2.39	2.73	38.64	30.68	4.38	14.59	2.90	2.88	0.00	0.00	0.37	0.44	0.00	0.00
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

Administrator	#	527	216	311	6	12	183	145	23	145	4	9	0	0	0	0	0	0
	%	100	40.99	59.01	1.14	2.28	34.72	27.51	4.36	27.51	0.76	1.71	0.00	0.00	0.00	0.00	0.00	0.00
Assistant Administrator for Enforcement & Compliance Assurance	#	913	475	438	33	21	385	253	38	137	18	25	0	0	1	2	0	0
	%	100	52.03	47.97	3.61	2.30	42.17	27.71	4.16	15.01	1.97	2.74	0.00	0.00	0.11	0.22	0.00	0.00
Office of General Counsel	#	202	97	105	2	2	84	61	5	33	6	9	0	0	0	0	0	0
	%	100	48.02	51.98	0.99	0.99	41.58	30.20	2.48	16.34	2.97	4.46	0.00	0.00	0.00	0.00	0.00	0.00
Office of Inspector General	#	352	183	169	5	3	134	93	27	60	15	13	0	0	2	0	0	0
	%	100	51.99	48.01	1.42	0.85	38.07	26.42	7.67	17.05	4.26	3.69	0.00	0.00	0.57	0.00	0.00	0.00
Assistant Administrator for International Activities	#	79	32	47	8	4	19	26	3	13	1	4	0	0	1	0	0	0
	%	100	40.51	59.49	10.13	5.06	24.05	32.91	3.80	16.46	1.27	5.06	0.00	0.00	1.27	0.00	0.00	0.00
Office of the Chief Financial Officer	#	353	126	227	2	5	92	110	25	102	7	9	0	0	0	1	0	0
	%	100	35.69	64.31	0.57	1.42	26.06	31.16	7.08	28.90	1.98	2.55	0.00	0.00	0.00	0.28	0.00	0.00
Office of Environmental Information	#	415	191	224	11	8	146	109	20	93	13	13	0	0	1	1	0	0
	%	100	46.02	53.98	2.65	1.93	35.18	26.27	4.82	22.41	3.13	3.13	0.00	0.00	0.24	0.24	0.00	0.00
Assistant Administrator for Administration & Resources Management	#	761	289	472	22	15	183	196	76	249	7	9	0	0	1	3	0	0
	%	100	37.98	62.02	2.89	1.97	24.05	25.76	9.99	32.72	0.92	1.18	0.00	0.00	0.13	0.39	0.00	0.00
Assistant Administrator for Water	#	656	289	367	6	9	236	235	27	98	19	20	0	0	1	5	0	0
	%	100	44.05	55.95	0.91	1.37	35.98	35.82	4.12	14.94	2.90	3.05	0.00	0.00	0.15	0.76	0.00	0.00
Assistant Administrator for Solid Waste & Emergency Response	#	623	281	342	13	10	226	217	24	102	16	12	0	0	2	1	0	0
	%	100	45.10	54.90	2.09	1.61	36.28	34.83	3.85	16.37	2.57	1.93	0.00	0.00	0.32	0.16	0.00	0.00
Assistant Administrator for Air & Radiation	#	1289	703	586	25	21	598	401	43	130	34	30	0	0	3	4	0	0
	%	100	54.54	45.46	1.94	1.63	46.39	31.11	3.34	10.09	2.64	2.33	0.00	0.00	0.23	0.31	0.00	0.00
Assistant Administrator for Prevention, Pesticides & Toxic Substances	#	1301	612	689	15	23	455	368	74	259	62	34	0	0	6	5	0	0
	%	100	47.04	52.96	1.15	1.77	34.97	28.29	5.69	19.91	4.77	2.61	0.00	0.00	0.46	0.38	0.00	0.00

U.S. Environmental Protection Agency
Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A2

As of September 30, 2005

Full/PartTime Permanent Workforce

Component		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Assistant Administrator for Research & Development	#	1862	1074	788	24	20	933	596	55	123	53	38	0	0	9	11	0	0
	%	100	57.68	42.32	1.29	1.07	50.11	32.01	2.95	6.61	2.85	2.04	0.00	0.00	0.48	0.59	0.00	0.00
Region 1 Boston	#	673	334	339	13	17	279	277	20	30	22	13	0	0	0	2	0	0
	%	100	49.63	50.37	1.93	2.53	41.46	41.16	2.97	4.46	3.27	1.93	0.00	0.00	0.00	0.30	0.00	0.00
Region 2 New York	#	899	494	405	62	87	364	204	28	79	39	33	0	0	1	2	0	0
	%	100	54.95	45.05	6.90	9.68	40.49	22.69	3.11	8.79	4.34	3.67	0.00	0.00	0.11	0.22	0.00	0.00
Region 3 Philadelphia	#	912	427	485	12	34	361	305	40	129	14	17	0	0	0	0	0	0
	%	100	46.82	53.18	1.32	3.73	39.58	33.44	4.39	14.14	1.54	1.86	0.00	0.00	0.00	0.00	0.00	0.00
Region 4 Atlanta	#	1090	532	558	24	14	394	282	89	251	20	7	0	0	5	4	0	0
	%	100	48.81	51.19	2.20	1.28	36.15	25.87	8.17	23.03	1.83	0.64	0.00	0.00	0.46	0.37	0.00	0.00
Region 5 Chicago	#	1293	636	657	24	37	499	322	63	258	47	36	0	0	3	4	0	0
	%	100	49.19	50.81	1.86	2.86	38.59	24.90	4.87	19.95	3.63	2.78	0.00	0.00	0.23	0.31	0.00	0.00
Region 6 Dallas	#	856	426	430	43	48	305	228	37	130	31	18	0	0	10	6	0	0
	%	100	49.77	50.23	5.02	5.61	35.63	26.64	4.32	15.19	3.62	2.10	0.00	0.00	1.17	0.70	0.00	0.00
Region 7 Kansas City	#	667	270	287	12	15	221	206	20	58	10	3	0	0	7	5	0	0
	%	100	48.47	51.53	2.15	2.69	39.68	36.98	3.59	10.41	1.80	0.54	0.00	0.00	1.26	0.90	0.00	0.00
Region 8 Denver	#	601	283	318	24	34	235	236	14	31	8	13	0	0	2	4	0	0
	%	100	47.09	52.91	3.99	5.66	39.10	39.27	2.33	5.16	1.33	2.16	0.00	0.00	0.33	0.67	0.00	0.00
Region 9 San Francisco	#	835	370	465	26	31	277	270	17	49	45	107	0	0	5	8	0	0
	%	100	44.31	55.69	3.11	3.71	33.17	32.34	2.04	5.87	5.39	12.81	0.00	0.00	0.60	0.96	0.00	0.00
Region 10 Seattle	#	616	269	357	10	12	217	280	6	19	21	37	0	0	5	9	0	0
	%	100	42.06	57.95	1.62	1.95	35.23	45.45	0.97	3.08	3.41	6.01	0.00	0.00	0.81	1.46	0.00	0.00

U.S. Environmental Protection Agency
Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol VP715A3-1

As of September 30, 2005

Full/PartTime Permanent Workforce

Occupational Category		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	1339	833	506	46	17	707	389	50	75	26	20	0	0	5	5	0	0
	%	100	62.21	37.79	3.44	1.27	52.80	29.05	3.73	5.60	1.87	1.49	0.00	0.00	0.37	0.37	0.00	0.00
Mid-Level (Grades 13 - 14)	#	554	338	216	14	8	282	157	26	42	15	7	0	0	1	2	0	0
	%	100	61.01	38.99	2.53	1.44	50.90	28.34	4.69	7.58	2.71	1.26	0.00	0.00	0.18	0.36	0.00	0.00
First-Level (Grades 12 and Below)	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Officials and Managers	#	3066	883	2183	56	88	642	1076	150	938	28	67	0	0	7	14	0	0
	%	100	28.80	71.20	1.83	2.87	20.94	35.09	4.89	30.59	0.91	2.19	0.00	0.00	0.23	0.46	0.00	0.00
Officials and Managers - TOTAL	#	4960	2065	2905	116	113	1632	1622	226	1055	68	94	0	0	13	21	0	0
	%	100	41.43	58.57	2.34	2.28	32.90	32.70	4.56	21.27	1.37	1.90	0.00	0.00	0.26	0.42	0.00	0.00
2. Professionals	#	11030	6069	4961	277	275	4858	3378	464	894	421	367	0	0	49	47	0	0
	%	100	55.02	44.98	2.51	2.49	44.04	30.63	4.21	8.11	3.82	3.33	0.00	0.00	0.44	0.43	0.00	0.00
3. Technicians	#	235	124	111	3	11	102	56	12	34	6	8	0	0	1	2	0	0
	%	100	52.77	47.23	1.28	4.68	43.40	23.83	5.11	14.47	2.55	3.40	0.00	0.00	0.43	0.85	0.00	0.00
5. Administrative Support Workers	#	1172	136	1036	13	83	62	323	49	588	11	35	0	0	1	7	0	0
	%	100	11.60	88.40	1.11	7.08	5.29	27.56	4.18	50.17	0.94	2.99	0.00	0.00	0.09	0.60	0.00	0.00
6. Craft Workers	#	8	8	0	0	0	5	0	3	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	62.50	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	257	204	53	13	0	167	41	17	7	6	5	0	0	1	0	0	0
	%	100	79.38	20.62	5.06	0.00	64.98	15.95	6.61	2.72	2.33	1.95	0.00	0.00	0.39	0.00	0.00	0.00
Total Work Force	#	17665	8599	9066	422	482	6826	5420	774	2578	512	509	0	0	65	77	0	0
	%	100	48.68	51.32	2.39	2.73	38.64	30.68	4.38	14.59	2.90	2.88	0.00	0.00	0.37	0.44	0.00	0.00

U.S. Environmental Protection Agency
Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A3-2

As of September 30, 2005

Full/PartTime Permanent Workforce

Occupational Category		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
1. Officials and Managers																		
- Executive/Senior Level (Grades 15 and Above)	#	1339	833	506	46	17	707	389	50	75	25	20	0	0	5	5	0	0
	%	7.58	9.69	5.58	10.90	3.53	10.36	7.18	6.46	2.91	0.98	0.98	0.00	0.00	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13 - 14)	#	554	338	216	14	8	282	157	26	42	15	7	0	0	1	2	0	0
	%	3.14	3.93	2.38	3.32	1.66	4.13	2.90	3.36	1.63	0.20	0.39	0.00	0.00	0.00	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Other Officials and Managers	#	3066	883	2183	56	88	642	1076	150	938	28	67	0	0	7	14	0	0
	%	17.36	10.27	24.08	13.27	18.26	9.41	19.85	19.38	36.38	1.37	2.75	0.00	0.00	0.00	0.00	0.00	0.00
Officials and Managers - TOTAL	#	4960	2055	2905	116	113	1632	1622	226	1055	68	94	0	0	13	21	0	0
	%	28.08	23.90	32.04	27.49	23.44	23.91	29.93	29.20	40.92	2.54	4.13	0.00	0.00	0.00	0.00	0.00	0.00
2. Professionals	#	11030	6069	4961	277	275	4858	3378	464	894	421	367	0	0	49	47	0	0
	%	62.44	70.58	54.72	65.64	57.05	71.17	62.32	59.95	34.68	9.57	9.23	0.00	0.00	0.00	0.00	0.00	0.00
3. Technicians	#	235	124	111	3	11	102	56	12	34	6	8	0	0	1	2	0	0
	%	1.33	1.44	1.22	0.71	2.28	1.49	1.03	1.55	1.32	0.20	0.39	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	1172	136	1036	13	83	62	323	49	588	11	35	0	0	1	7	0	0
	%	6.63	1.58	11.43	3.08	17.22	0.91	5.96	6.33	22.81	0.20	1.38	0.00	0.00	0.00	0.00	0.00	0.00
6. Craft Workers	#	8	8	0	0	0	5	0	3	0	0	0	0	0	0	0	0	0
	%	0.05	0.09	0.00	0.00	0.00	0.07	0.00	0.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	257	204	53	13	0	167	41	17	7	6	5	0	0	1	0	0	0
	%	1.45	2.37	0.58	3.08	0.00	2.45	0.76	2.20	0.27	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Work Force	#	17665	8599	9066	422	482	6826	5420	774	2578	512	509	0	0	65	77	0	0
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Note: Percentages compute down columns and NOT across

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A4-1L

As of September 30, 2005

Full/PartTime Permanent Workforce

GS/GM SES Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS 01	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 02	#	14	4	10	0	0	1	1	3	9	0	0	0	0	0	0	0	0
	%	100	28.57	71.43	0.00	0.00	7.14	7.14	21.43	64.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 03	#	31	11	20	1	0	3	3	6	15	1	2	0	0	0	0	0	0
	%	100	35.48	64.52	3.23	0.00	9.68	9.68	19.35	48.39	3.23	6.45	0.00	0.00	0.00	0.00	0.00	0.00
GS 04	#	97	39	58	5	3	20	19	12	31	2	4	0	0	0	1	0	0
	%	100	40.21	59.79	5.15	3.09	20.62	19.59	12.37	31.96	2.06	4.12	0.00	0.00	0.00	1.03	0.00	0.00
GS 05	#	105	31	74	1	12	18	22	9	36	3	3	0	0	0	1	0	0
	%	100	29.52	70.48	0.95	11.43	17.14	20.95	8.57	34.29	2.86	2.86	0.00	0.00	0.00	0.95	0.00	0.00
GS 06	#	75	10	65	2	5	3	19	5	34	0	6	0	0	0	1	0	0
	%	100	13.33	86.67	2.67	6.67	4.00	25.33	6.67	45.33	0.00	8.00	0.00	0.00	0.00	1.33	0.00	0.00
GS 07	#	587	112	475	10	50	66	191	22	214	13	18	0	0	1	2	0	0
	%	100	19.08	80.92	1.70	8.52	11.24	32.54	3.75	36.46	2.21	3.07	0.00	0.00	0.17	0.34	0.00	0.00
GS 08	#	302	20	282	3	19	10	94	6	158	1	9	0	0	0	2	0	0
	%	100	6.62	93.38	0.99	6.29	3.31	31.13	1.99	52.32	0.33	2.98	0.00	0.00	0.00	0.66	0.00	0.00
GS 09	#	668	155	513	13	36	97	240	36	202	9	34	0	0	0	1	0	0
	%	100	23.20	76.80	1.95	5.39	14.52	35.93	5.39	30.24	1.35	5.09	0.00	0.00	0.00	0.15	0.00	0.00
GS 10	#	112	47	65	0	1	37	31	7	30	2	2	0	0	1	1	0	0
	%	100	41.96	58.04	0.00	0.89	33.04	27.68	6.25	26.79	1.79	1.79	0.00	0.00	0.89	0.89	0.00	0.00
GS 11	#	777	241	536	21	38	160	265	38	200	18	27	0	0	4	6	0	0
	%	100	31.02	68.98	2.70	4.89	20.59	34.11	4.89	25.74	2.32	3.47	0.00	0.00	0.51	0.77	0.00	0.00
GS 12	#	2448	937	1511	55	91	654	817	132	506	82	80	0	0	14	17	0	0
	%	100	38.28	61.72	2.25	3.72	26.72	33.37	5.39	20.67	3.35	3.27	0.00	0.00	0.57	0.69	0.00	0.00
GS/GM 13	#	6786	3621	3165	175	136	2890	2018	288	757	238	220	0	0	30	34	0	0
	%	100	53.36	46.64	2.58	2.00	42.59	29.74	4.24	11.16	3.51	3.24	0.00	0.00	0.44	0.50	0.00	0.00
GS/GM 14	#	2952	1691	1261	73	54	1390	889	127	249	92	64	0	0	9	5	0	0
	%	100	57.28	42.72	2.47	1.83	47.09	30.12	4.30	8.43	3.12	2.17	0.00	0.00	0.30	0.17	0.00	0.00
GS/GM 15	#	2246	1366	880	49	30	1210	697	57	115	44	33	0	0	6	5	0	0
	%	100	60.82	39.18	2.18	1.34	53.87	31.03	2.54	5.12	1.96	1.47	0.00	0.00	0.27	0.22	0.00	0.00
Senior Executive Service	#	288	182	106	11	2	153	88	14	12	4	4	0	0	0	0	0	0
	%	100	63.19	36.81	3.82	0.69	53.13	30.56	4.86	4.17	1.39	1.39	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	17491	8467	9024	419	477	6712	5394	762	2571	509	506	0	0	65	76	0	0
	%	100	48.41	51.59	2.40	2.73	38.37	30.84	4.36	14.70	2.91	2.89	0.00	0.00	0.37	0.43	0.00	0.00

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol VP715A4-1L

As of September 30, 2005

Temporary Workforce

GS/GM SES Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS 01	#	13	3	10	0	5	1	0	2	4	0	1	0	0	0	0	0	0		
	%	100	23.08	76.92	0.00	38.46	7.69	0.00	15.38	30.77	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00		
GS 02	#	11	2	9	0	1	1	2	1	6	0	0	0	0	0	0	0	0		
	%	100	18.18	81.82	0.00	9.09	9.09	18.18	9.09	54.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 03	#	22	5	17	1	2	1	3	3	10	0	2	0	0	0	0	0	0		
	%	100	22.73	77.27	4.55	9.09	4.55	13.64	13.64	45.45	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00		
GS 04	#	45	16	29	2	4	4	13	7	9	3	3	0	0	0	0	0	0		
	%	100	35.56	64.44	4.44	8.89	8.89	28.89	15.56	20.00	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00		
GS 05	#	12	1	11	0	4	0	3	1	4	0	0	0	0	0	0	0	0		
	%	100	8.33	91.67	0.00	33.33	0.00	25.00	8.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 07	#	14	9	5	0	1	8	3	1	1	0	0	0	0	0	0	0	0		
	%	100	64.29	35.71	0.00	7.14	57.14	21.43	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 09	#	14	5	9	0	0	4	7	0	2	1	0	0	0	0	0	0	0		
	%	100	35.71	64.29	0.00	0.00	28.57	50.00	0.00	14.29	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 11	#	17	4	13	0	0	4	8	0	2	0	3	0	0	0	0	0	0		
	%	100	23.53	76.47	0.00	0.00	23.53	47.06	0.00	11.76	0.00	17.65	0.00	0.00	0.00	0.00	0.00	0.00		
GS 12	#	68	42	26	0	0	35	20	2	3	5	3	0	0	0	0	0	0		
	%	100	61.76	38.24	0.00	0.00	51.47	29.41	2.94	4.41	7.35	4.41	0.00	0.00	0.00	0.00	0.00	0.00		
GS/GM 13	#	6	5	1	0	0	4	1	0	0	1	0	0	0	0	0	0	0		
	%	100	83.33	16.67	0.00	0.00	66.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS/GM 14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS/GM 15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total	#	224	94	130	3	17	64	60	17	41	10	12	0	0	0	0	0	0		
	%	100	41.96	58.04	1.34	7.59	28.57	26.79	7.59	18.30	4.46	5.36	0.00	0.00	0.00	0.00	0.00	0.00		

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A4-2L

As of September 30, 2005

Full/PartTime Permanent Workforce

GS/GM SES Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS 01	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0		
	%	0.02	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 02	#	14	4	10	0	0	1	1	3	9	0	0	0	0	0	0	0	0		
	%	0.08	0.05	0.11	0.00	0.00	0.01	0.02	0.39	0.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
GS 03	#	31	11	20	1	0	3	3	6	15	1	2	0	0	0	0	0	0		
	%	0.18	0.13	0.22	0.24	0.00	0.04	0.06	0.79	0.58	0.20	0.40	0.00	0.00	0.00	0.00	0.00	0.00		
GS 04	#	97	39	58	5	3	20	19	12	31	2	4	0	0	0	1	0	0		
	%	0.55	0.46	0.64	1.19	0.63	0.30	0.35	1.57	1.21	0.39	0.79	0.00	0.00	0.00	1.32	0.00	0.00		
GS 05	#	105	31	74	1	12	18	22	9	36	3	3	0	0	0	1	0	0		
	%	0.60	0.37	0.82	0.24	2.52	0.27	0.41	1.18	1.40	0.59	0.59	0.00	0.00	0.00	1.32	0.00	0.00		
GS 06	#	75	10	65	2	5	3	19	5	34	0	6	0	0	0	1	0	0		
	%	0.43	0.12	0.72	0.48	1.05	0.04	0.35	0.66	1.32	0.00	1.19	0.00	0.00	0.00	1.32	0.00	0.00		
GS 07	#	587	112	475	10	50	66	191	22	214	13	18	0	0	1	2	0	0		
	%	3.36	1.32	5.26	2.39	10.48	0.98	3.54	2.89	8.32	2.55	3.56	0.00	0.00	1.54	2.63	0.00	0.00		
GS 08	#	302	20	282	3	19	10	94	6	158	1	9	0	0	0	2	0	0		
	%	1.73	0.24	3.13	0.72	3.98	0.15	1.74	0.79	6.15	0.20	1.78	0.00	0.00	0.00	2.63	0.00	0.00		
GS 09	#	668	155	513	13	36	97	240	36	202	9	34	0	0	0	1	0	0		
	%	3.82	1.83	5.68	3.10	7.55	1.45	4.45	4.72	7.86	1.77	6.72	0.00	0.00	0.00	1.32	0.00	0.00		
GS 10	#	112	47	65	0	1	37	31	7	30	2	2	0	0	1	1	0	0		
	%	0.64	0.56	0.72	0.00	0.21	0.55	0.57	0.92	1.17	0.39	0.40	0.00	0.00	1.54	1.32	0.00	0.00		
GS 11	#	777	241	536	21	38	160	265	38	200	18	27	0	0	4	6	0	0		
	%	4.44	2.85	5.94	5.01	7.97	2.38	4.91	4.99	7.78	3.54	5.34	0.00	0.00	6.15	7.89	0.00	0.00		
GS 12	#	2448	937	1511	56	91	664	817	132	506	82	80	0	0	14	17	0	0		
	%	14.00	11.07	16.74	13.13	19.08	9.74	15.15	17.32	19.68	16.11	15.81	0.00	0.00	21.54	22.37	0.00	0.00		
GS/GM 13	#	6786	3621	3165	175	136	2890	2018	288	757	238	220	0	0	30	34	0	0		
	%	38.80	42.77	35.07	41.77	28.51	43.06	37.41	37.80	29.44	46.76	43.48	0.00	0.00	46.15	44.74	0.00	0.00		
GS/GM 14	#	2952	1691	1261	73	54	1390	889	127	249	92	64	0	0	9	6	0	0		
	%	16.88	19.97	13.97	17.42	11.32	20.71	16.48	16.67	9.68	18.07	12.65	0.00	0.00	13.85	6.58	0.00	0.00		
GS/GM 15	#	2246	1366	880	49	30	1210	697	57	115	44	33	0	0	6	5	0	0		
	%	12.84	16.13	9.75	11.69	6.29	18.03	12.92	7.48	4.47	8.64	6.52	0.00	0.00	9.23	6.58	0.00	0.00		
Senior Executive Service	#	288	182	106	11	2	153	88	14	12	4	4	0	0	0	0	0	0		
	%	1.65	2.15	1.17	2.63	0.42	2.28	1.63	1.84	0.47	0.79	0.79	0.00	0.00	0.00	0.00	0.00	0.00		
Total	#	17491	8467	9024	419	477	6712	5394	762	2571	509	506	0	0	65	76	0	0		
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100		

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex

Report Symbol: VP715A4-2L

As of September 30, 2005

Temporary Workforce

GS/GM SES Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS 01	#	13	3	10	0	5	1	0	2	4	0	1	0	0	0	0	0	0
	%	5.80	3.19	7.69	0.00	29.41	1.56	0.00	11.76	9.76	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00
GS 02	#	11	2	9	0	1	1	2	1	6	0	0	0	0	0	0	0	
	%	4.91	2.13	6.92	0.00	5.88	1.56	3.33	5.88	14.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 03	#	22	5	17	1	2	1	3	3	10	0	2	0	0	0	0	0	
	%	9.82	5.32	13.08	33.33	11.76	1.56	5.00	17.65	24.39	0.00	16.67	0.00	0.00	0.00	0.00	0.00	
GS 04	#	45	16	29	2	4	4	13	7	9	3	3	0	0	0	0	0	
	%	20.09	17.02	22.31	66.67	23.53	6.25	21.67	41.18	21.95	30.00	25.00	0.00	0.00	0.00	0.00	0.00	
GS 05	#	12	1	11	0	4	0	3	1	4	0	0	0	0	0	0	0	
	%	5.36	1.06	8.46	0.00	23.53	0.00	5.00	5.88	9.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 07	#	14	9	5	0	1	8	3	1	1	0	0	0	0	0	0	0	
	%	6.25	9.57	3.85	0.00	5.88	12.50	5.00	5.88	2.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 09	#	14	5	9	0	0	4	7	0	2	1	0	0	0	0	0	0	
	%	6.25	5.32	6.92	0.00	0.00	6.25	11.67	0.00	4.88	10.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 11	#	17	4	13	0	0	4	8	0	2	0	3	0	0	0	0	0	
	%	7.59	4.26	10.00	0.00	0.00	6.25	13.33	0.00	4.88	0.00	25.00	0.00	0.00	0.00	0.00	0.00	
GS 12	#	68	42	26	0	0	35	20	2	3	5	3	0	0	0	0	0	
	%	30.36	44.68	20.00	0.00	0.00	54.69	33.33	11.76	7.32	50.00	25.00	0.00	0.00	0.00	0.00	0.00	
GS/GM 13	#	6	5	1	0	0	4	1	0	0	1	0	0	0	0	0	0	
	%	2.68	5.32	0.77	0.00	0.00	6.25	1.67	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GM 14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	0.45	1.06	0.00	0.00	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GM 15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	0.45	1.06	0.00	0.00	0.00	1.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	#	224	94	130	3	17	64	60	17	41	10	12	0	0	0	0	0	
	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	

U.S. Environmental Protection Agency

Participation Rates for Wage Grades (WG) by Race/Ethnicity and Sex

Report Symbol: VP715A5-1AL

As of September 30, 2005

Temporary Workforce

WG and Related Grades	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
WG 01	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency

Participation Rates for Wage Grades (WL) by Race/Ethnicity and Sex

Report Symbol: VP715A5-1BL

As of September 30, 2005

Full/PartTime Permanent Workforce

WL and Related Grades	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
WL 14	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

U.S. Environmental Protection Agency

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A6

As of September 30, 2005

Full/PartTime Permanent Workforce

Job Title / Series Agency Rate Occupational CLF		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
028 - Environmental Protection Specialist National CLF 2000	#	2836	1135	1701	42	78	925	1154	103	362	46	82	0	0	19	25	0	0
	%	100.00	40.02	59.98	1.48	2.75	32.62	40.69	3.63	12.76	1.62	2.89	0.00	0.00	0.67	0.88	0.00	0.00
	%		75.8	24.1	1.8	0.9	69.0	20.6	1.7	1.1	2.2	1.0	0.0	0.0	0.8	0.3	0.3	0.2
301 - General Administrative National CLF 2000	#	883	270	613	16	24	209	305	34	271	9	8	0	0	2	5	0	0
	%	100.00	30.58	69.42	1.81	2.72	23.67	34.64	3.85	30.69	1.02	0.91	0.00	0.00	0.23	0.57	0.00	0.00
	%		43.4	56.6	4.7	5.3	30.2	39.7	4.9	7.9	2.7	2.5	0.1	0.1	0.4	0.6	0.3	0.4
343 - Management Analysis National CLF 2000	#	1552	462	1090	28	32	366	594	53	430	12	30	0	0	3	4	0	0
	%	100.00	29.77	70.23	1.80	2.06	23.58	38.27	3.41	27.71	0.77	1.93	0.00	0.00	0.19	0.26	0.00	0.00
	%		61.4	38.6	2.0	1.6	52.5	31.1	2.6	3.4	3.5	2.0	0.0	0.0	0.3	0.3	0.5	0.3
401 - Biologist National CLF 2000	#	849	475	374	15	20	409	289	35	41	15	18	0	0	1	6	0	0
	%	100.00	55.96	44.05	1.77	2.36	48.17	34.04	4.12	4.83	1.77	2.12	0.00	0.00	0.12	0.71	0.00	0.00
	%		55.9	44.1	1.9	2.1	47.3	35.0	1.2	1.8	4.3	4.5	0.0	0.0	0.6	0.3	0.4	0.3
819 - Environmental Engineering National CLF 2000	#	1933	1340	593	92	47	1013	394	84	77	146	72	0	0	5	3	0	0
	%	100.00	69.32	30.68	4.76	2.43	52.41	20.38	4.35	3.98	7.55	3.72	0.00	0.00	0.26	0.16	0.00	0.00
	%		77.8	22.2	2.2	0.9	65.4	17.8	3.0	1.2	6.0	2.0	0.1	0.0	0.6	0.1	0.5	0.1
905 - Attorney National CLF 2000	#	1049	530	519	29	29	461	391	27	62	20	34	0	0	3	3	0	0
	%	100.00	50.52	49.48	2.76	2.76	42.99	37.27	2.57	5.91	1.91	3.24	0.00	0.00	0.29	0.29	0.00	0.00
	%		71.3	28.7	2.0	1.2	65.2	23.9	2.1	1.9	1.4	1.2	0.0	0.0	0.3	0.2	0.3	0.2
1301 - General Physical Science National CLF 2000	#	2207	1351	856	58	52	1158	640	67	103	56	54	0	0	12	7	0	0
	%	100.00	61.21	38.79	2.63	2.36	52.47	29.00	3.04	4.67	2.54	2.45	0.00	0.00	0.54	0.32	0.00	0.00
	%		65.6	34.4	2.2	1.7	45.4	22.9	1.7	1.4	15.5	8.0	0.0	0.0	0.2	0.1	0.5	0.3
Total	#	11309	5563	5746	280	282	4531	3767	403	1346	304	298	0	0	45	53	0	0
	%	100.00	49.19	50.81	2.48	2.49	40.07	33.31	3.56	11.90	2.69	2.64	0.00	0.00	0.40	0.47	0.00	0.00

U.S. Environmental Protection Agency

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A6

As of September 30, 2005

Non-Permanent Workforce

Job Title / Series Agency Rate Occupational CLF		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
028 - Environmental Protection Specialist National CLF 2000	#	21	15	6	0	0	14	6	0	0	1	0	0	0	0	0	0	0		
	%	100.00	71.43	28.57	0.00	0.00	66.67	28.57	0.00	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	%		75.8	24.1	1.8	0.9	69.0	20.6	1.7	1.1	2.2	1.0	0.0	0.0	0.8	0.3	0.3	0.2		
301 - General Administrative National CLF 2000	#	16	10	6	0	0	8	4	2	2	0	0	0	0	0	0	0	0		
	%	100.00	62.50	37.50	0.00	0.00	50.00	25.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	%		43.4	56.6	4.7	5.3	30.2	39.7	4.9	7.9	2.7	2.5	0.1	0.1	0.4	0.6	0.3	0.4		
343 - Management Analysis National CLF 2000	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	%		61.4	38.6	2.0	1.6	62.5	31.1	2.6	3.4	3.5	2.0	0.0	0.0	0.3	0.3	0.5	0.3		
401 - Biologist National CLF 2000	#	92	62	30	1	1	60	25	0	2	1	2	0	0	0	0	0	0		
	%	100.00	67.39	32.61	1.09	1.09	65.22	27.17	0.00	2.17	1.09	2.17	0.00	0.00	0.00	0.00	0.00	0.00		
	%		65.9	44.1	1.9	2.1	47.3	35.0	1.2	1.8	4.3	4.5	0.0	0.0	0.6	0.3	0.4	0.3		
819 - Environmental Engineering National CLF 2000	#	77	61	16	2	0	52	14	1	0	6	2	0	0	0	0	0	0		
	%	100.00	79.22	20.78	2.60	0.00	67.53	18.18	1.30	0.00	7.79	2.60	0.00	0.00	0.00	0.00	0.00	0.00		
	%		77.8	22.2	2.2	0.9	65.4	17.8	3.0	1.2	6.0	2.0	0.1	0.0	0.6	0.1	0.5	0.1		
905 - Attorney National CLF 2000	#	4	1	3	0	0	1	1	0	1	0	1	0	0	0	0	0	0		
	%	100.00	25.00	75.00	0.00	0.00	25.00	25.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
	%		71.3	28.7	2.0	1.2	65.2	23.9	2.1	1.9	1.4	1.2	0.0	0.0	0.3	0.2	0.3	0.2		
1301 - General Physical Science National CLF 2000	#	56	42	14	0	2	36	10	2	2	4	0	0	0	0	0	0	0		
	%	100.00	75.00	25.00	0.00	3.57	64.29	17.86	3.57	3.57	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
	%		65.6	34.4	2.2	1.7	45.4	22.9	1.7	1.4	15.5	8.0	0.0	0.0	0.2	0.1	0.5	0.3		
Total	#	267	191	76	3	3	171	61	5	7	12	5	0	0	0	0	0	0		
	%	100.00	71.54	28.46	1.12	1.12	64.04	22.85	1.87	2.62	4.49	1.87	0.00	0.00	0.00	0.00	0.00	0.00		

