

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

**Work Force Status
And
Analysis Reports**



Data As of

September 30, 2000

U.S. ENVIRONMENTAL PROTECTION AGENCY
AGENCY WIDE

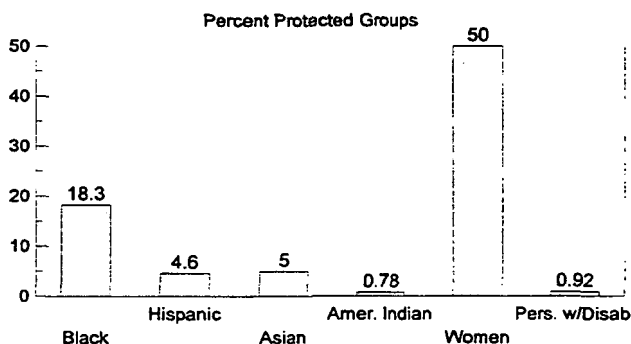
This summary presents a work force profile for the U.S. Environmental Protection Agency (EPA)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.2%) 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 September 30, 2000, there were 17,676 employees in EPA. Minorities occupied 28.7% of the positions while women occupied 50.0%. Blacks held 18.3% of the positions, Hispanics 4.6%, Asians 5.0%, American Indians 0.78, and Persons with Targeted Disabilities 0.92%. 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, 63.5% percent or 11,216 employees were at grades GS/GM 13-15. Minorities held 20.7% of the positions in this grade group, while women held 41.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 11.5%, Hispanics 3.7%, Asians 4.9%, and American Indians 0.63%.

There were 6,398 employees at the GS/GM-13 level. Minorities comprise 24.3% while women comprise 43.5%. Among minorities, Blacks held 13.4% of the positions, Hispanics 4.1%, Asians 6.0%, and American Indians 0.84%. Minorities were 18.4% of the 3,007 employees at the GS/GM-14 level while women were 39.7%. Among minorities, Blacks held 10.0% of the positions, Hispanics 3.7%, Asians 4.2%, and American Indians 0.40%. Minorities represented 11.7% of the 1,811 employees at the GS/GM-15 level, while women comprised 34.3%. Among minorities, Blacks held 6.7% of the positions, Hispanics 2.3%, Asians 2.4%, and American Indians 0.22%.

Of the 282 SES positions in EPA, 14.3% were held by minorities and 30.5% by women. Among minorities, Blacks held 8.5% of the positions, Hispanics 3.9%, Asians 2.1%, and American Indians 0.35%.

Of the 1,594 supervisory and managerial positions in EPA, 15.1% were held by minorities and 34.6% by women. Among the minorities, Blacks occupied 8.7% of the positions, Hispanics 3.4%, Asians 2.9%, and American Indians 0.12%.

PROFESSIONAL POSITIONS: EPA had 8,531 employees in the Professional job category, comprising 48.3% 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 3 Hispanics, 1 American Indian, and 19 women in the Economist series 110; 5 Hispanics, 33 Asians, and 25 women in the Biologist series 401; 4 Hispanics, 1 American Indian, and 13 women in the Toxicologist series 415; 6 Hispanics and 1 woman in the Accountant series 510; 5 Hispanics and 15 women in the Auditor series 511; 4 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 women 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Engineer Series 819 Total: 2066	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On board	154	147	214	9	585
	# Parity*	71	62	155	7	203
	# Difference	+83	+85	+59	+2	+382
Attorney Series 905 Total: 1040	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On board	90	50	50	8	497
	# Parity*	36	26	15	3	255
	# Difference	+54	+24	+35	+5	+242
Physical Scientist Series 1301 Total: 2031	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On board	140	80	93	16	710
	# Parity*	94	39	68	9	589
	# Difference	+46	+41	+26	+7	+121

Chemical Engineer Series 893 Total: 155	Percent CLF	3.5	2.8	6.8	0.1	11.1
	# On board	10	11	25	1	46
	# Parity*	6	5	11	1	18
	# Difference	+4	+6	+14	0	+28
Economist Series 0110 Total: 114	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On board	6	1	8	0	32
	# Parity*	6	4	4	1	51
	# Difference	0	-3	+4	-1	-19
Biologist Series 0401 Total: 730	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On board	52	19	21	8	280
	# Parity*	29	24	54	3	305
	# Difference	+23	-5	-33	+5	-25
Toxicologist Series 0415 Total: 166	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On board	9	3	27	0	58
	# Parity*	7	7	24	1	71
	# Difference	+2	-4	+3	-1	-13
Accountant Series 0510 Total: 171	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On board	43	2	13	1	90
	# Parity*	12	8	10	1	91
	#Difference	+31	-6	+3	0	-1
Auditor Series 0511 Total: 217	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On board	48	5	12	1	100
	# Parity*	15	10	12	1	115
	# Difference	+33	-5	0	0	-15
Contract/ Procurement Series 1102 Total: 302	Percent CLF	5.6	3.5	5.4	0.4	37.0
	# On board	91	12	4	3	183
	# Parity	17	11	17	2	112
	# Difference	+74	+1	-13	+1	+71
Chemist Series 1320 Total: 617	Percent CLF	6.1	3.2	9.8	0.2	27.4
	# On board	34	26	64	3	208
	# Parity	38	20	61	2	170
	# Difference	-4	+6	+3	+1	+38

Geologist	<i>Percent CLF</i>	1.1	2.4	1.8	0.3	14.4
Series 1350	<i># On board</i>	4	0	3	1	17
	<i># Parity</i>	2	3	2	1	15
	<i># Difference</i>	+2	-3	+1	0	+2
Total: 100						

**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 76.2% or 6,503 employees of EPA's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 17.6% of the positions and women held 33.1%. Among minorities, Blacks held 7.1% of the positions, Hispanics 3.8%, Asians 6.2%, and American Indians 0.50%.

ADMINISTRATIVE POSITIONS: EPA had 7,414 employees in the Administrative job category, comprising 41.9% 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 37 Hispanics in the Environmental Protection Specialist series; 2 Asians in the Personnel Management Specialist series; 8 Hispanics, 4 Asians and 1 American Indian in the General Administration series; 5 Hispanics and 67 women in the Computer Specialist series; 1 Black, 10 Hispanics, 1 Asian, 1 American Indian, and 63 women in the Program Manager series; 27 Hispanics, 8 Asians and 1 American Indian in the Management Analyst series; 2 Hispanics in the Public Affairs series; and 1 Hispanic, 2 Asians, 1 American Indian and 58 women in the Criminal Investigator series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Protection Specialist	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	428	108	110	42	1589
	# Parity*	248	145	78	14	1390
	# Difference	+180	-37	+32	+28	+199
Series 028						
Total: 2779						
Personnel Management Specialist	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	68	14	3	1	114
	# Parity*	13	8	5	1	73
	# Difference	+55	+6	-2	0	+41
Series 201						
Total: 145						
General Administration	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	270	39	21	4	605
	# Parity*	80	47	25	5	446
	# Difference	+190	-8	-4	-1	+160
Series 301						
Total: 891						

Computer Specialist Series 334 Total: 554	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	113	24	47	3	210
	# Parity*	50	29	16	3	277
	# Difference	+63	-5	+31	0	-67
Program Manager Series 0340 Total: 410	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	36	12	11	2	142
	# Parity*	37	22	12	3	205
	# Difference	-1	-10	-1	-1	-63
Management Analyst Series 0343 Total: 1421	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	410	45	32	7	983
	# Parity*	127	74	40	8	711
	# Difference	+283	-29	-8	-1	+272
Accounting Clerical Series 0501 Total: 148	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	63	8	7	1	112
	# Parity*	14	8	5	1	74
	# Difference	+49	0	+2	0	+38
Public Affairs Series 1035 Total: 143	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	22	6	5	1	87
	# Parity*	13	8	5	1	72
	# Difference	+9	-2	0	0	+15
General Business Series 1101 Total: 133	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	43	8	5	1	101
	# Parity*	12	7	4	1	67
	# Difference	+31	1	+1	0	+34
Criminal Investigator Series 1811 Total: 233	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	27	12	5	1	59
	# Parity	21	13	7	2	117
	# Difference	+6	-1	-2	-1	-58

**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 63.6% or 4,713 employees of EPA's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 24.9% of the positions and women held 51.9%. Among minorities, Blacks held 17.5% of the positions, Hispanics 3.4%, Asians 3.2%, and American Indians 0.78%.

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 September 30, 2000, 163 EPA employees, or 0.92%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 1.3% or 225 employees in its total work force (from 17,445 to 17,670). The representation of minorities increased from 26.7% to 28.7%, however, the representation of women increased from 49.4% to 50.0%. There was a net increase of 130 Blacks, 87 Hispanics, 141 Asians, 42 American Indians, and 222 women.

In Professional occupations, there was an increase of 1.1% or 93 employees (from 8,438 to 8,531). Minority representation increased from 18.7% to 20.3%, and the representation of women increased from 34.3% to 35.3%. There was a net increase of 7 Blacks, 36 Hispanics, 84 Asians, 23 American Indians, and 119 women.

In Administrative occupations, there was an increase 7.4% or 546 employees (from 6,868 to 7,414). Minority representation increased from 27.1% to 31.0% and the representation of women increased from 56.2% to 58.6%. There was a net increase of 302 Blacks, 64 Hispanics, 49 Asians, 22 American Indians, and 480 women.

At the GS/GM-13 level, there was an increase of 14.9% or 953 employees (from 5,445 to 6,398). Minority representation increased from 21.4% to 24.3% and the representation of women increased from 42.0% to 43.5%. There was a net increase of 203 Blacks, 48 Hispanics, 112 Asians, 28 American Indians, and 500 women.

At the GS/GM-14 level, there was an increase of 10.5% or 315 employees (from 2,692 to 3,007). Minority representation increased from 13.9% to 18.4% and the representation of women increased from 37.4% to 39.7%. There was a net increase of 83 Blacks, 48 Hispanics, 44 Asians, and 6 American Indians, and 187 women.

At the GS/GM-15 level, there was an increase of 16.3% or 295 employees (from 1,516 to 1,811). Minority representation increased from 10.3% to 11.7% and the representation of women increased from 30.6% to 34.3%. There was a net increase of 39 Blacks, 9 Hispanics, 6 Asians, 1 American Indian, and 157 women.

At the SES level there was an increase of 7.8% or 22 employees (from 260 to 282). Minority representation increased from 8.8% to 14.9% and the representation of women increased from 26.9% to 30.5%. There was a net increase of 7 Blacks, 9 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 15.1% and women increased from 34.1% to 34.6%. There was a net increase of 13 Blacks, 16 Hispanics, 4 Asians, 9 women, while American Indians decreased by 3.

