

**U.S. Environmental Protection Agency
Office of Civil Rights**

**Work Force Status
And
Analysis Reports**



Data As Of

March 31, 2000

U.S. ENVIRONMENTAL PROTECTION AGENCY AGENCY WIDE

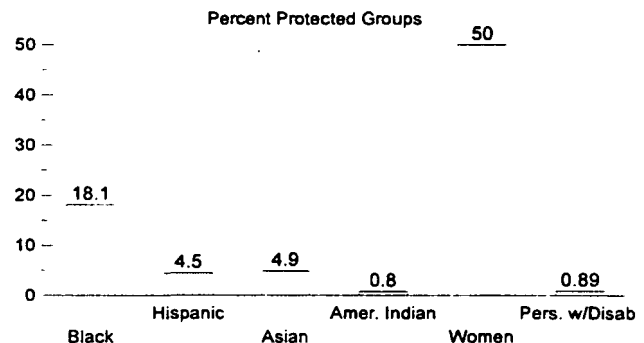
This summary presents a work force profile for the U.S. Environmental Protection Agency (EPA)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.0%) of EPA's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 17,791 employees in EPA. Minorities occupied 28.3% of the positions while women occupied 50.0%. Blacks held 18.1% of the positions, Hispanics 4.5%, Asians 4.9%, American Indians 0.80, and Persons with Targeted Disabilities 0.89%. Chart 1 shows the percent distribution of the protected groups in the total work force.

CHART 1. WORK FORCE COMPOSITION



Of EPA's total work force, 62.2% percent or 11,065 employees were at grades GS/GM 13-

15. Minorities held 20.2% of the positions in this grade group, while women held 40.8%.

Minorities were represented at the GS/GM 13-15 level as follows: Blacks 11.2%, Hispanics 3.6%, Asians 4.8%, and American Indians 0.62%.

There were 6,366 employees at the GS/GM-13 level. Minorities comprise 23.8% while women comprise 43.2%. Among minorities, Blacks held 13.0% of the positions, Hispanics 4.1%, Asians 5.8%, and American Indians 0.88%. Minorities were 17.5% of the 2,957 employees at the GS/GM-14 level while women were 39.5%. Among minorities, Blacks held 9.7% of the positions, Hispanics 3.3%, Asians 4.2%, and American Indians 0.30%. Minorities represented 11.9% of the 1,742 employees at the GS/GM-15 level, while women comprised 33.8%. Among minorities, Blacks held 6.8% of the positions, Hispanics 2.5%, Asians 2.4%, and American Indians 0.22%.

Of the 286 SES positions in EPA, 14.3% were held by minorities and 30.1% by women. Among minorities, Blacks held 8.4% of the positions, Hispanics 3.5%, Asians 2.1%, and American Indians 0.35%.

Of the 1,594 supervisory and managerial positions in EPA, 15.2% were held by minorities and 34.8% by women. Among the minorities, Blacks occupied 9.0% of the positions, Hispanics 3.1%, Asians 2.9%, and American Indians 0.12%.

PROFESSIONAL POSITIONS: EPA had 8,642 employees in the Professional job category, comprising 48.6% of the Agency's work force. This analysis includes the twelve most populous (series with 100 or more employees) Professional occupations in EPA. Table 1 shows the protected groups in those series. Eight of the twelve series show under representation which can be eliminated with the addition of 1 Black, 2 Hispanics, 1 American Indian, and 20 women in the Economist series 110; 5 Hispanics, 33 Asians, and 18 women in the Biologist series 401; 4 Hispanics, 1 American Indian, and 15 women in the Toxicologist series 415; 6 Hispanics in the Accountant series 510; 5 Hispanics, 2 Asians, and 16 women in the Auditor series 511; 3 Blacks in the Chemist series 1320; 13 Asians in the Contracting and Procurement series 1102; and 3 Hispanics in the Geologist series 1350.

There were no Hispanic women or American Indians in the Economist series; no American Indians in the Toxicologist series; no American Indian men in the Accounting series; no American Indian women in the Auditor series; no American Indian men in the Chemical Engineer series; and no Hispanics or American Indian women in the Geologist series.

Table 1 Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Engineer Series 810 Total: 2115	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On board	156	149	214	9	592
	# Parity*	72	64	158	7	207
	# Difference	+84	+85	+56	+2	+385
Attorney Series 995 Total: 1045	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On board	90	51	49	7	499
	# Parity*	36	27	15	3	257
	# Difference	+54	+24	+34	+4	+242
Physical Scientist Series 1301 Total: 2042	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On board	139	82	95	18	718
	# Parity*	94	39	68	9	593
	# Difference	+45	+43	+27	+9	+125

Chemical Engineer Series 893 Total: 161	Percent CLF	3.5	2.8	6.8	0.1	11.1
	# On board	10	11	25	1	51
	# Parity*	6	5	11	1	18
	# Difference	+4	+6	+14	0	+33
Economist Series 0110 Total: 119	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On board	5	2	8	0	33
	# Parity*	6	4	4	1	53
	# Difference	-1	-2	+4	-1	-20
Biologist Series 0401 Total: 731	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On board	52	19	21	9	287
	# Parity*	29	24	54	3	305
	# Difference	+23	-5	-33	+6	-18
Toxicologist Series 0415 Total: 165	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On board	9	3	27	0	56
	# Parity*	7	7	24	1	71
	# Difference	+2	-4	+3	-1	-15
Accountant Series 0510 Total 180	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On board	46	2	13	1	95
	# Parity*	13	8	10	1	95
	#Difference	+33	-6	+3	0	0
Auditor Series 0511 Total 219	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On board	48	5	10	1	100
	# Parity*	15	10	12	1	116
	# Difference	+33	-5	-2	0	-16
Contract Procurement Series 1102 Total 302	Percent CLF	5.6	3.5	5.4	0.4	37.0
	# On board	87	13	4	3	182
	# Parity	17	11	17	2	112
	# Difference	+70	+2	-13	+1	+70
Chemist Series 1320 Total: 620	Percent CLF	6.1	3.2	9.8	0.2	27.4
	# On board	35	26	66	3	210
	# Parity	38	20	61	2	170
	# Difference	-3	+6	+5	+1	+40

Geologist Series 1350 Total: 102	Percent CLF	1.1	2.4	1.8	0.3	14.4
	# On board	4	0	3	1	18
	# Parity	2	3	2	1	15
	# Difference	+2	-3	+1	0	+3

**Parity is achieved when the work force representation of a protected group is equal to the group's percentage of the relevant civilian labor force of a specific occupational series or occupational category.*

An analysis by grade level shows that 74.8% or 6,467 employees of EPA's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 17.3% of the positions and women held 32.8%. Among minorities, Blacks held 6.9% of the positions, Hispanics 3.8%, Asians 6.1%, and American Indians 0.48%.

ADMINISTRATIVE POSITIONS: EPA had 7,370 employees in the Administrative job category, comprising 41.4% of its total work force. This analysis includes all the most populous (series with 100 or more employees) Administrative occupations in EPA. Table 2 shows the protected groups in those series. Eight of the ten show under representation which can be eliminated with the addition of 45 Hispanics in the Environmental Protection Specialist series; 2 Asians in the Personnel Management Specialist series; 7 Hispanics, 9 Asians and 1 American Indian in the General Administration series; 5 Hispanics and 64 women in the Computer Specialist series; 11 Hispanics, 1 Asian, 1 American Indian, and 64 women in the Program Manager series; 30 Hispanics, 10 Asians and 1 American Indian in the Management Analyst series; 3 Hispanics in the Public Affairs series; and 2 Asians and 61 women in the Criminal Investigator series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Protection Specialist Series 028 Total: 2735	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	418	98	108	43	1561
	# Parity*	244	143	77	14	1368
	# Difference	+174	-45	+31	+29	+193
Personnel Management Specialist Series 201 Total: 146	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	70	14	3	1	115
	# Parity*	13	8	5	1	73
	# Difference	+57	+6	-2	0	+42
General Administration Series 301 Total: 904	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	267	41	17	4	615
	# Parity*	81	48	26	5	452
	# Difference	+186	-7	-9	-1	+163

Computer Specialist Series 334 Total: 547	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	112	24	45	3	210
	# Parity*	49	29	16	3	274
	# Difference	+63	-5	+29	0	-64
Program Manager Series 0340 Total: 415	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	37	11	11	2	144
	# Parity*	37	22	12	3	208
	# Difference	0	-11	-1	-1	-64
Management Analyst Series 0343 Total: 1420	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	407	44	30	7	980
	# Parity*	127	74	40	8	710
	# Difference	+280	-30	-10	-1	+270
Accounting Clerical Series 0501 Total: 140	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	56	8	7	1	103
	# Parity*	13	8	4	1	70
	# Difference	+43	0	+3	0	+33
Public Affairs Series 1035 Total: 139	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	19	5	5	1	81
	# Parity*	13	8	4	1	70
	# Difference	+6	-3	+1	0	+11
General Business Series 1101 Total: 130	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	42	9	4	1	99
	# Parity*	12	7	4	1	65
	# Difference	+30	+2	0	0	+34
Criminal Investigator Series 1811 Total: 240	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	26	13	5	2	59
	# Parity	22	13	7	2	120
	# Difference	+4	0	-2	0	-61

**Parity is achieved when the work force representation of a protected group is equal to the group's percentage of the relevant civilian labor force of a specific occupational series or occupational category.*

Further analysis by grade level shows that 62.4% or 4,598 employees of EPA's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 24.3% of the positions and women held 51.9%. Among minorities, Blacks held 17.1% of the positions, Hispanics 3.3%, Asians 3.1%, and American Indians 0.83%.

STATUS OF PERSONS WITH DISABILITIES: *In Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 159 EPA employees, or 0.89%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

EPA had a net increase of 1.9% or 345 employees in its total work force (from 17,446 to 17,791). The representation of minorities increased from 26.7% to 28.3%, however, the representation of women increased from 49.4% to 50.0%. There was a net increase of 118 Blacks, 83 Hispanics, 128 Asians, 45 American Indians, and 283 women.

In Professional occupations, there was an increase of 2.4% or 204 employees (from 8,438 to 8,642). Minority representation increased from 18.7% to 20.1%, and the representation of women increased from 34.3% to 35.4%. There was a net increase of 4 Blacks, 44 Hispanics, 85 Asians, 24 American Indians, and 161 women.

In Administrative occupations, there was an increase 6.8% or 502 employees (from 6,868 to 7,370). Minority representation increased from 27.1% to 30.5% and the representation of women increased from 56.2% to 58.5%. There was a net increase of 274 Blacks, 52 Hispanics, 39 Asians, 24 American Indians, and 448 women.

At the GS/GM-13 level, there was an increase of 14.5% or 921 employees (from 5,445 to 6,366). Minority representation increased from 21.4% to 23.8% and the representation of women increased from 42.0% to 43.2%. There was a net increase of 172 Blacks, 50 Hispanics, 97 Asians, 31 American Indians, and 466 women.

At the GS/GM-14 level, there was an increase of 9.0% or 265 employees (from 2,692 to 2,957). Minority representation increased from 13.9% to 17.5% and the representation of women increased from 37.4% to 39.5%. There was a net increase of 67 Blacks, 34 Hispanics, 40 Asians, and 3 American Indians, and 162 women.

At the GS/GM-15 level, there was an increase of 13.0% or 226 employees (from 1,516 to 1,742). Minority representation increased from 10.3% to 11.9% and the representation of women increased from 30.6% to 33.8%. There was a net increase of 35 Blacks, 11 Hispanics, 4 Asians, 1 American Indian, and 124 women.

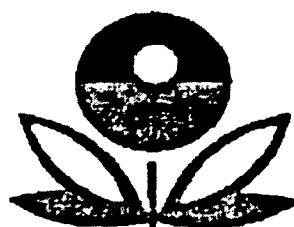
At the SES level there was an increase of 9.1% or 26 employees (from 260 to 286). Minority representation increased from 8.8% to 14.3% and the representation of women increased from 26.9% to 30.1%. There was a net increase of 7 Blacks, 8 Hispanics, 4 Asians, and 16 women, while American Indians decreased by 1.

There was an increase of 2 employees (from 1,592 to 1,594) in supervisory and managerial positions. However, minority representation increased from 13.2% to 15.2% and women increased from 34.1% to 34.8%. There was a net increase of 19 Blacks, 12 Hispanics, 4 Asians, 12 women, while American Indians decreased by 3.

Employees with targeted disabilities had a net increase of 11 (from 148 to 159). Their representation in the total work force increased from 0.83% to 0.89%.

Work Force Status Report

March 31, 2000



Office of the Administrator

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF THE ADMINISTRATOR

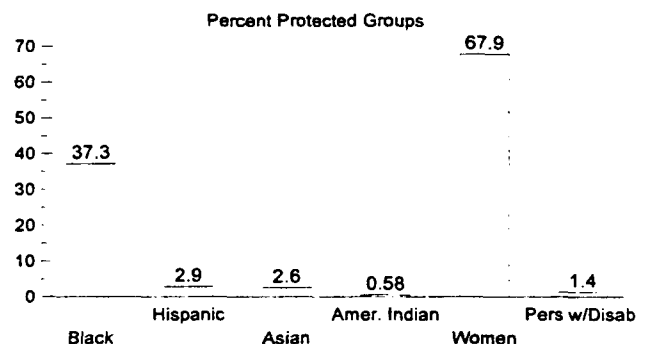
This summary presents a work force profile for the Office of the Administrator's (AO) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (86.4%) of AO's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 105 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis show the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 346 employees in AO. Minorities occupied 43.4% of AO's positions, while women occupied 67.9%. Blacks held 37.3% of AO's positions, Hispanics 2.9%, Asians 2.6%, American Indians 0.58%, and Persons with Targeted Disabilities 1.4%. American Indian men were absent from the work force. Chart 1 shows the percent distribution of the protected groups of AO's total work force.

CHART 1. WORK FORCE COMPOSITION



Of AO's total work force, 53.2% percent or 184 employees were at grades GS/GM 13-15. Minorities held 29.3% of the positions in this grade group, while women held 60.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 19%, Hispanics 4.9%, Asians 4.9%, and American Indians .54%. There were no American Indian men in this grade group.

There were 48 employees at the GS/GM-13 level. Minorities comprised 43.8% and women comprised 77.1%. Among minorities, Blacks held 29.2% of the positions, Hispanics 6.3%, and Asians 8.3%. There were no American Indian men or women at this level. Minorities were 26.7% of the 75 employees at the GS/GM-14 level and women are 61.3%. Among minorities, Blacks held 17.3% of the positions, Hispanics 2.7%, Asians 5.3%, and American Indians 1.3%. There were no American Indian men. Minorities represented 21.3% of the 61 employees at the GS/GM-15 level, while women comprised 47.5%. Among minorities, Blacks held 13.1% of the positions, Hispanics 6.6%, and Asians 1.6%. There were no Asian women, American Indian men, or American Indian

women at this level.

Of the 18 SES positions in AO, 27.8% were held by minorities and 44.4% by women. Among minorities, Blacks held 22.2% of the positions and Hispanics held 5.6%. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 27 supervisory and managerial positions in AO, 25.9% were held by minorities and 55.6% by women. Among the minorities, 18.5% of the positions were occupied by Blacks and 7.4% by Hispanics. There were no Asian men, Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: AO had 57 employees in the Professional job category, comprising 16.5% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in AO. Table 1 shows the protected groups in Attorney series 905. Under representation in this job series can be eliminated with the addition of 1 American Indian.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	2	2	1	0	8
905	# Parity*	1	1	1	1	7
Total 27	# Difference	+1	+1	0	-1	+1

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 66.7 % or 38 employees of AO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 15.8% of the positions and women held 28.9%. Among minorities, Blacks held 2.6% of the positions, Hispanics 5.3%, and Asians 7.9%. There were no Black men, Hispanic women, Asian women, American Indian men, or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: AO had 242 employees in the Administrative job category, comprising 69.9% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in AO. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301 and Management Analysis series 343. Under representation in these job series can be eliminated with the addition of 2 Hispanic and 1 American Indian Environmental Protection Specialist; 3 Hispanic, 3 Asian and 1 American Indian in the General Administration series and 2 Hispanic and 1 American Indian Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	7	0	1	0	22
028	# Parity*	3	2	1	1	16
Total 32	# Difference	+4	-2	0	-1	+6
Gen.Admi	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	42	3	0	0	82
301	# Parity*	10	6	3	1	52
Total 103	# Difference	+32	-3	-3	-1	+30
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	22	2	3	0	45
343	# Parity*	6	4	2	1	31
Total 61	# Difference	+16	-2	+1	-1	+14

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 60.3% or 146 employees of AO's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 32.9% of the positions and women held 69.2%. Among minorities, Blacks held 23.3% of the positions, Hispanics 4.8%, Asians 4.1%, and American Indians .68%. There were no American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 5 AO employees or 1.4% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

AO had a net increase of 16.2% or 56 employees in its total work force (from 290 to 346). The

representation of minorities increased from 42.1% to 43.4% and the representation for women increased from 66.6% to 67.9%. There was a net increase of 22 Blacks, 2 Hispanics, 2 Asians, 2 American Indians and 42 women. There were no American Indian men as of March 31, 2000.

In Professional occupations, there was an increase of 15.8% or 9 employees (from 48 to 57). Minority representation increased from 12.5% to 14.0% while the representation for women decreased from 35.4% to 29.8%. There was a net increase 1 Hispanic and 1 Asian, while Blacks and women remained the same at 3 and 17, respectively. There were no Black men, Hispanic women, Asian women, American Indian men, or American Indian women in Professional occupations as of March 31, 2000.

In Administrative occupations, there was an increase of 22.7% or 55 employees (from 187 to 242). Minority representation increased from 40.1% to 44.2% and the representation for women increased from 69.0% to 73.1%. There was a net increase of 29 Blacks, 1 Hispanic, 1 Asian, 1 American Indian and 48 women. There were no American Indian men in Administrative occupations as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 20.8% or 10 employees (from 38 to 48). Minority representation increased from 34.2% to 43.8% and the representation for women increased from 76.3% to 77.1%. There was a net increase of 6 Blacks, 2 Asians and 8 women, while Hispanics remained the same at 3. There were no American Indians at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 22.7% or 17 employees (from 58 to 75). The percentage of minorities decreased from 27.6% to 26.7% and the percentage for women decreased from 67.2% to 61.3%. There was a net increase of 1 Black, 2 Asians, 1 American Indian and 7 women, while Hispanics remained the same at 2. There were no American Indian men at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 41.0% or 25 employees (from 36 to 61). The percentage of minorities increased from 19.5% to 21.3% and the percentage for women increased from 33.3% to 47.5%. There was a net increase of 4 Blacks, 2 Hispanics and 17 women, while Asian's remained the same at 1. There were no Asian women, American Indian men, or American Indian women at this level as of March 31, 2000.

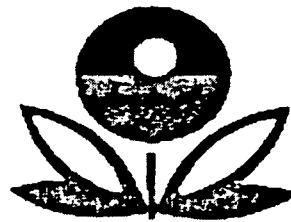
The SES members increased by 5.6% or 1 employee (from 17 to 18). The representation of minorities increased from 17.6% to 27.8% and the representation for women increased from 29.4% to 44.4%. There was a net gain of 1 Black, 1 Hispanic, and 3 women. Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of March 31, 2000.

There was a decrease of 6.9% or 2 employees (from 29 to 27) in supervisory and managerial positions. Minority representation decreased from 31.0% to 25.9%, while the representation for women increased from 44.8% to 55.6%. There was a net increase of 2 Hispanics and 2 women, while there was a net decrease of 3 Blacks and 1 Asian. There were no Asian men, Asian women, American Indian men, or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities decreased by 16.7% or 1 employee (from 6 to 5). Their representation in the total work force decreased from 2.1% to 1.4%.

Work Force Status Report

March 31, 2000



Office of Air and Radiation

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF AIR AND RADIATION

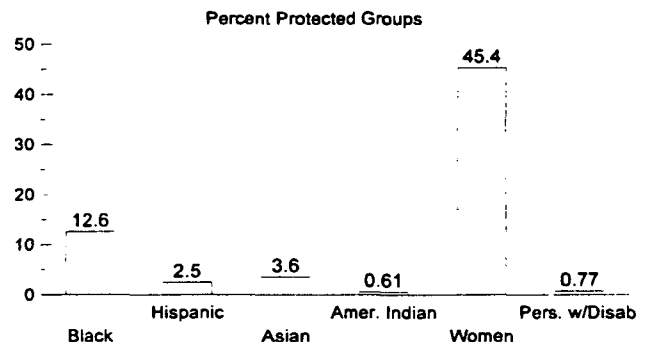
This summary presents a work force profile for the Office of Air and Radiation (OAR)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.7%) of OAR's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 1,301 employees in the OAR. Minorities occupied 19.4% of OAR's positions while women occupied 45.4%. Blacks held 12.6% of OAR's positions, Hispanics 2.5%, Asians 3.6%, American Indians 0.61% and Persons with Targeted Disabilities 0.77%. Chart 1 shows the percent distribution of the protected groups of OAR's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OAR's total work force, 69.2% or 900 employees were at grades GS/GM 13-15.

Minorities held 14.2% of the positions in this grade group, while women held 38.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 8.1%, Hispanics 2.8%, Asians 3.1%, and American Indians 0.22%.

There were 573 employees at the GS/GM-13 level; minorities comprised 17.6% and women 40.1%. Among minorities, Blacks held 10.0% of the positions, Hispanics 3.1%, Asians 4.2%, and American Indians 0.34%. Minorities were 12.4 of the 161 employees at the GS/GM-14 level and women 39.6%. Among minorities, Blacks held 7.5% of the positions, Hispanics 2.5%, and Asians 2.5%. There were no Hispanic women or American Indians at this level. Minorities represented 4.2% of the 166 employees at the GS/GM-15 level, while women comprised 31.9%. Among minorities, Blacks held 2.4% of the positions and Hispanics held 1.8%. There were no Hispanic men, and no Asians or American Indians represented at this level.

Of the 17 SES positions in OAR, 41.2% were held by women. Minorities held 11.8% of the positions with 1 Black male and 1 Asian woman at the SES level. There are no Black women, Hispanics, Asian men, or American Indians represented at this level.

Of the 113 supervisory and managerial positions in OAR, 8.0% were held by minorities and 38.9% by women. Among the minorities, 3.5% of the positions were occupied by Blacks, 1.8% by Hispanics and 2.7% of the positions were held by Asians. There were no Hispanic men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OAR had 582 employees in the Professional job category, comprising 44.7% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OAR. Table 1 shows the protected groups in the Environmental Engineer series 819, Mechanical Engineer Series 830, General Physical Scientist series 1301 and Economist series 110. Under representation can be eliminated with the addition of 2 Hispanic, 5 Asian and 1 American Indian Environmental Engineers; 5 Asian and 1 American Indian Mechanical Engineers; 2 Hispanic Physical Scientists and 1 Hispanic, 1 American Indian and 6 women Economist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engr.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	14	8	10	0	49
819	# Parity*	7	6	15	1	20
Total 198	# Difference	+7	-2	-5	-1	+29
Mech. Engr.	Percent CLF	2.7	2.4	5.9	0.2	5.3
Series	# On Board	3	2	0	0	7
830	# Parity*	3	2	5	1	5
Total 79	# Difference	0	0	-5	-1	+2
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29
Series	# On Board	10	1	6	2	47
1301	# Parity*	6	3	5	1	37
Total 125	# Difference	+4	-2	+1	+1	+10
Economist	Percent CLF	4.6	2.8	3.2	0.2	43.9
Series	# On Board	2	0	2	0	7
110	# Parity*	2	1	1	1	13
Total 28	# Difference	0	-1	+1	-1	-6

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 82.1% or 478 employees of OAR's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 11.5% of the positions and women held 24.9%. Among minorities, Blacks held 4.6% of the positions, Hispanics 2.5%, Asians 4.0%, and American Indians 0.42%.

ADMINISTRATIVE POSITIONS - OAR had 572 employees in the Administrative job category, comprising 44.0% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OAR. Table 2 shows the protected groups in the Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analysis series 343. Under representation can be eliminated with the addition of 5 Black, 4 Hispanic, 1 Asian and 1 American Indian Environmental Protection Specialist; 3 Hispanic, 1 Asian and 1 American Indian in the General Administration series; 2 Hispanic, 1 American Indian and 2 women Computer Specialist; 5 Hispanic and 1 Asian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	20	11	7	1	138
028	# Parity*	25	15	8	2	136
Total 272	# Difference	-5	-4	-1	-1	+2
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	9	1	1	0	39
301	# Parity*	6	4	2	1	29
Total 58	# Difference	+3	-3	-1	-1	+10
Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	6	1	6	0	19
334	# Parity*	4	3	2	1	21
Total 41	# Difference	+2	-2	+4	-1	-2
Mgmt.Analys	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	38	4	4	1	113
1343	# Parity*	14	9	5	1	78
Total 155	# Difference	+24	-5	-1	0	+35

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 73.8% or 422 employees of OAR's administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 17.3% of the positions and women held 54.0%. Among minorities, Blacks held 12.1% of the positions, Hispanics 3.1%, and Asians 2.1%. There were no American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 10 OAR employees or 0.77% had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, to MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OAR had a net increase of 2.9% or 38 employees in its total work force (from 1,262 to 1,300). The representation of minorities increased from 18.2% to 19.4% and the representation for women increased from 45.0% to 45.5%. There was a net increase of 10 Blacks, 3 Hispanics, 8 Asians, 1 American Indian and 23 women.