U.S. Environmental Protection Agency

New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Report Symbol VP715A8

From September 30, 2004 To September 30, 2005

Total Workforce

Type of Appointment		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Permanent	#	543	266	297	17	14	190	179	35	77	23	22	0	0	1	5	0	0		
	%	100	47.25	52.75	3.02	2.43	33.75	31.79	5.22	13.68	4.09	3.91	0.00	0.00	0.18	0.89	0.00	0.00		
Temporary	#	546	290	256	10	13	223	143	36	30	21	13	0	0	0	2	0	0		
	%	100	53.11	46.89	1.82	2.38	40.84	26.19	6.59	14.65	3.85	3.39	0.00	0.00	0.00	0.37	0.00	0.00		
TOTAL	#	1109	556	553	27	27	413	322	71	157	44	40	0	0	1	7	0	0		
	%	100	50.14	49.86	2.43	2.43	37.24	29.04	6.40	14.16	3.97	3.61	0.00	0.00	0.09	0.63	0.00	0.00		
CLF (2000)	%	100	50.2	49.8	2.2	2.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.2	0.3		

U.S. Environmental Protection Agency

Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A10

As of September 30, 2005

Full/PartTime Permanent Workforce

		Total Employees					Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
									White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Employees Eligible for Career Ladder Promotions	#	1720	694	1026	42	73	476	589	114	288	53	68	0	0	9	8	0	0		
	%	100	40.35	59.65	2.44	4.24	27.67	34.24	6.63	16.74	3.08	3.95	0.00	0.00	0.52	0.47	0.00	0.00		
Time in grade in excess of minimum	#	491	233	258	6	13	167	137	42	95	13	9	0	0	5	4	0	0		
	%	100	47.45	52.55	1.22	2.65	34.01	28.19	8.57	19.35	2.65	1.82	0.00	0.00	1.02	0.89	0.00	0.00		
1 - 12 months	#	168	64	104	2	5	40	59	17	35	4	5	0	0	1	0	0	0		
	%	100	38.10	61.90	1.19	2.98	23.81	35.12	10.12	20.83	2.38	2.98	0.00	0.00	0.60	0.00	0.00	0.00		
13 - 24 months	#	89	49	40	0	4	37	17	7	18	3	1	0	0	2	0	0	0		
	%	100	55.06	44.94	0.00	4.49	41.57	19.10	7.87	20.22	3.37	1.12	0.00	0.00	2.25	0.00	0.00	0.00		
25 + months	#	234	120	114	4	4	90	61	18	42	6	3	0	0	2	4	0	0		
	%	100	51.28	48.72	1.71	1.71	38.46	26.07	7.69	17.95	2.56	1.28	0.00	0.00	0.85	1.71	0.00	0.00		

U.S. Environmental Protection Agency **Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex**

Report Symbol: VP715A13

From September 30, 2004 To September 30, 2005

Full/PartTime Permanent Workforce

Recognition or Award Program - # Awards Given - Total Cash	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Time-Off Awards - 1-8 Hours																			
Total Time-Off Awards 1-8 Hours	#	3275	1355	1920	75	141	1039	1106	130	523	100	127	0	0	11	23	0	0	
	%	100.00	41.37	58.63	2.29	4.31	31.73	33.77	3.97	15.97	3.06	3.88	0.00	0.00	0.34	0.70	0.00	0.00	
Total Hours		12714	9614	13100	431	872	7465	7956	881	3423	714	835	0	0	73	154	0	0	
Average Hours		6.9	7.1	6.8	6.4	6.2	7.2	7.1	6.8	6.5	7.1	6.5	0.0	0.0	6.6	6.7	0.0	0.0	
Time-Off Awards - 9+ Hours																			
Total Time-Off Awards Over 8 Hours	#	3551	1414	2137	64	124	1193	1401	85	513	61	51	0	0	11	15	0	0	
	%	100.00	39.82	60.18	1.80	3.49	33.60	39.45	2.39	14.45	1.72	2.28	0.00	0.00	0.01	0.61	0.00	0.00	
Total Hours		97697	49124	48573	1591	3076	26092	35046	2024	12915	1354	1944	0	0	103	142	0	0	
Average Hours		24.7	24.8	24.6	24.9	24.8	25.1	25.0	23.8	23.4	22.2	24.0	0.0	0.0	14.8	24.6	0.0	0.0	
Cash Awards - \$100-\$500																			
Total Cash Awards \$500 and Under	#	10013	4453	5565	192	256	3576	3317	396	1594	247	341	0	1	42	56	0	0	
	%	100.00	44.45	55.55	1.92	2.66	35.70	33.11	3.96	15.91	2.47	3.40	0.00	0.01	0.42	0.66	0.00	0.00	
Total Amount		2145716	1247184	1898532	53119	76475	1007834	943962	120269	462526	74554	90144	0	150	11409	14125	0	0	
Average Amount		283.1	291.3	285.5	276.7	300.7	290.2	284.6	300.7	290.2	301.8	264.5	0.0	150.0	271.6	264.7	0.0	0.0	
Cash Awards - \$501+																			
Total Cash Awards \$501 and Over	#	11514	5610	5904	248	359	4753	3536	466	1535	293	327	0	0	45	47	0	0	
	%	100.00	50.46	49.54	2.15	3.25	41.38	30.71	4.06	13.33	2.59	2.34	0.00	0.00	0.39	0.41	0.00	0.00	
Total Amount		16454994	8938650	9015144	774619	137724	7407525	5302416	642940	1305197	423954	412194	0	0	56910	60413	0	0	
Average Amount		1423.6	1538.7	1405.2	1365.4	1288.5	1571.1	1499.8	1379.5	1241.3	1456.2	1260.5	0.0	0.0	1264.7	1265.4	0.0	0.0	
Quality Step Increases (OSIs)																			
Total OSIs	#	795	334	462	14	20	281	282	19	97	20	20	0	0	0	3	0	0	
	%	100.00	44.18	55.82	1.45	2.65	37.12	37.30	2.51	12.03	2.65	2.65	0.00	0.00	0.00	0.40	0.00	0.00	
Total Benefit		3107127	1500977	1606150	52502	81322	1206916	1110472	80292	373154	62077	66710	0	0	0	15792	0	0	
Average Benefit		4191.6	4403.6	3962.5	3750.1	4061.1	4617.4	3937.8	4230.6	3846.4	3103.9	4337.0	0.0	0.0	0.0	5244.0	0.0	0.0	

U.S. Environmental Protection Agency

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

Report Symbol: VP715A14

From September 30, 2004 To September 30, 2005

Full/Part/Time Permanent Workforce

Type of Separations		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Voluntary	#	812	408	410	17	16	334	254	78	112	17	20	0	0	2	8	0	0		
	%	100	49.88	50.12	2.08	1.96	40.83	31.05	9.65	13.69	2.08	2.44	0.00	0.00	0.24	0.98	0.00	0.00		
Involuntary	#	20	11	9	1	0	8	4	2	4	0	1	0	0	0	0	0	0		
	%	100	55.00	45.00	5.00	0.00	40.00	20.00	10.00	20.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total Separations	#	832	419	413	18	16	342	258	80	116	17	21	0	0	2	8	0	0		
	%	100	50.00	50.00	2.16	1.91	40.81	30.79	9.72	13.84	2.04	2.51	0.00	0.00	0.24	0.98	0.00	0.00		
Total Workforce	#	17665	8599	9066	422	482	6826	6420	774	2578	512	500	0	0	65	77	0	0		
	%	100	48.68	51.32	2.39	2.73	38.64	36.68	4.38	14.59	2.90	2.83	0.00	0.00	0.37	0.44	0.00	0.00		

MD 715 Tables
B1 to B14

U.S. Environmental Protection Agency

Total Workforce - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol VP715B1

From September 30, 2004 To September 30, 2005

Total Workforce

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
09/30/2004	#	18696	17558	204	934	198	28	30	10	43	12	31	13	26	5
	%	100	93.91	1.09	5.00	1.06	0.15	0.16	0.05	0.23	0.06	0.17	0.07	0.14	0.03
09/30/2005	#	18481	17366	210	905	195	28	28	11	40	11	29	13	30	5
	%	100	93.97	1.14	4.90	1.06	0.15	0.15	0.06	0.22	0.06	0.16	0.07	0.16	0.03
Difference	#	-215	-192	6	-29	-3	0	-2	1	-3	-1	-2	0	4	0
Ratio Change	%		0.06	0.05	-0.10	0.00	0.00	-0.01	0.01	-0.01	0.00	-0.01	0.00	0.02	0.00
Net Change	%	-1.15	-1.09	2.94	-3.10	-1.52	0.00	-6.67	10.00	-6.98	-8.33	-6.45	0.00	15.38	0.00
Federal High	%					2.27									
PERMANENT															
09/30/2004	#	17649	16555	196	898	194	27	29	10	43	12	31	13	24	5
	%	100	93.80	1.11	5.09	1.10	0.15	0.16	0.06	0.24	0.07	0.18	0.07	0.14	0.03
09/30/2005	#	17665	16585	202	878	193	28	28	10	40	11	29	13	29	5
	%	100	93.89	1.14	4.97	1.09	0.16	0.16	0.06	0.23	0.06	0.16	0.07	0.16	0.03
Difference	#	16	30	6	-20	-1	1	-1	0	-3	-1	-2	0	5	0
Ratio Change	%		0.09	0.03	-0.12	-0.01	0.01	0.00	0.00	-0.01	-0.01	-0.02	0.00	0.02	0.00
Net Change	%	0.09	0.18	3.06	-2.23	-0.52	3.70	-3.45	0.00	-6.98	-8.33	-6.45	0.00	20.83	0.00
TEMPORARY															
09/30/2004	#	1047	1003	8	36	4	1	1	0	0	0	0	0	2	0
	%	100	95.80	0.76	3.44	0.38	0.10	0.10	0.00	0.00	0.00	0.00	0.00	0.19	0.00
09/30/2005	#	816	781	8	27	2	0	0	1	0	0	0	0	1	0
	%	100	95.71	0.98	3.31	0.25	0.00	0.00	0.12	0.00	0.00	0.00	0.00	0.12	0.00
Difference	#	-231	-222	0	-9	-2	-1	-1	1	0	0	0	0	-1	0
Ratio Change	%		-0.09	0.22	-0.13	-0.13	-0.10	-0.10	0.12	0.00	0.00	0.00	0.00	-0.07	0.00
Net Change	%	-22.06	-22.13	0.00	-25.00	-50.00	-100.00	-100.00	0.00	0.00	0.00	0.00	0.00	-50.00	0.00
NON-APPROPRIATED															
09/30/2004	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
09/30/2005	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol: VP715B2

As of September 30, 2005

Full/PartTime Permanent Workforce

Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[06] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 26] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Umb/Spine	
Total Work Force	#	17665	16586	202	878	193	28	28	10	40	11	29	13	29	5
	%	100	93.89	1.14	4.97	1.09	0.16	0.16	0.06	0.23	0.06	0.16	0.07	0.16	0.03
Federal High	%					2.27									

Administrator	# 527	492	5	30	6	1	0	1	0	0	2	1	1	0
	% 100	93.36	0.95	5.69	1.14	0.19	0.00	0.19	0.00	0.00	0.38	0.19	0.19	0.00
Assistant Administrator for Enforcement & Compliance Assurance	# 913	866	7	40	4	1	0	0	1	0	1	0	0	1
	% 100	94.85	0.77	4.38	0.44	0.11	0.00	0.00	0.11	0.00	0.11	0.00	0.00	0.01
Office of General Counsel	# 202	190	3	9	0	0	0	0	0	0	0	0	0	0
	% 100	94.06	1.49	4.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of Inspector General	# 352	319	9	24	5	0	0	1	3	0	1	0	0	0
	% 100	90.63	2.56	6.82	1.42	0.00	0.00	0.28	0.85	0.00	0.28	0.00	0.00	0.00
Assistant Administrator for International Activities	# 79	75	0	4	1	0	0	0	0	0	0	0	0	1
	% 100	94.94	0.00	5.06	1.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
Office of the Chief Financial Officer	# 353	331	4	18	6	0	0	1	2	0	1	0	2	0
	% 100	93.77	1.13	5.10	1.70	0.00	0.00	0.28	0.57	0.00	0.28	0.00	0.57	0.00
Office of Environmental Information	# 415	382	4	29	6	2	2	0	0	0	0	1	1	0
	% 100	92.05	0.96	6.99	1.45	0.48	0.48	0.00	0.00	0.00	0.00	0.24	0.24	0.00
Assistant Administrator for Administration & Resources Management	# 761	702	10	49	9	0	1	0	1	0	2	5	0	0
	% 100	92.25	1.31	6.44	1.18	0.00	0.13	0.00	0.13	0.00	0.26	0.66	0.00	0.00
Assistant Administrator for Water	# 656	619	5	32	10	3	1	1	0	0	2	0	3	0
	% 100	94.36	0.76	4.88	1.52	0.46	0.15	0.15	0.00	0.00	0.30	0.00	0.46	0.00
Assistant Administrator for Solid Waste & Emergency Response	# 623	582	3	38	9	1	1	1	1	1	3	0	1	0
	% 100	93.42	0.48	6.10	1.44	0.16	0.16	0.16	0.16	0.16	0.48	0.00	0.16	0.00
Assistant Administrator for Air & Radiation	# 1289	1212	19	58	10	0	1	0	5	2	0	2	0	0
	% 100	94.03	1.47	4.50	0.78	0.00	0.08	0.00	0.39	0.16	0.00	0.16	0.00	0.00
Assistant Administrator for Prevention, Pesticides & Toxic Substances	# 1301	1215	19	67	14	4	1	0	6	0	1	1	1	0
	% 100	93.39	1.46	5.15	1.08	0.31	0.08	0.00	0.46	0.00	0.08	0.08	0.08	0.00
Assistant Administrator for Research & Development	# 1862	1753	35	74	14	1	2	1	4	0	3	1	2	0
	% 100	94.15	1.88	3.97	0.75	0.05	0.11	0.05	0.21	0.00	0.16	0.05	0.11	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol: VP715B2

As of September 30, 2005

Full/PartTime Permanent Workforce

Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Region 1 Boston	#	673	643	10	20	3	0	1	0	0	0	2	0	0	0
	%	100	95.54	1.49	2.97	0.45	0.00	0.15	0.00	0.00	0.00	0.30	0.00	0.00	0.00
Region 2 New York	#	899	851	2	46	12	6	4	0	1	0	0	0	1	0
	%	100	94.66	0.22	5.12	1.33	0.67	0.44	0.00	0.11	0.00	0.00	0.00	0.11	0.00
Region 3 Philadelphia	#	912	871	6	35	8	1	1	0	1	0	1	0	4	0
	%	100	95.50	0.66	3.84	0.88	0.11	0.11	0.00	0.11	0.00	0.11	0.00	0.44	0.00
Region 4 Atlanta	#	1090	1027	8	55	13	1	2	1	3	1	2	0	2	1
	%	100	94.22	0.73	5.05	1.19	0.09	0.18	0.09	0.28	0.09	0.18	0.00	0.18	0.01
Region 5 Chicago	#	1293	1213	11	69	25	0	5	1	5	3	4	1	4	2
	%	100	93.81	0.85	5.34	1.93	0.00	0.39	0.08	0.39	0.23	0.31	0.08	0.31	0.01
Region 6 Dallas	#	856	783	13	60	8	1	2	0	1	1	2	0	1	0
	%	100	91.47	1.52	7.01	0.93	0.12	0.23	0.00	0.12	0.12	0.23	0.00	0.12	0.00
Region 7 Kansas City	#	557	513	6	38	14	5	0	0	4	2	1	1	1	0
	%	100	92.10	1.08	6.82	2.51	0.90	0.00	0.00	0.72	0.36	0.18	0.18	0.18	0.00
Region 8 Denver	#	601	556	7	38	8	0	1	1	0	0	1	0	5	0
	%	100	92.51	1.16	6.32	1.33	0.00	0.17	0.17	0.00	0.00	0.17	0.00	0.83	0.00
Region 9 San Francisco	#	835	799	8	28	5	1	2	1	1	0	0	0	0	0
	%	100	95.69	0.96	3.35	0.60	0.12	0.24	0.12	0.12	0.00	0.00	0.00	0.00	0.00
Region 10 Seattle	#	616	591	8	17	3	0	1	0	1	1	0	0	0	0
	%	100	95.94	1.30	2.76	0.49	0.00	0.16	0.00	0.16	0.16	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency
Occupational Categories - Distribution by Disability
As of September 30, 2005

Report Symbol VP715B3-1

Full/PartTime Permanent Workforce

Occupational Category	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 26] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	1339	1268	14	57	5	0	1	0	1	1	1	0	1	0
	%	100	94.70	1.05	4.26	0.37	0.00	0.07	0.00	0.07	0.07	0.07	0.00	0.07	0.00
Mid-Level (Grades 13 - 14)	#	554	541	4	9	1	0	0	0	1	0	0	0	0	0
	%	100	97.65	0.72	1.62	0.18	0.00	0.00	0.00	0.18	0.00	0.00	0.00	0.00	0.00
First-Level (Grades 12 and Below)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Officials and Managers	#	3066	2867	40	159	29	3	3	1	7	3	5	0	4	3
	%	100	93.51	1.30	5.19	0.95	0.10	0.10	0.03	0.23	0.10	0.16	0.00	0.13	0.10
Officials and Managers - TOTAL	#	4960	4677	58	225	35	3	4	1	9	4	6	0	5	3
	%	100	94.29	1.17	4.54	0.71	0.06	0.08	0.02	0.18	0.08	0.12	0.00	0.10	0.06
2. Professionals	#	11030	10402	123	505	101	18	14	7	23	7	17	1	12	2
	%	100	94.31	1.12	4.58	0.92	0.16	0.13	0.06	0.21	0.06	0.15	0.01	0.11	0.02
3. Technicians	#	235	207	5	23	7	2	1	0	1	0	0	0	3	0
	%	100	88.09	2.13	9.79	2.98	0.85	0.43	0.00	0.43	0.00	0.00	0.00	1.28	0.00
5. Administrative Support Workers	#	1172	1040	14	118	50	5	9	2	7	0	6	12	9	0
	%	100	88.74	1.19	10.07	4.27	0.43	0.77	0.17	0.60	0.00	0.51	1.02	0.77	0.00
6. Craft Workers	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	257	249	1	7	0	0	0	0	0	0	0	0	0	0
	%	100	96.89	0.39	2.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency

Occupational Categories - Distribution by Disability

Report Symbol: VP715B3-2

As of September 30, 2005

Full/PartTime Permanent Workforce

Occupational Category		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	1339	1268	14	57	5	0	1	0	1	1	1	0	1	0
	%	7.58	7.65	6.93	6.49	2.59	0.00	3.57	0.00	2.50	9.09	3.45	0.00	3.45	0.00
Mid-Level (Grades 13 - 14)	#	554	541	4	9	1	0	0	0	1	0	0	0	0	0
	%	3.14	3.26	1.98	1.03	0.52	0.00	0.00	0.00	2.50	0.00	0.00	0.00	0.00	0.00
First-Level (Grades 12 and Below)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Officials and Managers	#	3066	2867	40	159	29	3	3	1	7	3	5	0	4	3
	%	17.36	17.29	19.80	18.11	15.03	10.71	10.71	10.00	17.50	27.27	17.24	0.00	13.79	60.00
Officials and Managers - TOTAL	#	4960	4677	58	225	35	3	4	1	9	4	6	0	5	3
	%	28.08	28.20	28.71	25.63	18.13	10.71	14.29	10.00	22.50	36.36	20.69	0.00	17.24	60.00
2. Professionals	#	11030	10402	123	505	101	18	14	7	23	7	17	1	12	2
	%	62.44	62.72	60.89	57.52	52.33	64.29	50.00	70.00	57.50	63.64	58.62	7.69	41.38	40.00
3. Technicians	#	235	207	5	23	7	2	1	0	1	0	0	0	3	0
	%	1.33	1.25	2.48	2.62	3.63	7.14	3.57	0.00	2.50	0.00	0.00	0.00	10.34	0.00
5. Administrative Support Workers	#	1172	1040	14	118	50	5	9	2	7	0	6	12	9	0
	%	6.63	6.27	6.93	13.44	25.91	17.86	32.14	20.00	17.50	0.00	20.69	92.31	31.03	0.00
6. Craft Workers	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.05	0.04	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	257	249	1	7	0	0	0	0	0	0	0	0	0	0
	%	1.45	1.50	0.50	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Work Force	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE Percentages compute down columns and NOT across

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-1L

As of September 30, 2005

Full/PartTime Permanent Workforce

GS/GM SES and Related Grade	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS 01	#	3	3	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 02	#	14	14	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 03	#	31	29	0	2	1	0	0	0	0	0	1	0	0	
	%	100	93.55	0.00	6.45	3.23	0.00	0.00	0.00	0.00	0.00	3.23	0.00	0.00	
GS 04	#	97	76	4	17	11	1	1	1	1	0	6	1	0	
	%	100	78.35	4.12	17.53	11.34	1.03	1.03	1.03	1.03	0.00	6.19	1.03	0.00	
GS 05	#	105	79	1	25	13	2	5	0	2	0	1	2	0	
	%	100	75.24	0.95	23.81	12.38	1.90	4.76	0.00	1.90	0.00	0.95	1.90	0.00	
GS 06	#	75	63	1	11	8	1	0	0	0	0	3	4	0	
	%	100	84.00	1.33	14.67	10.67	1.33	0.00	0.00	0.00	0.00	4.00	5.33	0.00	
GS 07	#	587	528	7	52	17	3	1	0	4	0	2	1	6	
	%	100	89.95	1.19	8.86	2.90	0.51	0.17	0.00	0.68	0.00	0.34	0.17	1.02	
GS 08	#	302	278	3	21	6	0	1	0	2	0	3	0	0	
	%	100	92.05	0.99	6.95	1.99	0.00	0.33	0.00	0.66	0.00	0.99	0.00	0.00	
GS 09	#	668	621	6	41	7	1	3	1	1	0	0	1	0	
	%	100	92.96	0.90	6.14	1.05	0.15	0.45	0.15	0.15	0.00	0.00	0.15	0.00	
GS 10	#	112	100	4	8	2	1	0	0	0	0	0	1	0	
	%	100	89.29	3.57	7.14	1.79	0.89	0.00	0.00	0.00	0.00	0.00	0.89	0.00	
GS 11	#	777	716	9	52	13	2	3	0	4	1	1	0	2	
	%	100	92.15	1.16	6.69	1.67	0.26	0.39	0.00	0.51	0.13	0.13	0.00	0.26	
GS 12	#	2448	2260	30	158	46	12	6	1	10	3	8	1	3	
	%	100	92.32	1.23	6.45	1.88	0.49	0.25	0.04	0.41	0.12	0.33	0.04	0.12	
GS/GM 13	#	6786	6420	74	292	47	5	6	6	9	4	9	0	7	
	%	100	94.61	1.09	4.30	0.69	0.07	0.09	0.09	0.13	0.06	0.13	0.00	0.10	
GS/GM 14	#	2952	2816	35	101	14	0	1	1	4	2	3	0	1	
	%	100	95.39	1.19	3.42	0.47	0.00	0.03	0.03	0.14	0.07	0.10	0.00	0.03	
GS/GM 15	#	2246	2140	20	86	7	0	1	0	2	1	2	0	1	
	%	100	95.28	0.89	3.83	0.31	0.00	0.04	0.00	0.09	0.04	0.09	0.00	0.04	

U.S. Environmental Protection Agency
Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-1L

As of September 30, 2005

Full/PartTime Permanent Workforce

GS/GM SES and Related Grade		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Senior Executive Service	#	288	273	4	11	1	0	0	0	1	0	0	0	0	0
	%	100	94.79	1.39	3.82	0.35	0.00	0.00	0.00	0.35	0.00	0.00	0.00	0.00	0.00
Total	#	17491	16416	198	877	193	28	28	10	40	11	29	13	29	5
	%	100	93.85	1.13	5.01	1.10	0.16	0.16	0.06	0.23	0.06	0.17	0.07	0.17	0.03

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-2L

As of September 30, 2005

Full/PartTime Permanent Workforce

GS/GM SES and Related Grade	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS 01	#	3	3	0	0	0	0	0	0	0	0	0	0	0	
	%	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 02	#	14	14	0	0	0	0	0	0	0	0	0	0	0	
	%	0.08	0.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 03	#	31	29	0	2	1	0	0	0	0	0	1	0	0	
	%	0.18	0.18	0.00	0.23	0.52	0.00	0.00	0.00	0.00	0.00	7.69	0.00	0.00	
GS 04	#	97	76	4	17	11	1	1	1	1	0	6	1	0	
	%	0.56	0.46	2.02	1.94	5.70	3.57	3.57	10.00	2.50	0.00	46.15	3.45	0.00	
GS 05	#	105	79	1	25	13	2	5	0	2	0	1	2	0	
	%	0.60	0.48	0.51	2.85	6.74	7.14	17.86	0.00	5.00	0.00	3.45	7.69	6.90	
GS 06	#	75	63	1	11	8	1	0	0	0	0	3	4	0	
	%	0.43	0.38	0.51	1.25	4.15	3.57	0.00	0.00	0.00	0.00	23.08	13.79	0.00	
GS 07	#	587	528	7	52	17	3	1	0	4	0	2	1	6	
	%	3.36	3.22	3.54	5.93	8.81	10.71	3.57	0.00	10.00	0.00	6.90	7.69	20.69	
GS 08	#	302	278	3	21	6	0	1	0	2	0	3	0	0	
	%	1.73	1.69	1.52	2.39	3.11	0.00	3.57	0.00	5.00	0.00	10.34	0.00	0.00	
GS 09	#	668	621	6	41	7	1	3	1	1	0	0	1	0	
	%	3.82	3.78	3.03	4.68	3.63	3.57	10.71	10.00	2.50	0.00	0.00	3.45	0.00	
GS 10	#	112	100	4	8	2	1	0	0	0	0	0	1	0	
	%	0.64	0.61	2.02	0.91	1.04	3.57	0.00	0.00	0.00	0.00	0.00	3.45	0.00	
GS 11	#	777	716	9	52	13	2	3	0	4	1	1	0	2	
	%	4.44	4.36	4.55	5.93	6.74	7.14	10.71	0.00	10.00	9.09	3.45	0.00	6.90	
GS 12	#	2448	2260	30	158	46	12	6	1	10	3	8	1	3	
	%	14.00	13.77	15.15	18.02	23.83	42.86	21.43	10.00	25.00	27.27	27.59	7.69	10.34	
GS/GM 13	#	6786	6420	74	292	47	5	6	6	9	4	9	0	7	
	%	38.80	39.11	37.37	33.30	24.35	17.86	21.43	60.00	22.50	36.36	31.03	0.00	24.14	
GS/GM 14	#	2952	2816	35	101	14	0	1	1	4	2	3	0	1	
	%	16.88	17.15	17.68	11.52	7.25	0.00	3.57	10.00	10.00	18.18	10.34	0.00	3.45	
GS/GM 15	#	2246	2140	20	86	7	0	1	0	2	1	2	0	1	
	%	12.84	13.04	10.10	9.81	3.63	0.00	3.57	0.00	5.00	9.09	6.90	0.00	3.45	

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol: VP715B4-2L

As of September 30, 2005

Full/PartTime Permanent Workforce

GS/GM SES and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Senior Executive Service	#	288	273	4	11	1	0	0	0	1	0	0	0	0
	%	1.65	1.66	2.02	1.25	0.52	0.00	0.00	0.00	2.50	0.00	0.00	0.00	0.00
Total	#	17491	16416	198	877	193	28	28	10	40	11	29	13	29
	%	100	93.85	1.13	5.01	1.10	0.16	0.16	0.06	0.23	0.06	0.17	0.07	0.17

U.S. Environmental Protection Agency

Participation Rates for General Schedule (GS) Grades by Disability

Report Symbol VP715B4-2L

As of September 30, 2005

Temporary Workforce

GS/GM SES and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05]	[01]	[06-94]	Targeted	[16, 17]	[23, 25]	[28, 32-38]	[64-68]	[71-78]	[82]	[90]	[91]	[92]	
		No Disability	Not Identified	Disability	Disability	Deafness	Blindness	Missing Limbs	Partial Paralysis	Total Paralysis	Convulsive Disorder	Mental Retardation	Mental Illness	Distortion of Limb/Spine	
GS 01	#	13	13	0	0	0	0	0	0	0	0	0	0	0	
	%	5.80	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 02	#	11	11	0	0	0	0	0	0	0	0	0	0	0	
	%	4.91	5.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 03	#	22	22	0	0	0	0	0	0	0	0	0	0	0	
	%	9.82	10.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 04	#	45	43	0	2	0	0	0	0	0	0	0	0	0	
	%	20.09	20.67	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 05	#	12	11	0	1	0	0	0	0	0	0	0	0	0	
	%	5.36	5.29	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 07	#	14	13	0	1	0	0	0	0	0	0	0	0	0	
	%	6.25	6.25	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 09	#	14	13	0	1	0	0	0	0	0	0	0	0	0	
	%	6.25	6.25	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 11	#	17	13	0	4	0	0	0	0	0	0	0	0	0	
	%	7.59	6.25	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS 12	#	68	62	1	5	1	0	0	0	0	0	0	1	0	
	%	30.36	29.81	50.00	35.71	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.0	0.00	
GS/GM 13	#	6	5	1	0	0	0	0	0	0	0	0	0	0	
	%	2.68	2.40	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GM 14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.45	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS/GM 15	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	0.45	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	#	224	208	2	14	1	0	0	0	0	0	0	1	0	
	%	100	92.86	0.89	6.25	0.45	0.00	0.00	0.00	0.00	0.00	0.00	0.45	0.00	

U.S. Environmental Protection Agency
Participation Rates for Wage Grades (WG) by Disability

Report Symbol: VP715B5-1AL

As of September 30, 2005

Full/PartTime Permanent Workforce

WG and Related Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
WG 03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 05	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 09	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 11	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	#	10	10	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

U.S. Environmental Protection Agency
Participation Rates for Wage Grades (WG) by Disability
As of September 30, 2005

Report Symbol: VP715B5-1AL

Temporary Workforce

WG and Related Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
WG 01	#	1	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
Total	#	1	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

U.S. Environmental Protection Agency

Participation Rates for Wage Grades (WL) by Disability

Report Symbol: VP715B5-1BL

As of September 30, 2005

Full/PartTime Permanent Workforce

WL and Related Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
WL 14	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency

Participation Rates for Wage Grades (WG) by Disability

Report Symbol: VP715B5-2AL

As of September 30, 2005

Full/PartTime Permanent Workforce

WG and Related Grades		TOTAL	Total by Disability Status					Detail for Targeted Disabilities							
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
WG 03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 05	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 09	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
WG 11	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	#	10	10	0	0	0	0	0	0	0	0	0	0	0	
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

U.S. Environmental Protection Agency
Participation Rates for Wage Grades (WG) by Disability

Report Symbol: VP715B5-2AL

As of September 30, 2005

Temporary Workforce

WG and Related Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
WG 01	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency
Participation Rates for Wage Grades (WL) by Disability

Report Symbol: VP715B5-2BL

As of September 30, 2005

Full/PartTime Permanent Workforce

WL and Related Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Umb/Spine	
WL 14	#	1	0	0	0	0	0	0	0	0	0	0	0	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	0.00	
Total	#	1	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	

U.S. Environmental Protection Agency

Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B6L

As of September 30, 2005

Full/PartTime Permanent Workforce

Job Title / Series Agency Rate	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
028 - Environmental Protection Specialist	#	2836	2672	22	142	38	6	7	1	9	3	8	0	2	2
	%	100	94.22	0.78	5.01	1.34	0.21	0.25	0.04	0.32	0.11	0.28	0.00	0.07	0.07
301 - General Administrative	#	883	830	10	43	5	1	1	0	1	0	0	0	1	1
	%	100	94.00	1.13	4.87	0.57	0.11	0.11	0.00	0.11	0.00	0.00	0.00	0.11	0.11
343 - Management Analysis	#	1552	1456	20	76	20	2	3	1	6	3	3	0	2	0
	%	100	93.81	1.29	4.90	1.29	0.13	0.19	0.06	0.39	0.19	0.19	0.00	0.13	0.00
401 - Biologist	#	849	798	13	38	2	0	1	0	0	0	0	0	1	0
	%	100	93.99	1.53	4.48	0.24	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.12	0.00
819 - Environmental Engineering	#	1933	1853	13	67	8	1	0	0	1	1	1	0	4	0
	%	100	95.86	0.67	3.47	0.41	0.05	0.00	0.00	0.05	0.05	0.05	0.00	0.21	0.00
905 - Attorney	#	1049	993	12	44	7	1	0	0	2	3	0	0	1	0
	%	100	94.66	1.14	4.19	0.67	0.10	0.00	0.00	0.19	0.29	0.00	0.00	0.10	0.00
1301 - General Physical Science	#	2207	2108	27	72	8	2	0	1	2	0	3	0	0	0
	%	100	95.51	1.22	3.26	0.36	0.09	0.00	0.05	0.09	0.00	0.14	0.00	0.00	0.00
Total	#	11309	10710	117	482	88	13	12	3	21	10	15	0	11	3
	%	100	94.70	1.03	4.26	0.78	0.11	0.11	0.03	0.19	0.09	0.13	0.00	0.10	0.03