Employees with targeted disabilities had a net increase of 15 (from 148 to 163). Their representation in the total work force increased from 0.83% to 0.92%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF THE ADMINISTRATOR

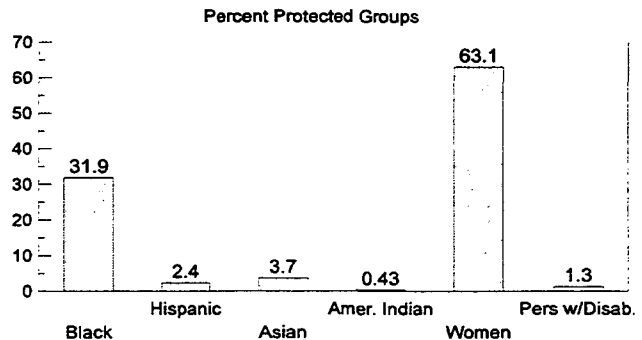
This summary presents a work force profile for the Office of the Administrator's (AO) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.5%) 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 September 30, 2000, there were 461 employees in AO. Minorities occupied 38.4% of AO's positions, while women occupied 63.1%. Blacks held 31.9% of AO's positions, Hispanics 2.4%, Asians 3.7%, American Indians 0.43%, and Persons with Targeted Disabilities 1.3%. 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, 60.1% percent or 277 employees were at grades GS/GM 13-15. Minorities held 25.3% of the positions in this grade group, while women held 54.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 17%, Hispanics 3.2%, Asians 4.7%, and American Indians 0.36%. There were no American Indian men in this grade group.

There were 81 employees at the GS/GM-13 level. Minorities comprised 42.0% and women comprised 66.7%. Among minorities, Blacks held 30.9% of the positions, Hispanics 3.7%, and Asians 7.4%. There were no American Indian men or women at this level. Minorities were 19.0% of the 116 employees at the GS/GM-14 level and women are 55.2%. Among minorities, Blacks held 11.2% of the positions, Hispanics 2.6%, Asians 4.3%, and American Indians 0.86%. There were no American Indian men. Minorities represented 17.5% of the 80 employees at the

GS/GM-15 level, while women comprised 41.3%. Among minorities, Blacks held 11.3% of the positions, Hispanics 3.8%, and Asians 2.5%. There were no American Indian men, or American Indian women at this level.

Of the 20 SES positions in AO, 30.0% were held by minorities and 45.0% by women. Among minorities, Blacks held 20.0% of the positions and Hispanics held 10.0%. There were no Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 35 supervisory and managerial positions in AO, 20.0% were held by minorities and 45.7% by women. Among the minorities, 14.3% of the positions were occupied by Blacks and 2.9% by Hispanics. There were no Hispanic women, Asian men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: AO had 100 employees in the Professional job category, comprising 21.7% 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 and Economist series 110. Under representation in this job series can be eliminated with the addition of 1 American Indian and 1 Black, 1 Hispanic, 1 American Indian and 4 women Economist. There were no Black women, Hispanics, Asian women or American Indians in the Economist series and no Black men, Hispanic women or American Indians in the Attorney series.

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

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Attorney Series 905 Total 32	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	2	2	3	0	12
	# Parity*	2	1	1	1	8
	# Difference	0	+1	+2	-1	+4
Economist Series 110 Total 28	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On Board	1	0	2	0	9
	# Parity*	2	1	1	1	13
	# Difference	-1	-1	+1	-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 75.0 % or 75 employees of AO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 12.0% of the positions and women held 32.0%. Among minorities, Blacks held 2.6% of the positions, Hispanics 2.6%, and Asians 6.7%. There were no Hispanic women, American Indian men, or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: AO had 308 employees in the Administrative job category, comprising 66.8% 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 4 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 66	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	10	0	5	0	40
	# Parity*	6	4	2	1	33
	# Difference	+4	-4	+3	-1	+7
Gen.Admi Series 301 Total 107	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	42	3	0	0	82
	# Parity*	10	6	3	1	54
	# Difference	+32	-3	-3	-1	+28
Mgmt.Ana Series 343 Total 86	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	29	3	3	0	61
	# Parity*	8	5	3	1	43
	# Difference	+21	-2	0	-1	+18

**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 65.6% or 202 employees of AO's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 30.2% of the positions and women held 62.9%. Among minorities, Blacks held 22.3% of the positions, Hispanics 3.5%, Asians 4.0%, and American Indians 0.50%. 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 September 30, 2000, 6 AO employees or 1.3% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 37.1% or 171 employees in its total work force (from 290 to 461). The representation of minorities decreased from 42.1% to 38.4% and the representation for women decreased from 66.6% to 63.1%. There was a net increase of 40 Blacks, 3 Hispanics, 10 Asians, 2 American Indians and 98 women. There were no American Indian men as of September 30, 2000.

In Professional occupations, there was an increase of 52.0% or 52 employees (from 48 to 100). Minority representation increased from 12.5% to 13.0% while the representation for women decreased from 35.4% to 34.0%. There was a net increase of 2 Blacks, 1 Hispanic, 4 Asians and 17 women. There were no Hispanic women, American Indian men, or American Indian women in Professional occupations as of September 30, 2000.

In Administrative occupations, there was an increase of 39.3% or 121 employees (from 187 to 308). Minority representation decreased from 40.1% to 39.9% and the representation for women decreased from 69.0% to 68.5%. There was a net increase of 40 Blacks, 2 Hispanics, 5 Asians, 1 American Indian and 82 women. There were no American Indian men in Administrative occupations as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 53.1% or 43 employees (from 38 to 81). Minority representation increased from 34.2% to 42.0% and the representation for women decreased from 76.3% to 66.7%. There was a net increase of 17 Blacks, 4 Asians and 25 women, while Hispanics remained the same at 3. There were no American Indians at this level as of September 30, 2000.

At the GS/GM-14 level, there was an increase of 50.0% or 58 employees (from 58 to 116). The percentage of minorities decreased from 27.6% to 19.0% and the percentage for women decreased from 67.2% to 55.2%. There was a net increase of 1 Black, 1 Hispanic, 3 Asians, 1 American Indian and 25 women. There were no American Indian men at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 55.0% or 44 employees (from 36 to 80). The percentage of minorities decreased from 19.5% to 17.5% and the percentage for women increased from 33.3% to 41.3%. There was a net increase of 5 Blacks, 1 Hispanic, 1 Asian and 21 women. There were no American Indian men, or American Indian women at this level as of September 30, 2000.

The SES members increased by 15.0% or 3 employees (from 17 to 20). The representation of minorities increased from 17.6% to 30.0% and the representation for women increased from 29.4% to 45.0%. There was a net gain of 1 Black, 2 Hispanics, and 4 women. Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of September 30, 2000.

There was a increase of 17.1% or 6 employees (from 29 to 35) in supervisory and managerial positions. Minority representation decreased from 31.0% to 20.0%, while the representation for women increased from 44.8% to 45.7%. There was a net increase of 1 Hispanic and 3 women, while there was a net decrease of 3 Blacks. Asians remained the same at 1. There were no Hispanic women, Asian men, American Indian men, or American Indian women in these positions as of September 30, 2000.

Employees with targeted disabilities remained the same at 6 employees. Their representation in the total work force decreased from 2.1% to 1.3%.

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

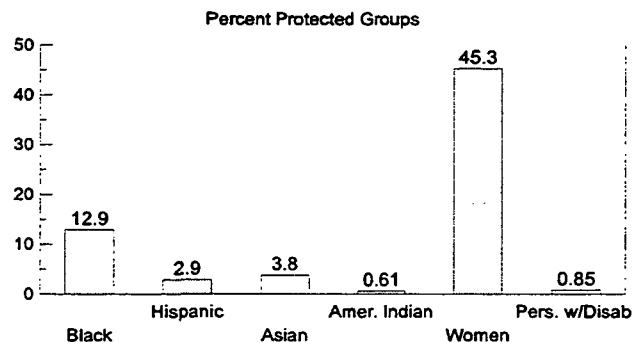
This summary presents a work force profile for the Office of Air and Radiation (OAR) 's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (89.0%) 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 September 30, 2000 , there were 1,295 employees in the OAR. Minorities occupied 20.2% of OAR's positions while women occupied 45.3%. Blacks held 12.9% of OAR's positions, Hispanics 2.9%, Asians 3.8%, American Indians 0.61% and Persons with Targeted Disabilities 0.85%. 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, 69.7% or 903 employees were at grades GS/GM 13-15.

Minorities held 15.5% of the positions in this grade group, while women held 38.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 8.6%, Hispanics 3.0%, Asians 3.7%, and American Indians 0.22%.

There were 568 employees at the GS/GM-13 level; minorities comprised 19.2% and women 39.8%. Among minorities, Blacks held 10.7% of the positions, Hispanics 3.0%, Asians 5.1%, and American Indians 0.36%. Minorities were 14.6 of the 165 employees at the GS/GM-14 level and women 40.6%. Among minorities, Blacks held 7.9% of the positions, Hispanics 4.2%, and Asians 2.4%. There were no American Indians at this level. Minorities represented 4.1% of the 170 employees at the GS/GM-15 level, while women comprised 31.8%. 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 112 supervisory and managerial positions in OAR, 7.2% were held by minorities and 38.4% by women. Among the minorities, 3.6% of the positions were occupied by Blacks, 1.8% by Hispanics and 1.8% 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 576 employees in the Professional job category, comprising 44.5% 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; 1 Hispanic Physical Scientists and 1 Hispanic, 1 American Indian and 4 women Economist.

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

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engr. Series 819 Total 197	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	15	8	10	0	49
	# Parity*	7	6	15	1	20
	# Difference	+8	-2	-5	-1	+29
Mech. Engr. Series 830 Total 77	Percent CLF	2.7	2.4	5.9	0.2	5.3
	# On Board	3	2	0	0	6
	# Parity*	3	2	5	1	5
	# Difference	0	0	-5	-1	+1
Phy. Sci. Series 1301 Total 130	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	10	2	7	2	48
	# Parity*	6	3	5	1	38
	# Difference	+4	-1	+2	+1	+10
Economist Series 110 Total 27	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On Board	3	0	2	0	8
	# Parity*	2	1	1	1	12
	# Difference	+1	-1	+1	-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 83.2% or 479 employees of OAR's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 12.5% of the positions and women held 24.2%. Among minorities, Blacks held 5.2% of the positions, Hispanics 2.7%, Asians 4.2%, and American Indians 0.42%.

ADMINISTRATIVE POSITIONS - OAR had 577 employees in the Administrative job category, comprising 44.6% 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 6 Black, 2 Hispanic and 1 American Indian Environmental Protection Specialist; 3 Hispanic and 1 American Indian in the General Administration series; 2 Hispanic, 1 American Indian and 1 woman Computer Specialist; 3 Hispanic and 1 Asian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot. Series 028 Total 280	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	19	13	8	1	141
	# Parity*	25	15	8	2	140
	# Difference	-6	-2	0	-1	+1
Gen. Admin. Series 301 Total 61	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	11	1	2	0	41
	# Parity*	6	4	2	1	31
	# Difference	+5	-3	0	-1	+10
Comp.Spec. Series 334 Total 41	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	5	1	6	0	20
	# Parity*	4	3	2	1	21
	# Difference	+1	-2	+4	-1	-1
Mgmt.Anlys. Series 343 Total 150	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	37	5	4	1	108
	# Parity*	14	8	5	1	75
	# Difference	+24	-3	-1	0	+33

** 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 73.5% or 424 employees of OAR's administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 18.9% of the positions and women held 54.5%. Among minorities, Blacks held 12.5% of the positions, Hispanics 3.3%, and Asians 3.1%. 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 September 30, 2000, 11 OAR employees or 0.85% had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, to SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 2.5% or 33 employees in its total work force (from 1,262 to 1,295). The representation of minorities increased from 18.2% to 20.2% and the representation for women increased from 45.0% to 45.3%. There was a net increase of 13 Blacks, 7 Hispanics, 10 Asians, 1 American Indian and 18 women.