In Professional occupations, employee representation decreased by 0.51% or 3 employees (from 585 to 582). Minority representation increased from 12.8% to 14.1%, and the representation for women decreased from 27.2% to 26.8%. There was a net increase of 2 Blacks, 1 Hispanic, 1 Asian and 3 American Indians, while there was a net decrease of 3 women.

In Administrative occupations, there was an increase of 11.5% or 66 employees (from 506 to 572). Minority representation increased from 19.6% to 20.3% and the representation for women increased from 56.7% to 58.0%. There was a net increase of 8 Blacks, 4 Hispanics, 6 Asians and 45 women, while there was a net decrease of 1 American Indian. There were no American Indian men as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 12.0% or 69 employees (from 504 to 573). Minority representation decreased from 17.7% to 17.6% and the representation for women decreased from 40.5% to 40.1%. There was a net increase of 9 Blacks, 2 Hispanics, 1 American Indian and 26 women, while Asians remained the same at 24, respectively.

At the GS/GM-14 level, there was a net increase of 24.8% or 40 employees (from 121 to 161). The percentage of minorities increased from 5.8% to 12.4% and the percentage for women increased

from 36.4% to 39.8%. There was a net increase of 8 Blacks, 2 Hispanics, 4 Asians and 20 women, while there was a net decrease of 1 American Indian. There were no Hispanic women, American Indians at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 4.8% or 8 employees (from 158 to 166). The percentage of minorities decreased from 5.1% to 4.2% while the percentage for women increased from 31.0% to 31.9%. There was a net increase of 1 Hispanic and 4 women, while there was a net decrease of 2 Blacks. There were no Hispanic men, Asians or American Indians at this level as of March 31, 2000.

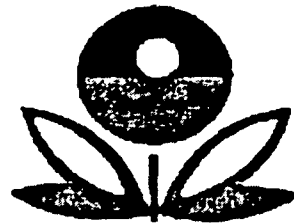
The SES level experienced an increase of 5.9% or 1 employee (from 16 to 17). Minorities had an increase from 0% to 11.8%. The representation of women increased from 31.3% to 41.2%. There was a net increase of 1 Black, 1 Asian and 2 women. There were no Black women, Hispanics, Asian men or American Indians represented at this level as of March 31, 2000.

There was a decrease of 1.7% or 2 employees in supervisory and managerial positions (from 115 to 113). Minority representation increased from 5.2% to 8.0%, while the representation for women increased from 33.0% to 38.9%. There was a net increase of 3 Asians and 6 women, while Blacks and Hispanics remained the same at 4 and 2, respectively. There were no Hispanic men or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities increased by 10.0% or 1 employee (from 9 to 10). Their representation of the total work force decreased from 0.71% to 0.77%.

Work Force Status Report

March 31, 2000



Office of Administration
&
Resources Management

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ADMINISTRATION AND RESOURCES MANAGEMENT

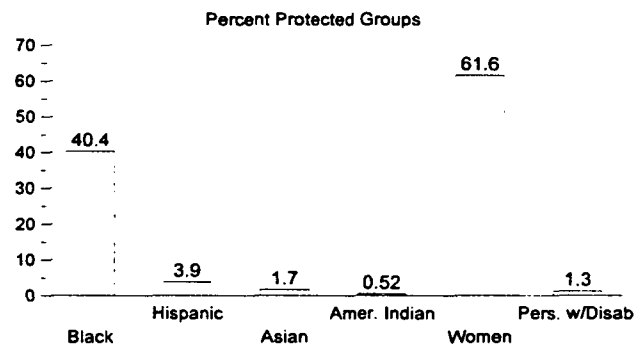
This summary presents a work force profile for the Office of Administration and Resources Management's (OARM) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.9%) of OARM's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 770 employees in the OARM. Minorities occupied 46.5% of OARM's positions, while women occupied 61.6%. Among minorities, Blacks held 40.4% of OARM's positions, Hispanics 3.9%, Asians 1.7%, American Indians 0.52%, and Persons with Targeted Disabilities 1.3%. Chart 1 shows the percent distribution of the protected groups of OARM's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OARM's total work force 61.4% percent or 473 employees were at grades GS/GM 13-15. Minorities held 37.6 of the positions in this grade group, while women held 55.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 31.1%, Hispanics 4.4%, Asians 1.9%, and American Indians 0.21%.

There were 214 employees at the GS/GM-13 level. Minorities comprised 44.9% and women comprised 65.9%. Among minorities, Blacks held 38.3% of the positions, Hispanics 4.7% and Asians 1.9%. There were no American Indians at this level. Minorities, were 35.0% of the 163 employees at the GS/GM-14 level and women were 49.1%. Among minorities, Blacks held 27.6% of the positions, Hispanics 4.3%, Asians 2.5%, and American Indians 0.61%. There were no American Indian women at this level. Minorities represented 26.1% of the 96 employees at the GS/GM-15 level, while women comprised 42.7%. Among minorities, Blacks held 20.8% of the positions, Hispanics 4.2%, and Asians 1.0%. There were no Asian men American Indian men or

American Indian women at this level.

Of the 16 SES positions in OARM, 18.8% were held by minorities and 25.0% by women. Among the minorities, Blacks held 6.3% of the positions and Hispanics held 12.5%. There were no Black women, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 72 supervisory and managerial positions in OARM, 26.4% were held by minorities and 40.3% by women. Among the minorities, 20.8% of the positions were occupied by Blacks, 4.2% by Hispanics, and 1.4% by Asians. There were no Asian men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OARM had 258 employees in the Professional job category, comprising 33.5% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OARM. Table 1 shows the protected groups in Contract & Procurement series 1102. Under representation in this job series can be eliminated with the addition of 3 Asians.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Contr. & Proc.	Percent CLF	5.1	4.2	2.1	0.4	45.9
Series	# On Board	66	9	2	1	124
1102	# Parity*	10	9	5	1	90
Total 196	# Difference	+56	0	-3	0	+34

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 69.8 % or 180 employees of OARM's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 30.6% of the positions and women held 49.4%. Among minorities, Blacks held 30.0% of the positions, Hispanics 5.0%, and Asians 2.2%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OARM had 419 employees in the Administrative job category, comprising 54.4% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in OARM. Table 2 shows the protected groups in Personnel Management series 201, General Administration series 301, Computer Specialist series 334, Support Service Administration series 342, Management Analysis series 343 and General Business series 1101. Under representation can be eliminated with the addition of 3 Hispanic and 2 Asian Personnel Management Specialist; 2 Hispanic, 2 Asian and 1 American Indian in the General Administration series; 1 Hispanic, 1 Asian and 1 American Indian Computer

Specialist; 1 Hispanic, 1 Asian and 1 American Indian Support Service Administrator and 1 American Indian in the General Business series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Per. Mgmt.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	46	2	1	1	63
201	# Parity*	7	5	3	1	39
Total 78	# Difference	+39	-3	-2	0	+24
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	21	1	0	0	31
301	# Parity*	5	3	2	1	26
Total 51	# Difference	+16	-2	-2	-1	+5
Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	10	1	1	0	19
334	# Parity*	4	2	2	1	18
Total 36	# Difference	+6	-1	-1	-1	+1
Supp.Srv.Ad	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	18	1	0	0	17
342	# Parity*	3	2	1	1	13
Total 26	# Difference	+15	-1	-1	-1	+4
Mgmt Ana.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	27	6	4	1	59
343	# Parity*	10	6	3	1	53
Total 106	# Difference	+17	0	+1	0	+6
Gen. Bus.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	15	3	1	0	24
1101	# Parity*	4	2	1	1	17
Total 34	# Difference	+11	+1	0	-1	+7

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category

Further analysis by grade level shows that 69.9% or 293 employees of OARM's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 42.3% of the positions and women held 59.0%. Among minorities, Blacks held 36.2% of the positions, Hispanics 4.1%, Asians 1.7%, and American Indians 0.34%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 10 OARM employees or 1.3% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OARM had a net decrease of 21.8% or 214 employees in its total work force (from 983 to 769). The representation of minorities increased from 41.7% to 46.6% and the representation for women increased from 57.6% to 61.6%. There was a net increase of 2 Hispanics and 2 American Indians, while there was a net decrease of 55 Blacks, 1 Asian and 92 women.

In Professional occupations, there was a decrease of 10.4% or 30 employees (from 288 to 258). Minority representation increased from 37.5% to 39.5% and the representation for women increased from 55.6% to 56.2%. There was a net increase of 3 Hispanics and 2 Asians, while there was a net decrease of 11 Blacks and 15 women. American Indian's remained the same at 1. There were no American Indian men as of March 31, 2000.

In Administrative occupations, there was a decrease of 26.6% or 152 employees (from 571 to 419). Minority representation increased from 38.4% to 46.3% and the representation for women increased from 54.3% to 61.3%. There was a net increase of 3 American Indians and a net decrease of 25 Blacks, 3 Asians and 53 women. Hispanics remained the same at 17, respectively.

At the GS/GM-13 level, there was a decrease of 15.7% or 40 employees (from 254 to 214). Minority representation increased from 41.3% to 44.9% and the representation for women increased from 60.2% to 65.9%. There was a net decrease of 3 Blacks, 3 Hispanics, 3 Asians and 12 women. There were no American Indians at this level as of March 31, 2000.

At the GS/GM-14 level, the number of employees decreased by 24.2% or 52 employees (from 215 to 163). The percentage of minorities increased from 27.9% to 35.0%, while the percentage for women increased from 47.9% to 49.1%. There was a net increase of 3 Hispanics, 1 Asian and 1 American Indian, while there was a net decrease of 8 Blacks and 23 women. There were no American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was a decrease of 17.9% or 21 employees (from 117 to 96). The percentage of minorities increased from 21.4% to 26.1% and the percentage for women increased from 31.6% to 42.7%. There was a net increase of 4 women, while Blacks, Hispanics and Asians remained the same at 20, 4 and 1, respectively. There were no Asian men, American Indian men or American Indian women at this level as of March 31, 2000.

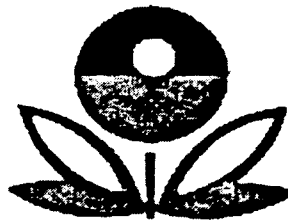
The SES members decreased by 23.8% or 5 employees (from 21 to 16). The representation of minorities increased from 4.8% to 18.8% and the representation for women increased from 19.1% to 25.0%. There was a net increase of 1 Black and 1 Hispanic. Women remained the same at 4. Black women, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of March 31, 2000.

There was a decrease of 23.4% or 22 employees (from 94 to 72) in supervisory and managerial positions. Minority representation increased from 22.3% to 26.4%, while the representation of women increased from 34.0% to 40.3%. There was a net decrease of 2 Blacks and 3 women, while Hispanics and Asians remained the same at 3 and 1, respectively. There were no Asian men, American Indian men, or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities decreased by 37.5% or 6 employees (from 16 to 10). Their representation in the total work force decreased from 1.6% to 1.3%.

Work Force Status Report

March 31, 2000



Office of the Chief Financial Officer

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF THE CHIEF FINANCIAL OFFICER

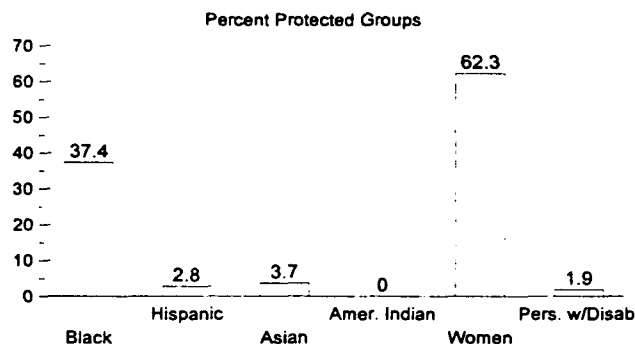
This summary presents a work force profile for the Office of the Chief Financial Officer (OCFO)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (84.1%) of OCFO's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 321 employees in OCFO. Minorities occupied 43.9% of the positions while women occupied 62.3%. Blacks held 37.4% of the positions, Hispanics 2.8%, Asians 3.7%, and Persons with Targeted Disabilities 1.9%. There were no American Indians in OCFO's work force. Chart 1 shows the percent distribution of the protected groups in the total work force.

CHART 1. WORK FORCE COMPOSITION



Of OCFO's total work force, 59.2% or 190 employees were at grades GS/GM 13-15. Minorities held 33.7% of the positions in this grade group, while women held 54.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 24.7%, Hispanics 3.7%, and Asians 5.3%. There were no American Indians in this grade group.

There were 83 employees at the GS/GM-13 level. Minorities comprised 47.0% while women comprised 67.5%. Among minorities, Blacks held 34.9% of the positions, Hispanics 2.4%, and Asians 9.6%. There were no American Indians at this grade level. Minorities were 30.3% of the 66 employees at the GS/GM-14 level while women were 53.0%. Among minorities, Blacks held 22.7% of the positions, Hispanics 6.1%, and Asians 1.5%. There were no American Indians at this grade level. Minorities represented 12.2% of the 41 employees at the GS/GM-15 level, while women comprised 29.3%. Among minorities, Blacks held 7.3% of the positions, Hispanics 2.4%,

and Asians 2.4%. There were no American Indians at this level.

Of the 6 SES positions in OCFO, 16.7% were held by Blacks and 16.7% by women. There were no Hispanics, Asians, or American Indians in SES positions.

Of the 23 supervisory and managerial positions in OCFO, 21.4% were held by minorities and 21.4% by women. Among the minorities, 17.9% of the positions were occupied by Blacks and 3.6% by Hispanics. There were no Asians and American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OCFO had 101 employees in the Professional job category, comprising 31.5% of its work force. This analysis includes the only populous (series with 25 or more employees) Professional occupation in OCFO, Accountant series 510. Table 1 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 3 Hispanics, 1 Asian, and 1 American Indian Accountant.

Table 1. Most Populous Professional Occupation by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Accountant Series 0510 Total 93	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On Board	31	1	5	0	51
	# Parity*	7	4	6	1	50
	# Difference	+24	-3	-1	-1	+1

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 80.2% or 81 employees of OCFO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 38.3% of the positions and women held 53.1%. Among minorities, Blacks held 29.6% of the positions, Hispanics 2.5%, and Asians 6.2%. There were no American Indians in this grade group.

ADMINISTRATIVE POSITIONS: OCFO had 169 employees in the Administrative job category, comprising 52.6% of its total work force. This analysis includes the only populous (series with 25 or more employees) Professional occupation in OCFO, Management Analysis series 343 and General Accounting Clerk series 501. Table 2 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 2 Hispanic, 1 Asian and 1 American Indian Management Analysis and 1 Hispanic, 2 Asians and 1 American Indian General Accounting Clerk.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Mgmt.Analys	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	15	2	1	0	41
343	# Parity*	7	4	2	1	36
Total 71	# Difference	+8	-2	-1	-1	+5
Gen.Acctg..	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	25	2	0	0	38
501	# Parity*	5	3	2	1	25
Total 50	# Difference	+20	-1	-2	-1	+13

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category

Further analysis by grade level shows that 64.5% or 109 employees of OCFO's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 30.3% of the positions and women held 55.0%. Among minorities, Blacks held 21.1% of the positions, Hispanics 4.6%, and Asians 4.6%. There were no American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 6 OCFO employees, or 1.9%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OCFO had a net increase of 2.2% or 7 employees in its total work force (from 314 to 321). The representation of minorities decreased from 44.9% to 43.9% and the representation of women decreased from 64.0% to 62.3%. There was a net increase of 1 Hispanic and a net decrease of 1 Black and 1 woman. Asians remained the same at 12, respectively. There were no American Indians as of March 31, 2000.

In Professional occupations, there was an increase of 3.0% or 3 employees (from 98 to 101).

Minority representation increased from 35.7% to 38.6%, and the representation for women decreased from 54.1% to 53.5%. There was a net increase of 3 Blacks, 1 Hispanic and 1 woman, while Asians remained the same at 5. There were no Hispanic women or American Indians as of March 31, 2000.

In Administrative occupations, there was an increase of 9.5% or 16 employees (from 153 to 169). Minority representation increased from 38.6% to 39.1%, while the representation for women decreased from 60.8% to 60.4%. There was a net increase of 7 Blacks and 9 women, while Hispanics and Asians remained the same at 6 and 5, respectively. There were no American Indians as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 6.0% or 5 employees (from 78 to 83). Minority representation increased from 42.3% to 47.0% and the representation of women increased from 66.7% to 67.5%. There was a net increase of 8 Blacks, 1 Asian and 4 women, while there was a net decrease of 3 Hispanics. There were no American Indians as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 28.8% or 19 employees (from 47 to 66). The percentage of minorities increased from 21.3% to 30.3%, while the percentage for women increased from 38.3% to 53.0%. There was a net increase of 6 Blacks, 4 Hispanics and 17 women, while Asians remained the same at 1. There were no Hispanic women, Asian women or American Indians as of March 31, 2000.

At the GS/GM-15 level there was an increase of 26.8% or 11 employees (from 30 to 41). The percentage of minorities decreased from 16.7% to 12.2% and the percentage of women decreased from 36.7% to 29.3%. There was a net increase of 1 woman, while Blacks, Hispanics and Asians remained the same at 3, 1 and 1, respectively. There were no Black men, Hispanic women, Asian men or American Indians as of March 31, 2000.

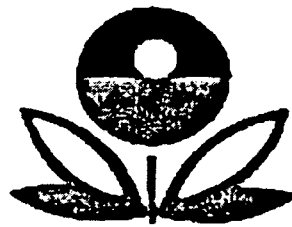
The SES members increased by 33.3% or 2 employees (from 4 to 6). The percentage of minorities increased from 0% to 16.7% and the percentage of women decreased from 50.0% to 16.7%. There was a net increase of 1 Black and a net decrease of 1 woman. There were no Black women, Hispanics, Asians, or American Indians at the SES level as of March 31, 2000.

Supervisory and managerial employees increased by 21.4% or 6 (from 22 to 28). Minority representation decreased from 22.7% to 21.4% and the representation of women decreased from 36.4% to 21.4%. There was a net increase of 1 Black and a net decrease of 2 women. Hispanics remained the same at 1. There were no Hispanic women, Asians or American Indians at this level as of March 31, 2000.

Employees with targeted disabilities increased by 50.0% or 3 employees (from 3 to 6). Their representation in the total work force increased from 0.96% to 1.9%.

Work Force Status Report

March 31, 2000



Office of Enforcement and
Compliance Assurance

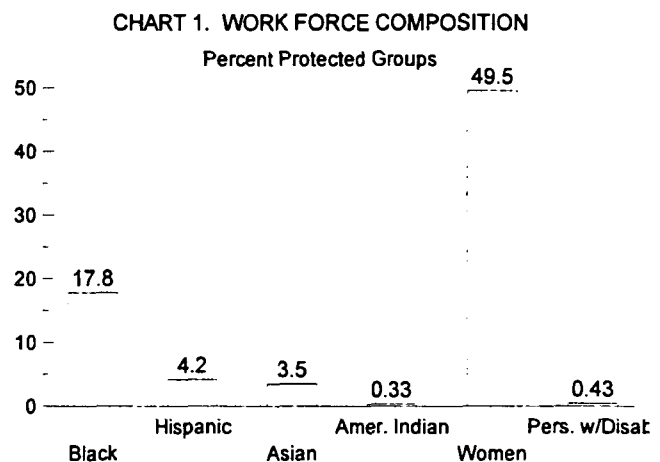
U. S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ENFORCEMENT AND COMPLIANCE ASSURANCE

This summary presents a work force profile for the Office of Enforcement and Compliance Assurance (OECA) 's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.0%) of OECA 's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 920 employees in OECA. Minorities occupied 25.9% of the positions while women occupied 49.5%. Blacks held 17.8% of the positions, Hispanics 4.2%, Asians 3.5%, American Indians 0.33%, and Persons with Targeted Disabilities 0.43%. Chart 1 shows the percent distribution of the protected groups in OECA 's total work force.



Of OECA 's total work force, 76.7% or 706 employees were at grades GS/GM 13-15.

Minorities held 21.0% of the positions in this grade group while women held 44.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 12.6%, Hispanics 4.4%, Asians 3.7%, and American Indians 0.28%.

Minorities held 30.4% of the GS/GM 13 level positions, while women held 45.8%. Minorities were represented in this grade level as follows: Blacks 19.0%, Hispanics 6.4%, Asians 4.5%, and American Indians 0.56%. Minorities held 13.6% of the GS/GM 14 level positions, while women held 46.9%. Minorities were represented as follows: Blacks 7.4%, Hispanics 3.1%, and Asians 3.1%. There were no American Indians at this grade level. Minorities held 9.2% of the GS/GM 15 level positions, while women held 38.2%. Minorities were represented as follows: Blacks 4.8%, Hispanics 1.6%, and Asians 2.7%. There were no American Indians at this grade level.

Of the 20 SES positions in OECA, 10% were held by minorities and 15.0% by women. Among

minorities, Blacks made up 10% of the positions. There were no Black women, Hispanics, Asians, or American Indians in the SES.

Of the 100 supervisory and managerial positions in OECA, 13.0% were held by minorities and 33.0% by women. Blacks held 8.0%, Hispanics 3.0%, and Asians 2.0%. There were no Hispanic women, Asian men or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OECA had 310 employees in the Professional job category, comprising 33.7% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OECA. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, Physical Scientist series 1301, and Chemist series 1320. Under representation in these series can be eliminated with the addition of 1 American Indian Environmental Engineer, 1 Asian Attorney, 1 Hispanic and 1 American Indian Physical Scientist, and 2 Black, 2 Hispanic and 1 American Indian Chemist.

There were no American Indians in the Environmental Engineer series, Hispanic men or American Indian men in the Attorney series; Black women, Hispanics or American Indians in the Chemistry series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Engineer Series 819 Total: 39	Percent CLF	3.4%	3.0%	7.5%	0.3%	9.8%
	# On board	5	2	3	0	17
	# Parity*	2	2	3	1	4
	# Difference	+3	0	0	-1	+13
Attorney Series 905 Total: 166	Percent CLF	3.4%	2.5%	1.4%	0.2%	24.5%
	# On board	8	7	2	1	82
	# Parity*	6	5	3	1	41
	# Difference	+2	+2	-1	0	+41
Physical Scientist Series 1301 Total: 36	Percent CLF	4.6%	1.9%	3.3%	0.4%	29%
	# On board	3	0	3	0	12
	# Parity*	2	1	2	1	11
	# Difference	+1	-1	+1	-1	+1
Chemist Series 1320 Total: 34	Percent CLF	6.1%	3.2%	9.8%	0.2%	27.4%
	# On board	1	0	4	0	10
	# Parity	3	2	4	1	10
	# Difference	-2	-2	0	-1	0

*Parity is achieved when the work force representation of a protected group is equal to the group's percentage of the relevant civilian labor force of a specific occupational series or occupational category.

An analysis by grade level shows that 93.2% or 289 of OECA's Professional employees were at grades GS/GM 13-15. In this grade grouping, minorities held 15.9% of the positions and women held 43.3%. Blacks held 5.9%, Hispanics 3.8%, Asians 5.9%, and American Indians 0.35%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS: OECA had 536 employees in the Administrative job category, comprising 58.3% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in OECA. Table 2 shows the protected groups in Environmental Protection Specialist series 819, General Administration series 301, Management Analysis series 343 and Criminal Investigator series 1811. Under representation in these series can be eliminated with the addition of 1 Hispanic Environmental Protection Specialist; 1 American Indian in the General Administration series; 5 Hispanic, 1 Asian and 1 American Indian Management Analysis; and 4 Black, 3 Asian and 52 women Criminal Investigators.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot. Series 028 Total 39	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	16	2	5	1	72
	# Parity*	4	3	2	1	20
	# Difference	+12	-1	+3	0	+52
Gen.Admi Series 301 Total 48	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	13	5	3	0	32
	# Parity*	5	3	2	1	24
	# Difference	+8	+2	+1	-1	+8
Mgmt.Ana Series 343 Total 106	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	47	1	2	0	80
	# Parity*	10	6	3	1	53
	# Difference	+37	-5	-1	-1	+27
Crim.Inv Series 1811 Total 189	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	13	12	3	1	43
	# Parity*	17	10	6	1	95
	# Difference	-4	+2	-3	0	-52

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 77.8% or 417 employees of OECA's Administrative

work force were at grades GS/GM 13-15. Minorities held 24.5% of the positions and women held 44.6%. Among the minorities, Blacks held 17.3% of the positions, Hispanics 4.8%, Asians 2.2%, and American Indians 0.24%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the U.S. Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 4 OECA employees, or 0.43%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997, to March 31, 2000, is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OECA had a net decrease of 2.4% or 23 employees, in its total work force (from 943 to 920). The representation of minorities increased from 25.5% to 25.9% and the representation of women increased from 48.7% to 49.5%. There was a net increase of 4 Asians and a net decrease of 6 Blacks and 4 women. Hispanics and American Indians remained the same as 39 and 3, respectively.