U.S. Environmental Protection Agency
Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B6L

As of September 30, 2005

Temporary Workforce

Job Title / Series Agency Rate		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
028 - Environmental Protection Specialist	#	21	21	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
301 - General Administrative	#	16	16	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
343 - Management Analysis	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
401 - Biologist	#	92	88	0	4	0	0	0	0	0	0	0	0	0	0
	%	100	95.65	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
819 - Environmental Engineering	#	77	73	2	2	0	0	0	0	0	0	0	0	0	0
	%	100	94.81	2.60	2.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
905 - Attorney	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1301 - General Physical Science	#	66	62	1	3	1	0	0	0	0	0	0	0	1	0
	%	100	92.86	1.79	5.36	1.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.79	0.00
Total	#	267	265	3	9	1	0	0	0	0	0	0	0	1	0
	%	100	95.51	1.12	3.37	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.37	0.00

U.S. Environmental Protection Agency

New Hires by Type of Appointment - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol VP715B8

From September 30, 2004 To September 30, 2005

Total Workforce

Type of Appointment		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Permanent	#	553	526	12	25	6	1	0	0	1	0	0	0	4	0
	%	100	93.43	2.13	4.44	1.07	0.18	0.00	0.00	0.18	0.00	0.00	0.00	0.71	0.00
Temporary	#	546	528	6	12	5	0	1	1	0	0	1	0	2	0
	%	100	96.70	1.10	2.20	0.92	0.00	0.18	0.18	0.00	0.00	0.18	0.00	0.37	0.00
Total	#	1109	1054	18	37	12	1	1	1	1	0	1	1	6	0
	%	100	95.04	1.62	3.34	1.08	0.09	0.09	0.09	0.09	0.00	0.09	0.09	0.54	0.00
Prior Year Workforce	%	100	93.91	1.09	5.00	1.06	0.15	0.16	0.05	0.23	0.06	0.17	0.07	0.14	0.03

U.S. Environmental Protection Agency
Non-Competitive Promotions - Time in Grade - Distribution by by Disability

Report Symbol VP715B10

As of September 30, 2005

Full/PartTime Permanent Workforce

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	1720	1594	23	103	29	6	5	1	6	3	2	1	5	0
	%	100	92.67	1.34	5.99	1.69	0.35	0.29	0.06	0.35	0.17	0.12	0.06	0.29	0.00
Time in grade in excess of minimum	#	491	442	12	37	13	3	1	1	2	3	2	1	0	0
1 - 12 months	#	168	152	2	14	4	2	0	0	1	1	0	0	0	0
	%	100	90.48	1.19	8.33	2.38	1.19	0.00	0.00	0.60	0.60	0.00	0.00	0.00	0.00
13 - 24 months	#	89	74	6	9	4	1	1	0	0	1	1	0	0	0
	%	100	83.15	6.74	10.11	4.49	1.12	1.12	0.00	0.00	1.12	1.12	0.00	0.00	0.00
25 + months	#	234	216	4	14	5	0	0	1	1	1	1	1	0	0
	%	100	92.31	1.71	5.98	2.14	0.00	0.00	0.43	0.43	0.43	0.43	0.43	0.00	0.00

U.S. Environmental Protection Agency
Separations by Type of Separation - Distribution by Disability

Report Symbol: VP715B14

From September 30, 2004 To September 30, 2005

Full/PartTime Permanent Workforce

Type of Separations		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[06] Not Identified	[05-34] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-33] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	818	754	7	57	9	0	0	0	3	1	3	0	2	0
	%	100	92.16	0.86	6.97	1.10	0.00	0.00	0.00	0.37	0.12	0.37	0.00	0.24	0.00
Involuntary	#	20	17	0	3	0	0	0	0	0	0	0	0	0	0
	%	100	85.00	0.00	15.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	838	771	7	60	12	0	0	0	3	1	3	3	2	0
	%	100	92.00	0.84	7.16	1.43	0.00	0.00	0.00	0.36	0.12	0.36	0.36	0.24	0.00
Total Work Force	#	17665	16585	202	878	193	28	28	10	40	11	29	13	29	5
	%	100	93.89	1.14	4.97	1.09	0.16	0.16	0.06	0.23	0.06	0.16	0.07	0.16	2.50

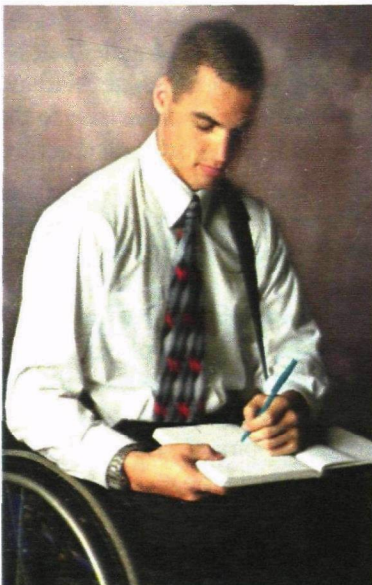
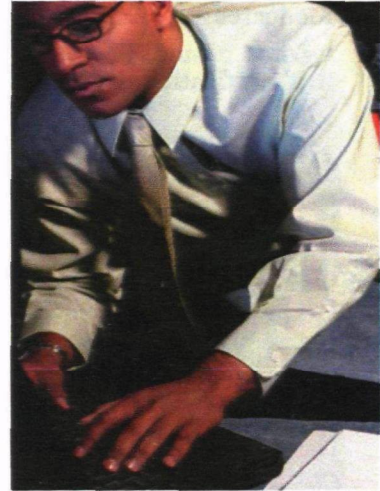
SECTION III
TRIGGER ANALYSIS AND CHARTS

Trigger Analysis

I. Introduction

Instructions issued by the Equal Employment Opportunity Commission (EEOC) require that Federal Executive Agencies develop Annual Affirmative Employment Plans (AEPs) pursuant to Section 717 of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act. The EEOC's Management Directive (MD) 715 contains detailed guidance concerning the format and content of Agency plans. The plans are to include:

- Self analysis of the Agency's efforts in becoming a Model Program,
- Development of standard workforce data tables arrayed by Race/Ethnicity, Gender and by Targeted Disabilities,
- Identification of triggers where the employment statistics show less-than-expected percentages or ratios when compared to various standards,
- Barrier analysis designed to identify conditions which have led to the less-than-expected conditions identified, and
- Plans to improve employment practices or conditions causing triggering conditions.



This section of the EPA Plan identifies triggers based on a detailed review of the MD-715 Tables and a detailed trend analysis of employment statistics designed to identify trends and factors which may have directly contributed to those triggers. All Charts are derived from their respective MD 715 Tables at Appendix A. The barrier analysis provides EPA management and the workforce with sufficient information for the development of efforts to improve employment opportunities for all employees.

II. Trigger Identification

EEOC MD-715 requires each Federal Executive Agency to prepare 28 Tables of workforce statistics: 14 by Race/Ethnicity and Sex, and 14 for Persons with Targeted Disabilities. The Tables include: permanent employees, permanent and temporary employees, and permanent or temporary employees.

Permanent employees are those described as career or career conditional (Tenure Code "1" and "2") and Executive Service employees (Tenure Code "0" with Type Appointment Code "50"). All non-permanent employees are placed in the Temporary category, whether or not they are on indefinite appointments.

EPA is able to produce all tables associated with data derived from the Agency's personnel system, which does not currently include applicant flow or employee development data. A plan to develop missing data tables is included in this AEP. The tables that have been produced are included in Appendix A, "MD 715 Tables".

Triggers are identified by comparing workforce data based on a normative standard. For example, "Table A01 Total Workforce – Distribution by Race/Ethnicity and Sex" compares workforce representation by class groups and the net change in representation from one time period to the next. Two trigger comparisons are conducted:

1. Identification of class groups where the net change for each group is less than expected when compared with the overall net change for the total workforce.



2. Representation of each class group in the workforce with the availability of persons by class group in the Civilian Labor Force.



The charts, provided on the following pages summarize all triggers identified. The detailed summaries include charts depicting triggering conditions and identifying the number of employees needed to eliminate the less-than-expected condition. This allows for decisions to be made as to which triggers should be targeted for more detailed trend and contributing-factor analysis and assists in identifying the level of effort necessary to eliminate the less-than-expected condition.

EPA completed a resurvey of the employees to determine their new race and ethnicity codes to include the two new categories of "Native Hawaiian or Other Pacific Islander," and "Two or More Races." However, the response rate to the two new categories were not significant to develop any descriptive datum, thus, the scores are recorded as "0" or are left blank.

III. Criteria for MD-715 Barrier Analysis Triggers – Race/Ethnicity and Sex

The EEOC requires that Agencies and, in some cases, Major Agency Components develop twenty-eight (28) different Tables showing the distribution of employees and applicants for employment in various ways. Some Tables address the representation of employees throughout the workforce, some address various mobility personnel actions, such as accessions, separations, promotions, downgrades and reassignments, and some address benefits of employment and career development. By analyzing the data from the Tables, Triggers for further Barrier Analysis can be identified.

Each Table has a different criteria or methodology for Trigger identification. The detailed format and method of completion for each of the EEOC MD-715 Tables is provided by the EEOC in substantial detail in the Commission's Instructions for MD-715. Description of each Table will not be provided here – the reader is referred for detailed guidance to the EEOC's Instructions. The methodology used for trigger identification for each Table is summarized as follows:

Tables A1 & B1: Total Workforce – Distribution by Race/Ethnicity and Sex (A1), Distribution by Disability (B1)

If a group has a net change lower than the net change for the total workforce, it is a trigger of the possible existence of a barrier. A current workforce ratio below the Civilian Labor Force (CLF) for any group is another trigger. A ratio of employees with targeted disabilities below the Federal agency (Social Security Administration) with the highest percentage of employees with a targeted disability is a trigger. A lower net change for targeted disabilities is also a trigger, indicating a possible barrier.

Tables A2 & B2: Total Workforce by Component – Distribution by Race/Ethnicity and Sex; Distribution by Disability (B2)

When one or more components have a lower ratio of a class group than the other components, it is a trigger. When one or more components have a lower ratio of employees with targeted disabilities than the other components, it is a trigger.

Tables A3-1, A3-2 & B3-1, B3-2: Occupational Categories – Distribution by Race/Ethnicity and Sex (A3-1, A3-2); Distribution by Disability (B3-1, B3-2)

Representation levels in the various levels of supervision, which are lower for a group than the representation of that group overall, may be a trigger. Ratios for employees with targeted disabilities are compared with ratios for employees with no disabilities. Lower ratios are triggers that should be further reviewed.

Tables A4-1, A4-2 & B4-1, B4-2: Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex (A-4-1, A4-2); Distribution by Disability (B4-1, B4-2)

Agencies should analyze this data in order to determine whether a “glass ceiling” exists for any group. Low participation for a race/ethnicity and sex group or targeted disability in any of the senior grades (GS-13 and above), compared to the participation rate for the total work force in these grades is a trigger.

Tables A5-1, A5-2 & B5-1, B5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (A5-1, A5-2); by Disability (B5-1, B5-2)

These Tables are analyzed in the same manner as A4-1 and A4-2.

Tables A6 & B6: Participation Rates for Major Occupations – Distribution by Race/Ethnicity and Sex (A6); Distribution by Disability (B6)

If a race/ethnicity and sex group has a participation rate below the CLF, it is a trigger. Lower ratios for employees with targeted disabilities compared to employees without disabilities are triggers. In this case, the Relevant Labor Force (RLF) is used for comparison reflecting comparative labor force statistics by occupation. This census occupational data has been developed specifically for Federal occupational series comparison and is available on the Census website along with a crosswalk indicating which census category to use for each Federal occupational series.

Tables A7 & B7: Applicants and Hires for Major Occupations by Race/Ethnicity and Sex; by Disability (B7)

Differences between the ratio of those who self-identified and those who were qualified are triggers. The triggers indicate the possibility that barriers may exist due to various causes, such as inadequate recruitment activity or a problem in the screening process. A difference between the ratios of those qualified and those selected is a trigger that may indicate that a barrier exists due to various causes, such as a disconnect between recruitment and hiring efforts.

Tables A8 & B8: New Hires by Type of Appointment – Distribution by Race/Ethnicity and Sex (A8); Distribution by Disability (B8)

A comparison for each group on each line with their ratio in the CLF noting any differences as triggers. A comparison of the ratio of individuals with targeted disabilities hired into each type of employment with the ratio for individuals without disabilities may indicate triggers.

Tables A9 & B9: Selections for Internal Competitive Promotions for Major Occupations by Race/Ethnicity and Sex (A9); by Disability (B9)

A difference between the ratios in the relevant applicant pool and the ratios for applicants can indicate a trigger. The trigger may show that methods used in publicizing the opportunity or perceptions that deter applicants from applying may be involved. A difference between the ratios of those who were qualified and those who applied is a trigger. As an example, this trigger may indicate that some employees are not receiving commensurate levels of experience or that the selection criteria impacts on some groups more adversely than others. A variance between the ratios of those selected and those who are in the relevant applicant pool is also a trigger.

Tables A10 & B10: Non-Competitive Promotions – Time in Grade – Distribution by Race/Ethnicity and Sex (A10); Distribution by Disability (B10)

Discrepancies between groups indicate a trigger.

Tables A11 & B11: Internal Selections for Senior Level Positions (GS 13, GS 14, GS 15, and SES) by Race/Ethnicity and Sex (A11); by Disability (B11)

A discrepancy between the ratios of the relevant pool and the distribution of groups from whom applications were received (individuals qualified or individuals selected) may indicate a trigger.

Tables A12 & B12: Participation in Career Development by Race/Ethnicity and Sex (A12); by Disability (B12)

Discrepancy between the relevant pool and those who applied or participated is a trigger.

Tables A13 & B13: Employee Recognition and Awards – Distribution by Race/Ethnicity and Sex; Distribution by Disability (A13)

Discrepancies in the ratios of awards by type for a group and the other groups are triggers.

Tables A14 & B14: Separations by Type of Separation – Distribution by Race/Ethnicity and Sex (A14); by Disability (B14)

A comparison of the total work force ratio for each group within the group ratios for voluntary and involuntary separations is conducted. A separation rate higher than the group's total work force ratio is a trigger. Separation ratios for employees with targeted disabilities that are higher than separation ratios for employees without disabilities is a trigger.

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
A/B 01 Total Workforce - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Net Change	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
CLF Comparison	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
A/B 02 Total Workforce by Component - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Administrator	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Assistant Administrator for Enforcement & Compliance Assurance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Office of General Counsel	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Office of Inspector General	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Assistant Administrator for International Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Office of the Chief Financial Officer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Office of Environmental Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Assistant Administrator for Administration & Resources Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Assistant Administrator for Water	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Assistant Administrator for Solid Waste & Emergency Response	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Assistant Administrator for Air & Radiation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Assistant Administrator for Prevention, Pesticides & Toxic Substances	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Assistant Administrator for Research & Development	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Region 1 Boston	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Region 2 New York	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Region 3 Philadelphia	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Region 4 Atlanta	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Region 5 Chicago	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Region 6 Dallas	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Region 7 Kansas City	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Region 8 Denver	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Region 9 San Francisco	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Region 10 Seattle	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
A/B 03 Occupational Categories - Distribution by Race/Ethnicity and Sex & Targeted Disabilities															
First Level Officials and Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mid Level Officials and Managers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Senior Level Officials and Managers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Total Officials and Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non Supervisory Professionals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
A/B 04 Participation Rates for (GS) Grades by Race/Ethnicity and Sex & Targeted Disabilities																	
GS/GM 13	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
GS/GM 14	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
GS/GM 15	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Senior Executive Service	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
A/B 05 Participation Rates for (WG) Grades by Race/Ethnicity and Sex & Targeted Disabilities															
Overall Blue Collar	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
A/B 06 Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
028 - Environmental Protection	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
301 - General Administrative	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
343 - Management Analysis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
401 - Biologist	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
819 - Environmental Engineering	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
905 - Attorney	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
1301 - General Physical Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
A/B 08 New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex & Targeted Disabilities															
Permanent Hires	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Temporary Hires	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total Hires	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
A/B 10 Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex & Targeted Disabilities															
Participation in Career Ladders	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1 - 12 Months in Excess of Minimum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
13 - 24 Months in Excess of Minimum	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
25 + Months in Excess of Minimum	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native						
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
A/B 13 Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex & Targeted Disabilities																	
Time-Off Awards 1-8 Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Time-Off Awards 9+ Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Cash Awards \$100-\$500	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Cash Awards \$501+	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Quality Step Increases	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

U.S. ENVIRONMENTAL PROTECTION AGENCY

MD 715 Triggers by Table

Fiscal Year 2005

	Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		Targeted Disabilities
			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
A/B 14 Separations by Type of Separation - Distribution by Race/Ethnicity and Sex & Targeted Disabilities															
Voluntary Separations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Involuntary Separations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Total Separations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VP001y Glass Ceiling Analysis White Collar Graded Pay Plans and Executives

		Total Employees			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior Executive Service	#	288	182	106	11	2	153	88	14	12	4	4	0	0	0	0	0	0
Senior Executive Service	%	100.00	63.19	36.81	3.82	0.69	53.1	30.56	4.86	4.17	1.39	1.39	0.00	0.00	0.00	0.00	0.00	0.00
GS/GM 15	#	2246	1366	880	49	30	1210	697	57	115	44	33	0	0	6	5	0	0
GS/GM 15	%	100.00	60.82	39.18	2.18	1.34	53.8	31.03	2.54	5.12	1.96	1.47	0.00	0.00	0.27	0.22	0.00	0.00
GS/GM 14	#	2952	1691	1261	73	54	1390	889	127	249	92	64	0	0	9	5	0	0
GS/GM 14	%	100.00	57.28	42.72	2.47	1.83	47.0	30.12	4.30	8.43	3.12	2.17	0.00	0.00	0.30	0.17	0.00	0.00
GS/GM 13	#	6786	3621	3165	175	136	2890	2018	288	757	238	220	0	0	30	34	0	0
GS/GM 13	%	100.00	53.36	46.64	2.58	2.00	42.5	29.74	4.24	11.16	3.51	3.24	0.00	0.00	0.44	0.50	0.00	0.00
GS 12	#	2448	937	1511	55	91	654	817	132	506	82	80	0	0	14	17	0	0
GS 12	%	100.00	38.28	61.72	2.25	3.72	26.7	33.37	5.39	20.67	3.35	3.27	0.00	0.00	0.57	0.69	0.00	0.00
GS 11	#	777	241	536	21	38	160	265	38	200	18	27	0	0	4	6	0	0
GS 11	%	100.00	31.02	68.98	2.70	4.89	20.5	34.11	4.89	25.74	2.32	3.47	0.00	0.00	0.51	0.77	0.00	0.00
GS 10	#	112	47	65	0	1	37	31	7	30	2	2	0	0	1	1	0	0
GS 10	%	100.00	41.96	58.04	0.00	0.89	33.0	27.68	6.25	26.79	1.79	1.79	0.00	0.00	0.89	0.89	0.00	0.00
GS 09	#	668	155	513	13	36	97	240	36	202	9	34	0	0	0	1	0	0
GS 09	%	100.00	23.20	76.80	1.95	5.39	14.5	35.93	5.39	30.24	1.35	5.09	0.00	0.00	0.00	0.15	0.00	0.00
GS 08	#	302	20	282	3	19	10	94	6	158	1	9	0	0	0	2	0	0
GS 08	%	100.00	6.62	93.38	0.99	6.29	3.31	31.13	1.99	52.32	0.33	2.98	0.00	0.00	0.00	0.66	0.00	0.00
GS 07	#	587	112	475	10	50	66	191	22	214	13	18	0	0	1	2	0	0
GS 07	%	100.00	19.08	80.92	1.70	8.52	11.2	32.54	3.75	36.46	2.21	3.07	0.00	0.00	0.17	0.34	0.00	0.00
GS 06	#	75	10	65	2	5	3	19	5	34	0	6	0	0	0	1	0	0
GS 06	%	100.00	13.33	86.67	2.67	6.67	4.00	25.33	6.67	45.33	0.00	8.00	0.00	0.00	0.00	1.33	0.00	0.00
GS 05	#	105	31	74	1	12	18	22	9	36	3	3	0	0	0	1	0	0
GS 05	%	100.00	29.52	70.48	0.95	11.43	17.1	20.95	8.57	34.29	2.86	2.86	0.00	0.00	0.00	0.95	0.00	0.00
GS 04	#	97	39	58	5	3	20	19	12	31	2	4	0	0	0	1	0	0
GS 04	%	100.00	40.21	59.79	5.15	3.09	20.6	19.59	12.3	31.96	2.06	4.12	0.00	0.00	0.00	1.03	0.00	0.00
GS 03	#	31	11	20	1	0	3	3	6	15	1	2	0	0	0	0	0	0
GS 03	%	100.00	35.48	64.52	3.23	0.00	9.68	9.68	19.3	48.39	3.23	6.45	0.00	0.00	0.00	0.00	0.00	0.00
GS 02	#	14	4	10	0	0	1	1	3	9	0	0	0	0	0	0	0	0
GS 02	%	100.00	28.57	71.43	0.00	0.00	7.14	7.14	21.4	64.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS 01	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
GS 01	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	17491	8467	9024	419	477	6712	5394	762	2571	509	506	0	0	65	76	0	0
Total	%	100.00	48.41	51.59	2.40	2.73	38.3	30.84	4.36	14.70	2.91	2.89	0.00	0.00	0.37	0.43	0.00	0.00

*Note: There is no data for Native Hawaiian or Other Pacific Islander or Two or More Races.

Chart A1

Total Workforce – Distribution by Race/Ethnicity and Sex From September 30, 2004 to September 30, 2005

1. Trigger Identification

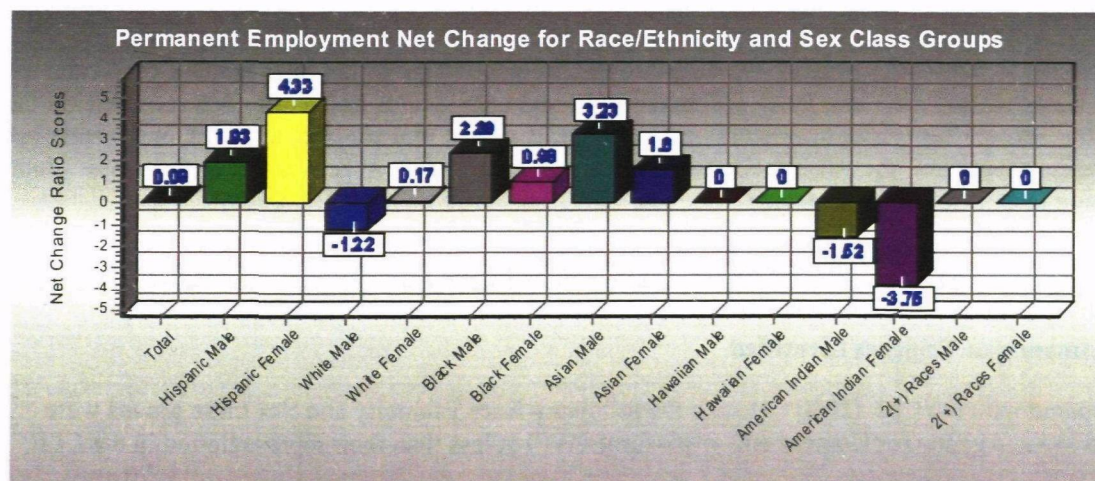
Agencies are to compute triggers in the following way:

a. Identification of class groups where the net change for each group is less-than- expected when compared with the overall net change for the total workforce.

b. Representation of each class group in the workforce with the availability of persons by class group in the Civilian Labor Force (CLF). The net change is calculated by dividing the difference in employment numbers (current year vs. prior year) by the number of employees in the prior year or by the CLF. If a group decreased, the net change is negative. If a group has a net change lower than the net change for the total workforce or the CLF, it is a trigger that could represent a possible barrier.

2. Net Change Description

The chart below is the net change ratio scores for the subject period. Although the table includes data for the Total Workforce, Permanent, Temporary, and Non-Appropriated employees, EEOC only requires trigger and barrier analysis for the Permanent workforce. Therefore, the graph shows the net changes for each group for the Permanent workforce only. EEOC defines the Permanent workforce as all employees who are in tenure group "1" or "2" (i.e., Career/Career Conditional Appointments).



Report Symbol: VP715TA1

Permanent Workforce

3. Net Change Triggers Identified

The total EPA Permanent workforce increased by 16 employees, from 17649 to 17665, during the period, which represented a 0.09 change. The following Race/Ethnicity and Sex Class Groups had a net change lower than the total:

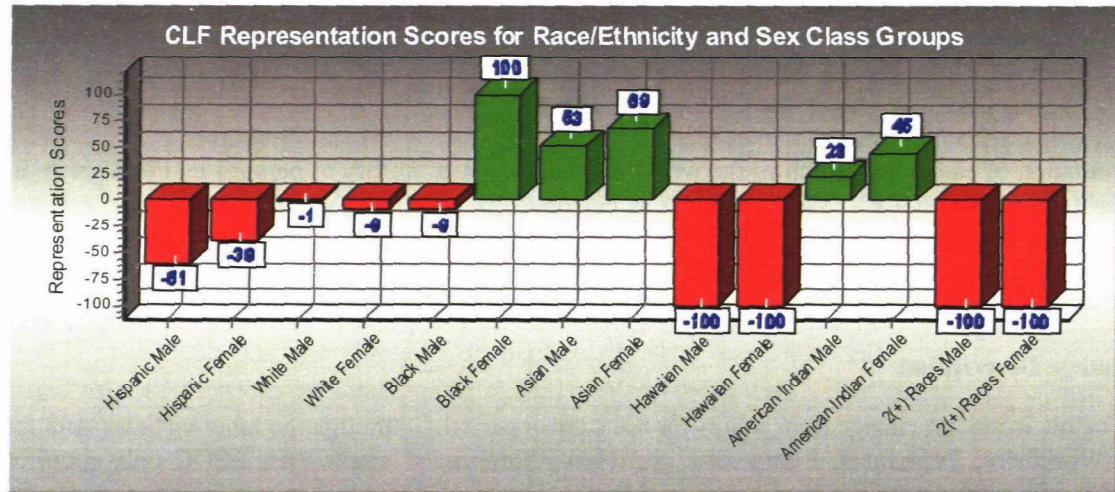
White Male	(-1.22)
American Indian or Alaska Male	(-1.52)

American Indian or Alaska Female (-3.75)

4. CLF Comparison Description

The chart below shows a comparison between the overall Permanent workforce with the general CLF by Race/Ethnicity and Sex groups. The scores are calculated using the following formula:

Representation Score = (((number assigned - number expected) / number expected) * 100).



Report Symbol: VP715TA1

Permanent Workforce

5. Variance

The variance is calculated by applying the class group CLF percentage to the total number of Permanent employees assigned and rounding up to the next whole number. Scores above 100 are recorded on the graph as 100. When Representation Scores are positive, it means that the Agency (or Component) has more representation than the CLF. Conversely, when scores are negative, then the class group representation level is less-than-expected.

The CLF comparison is made with the ending date from EEOC MD 715 Table A1. A representation level below the CLF is a trigger for conducting a more thorough Trend/Barrier Analysis.

6. CLF Comparison Triggers Identified

When compared with the CLF (2000 Census), the following Race/Ethnicity and Sex class groups were represented in the Agency (or Component) work-force (WF) at less than their representation in the CLF:

Hispanic or Latino Male (2.39% WF vs 6.2% CLF)	variance: 673
Hispanic or Latino Female (2.73% WF vs 4.5% CLF)	variance: 313
White Male (38.64% WF vs 39% CLF)	variance: 63
White Female (30.68% WF vs 33.7% CLF)	variance: 533
Black Male (4.38% WF vs 4.8% CLF)	variance: 74
Total	1,656

Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are reflected as having no representation in the workforce because this data was not available.

7. Estimates of Opportunities

After triggers and the variances are identified, the agency determines an estimate of opportunities that will be available in a given period and compares it with those numbers. For example, Hispanic males and females have been identified as triggered with the variance being 673 and 313, respectively. These numbers, along with the other identified triggered groups, must then be examined and considered using a realistic number based on the number of vacancies available over a specific period of time.

This can be accomplished by taking the triggered group number percentage divided by the total and applied to the estimate of opportunities. For example, the total of the trigger group variance is 1,656; for Hispanic males (673) that represents 40.6% of the total. If the estimate of opportunities projected annually for the agency is 1,300 (also taking into consideration of the specific grade levels, major occupations, and other considerations), the variance is then multiplied by the opportunities available, or 1,300. The number is further divided by the number of years projected to achieve parity. For example, over a 7-year period, a net of 70 Hispanic Males would need to be considered.

Organizations and Regions with less-than-expected representation for Hispanic males would be charged with developing recruitment and staffing plans to assist in meeting recruiting and considering for hire those areas identified.

Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are reflected as having no representation in the workforce because this data was not available.

NOTE: As stated in the Executive Summary, nothing in this document, including the use of the term "less-than-expected," indicates employment discrimination or permits the use of race as a criterion in personnel decisions.

Chart A2
Total Workforce by Component
Distribution by Race/Ethnicity & Sex
As of September 30, 2005

1. Trigger Identification

Agencies are to identify the number and ratio of employees in the workforce in the various Agency Components by Race/Ethnicity and Sex, compared with the ratio of the total workforce distributions. Components are major agency segments, which may include Regions, Bureaus, Operating Divisions, or Service Centers, etc. A trigger is present, "When one or more components have a lower ratio of a group than the other components."

The trigger analysis summary assesses each Agency Component and identifies those class groups whose participation rate is below the Agency total. The scores are calculated using the following formula:

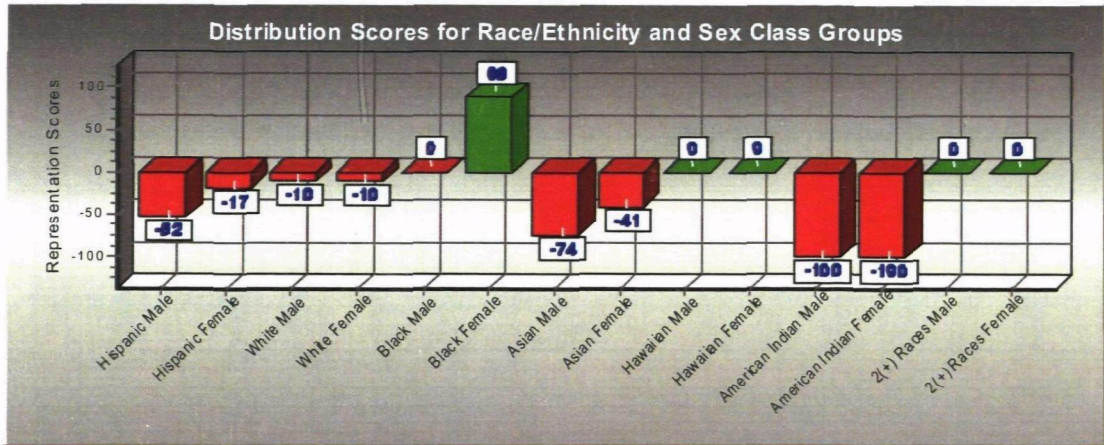
$$\text{Distribution Score} = (((\text{number assigned} - \text{number expected}) / \text{number expected}) * 100)$$

2. Variance

The variance is calculated by applying the class group participation rate to the total Permanent employees assigned in the Component and rounding to the next whole person. Distribution Scores are rounded to whole numbers (i.e., 10.66 would be recorded as 11 and -75.37 would be recorded as -75). When Distribution Scores are positive, it means that the Component has more representation than the Agency as a whole. Conversely, when scores are negative, the class group participation rate is less-than-expected in the Component. A distribution level below the total Agency class group ratio is a trigger for conducting a more thorough Trend/Barrier Analysis.