In Professional occupations, employee representation decreased by 1.5% or 9 employees (from 585 to 576). Minority representation increased from 12.8% to 15.0%, and the representation for women decreased from 27.2% to 26.7%. There was a net increase of 5 Blacks, 2 Hispanics, 1 Asian and 3 American Indians, while there was a net decrease of 5 women.

In Administrative occupations, there was an increase of 12.3% or 71 employees (from 506 to 577). Minority representation increased from 19.6% to 20.6% and the representation for women increased from 56.7% to 57.7%. There was a net increase of 6 Blacks, 7 Hispanics, 8 Asians and 46 women, while there was a net decrease of 1 American Indian. There were no American Indian men as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 11.3% or 64 employees (from 504 to 568). Minority representation increased from 17.7% to 19.2% and the representation for women decreased from 40.5% to 39.8%. There was a net increase of 13 Blacks, 1 Hispanic, 5 Asians, 1 American Indian and 22 women.

At the GS/GM-14 level, there was a net increase of 26.7% or 44 employees (from 121 to 165). The percentage of minorities increased from 5.8% to 14.6% and the percentage for women increased from 36.4% to 40.6%. There was a net increase of 9 Blacks, 5 Hispanics, 4 Asians and 23 women, while there was a net decrease of 1 American Indian. There were no American Indians at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 7.1% or 12 employees (from 158 to 170). The percentage of minorities decreased from 5.1% to 4.1% while the percentage for women increased from 31.0% to 31.8%. There was a net increase of 1 Hispanic and 5 women, while there was a net decrease of 2 Blacks. There were no Hispanic men, Asians or American Indians at this level as of September 30, 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 September 30, 2000.

There was a decrease of 2.6% or 3 employees in supervisory and managerial positions (from 115 to 112). Minority representation increased from 5.2% to 7.1%, while the representation for women increased from 33.0% to 38.4%. There was a net increase of 2 Asians and 5 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 September 30, 2000.

Employees with targeted disabilities increased by 18.2% or 2 employees (from 9 to 11). Their representation of the total work force decreased from 0.71% to 0.85%.

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

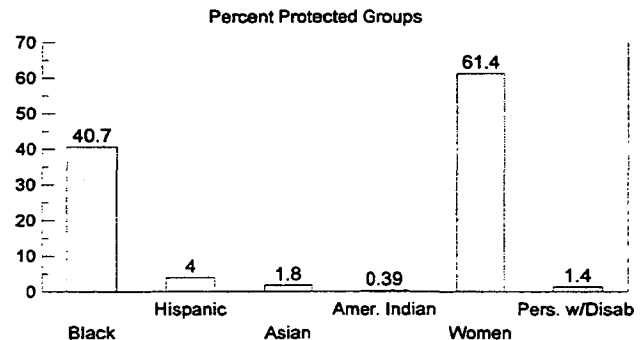
This summary presents a work force profile for the Office of Administration and Resources Management's (OARM) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.5%) 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 September 30, 2000, there were 772 employees in the OARM. Minorities occupied 46.9% of OARM's positions, while women occupied 61.4%. Among minorities, Blacks held 40.7% of OARM's positions, Hispanics 4.0%, Asians 1.8%, American Indians 0.39%, and Persons with Targeted Disabilities 1.4%. 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 62.0% percent or 479 employees were at grades GS/GM 13-15. Minorities held 38.0 of the positions in this grade group, while women held 54.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 31.3%, Hispanics 4.6%, Asians 1.9%, and American Indians 0.20%.

There were 210 employees at the GS/GM-13 level. Minorities comprised 45.7% and women comprised 65.7%. Among minorities, Blacks held 39.1% of the positions, Hispanics 4.3% and Asians 2.4%. There were no American Indians at this level. Minorities, were 34.3% of the 169 employees at the GS/GM-14 level and women were 46.8%. Among minorities, Blacks held 27.2% of the positions, Hispanics 5.3%, Asians 1.2%, and American Indians 0.59%. There were no American Indian women at this level. Minorities represented 28.0% of the 100 employees at the GS/GM-15 level, while women comprised 45.0%. Among minorities, Blacks held 22.0% of the positions, Hispanics 4.0%, and Asians 2.0%. There were no Asian men American Indian men or

American Indian women at this level.

Of the 14 SES positions in OARM, 21.4% were held by minorities and 21.4% by women. Among the minorities, Blacks held 7.1% of the positions and Hispanics held 14.3%. There were no Black women, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 73 supervisory and managerial positions in OARM, 28.8% were held by minorities and 43.8% by women. Among the minorities, 21.9% of the positions were occupied by Blacks, 4.1% by Hispanics, and 2.7% by Asians. There were no Asian men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OARM had 263 employees in the Professional job category, comprising 34.1% 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 1 Hispanic, 3 Asians and 1 American Indian.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 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	71	8	2	0	128
1102	# Parity*	11	9	5	1	93
Total 202	# Difference	+60	-1	-3	-1	+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.*

An analysis by grade level shows that 69.28 % or 182 employees of OARM's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 30.7% of the positions and women held 49.5%. Among minorities, Blacks held 23.6% of the positions, Hispanics 4.9%, and Asians 2.2%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OARM had 420 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: September 30, 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*	8	5	3	1	40
Total 79	# Difference	+38	-3	-2	0	+23
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	22	1	0	0	30
301	# Parity*	5	3	2	1	24
Total 48	# Difference	+17	-2	-2	-1	+6
Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	9	1	0	0	19
334	# Parity*	4	2	1	1	18
Total 35	# Difference	+5	-1	-1	-1	+1
Supp.Srv.Ad	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	20	1	0	0	17
342	# Parity*	3	2	1	1	14
Total 28	# Difference	+17	-1	-1	-1	+3
Mgmt Ana.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	26	6	4	1	60
343	# Parity*	10	6	3	1	54
Total 107	# Difference	+16	0	+1	0	+6
Gen. Bus.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	16	3	1	0	25
1101	# Parity*	4	2	1	1	18
Total 35	# Difference	+12	+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 70.7% or 297 employees of OARM's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 42.4% of the positions and women held 57.9%. Among minorities, Blacks held 36.0% of the positions, Hispanics 4.4%, Asians 1.7%, and American Indians 0.33%.

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 September 30, 2000, 11 OARM employees or 1.4% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 27.5% or 212 employees in its total work force (from 983 to 771). The representation of minorities increased from 41.7% to 47.0% and the representation for women increased from 57.6% to 61.5%. There was a net increase of 3 Hispanics and 1 American Indian. There was a net decrease of 52 Blacks and 92 women, while Asians remained the same at 14.

In Professional occupations, there was a decrease of 9.5% or 25 employees (from 288 to 263). Minority representation increased from 37.5% to 39.9% and the representation for women increased from 55.6% to 56.7%. There was a net increase of 2 Hispanics and 2 Asians, while there was a net decrease of 6 Blacks, 11 women and 1 American Indian. There were no American Indian men as of September 30, 2000.

In Administrative occupations, there was a decrease of 36.0% or 151 employees (from 571 to 420). Minority representation increased from 38.4% to 46.7% and the representation for women increased from 54.3% to 61.2%. There was a net increase of 1 Hispanic and 3 American Indians and a net decrease of 24 Blacks, 3 Asians and 43 women. Hispanics remained the same at 17, respectively.

At the GS/GM-13 level, there was a decrease of 12.0% or 44 employees (from 254 to 210). Minority representation increased from 41.3% to 45.7% and the representation for women increased from 60.2% to 65.7%. There was a net decrease of 3 Blacks, 4 Hispanics, 2 Asians and 15 women. There were no American Indians at this level as of September 30, 2000.

At the GS/GM-14 level, the number of employees decreased by 27.2% or 46 employees (from 215 to 169). The percentage of minorities increased from 27.9% to 34.3%, while the percentage for women decreased from 47.9% to 46.8%. There was a net increase of 5 Hispanics and 1 American Indian, while there was a net decrease of 7 Blacks, 1 Asian and 24 women. There were no Asian women or American Indian women at this level as of September 30, 2000.

At the GS/GM-15 level, there was a decrease of 17.0% or 17 employees (from 117 to 100). The percentage of minorities increased from 21.4% to 28.0% and the percentage for women increased from 31.6% to 45.0%. There was a net increase of 2 Blacks, 1 Asian and 8 women, while Hispanics remained the same at 4. There were no Asian men, American Indian men or American Indian women at this level as of September 30, 2000.

The SES members decreased by 33.3% or 7 employees (from 21 to 14). The representation of minorities increased from 4.8% to 21.4% and the representation for women increased from 19.1% to 21.4%. There was a net increase of 1 Black and 1 Hispanic. Women decreased by 1. Black women, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of September 30, 2000.

There was a decrease of 28.8% or 21 employees (from 94 to 73) in supervisory and managerial positions. Minority representation increased from 22.3% to 28.8%, while the representation of women increased from 34.0% to 43.8%. There was a net decrease of 1 Black, while Hispanics and women remained the same at 3 and 32, respectively. Asians increased by 1. There were no Asian men, American Indian men, or American Indian women in these positions as of September 30, 2000.

Employees with targeted disabilities decreased by 45.5% or 5 employees (from 16 to 11). Their representation in the total work force decreased from 1.6% to 1.4%.

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

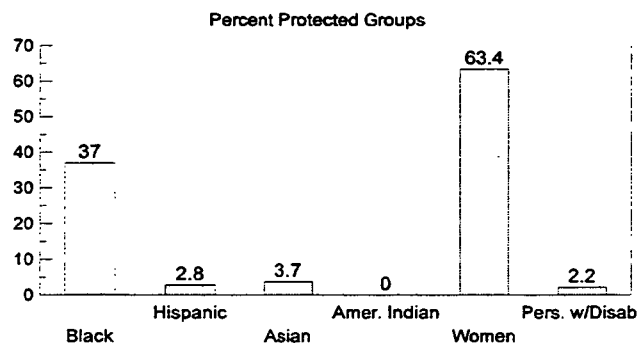
This summary presents a work force profile for the Office of the Chief Financial Officer (OCFO)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (84.8%) 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 September 30, 2000, there were 322 employees in OCFO. Minorities occupied 43.5% of the positions while women occupied 63.4%. Blacks held 37.0% of the positions, Hispanics 2.8%, Asians 3.7%, and Persons with Targeted Disabilities 2.2%. 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, 57.1% or 184 employees were at grades GS/GM 13-15. Minorities held 34.2% 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 25.5%, Hispanics 3.3%, and Asians 5.4%. There were no American Indians in this grade group.