In Professional occupations, there was an increase of 2.6%, or 8 employees (from 302 to 310). Minority representation decreased from 16.2% to 15.5% while the representation of women increased from 41.7% to 42.9%. There was a net increase of 7 women and a net 1 Hispanic, while Blacks, Asians and American Indians remained the same at 18, 18 and 1, respectively. There were no American Indian women.

In Administrative occupations, there was a decrease of 2.2%, or 12 employees (from 548 to 536). Minority representation increased from 23.9% to 25.4% while the representation of women increased from 45.1% to 47.2%. There was a net increase of 2 Blacks, 4 Asians and 6 women, while there was a net decrease of 1 Hispanic. American Indians remained the same at 2.

At the GS/GM 13 level, there was an increase of 15.4% or 55 employees (from 303 to 358). Minority representation increased from 22.8% to 30.4% while the representation of women increased from 43.2% to 45.8%. There was a net increase of 23 Blacks, 12 Hispanics, 3 Asians, 2 American Indians and 33 women.

At the GS/GM 14 level, there was a decrease of 10.5% or 19 employees (from 181 to 162). Minority representation increased from 9.9% to 13.6% while the representation of women increased from 45.3% to 46.9%. There was a net increase of 1 Hispanic and 3 Asians, while there was a net decrease of 6 women. Blacks remained the same at 12. There were no American Indians at this level as of March 31, 2000.

At the GS/GM 15 level, there was an increase of 19.9% or 37 employees (from 149 to 186).

Minority representation decreased 10.1% to 9.2% while the representation of women increased from 32.9% to 38.2%. There was a net increase of 2 Blacks and 22 women, while Hispanics and Asians remained the same at 3 and 5, respectively. There were no American Indians at this level as of March 31, 2000.

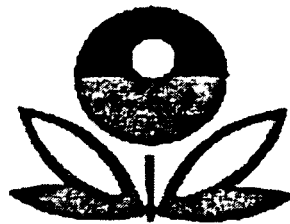
The SES members increased by 5.0% or 1 employee (from 19 to 20). The percentage of minorities increased from 5.3% to 10.0% and the representation of women decreased from 26.3% to 15.0%. There was a net increase of 1 Black and a net decrease of 2 women. There were no Black women, Hispanics, Asians, or American Indians in the SES level as of March 31, 2000.

There was an increase of 4.0% or 4 employees (from 96 to 100) in supervisory and managerial positions. Minority representation increased from 8.3% to 13.0% while the representation of women decreased from 34.4% to 33.0%. There was a net increase of 2 Blacks and 3 Hispanics, while Asians and women remained the same at 2 and 33, respectively. There were no Hispanic women, Asian men or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities remained the same at 4. Their representation in the total work force increased from 0.42% to 0.43%.

Work Force Status Report

March 31, 2000



Office of Environmental Information

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ENVIRONMENTAL INFORMATION

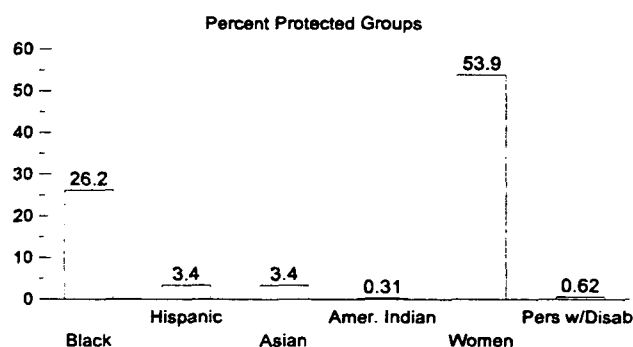
This summary presents a work force profile for the Office of Environmental Information's (OEI) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.8%) of OEI's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 105 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis show the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 325 employees in OEI. Minorities occupied 33.2% of OEI's positions, while women occupied 53.9%. Blacks held 26.2% of OEI's positions, Hispanics 3.4%, Asians 3.4%, American Indians 0.31%, and Persons with Targeted Disabilities 0.62%. American Indian men were absent from the work force. Chart 1 shows the percent distribution of the protected groups of OEI's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OEI's total work force, 73.8% percent or 240 employees were at grades GS/GM 13-15. Minorities held 28.3% of the positions in this grade group, while women held 49.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 20.0%, Hispanics 4.6%, Asians 3.3%, and American Indians 0.42%. There were no American Indian men in this grade group.

There were 100 employees at the GS/GM-13 level. Minorities comprised 37.0% and women comprised 59.0%. Among minorities, Blacks held 28.0% of the positions, Hispanics 5.0%, Asians 3.0% and American Indians 1.0%. There were no Asian women or American Indian men. Minorities were 20.5% of the 88 employees at the GS/GM-14 level and women are 38.6%. Among minorities, Blacks held 13.6% of the positions, Hispanics 1.1% and Asians 5.7%. There were no American Indians. Minorities represented 21.0% of the 62 employees at the GS/GM-15 level, while women comprised 40.3%. Among minorities, Blacks held 12.9% of the positions and Hispanics 8.1%. There were no Asians, American Indians at this level.

Of the 9 SES positions in OEI, 55.6% were held by women. There were no minorities in SES positions.

Of the 40 supervisory and managerial positions in OEI, 25.0% were held by minorities and 52.5% by women. Among the minorities, 15.0% of the positions were occupied by Blacks and 10.0% by Hispanics. There were no Asians or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OEI had 45 employees in the Professional job category, comprising 13.8% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OEI. There were no Professional occupations in OEI with 25 or more employees.

An analysis by grade level shows that 75.6 % or 34 employees of OEI's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 23.5% of the positions and women held 58.8%. Among minorities, Blacks held 11.8% of the positions, Hispanics 2.9%, and Asians 8.8%. There were no Hispanic women, American Indian men, or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OEI had 260 employees in the Administrative job category, comprising 80.0% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OEI. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analysis series 343. Under representation in these job series can be eliminated with the addition of 1 Hispanic and 1 American Indian Environmental Protection Specialist; 2 Hispanic, 1 Asian and 1 American Indian in the General Administration series; 1 Hispanic, 1 American Indian and 14 women Computer Specialist; and 1 Hispanic and 3 Asian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	4	1	2	0	24
028	# Parity*	4	2	2	1	18
Total 36	# Difference	0	-1	0	-1	+6
Gen.Admi	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	16	1	1	0	26
301	# Parity*	4	3	2	1	20
Total 39	# Difference	+12	-2	-1	-1	+6

Comp.Spe	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	25	5	5	0	36
334	# Parity*	9	6	3	1	50
Total 94	# Difference	+16	-1	+2	-1	-14
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	19	3	0	1	40
343	# Parity*	7	4	3	1	36
Total 72	# Difference	+12	-1	-3	0	+4

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 79.2% or 206 employees of OEI's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.1% of the positions and women held 37.7%. Among minorities, Blacks held 16.9% of the positions, Hispanics 3.8%, Asians 1.9%, and American Indians 0.38%. There were no American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

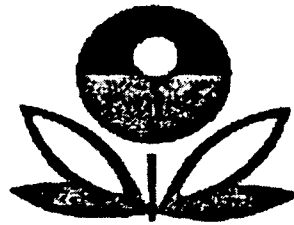
As of March 31, 2000, 2 OEI employees or 0.62% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OEI was established in FY 1999, therefore there is no data for the change analysis.

Work Force Status Report

March 31, 2000



Office of General Counsel

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF GENERAL COUNSEL

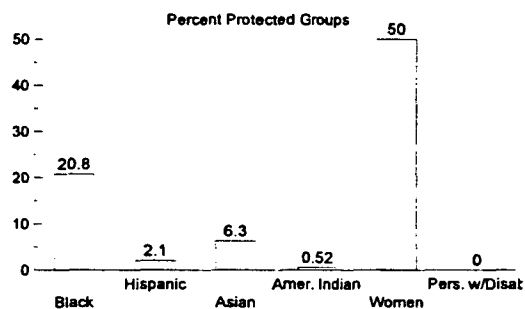
This summary presents a work force profile for the Office of General Counsel's (OGC) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.6%) of OGC's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 192 employees in OGC. Minorities occupied 29.7% of OGC's positions while women occupied 50.0%. Blacks held 20.8% of OGC's positions, Hispanics 2.1%, Asians 6.3%, and American Indians 0.52%. There were no Persons with Targeted Disabilities in OGC's work force. Chart 1 shows the percent distribution of the protected groups in OGC's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OGC's total work force, 72.9% percent or 140 employees were at grades GS/GM 13-15. Minorities held 17.9% of the positions in this grade group, while women held 40.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 7.1%, Hispanics 2.1%, Asians 7.9% and American Indians 0.71%. There were no American Indian women in this grade group.

There were 14 employees at the GS/GM-13 level. Minorities comprised 28.6% and women comprised 50.0%. Among minorities, Blacks held 21.4% of the positions and American Indian 7.1%. There were no Hispanics, Asians or American Indian women at this level. Minorities were 25.0% of the 36 employees at the GS/GM-14 level and women were 50.0%. Among minorities, Blacks held 11.1% of the positions, Hispanics held 2.8% and Asians 11.1%. There were no American Indians at this level. Minorities represented 13.3% of the 90 employees at the GS/GM-15 level, while women comprised 35.6%. Among minorities, Blacks held 3.3% of the positions, Hispanics 2.2%, and Asians 7.8%. There were no Black men, American Indian men, or American Indian women at this level.

Of the 10 SES employees, minorities held 20.0% and women comprised 40.0% of the positions at this level. Among minorities Blacks held 10.0% and Hispanics held 10.0%. There were no Black men, Hispanic women, Asians or American Indians at this level.

Of the 14 supervisory and managerial positions in OGC, 21.4% were held by minorities and 42.9% by women. Among the minorities, Blacks held 14.3% and Hispanics held 7.1%. There were no Black men, Hispanic men, Asians or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OGC had 153 employees in the Professional job category, comprising 79.7% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OGC. Table 1 shows the protected groups in Attorney series 905. The analysis shows that there is no under representation among the Professional occupations. Further analysis shows that there were no American Indian women in the Attorney series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	9	4	12	1	61
905	# Parity*	6	4	3	1	37
Total 151	# Difference	+3	0	+9	0	+24

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 86.3 % or 132 employees of OGC's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 15.9% of the positions and women held 39.4%. Among minorities, Blacks held 4.5% of the positions, Hispanics 2.3%, Asians 8.3% and American Indians 0.67%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OGC had 21 employees in the Administrative job category, comprising 10.9% of its total work force. The 21 employees occupied various groups; 2 white men, 16 blacks and 3 white women.

Further analysis by grade level shows that 38.1% or 8 employees of OGC's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 50.0% of the positions and women held 62.5%. Blacks were the only minorities represented in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a benchmark, to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis,*

convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

There were no employees in OGC with targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OGC had a net increase of 4.2% or 8 employees in its total work force (from 184 to 192). The representation of minorities increased from 26.6% to 29.7% and the representation for women increased from 48.9% to 50.0%. There was a net increase of 6 Blacks, 3 Asians, 1 American Indian and 6 women, while there was a net decrease of 2 Hispanics. There were no American Indian women in the OGC work force as of March 31, 2000.

In Professional occupations, there was an increase of 3.9% or 6 employees (from 147 to 153). Minority representation increased from 14.3% to 17.0%, and the representation for women increased from 39.5% to 40.5%. There was a net increase of 2 Blacks, 3 Asians, 1 American Indian and 4 women, while there was a net decrease of 1 Hispanic. There were no American Indian women in Professional occupations as of March 31, 2000.

In Administrative occupations, there was an increase of 19.0% or 4 employees (from 17 to 21). Minority representation increased from 64.7% to 76.2% and the representation for women increased from 70.6% to 81.0%. There was a net increase of 6 Blacks and 5 women, while there was a net decrease of 1 Hispanic. There were no Hispanics, Asians, or American Indians in Administrative occupations as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 50.0% or 7 employees (from 7 to 14). Minority representation decreased from 42.9% to 28.6% and the representation for women decreased from 57.1% to 50.0%. There was a net increase of 2 Blacks, 1 American Indian and 3 women, while there was a net decrease of 1 Hispanic and 1 Asian. There were no Hispanics, Asians, or American Indian women at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 16.7% or 6 employees (from 30 to 36). The percentage of minorities decreased from 26.7% to 25.0% and the percentage for women increased from 40.0% to 50.0%. There was a net increase of 2 Asians and 6 women and a net decrease of 1 Black. Hispanics remained the same at 1. There were no Hispanic men or American Indians at this level as of March 31, 2000.

At the GS/GM-15 level, the number of employees increased by 5.6% or 5 employees (from 85 to 90). The percentage of minorities increased from 8.2% to 13.3% and the percentage for women decreased from 36.5% to 35.6%. There was a net increase of 2 Blacks, 3 Asians and 1 woman, while Hispanics remained the same at 2, respectively. There were no Black men, or American Indians at this level as of March 31, 2000.

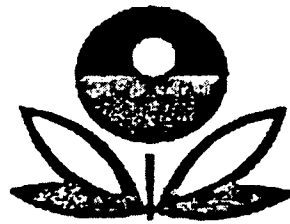
At the SES level, the number of employees remained the same at 10. The percentage of minorities increased from 10.0% to 20.0%, while the percentage of women increased from 30.0% to 40.0%. There was a net increase of 1 Hispanic and 1 woman, while Blacks remained the same at 1. There were no Black men, Hispanic women, Asians or American Indians at this level as of March 31, 2000.

There was a decrease of 12.5% or 2 employees (from 16 to 14) in supervisory and managerial positions. Minority representation increased from 12.5% to 21.4%, and the representation for women increased from 31.3% to 42.9%. There was a net increase of 1 Black and 1 woman, while Hispanics remained the same at 1. There were no Black men, Hispanic women, Asians or American Indians in these positions as of March 31, 2000.

Persons with targeted disabilities remain absent from the OGC workforce.

Work Force Status Report

March 31, 2000



Office of International Activities

Jack M. Berry, Inc.

FINAL PROJECT AGREEMENT SIGNED AUGUST 8, 1996.

PROJECT CLOSED OUT JUNE 2, 1999

Background

The Project Sponsor: Jack M. Berry, Inc. (Berry), is a mid-sized citrus juice-processing company. The company's facility in LaBelle, Florida, is the site of the Project XL pilot. It is located 30 miles east of Fort Myers on Berry's largest grove, consisting of about 10,000 acres of orange and grapefruit trees.

The Experiment: The Berry project's goal was to establish a process by which Berry would prepare a Comprehensive Operating Permit (COP) in partnership with the Florida Department of Environmental Protection, South Florida Water Management District, and EPA. The COP would have been a multi-media permit that was part of a streamlined permitting approach that was expected to better integrate plant operation and compliance procedures, as well as eliminate unnecessary administrative requirements.

The Flexibility: Under the COP, the State of Florida and EPA would have relieved Berry of administrative and procedural rules that require the preparation and certification of multiple permit renewal applications every few years. Flexibility in Florida regulations governing the permit application process would have allowed Berry to accelerate its permit application process. The streamlined permitting approach was anticipated to result in cost savings that Berry would have reinvested in new environmentally beneficial operating procedures. The burden on the EPA and the State of Florida to review and issue permits would have been reduced as well.

Other Innovations: (1) *Reduction in Reporting Burden:* The State of Florida would have allowed Berry to use nonstandard forms for reporting environmental performance, which would be simplified and part of the approved COP. The State of Florida might not have required Berry to have its environmental reports certified by a professional engineer, because the COP would have been more comprehensive than a certified professional engineer's application. (2) *Environmental Management System (EMS):* Berry had committed to instituting the ISO 14000 EMS program as a means to systematically manage continuous environmental performance, including pollution prevention and source reduction strategies. (3) *Standard Operating Procedures:* Berry had intended to complete detailed yet easy-to-follow work instructions for implementing the COP that ultimately would have been linked to the EMS, to raise the level of employee environmental awareness and contributions to permit compliance.

The Superior Environmental Performance: Berry would have reduced air emissions of VOCs, SO₂, and NO_x through voluntary installation of updated equipment and implementation of updated citrus-processing procedures. Berry would have also reduced the amount of hazardous and solid waste generated by the facility through pollution prevention, reduction, and recycling.

U.S. ENVIRONMENTAL PROTECTION AGENCY OFFICE OF INTERNATIONAL ACTIVITIES

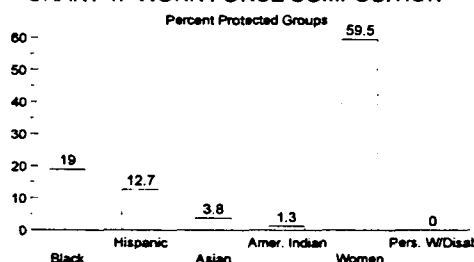
This summary presents a work force profile for the Office of International Activities (OIA) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and persons with disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.1%) of OIA's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 1210; Section 501 of the Rehabilitation Act of 1973, as amended; Reorganization Plan No. 1 of 1978; and Executive Order 11478, as amended by Executive Order 12106.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there are 79 employees in the OIA. Minorities occupy 36.7% of OIA's positions while women occupy 59.5%. Among minorities, Blacks hold 19.0% of OIA's positions, Hispanics 12.7%, Asians 3.8%, and American Indians 1.3%. There is no representation of employees with Targeted Disabilities. Chart 1 shows the percent distribution of the five protected groups of OIA's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OIA's total work force 71.4% percent or 55 employees are at grades GS/GM 13-15. Minorities hold 29.1% of the positions in this grade group while women hold 49.0%. Among minorities at the GS/GM 13-15 level, Blacks hold 12.7% of the positions, Hispanics 14.5%, Asians 1.8%. There are no American Indian men and women in this grade group.

There are 12 employees at the GS/GM-13 level. Minorities comprise 33.3% and women comprise 83.3%. Among minorities, Blacks hold 25.0% of these positions and Hispanics hold 8.3% of these positions. No other minorities are represented at this level. Minorities are 29.6% of 27 employees at the GS/GM-14 level and women are 48.2%. Among minorities, Blacks hold 7.4% of the positions, Hispanics 18.5%, and Asians 3.7%. There are no American Indian men and women at this level. Minorities represent 25.0% of the 16 employees at the GS/GM-15 level, while women comprise 25.0%. Among minorities, Blacks hold 12.5% of the positions and Hispanics 12.5%. There are no

Hispanic women, Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 4 SES positions in OIA, 25.0% are held by minorities and 25.0% by women. Among minorities, only Asian women hold 25.0% of these positions and rest of the 75.0% are held by white men. No other minorities are represented at this level.

OIA is a very small organization. Therefore, there are not too many positions available at the supervisory or managerial level. Of the 8 supervisor, manager positions, and management official in OIA, 12.5% are held by minorities and 25.0% by women. Among the minorities, 12.5% of the positions are occupied by Asians. There are no Blacks, Hispanics, Asian men or American Indians at this level.

PROFESSIONAL POSITIONS: Because of the nature of program responsibilities and mission of the program, only 8.9% or 7 employees are in professional occupations. These 7 seven positions are occupied by various groups; 4 white men, 1 Hispanic man, 1 Asian man, and 1 American Indian woman. No other group is represented in this category. There is 1 Environmental Engineer, 2 Attorneys, and 4 Physical Scientist.

Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

ADMINISTRATIVE POSITIONS - OIA has 65 employees in the Administrative job category, comprising 82.3% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OAR. Table 1 shows the protected groups in the General Administration series 301. Under representation can be eliminated with the addition of 2 Asians and 1 American Indian in the General Administration series.

Table 1. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Gen. Admin.	Percent	8.9	5.2	2.8	0.5	50.0
Series	# On Board	6	7	0	0	27
301	# Parity*	5	3	2	1	25
Total 49	# Difference	+1	+4	-2	-1	+2

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category*

Further analysis by grade level shows that 69.6% or 55 employees of OIA's administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 29.1% of the positions and

women hold 49.1%. Among minorities, Blacks hold 12.7% of the positions, Hispanics 14.5% and Asians hold 1.8%. There are no American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a benchmark, to determine under representation for persons with targeted disabilities. There are no Persons with Targeted Disabilities in OIA. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OIA had a net increase of 17.9% or 14 employees in its total work force going from 64 to 78. The representation of minorities increased from 32.8% to 37.2% and the representation for women increased from 53.1% to 60.3%. There was a net increase of 1 Black, 5 Hispanics, 1 Asian, 1 American Indian and 13 women. There were no American Indian men as of March 31, 2000.

In Professional occupations, there was an increase of 28.6% or 2 employees (from 5 to 7). Minority representation increased from 20.0% to 42.9% and women increased from 0% to 14.3%. There was a net increase of 1 Hispanic, 1 American Indian and 1 woman, while Asian representation remained the same at 1. There were no Blacks, Hispanic women, Asian women or American Indian men at this level.

In Administrative occupations, there was an increase of 16.9% or 11 employees (from 54 to 65). Minority representation increased from 27.8% to 29.2% and representation of women increased from 53.7% to 60.0%. There was a net increase of 4 Hispanics and 10 women, while Blacks and Asians remained the same at 10 and 1, respectively. There were no Asian men or American Indians as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 16.7% or 2 employees (from 10 to 12). There was a decrease of minority representation from 40.0% to 33.3% and the representation for women increased from 60.0% to 83.3%. There was a net increase of 1 Hispanic and 4 women, while there was a net decrease of 1 Black. There were no Blacks men, Hispanic women, Asians or American Indians at this level as of March 31, 2000.

At the GS/GM-14 level, the representation of employees increased by 3.7% or 1 employee (from 26 to 27). The percentage of minorities increased from 23.1% to 29.6% and the percentage of women decreased from 53.9% to 48.2%. There was a net increase of 2 Hispanics and a net decrease of 1 woman. Blacks and Asians remained the same at 2 and 1, respectively. There are no Asian women or American Indians representation at this level.

At the GS/GM-15 level, the representation of employees increased by 25.0% or 4 employees (from 12 to 16). The percentage of minorities increased from 8.3% to 25.0% and the representation of

women increased from 16.7% to 25.0% . There was a net increase of 2 Blacks, 1 Hispanic and 2 women. There are no Hispanic women, Asians or American Indians at this level.

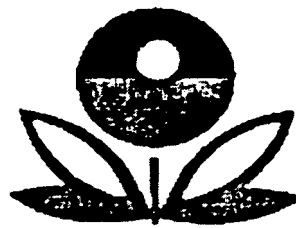
The SES members remained at 4 employees. Therefore, there was no change at this level.

There was an increase of 12.5% or 1 employee in the managerial and supervisory positions (from 7 to 8). The percentage of minorities decreased from 14.3% to 12.5% and the percentage of women decreased from 28.6% to 25.0%. There were no Blacks, Hispanics or American Indians as of March 31, 2000. Asian remained the same at 1. There are no other minority groups represented in managerial and supervisory positions.

There is no change in employees with targeted disabilities. The representation remains the same at 0.

Work Force Status Report

March 31, 2000



Office of the Inspector General

U.S. ENVIRONMENTAL PROTECTION AGENCY OFFICE OF THE INSPECTOR GENERAL

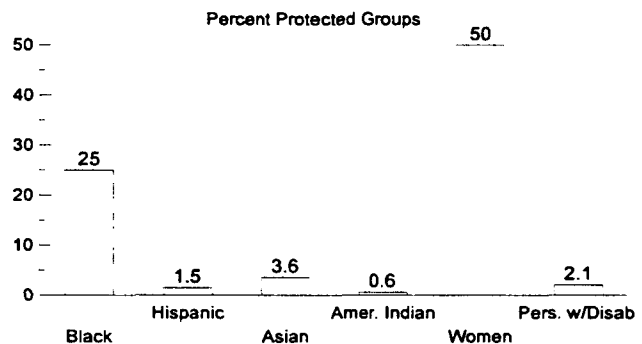
This summary presents a work force profile for the Office of the Inspector General (OIG)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.4%) of OIG's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 332 employees in OIG. Minorities occupied 30.7% of OIG's positions while women occupied 50.0%. Blacks held 25.0% of the positions, Hispanics 1.5%, Asians 3.6%, American Indians 0.60, and Persons with Targeted Disabilities 2.1%. American Indian women were absent from the OIG work force. Chart 1 shows the percent distribution of the protected groups in the total work force.

CHART 1. WORK FORCE COMPOSITION



Of OIG's total work force, 66.9% or 222 employees were at grades GS/GM 13-15. Minorities held 24.8% of the positions in this grade group, while women held 44.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 19.4%, Hispanics 1.4%, Asians 3.2%, and American Indians 0.90%.