Chart A2

Administrator's Office (AO) – 527 employees



Report Symbol: VP715TA2

Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the component workforce (CWF) at less than their representation in the total workforce (TW):

Hispanic Male (1.14% CWF vs 2.39% TW)

variance: 7

Hispanic Female (2.28% CWF vs 2.73% TW);

variance: 3

White Male (34.72% CWF vs 38.64% TW);

variance: 21

White Female (27.51% CWF vs 30.68% TW);

variance: 17

Black Male (4.36% CWF vs 4.38% TW);

variance: 1

Asian Male (0.76% CWF vs 2.9% TW);

variance: 12

Asian Female (1.71% CWF vs 2.88% TW);

variance: 7

American Indian/Alaska Native Male (0% CWF vs 0.37% TW);

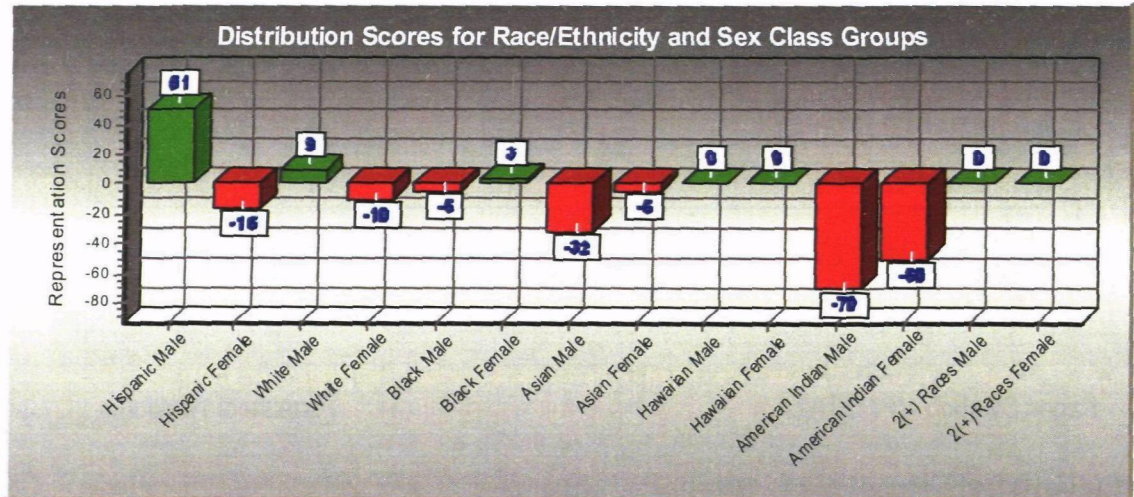
variance: 2

American Indian/Alaska Native Female (0% CWF vs 0.44% TW);

variance: 3

Chart A2

Office of Enforcement & Compliance Assurance (OECA) – 913 employees



Report Symbol: VP715TA2

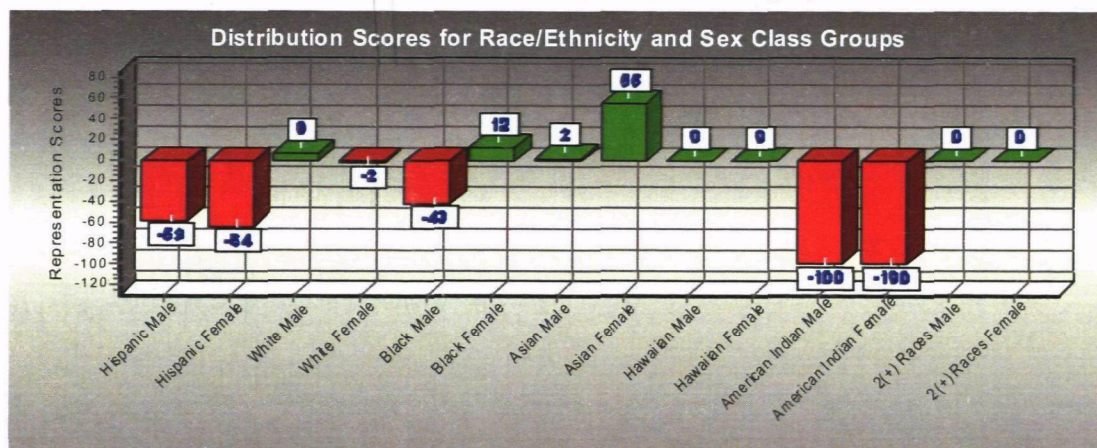
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Female (2.3% CWF vs 2.73% TW);	variance: 4
White Female (27.71% CWF vs 30.68% TW);	variance: 28
Black Male (4.16% CWF vs 4.38% TW);	variance: 2
Asian Male (1.97% CWF vs 2.9% TW);	variance: 9
Asian Female (2.74% CWF vs 2.88% TW);	variance: 2
American Indian/Alaska Native Male (0.11% CWF vs 0.37% TW);	variance: 3
American Indian/Alaska Native Female (0.22% CWF vs 0.44% TW);	variance: 3

Chart A2

Office of General Counsel (OGC) - 202 employees



Report Symbol: VP715TA2

Permanent Workforce

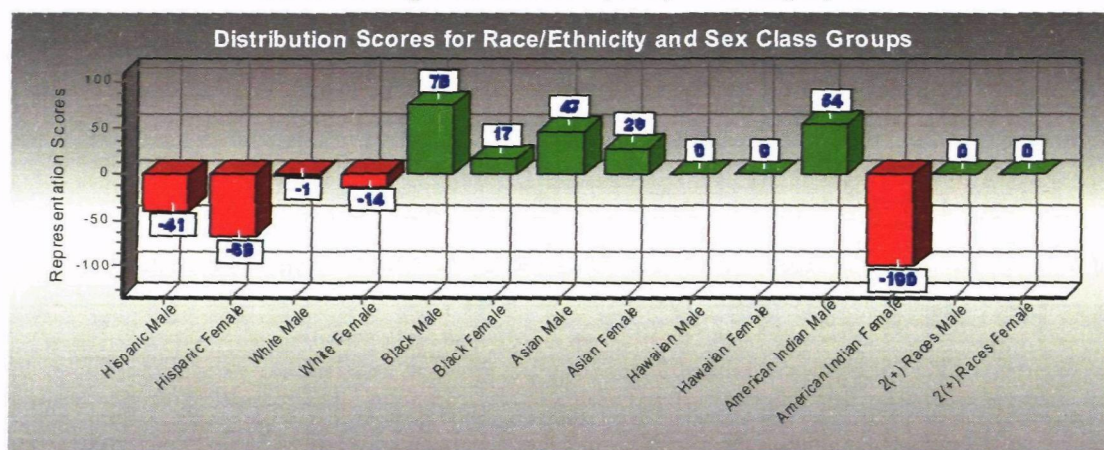
The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (0.99% CWF vs 2.39% TF);	variance: 3
Hispanic Female (0.99% CWF vs 2.73% TF);	variance: 4
White Female (30.2% CWF vs 30.68% TF);	variance: 1
Black Male (2.48% CWF vs 4.38% TF);	variance: 4
American Indian/Alaska Native Male (0% CWF vs 0.37% TF);	variance: 1
American Indian/Alaska Native Female (0% CWF vs 0.44% TF);	variance: 1

Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A2

Office of Inspector General (OIG) - 352 employees



Report Symbol: VP715TA2

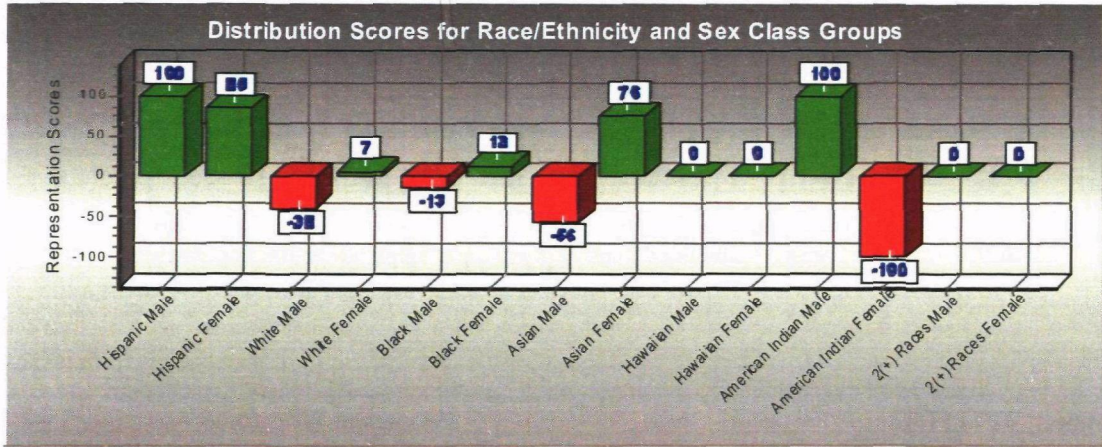
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the component workforce at less than their representation in the total workforce:

Hispanic Male (1.42% CWF vs 2.39% TW);	variance: 4
Hispanic Female (0.85% CWF vs 2.73% TW);	variance: 7
White Male (38.07% CWF vs 38.64% TW);	variance: 3
White Female (26.42% CWF vs 30.68% TW);	variance: 15
American Indian/Alaska Native Female (0% CWF vs 0.44% TW);	variance: 2

Chart A2

Office for International Activities (OIA) - 79 employees



Report Symbol:VP715TA2

Permanent Workforce

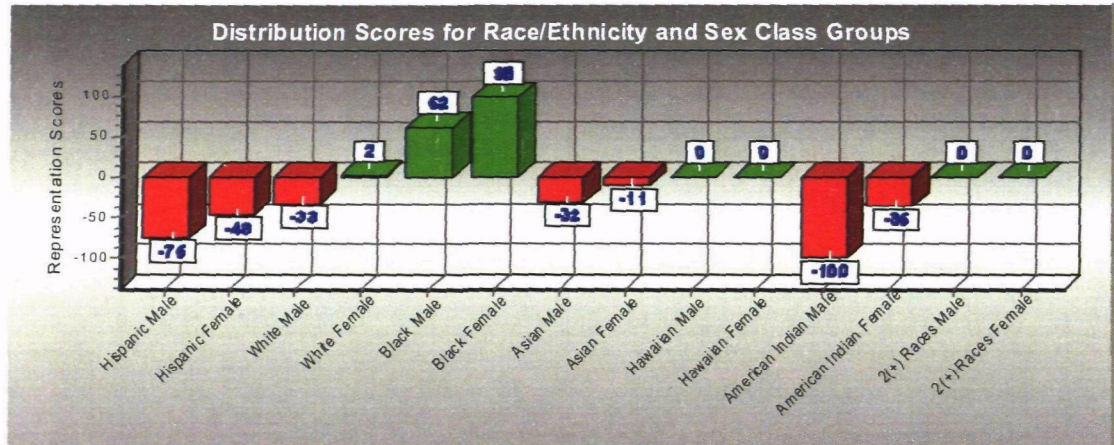
The following Race/Ethnicity and Sex class groups were distributed in the component workforce are less than their representation in the total workforce:

White Male (24.05% CWF vs 38.64% TW);	variance: 12
Black Male (3.8% CWF vs 4.38% TW);	variance: 1
Asian Male (1.27% CWF vs 2.9% TW);	variance: 2
American Indian/Alaska Native Female (0% CWF vs 0.44% TW);	variance: 1

Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A2

Office of the Chief Financial Officer (OCFO) - 353 employees



Report Symbol: VP715TA2

Permanent Workforce

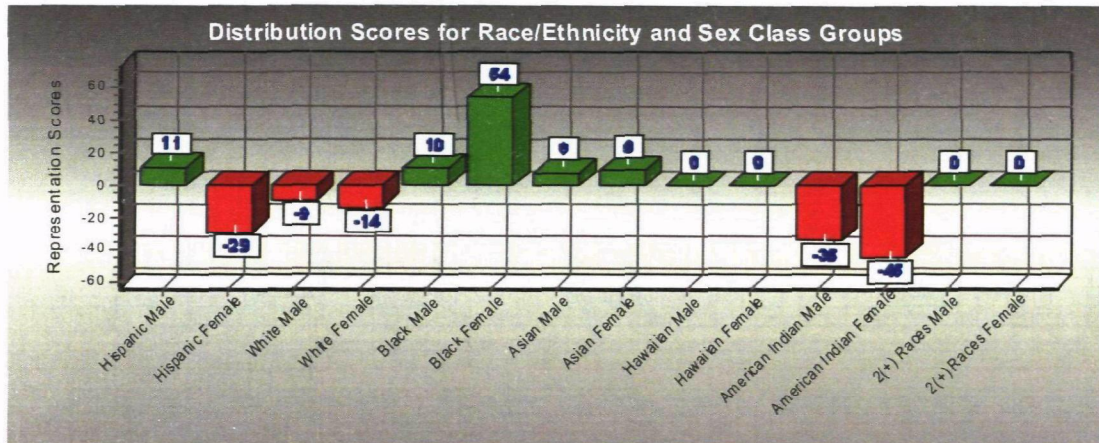
The following Race/Ethnicity and Sex class groups were distributed in the component workforce at less than their representation in the total workforce:

Hispanic Male (0.57% CWF vs 2.39% TW);	variance: 7
Hispanic Female (1.42% CWF vs 2.73% TW);	variance: 5
White Male (26.06% CWF vs 38.64% TW);	variance: 45
Asian Male (1.98% CWF vs 2.9% TW);	variance: 4
Asian Female (2.55% CWF vs 2.88% TW);	variance: 2
American Indian/Alaska Native Male (0% CWF vs 0.37% TW);	variance: 2
American Indian/Alaska Native Female (0.28% CWF vs 0.44% TW)	variance: 1

Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A2

Office of Environmental Information (OEI) 415 employees



Report Symbol: VP715TA2

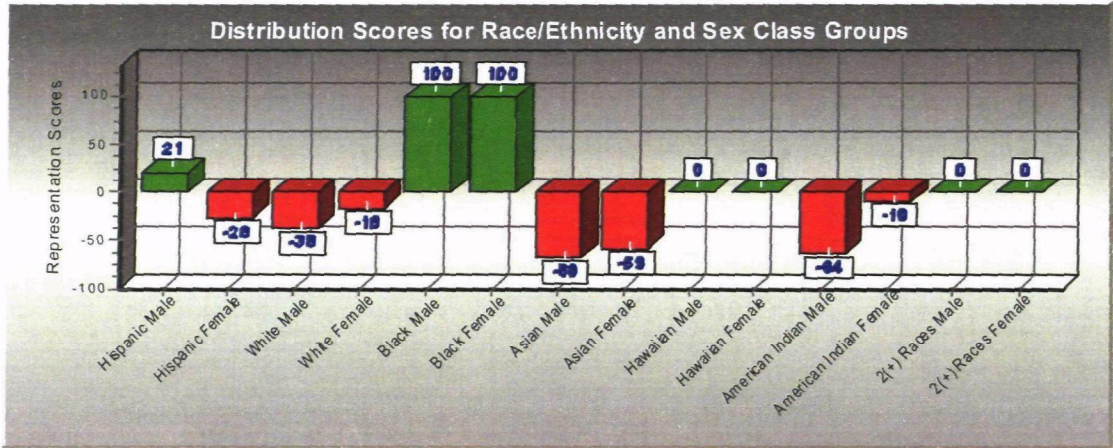
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the component workforce at less than their representation in the total workforce:

Hispanic/Latino Female (1.93% CWF vs 2.73% TW);	variance: 4
White Male (35.18% CWF vs 38.64% TW);	variance: 15
White Female (26.27% CWF vs 30.68% TW);	variance: 19
American Indian/Alaska Native Male (0.24% CWF vs 0.37% TW);	variance: 1
American Indian/Alaska Native Female (0.24% CWF vs 0.44% TW);	variance: 1

Chart A2

For Office of Administration & Resources Management (OARM) – 761 employees



Report Symbol: VP715TA2

Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Female (1.97% CWF vs 2.73% TW);

variance: 6

White Male (24.05% CWF vs 38.64% TW);

variance: 112

White Female (25.76% CWF vs 30.68% TW);

variance: 38

Asian Male (0.92% CWF vs 2.9% TW);

variance: 16

Asian Female (1.18% CWF vs 2.88% TW);

variance: 13

American Indian/Alaska Native Male (0.13% CWF vs 0.37% TW);

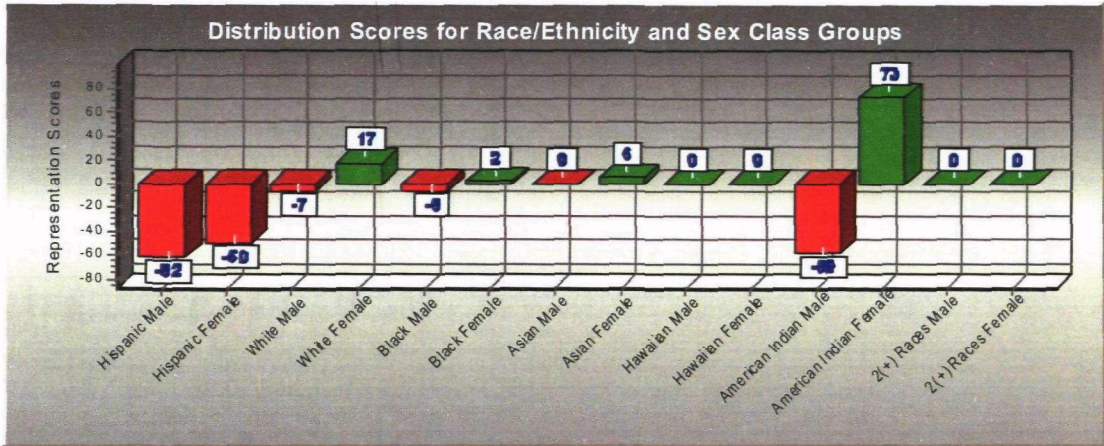
variance: 2

American Indian/Alaska Native Female (0.39% CWF vs. 0.44% TW);

variance: 1

Chart A2

Office of Water (OW) – 656 employees



Report Symbol: VP715TA2

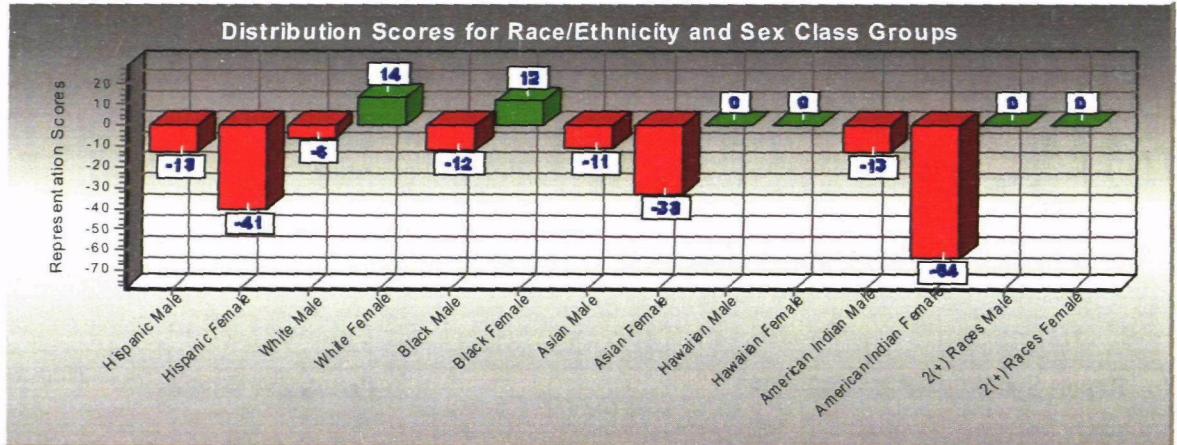
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (0.91% CWF vs 2.39% TW);	variance: 10
Hispanic Female (1.37% CWF vs 2.73% TW);	variance: 9
White Male (35.98% CWF vs 38.64% TW);	variance: 18
Black Male (4.12% CWF vs 4.38% TW);	variance: 2
American Indian/Alaska Native Male (0.15% CWF vs. 0.37% in TW);	variance: 2

Chart A2

For Office of Solid Waste & Emergency Response (OSWER) – 623 employees



Report Symbol: VP715TA2

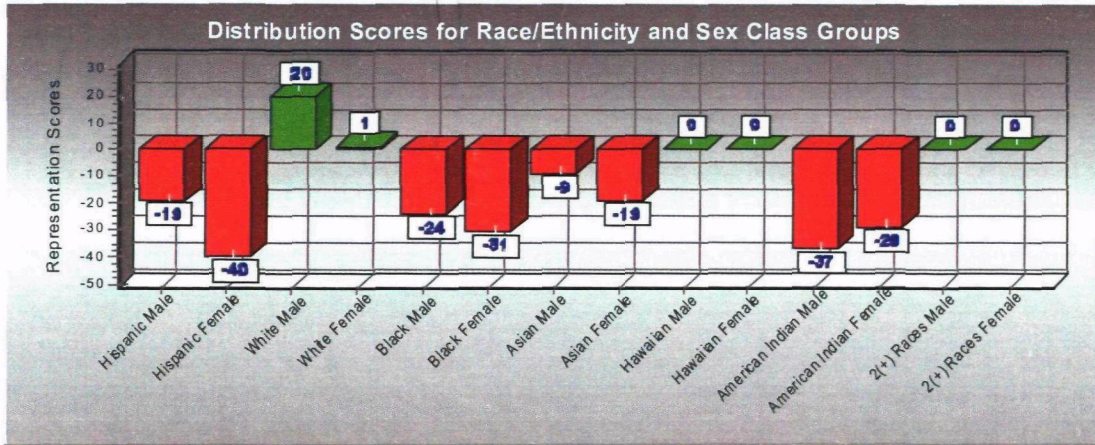
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (2.09% CWF vs 2.39% TW);	variance: 2
Hispanic Female (1.61% CWF vs 2.73% TW);	variance: 8
White Male (36.28% CWF vs 38.64% TW);	variance: 15
Black Male (3.85% CWF vs 4.38% TW);	variance: 4
Asian Male (2.57% CWF vs 2.9% TW);	variance: 3
Asian Female (1.93% CWF vs 2.88% TW);	variance: 6
American Indian/Alaska Native Male (0.32% CWF vs. 0.37% TW);	variance: 1
American Indian/Alaska Native Female (0.16% CWF vs. 0.44% TW);	variance: 2

Chart A2

Office of Air & Radiation (OAR) - 1289 employees



Report Symbol: VP715TA2

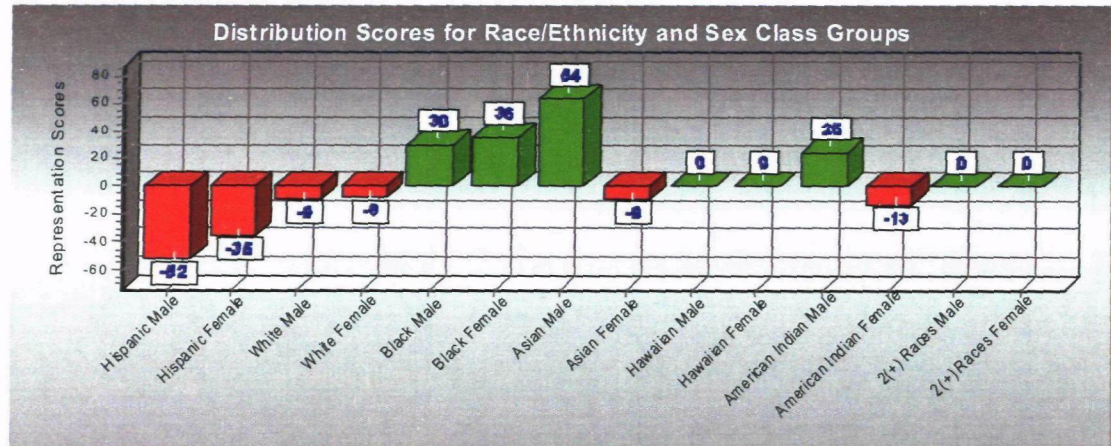
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (1.94% CWF vs 2.39% TW);	variance: 6
Hispanic Female (1.63% CWF vs 2.73% TW);	variance: 15
Black Male (3.34% CWF vs 4.38% TW);	variance: 14
Black Female (10.09% CWF vs 14.59% TW);	variance: 59
Asian Male (2.64% CWF vs 2.9% TW);	variance: 4
Asian Female (2.33% CWF vs 2.88% TW);	variance: 8
American Indian/Alaska Native Male (0.23% CWF vs. 0.37% TW);	variance: 2
American Indian/Alaska Native Female (0.31% CWF vs. 0.44% TW);	variance: 2

Chart A2

Office of Prevention, Pesticides & Toxic Substances (OPPTS) - 1301 employees



Report Symbol: VP715TA2

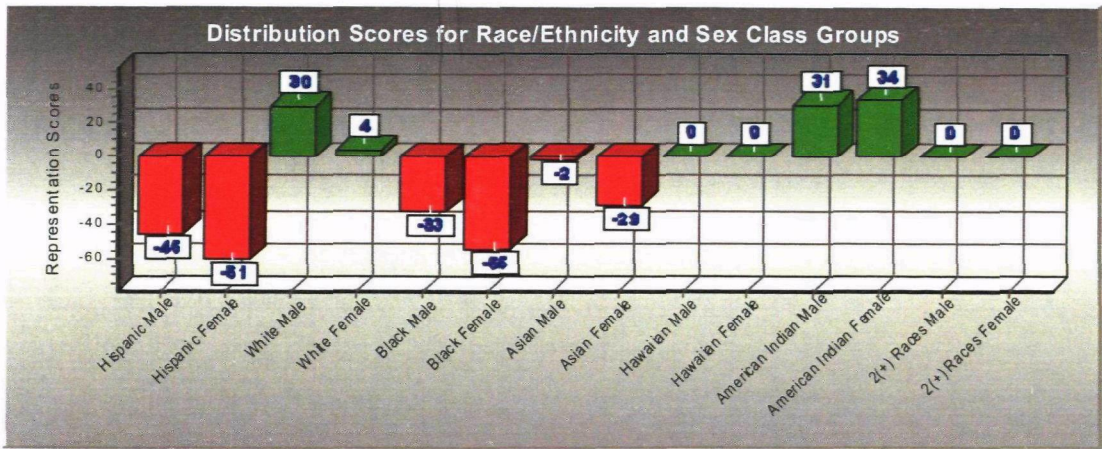
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (1.15% CWF vs 2.39% TW);	variance: 17
Hispanic Female (1.77% CWF vs 2.73% TW);	variance: 13
White Male (34.97% CWF vs 38.64% TW)	variance: 48
White Female (28.29% CWF vs 30.68% TW);	variance: 32
Asian Female (2.61% CWF vs 2.88% TW);	variance: 4
American Indian/Alaska Native Female (0.38% CWF vs. 0.44% TW);	variance: 1

Chart A2

Office of Research & Development (ORD) - 1862 employees



Report Symbol: VP715TA2

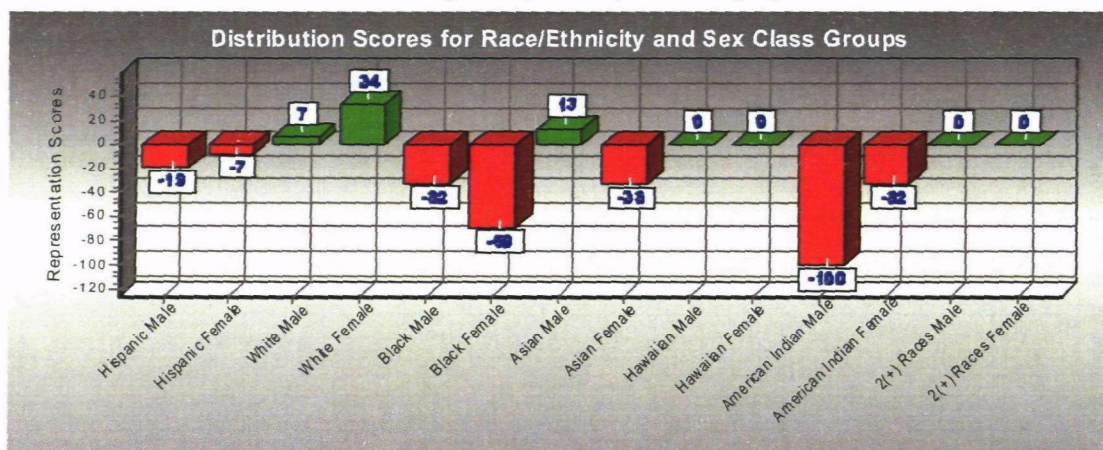
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (1.29% CWF vs 2.39% TW);	variance: 21
Hispanic Female (1.07% CWF vs 2.73% TW);	variance: 31
Black Male (2.95% CWF vs 4.38% TW);	variance: 27
Black Female (6.61% CWF vs 14.59% TW);	variance: 149
Asian Male (2.85% CWF vs 2.9% TW);	variance: 1
Asian Female (2.04% CWF vs 2.88% TW);	variance: 16

Chart A2

Region 1 (Boston) - 673 employees



Report Symbol: VP715TA2

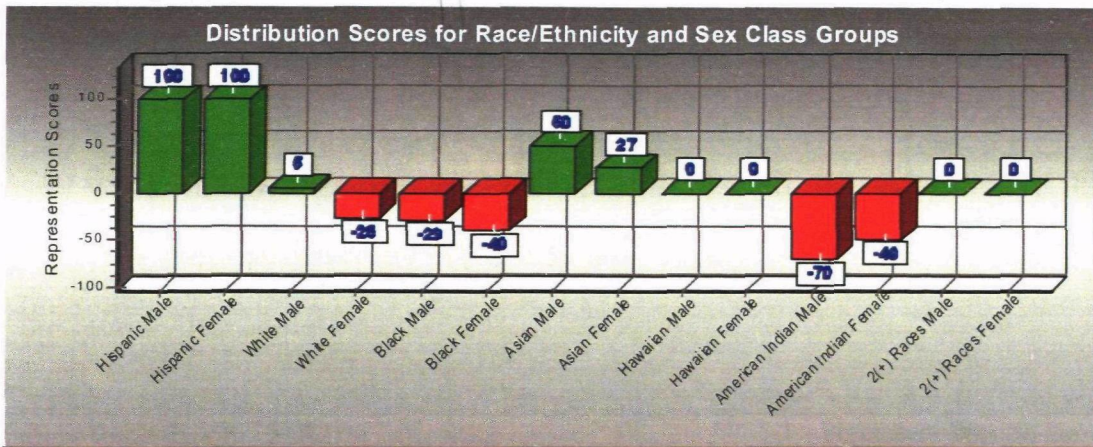
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (1.93% CWF vs 2.39% TW);	variance: 4
Hispanic Female (2.53% CWF vs 2.73% TW);	variance: 2
Black Male (2.97% CWF vs 4.38% TW);	variance: 10
Black Female (4.46% CWF vs 14.59% TW);	variance: 69
Asian Female (1.93% CWF vs 2.88% TW);	variance: 7
American Indian/Alaska Native Male (0% CWF vs. 0.37% TW);	variance: 3
American Indian/Alaska Native Female (0.3% CWF vs. 0.44% TW);	variance: 1

Chart A2

Region 2 (New York) - 899 employees



Report Symbol: VP715TA2

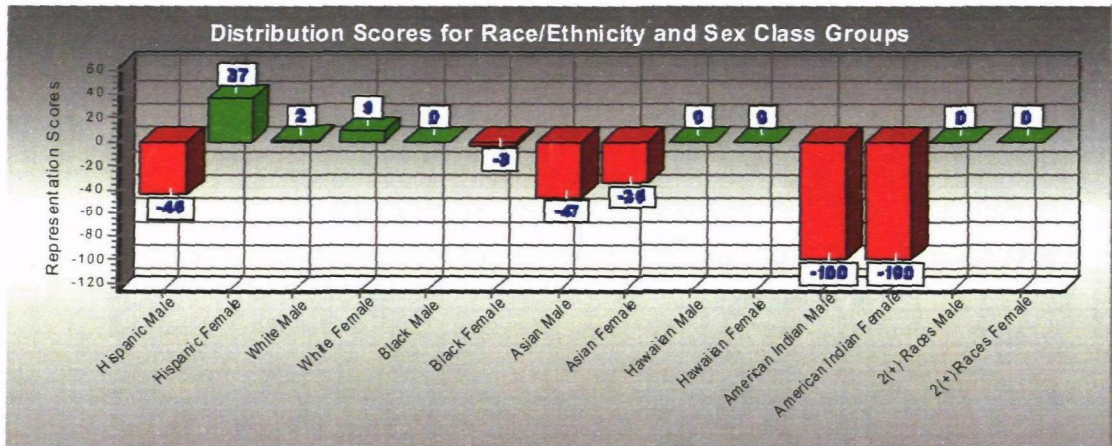
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

White Female (22.69% CWF vs 30.68% TW);	variance: 72
Black Male (3.11% CWF vs 4.38% TW);	variance: 12
Black Female (8.79% CWF vs 14.59% TW);	variance: 53
American Indian/Alaska Native Male (0.11% CWF vs. 0.37% TW);	variance: 3
American Indian/Alaska Native Female (0.22% CWF vs. 0.44% TW);	variance: 2