There were 77 employees at the GS/GM-13 level. Minorities comprised 46.8% while women comprised 66.2%. Among minorities, Blacks held 35.1% of the positions, Hispanics 1.3%, and Asians 10.4%. There were no Hispanic women or American Indians at this grade level. Minorities were 34.4% of the 64 employees at the GS/GM-14 level while women were 59.4%. Among minorities, Blacks held 26.6% of the positions, Hispanics 6.3%, and Asians 1.6%. There were no Asian women or American Indians at this grade level. Minorities represented 11.6% of the 43 employees at the GS/GM-15 level, while women comprised 30.2%. Among minorities, Blacks held

7.0% of the positions, Hispanics 2.3%, and Asians 2.3%. 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 28 supervisory and managerial positions in OCFO, 25.0% were held by minorities and 25.0% by women. Among the minorities, 21.4% 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 94 employees in the Professional job category, comprising 29.2% 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 and 1 American Indian Accountant.

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

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Acct.	Percent CLF	6.7	4.2	5.4	0.3	52.7
Series 0510	# On Board	29	1	5	0	49
	# Parity*	6	4	5	1	47
Total 88	# Difference	+23	-3	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.*

An analysis by grade level shows that 77.7% or 73 employees of OCFO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 38.4% of the positions and women held 56.2%. Among minorities, Blacks held 30.1% of the positions, Hispanics 1.4%, and Asians 6.8%. There were no American Indians in this grade group.

ADMINISTRATIVE POSITIONS: OCFO had 179 employees in the Administrative job category, comprising 55.6% 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, 2 Asian and 1 American Indian Management Analysis, 1 Hispanic, 2 Asians and 1 American Indian General Accounting Clerk, and 1 Hispanic, 1 American Indian and 2 women Computer Specialist.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Mgmt.Anlyst	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	16	2	1	0	43
343	# Parity*	7	4	3	1	37
Total 73	# Difference	+9	-2	-2	-1	+6
Gen.Acctg..	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	28	2	0	0	44
501	# Parity*	5	3	2	1	28
Total 56	# Difference	+23	-1	-2	-1	+16
Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	7	1	3	0	11
334	# Parity*	3	2	1	1	13
Total 25	# Difference	+4	-1	+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 62.0% or 111 employees of OCFO's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 31.5% of the positions and women held 55.0%. Among minorities, Blacks held 22.5% of the positions, Hispanics 4.5%, and Asians 4.5%. 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 September 30, 2000, 7 employees, or 2.2%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 2.5% or 8 employees in its total work force (from 314 to 322). The representation of minorities decreased from 44.9% to 43.5% and the representation of women

decreased from 64.0% to 63.4%. There was a net increase of 1 Hispanic and 3 women, while there was a net decrease of 2 Blacks. Asians remained the same at 12, respectively. There were no American Indians as of September 30, 2000.

In Professional occupations, there was an decrease of 4.3% or 4 employees (from 98 to 94). Minority representation increased from 35.7% to 38.3%, and the representation for women increased from 54.1% to 55.3%. There was a net increase of 1 Black and a net decrease of 1 woman, while Hispanics and Asians remained the same at 1 and 5. There were no Hispanic women or American Indians as of September 30, 2000.

In Administrative occupations, there was an increase of 14.5% or 26 employees (from 153 to 179). Minority representation increased from 38.6% to 39.1%, while the representation for women increased from 60.8% to 62.0%. There was a net increase of 10 Blacks, 1 Hispanic and 8 women, while Asians remained the same at 5, respectively. There were no American Indians as of September 30, 2000.

At the GS/GM-13 level, there was a decrease of 1.3% or 1 employees (from 78 to 77). Minority representation increased from 42.3% to 46.8% and the representation of women decreased from 66.7% to 66.2%. There was a net increase of 6 Blacks and 1 Asian, while there was a net decrease of 4 Hispanics and 1 woman. There were no American Indians as of September 30, 2000.

At the GS/GM-14 level, there was an increase of 26.6% or 17 employees (from 47 to 64). The percentage of minorities increased from 21.3% to 34.4%, while the percentage for women increased from 38.3% to 59.4%. There was a net increase of 8 Blacks, 4 Hispanics and 20 women, while Asians remained the same at 1. There were no Asian women or American Indians as of September 30, 2000.

At the GS/GM-15 level there was an increase of 30.2% or 13 employees (from 30 to 43). The percentage of minorities decreased from 16.7% to 11.6% and the percentage of women decreased from 36.7% to 30.2%. There was a net increase of 2 women, 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 September 30, 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 September 30, 2000.

Supervisory and managerial employees increased by 21.4% or 6 (from 22 to 28). Minority representation decreased from 22.7% to 25.0% and the representation of women decreased from 36.4% to 25.0%. There was a net increase of 2 Blacks and a net decrease of 1 woman. Hispanics remained the same at 1. There were no Hispanic women, Asians or American Indians at this level as of September 30, 2000.

Employees with targeted disabilities increased by 57.1% or 4 employees (from 3 to 7). Their representation in the total work force increased from 0.96% to 2.2%.

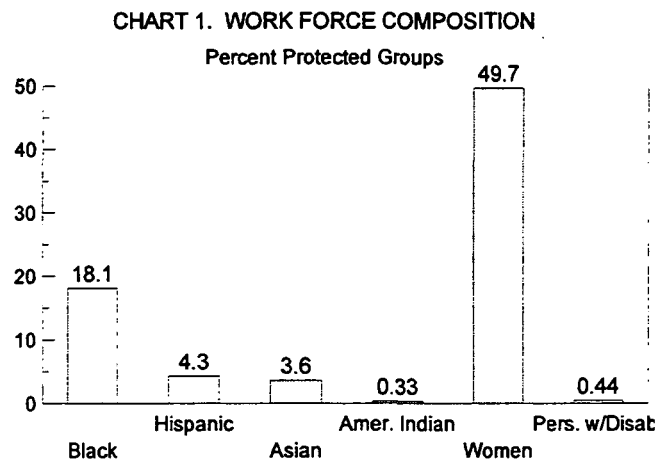
U. S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ENFORCEMENT AND COMPLIANCE ASSURANCE

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 September 30, 2000, there were 893 employees in OECA. Minorities occupied 26.3% of the positions while women occupied 49.7%. Blacks held 18.1% of the positions, Hispanics 4.3%, Asians 3.6%, American Indians 0.33%, and Persons with Targeted Disabilities 0.44%. Chart 1 shows the percent distribution of the protected groups in OECA 's total work force.



Of OECA 's total work force, 78.4% or 700 employees were at grades GS/GM 13-15. Minorities held 21.3% of the positions in this grade group while women held 44.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 12.7%, Hispanics 4.4%, Asians 3.9%, and American Indians 0.28%.

There were 354 employees at the GS/GM-13 level. Minorities held 30.5% of the GS/GM 13 level positions, while women held 44.4%. Minorities were represented in this grade level as follows: Blacks 18.6%, Hispanics 6.5%, Asians 4.8%, and American Indians 0.56%. There were 157 employees at the GS/GM-14 level. Minorities held 15.9% of the GS/GM 14 level positions, while women held 50.3%. Minorities were represented as follows: Blacks 9.6%, Hispanics 3.2%, and Asians 3.2%. There were no American Indians at this grade level. There were 189 employees at the GS/GM-15 level. Minorities held 8.5% of the GS/GM 15 level positions, while women held 38.1%. Minorities were represented as follows: Blacks 4.2%, Hispanics 1.6%, and Asians 2.7%. There were no American Indians at this grade level.

Of the 19 SES positions in OECA, 10.5% were held by minorities and 15.8% by women. Among minorities, Blacks made up 10.5% 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 31.0% 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 302 employees in the Professional job category, comprising 33.8% 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, 1 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: September 30, 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: 161	Percent CLF	3.4%	2.5%	1.4%	0.2%	24.5%
	# On board	8	7	2	1	82
	# Parity*	6	5	3	1	40
	# Difference	+2	+2	-1	0	+42
Physical Scientist Series 1301 Total: 34	Percent CLF	4.6%	1.9%	3.3%	0.4%	29%
	# On board	3	0	3	0	11
	# Parity*	2	1	2	1	10
	# Difference	+1	-1	+1	-1	+1
Chemist Series 1320 Total: 35	Percent CLF	6.1%	3.2%	9.8%	0.2%	27.4%
	# On board	1	1	4	0	10
	# Parity	3	2	4	1	10
	# Difference	-2	-1	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 93.7% or 283 of OECA's Professional employees were at grades GS/GM 13-15. In this grade grouping, minorities held 16.3% of the positions and women held 43.8%. Blacks held 6.0%, Hispanics 3.9%, Asians 6.0%, and American Indians 0.35%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS: OECA had 520 employees in the Administrative job category, comprising 58.2% 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 5 Hispanic Environmental Protection Specialist and 4 women; 1 American Indian in the General Administration series; 5 Hispanic, 1 Asian and 1 American Indian Management Analysis; and 5 Black, 3 Asian and 48 women Criminal Investigators.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 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	17	2	5	1	71
028	# Parity*	12	7	4	1	67
Total 133	# Difference	+5	-5	+1	0	-4
Gen.Admi	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	13	5	3	0	29
301	# Parity*	5	3	2	1	23
Total 45	# Difference	+8	+2	+1	-1	+6
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	47	1	2	0	79
343	# Parity*	10	6	3	1	53
Total 105	# Difference	+37	-5	-1	-1	+26
Crim.Inv	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	12	11	3	1	42
1811	# Parity*	17	10	6	1	90
Total 180	# Difference	-5	+1	-3	0	-48

**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 80.2% or 417 employees of OECA's Administrative work force were at grades GS/GM 13-15. Minorities held 24.7% of the positions and women held 44.1%. Among the minorities, Blacks held 17.3% of the positions, Hispanics 4.8%, Asians 2.4%, and American Indians 0.23%. There were no American Indian women.

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 September 30, 2000, 4 OECA employees, or 0.44%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997, to September 30, 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 5.6% or 50 employees, in its total work force (from 943 to 893). The representation of minorities increased from 25.5% to 26.3% and the representation of women increased from 48.7% to 49.7%. There was a net increase of 4 Asians and a net decrease of 8 Blacks, 1 Hispanic and 15 women. American Indians remained the same at 3.

In Professional occupations, the employee representation remained the same at 302. Minority representation remained the same at 16.2%. while the representation of women increased from 41.7% to 43.4%. There was a net increase of 5 women, while Blacks, Hispanics, Asians and American Indians remained the same at 18, 12, 18 and 1, respectively. There were no American Indian men.

In Administrative occupations, there was a decrease of 5.4%, or 28 employees (from 548 to 520). Minority representation increased from 23.9% to 26.0% while the representation of women increased from 45.1% to 47.3%. There was a net increase of 2 Blacks and 4 Asians, while there was a net decrease of 2 Hispanics and 1 woman. American Indians remained the same at 2.

At the GS/GM 13 level, there was an increase of 14.4% or 51 employees (from 303 to 354). Minority representation increased from 22.8% to 30.5% while the representation of women increased from 43.2% to 44.4%. There was a net increase of 21 Blacks, 12 Hispanics, 4 Asians, 2 American Indians and 26 women.