There were 160 employees at the GS/GM-13 level. Minorities comprised 29.4% while women comprised 51.9%. Among minorities, Blacks held 22.5% of the positions, Hispanics 1.3%, Asians 4.4%, and American Indians 1.3%. There were no American Indian women at this level. Minorities were 12.5% of the 40 employees at the GS/GM-14 level, while women were 22.5%. Among minorities, Blacks held 10.0% of the positions and Hispanics 2.5%. There were no Hispanic women, Asians or American Indians at this grade level. Minorities represented 13.6% of the 22 employees at the GS/GM-15 level, while women comprised 31.8%. Among minorities, Blacks held 13.6% of the positions. There were no Hispanics, Asians, or American Indians at this level.

Of the 9 SES positions in OIG, 33.3% were held by minorities and 22.2% by women. Among minorities, Blacks held 33.3% of the positions. There were no Black women, Hispanics, Asians, or American Indians in SES positions.

Of the 27 supervisory and managerial positions in OIG, 25.9% were held by minorities and 33.3% by women. Among the minorities, 25.9% of the positions were occupied by Blacks. There were no Hispanics, Asians, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OIG had 209 employees in the Professional job category, comprising 63.0% of its work force. This analysis includes the only populous (series with 25 or more employees) Professional occupation in OIG, Auditor series 511. Table 1 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 5 Hispanics, 2 Asians, and 15 women.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Auditor Series 0511 Total 199	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On Board	41	4	9	1	90
	# Parity*	14	9	11	1	105
	# Difference	+27	-5	-2	0	-15

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 78.0% or 163 employees of OIG's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 23.9% of the positions and women held 42.9%. Among minorities, Blacks held 17.8% of the positions, Hispanics 1.8%, Asians 3.9%, and American Indians 0.61%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OIG had 101 employees in the Administrative job category, comprising 30.4% of its total work force. This analysis includes the only populous (series with 25 or more employees) Administrative occupation in OIG, Criminal Investigator series 1811. Table 2 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 2 Hispanic and 10 women Criminal Investigators.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Criminal Investgr. Series 1811 Total 51	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	13	1	2	1	16
	# Parity*	5	3	2	1	26
	# Difference	+8	-2	0	0	-10

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 58.4% or 59 employees of OIG's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 27.1% of the positions and women held 49.2%. Among minorities, Blacks held 23.7% of the positions, Asians 1.7%, and American Indians 1.7%. There were no Hispanics, Asian men, or American Indian women in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 7 OIG employees, or 2.1%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OIG had a net decrease of 6.2% or 22 employees in its total work force (from 354 to 332). The representation of minorities increased from 27.7% to 30.7%, while the representation of women increased from 48.0% to 50.0%. There was a net increase of 1 Black, 4 Asians and 1 American Indian, while there was a net decrease of 2 Hispanics and 4 women. There were no American Indian women as of March 31, 2000.

In Professional occupations, there was a decrease of 8.7% or 20 employees (from 229 to 209). Minority representation increased from 24.0% to 26.3%, while the representation for women increased from 43.2% to 44.0%. There was a net increase of 2 Asians and 1 American Indian and a net decrease of 1 Black, 2 Hispanics and 7 women. There were no American Indian women as of March 31, 2000.

In Administrative occupations, there was an increase of 5.9% or 6 employees (from 95 to 101).

Minority representation increased from 28.4% to 32.7% and the representation for women increased from 44.2% to 52.5%. There was a net increase of 4 Blacks, 2 Asians and 11 women, while Hispanics and American Indians remained the same at 1 each. There were no Hispanic women or American Indian women as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 18.8% or 30 employees (from 130 to 160). Minority representation increased from 21.5% to 29.4% and the representation of women increased from 43.1% to 51.9%. There was a net increase of 15 Blacks, 3 Asians, 2 American Indians and 27 women, while there was a net decrease of 1 Hispanic. There were no American Indian women at this level as of March 31, 2000.

At the GS/GM-14 level, there was a decrease of 4.8% or 2 employees (from 42 to 40). The percentage of minorities decreased from 14.3% to 12.5% and the percentage for women decreased from 26.2% to 22.5%. There was a net decrease of 1 Black and 2 women, while Hispanic representation remained the same at 1. There were no Hispanic women, Asians or American Indians at this level as of March 31, 2000.

At the GS/GM-15 level, there was a decrease of 12.0% or 3 employees (from 25 to 22). The percentage of minorities increased from 8.0% to 13.6% and the percentage of women increased from 16.0% to 31.8%. There was a net increase of 2 Blacks and 3 women, while there was a net decrease of 1 American Indian. There were no Hispanics, Asians, or American Indians at this level as of March 31, 2000.

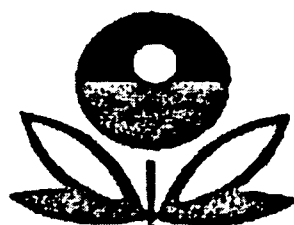
The SES members increased by 22.2% or 2 employees (from 7 to 9). The representation of minorities decreased from 42.9% to 33.3% and the representation of women decreased from 28.6% to 22.2%. The net numbers for women and Blacks remained the same at 2 and 3, respectively. There were no Black women, Hispanics, Asians, or American Indians at the SES level as of March 31, 2000.

There was a decrease of 22.9% or 8 employees (from 35 to 27) in supervisory and managerial positions. Minority representation increased from 14.3% to 25.9% while the representation of women increased from 22.9% to 33.3%. There was a net increase of 3 Blacks and 1 woman, while there was a net decrease of 1 American Indian. There were no Hispanics, Asians, or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities had a net increase of 57.1% or 4, going from 3 to 7. Their representation in the total work force increased from 0.85% to 2.1%.

Work Force Status Report

March 31, 2000



Office of Policy

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF POLICY

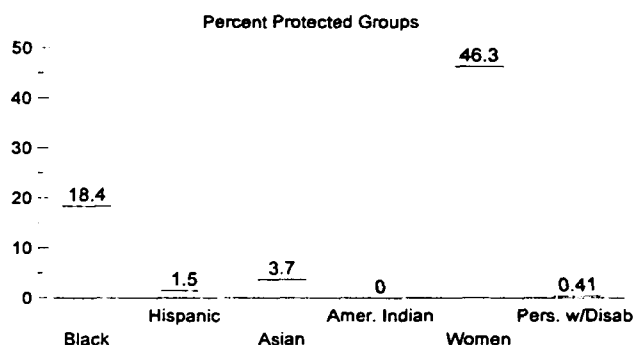
This summary presents a work force profile for the Office of Policy (OP) 's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.4%) of OP's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 136 employees in OP. Minorities occupied 23.5% of the positions while women occupied 46.3%. Blacks held 18.4% of OP's positions, Hispanics 1.5%, Asians 3.7%, and Persons with Targeted Disabilities 0.41%. There were no American Indians in OP's work force. Chart 1 shows the percent distribution of the protected groups in OP's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OP's total work force, 41.4% percent or 101 employees were at grades GS/GM 13-15.

Minorities held 14.9% of the positions in this grade group, while women held 39.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.9%, Hispanics 2.0%, and Asians 3.0%. There were no Hispanic women or American Indians in this grade group.

There were 31 employees at the GS/GM-13 level. Minorities held 35.5% of the positions at this level and women comprised 48.4%. Among minorities, Blacks held 25.8% of the positions, Hispanics 3.2%, and Asians 6.5%. There were no Hispanic women, Asian women or American Indians at this level. Minorities were 4.3% of the 46 employees at the GS/GM-14 level and women were 41.3%. Among minorities, Blacks held 2.2% of the positions and Hispanics 2.2%. There were no Black men, Hispanic women, Asians or American Indians at this grade level. Minorities represented 8.3% of the 24 employees at the GS/GM-15 level, while women comprised 25.0%. Among minorities, Blacks held 4.2% of the positions, and Asians 4.2%. There were no Black men,

Hispanics, Asian men or American Indians at this level.

Of the 6 SES positions in OP, 16.7% were held by women. There were no minorities at this level.

Of the 14 supervisory and managerial positions in OP, 7.1% were held by minorities and 21.4% by women. Among the minorities, Asians hold 7.1%. There were no Blacks, Hispanics, Asian men or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OP had 40 employees in the Professional job category, comprising 29.4% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OP. Table 1 shows the protected groups in the Economist series 110. Under representation in this job series can be eliminated with the addition of 1 Black, 1 Hispanic, 1 American Indian and 3 women.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Economist	Percent CLF	4.6	2.8	3.2	0.2	43.9
Series	# On Board	1	0	1	0	10
110	# Parity*	2	1	1	1	13
Total 28	# Difference	-1	-1	0	-1	-3

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 90.0% or 36 employees of OP's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 5.0% of the positions and women held 25.0%. Among minorities, Blacks held 2.5% of the positions and Asians 2.5%. There were no Black women, Hispanics, Asian women or American Indians in this grade group.

ADMINISTRATIVE POSITIONS - OP had 87 employees in the Administrative job category, comprising 64.0% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OP. Table 2 shows the protected groups in the Environmental Protection Specialist series 028 and Management Analysis series 343. Under representation can be eliminated with the addition of 2 Hispanic, 1 American Indian and 1 woman Environmental Protection Specialist and 1 Hispanic, 1 Asian and 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot. Specialist Series 028 Total 32	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	3	0	3	0	15
	# Parity*	3	2	1	1	16
	# Difference	0	-2	+2	-1	-1
Mgmt. Analysis Series 343 Total 29	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	9	1	0	0	18
	# Parity*	3	2	1	1	15
	# Difference	+6	-1	-1	-1	+3

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 74.7% or 65 employees of OP's Administrative work force were at grades GS/GM 13-15. Minorities held 20.0% of the positions in this grade group and women held 46.2%. Among minorities, Blacks held 13.8% of the positions, Hispanics 3.1%, and Asians 3.1%. There were no Hispanics or American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identify from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 1 OP employees, or .74%, had targeted isabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997 TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OP had a net decrease of 52.6% or 151 employees in its total work force (from 287 to 136). The representation of minorities increased from 22.3% to 23.5% and the representation for women decreased from 49.8% to 46.3%. There was a net decrease of 23 Blacks, 6 Hispanics, 2 Asians, 1 American Indian and 80 women. There were no Hispanic women or American Indians in OP as of March 31, 2000.

In Professional occupations, there was a decrease of 33.3% or 20 employees (from 60 to 40). Minority representation decreased from 8.3% to 5.0%, while the representation for women

decreased from 35.0% to 30.0%. There was a net increase of 1 Asian and a net decrease of 1 Black, 3 Hispanics and 9 women. There were no Black women, Hispanics, Asian women or American Indians in Professional occupations as of March 31, 2000.

In Administrative occupations, there was a decrease of 57.8% or 119 employees (from 206 to 87). Minority representation increased from 20.4% to 25.3% and the representation for women decreased from 50.0% to 48.3%. There was a net decrease of 12 Blacks, 3 Hispanics, 4 Asians, 1 American Indian and 61 women. There were no Hispanic women or American Indians in Administrative occupations as of March 31, 2000.

At the GS/GM-13 level, there was a decrease of 48.3 % or 29 employees (from 60 to 31). Minority representation increased from 26.7% to 35.5% and the representation for women decreased from 53.3% to 48.4%. There was a net decrease of 2 Blacks, 2 Hispanics, 1 American Indian and 17 women, while Asians remained the same at 2. There were no Hispanic women, Asian women or American Indians at this level as of March 31, 2000.

At the GS/GM-14 level, there was a decrease of 50.5% or 47 employees (from 93 to 46). The percentage of minorities decreased from 5.4% to 4.3% and the percentage for women decreased from 41.9% to 41.3%. There was a net decrease of 1 Black, 1 Hispanic, 1 Asian and 20 women. There were no Black men, Hispanic women, Asians, or American Indians at this level as of March 31, 2000.

At the GS/GM-15 level, there was a decrease of 47.8% or 22 employees (from 46 to 24). The percentage of minorities decreased from 10.9% to 8.3% and the percentage of women decreased from 30.4% to 25.0%. There was a net decrease of 3 Blacks and 8 women, while Asians remained the same at 1. There were no Black men, Hispanics, Asian men, or American Indians at this level as of March 31, 2000.

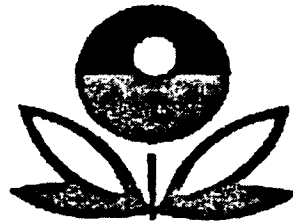
The SES members decreased by 33.3% or 3 (from 9 to 6). The representation of minorities remained at 0 while the representation for women decreased from 22.2% to 16.7%. There was a net decrease of 1 woman.

There was a decrease of 48.1% or 13 employees (from 27 to 14) in supervisory and managerial positions. Minority representation decreased from 7.4% to 7.1%, while the representation for women decreased from 33.3% to 21.4%. There was a net decrease of 1 Black and 6 women, while Asians remained the same at 1. There were no Blacks, Hispanics, Asian men, or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities remained the same at 1 employee. Their representation in the total work force increased from 0.35% to 0.74%.

Work Force Status Report

March 31, 2000



Office of Prevention, Pesticides
&
Toxic Substances

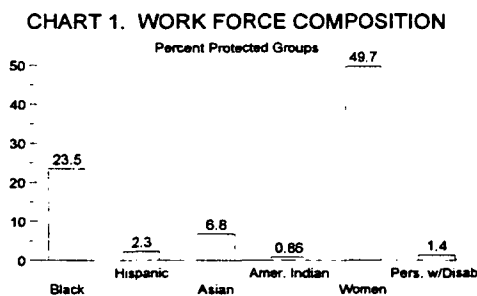
U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF PREVENTION, PESTICIDES & TOXIC SUBSTANCES

This summary presents a work force profile for the Office of Prevention, Pesticides & Toxic Substances (OPPTS) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (96.2%) of OPPTS's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 1,283 employees in OPPTS. Minorities occupied 33.4% of the positions while women occupied 49.7%. Blacks held 23.5% of OPPTS' positions, Hispanics 2.3%, Asians 6.8%. American Indians 0.86%, and Persons with Targeted Disabilities 1.4%. Chart 1 shows the percent distribution of the protected groups in OPPTS' total work force.



Of OPPTS' total work force 81.3% or 1,043 employees were at grades GS/GM 13-15. Minorities held 27.8% of the positions in this grade group, while women held 44.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 17.6%, Hispanics 2.0%, Asians 7.3%, and American Indians 0.86%.

There were 606 employees at the GS/GM-13 level. Minorities comprised 36.0% and women comprised 49.2%. Among minorities, Blacks held 23.1% of these positions, Hispanics 2.8%, Asians 8.8%, and American Indians 1.3%. Minorities were 18.5% of the 281 employees at the GS/GM-14 level and women were 38.4%. Among minorities, Blacks held 11.4% of the positions, Hispanics 1.4%, Asians 5.3% and American Indians 0.36 at this level. However, there are no American Indian women at GS/GM-14 level. Minorities represented 12.8% of the 156 employees at GS/GM-15 level, while women comprised 39.7%. Among minorities, Blacks held 7.7% of the positions and Asians held 5.1%. There were no Hispanics, American Indian men, or

American Indian women at this level.

Of the 21 SES positions in OPPTS, 14.3% were held by minorities and 47.6% by women. Among minorities, Blacks held 9.5% and Hispanics 4.8% of the positions. There are no Black women, Hispanic women, Asians, or American Indians in SES positions.

Of the 109 supervisory and managerial positions in OPPTS, 15.6% were held by minorities and 44.0% by women. Among the minorities, Blacks occupied 10.1% of the positions, Hispanics 0.92%, and Asians 4.6%. There were no Hispanic women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OPPTS had 642 employees in the Professional job category, comprising 50.0% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OPPTS. Table 1 shows the protected groups in Economist series 110, Biologist series 401, Microbiologist series 403, Toxicologist series 415, Physical Scientist series 1301, and Chemist series 1320. Under representation can be eliminated with the addition of 1 Black, 1 American Indian and 9 women Economist; 2 Hispanic, and 6 Asian Biologist; 1 Hispanic, 1 American Indian and 3 women Microbiologist; 2 Black, 2 Hispanic, 1 American Indian, and 6 women Toxicologist; 1 American Indian Physical Scientist and 5 Black Chemist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Economist Series 110	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On Board	1	1	2	0	6
	# Parity*	2	1	2	1	15
	# Difference	-1	0	0	-1	-9
Biologist Series 401	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	23	4	7	1	73
	# Parity*	7	6	13	1	73
	# Difference	+16	-2	-6	0	0
Microbiologist Series 403	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	4	0	3	0	9
	# Parity*	2	1	2	1	12
	# Difference	+2	-1	+1	-1	-3

Toxicolo- Series 415	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On Board	1	0	13	0	17
	# Parity*	3	2	8	1	23
Total 53	# Difference	-2	-2	+5	-1	-6
Physical - Scientist Series 1301	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	4	1	3	0	15
	# Parity*	2	1	2	1	12
Total 41	#Difference	+2	+0	+1	-1	+3
Chemist Series 1320	Percent CLF	6.1	3.2	9.8	0.2	27.4
	# On Board	6	7	27	1	71
	# Parity*	11	6	18	1	49
Total 176	#Difference	-5	+1	+9	0	+22

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 91.1% or 585 employees of OPPTS' Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 20.9% of the positions and women held 34.7%. Among minorities, Blacks held 7.5% of the positions, Hispanics 2.2%, Asians 10.8%, and American Indians 0.34% in this grade grouping.

ADMINISTRATIVE POSITIONS: OPPTS had 592 employees in the Administrative job category, comprising 46.1% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in OPPTS. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analysis series 343. Under representation can be eliminated with the addition of 7 Hispanic Environmental Protection Specialist; 3 Hispanics, 3 Asians and 2 women in the General Administration series; 3 Hispanic and 4 women Computer Specialist; and 6 Hispanic, 3 Asian, 1 American Indian and 13 women Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	69	9	9	3	169
	# Parity*	27	16	9	2	147
Total 293	# Difference	+42	-7	0	+1	+22

Gen.Admin Series 301 Total 102	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	64	3	0	2	75
	# Parity*	10	6	3	1	77
	# Difference	+54	-3	-3	+1	-2
Comp.Spec Series 334 Total 43	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	16	0	4	3	18
	# Parity*	4	3	2	1	22
	# Difference	+12	-3	+2	+2	-4
Mgmt.Ana Series 343 Total 115	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	54	0	1	0	86
	# Parity*	11	6	4	1	99
	# Difference	+43	-6	-3	-1	-13

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 77.4% or 458 employees of OPPTS's administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 36.7% of the positions and women held 57.9%. Among minorities, Blacks held 30.6% of the positions, Hispanics 1.7%, Asians 2.8%, and American Indians 1.5%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 18 OPPTS employees, or 1.4%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OPPTS had a net increase of 1.4% or 18 employees in its total work force (from 1,265 to 1,283). The representation of minorities increased from 31.3% to 33.4% and the representation for women decreased from 49.8% to 49.7%. There was a net increase of 5 Blacks, 6 Hispanics, 14 Asians, 7 American Indians and 8 women.

In Professional occupations, there was an increase of 2.8% or 18 employees (from 624 to 642). Minority representation increased from 20.5% to 22.0% and the representation of women increased from 34.3% to 36.1%. There was a net increase of 2 Blacks, 11 Asians, 1 American Indian and 18 women, while there was a net decrease of 1 Hispanic.

In Administrative occupations, there was an increase of 6.8% or 40 employees (from 552 to 592). Minority representation increased from 36.4% to 42.4% while the representation of women increased from 62.0% to 62.3%. There was a net increase of 35 Blacks, 7 Hispanics, 2 Asians, 6 American Indians and 27 women.

At the GS/GM-13 level, there was a decrease of 0.33% or 2 employees (from 608 to 606). Minority representation increased from 33.4% to 36.0% and the representation for women increased from 48.9% to 49.2%. There was a net increase of 4 Blacks, 1 Hispanic, 6 Asians, 4 American Indians and 1 woman.

At the GS/GM-14 level, there was an increase of 21.7% or 61 employees (from 220 to 281) employees. Minority representation increased from 11.8% to 18.5% and the representation of women increased from 35.9% to 38.4%. There was a net increase of 19 Blacks, 3 Hispanics, 3 Asians, 1 American Indian and 29 women. There were no American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 5.1% or 8 employees (from 148 to 156). Minority representation increased from 10.1% to 12.8%, and the representation of women increased from 39.2% to 39.7%. There was a net increase of 4 Blacks, 3 Asians and 4 women, while there was a net decrease of 2 Hispanics. There were no Hispanics or American Indians at this level as of March 31, 2000.

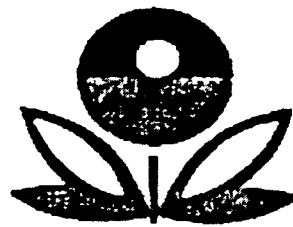
The SES members decreased by 16.0%, or 4 (from 25 to 21). Minority representation increased from 12.0% to 14.3% while the representation of women decreased from 48.0% to 47.6%. There was a net increase of 1 Hispanic and a net decrease of 1 Asian and 2 women. Blacks remained the same at 2. There were no Black women, Hispanic women, Asian men or American Indians at this level.

There was a decrease of 23.8% or 34 employees in managerial and supervisory positions from 143 to 109 employees. Minority representation increased from 13.3% to 15.6%, and the representation of women decreased from 45.5% to 44.0%. There was a net decrease of 2 Blacks and 17 women, while Hispanics and Asians remained the same at 1 and 5, respectively. There were no Hispanic women or American Indians at this level.

Employees with targeted disabilities increased by 5.6% or 1 employee (from 17 to 18). Their representation in the total work force increased from 1.3% to 1.4%.

Work Force Status Report

March 31, 2000



Office of Research & Development

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF RESEARCH AND DEVELOPMENT

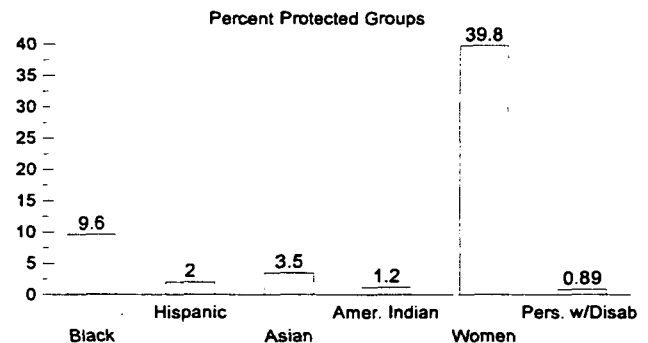
This summary presents a work force profile for the Office of Research and Development's (ORD) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (86.7%) of ORD's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 1,900 employees in ORD. Minorities occupied 16.3% of the positions, while women occupied 39.8%. Among minorities, Blacks held 9.6% of ORD's positions, Hispanics 2.1%, Asians 3.5%, American Indians 1.2%, and Persons with Targeted Disabilities 0.89%. Chart 1 shows the percent distribution of the protected groups in ORD's total work force.

CHART 1. WORK FORCE COMPOSITION



Of ORD's total work force, 54.0% percent or 1,026 employees were at grades GS/GM 13-15. Minorities held 11.6% of the positions in this grade group, while women held 25.8%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 5.0%, Hispanics 1.7%, Asians 4.3%, and American Indians 0.68%.

There were 482 employees at the GS/GM 13 level. Minorities comprised 13.5% and women comprised 28.6%. Among minorities, Blacks held 7.3% of the positions, Hispanics 1.7%, Asians 3.7%, and American Indians 0.83%. Of the 346 employees at the GS/GM 14 level, minorities comprised of 13.0% and women comprised 26.3%. Among minorities, Blacks held 4.1% of the positions, Hispanics 2.3%, Asians 6.1%, and American Indians 0.58%. Minorities represented 4.6% of the 198 positions at the GS/GM-15 level, while women comprised 18.2%. Among minorities, Blacks held 1.0% of the positions, Hispanics 0.51%, Asians 2.5%, and American Indians 0.51%. There were no Hispanic women, Asian women or American Indian women at this level. Of the 32 SES positions in ORD, 12.5% were held by minorities and 21.9% by women. Among

minorities, Blacks occupied 3.1%, Hispanics occupied 6.3% and Asians occupied 3.1%. There were no Black men, Asian men, or American Indians in SES positions.