Chart A2

Region 3 (Philadelphia) - 912 employees



Report Symbol: VP715TA2

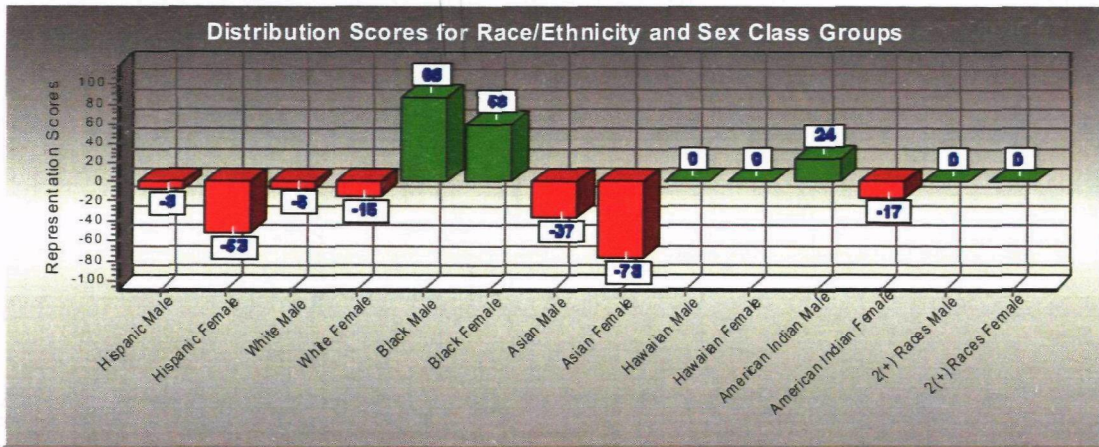
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (1.32% CWF vs 2.39% TW);	variance: 10
Black Female (14.14% CWF vs 14.59% TW);	variance: 5
Asian Male (1.54% CWF vs 2.9% TW);	variance: 13
Asian Female (1.86% CWF vs 2.88% TW);	variance: 10
American Indian/Alaska Native Male (0% CWF vs. 0.37% TW);	variance: 4
American Indian/Alaska Native Female (0% CWF vs. 0.44% TW);	variance: 5

Chart A2

Region 4 (Atlanta) - 1090 employees



Report Symbol: VP715TA2

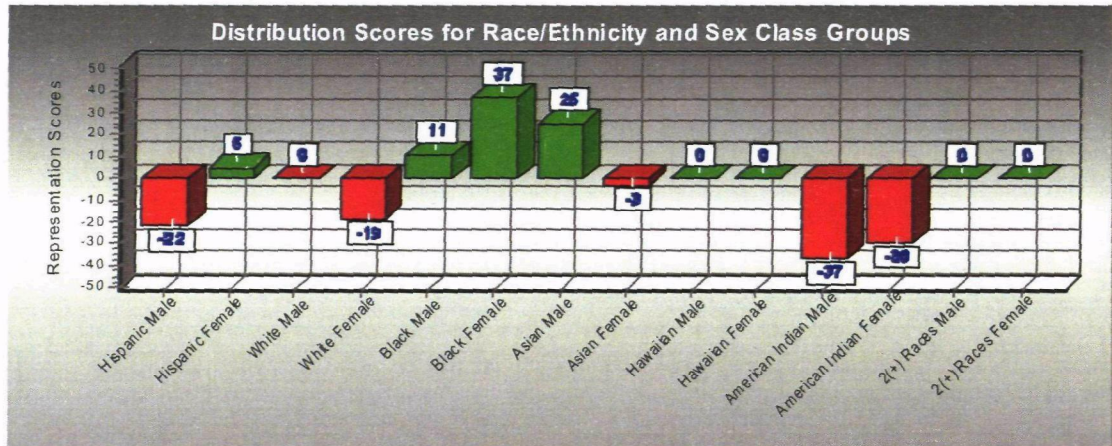
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (2.2% CWF vs 2.39% TW);	variance: 3
Hispanic Female (1.28% CWF vs 2.73% TW);	variance: 16
White Male (36.15% CWF vs 38.64% TW);	variance: 28
White Female (25.87% CWF vs 30.68% TW);	variance: 53
Asian Male (1.83% CWF vs 2.9% TW);	variance: 12
Asian Female (0.64% CWF vs 2.88% TW);	variance: 25
American Indian/Alaska Native Female (0.37% CWF vs. 0.44% TW);	variance: 1

Chart A2

Region 5 (Chicago) - 1293 employees



Report Symbol: VP715TA2

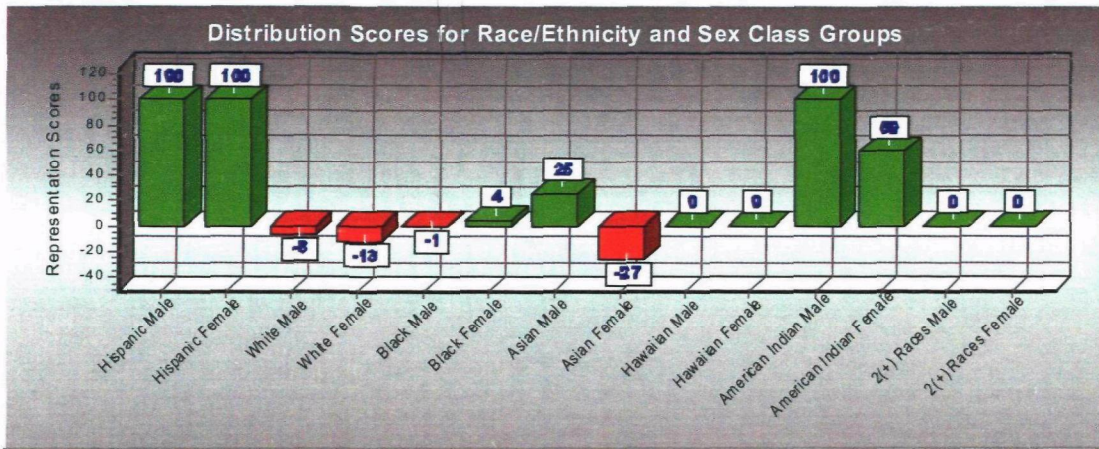
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (1.86% CWF vs 2.39% TW);	variance: 7
White Male (38.59% CWF vs 38.64% TW);	variance: 1
White Female (24.9% CWF vs 30.68% TW);	variance: 75
Asian Female (2.78% CWF vs 2.88% TW);	variance: 2
American Indian/Alaska Native Male (0.23% CWF vs. 0.37% TW);	variance: 2
American Indian/Alaska Native Female (0.31% CWF vs. 0.44% TW);	variance: 2

Chart A2

Region 6 (Dallas) - 856 employees



Report Symbol: VP715TA2

Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

White Male (35.63% CWF vs 38.64% TW);

variance: 26

White Female (26.64% CWF vs 30.68% TW);

variance: 35

Black Male (4.32% CWF vs 4.38% TW);

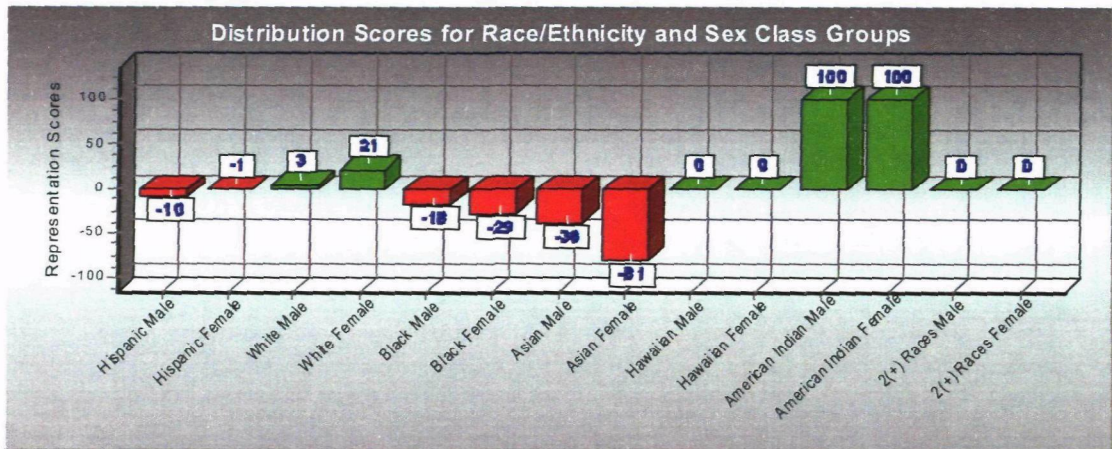
variance: 1

Asian Female (2.1% CWF vs 2.88% TW);

variance: 7

Chart A2

Region 7 (Kansas City) - 557 employees



Report Symbol: VP715TA2

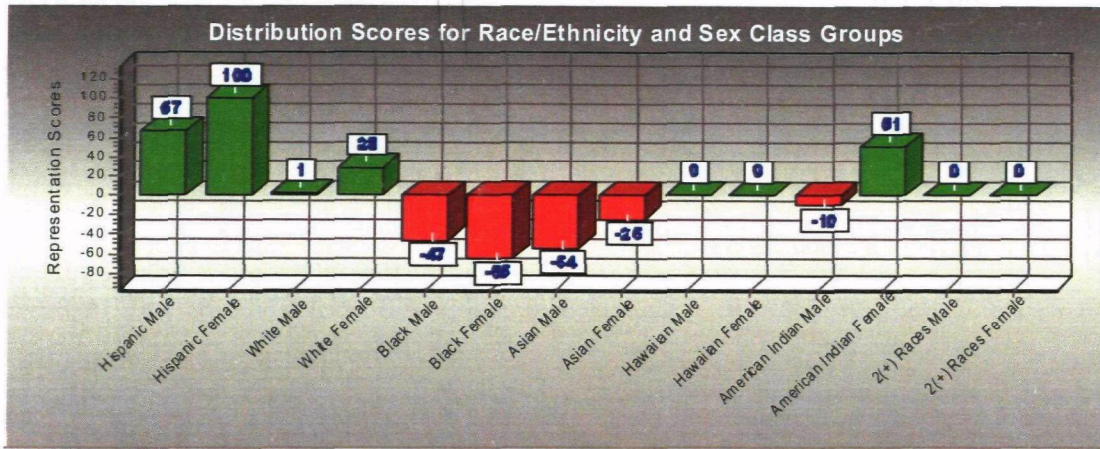
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (2.15% CWF vs 2.39% TW);	variance: 2
Hispanic Female (2.69% CWF vs 2.73% TW);	variance: 1
Black Male (3.59% CWF vs 4.38% TW);	variance: 5
Black Female (10.41% CWF vs 14.59% TW);	variance: 24
Asian Male (1.8% CWF vs 2.9% TW);	variance: 7
Asian Female (0.54% CWF vs 2.88% TW);	variance: 14

Chart A2

Region 8 (Denver) - 601 employees



Report Symbol: VP715TA2

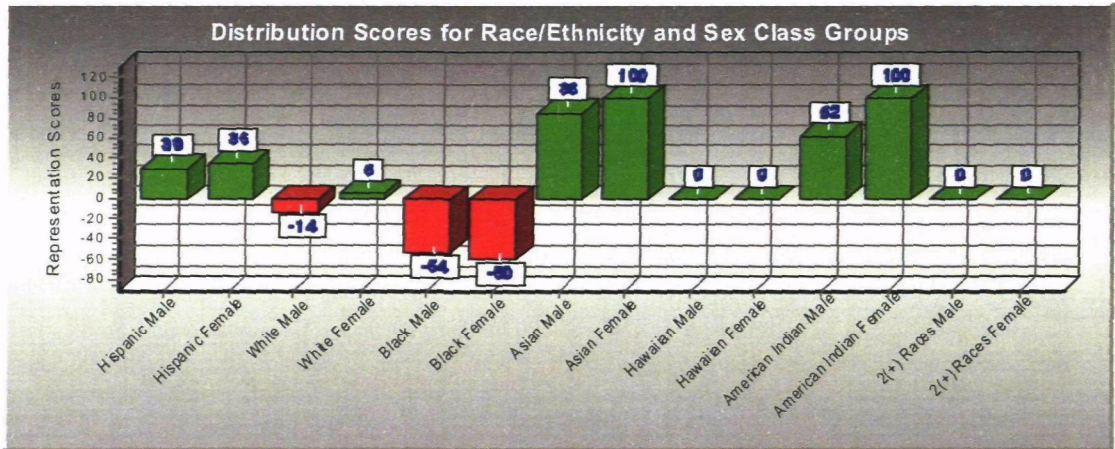
Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Black Male (2.33% CWF vs 4.38% TW);	variance: 13
Black Female (5.16% CWF vs 14.59% TW);	variance: 57
Asian Male (1.33% CWF vs 2.9% TW)	variance: 10
Asian Female (2.16% CWF vs 2.88% TW);	variance: 5
American Indian/Alaska Native Male (0.33% CWF vs. 0.37% TW);	variance: 1

Chart A2

Region 9 (San Francisco) - 835 employees



Report Symbol: VP715TA2

Permanent Workforce

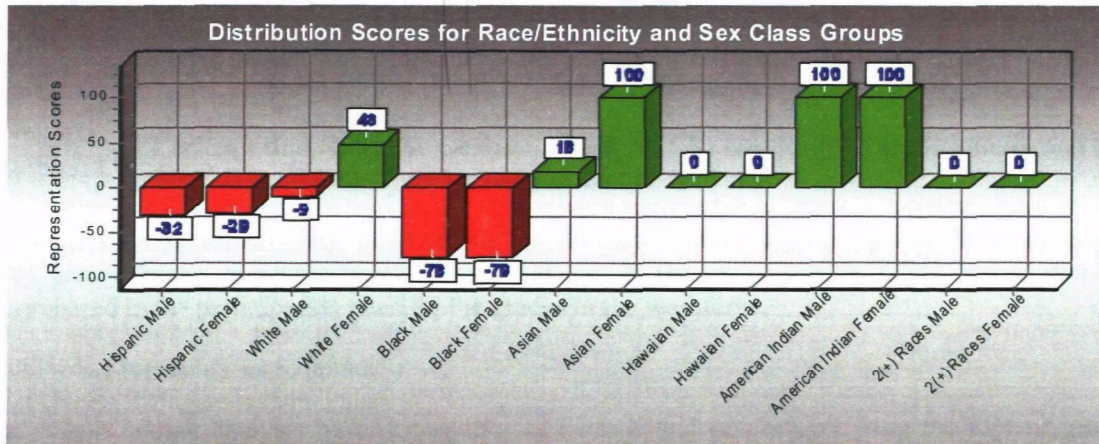
The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

White Male (33.17% CWF vs 38.64% TW);
Black Male (2.04% CWF vs 4.38% TW);
Black Female (5.87% CWF vs 14.59% TW);

variance: 46
variance: 20
variance: 73

Chart A2

Region 10 (Seattle) - 616 employees



Report Symbol: VP715TA2

Permanent Workforce

The following Race/Ethnicity and Sex class groups were distributed in the Component Workforce at less than their representation in the Total Workforce:

Hispanic Male (1.62% CWF vs 2.39% TW);	variance: 5
Hispanic Female (1.95% CWF vs 2.73% TW);	variance: 5
White Male (35.23% CWF vs 38.64% TW);	variance: 22
Black Male (0.97% CWF vs 4.38% TW);	variance: 21
Black Female (3.08% CWF vs 14.59% TW);	variance: 71

Chart A3

Occupational Categories – Distribution by Race/Ethnicity and Sex

A trigger analysis has not been conducted because this data is not available.

Chart A4

Participation Rates for General Schedule (GS) Grades by Race/Ethnicity and Sex As of September 30, 2005

Agencies should identify any "glass ceiling" which may exist for any class group. Low participation rates for groups based on race/ethnicity and sex at any of the senior grades (GS13 and above) should be compared to the participation rates for the grades in the workforce.

There are two analyses required:

a. Glass ceiling analysis by ordering the class group and percentages from the highest grades to the lowest grades. When the participation rate for any class group is more than its overall representation in the Agency (or Component) the cell in the table is colored green; when the participation rate for any class group is less than its overall representation in the workforce, the cell is colored red. By moving down the columns from the highest grade level to the lowest grade level it is possible to quickly identify if a "glass ceiling" exists and if so at what grade level.

b. Senior grade level participation rates are compared with a chart using the following formula:

$$\text{Distribution Score} = (((\text{number assigned} - \text{number expected}) / \text{number expected}) * 100)$$

The number expected is calculated by applying the class group participation rate by the senior grade level compared to the total Permanent employees assigned in the Agency (or Component) and rounding to the next whole person. Distribution Scores are rounded to whole numbers (i.e. 10.66 would be recorded as 11 and -75.37 would be recorded as -75). When Distribution Scores are positive, the class group has more representation at that grade group than in the Agency (or Component) as a whole. Conversely, when scores are negative the class group is less-than-expected at that particular grade level.

Chart A5

Participation Rates for Wage Grades by Race/Ethnicity and Sex

A trigger analysis has not been conducted because this data is not available.

Chart A6

Participation Rates for Major Occupations - Distribution by Race/Ethnicity & Sex As of September 30, 2005

Agencies are to identify the number and ratio of employees in the workforce assigned in the Major Occupations by Race/Ethnicity and Sex and compare the employment ratios with the CLF ratios. EEOC MD-715 defines Major Occupations as "Agency occupations that are mission-related and heavily populated, relative to other occupations within the agency" The CLF is defined as "persons 16 years of age and over, except those in the Armed Forces, who are employed or unemployed and seeking work" If a group has a participation rate below the CLF, it is a trigger.

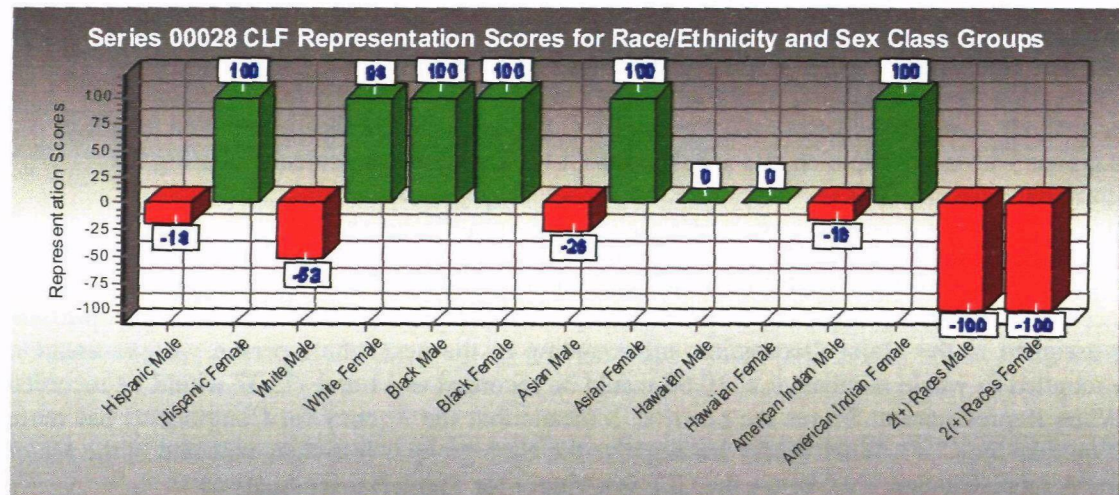
This trigger analysis summary assesses each Agency (or Component) Major Occupation and identifies those class groups whose participation rate is below the CLF. The scores are calculated using the following formula:

$$\text{Representation Score} = (((\text{number assigned} - \text{number expected}) / \text{number expected}) * 100)$$

The variance is calculated by applying the class group CLF participation rate to the total Permanent employees assigned in the Major Occupation and rounding to the next whole person. Representation Scores are rounded to whole numbers (i.e. 10.66 would be recorded as 11 and -75.37 would be recorded as -75). When Representation Scores are positive, it means that the Agency (or Component) has more representation than the CLF. When scores are negative the class group is less-than-expected in the Major Occupation. A representation level below the CLF is a trigger for Trend/Barrier Analysis.

Chart A6

028 Series (Environmental Protection Specialist) – 2836 employees



Report Symbol: VP715TA6

Permanent Workforce

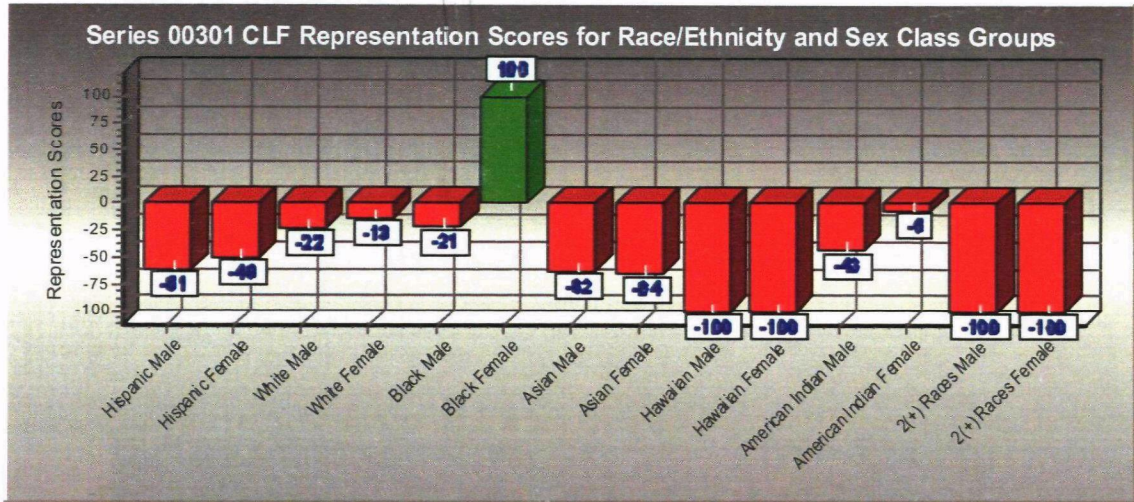
The following Race/Ethnicity and Sex class groups were less-than-expected in the occupation:

Hispanic or Latino Male (1.48% WF vs 1.8% CLF);	variance: 10
White Male (32.62% WF vs 69% CLF);	variance: 1032
Asian Male (1.62% WF vs 2.2% CLF);	variance: 17
American Indian/Alaska Native Male (0.67% WF vs. 0.8% CLF);	variance: 4

It should be noted that Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A6

301 Series (General Administrative) - 883 employees



Report Symbol: VP715TA6

Permanent Workforce

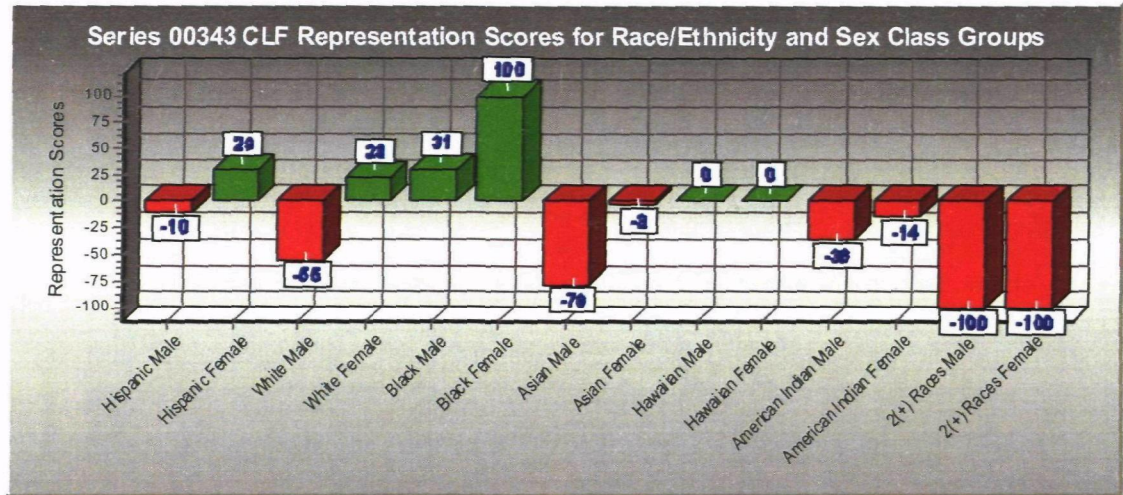
The following Race/Ethnicity and Sex class groups were less-than-expected in the occupation:

Hispanic Male (1.81% vs 4.7% CLF);	variance: 26
Hispanic Female (2.72% vs 5.3% CLF);	variance: 23
White Male (23.67% vs 30.2% CLF);	variance: 58
White Female (34.54% vs 39.7% CLF);	variance: 46
Black Male (3.85% vs 4.9% CLF);	variance: 10
Asian Male (1.02% vs 2.7% CLF);	variance: 15
Asian Female (0.91% vs 2.5% CLF);	variance: 15
American Indian/Alaska Native Male (0.23% vs. 0.4% CLF);	variance: 2
American Indian/Alaska Native Female (0.57% vs. 0.6% CLF);	variance: 1

It should be noted that Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A6

343 Series (Management Analysis) - 1552 employees



Report Symbol: VP715TA6

Permanent Workforce

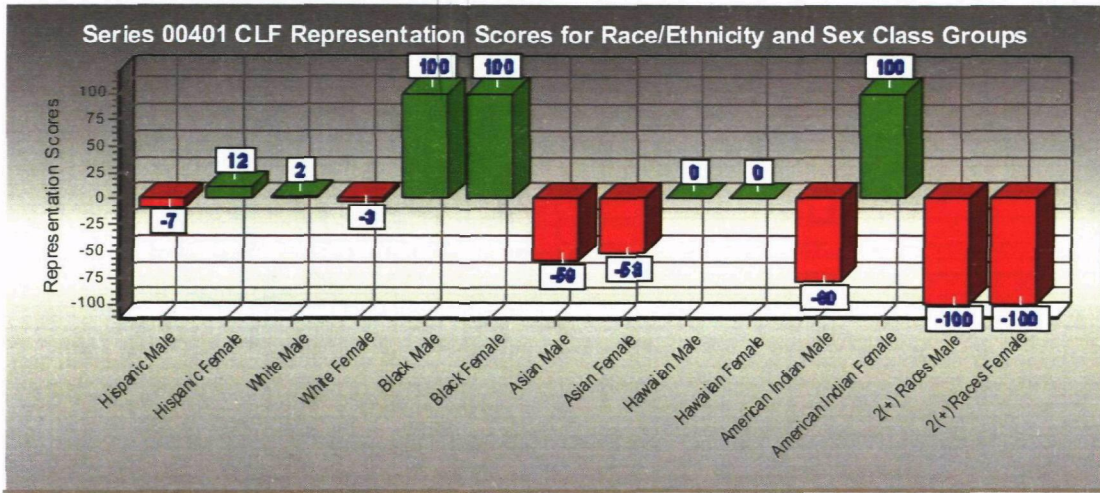
The following Race/Ethnicity and Sex class groups were less-than-expected in the occupation:

Hispanic Male (1.8% vs 2% CLF);	variance: 4
White Male (23.58% vs 52.5% CLF);	variance: 449
Asian Male (0.77% vs 3.5% CLF);	variance: 43
Asian Female (1.93% vs 2% CLF)	variance: 2
American Indian/Alaska Native Male (0.19% vs. 0.3% CLF);	variance: 2
American Indian/Alaska Native Female (0.26% vs. 0.3% CLF)	variance: 1

It should be noted that Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A6

401 Series (Biologist) - 849 employees



Report Symbol: VP715TA6

Permanent Workforce

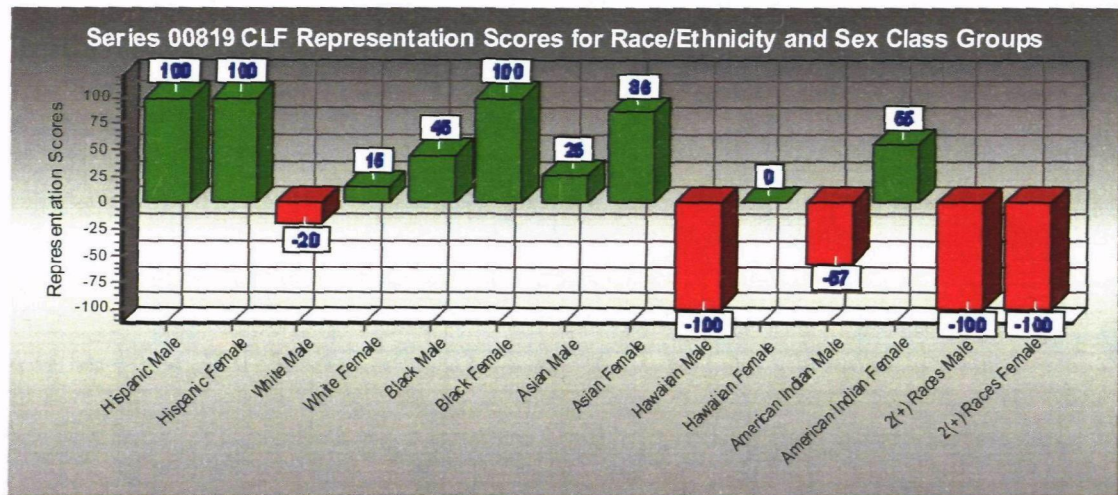
The following Race/Ethnicity and Sex class groups were less-than-expected in the occupation:

Hispanic Male (1.77% vs 1.9% CLF);	variance: 2
White Female (34.04% vs 35% CLF);	variance: 9
Asian Male (1.77% vs 4.3% CLF);	variance: 22
Asian Female (2.12% vs 4.5% CLF);	variance: 21
American Indian/Alaska Native Male (0.12% vs 0.6% CLF);	variance: 5

It should be noted that Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A6

819 Series (Environmental Engineering) - 1933 employees



Report Symbol: VP715TA6

Permanent Workforce

The following Race/Ethnicity and Sex class groups were less-than-expected in the occupation:

White Male (52.41% vs 65.4% CLF);

variance: 252

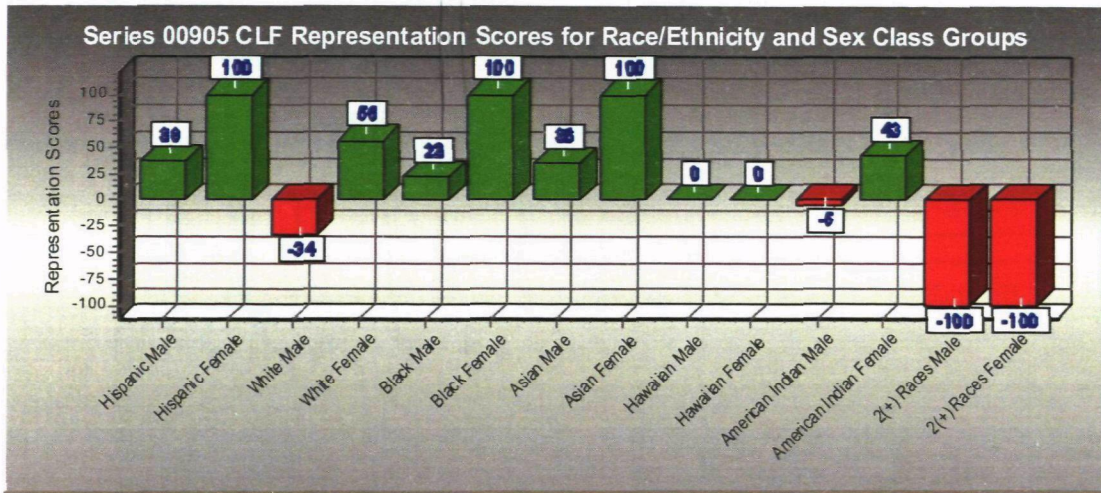
American Indian/Alaska Native Male (0.26% vs 0.6% CLF);

variance: 7

It should be noted that Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A6

905 Series (Attorney) - 1049 employees



Report Symbol: VP715TA6

Permanent Workforce

The following Race/Ethnicity and Sex class groups were less-than-expected in the occupation:

White Male (42.99% vs 65.2% CLF);

variance: 233

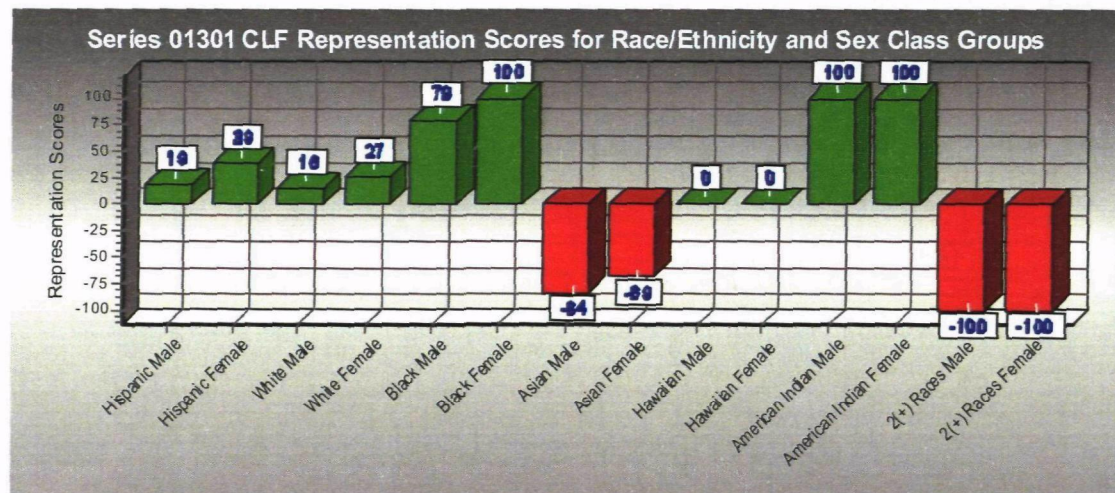
American Indian/Alaska Native Male (0.29% vs 0.3% CLF);

variance: 1

It should be noted that Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

Chart A6

1301 Series (General Physical Science) - 2207 employees



Report Symbol: VP715TA6

Permanent Workforce

The following Race/Ethnicity and Sex class groups were less-than-expected in the occupation:

Asian Male (2.54% vs 15.5% CLF);

variance: 287

Asian Female (2.45% vs 8% CLF);

variance: 123

It should be noted that Native Hawaiian/Pacific Islander Males and Females and Two or More Races Males and Females are not reflected.