At the GS/GM 14 level, there was a decrease of 15.3% or 24 employees (from 181 to 157). Minority representation increased from 9.9% to 15.9% while the representation of women increased from 45.3% to 50.3%. There was a net increase of 3 Blacks, 1 Hispanic and 3 Asians, while there was a net decrease of 3 women. There were no American Indians at this level as of September 30, 2000.

At the GS/GM 15 level, there was an increase of 21.2% or 40 employees (from 149 to 189). Minority representation decreased 10.1% to 8.5% while the representation of women increased from 32.9% to 38.1%. There was a net increase of 1 Black and 23 women, while Hispanics and Asians remained the same at 3 and 5, respectively. There were no American Indians at this level as of September 30, 2000.

The SES members remained the same at 19. The percentage of minorities increased from 5.3% to 10.5% and the representation of women decreased from 26.3% to 15.8%. 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 September 30, 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 31.0%. There was a net increase of 2 Blacks, 3 Hispanics, while Asians remained the same at 2, respectively. Women decreased by 2. There were no Hispanic women, Asian men or American Indians in these positions as of September 30, 2000.

Employees with targeted disabilities remained the same at 4. Their representation in the total work force increased from 0.42% to 0.44%.

**U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ENVIRONMENTAL INFORMATION**

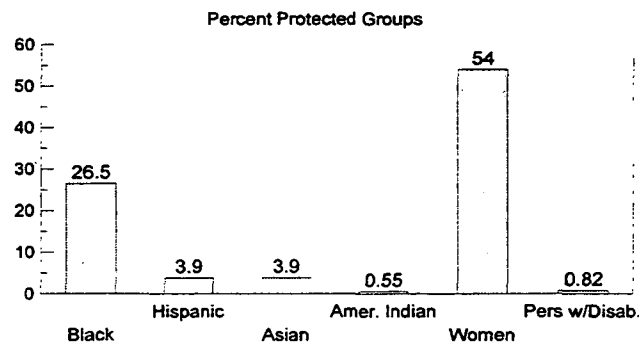
This summary presents a work force profile for the Office of Environmental Information's (OEI) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (94.5%) 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 September 30, 2000, there were 363 employees in OEI. Minorities occupied 34.7% of OEI's positions, while women occupied 54.0%. Blacks held 26.5% of OEI's positions, Hispanics 3.9%, Asians 3.9%, American Indians 0.55%, and Persons with Targeted Disabilities 0.82%. 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, 78.2% percent or 284 employees were at grades GS/GM 13-15. Minorities held 27.8% of the positions in this grade group, while women held 47.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 19.7%, Hispanics 4.6%, Asians 3.5%, and American Indians 0.35%. There were no American Indian men in this grade group.

There were 104 employees at the GS/GM-13 level. Minorities comprised 41.3% and women comprised 58.7%. Among minorities, Blacks held 31.7% of the positions, Hispanics 4.8%, Asians 3.8% and American Indians 0.96%. There were no American Indian men. Minorities were 22.6% of the 106 employees at the GS/GM-14 level and women are 43.4%. Among minorities, Blacks held 15.1% of the positions, Hispanics 1.9% and Asians 5.7%. There were no American Indians. Minorities represented 17.6% of the 74 employees at the GS/GM-15 level, while women comprised 36.5%. Among minorities, Blacks held 9.5% of the positions and Hispanics 8.1%. There were no Asians, American Indians at this level.

Of the 10 SES positions in OEI, 60.0% were held by women. There were no minorities in SES positions.

Of the 42 supervisory and managerial positions in OEI, 19.0% were held by minorities and 52.4% by women. Among the minorities, 9.5% of the positions were occupied by Blacks and 9.5% by Hispanics. There were no Asians or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OEI had 52 employees in the Professional job category, comprising 14.3% 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 96.2 % or 50 employees of OEI'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 44.0%. Among minorities, Blacks held 14.0% of the positions, Hispanics 2.0%, and Asians 6.0%. There were no Hispanic women, American Indian men, or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OEI had 291 employees in the Administrative job category, comprising 80.1% 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 2 Hispanic and 1 American Indian in the General Administration series; 1 American Indian and 17 women Computer Specialist; and 2 Hispanics and 2 Asian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 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	4	3	2	1	29
	# Parity*	4	3	2	1	22
	# Difference	0	0	0	0	+7
Gen.Admi Series 301	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	17	1	2	0	32
	# Parity*	4	3	2	1	22
	# Difference	+13	-2	0	-1	+10

Comp.Spe	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	29	6	6	0	38
334	# Parity*	10	6	4	1	55
Total 109	# Difference	+19	0	+2	-1	-17
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	22	3	1	1	46
343	# Parity*	8	5	3	1	40
Total 80	# Difference	+14	-2	-2	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 80.4% or 234 employees of OEI's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 29.5% of the positions and women held 47.9%. Among minorities, Blacks held 20.9 of the positions, Hispanics 5.1%, Asians 3.0%, and American Indians 0.42%. 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 September 30, 2000, 3 OEI employees or 0.82% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF GENERAL COUNSEL

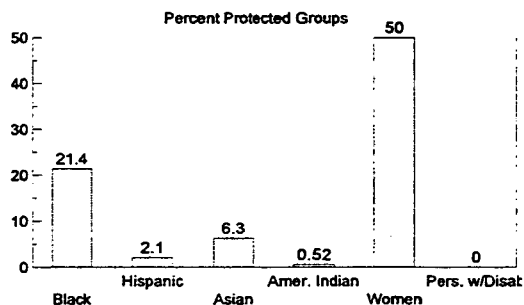
This summary presents a work force profile for the Office of General Counsel's (OGC) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.1%) 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 September 30, 2000, there were 192 employees in OGC. Minorities occupied 30.2% of OGC's positions while women occupied 50.0%. Blacks held 21.4% 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, 75.0% percent or 144 employees were at grades GS/GM 13-15. Minorities held 19.4% of the positions in this grade group, while women held 42.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.7%, Hispanics 2.1%, Asians 6.9% and American Indians 0.69%. There were no American Indian women in this grade group.

There were 14 employees at the GS/GM-13 level. Minorities comprised 42.9% and women comprised 64.3%. Among minorities, Blacks held 35.7% of the positions and American Indian 7.1%. There were no Black men, 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 47.2%. Among minorities, Blacks held 13.9% of the positions, Hispanics held 2.8% and Asians 8.3%. There were no Hispanic men or American Indians at this level. Minorities represented 13.8% of the 94 employees at the GS/GM-15 level, while women comprised 37.2%. Among minorities, Blacks held 4.3% of the positions, Hispanics 2.1%, and Asians 7.5%. There were no American Indian men, or American Indian women at this level.

Of the 11 SES employees, minorities held 18.2% and women comprised 45.5% of the positions at this level. Among minorities Blacks held 9.1% and Hispanics held 9.1%. There were no Black men, Hispanic women, Asians or American Indians at this level.

Of the 16 supervisory and managerial positions in OGC, 25.0% were held by minorities and 43.8% by women. Among the minorities, Blacks held 18.8% and Hispanics held 6.3%. There were no Hispanic women, Asians or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OGC had 152 employees in the Professional job category, comprising 79.2% 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Attorney Series 905 Total 149	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	9	4	12	1	61
	# Parity*	6	4	3	1	37
	# 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 87.5 % or 133 employees of OGC's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 16.5% of the positions and women held 40.6%. Among minorities, Blacks held 6.0% of the positions, Hispanics 2.3%, Asians 7.5% and American Indians 0.75%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OGC had 23 employees in the Administrative job category, comprising 12.0% of its total work force. The 21 employees occupied various groups; 3 white men, 17 blacks and 3 white women.

Further analysis by grade level shows that 47.8% or 11 employees of OGC's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 54.5% of the positions and women held 63.6%. 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 SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 30.2% and the representation for women increased from 48.9% to 50.0%. There was a net increase of 7 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 September 30, 2000.

In Professional occupations, there was an increase of 3.3% or 5 employees (from 147 to 152). Minority representation increased from 14.3% to 17.8%, and the representation for women increased from 39.5% to 40.8%. There was a net increase of 3 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 September 30, 2000.

In Administrative occupations, there was an increase of 26.1% or 6 employees (from 17 to 23). Minority representation increased from 64.7% to 73.9% and the representation for women increased from 70.6% to 78.3%. There was a net increase of 7 Blacks and 6 women, while there was a net decrease of 1 Hispanic. There were no Hispanics, Asians, or American Indians in Administrative occupations as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 50.0% or 7 employees (from 7 to 14). Minority representation remained the same at 42.9% and the representation for women increased from 57.1% to 64.3%. There was a net increase of 4 Blacks, 1 American Indian and 5 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 September 30, 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 47.2%. There was a net increase of 1 Asian and 5 women. Blacks and Hispanics remained the same at 5 and 1. There were no Hispanic men or American Indians at this level as of September 30, 2000.

At the GS/GM-15 level, the number of employees increased by 9.6% or 9 employees (from 85 to 94). The percentage of minorities increased from 8.2% to 13.8% and the percentage for women increased from 36.5% to 37.2%. There was a net increase of 3 Blacks, 3 Asians and 4 women, while Hispanics remained the same at 2, respectively. There were no American Indians at this level as of September 30, 2000.

At the SES level, increased by 9.1% or 1 employee (from 10 to 11). The percentage of minorities increased from 10.0% to 18.2%, while the percentage of women increased from 30.0% to 45.5%. There was a net increase of 1 Hispanic and 2 women, while Blacks remained the same at 1. There were no Black men, Hispanic women, Asians or American Indians at this level as of September 30, 2000.

Supervisory and managerial positions remained the same at 16 employees. Minority representation increased from 12.5% to 25.0%, and the representation for women increased from 31.3% to 43.8%. There was a net increase of 2 Blacks and 2 women, while Hispanics remained the same at 1. There were no Hispanic women, Asians or American Indians in these positions as of September 30, 2000.

Persons with targeted disabilities remain absent from the OGC workforce.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF INTERNATIONAL ACTIVITIES

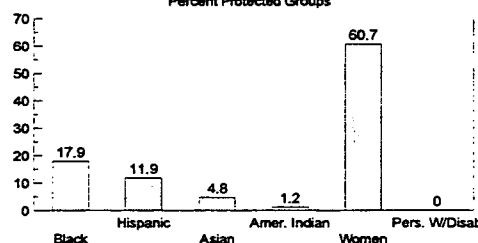
This summary presents a work force profile for the Office of International Activities (OIA) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and persons with disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.7%) 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 September 30, 2000, there are 84 employees in the OIA. Minorities occupy 35.7% of OIA's positions while women occupy 60.7%. Among minorities, Blacks hold 17.9% of OIA's positions, Hispanics 11.9%, Asians 4.8%, and American Indians 1.2%. 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
Percent Protected Groups



Of OIA's total work force 73.8% percent or 62 employees are at grades GS/GM 13-15. Minorities hold 29.0% of the positions in this grade group while women hold 53.2%. Among minorities at the GS/GM 13-15 level, Blacks hold 11.3% of the positions, Hispanics 14.5%, Asians 3.2%. There are no American Indian men and women in this grade group.