Of the 143 supervisory and managerial positions in ORD, 6.3% were held by minorities and 25.9% by women. Among the minorities, 1.4% of the positions were occupied by Blacks, 2.8% by Hispanics, 2.1% by Asians. There were no American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: ORD has 1,265 employees in the Professional job category, comprising 66.6% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in ORD. Table 1 shows the protected groups in Biologist series 401, Microbiologist series 403, Ecology series 408, Toxicologist series 415, General Health Science series 601, Environmental Engineer series 819, Chemical Engineer series 893, General Physical Science series 1301, and Chemist series 1320. Under representation can be eliminated with the addition of 5 Hispanic, 15 Asian, and 16 women Biologist; 2 Asian, 1 American Indian, and 5 women Microbiologist; 3 Black, 5 Asian, 1 American Indian, and 7 women Ecologist; 2 Hispanic, 1 Asian, 1 American Indian, and 7 women Toxicologist; 3 Hispanic, 5 Asian, 1 American Indian, and 3 women Health Scientist; 2 Black, 1 Asian, and 1 American Indian Environmental Engineer, 1 Asian and 1 American Indian Chemical Engineer; 7 women General Physical Scientist; and 4 Black, 9 Asian, and 6 women Chemist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401 Total 282	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	12	5	6	6	102
	# Parity*	11	10	21	2	118
	# Difference	+1	-5	-15	+4	-16
Microbio. Series 403 Total 58	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	4	2	3	0	20
	# Parity*	3	2	5	1	25
	# Difference	+1	0	-2	-1	-5
Ecologist Series 408 Total 57	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	0	2	0	0	17
	# Parity*	3	2	5	1	24
	# Difference	-3	0	-5	-1	-7
Toxico. Series 415 Total 53	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On Board	3	0	7	0	16
	# Parity*	3	2	8	1	23
	# Difference	0	-2	-1	-1	-7

Hlth.Sci.	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series	# On Board	3	0	3	0	21
601	# Parity*	3	3	8	1	24
Total 55	# Difference	0	-3	-5	-1	-3
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	2	3	6	0	10
819	# Parity*	4	3	7	1	9
Total 91	# Difference	-2	0	-1	-1	+1
Chem. Eng	Percent CLF	3.5	2.8	6.8	0.1	11.1
Series	# On Board	3	4	3	0	12
893	# Parity*	2	2	4	1	6
Total 51	# Difference	+1	+2	-1	-1	+6
G. Phys.Sci	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	20	8	11	5	79
1301	# Parity*	14	6	10	2	86
Total 294	# Difference	+6	+2	+1	+3	-7
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series	# On Board	6	6	7	2	39
1320	# Parity*	10	6	16	1	45
Total 161	# Difference	-4	0	-9	+1	-6

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 65.4 % or 827 employees of ORD's Professional work force are at grades GS/GM 13-15. In this grade grouping, minorities hold 10.5% of the positions and women hold 19.5%. Among minorities, Blacks hold 3.0% of the positions, Hispanics 1.8%, Asians 5.1%, and American Indians 0.60%.

ADMINISTRATIVE POSITIONS: ORD has 383 employees in the Administrative job category, comprising 20.2% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in ORD. Table 2 shows the protected groups in the Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analysis series 343. Under representation can be eliminated with the addition of 2 Hispanic and 1 American Indian Environmental Protection Specialist, 4 Hispanics and 2 Asians in the General Administration series; 2 Blacks, 2 Hispanics, 1 Asian and 11 women in the Computer Specialist series; and 6 Hispanics and 3 Asians in the Management Analysis series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	3	0	1	0	19
028	# Parity*	3	2	1	1	17
Total 33	# Difference	0	-2	0	-1	+2
Gen.Admi	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	6	0	0	1	49
301	# Parity*	6	4	2	1	33
Total 65	# Difference	0	-4	-2	0	+16
Comp.Spe	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	3	1	3	0	13
334	# Parity*	5	3	2	1	24
Total 47	# Difference	-2	-2	+1	-1	-11
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	48	3	2	2	119
343	# Parity*	16	9	5	1	85
Total 170	# Difference	+32	-6	-3	+1	+34

*Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 52.0% or 199 employees of ORD's Administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 16.1% of the positions and women hold 52.3%. Among minorities, Blacks hold 13.1% of the positions, Hispanic, Asians, and American Indians 1.0%. There are no Hispanic men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

As of March 31, 2000, 17 ORD employees, or 0.89%, had targeted disabilities, therefore, this group

is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

ORD had a net increase of 3.1% or 59 employees in its total work force (from 1,841 to 1,900). Minority representation increased from 15.6% to 16.3% and the representation of women increased from 38.7% to 39.8%. There was a net increase of 2 Blacks, 3 Hispanics, 7 Asians 10 American Indians and 44 women:

In Professional occupations, ORD had a net increase of 2.2% or 28 employees (from 1,237 to 1,265). Minority representation increased from 12.3% to 12.7% and the representation of women increased from 24.9% to 27.1%. There was a net increase of 2 Hispanics, 6 Asians, 7 American Indians and 35 women, while Blacks decreased by 6.

In Administrative occupations, ORD had a net increase of 12.3% or 47 employees (from 336 to 383). Minority representation increased from 20.3% to 22.2% and representation of women increased from 61.6% to 64.5%. There was a net increase of 13 Blacks, 1 Hispanic, 4 American Indians and 40 women. There was a net decrease of 1 Asian.

At the GS/GM-13 level, there was an increase of 6.6% or 32 employees (from 450 to 482). Minority representation increased from 13.3% to 13.5% and the representation of women increased from 28.2% to 28.6%. There was a net increase of 5 Blacks, 1 Asian, 1 American Indian and 11 women, while there was a net decrease of 2 Hispanics.

At the GS/GM-14 level, there was a decrease of 1.1% or 4 employees (from 350 to 346). Minority representation increased from 9.7% to 13.0%, while the representation of women increased from 22.6% to 26.3%. There was a net increase of 2 Blacks, 4 Hispanics, 4 Asians, 1 American Indian and 12 women.

At the GS/GM-15 level, there was an increase of 8.1% or 16 employees (from 182 to 198). Minority representation decreased from 5.0% to 4.6% and the representation of women increased from 18.1% to 18.2%. There was a net increase of 1 American Indian and 3 women, while there was a net decrease of 1 Asian. Blacks and Hispanics remained the same at 2 and 1, respectively. There were no Hispanic women, Asian women or American Indian women at this level as of March 31, 2000.

The SES members increased by 6.3% or 2 employees (from 30 to 32). Minority representation increased from 10.0% to 12.5% and the representation of women increased from 13.3% to 21.9%. There was a net increase of 1 Hispanic, 1 Asian and 3 women, while there was a net decrease of 1 American Indian. Blacks remained the same at 1. Black men, Asian men, and American Indian are absent at the SES level.

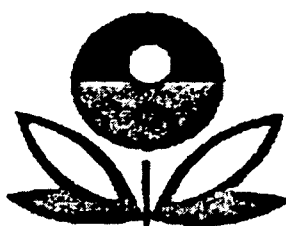
There was a net increase of 1.4% or 2 employees (from 141 to 143) in managerial and supervisory positions. Minority representation increased from 5.0% to 6.3% and the representation of women increased from 23.4% to 25.9%. There was a net increase of 2 Hispanics, 1 Asian and 4 women,

while there was a net decrease of 1 American Indian. Blacks remained the same at 2. There were no American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities increased by 29.4% or 5 employees (from 12 to 17). Their representation in the total work force increased from 0.65% to 0.89%.

Work Force Status Report

March 31, 2000



Office of Solid Waste
&
Emergency Response

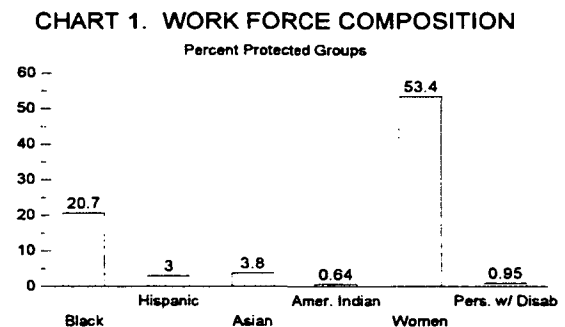
U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF SOLID WASTE AND EMERGENCY RESPONSE

This summary presents a work force profile for the Office of Solid Waste and Emergency Response's (OSWER) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.5%) of OSWER's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 629 employees in the OSWER. Minorities occupied 28.1% of OSWER's positions while women occupied 53.4%. Blacks held 20.7% of OSWER's positions, Hispanics 3.0%, Asians 3.8%, American Indians 0.64%, and Persons with Targeted Disabilities .95%. Chart 1 shows the percent distribution of the protected groups in OSWER's total work force.



Of OSWER's total work force, 78.9% percent or 496 employees were at grades GS/GM 13-15. Minorities held 20.6% of the positions in this grade group, while women held 47.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 12.5%, Hispanics 3.0%, Asians 4.4%, and American Indians 0.60%.

There were 259 employees at the GS/GM-13 level. Minorities comprised 27.8% and women comprised 54.1%. Among minorities, Blacks held 17.0% of the positions, Hispanics 3.5%, Asians 7.0%, and American Indians 0.39%. There were no American Indian women at this level. Minorities were 11.0% of the 145 employees at the GS/GM-14 level and women were 42.8%. Among minorities, Blacks held 7.6% of the positions, Hispanics 1.4%, and Asians 2.1%. There were no American Indian men, or American Indian women at this level. Minorities represented 15.2% of the 92 employees at the GS/GM-15 level, while women comprised 33.7%. Among minorities, Blacks held 7.6% of the positions, Hispanics 4.4%, Asians 1.1% and American Indians 2.2%. There were no Hispanic women or Asian women at this level.

Of the 15 SES positions in OSWER, 6.7% were held by minorities and 20.0% by women. Among minorities, Blacks held 6.7% of the positions. There were no Black women, Hispanics, Asians, or American Indians in SES positions.

Of the 65 supervisory and managerial positions in OSWER, 15.4% were held by minorities and 32.3% by women. Among the minorities, 7.7% of the positions were occupied by Blacks, 6.2% by Hispanics and 1.5% by Asians. There were no Hispanic women, Asian women or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OSWER had 196 employees in the Professional job category, comprising 31.2% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OSWER. Table 1 shows the protected groups in Environmental Engineers' series 819, and Physical Scientists' series 1301. The analysis shows that under representation can be eliminated with the addition 1 American Indian Environmental Engineer, and 2 Hispanic and 1 American Indian Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng. Series 819 Total 55	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	2	5	5	0	14
	# Parity*	2	2	5	1	6
	# Difference	0	+3	0	-1	+8
Phy. Sci. Series 1301 Total 73	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	4	0	5	0	23
	# Parity	4	2	3	1	22
	# Difference	0	-2	+2	-1	+1

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 90.8% or 178 employees of OSWER's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 20.2% of the positions and women held 32.6%. Among minorities, Blacks held 8.4% of the positions, Hispanics 3.4%, and Asians 8.4%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OSWER had 392 employees in the Administrative job category, comprising 62.3% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OSWER. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301 and Management Analysis series 343. Under representation can be eliminated with the addition of 6 Hispanic Environmental Protection Specialist, 1 Asian and 1 American Indian in the General Administration series and 6 Hispanic, 3 Asian and 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 176	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	18	4	5	4	90
	# Parity*	16	10	5	1	88
	# Difference	+2	-6	0	+3	+2
Gen.Admi Series 301 Total 25	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	7	4	0	0	16
	# Parity*	3	2	1	1	13
	# Difference	+4	+2	-1	-1	+3
Mgmt.Ana Series 343 Total 160	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	50	3	2	0	110
	# Parity*	15	9	5	1	80
	# Difference	+35	-6	-3	-1	+30

*Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 81.1% or 318 employees of OSWER's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 20.8% of the positions and women held 55.0%. Among minorities, Blacks held 14.8% of the positions, Hispanics 2.8%, Asians 2.2%, and American Indians 0.94%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

In OSWER, 6 employees or 0.95% had targeted disabilities, therefore, this group was under represented as of March 31, 2000.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OSWER had a net decrease of 5.7% or 38 employees in its total work force (from 667 to 629). The representation of minorities increased from 25.5% to 28.1% and the representation for women increased from 52.8% to 53.4%. There was a net decrease of 4 Blacks, 2 Hispanics and 2 American Indians, while there was a net decrease of 1 Asian and 16 women.

In Professional occupations, the number of employees remained the same at 196. Minority representation increased from 19.4% to 19.9%, while the representation for women decreased from 35.2% to 33.7%. There was a net increase of 1 Asian and a net decrease of 3 women. Blacks and Hispanics remained the same at 15 and 8, respectively. There were no American Indians in Professional occupations as of March 31, 2000.

In Administrative occupations, there was a decrease of 5.1% or 21 employees (from 413 to 392). Minority representation increased from 20.8% to 26.6% and the representation for women increased from 55.0% to 58.7%. There was a net increase of 16 Blacks, 2 Hispanics, 2 American Indians and 3 women, while there was a net decrease of 2 Asians.

At the GS/GM-13 level, there was a decrease of 1.9% or 5 employees (from 264 to 259). Minority representation increased from 21.6% to 27.8% and the representation for women increased from 52.7% to 54.1%. There was a net increase of 13 Blacks, 2 Asians and 1 woman. Hispanics and American Indians remained the same at 9 and 1, respectively. There were no American Indian women at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 4.1% or 6 employees (from 139 to 145). The percentage of minorities decreased from 11.5% to 11.0% and the percentage for women increased from 41.7% to 42.8%. There was a net increase of 4 women, while Blacks, Hispanics and Asians remained the same at 11, 2 and 3, respectively. There were no American Indians at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 4.3% or 4 employees (from 88 to 92). The percentage of minorities increased from 9.1% to 15.2% and the percentage of women increased from 30.7% to 33.7%. There was a net increase of 4 Blacks, 1 Hispanic, 1 American Indian and 4 women. Asians remained the same at 1. There were no Hispanic women or Asian women at this level as of March 31, 2000.

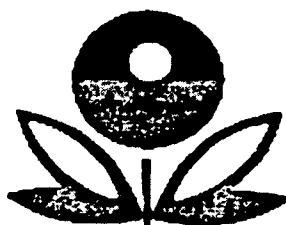
The number of SES members increased from 12 to 15 or 3 employees (20.0%). The representation of minorities decreased from 8.3% to 6.7% and the representation for women decreased from 25.0% to 20.0%. Blacks were the only minority group represented at this level. Black women, Hispanics, Asians, and American Indians were absent at the SES level as of March 31, 2000.

There was an increase of 6.2% or 4 employees (from 61 to 65) in supervisory and managerial positions. Minority representation increased from 6.6% to 15.4%, while the representation for women decreased from 36.1% to 32.3%. There was a net increase of 2 Blacks, 3 Hispanics and 1 Asian, while there was a net decrease of 1 woman. There were no Hispanic women, Asian women or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities increased by 33.3% or 2 employees (from 4 to 6). Their representation in the total work force increased from 0.60% to 0.95%.

Work Force Status Report

March 31, 2000



Office of Water

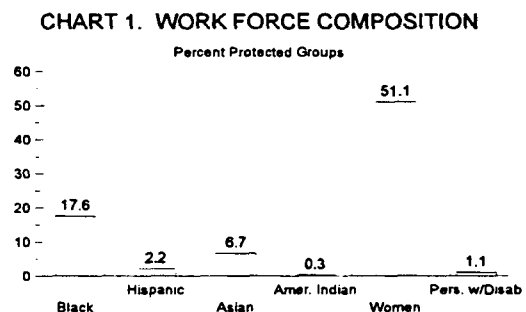
U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF WATER

This summary presents a work force profile for the Office of Water (OW) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.9%) of OW's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 669 employees in OW. Minorities occupied 26.9% of OW's positions while women occupied 51.1%. Blacks held 17.6% of OW's positions, Hispanics 2.2%, Asians 6.7%, American Indians 0.30%, and Persons with Targeted Disabilities 1.1%. Chart 1 shows the percent distribution of the protected groups in OW's total work force.



Of OW's total work force, 71.0% percent or 475 employees were at grades GS/GM 13-15. Minorities held 20.0% of the positions in this grade group, while women held 42.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.7%, Hispanics 2.1%, Asians 6.9%, and American Indians 0.21%. There were no American Indian women in this grade group.

There were 226 employees at the GS/GM-13 level. Minorities comprised 28.3% and women comprised 50.4%. Among minorities, Blacks held 17.3% of the positions, Hispanics 2.7%, Asians 8.0%, and American Indians 0.44%. There were no American Indian women at this level. Minorities were 13.7% of the 153 employees at the GS/GM-14 level and women were 42.5%. Among minorities, Blacks held 5.9% of the positions, Hispanics 1.3% and Asians 6.5%. There were no American Indians at this level. Minorities represented 10.4% of the 96 employees at the GS/GM-15 level, while women comprised 25.0%. Among minorities, Blacks held 3.1% of the positions, Hispanics 2.1%, and Asians 5.2%. There were no American Indian men, or American Indian women at this level.

There were 20 employees at the SES level in OW. Women held 40.0% of the positions at this level while minorities were absent from the OW work force at this level.

Of the 60 supervisory and managerial positions in OW, 8.3% were held by minorities and 31.7% by women. Among the minorities, 5.0% of the positions were occupied by Blacks, and 3.3% by Asians. There were no Hispanics or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OW had 281 employees in the Professional job category, comprising 42.0% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OW. Table 1 shows the protected groups in Environmental Engineer series 819, and Physical Scientist series 1301. The analysis shows that there was no under representation in the Environmental Engineer series 819, and that under representation can be eliminated with the addition of 1 American Indian in the Physical Scientist series 1301. There were no Hispanic women or American Indian women in the Environmental Engineer series. There were no American Indian men or American Indian women in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series 819	# On Board	6	3	9	1	19
	# Parity*	3	3	6	1	8
Total 80	# Difference	+3	0	+3	0	+11
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On Board	7	2	7	0	23
	# Parity*	3	2	3	1	19
Total 64	# Difference	+4	0	+4	-1	+4

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 83.3% or 234 employees of OW's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 18.4% of the positions and women held 29.1%. Among minorities, Blacks held 5.1% of the positions, Hispanics 3.0%, Asians 9.8%, and American Indians 0.43%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OW had 347 employees in the Administrative job category, comprising 51.9% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OW. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301 and Management Analysis series 343. Under representation can be eliminated with the addition of 3 Hispanic Environmental Protection Specialist; 2 Hispanic and 1 American Indian in the General Administration series; and 4 Hispanic and 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 168	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	16	6	8	1	97
	# Parity*	15	9	5	1	84
	# Difference	+1	-3	+3	0	+13
Gen.Admi Series 301 Total 35	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	17	0	2	0	24
	# Parity*	4	2	1	1	18
	# Difference	+13	-2	+1	-1	+6
Mgmt.Ana Series 343 Total 107	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	25	2	4	0	73
	# Parity*	10	6	3	1	54
	# Difference	+15	-4	+1	-1	+19

*Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 69.5% or 241 employees of OW's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 21.6% of the positions and women held 56.0%. Among minorities, Blacks held 16.2% of the positions, Hispanics 1.2% and Asians 4.1%. There were no American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

In OW, 7 employees or 1.1% had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OW had a net increase of 7.9% or 53 employees in its total work force (from 616 to 669). The representation of minorities increased from 24.5% to 26.9% and the representation for women increased from 50.2% to 51.1%. There was a net increase of 14 Blacks, 6 Hispanics, 7 Asians, 2 American Indians and 33 women.

In Professional occupations, there was an increase of 5.3% or 15 employees (from 266 to 281). Minority representation increased from 17.7% to 19.6%, while the representation for women increased from 32.0% to 33.5%. There was a net increase of 3 Blacks, 1 Hispanic, 3 Asians, 1 American Indian and 9 women. There were no American Indian women in Professional occupations as of March 31, 2000.

In Administrative occupations, there was an increase of 13.0% or 45 employees (from 302 to 347). Minority representation increased from 22.5% to 26.2% and the representation for women increased from 58.9% to 59.9%. There was a net increase of 13 Blacks, 5 Hispanics, 4 Asians, 1 American Indian and 30 women. There were no American Indian men in Administrative occupations as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 17.3% or 39 employees (from 187 to 226). Minority representation increased from 19.2% to 28.3% and the representation for women decreased from 52.4% to 50.4%. There was a net increase of 15 Blacks, 2 Hispanics, 10 Asians, 1 American Indian and 16 women. There were no American Indian women at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 9.2% or 14 employees (from 139 to 153). The percentage of minorities increased from 13.0% to 13.7% and the percentage for women increased from 34.5% to 42.5%. There was a net increase of 3 Blacks and 17 women, while Hispanics and Asians remained the same at 2 and 10, respectively. There were no American Indians at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 13.5% or 13 employees (from 83 to 96). The percentage of minorities increased from 9.6% to 10.4% and the percentage for women decreased from 30.1% to 25.0%. There was a net increase of 3 Blacks and 1 Hispanic, while there was a net decrease of 2 Asians and 1 woman. There were no American Indian men or American Indian women at this level as of March 31, 2000.

The number of SES members increased by 20.0% or 4 employees (from 16 to 20). The percentage of women increased from 18.8% to 40.0%. There was a net increase of 5 women, while Blacks, Hispanics, Asians, and American Indians remained the same at 0. There were no minorities at this level in OW as of March 31, 2000.

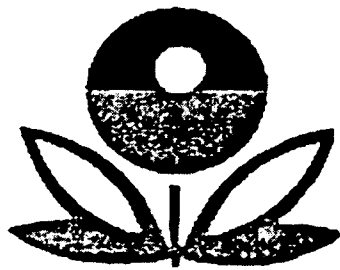
There was an increase of 1.7% or 1 employee (from 59 to 60) in supervisory and managerial

positions. Minority representation increased from 6.8% to 8.3%, and the representation for women increased from 23.7% to 31.7%. There was a net increase of 3 Blacks and 5 women. There was a net decrease of 2 Asians. There were no Hispanics or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities decreased by 12.5% or 1 employee (from 8 to 7). Their representation in the total work force decreased from 1.3% to 1.1%.

Work Force Status Report

March 31, 2000



EPA Region I

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION I

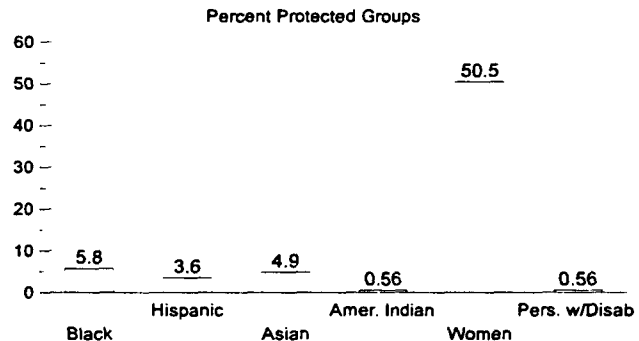
This summary presents a work force profile for Region I's permanent full-time and part-time employees and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.3%) of Region I's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 713 employees in Region I. Minorities occupied 14.9% of the positions, while women occupied 50.5%. Blacks held 5.8% of Region I's positions, Hispanics 3.6%, Asians 4.9%, American Indians 0.56%, and Persons with Targeted Disabilities 0.56%. Chart 1 shows the percent distribution of the protected groups of Region I's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region I's total work force, 65.8% or 469 employees were at grades GS/GM 13-15. Minorities held 10.9% of the positions in this grade group, while women held 42%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 3.8%, Hispanics 0.85%, Asians 5.3%, and American Indians 0.85%.

There were 320 employees at the GS/GM-13 level, minorities comprised 9.7% and women 41.3%. Among minorities, Blacks held 2.2% of the positions, Hispanics 0.62%, Asians 5.6%, and American Indians 1.3%. Minorities were 15.2% of the 99 employees at the GS/GM-14 level and women 49.5%. Among minorities, Blacks held 9.1% of the positions, Hispanics 1.0%, and Asians 5.1%. There were no Hispanic men, American Indian men, or American Indian women at this grade level. Minorities represented 10.0% of the 50 employees at the GS/GM-15 level, while women comprised 32.0%. Among minorities, Blacks held 4.0% of the positions, Hispanics 2.0%, and Asians 4.0%. There were no Black women, Hispanic women, American Indian men, or American Indian women at this level.

Of the 8 SES positions in Region I, 37.5% or 3 positions were held by women. There were no minorities in SES positions.

Of the 63 supervisory and managerial positions in Region I, 15.9% were held by minorities and 34.9% by women. Among the minorities, 7.9% of the positions were occupied by Blacks, 3.2% by Hispanics, and 4.8% by Asians. There were no American Indian men or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region I had 404 employees in the Professional job category, comprising 56.7% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region I. Table 1 shows the protected groups in the, Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation in these job series can be eliminated with the addition of 2 Hispanic and 1 American Indian Attorneys, and 2 Black and 1 American Indian Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer Series 819 Total 191	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	7	6	19	1	59
	# Parity*	7	6	15	1	19
	# Difference	0	0	+4	0	+40
Attorney Series 905 Total 64	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	5	0	3	0	36
	# Parity*	3	2	1	1	16
	# Difference	+2	-2	+2	-1	+20
Physical Sci. Series 1301 Total 87	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	2	3	4	0	32
	# Parity*	4	2	3	1	26
	# Difference	-2	+1	+1	-1	+6

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 81.7% or 330 employees of Region I's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 10.0% of the positions and women held 37.0%. Among minorities, Blacks held 2.7% of the positions, Hispanics 0.91%, Asians 6.1%, and American Indians 0.30%.

ADMINISTRATIVE POSITIONS: Region I had 254 employees in the Administrative job category, comprising 35.6% of its total work force. This analysis includes all the most populous

(series with 25 or more employees) Administrative occupations in Region I. Table 2 shows the protected groups in Environmental Protection Specialist series 028. Under representation in the Environmental Protection Specialist series can be eliminated with the addition of 3 Blacks, 5 Hispanics, and 3 Asians.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	9	2	1	2	87
028	# Parity*	12	7	4	1	63
Total 126	# Difference	-3	-5	-3	+1	+24

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 54.7% or 139 employees of Region I's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 12.9% of the positions and women held 54.0%. Among minorities, Blacks held 6.5% of the positions, Hispanics 0.72%, Asians 3.6%, and American Indians 2.2%. There were no Hispanic men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

In Region I, 0.56% or 4 employees have targeted disabilities; therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region I had a net increase of 1.3% or 9 employees in its total work force (from 704 to 713). The representation of minorities increased from 13.2% to 14.9% and the representation for women decreased from 52.3% to 50.5%. There was a net increase of 1 Black, 8 Hispanics, 4 Asians and a net decrease of 8 women, while American Indians remained the same at 4.