SECTION IV
TREND ANALYSIS AND TABLES

Trend Analysis

I. Introduction

The Trend Analysis shows the degree to which changes over time are improving, remaining the same, or decreasing for each triggered class group. A 1- to 5-year measurement of changes is used in order to determine these trends.

This step in the Barrier Analysis is critical to the identification of conditions and barriers for class groups so that a more detailed Contributing Factor Analysis can be done based on less- than-expected conditions and actions can be planned.

This section includes summaries of trend analysis and tables depicting changes over time for each class group within each Chart triggered in the previous step.



It should be noted that certain analyses of trends cannot be conducted because of lack of available data for analysis. Specifically, there is no Applicant and Training data provided to the Office of Civil Rights. It is anticipated that this data will become available and a more detailed Trend and Contributing Factor Analysis will be possible in future years. For each Table, where there is no data available, a note is made in the section.

A. Total Workforce Overview

In this section, comparisons are made of the net change in representation levels for the various class groups with the CLF and compared over a 5-year period (10/1/2000 9/30/2005). Summaries are provided for each triggered class group within the Permanent Workforce. The Temporary Workforce may be included in future years.

a. White Male

White Male representation in the workforce decreased by 409, from 40.80% to 38.64%. This is consistent with the pattern identified for a 1-year period made in Step 1 and is less than their representation in the CLF of 39.0%.

b. White Females

White Females increased by 24 individuals, from 30.43% to 30.68%, which is below the National CLF of 33.7%. At this rate of change, their representation level will not reach the CLF level for several decades, while it is anticipated that the availability of White Females will increase over time particularly in the professions desired at EPA.

c. Hispanic or Latino Males

Hispanic or Latino Males increased by 50 individuals from 2.10% to 2.39%, which is substantially below the CLF of 6.2%. At this rate of change, their representation will not reach the CLF for many decades, while it is anticipated that the availability of Hispanic/Latino Males will increase over time.

d. Hispanic or Latino Females

Hispanic or Latino Females increased by 38 individuals, from 2.50% to 2.73%, which is substantially below the National CLF of 4.5%. At this rate of change, their representation will not reach the CLF level for over two decades and it is anticipated that the availability of Hispanic/ Latino Females will increase over time.

e. Black or African American Males

Black or African American males increased by 43 individuals from 4.12% to 4.38%, which is just slightly below the CLF of 4.8%. At this rate of change, their representation level will reach the CLF level.

f. Black or African American Females

Black females increased by 64 individuals, from 14.18% to 14.59%, which is significantly above the CLF of 5.7%. Therefore, they are not triggered for their overall representation in the workforce.

g. American Indian or Alaska Native Male

American Indian and Alaska Native Male representation in the workforce decreased by 1 person and remained at 0.37 %. This is a consistent pattern with that identified for a 1-year period made in Step 1 and is slightly greater than the American Indian/Alaska Native Male representation in the CLF of 0.3%. Although this group is triggered due to their negative net change, they are not triggered for their overall representation in the workforce.

h. American Indian or Alaska Native Female

American Indian and Alaska Native Female representation in the workforce increased by 2 persons, from 0.42% to 0.44%, in comparison to 0.3% in the CLF. This group is not triggered for a 1-year period. This appears to be an anomaly when viewed over the 5-year period. EPA is one of the few agencies with representation in line with the CLF.

i. Native Hawaiian Males and Females and Two or More Races

No analysis can be conducted for these groups until a resurvey of the workforce is conducted to identify these individuals.

j. Individuals with Targeted Disabilities

Individuals with targeted disabilities decreased by 1 person from 1.10% to 1.09%. Their representation remains far below the current Federal target of 2.27%.

B. Class Group Dispersion by Component

This analysis attempts to identify the degree to which class groups are dispersed throughout the Agency.

During the triggering stage, each component's class group representation is compared with the overall percentage of class group representation in the Agency's workforce. There are two questions that this data answers: 1) Which organizations have a better dispersion (diversity) of employees than others, and 2) Which organizations are improving their diversity from one time period to the next. If the value of the dispersion ratio is getting smaller, then there is more diversity; if the value of the dispersion ratio is getting larger, then diversity is decreasing.

To rank order organizations by levels of overall representation, the variance to eliminate the class group's less-than-expected trigger is calculated. When these numbers are combined for all class groups, who have targeted levels of representation, a score can be calculated and compared with the count of total employees in the component workforce. These ratio scores can then be used for rank ordering. In the EPA workforce, the following components were identified as those with the highest ratios (showing the lowest amounts of diversity in the workforce) by rank order (for example, the OA has the least amount of diversity and Seattle Region has the highest level of diversity). All of the components below a ratio of .10 were not included because that level is indicative of a normal variation.

- Office of the Administrator (OA)
- Office of International Activities (OIA)
- Office of the Chief Financial Officer (OCFO)
- Office of Administration and Resources Management (OARM)
- Region 1 (Boston)
- Region 2 (New York)
- Region 4 (Atlanta)
- Region 8 (Denver)
- Region 9 (San Francisco)
- Region 10 (Seattle)

Their overall variance scores were divided by total component workforce, which were then compared over a 5-year period (00 to 05) with the following results:

- Office of the Administrator:
Improved from **.152 (72/475) to .139 (73/527)**
- Office of International Activities:
Decreased from **.19 (16/84) to .203 (16/79)**
- Office of the Chief Financial Officer:
Decreased from **.187 (66/353) to .204(66/323)**
- Office of Administration and Resources Management:
Decreased from **.232 (179/770) to .247 (188/761)**
- Region 1
Decreased from **.139 (100/718) to .143 (96/673)**
- Region 2
Decreased from **.157 (146/931) to .158 (142/899)**
- Region 4
Decreased from **.103 (116/1125) to .127 (138/1090)**
- Region 8
Decreased from **.140 (88/626) to .143 (86/601)**
- Region 9
Decreased from **.149 (126/848) to .166(139/835)**
- Region 10
Decreased from **.167 (104/622) to .201 (124/616)**

TABLE A1

U.S. Environmental Protection Agency
Total Workforce - Distribution by Race/Ethnicity and Sex
 From September 30, 2000 To September 30, 2005

Report Symbol VP715A1

Total Workforce

Employment Tenure		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL																		
09/30/2000 - Prior FY	#	18770	9634	9236	396	479	7811	5596	775	2633	480	451	0	0	72	77	0	0
	%	100	50.79	49.21	2.11	2.55	41.61	29.81	4.13	14.03	2.56	2.40	0.00	0.00	0.38	0.41	0.00	0.00
09/30/2005 - Current FY	#	18481	9151	9330	434	503	7313	5598	796	2624	542	528	0	0	66	77	0	0
	%	100	49.52	50.48	2.35	2.72	39.57	30.29	4.31	14.20	2.93	2.86	0.00	0.00	0.36	0.42	0.00	0.00
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8
Difference	#	-289	-383	94	38	24	-498	2	21	-9	62	77	0	0	-6	0	0	0
Ratio Change	%		-1.27	1.27	0.24	0.17	-2.04	0.48	0.18	0.17	0.37	0.46	0.00	0.00	-0.02	0.01	0.00	0.00
Net Change	%	-1.54	-4.02	1.02	9.60	5.01	-6.38	0.04	2.71	-0.34	12.92	17.07	0.00	0.00	-8.33	0.00	0.00	0.00
PERMANENT																		
09/30/2000 - Prior FY	#	17732	8866	8866	372	444	7235	5396	731	2514	462	437	0	0	66	75	0	0
	%	100	50.00	50.00	2.10	2.50	40.80	30.43	4.12	14.18	2.61	2.46	0.00	0.00	0.37	0.42	0.00	0.00
09/30/2005 - Current FY	#	17665	8599	9066	422	482	6826	5420	774	2578	512	509	0	0	65	77	0	0
	%	100	48.68	51.32	2.39	2.73	38.64	30.68	4.38	14.59	2.90	2.88	0.00	0.00	0.37	0.44	0.00	0.00
Difference	#	-67	-267	200	50	38	-409	24	43	64	50	72	0	0	-1	2	0	0
Ratio Change	%		-1.32	1.32	0.29	0.23	-2.16	0.25	0.26	0.41	0.29	0.42	0.00	0.00	0.00	0.02	0.00	0.00
Net Change	%	-0.38	-3.01	2.26	13.44	8.56	-6.65	0.44	5.88	2.55	10.82	16.48	0.00	0.00	-1.52	2.67	0.00	0.00
TEMPORARY																		
09/30/2000 - Prior FY	#	1038	668	370	24	35	576	200	44	119	18	14	0	0	6	2	0	0
	%	100	64.35	35.65	2.31	3.37	55.49	19.27	4.24	11.46	1.73	1.35	0.00	0.00	0.58	0.19	0.00	0.00
09/30/2005 - Current FY	#	816	552	264	12	21	487	178	22	46	30	19	0	0	1	0	0	0
	%	100	67.65	32.35	1.47	2.67	59.68	21.81	2.70	5.64	3.68	2.33	0.00	0.00	0.12	0.00	0.00	0.00
Difference	#	-222	-116	-106	-12	-14	-89	-22	-22	-73	12	5	0	0	-5	-2	0	0
Ratio Change	%		-3.30	-3.30	-0.84	-0.80	-4.19	-2.54	-1.54	-5.82	1.95	0.98	0.00	0.00	-0.46	-0.19	0.00	0.00
Net Change	%	-21.39	-17.37	-28.65	-50.00	-40.00	-15.45	-11.00	-50.00	-61.34	66.67	35.71	0.00	0.00	-83.33	-100.00	0.00	0.00

U.S. Environmental Protection Agency
Total Workforce - Distribution by Race/Ethnicity and Sex
From September 30, 2000 To September 30, 2005

Report Symbol: VP715A1

Total Workforce

Employment Tenure		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
NON-APPROPRIATED																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

U.S. Environmental Protection Agency

Total Workforce - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol VP715B1

From September 30, 2000 To September 30, 2005

Total Workforce

Employment Tenure	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
09/30/2000	#	18770	17592	247	931	163	22	21	10	35	12	27	13	17	6
	%	100	93.72	1.32	4.96	0.87	0.12	0.11	0.05	0.19	0.06	0.14	0.07	0.09	0.03
09/30/2005	#	18481	17366	210	905	195	28	28	11	40	11	29	13	30	5
	%	100	93.97	1.14	4.90	1.06	0.15	0.15	0.06	0.22	0.06	0.16	0.07	0.16	0.03
Difference	#	-289	-226	-37	-26	32	6	7	1	5	-1	2	0	13	-1
Ratio Change	%		0.25	-0.18	-0.06	0.19	0.03	0.04	0.01	0.03	0.00	0.02	0.00	0.07	0.00
Net Change	%	-1.54	-1.28	-14.98	-2.79	19.63	27.27	33.33	10.00	14.29	-8.33	7.41	0.00	76.47	-16.67
Federal High	%					2.27									
PERMANENT															
09/30/2000	#	17732	16613	230	889	160	22	20	10	35	11	27	13	16	6
	%	100	93.69	1.30	5.01	0.90	0.12	0.11	0.06	0.20	0.06	0.15	0.07	0.09	0.03
09/30/2005	#	17665	16585	202	878	193	28	28	10	40	11	29	13	29	5
	%	100	93.89	1.14	4.97	1.09	0.16	0.16	0.06	0.23	0.06	0.16	0.07	0.16	0.03
Difference	#	-67	-28	-28	-11	33	6	8	0	5	0	2	0	13	-1
Ratio Change	%		0.20	-0.16	-0.04	0.19	0.04	0.05	0.00	0.03	0.00	0.01	0.00	0.07	0.00
Net Change	%	-0.38	-0.17	-12.17	-1.24	20.63	27.27	40.00	0.00	14.29	0.00	7.41	0.00	81.25	-16.67
TEMPORARY															
09/30/2000	#	1038	979	17	42	3	0	1	0	0	1	0	0	1	0
	%	100	94.32	1.64	4.05	0.29	0.00	0.10	0.00	0.00	0.10	0.00	0.00	0.10	0.00
09/30/2005	#	816	781	8	27	2	0	0	1	0	0	0	0	1	0
	%	100	95.71	0.98	3.31	0.25	0.00	0.00	0.12	0.00	0.00	0.00	0.00	0.12	0.00
Difference	#	-222	-198	-9	-15	-1	0	-1	1	0	-1	0	0	0	0
Ratio Change	%		1.39	-0.66	-0.74	-0.04	0.00	-0.10	0.12	0.00	-0.10	0.00	0.00	0.02	0.00
Net Change	%	-21.39	-20.22	-52.94	-35.71	-33.33	0.00	-100.00	0.00	0.00	-100.00	0.00	0.00	0.00	0.00
NON-APPROPRIATED															
09/30/2000	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
09/30/2005	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A2

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol VP715A2

As of September 30, 2004

Full/PartTime Permanent Workforce

Component		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	#	17649	8642	9007	414	462	6910	5411	756	2553	496	501	0	0	66	80	0	0
	%	100	48.97	51.03	2.35	2.62	39.15	30.66	4.28	14.47	2.81	2.84	0.00	0.00	0.37	0.45	0.00	0.00
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	6.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

Administrator	#	520	208	312	4	8	172	146	26	145	6	11	0	0	0	2	0	0
	%	100	40.00	60.00	0.77	1.54	33.08	28.08	5.00	27.88	1.15	2.12	0.00	0.00	0.00	0.38	0.00	0.00
Assistant Administrator for Enforcement & Compliance Assurance	#	918	473	445	33	24	384	257	38	140	16	22	0	0	2	2	0	0
	%	100	51.53	48.47	3.59	2.61	41.83	28.00	4.14	15.25	1.74	2.40	0.00	0.00	0.22	0.22	0.00	0.00
Office of General Counsel	#	204	97	107	2	2	84	64	5	33	6	8	0	0	0	0	0	0
	%	100	47.55	52.45	0.98	0.98	41.18	31.37	2.45	16.18	2.94	3.92	0.00	0.00	0.00	0.00	0.00	0.00
Office of Inspector General	#	365	193	172	5	4	145	96	27	59	14	13	0	0	2	0	0	0
	%	100	52.88	47.12	1.37	1.10	39.73	26.30	7.40	16.16	3.84	3.56	0.00	0.00	0.55	0.00	0.00	0.00
Assistant Administrator for International Activities	#	77	28	49	5	4	18	29	3	12	1	4	0	0	1	0	0	0
	%	100	36.36	63.64	6.49	5.19	23.38	37.66	3.90	15.58	1.30	5.19	0.00	0.00	1.30	0.00	0.00	0.00
Office of the Chief Financial Officer	#	334	124	210	2	5	91	99	24	97	7	9	0	0	0	0	0	0
	%	100	37.13	62.87	0.60	1.50	27.25	29.64	7.19	29.04	2.10	2.69	0.00	0.00	0.00	0.00	0.00	0.00
Office of Environmental Information	#	378	176	202	10	7	134	103	22	80	9	12	0	0	1	0	0	0
	%	100	46.56	53.44	2.65	1.85	35.45	27.25	5.82	21.16	2.38	3.17	0.00	0.00	0.26	0.00	0.00	0.00
Assistant Administrator for Administration & Resources Management	#	736	287	449	20	12	190	181	69	245	7	8	0	0	1	3	0	0
	%	100	38.99	61.01	2.72	1.63	25.82	24.59	9.38	33.29	0.95	1.09	0.00	0.00	0.14	0.41	0.00	0.00
Assistant Administrator for Water	#	630	283	347	6	7	238	222	21	93	18	20	0	0	0	5	0	0
	%	100	44.92	55.08	0.95	1.11	37.78	35.24	3.33	14.76	2.86	3.17	0.00	0.00	0.00	0.79	0.00	0.00
Assistant Administrator for Solid Waste & Emergency Response	#	604	276	328	15	7	218	208	25	103	16	9	0	0	2	1	0	0
	%	100	45.70	54.30	2.48	1.16	36.09	34.44	4.14	17.05	2.65	1.49	0.00	0.00	0.33	0.17	0.00	0.00
Assistant Administrator for Air & Radiation	#	1280	701	579	25	19	599	398	42	129	32	29	0	0	3	4	0	0
	%	100	54.77	45.23	1.95	1.48	46.80	31.09	3.28	10.08	2.50	2.27	0.00	0.00	0.23	0.31	0.00	0.00
Assistant Administrator for Prevention, Pesticides & Toxic Substances	#	1335	634	701	16	23	476	383	74	256	63	34	0	0	5	5	0	0
	%	100	47.49	52.51	1.20	1.72	35.66	28.69	5.54	19.18	4.72	2.55	0.00	0.00	0.37	0.37	0.00	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A2

As of September 30, 2004

Full/PartTime Permanent Workforce

Component		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Assistant Administrator for Research & Development	#	1843	1065	778	24	18	931	591	55	125	45	32	0	0	10	12	0	0
	%	100	57.79	42.21	1.30	0.98	50.52	32.07	2.98	6.78	2.44	1.74	0.00	0.00	0.54	0.65	0.00	0.00
Region 1 Boston	#	695	346	349	14	16	291	286	17	30	24	15	0	0	0	2	0	0
	%	100	49.78	50.22	2.01	2.30	41.87	41.15	2.45	4.32	3.45	2.16	0.00	0.00	0.00	0.29	0.00	0.00
Region 2 New York	#	921	507	414	60	87	379	210	29	79	39	35	0	0	0	3	0	0
	%	100	55.05	44.95	6.51	9.45	41.15	22.80	3.15	8.58	4.23	3.80	0.00	0.00	0.00	0.33	0.00	0.00
Region 3 Philadelphia	#	933	443	490	14	31	373	307	41	134	15	18	0	0	0	0	0	0
	%	100	47.48	52.52	1.50	3.32	39.98	32.90	4.39	14.36	1.61	1.93	0.00	0.00	0.00	0.00	0.00	0.00
Region 4 Atlanta	#	1058	531	527	25	13	398	267	85	238	18	6	0	0	5	3	0	0
	%	100	50.19	49.81	2.36	1.23	37.62	25.24	8.03	22.50	1.70	0.57	0.00	0.00	0.47	0.28	0.00	0.00
Region 5 Chicago	#	1269	624	645	22	34	498	314	60	258	41	35	0	0	3	4	0	0
	%	100	49.17	50.83	1.73	2.68	39.24	24.74	4.73	20.33	3.23	2.76	0.00	0.00	0.24	0.32	0.00	0.00
Region 6 Dallas	#	880	431	449	43	47	308	237	39	138	31	19	0	0	10	8	0	0
	%	100	48.98	51.02	4.89	5.34	35.00	26.93	4.43	15.68	3.52	2.16	0.00	0.00	1.14	0.91	0.00	0.00
Region 7 Kansas City	#	549	263	286	9	14	221	205	15	59	10	3	0	0	8	5	0	0
	%	100	47.91	52.09	1.64	2.55	40.26	37.34	2.73	10.75	1.82	0.55	0.00	0.00	1.46	0.91	0.00	0.00
Region 8 Denver	#	623	304	319	27	33	251	238	14	31	8	13	0	0	4	4	0	0
	%	100	48.80	51.20	4.33	5.30	40.29	38.20	2.25	4.98	1.28	2.09	0.00	0.00	0.64	0.64	0.00	0.00
Region 9 San Francisco	#	865	384	481	24	34	287	282	19	52	49	107	0	0	5	6	0	0
	%	100	44.39	55.61	2.77	3.93	33.18	32.60	2.20	6.01	5.66	12.37	0.00	0.00	0.58	0.69	0.00	0.00
Region 10 Seattle	#	632	264	368	9	13	224	288	6	17	21	39	0	0	4	11	0	0
	%	100	41.77	58.23	1.42	2.06	35.44	45.57	0.95	2.69	3.32	6.17	0.00	0.00	0.63	1.74	0.00	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A2

As of September 30, 2000

Full/PartTime Permanent Workforce

Component	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL	#	17732	8866	8866	372	444	7235	5396	731	2514	462	437	0	0	66	75	0	0
	%	100	50.00	50.00	2.10	2.50	40.80	30.43	4.12	14.18	2.61	2.46	0.00	0.00	0.37	0.42	0.00	0.00
CLF (2000)	%	100	53.2	46.8	6.2	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.8	0.8

Administrator	#	475	176	299	6	6	142	155	19	127	9	9	0	0	0	2	0	0
	%	100	37.05	62.95	1.26	1.26	29.89	32.63	4.00	26.74	1.89	1.89	0.00	0.00	0.00	0.42	0.00	0.00
Assistant Administrator for Policy, Planning & Evaluation (No longer in use)	#	25	16	9	1	0	12	5	3	4	0	0	0	0	0	0	0	0
	%	100	64.00	36.00	4.00	0.00	48.00	20.00	12.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Assistant Administrator for Enforcement & Compliance Assurance	#	887	448	439	19	19	381	273	32	129	15	16	0	0	1	2	0	0
	%	100	50.51	49.49	2.14	2.14	42.95	30.78	3.61	14.54	1.69	1.80	0.00	0.00	0.11	0.23	0.00	0.00
Office of General Counsel	#	192	96	96	2	2	79	65	7	34	7	5	0	0	1	0	0	0
	%	100	50.00	50.00	1.04	1.04	41.15	28.65	3.65	17.71	3.65	2.60	0.00	0.00	0.52	0.00	0.00	0.00
Office of Inspector General	#	355	177	178	3	2	136	106	31	60	6	10	0	0	1	0	0	0
	%	100	49.86	50.14	0.85	0.56	38.31	29.86	8.73	16.90	1.69	2.82	0.00	0.00	0.28	0.00	0.00	0.00
Assistant Administrator for International Activities	#	84	33	51	6	4	24	30	2	13	1	3	0	0	0	1	0	0
	%	100	39.29	60.71	7.14	4.76	28.57	35.71	2.38	15.48	1.19	3.57	0.00	0.00	0.00	1.19	0.00	0.00
Office of the Chief Financial Officer	#	323	118	205	5	4	89	93	21	99	3	9	0	0	0	0	0	0
	%	100	36.53	63.47	1.55	1.24	27.55	28.79	6.50	30.65	0.93	2.79	0.00	0.00	0.00	0.00	0.00	0.00
Office of Environmental Information	#	362	166	196	7	7	132	105	20	76	7	6	0	0	0	2	0	0
	%	100	45.86	54.14	1.93	1.93	36.46	29.01	5.52	20.99	1.93	1.66	0.00	0.00	0.00	0.55	0.00	0.00
Assistant Administrator for Administration & Resources Management	#	770	297	473	19	12	199	210	72	241	6	8	0	0	1	2	0	0
	%	100	38.57	61.43	2.47	1.56	25.84	27.27	9.35	31.30	0.78	1.04	0.00	0.00	0.13	0.26	0.00	0.00
Assistant Administrator for Water	#	650	317	333	4	9	272	203	19	97	21	23	0	0	1	1	0	0
	%	100	48.77	51.23	0.62	1.38	41.85	31.23	2.92	14.92	3.23	3.54	0.00	0.00	0.15	0.15	0.00	0.00
Assistant Administrator for Solid Waste & Emergency Response	#	617	290	327	16	4	237	204	19	110	15	8	0	0	3	1	0	0
	%	100	47.00	53.00	2.59	0.65	38.41	33.06	3.08	17.83	2.43	1.30	0.00	0.00	0.49	0.16	0.00	0.00
Assistant Administrator for Air & Radiation	#	1299	712	587	24	17	619	413	38	129	29	22	0	0	2	6	0	0
	%	100	54.81	45.19	1.85	1.31	47.65	31.79	2.93	9.93	2.23	1.69	0.00	0.00	0.15	0.46	0.00	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Race/Ethnicity and Sex

Report Symbol VP715A2

As of September 30, 2000

Full/PartTime Permanent Workforce

Component		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Assistant Administrator for Prevention, Pesticides & Toxic Substances	#	1269	642	627	12	15	501	342	67	235	56	31	0	0	6	4	0	0
	%	100	50.59	49.41	0.95	1.18	39.48	26.95	5.28	18.52	4.41	2.44	0.00	0.00	0.47	0.32	0.00	0.00
Assistant Administrator for Research & Development	#	1870	1120	750	21	20	984	575	56	123	46	23	0	0	13	9	0	0
	%	100	59.89	40.11	1.12	1.07	52.62	30.75	2.99	6.58	2.46	1.23	0.00	0.00	0.70	0.48	0.00	0.00
Region 1 Boston	#	718	357	361	11	16	308	298	16	28	21	15	0	0	1	4	0	0
	%	100	49.72	50.28	1.53	2.23	42.90	41.50	2.23	3.90	2.92	2.09	0.00	0.00	0.14	0.56	0.00	0.00
Region 2 New York	#	931	532	399	59	84	400	205	31	79	42	28	0	0	0	3	0	0
	%	100	57.14	42.86	6.34	9.02	42.96	22.02	3.33	8.49	4.51	3.01	0.00	0.00	0.00	0.32	0.00	0.00
Region 3 Philadelphia	#	949	458	491	12	25	396	305	37	141	12	20	0	0	1	0	0	0
	%	100	48.26	51.74	1.26	2.63	41.73	32.14	3.90	14.86	1.26	2.11	0.00	0.00	0.11	0.00	0.00	0.00
Region 4 Atlanta	#	1125	569	556	28	14	436	300	84	230	17	8	0	0	4	4	0	0
	%	100	50.58	49.42	2.49	1.24	38.76	26.67	7.47	20.44	1.51	0.71	0.00	0.00	0.36	0.36	0.00	0.00
Region 5 Chicago	#	1271	632	639	22	37	504	297	60	271	44	29	0	0	2	5	0	0
	%	100	49.72	50.28	1.73	2.91	39.65	23.37	4.72	21.32	3.46	2.28	0.00	0.00	0.16	0.39	0.00	0.00
Region 6 Dallas	#	894	441	453	43	52	323	244	38	132	29	17	0	0	8	8	0	0
	%	100	49.33	50.67	4.81	5.82	36.13	27.29	4.25	14.77	3.24	1.90	0.00	0.00	0.89	0.89	0.00	0.00
Region 7 Kansas City	#	570	283	287	8	13	243	205	18	62	8	2	0	0	6	5	0	0
	%	100	49.65	50.35	1.40	2.28	42.63	35.96	3.16	10.88	1.40	0.35	0.00	0.00	1.05	0.88	0.00	0.00
Region 8 Denver	#	626	303	323	20	38	256	241	15	29	6	10	0	0	6	5	0	0
	%	100	48.40	51.60	3.19	6.07	40.89	38.50	2.40	4.63	0.96	1.60	0.00	0.00	0.96	0.80	0.00	0.00
Region 9 San Francisco	#	848	397	451	16	30	310	272	20	49	46	97	0	0	5	3	0	0
	%	100	46.82	53.18	1.89	3.54	36.56	32.08	2.36	5.78	5.42	11.44	0.00	0.00	0.59	0.35	0.00	0.00
Region 10 Seattle	#	622	286	336	8	14	252	260	6	16	16	38	0	0	4	8	0	0
	%	100	45.98	54.02	1.29	2.25	40.51	41.80	0.96	2.57	2.57	6.11	0.00	0.00	0.64	1.29	0.00	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol VP715B2

As of September 30, 2004

Full/PartTime Permanent Workforce

Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Work Force	#	17649	16555	196	898	194	27	29	10	43	12	31	13	24	5
	%	100	93.80	1.11	5.09	1.10	0.15	0.16	0.06	0.24	0.07	0.18	0.07	0.14	0.03
Federal High	%					2.27									

Administrator	#	520	480	4	36	7	2	0	1	0	0	2	1	1	0
	%	100	92.31	0.77	6.92	1.35	0.38	0.00	0.19	0.00	0.00	0.38	0.19	0.19	0.00
Assistant Administrator for Enforcement & Compliance Assurance	#	918	875	7	36	3	0	0	0	1	0	1	0	0	1
	%	100	95.32	0.76	3.92	0.33	0.00	0.00	0.00	0.11	0.00	0.11	0.00	0.00	0.01
Office of General Counsel	#	204	193	2	9	0	0	0	0	0	0	0	0	0	0
	%	100	94.61	0.98	4.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of Inspector General	#	365	332	9	24	5	0	0	1	3	0	1	0	0	0
	%	100	90.96	2.47	6.58	1.37	0.00	0.00	0.27	0.82	0.00	0.27	0.00	0.00	0.00
Assistant Administrator for International Activities	#	77	73	0	4	1	0	0	0	0	0	0	0	0	1
	%	100	94.81	0.00	5.19	1.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
Office of the Chief Financial Officer	#	334	310	4	20	6	0	0	1	2	0	1	0	2	0
	%	100	92.81	1.20	5.99	1.80	0.00	0.00	0.30	0.60	0.00	0.30	0.00	0.60	0.00
Office of Environmental Information	#	378	348	2	28	6	2	2	0	0	0	0	1	1	0
	%	100	92.06	0.53	7.41	1.59	0.53	0.53	0.00	0.00	0.00	0.00	0.26	0.26	0.00
Assistant Administrator for Administration & Resources Management	#	736	679	9	48	8	0	0	0	1	0	2	5	0	0
	%	100	92.26	1.22	6.52	1.09	0.00	0.00	0.00	0.14	0.00	0.27	0.68	0.00	0.00
Assistant Administrator for Water	#	630	594	3	33	9	2	1	1	0	0	3	0	2	0
	%	100	94.29	0.48	5.24	1.43	0.32	0.16	0.16	0.00	0.00	0.48	0.00	0.32	0.00
Assistant Administrator for Solid Waste & Emergency Response	#	604	566	4	34	8	1	2	1	1	1	2	0	0	0
	%	100	93.71	0.66	5.63	1.32	0.17	0.33	0.17	0.17	0.17	0.33	0.00	0.00	0.00
Assistant Administrator for Air & Radiation	#	1280	1201	19	60	12	0	2	0	6	2	0	2	0	0
	%	100	93.83	1.48	4.69	0.94	0.00	0.16	0.00	0.47	0.16	0.00	0.16	0.00	0.00
Assistant Administrator for Prevention, Pesticides & Toxic Substances	#	1335	1248	17	70	15	4	1	0	6	1	1	1	1	0
	%	100	93.48	1.27	5.24	1.12	0.30	0.07	0.00	0.45	0.07	0.07	0.07	0.07	0.00
Assistant Administrator for Research & Development	#	1843	1734	35	74	12	1	1	1	4	0	3	1	1	0
	%	100	94.09	1.90	4.02	0.65	0.05	0.05	0.05	0.22	0.00	0.16	0.05	0.05	0.00

U.S. Environmental Protection Agency

Total Workforce by Component - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol: VP715B2