There are 17 employees at the GS/GM-13 level. Minorities comprise 41.2% and women comprise 82.4%. Among minorities, Blacks hold 17.7% of these positions, Hispanics hold 17.7% of these positions and Asians hold 5.9%. There were no Asian men or American Indians represented at this level. Minorities are 22.2% of 27 employees at the GS/GM-14 level and women are 51.9%. Among minorities, Blacks hold 3.7% of the positions, Hispanics 14.8%, and Asians 3.7%. There are no Black women, Asian women or American Indian men and women at this level. Minorities represent 27.8% of the 18 employees at the GS/GM-15 level, while women comprise 27.8%. Among minorities, Blacks hold 16.7% of the positions and Hispanics 11.1%. 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 8.3% 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.

ADMINISTRATIVE POSITIONS - OIA has 70 employees in the Administrative job category, comprising 83.3% 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 1 Asian and 1 American Indian in the General Administration series.

Table 1. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 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	8	1	0	29
301	# Parity*	5	3	2	1	27
Total 53	# Difference	+1	+5	-1	-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 82.9% or 58 employees of OIA's administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 27.6% of the positions and women hold 56.9%. Among minorities, Blacks hold 12.1% of the positions, Hispanics 13.8% and Asians hold 1.7%. There are no Asian men or 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 SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 23.8% or 20 employees in its total work force going from 64 to 84. The representation of minorities increased from 32.8% to 35.7% and the representation for women increased from 53.1% to 60.7%. There was a net increase of 1 Black, 5 Hispanics, 2 Asians, 1 American Indian and 17 women. There were no American Indian men as of September 30, 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 22.9% or 16 employees (from 54 to 70). Minority representation increased from 27.8% to 28.6% and representation of women increased from 53.7% to 61.4%. There was a net increase of 4 Hispanics, 1 Asian and 14 women, while Blacks remained the same at 10, respectively. There were no Asian men or American Indians as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 41.2% or 7 employees (from 10 to 17). There was a increase of minority representation from 40.0% to 41.2% and the representation for women increased from 60.0% to 82.4%. There was a net increase of 3 Hispanics, 1 Asian and 8 women, while there was a net decrease of 1 Black. There were no Blacks men, Asian men or American Indians at this level as of September 30, 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 decreased from 23.1% to 22.2% and the percentage of women decreased from 53.9% to 51.9%. There was a net increase of 1 Hispanic and a net decrease of 1 Black. Women and Asians remained the same at 14 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 33.3% or 6 employees (from 12 to 18). The percentage of minorities increased from 8.3% to 27.8% and the representation of women increased from 16.7% to 27.8%. There was a net increase of 3 Blacks, 1 Hispanic and 3 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, Asian men or American Indians as of September 30, 2000. Asian and women remained the same at 1 and 2, respectively. 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.

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

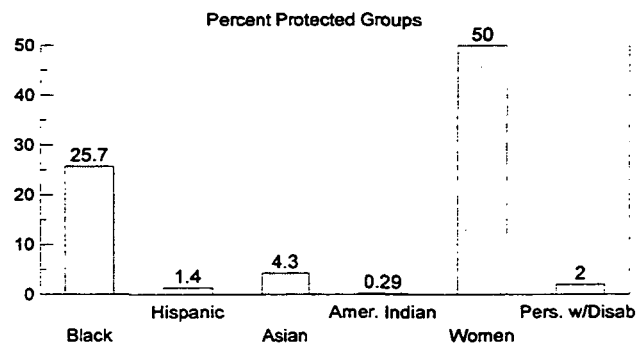
This summary presents a work force profile for the Office of the Inspector General (OIG)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.1%) 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 September 30, 2000, there were 350 employees in OIG. Minorities occupied 31.7% of OIG's positions while women occupied 50.0%. Blacks held 25.7% of the positions, Hispanics 1.4%, Asians 4.3%, American Indians 0.29, and Persons with Targeted Disabilities 2.0%. 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, 64.9% or 227 employees were at grades GS/GM 13-15. Minorities held 24.7% of the positions in this grade group, while women held 43.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 18.5%, Hispanics 1.3%, Asians 4.4%, and American Indians 0.44%.

There were 157 employees at the GS/GM-13 level. Minorities comprised 29.3% while women comprised 49.7%. Among minorities, Blacks held 21.0% of the positions, Hispanics 1.3%, Asians 6.4%, and American Indians 0.64%. There were no American Indian women at this level. Minorities were 15.6% of the 45 employees at the GS/GM-14 level, while women were 22.2%. Among minorities, Blacks held 13.3% of the positions and Hispanics 2.2%. There were no Hispanic women, Asians or American Indians at this grade level. Minorities represented 12.0% of

the 25 employees at the GS/GM-15 level, while women comprised 40.0%. Among minorities, Blacks held 12.0% 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 26 supervisory and managerial positions in OIG, 26.9% were held by minorities and 30.8% by women. Among the minorities, 26.9% of the positions were occupied by Blacks. There were no Hispanics, Asians, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OIG had 211 employees in the Professional job category, comprising 60.3% 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 and 15 women.

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

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Auditor Series 0511 Total 198	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On Board	41	4	11	1	90
	# Parity*	14	9	11	1	105
	# Difference	+27	-5	0	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 75.8% or 160 employees of OIG's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 23.8% of the positions and women held 42.5%. Among minorities, Blacks held 16.9% of the positions, Hispanics 1.9%, Asians 4.4%, and American Indians 0.62%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OIG had 115 employees in the Administrative job category, comprising 32.9% 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 and the General Administration series 301. Table 2 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 2 Hispanic, 1 American Indian and 10 women Criminal Investigators; 2 Hispanic, 1 Asian and 1 American Indian in the General Administration series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Criminal Investgr. Series 1811 Total 53	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	15	1	2	0	17
	# Parity*	5	3	2	1	27
	# Difference	+10	-2	0	-1	-10
Gen.Admin. Series 301 Total 29	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	5	0	0	0	21
	# Parity*	3	2	1	1	15
	# Difference	+2	-2	-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.*

Further analysis by grade level shows that 58.3% or 67 employees of OIG's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 26.9% of the positions and women held 44.8%. Among minorities, Blacks held 22.4% of the positions and Asians held 4.5% of the positions. 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 (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of September 30, 2000, 7 OIG employees, or 2.0%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 1.1% or 4 employees in its total work force (from 354 to 350). The representation of minorities increased from 27.7% to 31.7%, while the representation of women increased from 48.0% to 50.0%. There was a net increase of 8 Blacks, 7 Asians and 5 women, while there was a net decrease of 2 Hispanics. There were no American Indians as of September 30, 2000.

In Professional occupations, there was a decrease of 8.5% or 18 employees (from 229 to 211). Minority representation increased from 24.0% to 27.0%, while the representation for women increased from 43.2% to 44.1%. There was a net increase of 1 American Indian and a net decrease of 1 Black, 2 Hispanics, 4 Asians and 7 women. There were no American Indian women as of September 30, 2000.

In Administrative occupations, there was an increase of 17.4% or 20 employees (from 95 to 115). Minority representation increased from 28.4% to 33.1% and the representation for women increased from 44.2% to 51.3%. There was a net increase of 9 Blacks, 3 Asians and 17 women, while Hispanics remained the same at 1. American Indians decreased by 1. There were no Hispanic women or American Indian women as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 17.2% or 27 employees (from 130 to 157). Minority representation increased from 21.5% to 29.3% and the representation of women increased from 43.1% to 49.7%. There was a net increase of 12 Blacks, 6 Asians, 1 American Indian and 22 women, while there was a net decrease of 1 Hispanic. There were no American Indian women at this level as of September 30, 2000.

At the GS/GM-14 level, there was a increase of 6.7% or 3 employees (from 42 to 45). The percentage of minorities increased from 14.3% to 15.6% and the percentage for women decreased from 26.2% to 22.2%. There was a net increase of 1 Black and a net decrease of 1 woman, while Hispanic representation remained the same at 1. There were no Hispanic women, Asians or American Indians at this level as of September 30, 2000.

At the GS/GM-15 level, the representation remained the same at 25 employees. The percentage of minorities increased from 8.0% to 12.0% and the percentage of women increased from 16.0% to 40.08%. There was a net increase of 2 Blacks and 6 women, while there was a net decrease of 1 American Indian. There were no Hispanics, Asians, or American Indians at this level as of September 30, 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 September 30, 2000.

There was a decrease of 34.6% or 9 employees (from 35 to 26) in supervisory and managerial positions. Minority representation increased from 14.3% to 26.9% while the representation of women increased from 22.9% to 30.8%. There was a net increase of 3 Blacks, while there was a net decrease of 1 American Indian. Women remained the same at 8. There were no Hispanics, Asians, or American Indians in these positions as of September 30, 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 2.0%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF POLICY

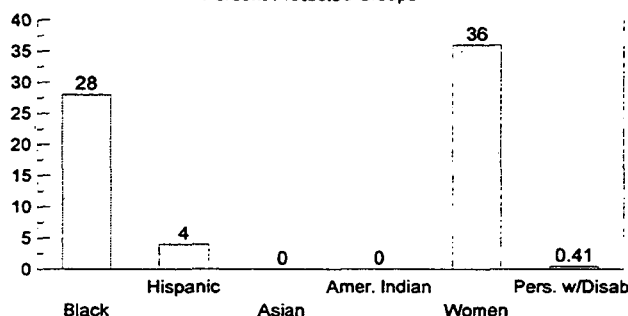
This summary presents a work force profile for the Office of Policy (OP) 's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.0%) 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 September 30, 2000, there were 25 employees in OP. Minorities occupied 32.0% of the positions while women occupied 36.0%. Blacks held 28.0% of OP's positions, Hispanics 4.0%, and Persons with Targeted Disabilities 0.41%. There were no Asians or 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
Percent Protected Groups



Of OP's total work force, 40.0% percent or 10 employees were at grades GS/GM 13-15.

Minorities held 20.0% of the positions in this grade group, while women held 40.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 20.0%. There were no Hispanics, Asians or American Indians in this grade group.

There were 3 employees at the GS/GM-13 level. Minorities held 66.6% of the positions at this level and women comprised 66.7%. Among minorities, Blacks held 66.6% of the positions. There were no Hispanics, Asians or American Indians at this level. Minorities were absent from OP's 5 employees at the GS/GM-14 level and women were 40.0%. Minorities and women were absent from OP's 2 employees at the GS/GM-15 level.

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

Of the 4 supervisory and managerial positions in OP. There were no minorities or women in OP's supervisory and managerial positions.

PROFESSIONAL POSITIONS: OP had 2 employees in the Professional job category, comprising 8.0% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OP. There are no Professional positions in OP with 25 or more employees. The 2 employees in the Professional job category are white men.

An analysis by grade level shows that there are no employees in OP's Professional work force at the grades GS/GM 13-15.

ADMINISTRATIVE POSITIONS - OP had 21 employees in the Administrative job category, comprising 84.0% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OP. There are no Administrative positions in OP with 25 or more employees.