In Professional occupations, there was an increase of 5.7% or 23 employees (from 381 to 404). Minority representation increased from 11.5% to 13.6%, and the representation of women decreased from 36.8% to 36.6%. There was a net increase of 1 Black, 6 Hispanics, 5 Asians and 8 women,

while there was a net decrease of 1 American Indian. There were no American Indian men in Professional occupations as of March 31, 2000.

In Administrative occupations, there was an increase of 5.1% or 13 employees (from 241 to 254). Minority representation increased from 11.2% to 14.2% and the representation of women increased from 63.1% to 64.2%. There was a net increase of 4 Blacks, 3 Hispanics, 1 Asian, 1 American Indian and 11 women.

At the GS/GM-13 level, there was an increase of 19.1% or 61 employees (from 259 to 320). Minority representation remained the same at 9.7%, while the representation of women decreased from 42.5% to 41.3%. There was a net increase of 2 Hispanics, 6 Asians, 1 American Indian and 22 women and a net decrease of 3 Blacks.

At the GS/GM-14 level, there was an increase of 8.1% or 8 employees (from 91 to 99). The percentage of minorities increased from 8.8% to 15.2%, and the percentage for women decreased from 50.6% to 49.5%. There was a net increase of 4 Blacks, 3 Asians and 3 women, while Hispanics remained the same at 1, respectively. There were no Hispanic men, American Indian men or American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 24.0% or 12 employees (from 38 to 50). The percentage of minorities increased from 7.9% to 10.0% and the percentage for women increased from 23.7% to 32.0%. There was a net increase of 1 Black, 1 Asian and 7 women, while Hispanics remained the same at 1, respectively. There were no Black women, Hispanic women, American Indian men, or American Indian women at this level as of March 31, 2000.

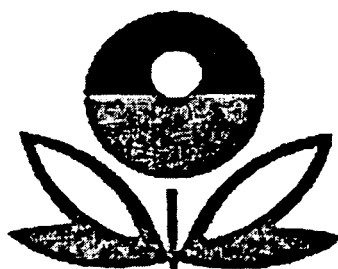
The SES members increased by 25.0% or 2 employees (from 6 to 8). There are no minorities in SES positions. The representation for women increased from 33.3% to 37.5%. There was a net increase of 1 woman.

There was an increase of 3.2% or 2 employees (from 61 to 63) in supervisory and managerial positions. Minority representation increased from 13.1% to 15.9%, while the representation of women increased from 31.2% to 34.9%. There was a net increase of 1 Black, 1 Hispanic and 3 women, while Asians remained the same at 3, respectively. There were no American Indian men or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities remained the same at 1 employee or 0.56%.

Work Force Status Report

March 31, 2000



EPA Region II

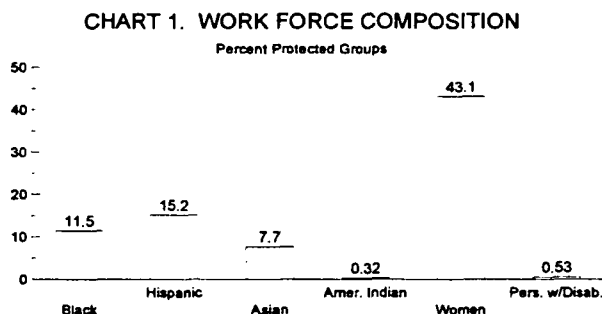
U.S. ENVIRONMENTAL PROTECTION AGENCY REGION II

This summary presents a work force profile for Region II's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.6%) of the Region's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 939 employees in Region II. Minorities occupied 34.7% of the Region's positions while women occupied 43.1%. Blacks held 11.5% of the Region's positions, Hispanics 15.2%, Asians 7.7%. American Indians 0.32%, and Persons with Targeted Disabilities 0.53%. Chart 1 shows the percent distribution of the protected groups in Region II's total work force.



Of Region II's total work force, 55.3% percent or 519 employees were at grades GS/GM 13-15. Minorities held 22.4% of the positions in this grade group, while women held 31.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 5.2%, Hispanics 9.2%, Asians 7.7%, and American Indians 0.19%. There were no American Indian men in this grade group.

There were 334 employees at the GS/GM-13 level. Minorities comprised 26.6% and women comprised 34.1%. Among minorities, Blacks held 6.3% of the positions, Hispanics 9.3%, Asians 10.8%, and American Indians 0.30%. There were no American Indian men at this level. Minorities were 17% of the 135 employees at the GS/GM-14 level and women were 29.6%. Among minorities, Blacks held 2.2% of the positions, Hispanics held 12.6%, and Asians held 2.2%. There were no American Indian men or American Indian women at this level. Minorities represented 8.0% of the 50 employees at the GS/GM-15 level, while women comprised 18.0%. Among minorities, Blacks held 6.0% of the positions, and Asians held 2.0%. There were no Hispanic

women, Hispanic men, Asians women, American Indian men or American Indian women at this level.

There were 9 employees at the SES level in Region II. Among minorities Hispanics occupied 11.1% of the positions, while women comprised 33.3%. There were no Black men, Black women, Hispanic women, Asian men, Asian women, American Indian men or American Indian women at this level.

Of the 92 supervisory and managerial positions in Region II, 12.0% were held by minorities and 20.7% by women. Among the minorities, 2.2% of the positions were occupied by Blacks, 7.6% by Hispanics, and 2.2% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region II had 669 employees in the Professional job category, comprising 71.2% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region II. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. There was no under representation in the 819 series. Under representation can be eliminated in the Attorney's series 905 with the addition of 1 American Indian, and in the Physical Scientists' series 1301 with the addition of 7 Blacks and 1 American Indian. Further analysis shows that there were no American Indian men in the 819 series; no Black men, American Indian men or American Indian women in the 905 series, and there were no American Indian men or American Indian women in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	26	34	45	1	67
819	# Parity*	10	9	21	1	27
Total 267	# Difference	+16	+25	+24	0	+40
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	3	11	3	0	38
905	# Parity*	3	3	2	1	21
Total 82	# Difference	0	+8	+1	-1	+17

Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On Board	3	26	9	0	74
	# Parity*	10	4	7	1	61
Total 210	# Difference	-7	+22	+2	-1	+13

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 67.1 % or 449 employees of Region II's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 22.0% of the positions and women held 28.5%. Among minorities, Blacks held 4.2% of the positions, Hispanics 9.1%, and Asians 8.7%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - Region II had 154 employees in the Administrative job category, comprising 16.4% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region II. Table 2 shows the protected groups in Environmental Protection Specialist series 028. Under representation can be eliminated in the Environmental Protection Specialist series 028 with the addition of 1 Asian. Further analysis shows that there were no Asians women or American Indian men in this series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot.	Percent CLF	8.9	5.2	2.8	0.5	50
Series 028	# On Board	11	6	1	1	37
	# Parity*	6	4	2	1	31
Total 62	# Difference	+5	+2	-1	0	+6

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 45.5% or 70 employees of Region II's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 24.3% of the positions and women held 50.0%. Among minorities, Blacks held 11.4% of the positions, Hispanics 10.0%, Asians 1.4%, and American Indians 1.4%. There were no Asian men or American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified*

from OPM Standard Form 256, Self-Identification of Handicap).

In Region II, 5 employees or 0.53% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997 TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region II had a net increase of 2.2% or 21 employees in its total work force (from 918 to 939). The representation of minorities increased from 34.2% to 34.7% and the representation for women decreased from 43.6% to 43.1%. There was a net decrease of 15 Blacks and a net increase of 15 Hispanics, 11 Asians, 1 American Indian and 5 women. American Indian men were absent from the Region's work force as of March 31, 2000.

In Professional occupations, there was an increase of 4.5% or 30 employees (from 639 to 669). Minority representation increased from 24.7% to 27.2%, while the representation for women increased from 31.3% to 32.0%. There was a net decrease of 7 Blacks and a net increase of 20 Hispanics, 10 Asians, 1 American Indian and 14 women. There were no American Indian men in Professional occupations as of March 31, 2000.

In Administrative occupations, there was an increase of 11.0% or 17 employees (from 137 to 154). Minority representation increased from 34.3% to 35.1% and the representation for women increased from 54.7% to 55.2%. There was a net increase of 3 Blacks, 3 Hispanics, 1 Asian and 10 women. Asians remained the same at 1. There were no American Indian men in Administrative occupations as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 12.0% or 40 employees (from 294 to 334). Minority representation increased from 23.5% to 26.6% and the representation for women increased from 33.0% to 34.1%. There was a net increase of 4 Blacks, 9 Hispanics, 7 Asians and 17 women. The number of American Indians remained the same at 1, respectively. There were no American Indian men at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 17.0% or 23 employees (from 112 to 135). The percentage of minorities increased from 14.3% to 17.0% and the percentage for women increased from 29.5% to 29.6%. There was a net increase of 6 Hispanics, 2 Asians and 7 women and a net decrease of 1 Black. There were no American Indian men or American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 10.0% or 5 employees (from 45 to 50). The percentage of minorities decreased from 8.9% to 8.0% and the percentage for women increased from 15.6% to 18.0%. There was a net increase of 1 Black and 2 women and a net decrease of 1 Hispanic, while the number of Asians remained the same at 1, respectively. There were no Hispanics, Asian women, American Indian men, or American Indian women at this level as of March 31, 2000.

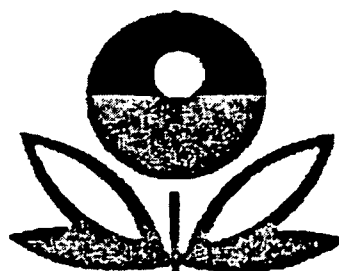
The number of SES members in Region II increased by 11.1% or 1 employee. The percentage of minorities decreased from 12.5% to 11.1%, and the percentage of women decreased from 37.5% to 33.3%. There was a net increase of 1 Hispanic and a net decrease of 1 Black, while women remained the same at 3. There were no Blacks, Hispanic women, Asians or American Indians at this level.

The number of supervisory and managerial position remained the same at 92. Minority representation decreased from 15.2% to 12.0%, and the representation for women remained the same at 20.7%. There was a net decrease of 3 Blacks, while the number of Hispanics, Asians and women remained the same at 7, 2 and 19, respectively. There were no Asian women, American Indian men or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities remained the same at 5 employees. Their representation in the total work force remained the same at 0.60%.

Work Force Status Report

March 31, 2000



EPA Region III

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION III

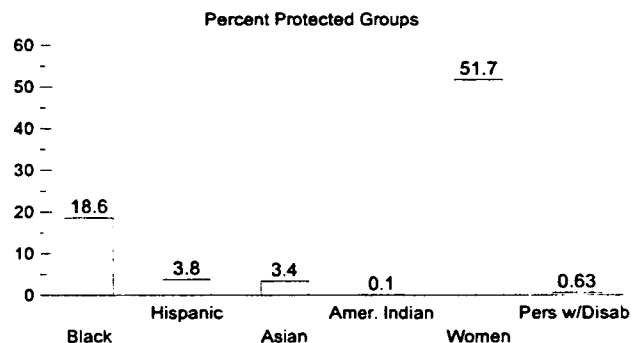
This summary presents a work force profile for Region III's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.8%) of Region III's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 954 employees in the Region III. Minorities occupied 25.8% of Region III's positions, while women occupied 51.7%. Among minorities, Blacks held 18.6% of Region III's positions, Hispanics 3.8%, Asians 3.4%, American Indians 0.1%, and Persons with Targeted Disabilities 0.63%. American Indian women were absent from the work force. Chart 1 shows the percent distribution of the protected groups of Region III's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region III's total work force 59.9% percent or 571 employees were at grades GS/GM 13-15. Minorities held 15.6% of the positions in this grade group, while women held 39.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.5%, Hispanics 2.6%, Asians 3.3%, and American Indians 0.18%. There were no American Indian women in this grade group.

There were 352 employees at the GS/GM-13 level. Minorities comprised 16.8% and women comprised 40.9%. Among minorities, Blacks held 9.4%, Hispanics 3.1%, Asians 4.0%, and American Indians 0.28%. There were no American Indian women at this level. Minorities were 15.3% of the 157 employees at the GS/GM-14 level and women are 37.6%. Among minorities, Blacks held 10.8% of the positions, Hispanics 1.3%, and Asians 3.2%. There were no American Indian men or American Indian women at this level. Minorities represented 9.7% of the 62

employees at the GS/GM-15 level, while women comprised 32.3%. Among minorities, Blacks held 6.5% of the positions and Hispanics 3.2%. There were no Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 9 SES positions in Region III, 11.1 were held by Hispanics, and 22.2% were held by women. There were no Black men, Black women, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 92 supervisory and managerial positions in Region III, 9.8% were held by minorities and 31.5% by women. Among the minorities, 8.7% of the positions were occupied by Blacks and 1.1% by Hispanics. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region III had 506 employees in the Professional job category, comprising 53.0% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region III. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation in these job series can be eliminated with the addition of 1 American Indian Environmental Engineer, and 1 each Hispanic, Asian, and American Indian Physical Scientist. There are no American Indians in the Environmental Engineer series; no American Indian women in the Attorney series; and no Hispanic men, Asian men, American Indian men or American Indian women in the Physical Scientist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	14	13	14	0	46
819	# Parity*	6	6	13	1	17
Total 169	# Difference	+8	+7	+1	-1	+29
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	13	3	3	1	44
905	# Parity*	3	3	2	1	21
Total 84	# Difference	+10	0	+1	0	+23
Phys. Scientist	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	14	3	5	0	72
1301	# Parity*	9	4	6	1	51
Total 175	# Difference	+5	-1	-1	-1	+21

*Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 80.2% or 406 employees of Region III's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 16.7% of the positions and women held 37.4%. Among minorities, Blacks held 8.9% of the positions, Hispanics 3.7%, Asians 3.9%, and American Indians 0.25%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: Region III had 332 employees in the Administrative job category, comprising 34.8% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region III. Table 2 shows the protected groups in Environmental Protection Specialist series 028, and Computer Specialist series 334. Under representation in these job series can be eliminated with the addition of 5 Hispanic, 4 Asian and 1 American Indian Environmental Protection Specialist, and 1 American Indian and 2 women Computer Specialist. There are no Hispanic men, Asian men or American Indians in the Environmental Protection Specialist and no Asian men or American Indians in the Computer Specialist series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Pro. Spec. Series 028 Total 154	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	34	4	1	0	94
	# Parity*	14	9	5	1	77
	# Difference	+20	-5	-4	-1	+17
Comp. Spec. Series 334 Total 29	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	6	2	1	0	13
	# Parity*	3	2	1	1	15
	# Difference	+3	0	0	-1	-2

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 49.7% or 165 employees of Region III's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 7.9% of the positions and women held 43.0%. Among minorities, Blacks held 6.1% of the positions, and Asians 0.61%. There were no Hispanics, Asian men, or American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified*

from OPM Standard Form 256, Self-Identification of Handicap).

As of March 31, 2000, 6 Region III employees or 0.63% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region III had a net increase of 1.4% or 13 employees in its total work force (from 941 to 954). The representation of minorities increased from 24.4% to 25.8%, while the representation for women decreased from 51.9% to 51.7%. There was a net increase of 4 Blacks, 3 Hispanics, 10 Asians and 5 women, while American Indians remained the same at 1. There were no American Indian women as of March 31, 2000.

In Professional occupations, there was an increase of 2.0% or 10 employees (from 496 to 506). Minority representation increased from 17.3% to 19.4% and the representation of women increased from 37.3% to 38.3%. There was a net increase of 2 Blacks, 2 Hispanics, 8 Asians and 9 women, while American Indians remained the same at 1, respectively. There were no American Indian women as of March 31, 2000.

In Administrative occupations, there was an increase of 7.5% or 25 employees (from 307 to 332). Minority representation increased from 21.2% to 22.0% and the representation of women increased from 55.1% to 56.3%. There was a net increase of 6 Blacks, 2 Asians and 18 women, while Hispanics remained the same at 7, respectively. There were no Asian men, American Indian men, or American Indian women in Administrative occupations as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 15.3% or 54 employees (from 298 to 352). Minority representation remained the same at 16.8%, while the representation for women increased from 37.9% to 40.9%. There was a net increase of 5 Blacks, 2 Hispanics, 2 Asians and 31 women, while American Indians remained the same at 1, respectively. There were no American Indian women at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 11.5% or 18 employees (from 139 to 157). The percentage of minorities increased from 14.4% to 15.3% and the percentage for women increased from 36.0% to 37.6%. There was a net increase of 3 Blacks, 2 Asians and 9 women, while there was a net decrease of 1 Hispanic. There were no American Indian men or American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 24.2% or 15 employees (from 47 to 62). The percentage of minorities decreased from 12.8% to 9.7% and the percentage for women increased from 29.8% to 32.3%. There was a net increase of 6 women, while Blacks and Hispanics remained the same at 4 and 2, respectively. There were no Asian men, Asian women, American Indian men, or American Indian women at this level as of March 31, 2000.

The SES members remained the same at 9 employees. There was a net increase of 1 Hispanic. The

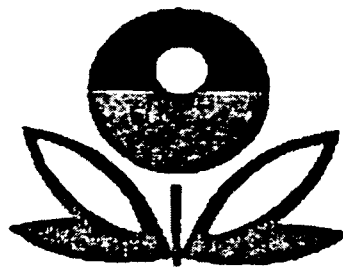
representation for women remained the same at 2 or 22.2%. Black men, Black women, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of March 31, 2000.

There was an increase of 5.4% or 5 employees (from 87 to 92) in managerial and supervisory positions. Minority representation decreased from 10.4% to 9.8% and the representation for women decreased from 33.3% to 31.5%. The representation of Blacks, Hispanics and women remained the same at 8, 1 and 29, respectively. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities increased by 16.7% or 1 employee (from 5 to 6). Their representation in the total work force increased from 0.53% to 0.63%.

Work Force Status Report

March 31, 2000



EPA Region IV

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION IV

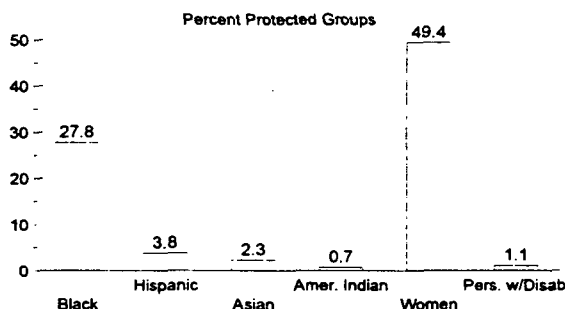
This summary presents a work force profile for Region IV's permanent full-time and part-time employees and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.2%) of Region IV's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 1,137 employees in Region IV. Minorities occupied 34.6% of the positions while women occupied 49.4%. Blacks held 27.8% of Region IV's positions, Hispanics 3.8%, Asians 2.3%, American Indians 0.70%, and Persons with Targeted Disabilities 1.1%. Chart 1 shows the percent distribution of the protected groups in Region IV's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region IV's total work force, 47.3% or 538 employees were at grades GS/GM 13-15. Minorities held 23.8% of the positions in this grade group, while women held 34.8%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 16.9%, Hispanics 4.1%, Asians 1.9%, and American Indians 0.93%.

There were 354 employees at the GS/GM-13 level. Minorities comprised of 24.0% of these positions and women 33.1%. Among minorities, Blacks held 15.5%, Hispanics 5.1%, Asians 2.3%, and American Indians 1.1%. Minorities were 26.4% of the 129 employees at the GS/GM-14 level and women were 40.3%. Among minorities, Blacks held 22.5% of the positions, Hispanics 2.3%, Asians 0.78%, and American Indians 0.78%. There were no Hispanic women, Asian men or American Indian women at this grade level. Minorities represented 16.4% of the 55 employees at the GS/GM-15 level, while women comprised 32.7%. Among minorities, Blacks held 12.7% of the positions, Hispanics 1.8% and Asians 1.8%. There were no Hispanic women, Asian women or American Indians at this level.

Of the 9 SES positions in Region IV, 11.1% were held by women. Among minorities, Blacks held 22.2% of the positions. There were no Hispanics, Asians or American Indians in SES positions.

Of the 104 supervisory and managerial positions in Region IV, 22.1% were held by minorities and 31.7% by women. Among the minorities, 18.3% of the positions were occupied by Blacks, 2.9% by Hispanics, and .96% by Asians. There were no Hispanic women, Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region IV had 662 employees in the Professional job category, comprising 58.2% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region IV. Table 1 shows the protected groups in the Biologist series 401, Attorney series 905, Environmental Engineer series 819, and Physical Scientist series 1301. Under representation in these job series can be eliminated with the addition of 1 Hispanic, 4 Asian, 1 American Indian and 5 women Biologist; 3 Asian Environmental Engineers and 6 Asian Physical Scientist. There were no Hispanic women, Asian men or American Indians in the Biologist series; no Asian men or American Indian men in the Attorney series; no American Indian women in the Environmental Engineer series, and no Hispanic women or Asian women in the Physical Scientist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401 Total 74	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	9	2	2	0	26
	# Parity*	3	3	6	1	31
	# Difference	+6	-1	-4	-1	-5
Attorney Series 905 Total 76	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	17	2	2	1	44
	# Parity*	3	2	2	1	19
	# Difference	+14	0	0	0	+25
Envir. Eng. Series 819 Total 236	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	36	20	15	1	74
	# Parity*	9	8	18	1	24
	# Difference	+27	+12	-3	0	+50
Physical Sci. Series 1301 Total 200	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	33	4	1	3	72
	# Parity*	10	4	7	1	58
	# Difference	+23	0	-6	+2	+14

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 58.3% or 386 employees of Region IV's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 22.5% of the positions and women held 32.9%. Among minorities, Blacks held 14.5% of the positions, Hispanics 4.7%, Asians 2.3%, and American Indians 1.0%.

ADMINISTRATIVE POSITIONS: Region IV had 341 employees in the Administrative job category, comprising 30% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region IV. Table 2 shows the protected groups in the Environmental Protection Specialist series 028, General Administration series 301, Program Management series 340 and Management Analysis series 343. Under representation in these job series can be eliminated with the addition of 3 Hispanics and 1 Asian Environmental Protection Specialist; 4 Hispanics and 1 Asian in the General Administration series; 2 Hispanics, 2 Asians, 1 American Indian and 17 women in the Program Management series; 1 Hispanic, 1 Asian and 1 American Indian in the Management Analysis series. There were no Hispanic men, Asian women or American Indian women in the Environmental Protection Specialist series; no Hispanics, Asian women or American Indian men in the General Administration series; no Hispanic women, Asian women or American Indians in the Program Management series, and no Hispanic men, Asians or American Indians in the Management Analysis series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot. Series 028 Total 61	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	29	1	1	1	45
	# Parity*	6	4	2	1	31
	# Difference	+23	-3	-1	0	+14
Gen. Admin. Series 301 Total 64	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	21	0	1	1	43
	# Parity*	6	4	2	1	32
	# Difference	+15	-4	-1	0	+11
Prog. Mgmt. Series 340 Total 84	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	14	3	1	0	25
	# Parity*	8	5	3	1	42
	# Difference	+6	-2	-2	-1	-17
Mgmt. Analysis Series 343 Total 30	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	8	1	0	0	21
	# Parity*	3	2	1	1	15
	# Difference	+5	-1	-1	-1	+6

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force

Further analysis by grade level shows that 44.6% or 152 employees of Region IV's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 27.0% of the positions and women held 39.5%. Among minorities, Blacks held 23.0% of the positions, Hispanic 2.6%, Asians 0.66%, and American Indians .66%. There were no Hispanic women, Asian women or American Indian women in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from Region IV Standard Form 256, Self-Identification of Handicap).*

In Region IV, 12 employees or 1.1% had targeted disabilities, therefore, this group was under represented as of March 31, 2000.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region IV had a net increase of 6.1% or 69 employees in its total work force (from 1,068 to 1,137). The representation of minorities increased from 34.2% to 34.6% and the representation for women increased from 48.9% to 49.4%. There was a net increase of 24 Blacks, 3 Asians, 1 American Indian and 40 women, while Hispanics remained the same at 43, respectively.

In Professional occupations, there was an increase of 7.3% or 48 employees (from 614 to 662). Minority representation increased from 23.3% to 24.6%, and the representation of women increased from 34.7% to 36.4%. There was a net increase of 17 Blacks, 3 Asians, 2 American Indians and 28 women, while there was a net decrease of 2 Hispanics.