As of September 30, 2004

Full/PartTime Permanent Workforce

Component	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Mis sing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Region 1 Boston	#	695	662	10	23	3	0	1	0	0	0	2	0	0	0
	%	100	95.25	1.44	3.31	0.43	0.00	0.14	0.00	0.00	0.00	0.29	0.00	0.00	0.00
Region 2 New York	#	921	874	1	46	12	6	4	0	1	0	0	0	1	0
	%	100	94.90	0.11	4.99	1.30	0.65	0.43	0.00	0.11	0.00	0.00	0.00	0.11	0.00
Region 3 Philadelphia	#	933	886	6	41	8	1	1	0	1	0	1	0	4	0
	%	100	94.96	0.64	4.39	0.86	0.11	0.11	0.00	0.11	0.00	0.11	0.00	0.43	0.00
Region 4 Atlanta	#	1058	994	9	55	14	1	2	1	4	1	3	0	1	1
	%	100	93.95	0.85	5.20	1.32	0.09	0.19	0.09	0.38	0.09	0.28	0.00	0.09	0.01
Region 5 Chicago	#	1269	1191	11	67	25	0	5	1	5	3	5	1	3	2
	%	100	93.85	0.87	5.28	1.97	0.00	0.39	0.08	0.39	0.24	0.39	0.08	0.24	0.01
Region 6 Dallas	#	880	802	13	65	9	1	2	0	2	1	2	0	1	0
	%	100	91.14	1.48	7.39	1.02	0.11	0.23	0.00	0.23	0.11	0.23	0.00	0.11	0.00
Region 7 Kansas City	#	549	508	7	34	13	5	0	0	4	2	1	1	0	0
	%	100	92.53	1.28	6.19	2.37	0.91	0.00	0.00	0.73	0.36	0.18	0.18	0.00	0.00
Region 8 Denver	#	623	572	8	43	8	0	1	1	0	0	1	0	5	0
	%	100	91.81	1.28	6.90	1.28	0.00	0.16	0.16	0.00	0.00	0.16	0.00	0.80	0.00
Region 9 San Francisco	#	865	828	8	29	6	1	2	1	1	0	0	0	1	0
	%	100	95.72	0.92	3.35	0.69	0.12	0.23	0.12	0.12	0.00	0.00	0.00	0.12	0.00
Region 10 Seattle	#	632	605	8	19	4	0	2	0	1	1	0	0	0	0
	%	100	95.73	1.27	3.01	0.63	0.00	0.32	0.00	0.16	0.16	0.00	0.00	0.00	0.00

TABLE A3

U.S. Environmental Protection Agency
Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol VP715A3-1

As of September 30, 2004

Full/PartTime Permanent Workforce

Occupational Category	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers																		
- Executive/Senior Level (Grades 15 and Above)	#	1346	835	511	41	14	722	407	46	68	22	18	0	0	4	4	0	0
	%	100	62.04	37.96	3.05	1.04	53.64	30.24	3.42	5.05	1.63	1.34	0.00	0.00	0.30	0.30	0.00	0.00
- Mid-Level (Grades 13 - 14)	#	557	337	220	14	9	282	164	22	37	17	9	0	0	2	1	0	0
	%	100	60.50	39.50	2.51	1.62	50.63	29.44	3.95	6.64	3.05	1.62	0.00	0.00	0.36	0.18	0.00	0.00
- First-Level (Grades 12 and Below)	#	5	2	3	0	0	2	2	0	1	0	0	0	0	0	0	0	0
	%	100	40.00	60.00	0.00	0.00	40.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Other Officials and Managers	#	3018	892	2126	53	88	652	1052	151	907	30	65	0	0	6	14	0	0
	%	100	29.56	70.44	1.76	2.92	21.60	34.86	5.00	30.05	0.99	2.15	0.00	0.00	0.20	0.46	0.00	0.00
Officials and Managers - TOTAL	#	4926	2066	2860	108	111	1658	1625	219	1013	69	92	0	0	12	19	0	0
	%	100	41.94	58.06	2.19	2.25	33.66	32.99	4.45	20.56	1.40	1.87	0.00	0.00	0.24	0.39	0.00	0.00
2. Professionals	#	11017	6115	4902	279	252	4917	3345	460	890	408	361	0	0	51	54	0	0
	%	100	55.51	44.49	2.53	2.29	44.63	30.36	4.18	8.08	3.70	3.28	0.00	0.00	0.46	0.49	0.00	0.00
3. Technicians	#	247	131	116	2	10	109	58	14	38	5	8	0	0	1	2	0	0
	%	100	53.04	46.96	0.81	4.05	44.13	23.48	5.67	15.38	2.02	3.24	0.00	0.00	0.40	0.81	0.00	0.00
4. Sales Workers	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	1190	115	1075	13	88	53	342	40	604	8	36	0	0	1	5	0	0
	%	100	9.66	90.34	1.09	7.39	4.45	28.74	3.36	50.76	0.67	3.03	0.00	0.00	0.08	0.42	0.00	0.00
6. Craft Workers	#	8	8	0	0	0	5	0	3	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	62.50	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	257	204	53	12	1	167	40	18	8	6	4	0	0	1	0	0	0
	%	100	79.38	20.62	4.67	0.39	64.98	15.56	7.00	3.11	2.33	1.56	0.00	0.00	0.39	0.00	0.00	0.00

U.S. Environmental Protection Agency
Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A3-1

As of September 30, 2004

Full/PartTime Permanent Workforce

Occupational Category	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
1. Officials and Managers																			
Executive/Senior Level (Grades 15 and Above)	#	1346	835	511	41	14	722	407	46	68	22	18	0	0	4	4	0	0	
	%	100	62.04	37.96	3.05	1.04	53.64	30.24	3.42	5.05	1.63	1.34	0.00	0.00	0.30	0.30	0.00	0.00	
Mid-Level (Grades 13 - 14)	#	557	337	220	14	9	282	164	22	37	17	9	0	0	2	1	0	0	
	%	100	60.50	39.50	2.51	1.62	50.63	29.44	3.95	6.64	3.05	1.62	0.00	0.00	0.36	0.18	0.00	0.00	
First-Level (Grades 12 and Below)	#	5	2	3	0	0	2	2	0	1	0	0	0	0	0	0	0	0	
	%	100	40.00	60.00	0.00	0.00	40.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Other Officials and Managers	#	3018	892	2126	53	88	652	1052	151	907	30	65	0	0	6	14	0	0	
	%	100	29.56	70.44	1.76	2.92	21.60	34.86	5.00	30.05	0.99	2.15	0.00	0.00	0.20	0.46	0.00	0.00	
Total Work Force	#	17649	8642	9007	414	462	6910	5411	756	2553	496	501	0	0	66	80	0	0	
	%	100	48.97	51.03	2.35	2.62	39.15	30.66	4.28	14.47	2.81	2.84	0.00	0.00	0.37	0.45	0.00	0.00	

Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A3-1

As of September 30, 2000

Full/PartTime Permanent Workforce

Occupational Category	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)												Two or More Races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
1. Officials and Managers																			
- Executive/Senior Level (Grades 15 and Above)	#	1256	839	417	25	7	749	342	46	53	17	14	0	0	2	1	0	0	
	%	100	66.80	33.20	1.99	0.56	59.63	27.23	3.66	4.22	1.35	1.11	0.00	0.00	0.16	0.08	0.00	0.00	
- Mid-Level (Grades 13 - 14)	#	577	372	205	18	11	322	156	16	29	16	9	0	0	0	0	0	0	
	%	100	64.47	35.53	3.12	1.91	55.81	27.04	2.77	5.03	2.77	1.56	0.00	0.00	0.00	0.00	0.00	0.00	
- First-Level (Grades 12 and Below)	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
- Other Officials and Managers	#	2936	878	2058	47	78	654	1098	141	816	30	51	0	0	6	15	0	0	
	%	100	29.90	70.10	1.60	2.66	22.28	37.40	4.80	27.79	1.02	1.74	0.00	0.00	0.20	0.51	0.00	0.00	
Officials and Managers - TOTAL	#	4771	2090	2681	90	96	1726	1596	203	899	63	74	0	0	8	16	0	0	
	%	100	43.81	56.19	1.89	2.01	36.18	33.45	4.26	18.84	1.32	1.55	0.00	0.00	0.17	0.34	0.00	0.00	
2. Professionals	#	10889	6295	4594	262	230	5155	3200	440	804	385	312	0	0	53	48	0	0	
	%	100	57.81	42.19	2.41	2.11	47.34	29.39	4.04	7.38	3.54	2.87	0.00	0.00	0.49	0.44	0.00	0.00	
3. Technicians	#	354	172	182	4	13	147	88	15	72	4	7	0	0	2	2	0	0	
	%	100	48.59	51.41	1.13	3.67	41.53	24.86	4.24	20.34	1.13	1.98	0.00	0.00	0.56	0.56	0.00	0.00	
4. Sales Workers	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5. Administrative Support Workers	#	1464	123	1341	7	103	57	461	50	727	7	42	0	0	2	8	0	0	
	%	100	8.40	91.60	0.48	7.04	3.89	31.49	3.42	49.66	0.48	2.87	0.00	0.00	0.14	0.55	0.00	0.00	
6. Craft Workers	#	8	8	0	0	0	5	0	3	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	62.50	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
7. Operatives	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	33.33	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8. Laborers and Helpers	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
9. Service Workers	#	240	173	67	9	2	144	50	16	12	3	2	0	0	1	1	0	0	
	%	100	72.08	27.92	3.75	0.83	60.00	20.83	6.67	5.00	1.25	0.83	0.00	0.00	0.42	0.42	0.00	0.00	

U.S. Environmental Protection Agency
Occupational Categories - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A3-1

As of September 30, 2000

Full/PartTime Permanent Workforce

Occupational Category	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers																		
- Executive/Senior Level (Grades 15 and Above)	#	1256	839	417	25	7	749	342	46	53	17	14	0	0	2	1	0	0
	%	100	66.80	33.20	1.99	0.56	59.63	27.23	3.66	4.22	1.35	1.11	0.00	0.00	0.16	0.08	0.00	0.00
- Mid-Level (Grades 13 - 14)	#	577	372	205	18	11	322	156	16	29	16	9	0	0	0	0	0	0
	%	100	64.47	35.53	3.12	1.91	55.81	27.04	2.77	5.03	2.77	1.56	0.00	0.00	0.00	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Other Officials and Managers	#	2936	878	2058	47	78	654	1098	141	816	30	51	0	0	6	15	0	0
	%	100	29.90	70.10	1.60	2.66	22.28	37.40	4.80	27.79	1.02	1.74	0.00	0.00	0.20	0.51	0.00	0.00
Total Work Force	#	17732	8866	8866	372	444	7235	5396	731	2514	462	437	0	0	66	75	0	0
	%	100	50.00	50.00	2.10	2.50	40.80	30.43	4.12	14.18	2.61	2.46	0.00	0.00	0.37	0.42	0.00	0.00

U.S. Environmental Protection Agency
Occupational Categories - Distribution by Disability

Report Symbol VP715B3-1

As of September 30, 2004

Full/PartTime Permanent Workforce

Occupational Category	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 26] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers															
- Executive/Senior Level (Grades 15 and Above)	#	1346	1286	13	47	4	0	1	0	2	1	0	0	0	0
	%	100	95.54	0.97	3.49	0.30	0.00	0.07	0.00	0.15	0.07	0.00	0.00	0.00	0.00
- Mid-Level (Grades 13 - 14)	#	557	539	2	16	2	0	0	0	1	0	1	0	0	0
	%	100	96.77	0.36	2.87	0.36	0.00	0.00	0.00	0.18	0.00	0.18	0.00	0.00	0.00
- First-Level (Grades 12 and Below)	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Other Officials and Managers	#	3018	2820	36	162	33	3	4	1	6	4	7	1	4	3
	%	100	93.44	1.19	5.37	1.09	0.10	0.13	0.03	0.20	0.13	0.23	0.03	0.13	0.10
Officials and Managers - TOTAL	#	4926	4650	51	225	39	3	5	1	9	5	8	1	4	3
	%	100	94.40	1.04	4.57	0.79	0.06	0.10	0.02	0.18	0.10	0.16	0.02	0.08	0.06
2. Professionals	#	11017	10382	125	510	94	17	13	7	23	7	17	0	8	2
	%	100	94.24	1.13	4.63	0.85	0.15	0.12	0.06	0.21	0.06	0.15	0.00	0.07	0.02
3. Technicians	#	247	217	5	25	7	2	1	0	1	0	0	0	3	0
	%	100	87.85	2.02	10.12	2.83	0.81	0.40	0.00	0.40	0.00	0.00	0.00	1.21	0.00
4. Sales Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Support Workers	#	1190	1045	13	132	54	5	10	2	10	0	6	12	9	0
	%	100	87.82	1.09	11.09	4.54	0.42	0.84	0.17	0.84	0.00	0.50	1.01	0.76	0.00
6. Craft Workers	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	87.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers	#	257	250	1	6	0	0	0	0	0	0	0	0	0	0
	%	100	97.28	0.39	2.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A4

Participation Rates for General Schedule (GS) Grades

In this Trend Analysis, a comparison is readily made by comparing the representation levels for the two time periods at the various grade levels. For all class groups, the glass ceiling remained essentially the same as it was five years ago. With only marginal increases or decreases overall. A more comprehensive analysis of the Contributing Factors will be necessary to determine conditions causing the glass ceilings.

Table A5

Participation Rates for Wage Grades

There are too few employees assigned to Blue-Collar positions for a reasonable comparison.

Table A6

Participation Rates for Major Occupations

This analysis attempts to identify the degree to which class groups are dispersed within Major Mission Critical Occupations (MMCOs). During the triggering stage, each MMCO's class group representation is compared with the overall percentage of class group representation in the Relevant Civilian Labor Force (RCLF) for each occupation. There are two questions that this data answers: 1) Which MMCO Mission Critical Occupation has a better dispersion (diversity) of employees than others, and 2) Which MMCOs are improving their diversity from one time period to the next. If the value of the dispersion ratio is getting smaller, then there is more diversity; if the value of the dispersion ratio is getting larger, then diversity is decreasing.

To rank order Major Mission Critical Occupations by levels of overall representation, the variance needed to eliminate the class group's less-than- expected trigger is calculated. When these numbers are combined for all class groups that have targeted levels of representation, a score can be calculated and compared with the count of total employees in the component workforce. These ratio scores can then be used for rank ordering. In the EPA workforce, the following Major Occupations were identified:

Environmental Protection Specialist
General Administrative
Management Analysis
Biologist
Environmental Engineering
Attorney
General Physical Science

The overall variance scores divided by total component workforce were then compared over a 5-year period with the following results:

Environmental Protection Specialist:	Decreased from .345 (959/2778) to .375 (1063/2836)
General Administrative:	Decreased from .178 (158/888) to .222 (196/883)
Management Analysis:	Decreased from .317 (450/1419) to .323 (501/1552)
Biologist:	Improved from .115 (84/729) to .069 (59/849)
Environmental Engineering:	Decreased from .101 (209/2065) to .134 (259/1933)
Attorney:	Decreased from .206 (213/1036) to .223 (234/1049)
General Physical Science:	Improved from .191 (387/2028) to .186 (410/2207)

U.S. Environmental Protection Agency

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol VP715A6

As of September 30, 2004

Full/PartTime Permanent Workforce

Job Title / Series Agency Rate Occupational CLF		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
028 - Environmental Protection Specialist National CLF 2000	#	2871	1172	1699	40	74	965	1152	101	365	47	80	0	0	19	28	0	0
	%	100.00	40.82	59.18	1.39	2.58	33.61	40.13	3.52	12.71	1.64	2.79	0.00	0.00	0.66	0.98	0.00	0.00
	%		75.8	24.1	1.8	0.9	69.0	20.6	1.7	1.1	2.2	1.0	0.0	0.0	0.8	0.3	0.3	0.2
301 - General Administrative National CLF 2000	#	876	269	607	13	23	206	313	37	257	11	11	0	0	2	3	0	0
	%	100.00	30.71	69.29	1.48	2.63	23.52	35.73	4.22	29.34	1.26	1.26	0.00	0.00	0.23	0.34	0.00	0.00
	%		43.4	56.6	4.7	5.3	30.2	39.7	4.9	7.9	2.7	2.5	0.1	0.1	0.4	0.6	0.3	0.4
343 - Management Analysis National CLF 2000	#	1527	464	1063	26	34	373	575	52	420	11	29	0	0	2	5	0	0
	%	100.00	30.39	69.61	1.70	2.23	24.43	37.66	3.41	27.50	0.72	1.90	0.00	0.00	0.13	0.33	0.00	0.00
	%		61.4	38.6	2.0	1.6	52.5	31.1	2.6	3.4	3.5	2.0	0.0	0.0	0.3	0.3	0.5	0.3
401 - Biologist National CLF 2000	#	821	463	358	15	19	407	280	28	37	11	15	0	0	2	7	0	0
	%	100.00	56.39	43.61	1.83	2.31	49.57	34.10	3.41	4.51	1.34	1.83	0.00	0.00	0.24	0.85	0.00	0.00
	%		55.9	44.1	1.9	2.1	47.3	35.0	1.2	1.8	4.3	4.5	0.0	0.0	0.6	0.3	0.4	0.3
819 - Environmental Engineering National CLF 2000	#	1945	1362	583	96	44	1037	389	82	73	142	73	0	0	5	4	0	0
	%	100.00	70.03	29.97	4.94	2.26	53.32	20.00	4.22	3.75	7.30	3.75	0.00	0.00	0.26	0.21	0.00	0.00
	%		77.8	22.2	2.2	0.9	65.4	17.8	3.0	1.2	6.0	2.0	0.1	0.0	0.6	0.1	0.5	0.1
905 - Attorney National CLF 2000	#	1064	537	527	28	28	457	398	28	63	21	35	0	0	3	3	0	0
	%	100.00	50.47	49.53	2.63	2.63	42.95	37.41	2.63	5.92	1.97	3.29	0.00	0.00	0.28	0.28	0.00	0.00
	%		71.3	28.7	2.0	1.2	65.2	23.9	2.1	1.9	1.4	1.2	0.0	0.0	0.3	0.2	0.3	0.2
1301 - General Physical Science National CLF 2000	#	2193	1361	832	56	48	1170	631	66	95	57	51	0	0	12	7	0	0
	%	100.00	62.06	37.94	2.55	2.19	53.35	28.77	3.01	4.33	2.60	2.33	0.00	0.00	0.55	0.32	0.00	0.00
	%		65.6	34.4	2.2	1.7	45.4	22.9	1.7	1.4	15.5	8.0	0.0	0.0	0.2	0.1	0.5	0.3
Total	#	11297	5628	5669	274	270	4615	3738	394	1310	300	294	0	0	45	57	0	0
	%	100.00	49.82	50.18	2.43	2.39	40.85	33.09	3.49	11.60	2.66	2.60	0.00	0.00	0.40	0.50	0.00	0.00

U.S. Environmental Protection Agency

Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A6

As of September 30, 2000

Full/PartTime Permanent Workforce

Job Title / Series Agency Rate Occupational CLF		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
028 - Environmental Protection Specialist National CLF 2000	#	2778	1191	1587	43	65	989	1101	97	331	43	67	0	0	19	23	0	0
	%	100.00	42.87	57.13	1.55	2.34	35.60	39.63	3.49	11.92	1.55	2.41	0.00	0.00	0.68	0.83	0.00	0.00
	%		75.8	24.1	1.8	0.9	69.0	20.6	1.7	1.1	2.2	1.0	0.0	0.0	0.8	0.3	0.3	0.2
301 - General Administrative National CLF 2000	#	888	284	604	16	23	226	330	35	233	6	15	0	0	1	3	0	0
	%	100.00	31.98	68.02	1.80	2.59	25.45	37.16	3.94	26.24	0.68	1.69	0.00	0.00	0.11	0.34	0.00	0.00
	%		43.4	56.6	4.7	5.3	30.2	39.7	4.9	7.9	2.7	2.5	0.1	0.1	0.4	0.6	0.3	0.4
343 - Management Analysis National CLF 2000	#	1419	437	982	17	28	357	568	47	363	13	19	0	0	3	4	0	0
	%	100.00	30.80	69.20	1.20	1.97	25.16	40.03	3.31	25.58	0.92	1.34	0.00	0.00	0.21	0.28	0.00	0.00
	%		61.4	38.6	2.0	1.6	52.5	31.1	2.6	3.4	3.5	2.0	0.0	0.0	0.3	0.3	0.5	0.3
401 - Biologist National CLF 2000	#	729	451	278	11	8	400	230	28	24	9	11	0	0	3	5	0	0
	%	100.00	61.87	38.13	1.51	1.10	54.87	31.55	3.84	3.29	1.23	1.51	0.00	0.00	0.41	0.69	0.00	0.00
	%		55.9	44.1	1.9	2.1	47.3	35.0	1.2	1.8	4.3	4.5	0.0	0.0	0.6	0.3	0.4	0.3
819 - Environmental Engineering National CLF 2000	#	2065	1478	587	99	48	1150	393	77	75	147	67	0	0	5	4	0	0
	%	100.00	71.57	28.43	4.79	2.32	55.69	19.03	3.73	3.63	7.12	3.24	0.00	0.00	0.24	0.19	0.00	0.00
	%		77.8	22.2	2.2	0.9	65.4	17.8	3.0	1.2	6.0	2.0	0.1	0.0	0.6	0.1	0.5	0.1
905 - Attorney National CLF 2000	#	1036	541	495	24	26	463	375	29	61	21	29	0	0	4	4	0	0
	%	100.00	52.22	47.78	2.32	2.51	44.69	36.20	2.80	5.89	2.03	2.80	0.00	0.00	0.39	0.39	0.00	0.00
	%		71.3	28.7	2.0	1.2	65.2	23.9	2.1	1.9	1.4	1.2	0.0	0.0	0.3	0.2	0.3	0.2
1301 - General Physical Science National CLF 2000	#	2028	1319	709	43	37	1152	547	63	77	61	42	0	0	10	6	0	0
	%	100.00	65.04	34.96	2.12	1.82	56.80	26.97	3.11	3.80	2.51	2.07	0.00	0.00	0.49	0.30	0.00	0.00
	%		65.6	34.4	2.2	1.7	45.4	22.9	1.7	1.4	15.5	8.0	0.0	0.0	0.2	0.1	0.5	0.3
Total	#	10943	5701	5242	253	235	4737	3544	376	1164	290	250	0	0	45	49	0	0
	%	100.00	52.10	47.90	2.31	2.15	43.29	32.39	3.44	10.64	2.65	2.28	0.00	0.00	0.41	0.45	0.00	0.00

U.S. Environmental Protection Agency

Participation Rates for Major Occupations - Distribution by Disability

Report Symbol: VP715B6L

As of September 30, 2004

Full/PartTime Permanent Workforce

Job Title / Series Agency Rate	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No	(01) Not	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
		Disability	Identified												
028 - Environmental Protection Specialist	#	2871	2704	24	143	35	6	5	1	9	2	8	0	2	2
	%	100	94.18	0.84	4.98	1.22	0.21	0.17	0.03	0.31	0.07	0.28	0.00	0.07	0.07
301 - General Administrative	#	876	828	9	39	5	1	2	0	1	0	0	0	0	1
	%	100	94.52	1.03	4.45	0.57	0.11	0.23	0.00	0.11	0.00	0.00	0.00	0.00	0.11
343 - Management Analysis	#	1527	1428	20	79	21	2	3	1	5	4	4	0	2	0
	%	100	93.52	1.31	5.17	1.38	0.13	0.20	0.07	0.33	0.26	0.26	0.00	0.13	0.00
401 - Biologist	#	821	772	13	36	3	0	1	0	0	0	1	0	1	0
	%	100	94.03	1.58	4.38	0.37	0.00	0.12	0.00	0.00	0.00	0.12	0.00	0.12	0.00
819 - Environmental Engineering	#	1945	1861	14	70	7	1	0	0	1	1	1	0	3	0
	%	100	95.68	0.72	3.60	0.36	0.05	0.00	0.00	0.05	0.05	0.05	0.00	0.15	0.00
905 - Attorney	#	1064	1008	11	45	7	1	0	0	2	3	0	0	1	0
	%	100	94.74	1.03	4.23	0.66	0.09	0.00	0.00	0.19	0.28	0.00	0.00	0.09	0.00
1301 - General Physical Science	#	2193	2094	29	70	7	2	0	1	2	0	2	0	0	0
	%	100	95.49	1.32	3.19	0.32	0.09	0.00	0.05	0.09	0.00	0.09	0.00	0.00	0.00
Total	#	11297	10695	120	482	85	13	11	3	20	10	16	0	9	3
	%	100	94.67	1.06	4.27	0.75	0.12	0.10	0.03	0.18	0.09	0.14	0.00	0.08	0.03

Table A7

Applications and Hires for Major Occupations

A trend analysis has not been conducted because this data is not available.

Table A8

New Hires by Type of Appointment

A detailed trend analysis is not conducted this year although comparison tables are included. In future years, this data will be combined with applicant flow data to identify trends and barriers.

U.S. Environmental Protection Agency

New Hires by Type of Appointment - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715AB

From September 30, 2000 To September 30, 2005

Total Workforce

Type of Appointment		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	#	3612	1612	2000	107	110	1173	1246	197	460	121	161	0	0	14	23	0	0
	%	100	44.63	55.37	2.96	3.05	32.48	34.50	5.45	12.74	3.35	4.46	0.00	0.00	0.29	0.64	0.00	0.00
Temporary	#	2934	1441	1393	64	113	1055	773	209	361	96	111	0	0	17	10	0	0
	%	100	50.15	49.15	2.26	4.15	37.25	27.28	7.37	13.44	3.33	3.92	0.00	0.00	0.60	0.35	0.00	0.00
TOTAL	#	6446	3053	3393	171	223	2228	2019	406	821	217	272	0	0	31	33	0	0
	%	100	47.36	52.64	2.66	3.61	34.56	31.32	6.30	12.95	3.37	4.22	0.00	0.00	0.48	0.51	0.00	0.00
CLF (2000)	%	100	53.2	46.8	6.5	4.5	39.0	33.7	4.8	5.7	1.9	1.7	0.1	0.1	0.3	0.3	0.1	0.1

U.S. Environmental Protection Agency

New Hires by Type of Appointment - Distribution by Disability (OPM Form 256 Self-Identification Codes)

Report Symbol VP715B8

From September 30, 2000 To September 30, 2005

Total Workforce

Type of Appointment		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	2684	2533	24	127	15	0	0	3	2	0	4	0	6	0
	%	100	94.37	0.89	4.73	0.56	0.00	0.00	0.11	0.07	0.00	0.15	0.00	0.22	0.00
Temporary	#	4231	4014	33	184	58	9	17	2	11	3	2	1	13	0
	%	100	94.87	0.78	4.35	1.37	0.21	0.40	0.05	0.26	0.07	0.05	0.02	0.31	0.00
Total	#	6915	6547	57	311	79	9	17	5	13	3	6	7	19	0
	%	100	94.68	0.82	4.50	1.14	0.13	0.25	0.07	0.19	0.04	0.09	0.10	0.27	0.00
Prior Year	%	100	96.35	0.16	3.49	0.39	0.08	0.08	0.00	0.00	0.00	0.00	0.00	0.23	0.00

Table A9

**Selections for Internal Competitive
Promotions for Major Occupations**

A trend analysis has not been conducted because this data is not available.

Table A10

Non-Competitive Promotions – Time in Grade

A trend analysis has not been conducted because this data is not available.

U.S. Environmental Protection Agency

Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A10

As of September 30, 2004

Full/PartTime Permanent Workforce

		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Eligible for Career Ladder Promotions	#	1922	802	1120	53	79	580	658	113	290	45	87	0	0	11	6	0	0
	%	100	41.73	58.27	2.76	4.11	30.18	34.24	5.88	15.09	2.34	4.53	0.00	0.00	0.57	0.31	0.00	0.00
Time in grade in excess of minimum	#	666	336	330	19	14	259	196	43	97	11	20	0	0	4	3	0	0
1 - 12 months	#	227	108	119	3	6	85	65	15	42	3	6	0	0	2	0	0	0
	%	100	47.58	52.42	1.32	2.64	37.44	28.63	6.61	18.50	1.32	2.64	0.00	0.00	0.88	0.00	0.00	0.00
13 - 24 months	#	136	67	69	8	4	49	43	9	18	1	3	0	0	0	1	0	0
	%	100	49.26	50.74	5.88	2.94	36.03	31.62	6.62	13.24	0.74	2.21	0.00	0.00	0.00	0.74	0.00	0.00
25 + months	#	303	161	142	8	4	125	88	19	37	7	11	0	0	2	2	0	0
	%	100	53.14	46.86	2.64	1.32	41.25	29.04	6.27	12.21	2.31	3.63	0.00	0.00	0.66	0.66	0.00	0.00

U.S. Environmental Protection Agency
Non-Competitive Promotions - Time in Grade - Distribution by Race/Ethnicity and Sex

Report Symbol: VP715A10

As of September 30, 2000

Full/PartTime Permanent Workforce

		Total Employees					Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
									White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Total Employees Eligible for Career Ladder Promotions	#	1736	642	1094	45	77	438	537	94	381	54	81	0	0	11	18	0	0		
	%	100	36.98	63.02	2.59	4.44	25.23	30.93	5.41	21.95	3.11	4.67	0.00	0.00	0.63	1.04	0.00	0.00		
Time in grade in excess of minimum	#	596	259	337	16	18	187	154	34	136	17	23	0	0	5	6	0	0		
	%	100	43.29	56.71	2.68	3.02	31.37	25.84	5.70	22.82	2.85	3.86	0.00	0.00	0.84	1.01	0.00	0.00		
1 - 12 months	#	199	69	130	5	10	45	55	11	55	7	7	0	0	1	3	0	0		
	%	100	34.67	65.33	2.51	5.03	22.61	27.64	5.53	27.64	3.52	3.52	0.00	0.00	0.50	1.51	0.00	0.00		
13 - 24 months	#	87	26	61	3	4	16	24	3	29	4	3	0	0	0	1	0	0		
	%	100	29.89	70.11	3.45	4.60	18.39	27.59	3.45	33.33	4.60	3.45	0.00	0.00	0.00	1.15	0.00	0.00		
25 + months	#	310	164	146	8	4	126	75	20	62	6	13	0	0	4	2	0	0		
	%	100	52.90	47.10	2.58	1.29	40.65	24.19	6.45	16.77	1.94	4.19	0.00	0.00	1.29	0.65	0.00	0.00		

U.S. Environmental Protection Agency

Non-Competitive Promotions - Time in Grade - Distribution by by Disability

Report Symbol: VP715B10

As of September 30, 2004

Full/PartTime Permanent Workforce

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	1922	1781	22	119	36	8	8	1	7	3	3	1	5	0
	%	100	92.66	1.14	6.19	1.87	0.42	0.42	0.05	0.36	0.16	0.16	0.05	0.26	0.00
Time in grade in excess of minimum		#	666	604	13	49	14	2	3	1	2	3	1	0	0
1 - 12 months	#	227	201	7	19	8	2	3	0	1	1	1	0	0	0
	%	100	88.55	3.08	8.37	3.52	0.88	1.32	0.00	0.44	0.44	0.44	0.00	0.00	0.00
13 - 24 months	#	136	127	1	8	0	0	0	0	0	0	0	0	0	0
	%	100	93.38	0.74	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25 + months	#	303	276	5	22	6	0	0	1	1	1	2	1	0	0
	%	100	91.09	1.65	7.26	1.98	0.00	0.00	0.33	0.33	0.33	0.66	0.33	0.00	0.00

U.S. Environmental Protection Agency
Non-Competitive Promotions - Time in Grade - Distribution by by Disability

Report Symbol: VP715B10

As of September 30, 2000

Full/PartTime Permanent Workforce

		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	1736	1595	17	124	31	7	3	2	5	1	4	1	7	1
	%	100	91.88	0.98	7.14	1.79	0.40	0.17	0.12	0.29	0.06	0.23	0.06	0.40	0.06
Time in grade in excess of minimum	#	596	540	10	46	17	3	1	1	3	1	3	1	4	0
	%	100	89.95	2.01	8.04	3.52	0.50	0.00	0.50	0.00	0.50	1.01	0.00	1.01	0.00
1 - 12 months	#	199	179	4	16	7	1	0	1	0	1	2	0	2	0
	%	100	89.95	2.01	8.04	3.52	0.50	0.00	0.50	0.00	0.50	1.01	0.00	1.01	0.00
13 - 24 months	#	87	78	1	8	4	0	1	0	1	0	1	1	0	0
	%	100	89.66	1.15	9.20	4.60	0.00	1.15	0.00	1.15	0.00	1.15	1.15	0.00	0.00
25 + months	#	310	283	5	22	6	2	0	0	2	0	0	0	2	0
	%	100	91.29	1.61	7.10	1.94	0.65	0.00	0.00	0.65	0.00	0.00	0.00	0.65	0.00

Table A11

Internal Selections for Senior Level Positions

A trend analysis has not been conducted because this data is not available.

Table A12

Participation in Career Development

A trend analysis has not been conducted because this data is not available.

Table A13

Employee Recognition and Awards

A trend analysis has not been conducted because this data is not available.