Further analysis by grade level shows that 47.6% or 10 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 40.0%. Among minorities, Blacks held 20.0% of the positions. There were no Hispanics, Asians 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 September 30, 2000, there were no employees in OP who had targeted disabilities.

CHANGE FROM SEPTEMBER 30, 1997 TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 91.3% or 262 employees in its total work force (from 287 to 25). The representation of minorities increased from 22.3% to 32.0% and the representation for women decreased from 49.8% to 36.0%. There was a net decrease of 41 Blacks, 7 Hispanics, 7 Asians, 1 American Indian and 134 women. There were no Hispanic women, Asians or American Indians in OP as of September 30, 2000.

In Professional occupations, there was a decrease of 96.7% or 58 employees (from 60 to 2). Minority representation decreased from 8.3% to 0%, while the representation for women decreased from 35.0% to 0%. There was a net increase of 1 Asian and a net decrease of 1 Black, 3 Hispanics and 9 women. There were no Blacks, Hispanics, Asians or American Indians in Professional occupations as of September 30, 2000.

In Administrative occupations, there was a decrease of 89.8% or 185 employees (from 206 to 21). Minority representation increased from 20.4% to 28.6% and the representation for women decreased from 50.0% to 33.3%. There was a net decrease of 24 Blacks, 4 Hispanics, 7 Asians, 1 American Indian and 96 women. There were no Hispanic women or American Indians in Administrative occupations as of September 30, 2000.

At the GS/GM-13 level, there was a decrease of 95.0 % or 57 employees (from 60 to 3). Minority representation increased from 26.7% to 66.7% and the representation for women decreased from 53.3% to 66.7%. There was a net decrease of 8 Blacks, 3 Hispanics, 2 Asians, 1 American Indian and 30 women. There were no Hispanics, Asians or American Indians at this level as of September 30, 2000.

At the GS/GM-14 level, there was a decrease of 94.6% or 88 employees (from 93 to 5). The percentage of minorities decreased from 5.4% to 0% and the percentage for women decreased from 41.9% to 40.0%. There was a net decrease of 2 Blacks, 2 Hispanics, 1 Asian and 31 women. There were no Blacks, Hispanics, Asians, or American Indians at this level as of September 30, 2000.

At the GS/GM-15 level, there was a decrease of 95.7% or 44 employees (from 46 to 2). The percentage of minorities decreased from 10.9% to 0% and the percentage of women decreased from 30.4% to 0%. There was a net decrease of 4 Blacks, 1 Asian and 14 women. There were no Blacks, Hispanics, Asians, or American Indians at this level as of September 30, 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 85.2% or 23 employees (from 27 to 4) in supervisory and managerial positions. Minority representation decreased from 7.4% to 0%, while the representation for women decreased from 33.3% to 0%. There was a net decrease of 1 Black, 1 Asian and 9 women. There were no Blacks, Hispanics, Asians, or American Indians in these positions as of September 30, 2000.

Employees with targeted disabilities decreased from 1 to 0. Their representation in the total work force decreased from 0.35% to 0%.

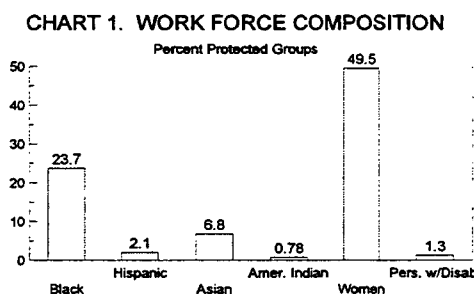
U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF PREVENTION, PESTICIDES & TOXIC SUBSTANCES

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 (96.1%) 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 September 30, 2000, there were 1,272 employees in OPPTS. Minorities occupied 33.4% of the positions while women occupied 49.5%. Blacks held 23.7% of OPPTS' positions, Hispanics 2.1%, Asians 6.8%, American Indians 0.78%, and Persons with Targeted Disabilities 1.3%. Chart 1 shows the percent distribution of the protected groups in OPPTS' total work force.



Of OPPTS' total work force 81.8% or 1,040 employees were at grades GS/GM 13-15. Minorities held 28.4% of the positions in this grade group, while women held 45.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 18.4%, Hispanics 1.9%, Asians 7.3%, and American Indians 0.76%.

There were 584 employees at the GS/GM-13 level. Minorities comprised 37.2% and women comprised 50.0%. Among minorities, Blacks held 24.7% of these positions, Hispanics 2.7%, Asians 8.7%, and American Indians 1.0%. Minorities were 19.7% of the 295 employees at the GS/GM-14 level and women were 37.6%. Among minorities, Blacks held 11.9% of the positions, Hispanics 1.4%, Asians 5.8% and American Indians 0.68 at this level. However, there

are no American Indian women at GS/GM-14 level. Minorities represented 12.4% of the 161 employees at GS/GM-15 level, while women comprised 40.4%. Among minorities, Blacks held 7.5% of the positions and Asians held 5.0%. 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 110 supervisory and managerial positions in OPPTS, 15.5% were held by minorities and 44.6% by women. Among the minorities, Blacks occupied 10.0% of the positions, Hispanics 0.91%, 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 634 employees in the Professional job category, comprising 49.8% 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, 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; 1 Hispanic, 6 Asian and 4 women Biologist; 2 Black, 2 Hispanic, 1 American Indian, and 5 women Toxicologist; 1 American Indian Physical Scientist and 5 Black Chemist.

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

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Economist Series 110 Total 30	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On Board	1	1	2	0	5
	# Parity*	2	1	1	1	14
	# Difference	-1	0	+1	-1	-9
Biologist Series 401 Total 178	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	23	5	7	1	71
	# Parity*	7	6	13	1	75
	# Difference	+16	-1	-6	0	-4
Toxicolo- Series 415 Total 53	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On Board	1	0	13	0	18
	# Parity*	3	2	8	1	23
	# Difference	-2	-2	+5	-1	-5

Physical - Scientist Series 1301 Total 40	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	4	1	3	0	13
	# Parity*	2	1	2	1	12
	#Difference	+2	+0	+1	-1	+1
Chemist Series 1320 Total 176	Percent CLF	6.1	3.2	9.8	0.2	27.4
	# On Board	6	6	27	1	72
	# Parity*	11	6	18	1	49
	#Difference	-5	0	+9	0	+23

** 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 92.1% or 584 employees of OPPTS' Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 21.1% of the positions and women held 34.6%. Among minorities, Blacks held 7.5% of the positions, Hispanics 2.2%, Asians 11.0%, and American Indians 0.34% in this grade grouping.

ADMINISTRATIVE POSITIONS: OPPTS had 588 employees in the Administrative job category, comprising 46.2% 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 8 Hispanic Environmental Protection Specialist; 3 Hispanics, 3 Asians in the General Administration series; 3 Hispanic and 4 women Computer Specialist; and 6 Hispanic, 3 Asian, 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 292	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	61	8	10	2	169
	# Parity*	26	16	9	2	146
	# Difference	+35	-8	+1	0	+23
Gen.Admin Series 301 Total 103	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	63	3	0	2	72
	# Parity*	10	6	3	1	52
	# Difference	+53	-3	-3	+1	+20

Comp.Spec	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series 334	# On Board	14	0	4	3	18
	# Parity*	4	3	2	1	22
Total 43	# Difference	+10	-3	+2	+2	-4
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series 343	# On Board	55	0	1	0	86
	# Parity*	11	6	4	1	57
Total 113	# Difference	+44	-6	-3	-1	+29

** 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 77.6% or 456 employees of OPPTS's administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 37.7% of the positions and women held 58.3%. Among minorities, Blacks held 32.2% of the positions, Hispanics 1.5%, Asians 2.6%, and American Indians 1.3%.

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 September 30, 2000 17 OPPTS employees, or 1.3%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 0.55% or 7 employees in its total work force (from 1,265 to 1,272). The representation of minorities increased from 31.3% to 33.4% and the representation for women decreased from 49.8% to 49.5%. There was a net increase of 5 Blacks, 4 Hispanics, 14 Asians and 6 American Indians. Women remained the same at 630, respectively.

In Professional occupations, there was an increase of 1.6% or 10 employees (from 624 to 634). Minority representation increased from 20.5% to 21.8% and the representation of women increased from 34.3% to 35.8%. There was a net increase of 1 Black, 10 Asians, 1 American Indian and 13 women, while there was a net decrease of 2 Hispanics.

In Administrative occupations, there was an increase of 6.1% or 36 employees (from 552 to 588). Minority representation increased from 36.4% to 42.5% while the representation of women increased from 62.0% to 62.1%. There was a net increase of 35 Blacks, 6 Hispanics, 3 Asians, 5 American Indians and 23 women.

At the GS/GM-13 level, there was a decrease of 4.1% or 24 employees (from 608 to 584). Minority representation increased from 33.4% to 37.2% and the representation for women increased from 48.9% to 50.0%. There was a net increase of 8 Blacks, 4 Asians and 2 American Indians. Hispanics remained the same at 16, while women decreased by 5.

At the GS/GM-14 level, there was an increase of 25.4% or 75 employees (from 220 to 295) employees. Minority representation increased from 11.8% to 19.7% and the representation of women increased from 35.9% to 37.6%. There was a net increase of 22 Blacks, 3 Hispanics, 5 Asians, 2 American Indian and 32 women. There were no American Indian women at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 8.1% or 13 employees (from 148 to 161). Minority representation increased from 10.1% to 12.4%, and the representation of women increased from 39.2% to 40.4%. There was a net increase of 4 Blacks, 3 Asians and 7 women, while there was a net decrease of 2 Hispanics. There were no Hispanics or American Indians at this level as of September 30, 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, Asians or American Indians at this level.

There was a decrease of 23.1% or 33 employees in managerial and supervisory positions (from 143 to 110) employees. Minority representation increased from 13.3% to 15.5%, and the representation of women decreased from 45.5% to 44.6%. There was a net decrease of 2 Blacks and 16 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 remained the same at 17. Their representation in the total work force also remained the same at 1.3%.

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

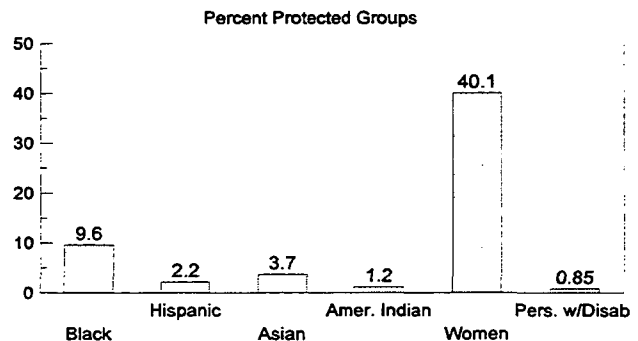
This summary presents a work force profile for the Office of Research and Development's (ORD) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.1%) 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 September 30, 2000 there were 1,869 employees in ORD. Minorities occupied 16.6% of the positions, while women occupied 40.1%. Among minorities, Blacks held 9.6% of ORD's positions, Hispanics 2.2%, Asians 3.7%, American Indians 1.2%, and Persons with Targeted Disabilities 0.85%. 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, 54.9% percent or 1,027 employees were at grades GS/GM 13-15. Minorities held 12.0% of the positions in this grade group, while women held 27.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 5.0%, Hispanics 1.9%, Asians 4.5%, and American Indians 0.68%.