In Administrative occupations, there was an increase of 17.3% or 59 employees (from 282 to 341). Minority representation increased from 37.6% to 38.7% and the representation of women increased from 53.2% to 57.5%. There was a net increase of 26 Blacks, 1 Hispanic and 46 women, while Asians remained the same at 4. American Indians decreased by 1.

At the GS/GM-13 level, there was an increase of 24.3% or 86 employees (from 268 to 354). Minority representation decreased from 26.1% to 24.0% while the representation of women decreased from 34.0% to 33.1%. There was a net increase of 11 Blacks, 1 Hispanic, 3 Asians and 26 women, while American Indian remained the same at 4, respectively.

At the GS/GM-14 level, there was an increase of 13.2% or 17 employees (from 112 to 129). The percentage of minorities increased from 20.5% to 26.4% and the percentage for women increased from 33.0% to 40.3%. There was a net increase of 10 Blacks, 1 Hispanic and 15 women, while Asians and American Indians remained the same at 1 each. There were no Hispanic women, Asian men or American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 14.5% or 8 employees (from 47 to 55). The

percentage of minorities decreased from 17.0% to 16.4% and the percentage for women increased from 31.9% to 32.7%. There was a net increase of 1 Hispanic and 3 women, while Blacks remained the same and Asians remained the same at 7 and 1, respectively. There were no Hispanic women, Asian women, or American Indians at this level as of March 31, 2000.

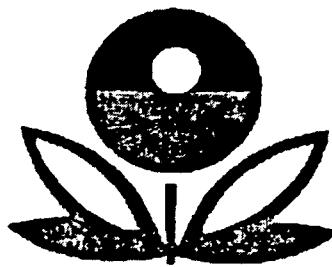
The number of SES members increased by 33.3% or 3 employees (from 6 to 9). The representation of minorities increased from 16.7% to 22.2%, while the representation for women decreased from 16.7% to 11.1%. There was a net increase of 1 Black, while women remained the same at 1. There were no Hispanics, Asians or American Indians at this level as of March 31, 2000.

There was a decrease of 2.8% or 3 employees (from 107 to 104) in supervisory and managerial positions. Minority representation increased from 20.6% to 22.1% while the representation of women decreased from 34.6% to 31.7%. There was a net increase of 1 Hispanic and a net decrease of 4 women, while Blacks and Asians remained the same at 19 and 1, respectively. There were no Hispanic women, Asian women or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities increased by 41.7% or 5 employees (from 7 to 12). The representation of minorities increased from 14.3% to 25.0% and the representation of women increased from 14.3% to 50.0%. There was a net increase of 1 Black, 1 Hispanic and 5 women. There were no Asians and American Indians at this level as of March 31, 2000. The total work force increased from 0.66% to 1.1%.

Work Force Status Report

March 31, 2000



EPA Region V

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION V

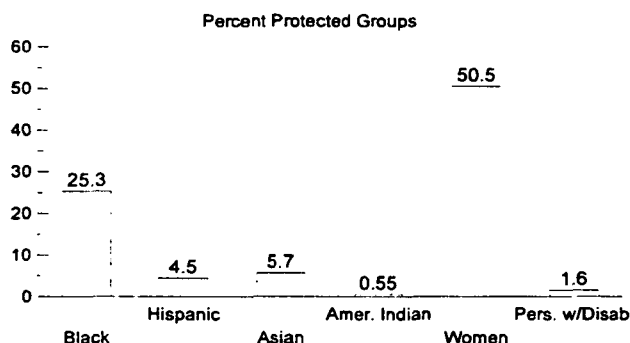
This summary presents a work force profile for Region V's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.5%) of Region V's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis show the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 1,282 employees in Region V. Minorities occupied 36.0% of positions, while women occupied 50.5%. Among minorities, Blacks held 25.3% of Region V's positions, Hispanics 4.5%, Asians 5.7%, American Indians 0.55%, and Persons with Targeted Disabilities 1.6%. Chart 1 shows the percent distribution of the protected groups of Region V's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region V's total work force, 51.6% percent or 662 employees were at grades GS/GM 13-15. Minorities held 20.1% of the positions in this grade group, while women held 37.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.1%, Hispanics 3.3%, Asians 6.0%, and American Indians 0.60%.

There were 428 employees at the GS/GM-13 level. Minorities comprised 21.5% and women comprised 37.2%. Among minorities, Blacks held 10.5% of the positions, Hispanics 3.3%, Asians 6.8%, and American Indians 0.94%. Minorities were 19.4% of the 180 employees at the GS/GM-14 level and women were 35.0%. Among minorities, Blacks held 9.4% of the positions, Hispanics 3.9%, and Asians 6.1%. There were no American Indian men or American Indian women at this grade level. Minorities represented 11.1% of the 54 employees at the GS/GM-15 level, while women comprised 50.0%. Among minorities, Blacks held 9.3% of the positions and Hispanics 1.9%. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 10 SES positions in Region V, 20.0% were held by minorities and 30.0% by women. Among minorities, Blacks hold 10.0% and Asians hold 10.0% of the positions. There were no Black men, Hispanic men, Hispanic women, Asian women, American Indian men, or American Indian women in SES positions.

Of the 110 supervisory and managerial positions in Region V, 20.0% were held by minorities and 37.3% by women. Among the minorities, 12.7% of the positions were occupied by Blacks, 1.8% by Hispanics, and 5.5% by Asians. There were no Hispanic women, American Indian men or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region V had 609 employees in the Professional job category, comprising 47.5% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in Region V. Table 1 shows the protected groups in Biologist series 401, Environmental Engineer series 819, Attorney series 905, Physical Scientist series 1301, and Chemist series 1320. Under representation in these job series can be eliminated with the addition of 1 Hispanic and 2 Asian Biologist, 1 American Indian Environmental Engineer; 1 American Indian Physical Scientist and 1 American Indian Chemist. There were no Hispanic men, Asian men or American Indian men in the Biologist series; no American Indians in the Environmental Engineer series; no American Indian men in the Attorney series; no American Indians in the Physical Scientist series and no American Indians in the Chemist series.

Table 1 Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	3	1	1	1	18
	# Parity*	2	2	3	1	16
	# Difference	+1	-1	-2	0	+2
Env. Engineer Series 819	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	15	10	23	0	48
	# Parity*	7	6	14	1	18
	# Difference	+8	+4	+9	-1	+30
Attorney Series 905	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	7	8	10	1	49
	# Parity*	4	3	2	1	27
	# Difference	+3	+5	+8	0	+22

Phys. Scientist	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	12	4	11	0	52
1301	# Parity*	8	4	6	1	47
Total 162	# Difference	+4	0	+5	-1	+5
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series	# On Board	3	4	8	0	13
1320	# Parity*	3	2	4	1	10
Total 35	# Difference	0	+2	+4	-1	+3

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 65.4 % or 398 employees of Region V's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 18.3% of the positions and women held 31.9%. Among minorities, Blacks held 6.5% of the positions, Hispanics 4.0%, Asians 7.3%, and American Indians 0.50%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS - Region V had 525 employees in the Administrative job category, comprising 41.0% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in Region V. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334, Program Management series 340 and Management Analysis series 343. Under representation in these job series can be eliminated with the addition of 8 Hispanic Environmental Protection Specialist; 3 Hispanic, 2 Asian and 1 American Indian in the General Administration series; 1 American Indian Computer Specialist; 2 Hispanic, 1 American Indian and 7 women in the Program Management series; 1 Black, 1 Hispanic, and 1 American Indian Management Analysis.

Table 2 Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot Spec	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	78	7	11	2	154
028	# Parity*	25	15	8	2	137
Total 274	# Difference	+53	-8	+3	0	+17
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	17	1	0	0	44
301	# Parity*	6	4	2	1	29
Total 58	# Difference	+11	-3	-2	-1	+15

Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	15	4	4	0	10
334	# Parity*	3	2	1	1	16
Total 31	# Difference	+12	+2	+3	-1	-6
Prog. Mgmt.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	4	1	2	0	13
340	# Parity*	4	3	2	1	20
Total 39	# Difference	0	-2	0	-1	-7
Mgmt. Analysis	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	3	1	1	0	21
343	# Parity*	4	2	1	1	18
Total 35	# Difference	-1	-1	0	-1	+3

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 50.3% or 264 employees of Region V's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 22.7% of the positions and women held 46.2%. Among minorities, Blacks held 15.5% of the positions, Hispanics 2.3%, Asians 4.2%, and American Indians 0.76%. There were no American Indian women in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 20 Region V employees or 1.6% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region V had a net increase of 1.1% or 14 employees in its total work force (from 1,268 to 1,282). The representation of minorities increased from 35.0% to 36.0% and the representation for women increased from 50.1% to 50.5%. There was a net increase of 11 Blacks, 6 Hispanics, 2 Asians and 14 women, while American Indians remained the same at 7.

In Professional occupations, there was an increase of 0.82% or 5 employees (from 604 to 609). Minority representation increased from 21.5% to 22.2%, while the representation for women increased from 33.8% to 35.1%. There was a net increase of 2 Blacks, 3 Hispanics and 10 women, while Asians and American Indians remained the same at 53 and 3, respectively. There were no American Indian men in the Professional occupations as of March 31, 2000.

In Administrative occupations, there was an increase of 6.9% or 36 employees (from 489 to 525). Minority representation increased from 33.7% to 38.1%, while the representation for women increased 55.2% to 56.4%. There was a net increase of 28 Blacks, 5 Hispanics, 2 Asians, and 26 women, while American Indians remained the same at 3.

At the GS/GM-13 level, there was an increase of 13.6% or 58 employees (from 370 to 428). Minority representation increased from 18.4% to 21.5% and the representation for women increased from 32.4% to 37.2%. There was a net increase of 10 Blacks, 4 Hispanics, 8 Asians, 2 American Indians and 39 women.

At the GS/GM-14 level, there was an increase of 8.3% or 15 employees (from 165 to 180). Minority representation increased from 17.0% to 19.4%, while the percentage for women decreased from 38.8% to 35.0%. There was a net increase of 2 Hispanics and 5 Asians; a net decrease of 1 woman, while Blacks remained the same at 17. There were no American Indian men or American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 18.5% or 10 employees (from 44 to 54). Minority representation increased from 6.8% to 11.1% and the percentage for women increased from 40.9% to 50.0%. There was a net increase of 3 Blacks and 9 women, while Hispanics remained the same at 1. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women at this level as of March 31, 2000.

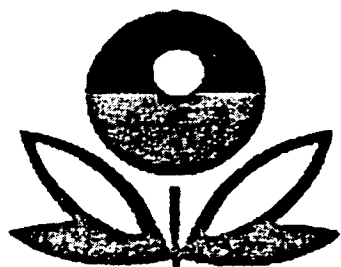
The SES members increased by 10.0% or 1 employee (from 9 to 10). The representation of minorities increased from 11.1% to 20.0%, while the representation of women decreased from 33.3% to 30.0%. There was a net increase of 1 Asian. Blacks and women remained the same at 1 and 3, respectively. Black men, Hispanic men, Hispanic women, Asian women, American Indian men, and American Indian women were absent at the SES level as of March 31, 2000.

Supervisory and managerial positions increased by 9.1% or 10 employees (from 100 to 110). Minority representation increased from 18.0% to 20.0%, while the representation for women decreased from 38.0% to 37.3%. There was a net increase of 5 Blacks and 3 women; a net decrease of 1 Hispanic. Asians remained the same at 6, respectively. There were no Hispanic women, American Indian men or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities increased by 15.0% or 3 employees (from 17 to 20). There was a net increase of 1 Black and 2 women; Hispanics and Asians remained the same at 1 each. There were no Black men, Hispanic women, Asian women or American Indians.

Work Force Status Report

March 31, 2000



EPA Region VI

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VI

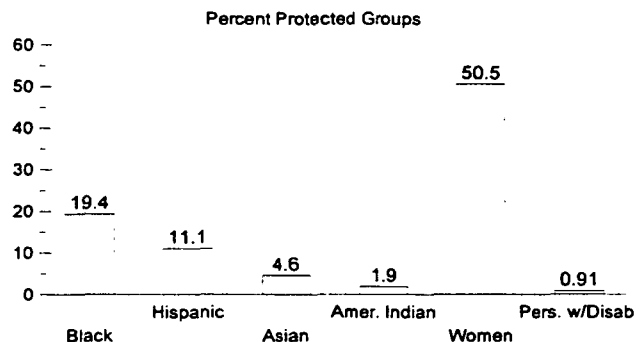
This summary presents a work force profile for Region VI's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.2%) of Region VI's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 882 employees in Region VI. Minorities occupied 37.1% of Region VI's positions while women occupied 50.5%. Blacks held 19.4% of the positions, Hispanics 11.1%, Asians 4.6%, American Indians 1.9%, and Persons with Targeted Disabilities .91%. Chart 1 shows the percent distribution of the protected groups of Region VI's total work force

CHART 1. WORK FORCE COMPOSITION



Of Region VI's total work force, 52.4% percent or 462 employees were at grades GS/GM 13-15. Minorities held 26.4% of the positions in this grade group, while women held 37.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.6%, Hispanics 10.0%, Asians 4.5%, and American Indians 1.3%.

There were 311 employees at the GS/GM-13 level. Minorities comprised 28.9% while women comprised 37.3%. Among minorities, Blacks held 10.6% of the positions, Hispanics 10.6%, Asians 6.1%, and American Indians 1.6%. Minorities were 22.4% of the 107 employees at the GS/GM-14 level while women were 41.1%. Among minorities, Blacks held 12.2% of the positions, Hispanics 8.4%, Asians 0.93% and American Indians 0.93%. There were no Asian women or American Indian women at this grade level. Minorities represented 18.2% of the 44 employees at the GS/GM-15 level, while women comprised 29.6%. Among minorities, Blacks held 6.8% of the positions, Hispanics 9.1%, and Asians 2.3%. There were no Black women, Asian women, American Indian

men, or American Indian women at this level.

Of the 8 SES positions in Region VI, 25.0% were held by minorities and 12.5% by women. Among minorities, Blacks held 25.0% of the positions. There were no Hispanics, Asians, or American Indians in SES positions.

Of the 78 supervisory and managerial positions in Region VI, 16.7% were held by minorities and 32.1% by women. Among the minorities, 10.3% of the positions were occupied by Blacks, 5.1% by Hispanics, and 1.3% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VI had 453 employees in the Professional job category, comprising 51.4% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region VI. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. There was no under representation in these series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 0819 Total 171	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	14	23	16	1	40
	# Parity*	6	6	13	1	17
	# Difference	+8	+17	+3	0	+23
Attorney Series 0905 Total 56	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	13	4	2	1	25
	# Parity*	2	2	1	1	14
	# Difference	+11	+2	+1	0	+11
Physical Scientist Series 1301 Total 157	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	14	14	10	1	56
	# Parity*	8	3	6	1	46
	# Difference	+6	+11	+4	0	+10

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 73.1% or 331 employees of Region VI's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 25.7% of the positions and women held 30.2%. Among minorities, Blacks held 9.4% of the positions, Hispanics 10.3%, Asians 5.4%, and American Indians 0.60%.

ADMINISTRATIVE POSITIONS: Region VI had 343 employees in the Administrative job category, comprising 38.9% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region VI. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analysis series 343. Under representation can be eliminated with the addition of 1 American Indian in the General Administration series; 1 Hispanic, 1 American Indian and 5 women Computer Specialist; and 2 Asian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50
Series 028	# On Board	49	13	6	7	118
	# Parity*	16	10	6	1	90
Total 179	# Difference	+33	+3	0	+6	+28
Gen.Admin	Percent CLF	8.9	5.2	2.8	0.5	50
Series 301	# On Board	3	6	1	0	19
	# Parity*	3	2	1	1	13
Total 26	# Difference	0	+4	0	-1	+6
Comp.Spec	Percent CLF	8.9	5.2	2.8	0.5	50
Series 334	# On Board	4	1	1	0	8
	# Parity*	3	2	1	1	13
Total 25	# Difference	+1	-1	0	-1	-5
Mgmt.Anal	Percent CLF	8.9	5.2	2.8	0.5	50
Series 343	# On Board	8	5	0	1	28
	# Parity*	4	2	2	1	19
Total 38	# Difference	+4	+3	-2	0	+9

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 38.2% or 131 employees of Region VI's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 28.2% of the positions and women held 55.7%. Among minorities, Blacks held 13.7% of the positions, Hispanics 9.2%, Asians 2.3%, and American Indians 3.1%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal*

Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

As of March 31, 2000, 8 of Region VI employees, or 0.91%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region VI had a net decrease of 1.0%% or 9 employees in its total work force (from 891 to 882). The representation of minorities increased from 33.3% to 37.1% while the representation of women decreased from 50.7% to 50.5%. There was a net increase of 8 Blacks, 7 Hispanics, 13 Asians and 2 American Indians, while there was a net decrease of 7 women.

In Professional occupations, there was a decrease of 1.9% or 9 employees (from 462 to 453). Minority representation increased from 26.6% to 29.1% and the representation of women increased from 30.3% to 32.0%. There was a net increase of 4 Hispanics, 7 Asians and 5 women, while there was a net decrease of 1 Black and 1 American Indian.

In Administrative occupations, there was an increase of 6.1% or 21 employees (from 322 to 343). Minority representation increased from 32.0% to 40.0% while the representation for women decreased from 66.8% to 65.0%. There was a net increase of 16 Blacks, 7 Hispanics, 6 Asians, 5 American Indians and 8 women.

At the GS/GM-13 level, there was an increase of 28.6% or 89 employees (from 222 to 311). Minority representation increased from 26.6% to 28.9% and the representation of women increased from 36.0% to 37.3%. There was a net increase of 6 Blacks, 10 Hispanics, 11 Asians, 4 American Indians and 36 women.

At the GS/GM-14 level, there was an increase of 23.4% or 25 employees (from 82 to 107). The percentage of minorities increased from 13.4% to 22.4% and the percentage of women increased from 36.6% to 41.1%. There was a net increase of 7 Blacks, 5 Hispanics, 1 Asian and 14 women, while American Indians remained the same at 1. There were no Asian women or American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 29.5% or 13 employees (from 31 to 44). The percentage of minorities decreased from 22.6% to 18.2% while the percentage of women increased from 22.6% to 29.6%. There was a net increase of 1 Hispanic, 1 Asian and 6 women and a net decrease of 1 Black. There were no Black women, Asian women, American Indian men, or American Indian women at this level as of March 31, 2000.

The SES members increased by 37.5% or 3 employees (from 5 to 8). The representation of

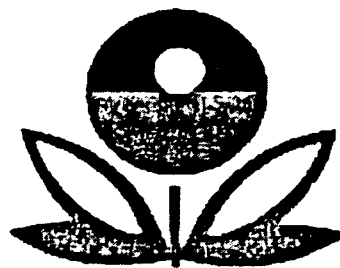
minorities increased from 20.0% to 25.0% while the representation of women increased from 0% to 12.5%. There was a net gain of 1 Black and 1 woman. Hispanics, Asians, and American Indians were absent at the SES level as of March 31, 2000.

There was an increase of 7.7% or 6 employees (from 72 to 78) in supervisory and managerial positions. Minority representation decreased from 19.5% to 16.7% while the representation of women decreased from 34.7% to 32.1%. There was a net increase of 1 Asian and a net decrease of 1 Black and 1 Hispanic. Women remained the same at 25. There were no Asian women, American Indian men, or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities decreased by 11.1% or 1 employee (from 9 to 8). Minority representation decreased from 55.6% to 50.0%. Their representation in the total work force decreased from 1.0% to 0.91%.

Work Force Status Report

March 31, 2000



EPA Region VII

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VII

This summary presents a work force profile for Region VII's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.2%) of the Region's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

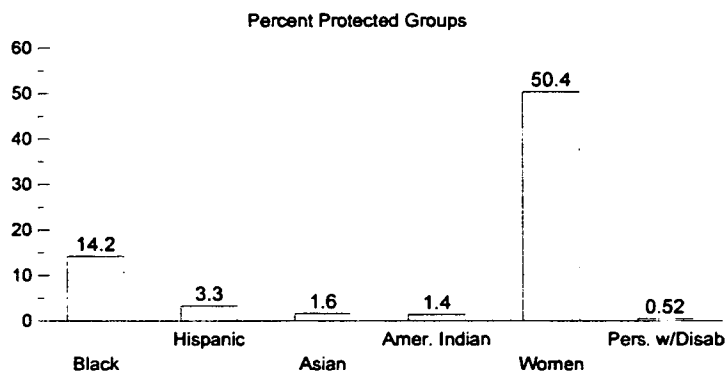
OVERVIEW: As of March 31, 2000, there were 572 employees in Region VII. Minorities occupied 20.5% of the Region's positions while women occupied 50.4%. Blacks held 14.2% of the Region's positions, Hispanics 3.3%, Asians 1.6%, American Indians 1.4%, and Persons with Targeted Disabilities 0.52%. Chart 1 shows the percent distribution of the protected groups in Region VII's total work force.

Of Region VII's total work force, 55.2% percent or 316 employees were at grades GS/GM 13-15.

Minorities held 12.7% of the positions in this grade group, while women held 34.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 7.9%, Hispanics 2.2%, Asians 0.32%, and American Indians 2.2%. There were no Asian women in this grade group.

There were 239 employees at the GS/GM-13 level. Minorities comprised 13.4% and women comprised 33.9%. Among minorities, Blacks held 8.4% of the positions, Hispanics 2.1%, and American Indians 2.9%. There were no Asians at this level. Minorities were 9.7% of the 62 employees at the GS/GM-14 level and women were 32.3%. Among minorities, Blacks held 4.8% of the positions, Hispanics held 3.2% and Asians held 1.6%. There were no Asian women or American Indians at this level. Minorities represented 13.3% of the 15 employees at the GS/GM-15 level, while women comprised 53.3% and Blacks held 13.3% of the positions. There were no Hispanics, Asians, or American Indians at this level.

CHART 1. WORK FORCE COMPOSITION



There were 7 employees at the SES level in Region VII. Minorities comprised 14.3% of the positions at this level, and women comprised 14.3%. Blacks held 14.3% of the positions. There were no Black women, Hispanics, Asians or American Indians at this level.

Of the 48 supervisory and managerial positions in Region VII, 14.6% were held by minorities and 33.3% by women. Among the minorities, 8.3% of the positions were held by Blacks, Hispanics held 4.2% and Asians held 2.1%. There were no Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VII had 282 employees in the Professional job category, comprising 49.3% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region VII. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 7 Asian and 1 American Indian Environmental Engineer; 1 American Indian Attorney; and 2 Black, 2 Hispanic, and 5 women Physical Scientist. There were no Asian women or American Indians in the 819 series; no Hispanic men or American Indians in the 905 series and no Hispanics, or Asian women in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series 819	# On Board	4	4	1	0	22
	# Parity*	4	3	8	1	10
Total 95	# Difference	0	+1	-7	-1	+12
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series 905	# Difference	2	1	2	0	17
	# Parity	2	1	1	1	10
Total 37	# Difference	0	0	+1	-1	+7
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On Board	3	0	3	3	22
	# Parity*	5	2	3	1	27
Total 90	# Difference	-2	-2	0	+2	-5

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 74.1 % or 209 employees of Region VII's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 7.2% of the positions

and women held 28.2%. Among minorities, Blacks held 3.3% of the positions, Hispanics 1.4%, and American Indians 2.4%. There were no Asians in this grade group.

ADMINISTRATIVE POSITIONS - Region VII had 217 employees in the Administrative job category, comprising 37.9% of its total work force. The analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region VII. Table 2 shows the protected groups in Environmental Protection Specialist series 028, Program Management series 340, and Management Analysis series 343. Under representation can be eliminated with the addition of 2 Hispanic and 3 Asian Environmental Protection Specialist; 2 Black, 1 Hispanic, 1 Asian, 1 American Indian, and 7 women Program Managers; 1 Asian and 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot.	Percent CLF	8.9	5.2	2.8	0.5	50
Series 028	# On Board	17	3	0	2	47
	# Parity*	7	5	3	1	39
Total 77	# Difference	+10	-2	-3	+1	+8
Prog.Mgmt.	Percent CLF	8.9	5.2	2.8	0.5	50
Series 340	# Difference	2	1	1	0	11
	# Parity	4	2	2	1	18
Total 36	# Difference	-2	-1	-1	-1	-7
Mgmt. Analysis	Percent CLF	8.9	5.2	2.8	0.5	50
Series 343	# On Board	10	2	0	0	23
	# Parity*	3	2	1	1	16
Total 32	# Difference	+7	0	-1	-1	+7

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 49.3% or 107 employees of Region VII's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.4% of the positions and women held 46.7%. Among minorities, Blacks held 16.8% of the positions, Hispanics 3.7%, Asians 0.93%, and American Indians 1.9%. There were no Asian women or American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a*

benchmark, to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

In Region VII, 3 employees or 0.52% have targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region VII had a net increase of 6.8% or 39 employees in its total work force (from 533 to 572). The representation of minorities increased from 15.8% to 20.5% and the representation for women increased from 48.8% to 50.4%. There was a net increase of 17 Blacks, 8 Hispanics, 5 Asians, 3 American Indians and 28 women.