U.S. Environmental Protection Agency

Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Report Symbol VP715A13

From September 30, 2000 To September 30, 2005

Full/PartTime Permanent Workforce

Recognition or Award Program - # Awards Given - Total Cash	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off Awards - 1-8 Hours																		
Total Time-Off Awards 1-8 Hours	#	15476	6403	9063	376	573	5007	5417	690	2436	367	535	0	0	56	102	0	0
	%	100.00	41.41	58.59	2.43	3.73	32.36	35.00	3.89	15.74	2.37	3.46	0.00	0.00	0.36	0.66	0.00	0.00
Total Hours		86430	36233	50217	1954	2995	25600	30390	3264	13231	2123	3006	0	0	287	525	0	0
Average Hours		5.6	5.7	5.5	5.2	5.4	5.7	5.6	5.4	5.4	5.8	5.6	0.0	0.0	5.1	5.1	0.0	0.0
Time-Off Awards - 9+ Hours																		
Total Time-Off Awards Over 8 Hours	#	15703	6443	9261	257	470	5494	6173	443	2187	232	344	0	0	57	31	0	0
	%	100.00	41.66	58.34	1.64	2.99	34.40	39.33	2.85	13.92	1.89	2.19	0.00	0.00	0.36	0.62	0.00	0.00
Total Hours		194261	162762	231559	6249	12130	125013	153731	11669	55674	6477	7025	0	0	1233	1449	0	0
Average Hours		25.1	25.2	25.0	24.3	25.8	25.5	24.9	23.3	25.5	23.0	23.3	0.0	0.0	22.6	24.1	0.0	0.0
Cash Awards - \$100-\$500																		
Total Cash Awards \$500 and Under	#	54362	24153	30209	936	1344	15431	17610	2203	3142	1237	1734	0	1	235	323	0	0
	%	100.00	44.44	55.56	1.71	2.47	28.74	32.39	4.06	16.82	2.39	3.28	0.00	0.00	0.43	0.60	0.00	0.00
Total Amount		15436005	6261515	10174490	270096	443814	6651904	5934346	762790	3124322	434463	575644	0	150	77472	104704	0	0
Average Amount		339.3	342.0	337.2	334.8	330.8	342.3	337.0	345.1	341.3	333.3	322.7	0.0	150.0	330.5	322.9	0.0	0.0
Cash Awards - \$501+																		
Total Cash Awards \$501 and Over	#	53759	27420	26339	1152	1209	21577	16311	2121	7254	1391	1354	0	0	179	135	0	0
	%	100.00	51.01	48.99	2.14	2.25	42.00	30.36	3.95	13.50	2.59	2.52	0.00	0.00	0.33	0.36	0.00	0.00
Total Amount		6959227	34764219	32571094	1435013	1414725	30446250	21200793	2540631	3193564	1739636	1500301	0	0	157477	215521	0	0
Average Amount		1290.0	1340.8	1237.2	1245.9	1170.2	1366.2	1302.9	1200.7	1128.1	1250.7	1103.1	0.0	0.0	1103.2	1165.2	0.0	0.0
Quality Step Increases (USIs)																		
Total USIs	#	3331	1337	2094	74	117	1541	1331	129	534	26	36	0	0	7	16	0	0
	%	100.00	46.73	53.27	1.88	2.99	39.20	33.86	3.23	13.59	2.19	2.44	0.00	0.00	0.18	0.41	0.00	0.00
Total Benefit		19294052	9725411	9421612	351012	527729	4293364	6317493	577573	2500415	426610	491310	0	0	27497	33176	0	0
Average Benefit		4903.2	5265.4	3594.8	4733.4	4509.6	5325.3	4746.4	4446.3	4120.6	5076.9	5103.0	0.0	0.0	3998.1	5260.4	0.0	0.0

Table A14

Separations by Type of Separation

A trend analysis has not been conducted; however, comparison charts are provided

U.S. Environmental Protection Agency

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

Report Symbol VP715A14

From September 30, 2000 To September 30, 2005

Full/PartTime Permanent Workforce

Type of Separations		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non - Hispanic or Latino)										Two or More Races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Voluntary	#	4096	2020	2076	74	101	1660	1343	173	508	87	102	0	0	21	22	0	0
	%	100	49.32	50.68	1.81	2.47	40.53	32.79	4.35	12.40	2.12	2.49	0.00	0.00	0.51	0.54	0.00	0.00
Involuntary	#	134	62	72	2	5	42	31	16	29	2	7	0	0	0	0	0	0
	%	100	46.27	53.73	1.49	3.73	31.34	23.13	11.94	21.64	1.49	5.22	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	4230	2082	2148	76	106	1702	1374	189	537	89	109	0	0	21	22	0	0
	%	100	49.22	50.78	1.80	2.51	40.24	32.48	4.49	12.70	2.12	2.58	0.00	0.00	0.50	0.52	0.00	0.00
Total Workforce	#	17665	8549	9056	422	482	6826	5420	774	2678	512	509	0	0	65	77	0	0
	%	100	48.68	51.32	2.39	2.73	38.64	30.68	4.38	14.59	2.90	2.83	0.00	0.00	0.37	0.44	0.00	0.00

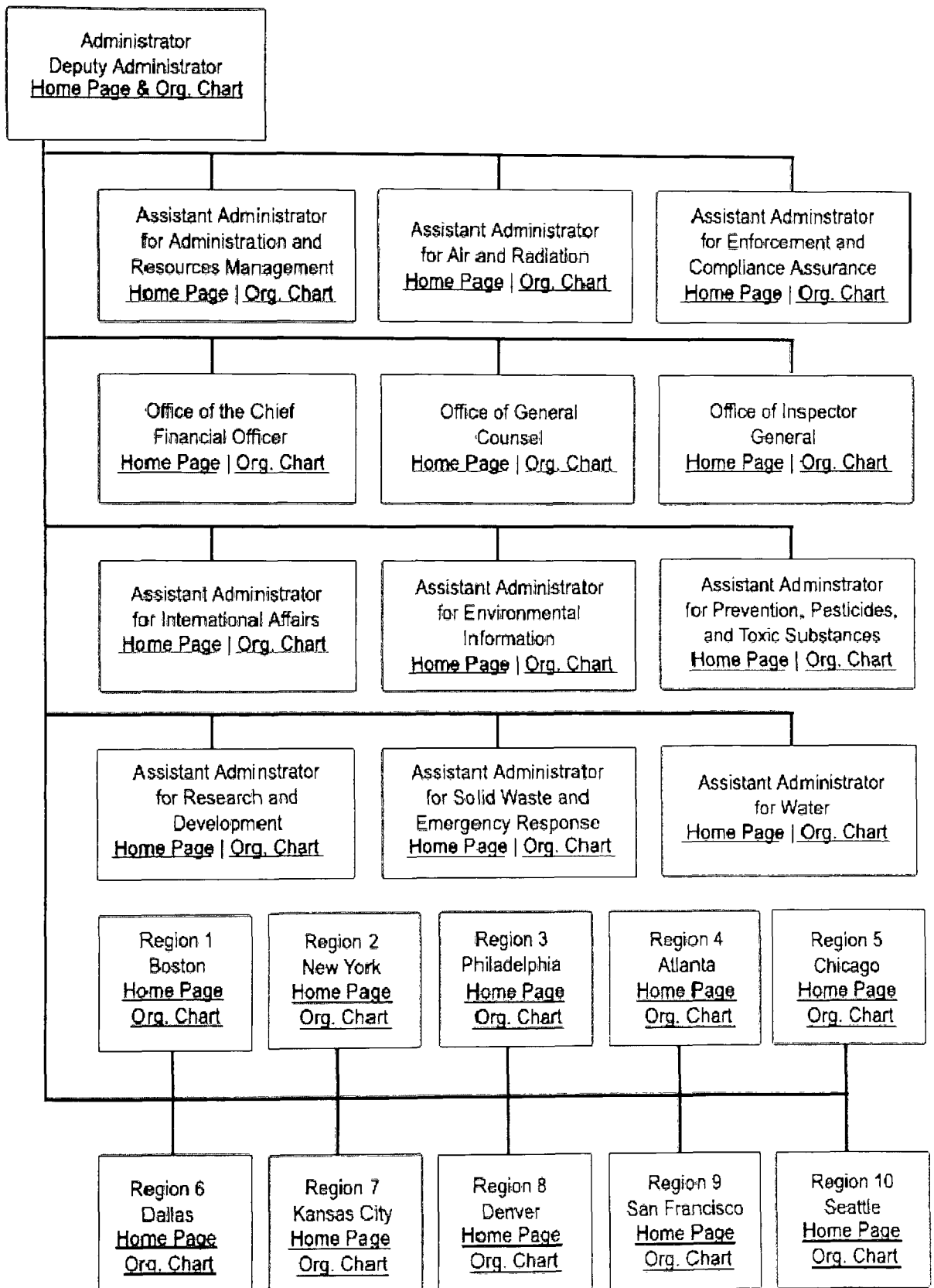
U.S. Environmental Protection Agency, Full/Part Time Permanent Workforce, As of 09/30/2000

VP001y Glass Ceiling Analysis White Collar Graded Pay Plans and Executives

		Total Employees			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior Executive Service	#	273	189	84	9	2	159	72	18	6	2	4	0	0	1	0	0	0
Senior Executive Service	%	100.0	69.23	30.77	3.30	0.73	58.24	26.3	6.59	2.20	0.73	1.47	0.00	0.00	0.37	0.00	0.00	0.00
GS/GM 15	#	1808	1187	621	27	14	1086	511	42	80	30	14	0	0	2	2	0	0
GS/GM 15	%	100.0	65.65	34.35	1.49	0.77	60.07	28.2	2.32	4.42	1.66	0.77	0.00	0.00	0.11	0.11	0.00	0.00
GS/GM 14	#	3001	1811	1190	63	48	1562	886	102	202	77	49	0	0	7	5	0	0
GS/GM 14	%	100.0	60.35	39.65	2.10	1.60	52.05	29.5	3.40	6.73	2.57	1.63	0.00	0.00	0.23	0.17	0.00	0.00
GS/GM 13	#	6392	3610	2782	149	110	2952	188	268	590	210	173	0	0	31	23	0	0
GS/GM 13	%	100.0	56.48	43.52	2.33	1.72	46.18	29.5	4.19	9.23	3.29	2.71	0.00	0.00	0.48	0.36	0.00	0.00
GS 12	#	2732	1202	1530	70	84	895	890	138	456	89	88	0	0	10	12	0	0
GS 12	%	100.0	44.00	56.00	2.56	3.07	32.76	32.5	5.05	16.69	3.26	3.22	0.00	0.00	0.37	0.44	0.00	0.00
GS 11	#	965	303	662	24	32	199	368	50	220	24	31	0	0	6	11	0	0
GS 11	%	100.0	31.40	68.60	2.49	3.32	20.62	38.1	5.18	22.80	2.49	3.21	0.00	0.00	0.62	1.14	0.00	0.00
GS 10	#	120	44	76	1	1	36	31	5	42	1	1	0	0	1	1	0	0
GS 10	%	100.0	36.67	63.33	0.83	0.83	30.00	25.8	4.17	35.00	0.83	0.83	0.00	0.00	0.83	0.83	0.00	0.00
GS 09	#	692	165	527	12	31	110	240	31	225	9	20	0	0	3	11	0	0
GS 09	%	100.0	23.84	76.16	1.73	4.48	15.90	34.6	4.48	32.51	1.30	2.89	0.00	0.00	0.43	1.59	0.00	0.00
GS 08	#	380	32	348	2	26	18	133	11	176	1	11	0	0	0	2	0	0
GS 08	%	100.0	8.42	91.58	0.53	6.84	4.74	35.0	2.89	46.32	0.26	2.89	0.00	0.00	0.00	0.53	0.00	0.00
GS 07	#	727	99	628	6	48	56	239	27	303	7	32	0	0	3	6	0	0
GS 07	%	100.0	13.62	86.38	0.83	6.60	7.70	32.8	3.71	41.68	0.96	4.40	0.00	0.00	0.41	0.83	0.00	0.00
GS 06	#	221	18	203	1	16	9	54	7	124	0	7	0	0	1	2	0	0
GS 06	%	100.0	8.14	91.86	0.45	7.24	4.07	24.4	3.17	56.11	0.00	3.17	0.00	0.00	0.45	0.90	0.00	0.00
GS 05	#	113	22	91	1	12	10	31	9	47	1	1	0	0	1	0	0	0
GS 05	%	100.0	19.47	80.53	0.88	10.62	8.85	27.4	7.96	41.59	0.88	0.88	0.00	0.00	0.88	0.00	0.00	0.00
GS 04	#	85	29	56	3	11	10	15	11	27	5	3	0	0	0	0	0	0
GS 04	%	100.0	34.12	65.88	3.53	12.94	11.76	17.6	12.94	31.76	5.88	3.53	0.00	0.00	0.00	0.00	0.00	0.00
GS 03	#	19	4	15	1	4	2	1	0	9	1	1	0	0	0	0	0	0
GS 03	%	100.0	21.05	78.95	5.26	21.05	10.53	5.26	0.00	47.37	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00
GS 02	#	7	2	5	0	1	0	1	2	2	0	1	0	0	0	0	0	0
GS 02	%	100.0	28.57	71.43	0.00	14.29	0.00	14.2	28.57	28.57	0.00	14.2	0.00	0.00	0.00	0.00	0.00	0.00
GS 01	#	5	0	5	0	1	0	1	0	3	0	0	0	0	0	0	0	0
GS 01	%	100.0	0.00	100.00	0.00	20.00	0.00	20.0	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	17540	8717	8823	369	441	7104	535	721	2512	457	436	0	0	66	75	0	0
Total	%	100.00	49.70	50.30	2.10	2.51	40.50	30.55	4.11	14.32	2.61	2.49	0.00	0.00	0.38	0.43	0.00	0.00

*Note: There is no data for Native Hawaiian or Other Pacific Islander or Two or More Races.

Attachment A
EPA Organization Chart



Attachment B
EEOC 462 Report on EEO Complaints

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

FROM: ENVIRONMENTAL PROTECTION AGENCY

TO: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

REPORTING PERIOD: 10/01/2004 - 09/30/2005

PART I PRE-COMPLAINT COUNSELING (CONTINUED)			PART III AGENCY RESOURCES, TRAINING, REPORTING LINE						
I. NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS	A. AGENCY RESOURCES	NUMBER	PERCENT				
TOTAL	2	2	1. WORK FORCE						
PART II FORMAL COMPLAINT ACTIVITIES 128 A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD 67 B. COMPLAINTS FILED 2 C. REMANDS 197 D. TOTAL COMPLAINTS (sum of lines A+B+C) 168 E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED 94 F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD 29 G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED 13 H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD 90 I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (line D - (sum of lines F + H)) 58 J. INDIVIDUALS FILING COMPLAINTS 14 K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS			a. TOTAL WORK FORCE	0	100.00				
			b. PERMANENT EMPLOYEES	0	0.00				
			2. COUNSELOR	41	100.00				
			a. FULL-TIME	7	17.07				
			b. PART-TIME	0	0.00				
			c. COLLATERAL DUTY	34	82.93				
			3. INVESTIGATOR	0	100.00				
			a. FULL-TIME	0	0.00				
			b. PART-TIME	0	0.00				
			c. COLLATERAL DUTY	0	0.00				
			4. COUNSELOR/INVESTIGATORS	4	100.00				
			a. FULL-TIME	4	100.00				
			b. PART-TIME	0	0.00				
			c. COLLATERAL DUTY	0	0.00				
			B. STAFF TRAINING						
				COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
				AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
			I. NEW STAFF - TOTAL	7	0	0	0	1	0
			a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	5	0	0	0	0	0
			b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
			c. STAFF RECEIVING NO TRAINING AT ALL	2	0	0	0	1	0
			2. EXPERIENCED STAFF - TOTAL	34	0	0	4	3	0
			a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
			b. STAFF RECEIVING 12 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
			c. STAFF RECEIVING NO TRAINING AT ALL	34	0	0	4	3	0
			C. REPORTING LINE						
			1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?				YES	NO	
							X		
			2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? PERSON: TITLE:						
			3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION? PERSON: TITLE:						
			4. WHO DOES THAT PERSON REPORT TO? PERSON: TITLE:						

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																
	RACE				COLOR	RELIGION	REPRODUCTION	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		TOTAL BASES BY ISSUE
	AMERICAN INDIAN/ALASKA NATIVE	ASIAN/PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	TOTAL COMPLAINTS BY ISSUE
																	TOTAL COMPLAINTS BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
B. ASSIGNMENT OF DUTIES	1	1	2	0	3	1	2	0	3	1	2			3	1	3	23
C. AWARDS	1	0	0	1	0	0	3	0	1	1	0			1	0	1	9
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	1	0	0			0	0	0	1
E. DISCIPLINARY ACTION	1	2	1	0	1	0	5	0	3	2	2			2	0	2	21
1. DEMOTION	0	1	0	0	0	0	2	0	2	0	1			0	0	0	6
2. REPRIMAND	1	1	1	0	1	0	3	0	1	2	1			2	0	2	15
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
5. OTHER	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
G. EVALUATION/APPRaisal	1	3	0	0	1	1	6	0	5	0	2			1	1	1	22
H. EXAMINATION/TEST	0	0	1	0	0	0	0	0	0	0	0			0	0	0	1
I. HARASSMENT	3	3	7	3	6	1	22	4	10	2	2			10	5	7	85
1. NON-SEXUAL	3	3	7	3	6	1	22	4	9	2	2			10	5	7	84
2. SEXUAL							0	0	1								1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	1	0	4	0	2	0	2	1	0	1	12
L. PROMOTION/NON-SELECTION	2	4	6	2	4	0	7	6	5	3	3			13	0	3	58
M. REASSIGNMENT	0	2	1	1	0	0	5	1	3	0	0			4	0	3	20
1. DENIED	0	2	1	0	0	0	3	1	2	0	0			3	0	2	14
2. DIRECTED	0	0	0	1	0	0	2	0	1	0	0			1	0	1	6
N. REASONABLE ACCOMMODATION						0	3							2	5	10	7
O. RED STATEMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	1	0	0			0	0	1	2
Q. TERMINATION	1	0	1	2	1	0	5	0	3	0	0			1	1	0	15
R. TERMS/CONDITIONS OF EMPLOYMENT	1	1	3	1	2	0	7	4	4	1	3			6	0	5	38
S. TIME AND ATTENDANCE	1	1	3	0	3	0	4	1	4	2	0			0	1	4	24
T. TRAINING	1	2	1	0	3	1	2	1	2	2	2			5	0	1	23
U. OTHER (Please specify below)	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1
1.																	
2.																	
3.																	
4.																	
TOTAL ISSUES BY BASES	13	20	26	10	24	4	73	17	49	14	18	0	2	47	11	37	
TOTAL COMPLAINTS FILED BY BASES	5	7	15	7	12	2	35	10	21	6	7	0	2	25	6	17	

PART V. SUMMARY OF CLOSURES BY STATUTE			
A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)			
97	1. TITLE VII		
39	2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)		
33	3. REHABILITATION ACT		
0	4. EQUAL PAY ACT (EPA)		
B. TOTAL BY STATUTES			
169	THIS NUMBER WILL BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED (A1+A2+A3+A4)		
PART VI. SUMMARY OF CLOSURES BY CATEGORY			
	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	106	72,494	683.91
1. WITHDRAWALS (a+b)	4	2,231	557.75
(a) NON-ADR WITHDRAWALS	4	2,231	557.75
(b) ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS (c+b)	11	4,640	421.82
(a) NON-ADR SETTLEMENTS	11	4,640	421.82
(b) ADR SETTLEMENTS	0	0	0.00
3. FINAL AGENCY DECISIONS (d+2)	91	65,623	721.13
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	62	31,990	515.97
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	30	23,040	768.00
3. DISMISSAL OF COMPLAINTS	32	8,950	279.69
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (c+2)	29	33,633	1,159.76
1. AJ DECISION FULLY IMPLEMENTED (1+2+3)	29	33,633	1,159.76
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	27	32,375	1,199.07
(c) DISMISSAL OF COMPLAINTS	2	1,258	629.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION (1+2+3)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

PART VI SUMMARY OF CLOSURES BY CATEGORY (Continued)			
	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	30	13,102	436.73
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	11	2,118	192.55
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	2	-10	-5.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	9	2,128	236.44
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	16	10,984	686.50
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	16	10,984	686.50
3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION (3a+3b)	3	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE	3	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD ISSUANCE	0	0	0.00
PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION DURING FORMAL COMPLAINT STAGE			
	NUMBER	AMOUNT	
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	11		
B. CLOSURES WITH MONETARY BENEFITS	5	\$ 287,500.00	
1. BACK PAY/FRONT PAY	0	\$ 0.00	
2. LUMP SUM PAYMENT	5	\$ 287,500.00	
3. COMPENSATORY DAMAGES	0	\$ 0.00	
C. CLOSURES WITH ATTORNEY'S FEES AND COSTS	4	\$ 72,000.00	
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	9	\$ 359,500.00	
E. CLOSURES WITH NON-MONETARY BENEFITS	5		
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH MONETARY BENEFITS	NUMBER WITH NON- MONETARY BENEFITS	
1. HIRE	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTION	0	1	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	1	
3. DISCIPLINARY ACTION	0	0	
a. RESCINDED	0	0	
b. MODIFIED	0	0	
4. REINSTATEMENT	0	0	
5. REASSIGNMENT	0	0	
6. PERFORMANCE EVALUATION MODIFIED	0	0	
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	1	4	
8. ACCOMMODATION	0	0	
9. TRAINING/TUITION/ETC	0	0	
10. LEAVE RESTORED	1	0	
11. OTHER (PLEASE SPECIFY ON COMMENTS PAGE)	2	0	

PART VIII. SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (1+2+3+4) (SAME AS PART II Line 1)	90	40,624		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	19	2,718	143.05	248
3. COMPLAINTS PENDING IN HEARINGS	29	18,742	646.28	1,204
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	42	19,164	456.29	1,338

PART IX. SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	53	12,075	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a + b + c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. COST OF AGENCY INVESTIGATIONS	\$0.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a + b + c)	53	12,075	227.83
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	16	2,038	127.38
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	34	8,838	259.94
1. TIMELY COMPLETED INVESTIGATIONS	2	490	245.00
2. UNTIMELY COMPLETED INVESTIGATIONS	32	8,348	260.88
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1,199	399.67
4. COST OF CONTRACTOR INVESTIGATIONS	\$186,833.00		

PART X. SUMMARY OF ADR PROGRAM ACTIVITIES				
INFORMAL PHASE (PRE-COMPLAINT)				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	2	1		
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED	105	85		
2. REJECTED BY COMPLAINANT	69	58		
3. REJECTED BY AGENCY	26	18		
4. TOTAL ACCEPTED INTO ADR	10	9		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5)	9	8		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	1	1		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATION, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5. OTHER (Please specify on comments page)	8	7		
D. ADR ATTEMPTS IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7+8+9)	9	8	DAYS	AVERAGE DAYS
1. MEDIATION	8	7	403	50.38
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	1	1	40	40.00
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9. OTHER (Please specify)	0	0	0	0.00
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a + b + c + d + e)	9	8	443	49.22
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	83	41.50
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. NO RESOLUTION	5	4	313	62.60
d. NO ADR ATTEMPT	2	2	47	23.50
e. OTHER (Please specify)	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	3	2	1331	413.67

PART XI. SUMMARY OF ADR PROGRAM ACTIVITIES FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS IN COMPLAINT CLOSURES				
1. ADR OFFERED	39	38		
2. REJECTED BY COMPLAINANT	37	36		
3. REJECTED BY AGENCY	1	1		
4. TOTAL ACCEPTED INTO ADR	1	1		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (1+2+3+4+5)	1	1		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5. OTHER (Please specify on comments page)	1	1		
D. ADR ATTEMPTS IN COMPLAINT CLOSURES (1+2+3+4+5+6+7+8+9+10)	1	1	0	0.00
1. MEDIATION	1	1	0	0.00
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10. OTHER (Please specify on comments page)	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a + b + c + d + e)	1	1	0	0.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. WITHDRAWAL FROM EEO PROCESS	1	1	0	0.00
c. NO RESOLUTION	0	0	0	0.00
d. NO ADR ATTEMPT	0	0	0	0.00
e. OTHER (Please specify on comments page)	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	0	0	\$ 0.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACK PAY/FRONT PAY	0	0	\$ 0.00	
c. LUMP SUM	0	0	\$ 0.00	
d. ATTORNEY'S FEES & COSTS	0	0	\$ 0.00	
e. OTHER (Please specify on comments page)	0	0	\$ 0.00	
2. NON-MONETARY (INSERT TOTAL)	0	0		
a. NEW HIRES	0	0		
b. PROMOTIONS	0	0		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	0	0		
e. TRANSFERS	0	0		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	0	0		
i. APOLOGY	0	0		
j. OTHER (Please specify on comments page)	0	0		

PART XII. SUMMARY OF ADR PROGRAM ACTIVITIES TRAINING AND RESOURCES

	NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING	0	0
1. MANAGERS	0	0
2. EMPLOYEES	0	0
	NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR	0	
	NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	0	
1. FULL TIME	0	
2. PART TIME	0	
3. COLLATERAL DUTY	0	
	AMOUNT	
D. ADR FUNDING SPENT	0.00	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2005 through September 30, 2006 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL:

TYPED NAME AND TITLE OF PREPARER:

SIGNATURE OF PREPARER:

DATE:

TELEPHONE NUMBER:

E-MAIL:

This report is due to the following address on or before October 31st:

*U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507*

ATTACHMENT C

Delegation of Authority

Temporary Delegation of Authority to Settle Administrative Equal Employment Opportunity (EEO) Claims and Complaints

1. AUTHORITY.

On behalf of the U.S. Environmental Protection Agency (EPA or Agency), to enter into settlement agreements that resolve administrative claims and complaints brought against the Agency under various EEO authorities, including the Equal Pay Act of 1963, as amended, 29 U.S.C. 206(d) et seq.; Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq.; the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. 621 et seq.; the Rehabilitation Act of 1973, as amended, 29 U.S.C. 701 et seq.; Executive Orders 11478, 12106, 13145, and 13152; and the Equal Employment Opportunity Commission (EEOC) regulations at 29 C.F.R. Part 1614. This includes the authority to settle any and all of a complainant's pending administrative EEO claims and complaints, and mixed case appeals filed by an appellant before the Merit Systems Protection Board (MSPB).

2. TO WHOM DELEGATED.

- a. The Chief of Staff, Assistant Administrators, Regional Administrators, General Counsel, Inspector General, and Chief Financial Officer, for settlement agreements with complainants in their respective organizations prior to the complainant requesting a hearing before the EEOC or MSPB.
- b. The EPA Office of General Counsel (OGC), Office of Regional Counsel (ORC) or Office of Inspector General (OIG) attorney designated by OGC, ORC, or OIG to represent the Agency after a complainant requests a hearing before the EEOC or files a mixed case appeal before the MSPB.

3. REDELEGATION AUTHORITY.

- a. The authority in paragraph 2a may be redelegated to management officials within the delegates' respective organizations. This authority may not be redelegated lower than the Division Director level, or equivalent.
- b. The authority in paragraph 2b may not be redelegated.

4. LIMITATIONS.

- a. The settlement authority provided under this delegation may only be exercised with the concurrence of the Director, Office of Civil Rights (OCR), on acceptable parameters for settlement. This concurrence must be obtained as early as practical. If settlement negotiation results in settlement terms that deviate from the parameters concurred upon by the Director, OCR, then the delegatee or re-delegatee must obtain concurrence on the new terms or new parameters before entering into a settlement agreement. The Director, OCR, at his or her discretion, may waive the concurrence requirement, in writing, at any time.
- b. The settlement authority provided under paragraph 2a may only be exercised after legal review of a proposed settlement agreement by OGC, ORC, or OIG Office of Counsel, as applicable
- c. The settlement authority provided under paragraph 2b may only be exercised with the concurrence of the appropriate EPA management official.

d. The designation of OIG attorneys to represent the Agency in the processing of employee complaints covered by this delegation will be in accordance with the provisions of the *Memorandum of Understanding Between the General Counsel and the Inspector General of the United States Environmental Protection Agency*, dated September 8, 2004.

e. Subject to paragraph 4a, an OGC, ORC, or OIG attorney may engage in discussions and negotiations that may lead to settlement of a claim or complaint by an official who has settlement authority under this delegation.

5. ADDITIONAL REFERENCES.

a. EPA Delegation 1-34, Litigation Representation

b. EPA Delegation 1-83, Final Decisions on Formal Complaints of Discrimination

c. 29 C.F.R. Part 1614

ATTACHMENT D

Glossary

Glossary

The following definitions apply to this Directive:

Applicant: A person who applies for employment.

Applicant Flow Data: Information reflecting characteristics of the pool of individuals applying for an employment opportunity.

Appropriate Relevant Labor Force (ARLF): The EEOC and the Courts have determined that agencies and other employers should make RLF comparisons based on either local or national data. Local RLF should be used if applicants are solicited locally or the employer should be reasonably expected to recruit locally. National RLF is used if positions are recruited nationally. In EPA, vacancies are announced nationally; therefore, the NLF is used for all comparisons.

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

Civilian Labor Force (CLF): Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.

Disability: For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on a Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.

Employees: Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.

Employment Decision: Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.

EPA Components/Organizations: EPA components or organizations consist of program offices (AA-ships), regional offices, and major laboratories. Major laboratories and Regions are provided guidance and direction in the implementation of the EPA Affirmative Employment Program Plans.

Feeder Group or Pool: Occupational group(s) from which selections to a particular job are typically made.

Fiscal Year: The period from October 1 of one year to September 30 of the following year.

Goal: Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.

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

Major Laboratories: Any organization serviced by the Area Offices in Las Vegas, Cincinnati, and Research Triangle Park.

Onsite Program Review: Visit by EEO representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.

Reasonable Accommodation: Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1630.2(o). See also, EEOC Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

Relevant Labor Force: The RLF is the labor force by occupation. It is used for making occupation by occupation comparisons, as opposed to the general Civilian Labor Force, which represents the overall workforce by class group. The RLF is developed by the Bureau of the Census. On the Website, Census provides by class group data for every occupational category used in the census. The census also provides a cross-walk identifying which census category should be used when comparing each Federal occupational series.

Section 501 Program: The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.

Section 717 Program: The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.

Selection Procedure: Any employment policy or practice that is used as a basis for an employment decision.

Special Recruitment Program: A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.

Staffing: The process of determining how a position is structured and how it will be filled. As an example, when a full performance position is vacated, staffing options may exist. The position may be advertised at the full performance level or advertised at a lower level so that a career ladder can permit the incumbent to be promoted to the full performance level.

Targeted Disabilities: Disabilities that the Federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.

Technical Assistance: Training, assistance or guidance provided by the EEO professionals in writing, over the telephone or in person.

Trigger: A condition which may cause a barrier analysis to be conducted under EEOC MD-715. In MD-715, EEOC requires agencies to prepare statistical tables representing various segments of

employment data. The Triggers and Trends alert the agency to possible barriers that may exist to equal employment opportunity.

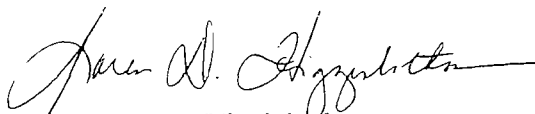
Variance: The variance is calculated by applying the class group CLF percentage to the total number of permanent employees assigned and rounding up to the next full number. When representation scores are positive, it means that the Agency or component has more representation than the CLF. When the scores are negative, then the class group representation is less-than-expected. The variance is the difference between what is expected and what actually occurs.

ACKNOWLEDGEMENTS

The success of any program is determined by the support and commitment of those involved and leadership from the key officials in an organization. At EPA, the program has continuously received support from Headquarters' Program Offices, Regional Offices, Area Offices, and Laboratories. In addition, support has been received from EEO Officers and their staff in the field and Program Management Officers in the Headquarters. Union officials and Non-Labor Groups are also key players in ensuring a workforce that is representative of our nation's labor force. Over 200 collateral-duty Special Emphasis Program Managers lend time and commitment to their organizations in meeting their EEO objectives. The almost 18,000 employees at EPA nation-wide contribute in their own special and individual ways to meet EPA's mission to protect the environment, while ensuring a positive work environment for all of our employees.

The Office of Civil Rights is a unique and diverse office with a small committed staff, which depends on others to assist them in carrying out their work in the areas of complaints processing and affirmative employment. Ultimately, managers and supervisors are responsible for the success of any EEO Program and in meeting the EEO objectives. Their participation in annual Special Emphasis & Diversity Program Observances, which are opportunities to recognize and celebrate the diversity of the agency's employees, and supporting the development of new and innovative programs, is key to the overall program's success.

The Office of Civil Rights, Affirmative Employment & Diversity staff, is led by Assistant Director, Susan M. Morris, with Team members, Mirza Baig, Affirmative Employment Program Manager; June Turner, National Asian Employment Program Manager; Melissa Rodriguez, National Hispanic Employment Program Manager; Chris Emanuel, National Black Employment Program Manager; Alease Wright, National Federal Women's Program Manager; Dr. Secody Hubbard, National American Indian Program Manager; and Jerome King, Diversity Program Manager. This Team is responsible for affirmative employment programs at EPA. I thank them for their outstanding work in the development of this Affirmative Employment Plan, with input from EEO Officer's and Office of General Counsel staff members.



Karen D. Higginbotham
Director