In Professional occupations, there was an increase of 5.0% or 14 employees (from 268 to 282). Minority representation increased from 10.8% to 11.3%, while the representation for women increased from 29.9% to 30.5%. There was a net increase of 1 Hispanic, 4 Asians, 4 American Indians and 6 women, while there was a net decrease of 6 Blacks.

In Administrative occupations, there was an increase of 10.6% or 23 employees (from 194 to 217). Minority representation increased from 17.0% to 27.2% and the representation for women increased from 58.8% to 59.9%. There was a net increase of 20 Blacks, 5 Hispanics, 1 Asian and 16 women, while American Indians remained the same at 3, respectively. There were no Asian women or American Indian men in these occupations as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 41.8% or 100 employees (from 139 to 239). Minority representation increased from 8.6% to 13.4% and the representation for women increased from 30.9% to 33.9%. There was a net increase of 13 Blacks, 2 Hispanics, 6 American Indians and 38 women. There was a net decrease of 1 Asian. There were no Asians at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 6.5% or 4 employees (from 58 to 62). The percentage of minorities decreased from 10.3% to 9.7% and the percentage for women increased from 31.0% to 32.3%. There was a net increase of 1 Hispanic, 1 Asian and 2 women, while there was a net decrease of 1 Black and 1 American Indian. As of March 31, 2000 there were no Asian women or American Indians at this level.

At the GS/GM-15 level, there was a decrease of 16.7% or 3 employees (from 18 to 15). The percentage of minorities increased from 0% to 13.3% and the percentage for women increased from 50.0% to 53.3%. There was a net increase of 2 Blacks and a net decrease of 1 woman. There were no Hispanics, Asians, or American Indians at this level as of March 31, 2000.

The number of SES members in Region VII remained the same at 7. The percentage of minorities

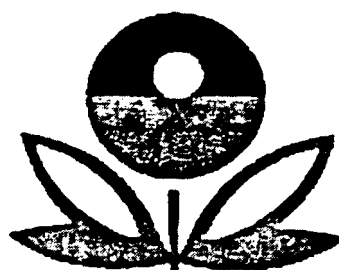
and the percentage of women remained the same at 14.3% each. The number of minorities and women remained the same at 1 Black and 1 woman. There were no Black women, Hispanics, Asians or American Indians at this level as of March 31, 2000.

There was an increase of 4.2% or 2 employees (from 46 to 48) in supervisory and managerial positions. Minority representation increased from 10.9% to 14.6%, and the representation for women decreased from 34.8% to 33.3%. There was a net increase of 1 Black, 1 Hispanic, 1 Asian, while there was a net decrease of 1 American Indian. Women remained the same at 16, respectively. There were no Asian women or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities decreased by 40.0% or 2 employees (from 5 to 3). Their representation in the total work force decreased from 0.94% to 0.52%.

Work Force Status Report

March 31, 2000



EPA Region VIII

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VIII

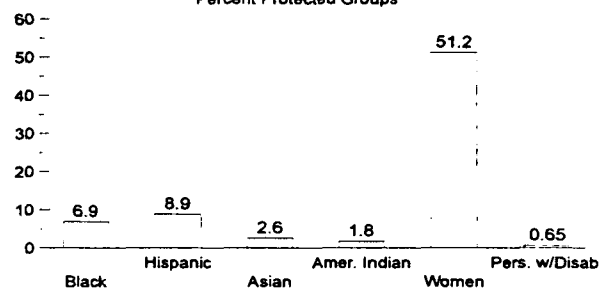
This summary presents a work force profile for Region VIII's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.1%) of Region VIII's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 619 employees in Region VIII. Minorities occupied 20.2% of the positions while women occupied 51.2%. Blacks held 6.9% of Region VIII's positions, Hispanics 8.9%, Asians 2.6%, American Indians 1.8%, and Persons with Targeted Disabilities 0.65%. Chart 1 shows the percent distribution of the protected groups of Region VIII's total work force.

CHART 1. WORK FORCE COMPOSITION
Percent Protected Groups



Of Region VIII's total work force, 61.7% or 382 employees were at grades GS/GM 13-15. Minorities held 12.6% of the positions in this grade group, while women held 40.3%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 3.7%, Hispanics 5.5%, Asians 2.4%, and American Indians 1.0%.

There were 256 employees at the GS/GM-13 level. Minorities comprised 12.9% and women comprised 41.8%. Among minorities, Blacks held 3.1% of these positions, Hispanics 5.9%, Asians 2.7%, and American Indians 1.2%. Minorities were 8.2% of the 85 employees at the GS/GM-14 level and women were 38.8%. Among minorities, Blacks held 2.4% of the positions, Hispanics 4.7%, and Asians 1.2%. Asian men and American Indians were not represented at this level. Minorities represented 19.5% of the 41 employees at GS/GM-15 level, while women comprised 34.2%. Among minorities, Blacks held 9.8% of the positions, Hispanics 4.9%, Asians 2.4%, and American Indians 2.4%. There were no Hispanic women, Asian men, or American

Indian men at this level.

Of the 7 SES positions in Region VIII, 14.3% were held by minorities and 28.6% by women. There were no Blacks, Hispanics, Asians, or American Indian women in the SES positions.

Of the 59 supervisory and managerial positions in the Region, 13.5% were held by minorities and 32.2% by women. Among the minorities, 5.1% of the positions were occupied by Blacks, 3.4% by Hispanics, 1.7% by Asians, and 3.4% by American Indians. There were no Hispanic women or Asian men in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VIII had 286 employees in the Professional job category, comprising 46.2% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in Region VIII. Table 1 shows the protected groups in the Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated by hiring 1 Asian Environmental Engineer, 1 American Indian Attorney as well as 4 Black, and 4 Asian Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 819 Total 96	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	5	8	7	1	39
	# Parity*	4	3	8	1	10
	# Difference	+1	+5	-1	0	+29
Attorney Series 905 Total 45	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	3	2	3	0	22
	# Parity*	2	2	1	1	12
	# Difference	+1	0	+2	-1	+10
Physical Scientist 1301 Total 98	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	1	7	0	3	34
	# Parity*	5	2	4	1	29
	# Difference	-4	+5	-4	+2	+5

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 79.4% or 227 employees of Region's Professional work

force were at grades GS/GM 13-15. In this grade grouping, minorities held 13.7% of the positions and women held 34.8%. Among minorities, Blacks held 4.0% of the positions, Hispanics 6.2%, Asians 3.1%, and American Indians 0.44%. There were no American Indian women at this level.

ADMINISTRATIVE POSITIONS: Region VIII had 284 employees in the Administrative job category, comprising 45.9% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in Region VIII. Table 2 shows the protected groups in the Environmental Protection Specialist series and General Administration series. Under representation can be eliminated with the addition of 7 Black, 2 Hispanic and 1 Asian Environmental Protection Specialist, and 1 American Indian in the General Administration series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50
Series 028	# On Board	9	8	4	5	95
	# Parity*	16	10	5	1	88
	# Difference	-7	-2	-1	+4	+7
Total 175						
Gen.Admin	Percent CLF	8.9	5.2	2.8	0.5	50
Series 301	# On Board	4	2	1	0	19
	# Parity*	3	2	1	1	13
	# Difference	+1	0	0	-1	+6
Total 26						

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 54.6% or 155 employees of the Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities hold 11.0% of the positions and women hold 48.4%. Among minorities, Blacks hold 3.2% of the positions, Hispanics 4.5%, Asians 1.3%, and American Indians 1.9%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a benchmark, to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 4 of Region VIII employees, or 0.65%, had targeted disabilities; therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region VIII total work force increased by 5.2% or 32 employees (from 587 to 619). The representation of minorities increased from 18.9% to 20.2% and the representation for women increased from 47.0% to 51.2%. There was a net increase of 5 Hispanics, 4 Asians, 5 American Indians and 41 women, while Blacks remained the same at 43.

In Professional occupations, there was an increase of 3.1% or 9 employees (from 277 to 286). Minority representation increased from 13.0% to 16.5% and the representation of women increased from 36.1% to 39.2%. There was a net increase of 1 Black, 4 Hispanics, 3 Asians, 3 American Indians and 12 women.

In Administrative occupations, there was an increase of 10.9% or 31 employees (from 253 to 284). Minority representation decreased from 21.7% to 19.7% while the representation of women increased from 50.6% to 57.4%. There was an increase of 2 Asians, 2 American Indians and 35 women, while there was a net decrease of 2 Blacks and 1 Hispanic.

At the GS/GM-13 level, there was an increase of 16.0% or 41 employees (from 215 to 256). Minority representation increased from 11.6% to 12.9% and the representation of women increased from 38.6% to 41.8%. There was a net increase of 2 Blacks, 1 Hispanic, 2 Asians, 3 American Indians and 24 women.

At the GS/GM-14 level, there was an increase of 7.1% or 6 employees (from 79 to 85). Minority representation increased from 7.6% to 8.2% and the representation of women increased from 34.2% to 38.8%. There was a net increase of 1 Hispanic and 6 women, while Blacks and Asians remained the same at 2 and 1, respectively. There were no Black men, Asian men or American Indians at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 29.3% or 12 employees (from 29 to 41). Minority representation increased from 17.3% to 19.5% while the representation of women increased from 27.6% to 34.2%. There was a net increase of 1 Black, 1 Hispanic, 1 Asian and 6 women, while American Indian remained the same at 1. There were no Hispanic women, Asian men, or American Indian men at this level as of March 31, 2000.

The number of SES employees remained the same at 7. The representation of minorities and women remained the same at 14.3% and 28.6%, respectively. There were no Blacks, Hispanics, Asians, or American Indian women in the SES level as of March 31, 2000.

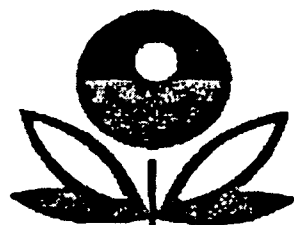
The number of employees in supervisory and managerial positions increased by 13.6% or 8 employees (from 51 to 59). The representation of minorities decreased from 13.7% to 13.5% and

the representation of women increased from 29.4% to 32.2%. There was a net increase of 1 Asian and 4 women. The representation of Blacks, Hispanics and American Indians remained the same at 3, 2 and 2, respectively. There were no Hispanic women or Asian men in supervisory and managerial positions as of March 31, 2000.

Employees with targeted disabilities decreased by 42.9% or 3 employees (from 7 to 4). Their representation in the total work force decreased from 1.2% to 0.65%.

Work Force Status Report

March 31, 2000



EPA Region IX

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION IX

This summary presents a work force profile for Region IX's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.6%) of Region IX's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

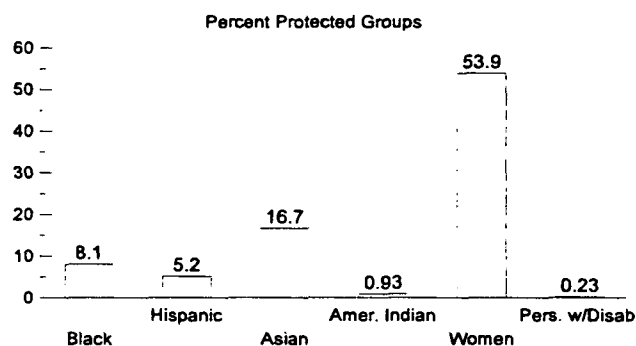
Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 864 employees in Region IX.

Minorities occupied 30.9% of the positions while women occupied 53.9%. Blacks held 8.1% of the positions, Hispanics 5.2%, Asians 16.7%, American Indians 0.93%, and Persons with Targeted Disabilities 0.23%.

Chart 1 shows the percent distribution of the protected groups of Region IX's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region IX's total work force, 62.7% percent or 542 employees were at grades GS/GM 13-15. Minorities held 22.0% of the positions in this grade group, while women held 49.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 4.8%, Hispanics 4.4%, Asians 11.8%, and American Indians .92%.

There were 381 employees at the GS/GM-13 level. Minorities comprised 23.9% while women comprised 51.4%. Among minorities, Blacks held 4.5% of the positions, Hispanics 5.5%, Asians 12.9%, and American Indians 1.1%. Minorities were 19.7% of the 122 employees at the GS/GM-14 level while women were 43.4%. Among minorities, Blacks held 5.7% of the positions, Hispanics 1.6%, Asians 11.5%, and American Indians 0.82%. Minorities represented 10.2% of the 39 employees at the GS/GM-15 level, while women comprised 48.7%. Among minorities, Blacks held 5.1% of the positions, Hispanics 2.6%, and Asians 2.6%. There were no American Indians at this level.

Of the 9 SES positions in Region IX, 33.3% were held by minorities and 55.6% by women. Among minorities, Hispanics held 11.1% of the positions and Asians held 22.2%. There were no Hispanic women, Blacks, or American Indians in SES positions.

Of the 74 supervisory and managerial positions in Region IX, 21.6% were held by minorities and 46.0% by women. Among the minorities, 6.8% of the positions were occupied by Blacks, 2.7% by Hispanics, and 12.2% by Asians. There were no Black women, American Indian men, or American Indian women in this group.

PROFESSIONAL POSITIONS: Region IX had 372 employees in the Professional job category, comprising 43.1% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region IX. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 1 Black Environmental Engineer, and 2 Black and 1 American Indian Physical Scientist. American Indians were absent from the Physical Scientist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 0819 Total 133	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	4	8	28	2	49
	# Parity*	5	4	10	1	14
	# Difference	-1	+4	+18	+1	+35
Attorney Series 905 Total 61	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	4	3	4	1	33
	# Parity*	3	2	1	1	15
	# Difference	+1	+1	+3	0	+18
Physical Scientist Series 1301 Total 117	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	4	5	10	0	56
	# Parity*	6	3	4	1	34
	# Difference	-2	+2	+6	-1	+22

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 75.8 % or 282 employees of Region IX's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 19.9% of the positions and women held 45.7%. Among minorities, Blacks held 4.3% of the positions, Hispanics 4.3%, Asians 10.6%, and American Indians 0.71%. There were no American Indian

men in this grade group.

ADMINISTRATIVE POSITIONS - Region IX had 419 employees in the Administrative job category, comprising 48.5% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region IX. Table 2 shows the protected groups in Environmental Protection Specialist series 028 and General Administration series 301. Under representation can be eliminated with the addition of 2 Black and 2 Hispanic Environmental Protection Specialist and 1 American Indian in the General Administration series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50
Series 028	# On Board	20	11	30	4	132
	# Parity*	22	13	7	2	124
Total 247	# Difference	-2	-2	+23	+2	+8
Gen.Admin	Percent CLF	8.9	5.2	2.8	0.5	50
Series 301	# On Board	5	4	6	0	28
	# Parity*	5	3	2	1	27
Total 54	# Difference	0	+1	+4	-1	+1

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 62.1% or 260 employees of Region IX's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 24.2% of the positions and women held 53.5%. Among minorities, Blacks held 5.4% of the positions, Hispanics 4.6%, Asians 13.1%, and American Indians 1.2%. There were no American Indian women in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 2 Region IX employees, or 0.23%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of*

September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.

Region IX had a net increase of 0.35% or 3 employees in its total work force (from 861 to 864). The representation of minorities increased from 30.2% to 30.9% while the representation of women decreased from 54.4% to 53.9%. There was a net increase of 9 Asians and a net decrease of 2 Hispanics and 2 women. Blacks and American Indians remained the same at 70 and 8, respectively.

In Professional occupations, there was an increase of 0.27% or 1 employee (from 371 to 372). Minority representation increased from 22.1% to 23.4%, while the representation of women increased from 44.5% to 44.6%. There was a net increase of 1 Hispanic, 5 Asians, 1 American Indian and 1 woman, while there was a net decrease of 2 Blacks.

In Administrative occupations, there was an increase of 2.4% or 10 employees (from 409 to 419). Minority representation increased from 28.8% to 29.3% and the representation of women decreased from 56.0% to 55.6%. There was a net increase of 5 Blacks, 3 Asians and 4 women, while there was a net decrease of 2 Hispanics and 1 American Indian. There were no American Indian women as of March 31, 2000.

At the GS/GM-13 level, there was an increase of 26.2% or 100 employees (from 281 to 381). Minority representation increased from 20.3% to 23.9% and the representation of women increased from 49.1% to 51.4%. There was a net increase of 2 Blacks, 9 Hispanics, 21 Asians, 2 American Indians and 58 women.

At the GS/GM-14 level, there was an increase of 6.6% or 8 employees (from 114 to 122). The percentage of minorities increased from 14.0% to 19.7% and the percentage for women increased from 43.0% to 43.4%. There was a net increase of 6 Blacks, 3 Asians and 4 women, while there was a net decrease of 1 Hispanic. American Indian remained the same at 1. There were no American Indian men at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 7.7% or 3 employees (from 36 to 39). The percentage of minorities decreased from 11.1% to 10.2% while the percentage of women increased from 44.4% to 48.7%. There was a net increase of 2 Blacks and 3 women, while there was a net decrease of 2 Asians. Hispanic remained the same at 1. There were no Hispanic men, Asian women, American Indian men, or American Indian women at this level as of March 31, 2000.

The SES members increased by 22.2% or 2 employees (from 7 to 9). The representation of minorities increased from 0% to 33.3% and the percentage for women decreased from 57.1% to 55.6%. There was a net gain of 1 Hispanic, 2 Asians and 1 woman. Blacks, Hispanic women, and American Indians were absent at the SES level as of March 31, 2000.

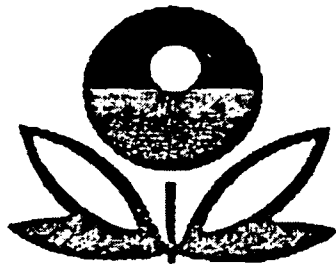
There was a decrease of 10.8% or 9 employees (from 83 to 74) in supervisory and managerial positions. Minority representation increased from 16.9% to 21.6%, while the representation of women decreased from 51.8% to 46.0%. There was a net increase of 5 Blacks and a net decrease

of 2 Hispanics, 1 Asian and 9 women. There were no Black women, American Indian men, or American Indian women in these positions as of March 31, 2000.

Employees with targeted disabilities decreased by 50.0% or 2 employees (from 4 to 2). Their representation in the total work force decreased from 0.46% to 0.23%.

Work Force Status Report

March 31, 2000



EPA Region X

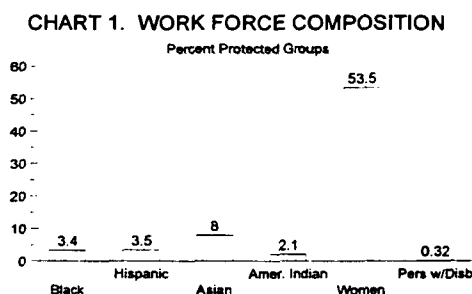
U.S. ENVIRONMENTAL PROTECTION AGENCY REGION X

This summary presents a work force profile for Region X's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.7%) of Region X's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2000, there were 626 employees in Region X. Minorities occupied 17.0% of the positions while women occupied 53.5%. Blacks held 3.4% of the positions, Hispanics 3.5%, Asians 8.0%, American Indians 2.1%, and Persons with Targeted Disabilities 0.32%. Chart 1 shows the percent distribution of the groups of the Region's total work force.



Of Region X's total work force, 54.8% percent or 343 employees were at grades GS/GM 13-15. Minorities held 10.2% of the positions in this grade group, while women held 41.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 1.7%, Hispanics 2.6%, Asians 5.2%, and American Indians 0.58%. There were no American Indian women in this grade group.

There were 225 employees at the GS/GM-13 level. Minorities comprised 10.7% and women 41.8%. Among minorities, Blacks held 1.3% of the positions, Hispanics 2.7%, Asians 6.2%, and American Indians 0.44. Minorities were 10.9% of the 92 employees at the GS/GM-14 level and women were 39.1%. Among minorities, Blacks held 2.2% of the positions, Hispanics 3.3%, and Asians 4.4% and American Indians 1.1%. Minorities represented 3.9% of the 26 employees at the GS/GM-15 level, while women comprised 42.3%. Among minorities, Blacks held 3.9% of the positions. There were no Black men, Hispanic men, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 7 SES positions in Region X, 14.3% were occupied by women and minorities held 14.3%. There were no Hispanics, Asians or American Indians at this level.

Of the 54 supervisory and managerial positions in Region X, 11.1% were held by minorities and 44.4% by women. Among the minorities, 5.6% of the positions were occupied by Blacks and 5.6% by Asians. There were no Hispanics or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region X had 253 employees in the Professional job category, comprising 40.4% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region X. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 2 Black and 2 Hispanic Environmental Engineers; 1 Black and 1 American Indian Attorney; and 3 Black and 1 American Indian Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng. Series 819 Total 80	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	1	1	10	1	31
	# Parity	3	3	6	1	8
	# Difference	-2	-2	+4	0	+23
Attorney Series 905 Total 38	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	1	3	1	0	20
	# Parity	2	1	1	1	10
	# Difference	-1	+2	0	-1	+10
Physical Scientist Series 1301 Total 73	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	1	3	5	0	31
	# Parity	4	2	3	1	22
	# Difference	-3	+1	+2	-1	+9

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 71.1 % or 180 employees of the Professional work force in Region X were at grades GS/GM 13-15. In this grade grouping, minorities held 11.7% of the positions and women held 38.9%. Among minorities, Blacks held 1.7% of the positions, Hispanics 3.9%, and Asians 6.1%. There are no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - Region X has 315 employees in the Administrative job category, comprising 50.3% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region X. Table 2 shows the protected groups in Environmental Protection Specialist series 028 and Program Manager series 340. Under representation can be eliminated with the addition of 12 Black and 1 Hispanic Environmental Protection Specialist; 2 Black, 3 Hispanic and 3 women Program Managers.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Prot. Specialist Series 028 Total 191	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	5	9	12	8	98
	# Parity*	17	10	6	1	96
	# Difference	-12	-1	+6	+7	+2
Prog. Mgr. Series 340 Total 55	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	3	0	3	1	25
	# Parity*	5	3	2	1	28
	# Difference	-2	-3	+1	0	-3

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 51.7% or 163 employees of the Region's Administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 8.6% of the positions and women hold 43.6%. Among minorities, Blacks hold 1.8% of the positions, Hispanics 1.2%, Asians 4.3%, and American Indians 1.2%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the U.S. Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2000, 2 of Region X employees, or 0.32%, had targeted disabilities; therefore, this groups was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2000: *The reference period of September 30, 1997 to March 31, 2000 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region X had a net increase of 3.5% or 22 employees in its total work force (from 604 to 626).

The representation of minorities increased from 14.4% to 17.0% and the representation for women increased from 51.8% to 53.5%. There was a net increase of 3 Blacks, 2 Hispanics, 10 Asians, 4 American Indians and 22 women.

In Professional occupations, there was an increase of 4.7% or 12 employees (from 241 to 253). Minority representation increased from 11.2% to 13.9% and the representation of women increased from 41.5% to 43.5%. There was a net increase of 2 Hispanics, 6 Asians and 10 women, while Blacks and American Indians remained the same at 4 and 2, respectively.

In Administrative occupations, there was an increase of 6.7% or 21 employees (from 294 to 315). Minority representation increased from 14.3% to 17.8% and the representation for women increased from 52.0% to 54.6%. There was a net increase of 6 Blacks, 2 Hispanics, 4 Asians, 2 American Indians and 19 women.

At the GS/GM-13 level, there was an increase of 8.4% or 19 employees (from 206 to 225). Minority representation increased from 6.3% to 10.7% and the representation for women increased from 40.3% to 41.8%. There was a net increase of 11 Asians, 1 American Indian and 11 women, while there was a net decrease of 1 Hispanic. Blacks remained the same at 3. There were no American Indian women at this level as of March 31, 2000.

At the GS/GM-14 level, there was an increase of 14.1% or 13 employees (from 79 to 92). The percentage of minorities decreased from 11.4% to 10.9% while the percentage of women increased from 34.2% to 39.1%. There was a net increase of 1 Hispanic, 1 American Indian and 9 women, while Blacks had a net decrease of 1. Asians remained the same at 4. There were no Black men or American Indian women at this level as of March 31, 2000.

At the GS/GM-15 level, there was an increase of 15.4% or 4 employees (from 22 to 26). The percentage of minorities decreased from 4.6% to 3.9% and the percentage for women increased from 40.9% to 42.3%. There was a net increase of 2 women, while Blacks remained the same at 1. There were no Black men, Hispanics, Asians, and American Indians at this level as of March 31, 2000.

The SES members increased by 14.3% or 1 employee (from 6 to 7). Minority representation increased from 0% to 14.3% while the percentage of women decreased from 16.7% to 14.3%. There was a net increase of 1 Black, while women remained the same at 1. There were no Black women, Hispanics, Asians or American Indians.

Supervisory and management positions increased by 11.1% or 6 employees (from 48 to 54). Minority representation decreased from 12.5% to 11.1%, while the representation of women increased from 41.7% to 44.4%. There was a net increase of 1 Black and 4 women, while there was a net decrease 1 Hispanic. There were no Hispanics or American Indians in these positions as of March 31, 2000.

Employees with targeted disabilities remained the same at 2 employees. Their representation in the total work force decreased from 0.33% to 0.32%.