There were 477 employees at the GS/GM 13 level. Minorities comprised 13.9% and women comprised 31.2%. Among minorities, Blacks held 6.5% of the positions, Hispanics 2.1%, Asians 4.2%, and American Indians 1.1%. Of the 334 employees at the GS/GM 14 level, minorities comprised of 13.5% and women comprised 25.5%. Among minorities, Blacks held 4.8% of the positions, Hispanics 2.4%, Asians 6.0%, and American Indians 0.30%. There were no American Indian men. Minorities represented 5.6% of the 216 positions at the GS/GM-15 level, while women comprised 20.8%. Among minorities, Blacks held 1.9% of the positions, Hispanics 0.46%, Asians 2.8%, and American Indians 0.46%. There were no Hispanic women, Asian women or American Indian women at this level.

Of the 31 SES positions in ORD, 9.7% were held by minorities and 19.4% by women. Among minorities, Hispanics occupied 6.5% and Asians occupied 3.2%. There were no Blacks, Asian men, or American Indians in SES positions.

Of the 150 supervisory and managerial positions in ORD, 5.3% were held by minorities and 25.3% by women. Among the minorities, 0.67% of the positions were occupied by Blacks, 2.7% by Hispanics, 2.0% by Asians. There were no Black women or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: ORD has 1,244 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 17 women Biologist; 2 Asian, 1 American Indian, and 5 women Microbiologist; 3 Black, 4 Asian, 1 American Indian, and 7 women Ecologist; 2 Hispanic, 1 Asian, 1 American Indian, and 8 women Toxicologist; 2 Hispanic, 5 Asian and 3 women Health Scientist; 2 Black and 1 American Indian Environmental Engineer, 1 Asian and 1 American Indian Chemical Engineer; 5 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401 Total 289	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	14	5	7	5	104
	# Parity*	12	10	22	2	121
	# Difference	+2	-5	-15	+3	-17
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 53	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	0	2	0	0	16
	# Parity*	3	2	4	1	23
	# Difference	-3	0	-4	-1	-7
Toxico. Series 415 Total 51	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On Board	2	0	7	0	14
	# Parity*	2	2	8	1	22
	# Difference	0	-2	-1	-1	-8

Hlth.Sci.	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series	# On Board	3	0	3	1	21
601	# Parity*	3	2	8	1	24
Total 54	# Difference	0	-2	-5	0	-3
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	2	4	7	0	12
819	# Parity*	4	3	7	1	9
Total 91	# Difference	-2	+1	0	-1	+3
Chem. Eng	Percent CLF	3.5	2.8	6.8	0.1	11.1
Series	# On Board	3	3	3	0	10
893	# Parity*	2	2	4	1	6
Total 48	# Difference	+1	+1	-1	-1	+4
G. Phys.Sci	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	17	7	11	4	78
1301	# Parity*	14	6	10	2	83
Total 286	# Difference	+3	+1	+1	+2	-5
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series	# On Board	6	6	7	2	38
1320	# Parity*	10	6	16	1	44
Total 159	# 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 66.3 % or 825 employees of ORD's Professional work force are at grades GS/GM 13-15. In this grade grouping, minorities hold 10.9% of the positions and women hold 20.7%. Among minorities, Blacks hold 2.9% of the positions, Hispanics 2.1%, Asians 5.3%, and American Indians 0.60%.

ADMINISTRATIVE POSITIONS: ORD has 383 employees in the Administrative job category, comprising 20.5% 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 1 Hispanic and 1 American Indian Environmental Protection Specialist, 4 Hispanics and 2 Asians in the General Administration series; 1 Black, 3 Hispanics, 1 American Indian and 11 women in the Computer Specialist series; and 4 Hispanics and 3 Asians in the Management Analysis series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 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	1	1	0	21
028	# Parity*	3	2	1	1	17
Total 33	# Difference	0	-1	0	-1	+4
Gen.Admi	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	8	0	0	1	51
301	# Parity*	6	4	2	1	34
Total 67	# Difference	+2	-4	-2	0	+17
Comp.Spe	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	3	0	3	0	11
334	# Parity*	4	3	2	1	22
Total 43	# Difference	-1	-3	+1	-1	-11
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	47	5	2	2	121
343	# Parity*	16	9	5	1	86
Total 172	# Difference	+31	-4	-3	+1	+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 52.7% or 202 employees of ORD's Administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 16.3% of the positions and women hold 53.5%. Among minorities, Blacks hold 13.4% of the positions, Hispanic, Asians, and American Indians 0.99%.

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 September 30, 2000, 16 ORD employees, or 0.85%, had targeted disabilities, therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 1.5% or 28 employees in its total work force (from 1,841 to 1,869). Minority representation increased from 15.6% to 16.6% and the representation of women increased from 38.7% to 40.1%. There was a net increase of 5 Hispanics, 10 Asians 10 American Indians and 37 women. There was a net decrease of 2 Blacks.

In Professional occupations, ORD had a net increase of 0.56% or 7 employees (from 1,237 to 1,244). Minority representation increased from 12.3% to 12.9% and the representation of women increased from 24.9% to 27.3%. There was a net increase of 1 Hispanic, 8 Asians, 6 American Indians and 31 women, while Blacks decreased by 7.

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 23.2% and representation of women increased from 61.6% to 65.8%. There was a net increase of 15 Blacks, 3 Hispanics, 4 American Indians and 45 women. There was a net decrease of 1 Asian.

At the GS/GM-13 level, there was an increase of 5.7% or 27 employees (from 450 to 477). Minority representation increased from 13.3% to 13.9% and the representation of women increased from 28.2% to 31.2%. There was a net increase of 1 Black, 3 Asians, 2 American Indians and 22 women, while Hispanics remained the same at 10, respectively.

At the GS/GM-14 level, there was a decrease of 4.6% or 16 employees (from 350 to 334). Minority representation increased from 9.7% to 13.5%, while the representation of women increased from 22.6% to 25.5%. There was a net increase of 4 Blacks, 4 Hispanics, 3 Asians and 6 women. American Indian remained the same at 1.

At the GS/GM-15 level, there was an increase of 15.7% or 34 employees (from 182 to 216). Minority representation increased from 5.0% to 5.6% and the representation of women increased from 18.1% to 20.8%. There was a net increase of 2 Blacks, 1 American Indian and 12 women. Hispanics and Asians remained the same at 1 and 6, respectively. There were no Hispanic women, Asian women or American Indian women at this level as of September 30, 2000.

The SES members increased by 3.2% or 1 employee (from 30 to 31). Minority representation decreased from 10.0% to 9.7% and the representation of women increased from 13.3% to 19.4%. 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. Blacks, Asian men, and American Indians are absent at the SES level.

There was a net increase of 6.0% or 9 employees (from 141 to 150) in managerial and supervisory positions. Minority representation increased from 5.0% to 5.3% and the representation of women increased from 23.4% to 25.3%. There was a net increase of 2 Hispanics, 1 Asian and 5 women, while there was a net decrease of 1 Black and 1 American Indian. There were no Black men or American Indians in these positions as of September 30, 2000.

Employees with targeted disabilities increased by 25.0% or 4 employees (from 12 to 16). Their representation in the total work force increased from 0.65% to 0.85%.

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

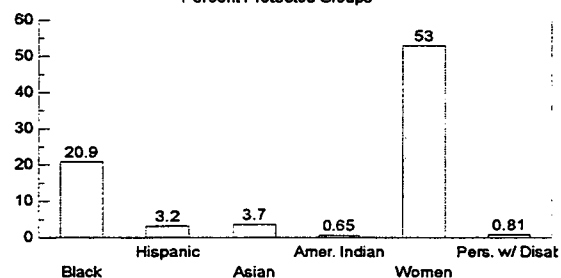
This summary presents a work force profile for the Office of Solid Waste and Emergency Response's (OSWER) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American 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 September 30, 2000, there were 617 employees in the OSWER. Minorities occupied 28.5% of OSWER's positions while women occupied 53.0%. Blacks held 20.9% of OSWER's positions, Hispanics 3.2%, Asians 3.7%, American Indians 0.65%, and Persons with Targeted Disabilities 0.81%. Chart 1 shows the percent distribution of the protected groups in OSWER's total work force.

CHART 1. WORK FORCE COMPOSITION
Percent Protected Groups



Of OSWER's total work force, 79.9% percent or 493 employees were at grades GS/GM 13-15. Minorities held 21.3% of the positions in this grade group, while women held 46.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 13.0%, Hispanics 3.4%, Asians 4.3%, and American Indians 0.60%.

There were 251 employees at the GS/GM-13 level. Minorities comprised 29.9% and women comprised 53.8%. Among minorities, Blacks held 18.7% of the positions, Hispanics 4.0%, Asians 6.8%, and American Indians 0.40%. There were no American Indian women at this level. Minorities were 10.5% of the 143 employees at the GS/GM-14 level and women were 43.4%. Among minorities, Blacks held 6.3% of the positions, Hispanics 2.1%, and Asians 2.1%. There were no American Indian men, or American Indian women at this level. Minorities represented 15.2% of the 99 employees at the GS/GM-15 level, while women comprised 34.3%. Among minorities, Blacks held 8.1% of the positions, Hispanics 4.0%, Asians 1.0% and American Indians 2.0%. There were no Hispanic women or Asian women at this level.

Of the 14 SES positions in OSWER, 7.1% were held by minorities and 21.4% by women. Among minorities, Blacks held 7.1% 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, 13.9% were held by minorities and 32.3% by women. Among the minorities, 6.2% 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 195 employees in the Professional job category, comprising 31.6% 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	2	5	5	0	14
819	# Parity*	2	2	5	1	6
Total 54	# Difference	0	+3	0	-1	+8
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	4	0	5	0	23
1301	# Parity	4	2	3	1	21
Total 72	# Difference	0	-2	+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.*

An analysis by grade level shows that 91.3% or 178 employees of OSWER's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 20.8% of the positions and women held 32.6%. Among minorities, Blacks held 8.4% of the positions, Hispanics 3.9%, and Asians 8.4%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OSWER had 382 employees in the Administrative job category, comprising 61.9% 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 and Management Analysis series 343. Under representation can be eliminated with the addition of 5 Hispanic and 1 Asian Environmental Protection Specialist and 6 Hispanic, 3 Asian and 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 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	17	4	4	4	87
028	# Parity*	16	9	5	1	86
Total 172	# Difference	+1	-5	-1	+3	+1
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	49	3	2	0	107
343	# Parity*	15	9	5	1	79
Total 158	# Difference	+34	-6	-3	-1	+28

*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 82.5% or 315 employees of OSWER'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 54.9%. Among minorities, Blacks held 15.6% of the positions, Hispanics 3.2%, Asians 1.9%, and American Indians 0.95%.

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, 5 employees or 0.81% had targeted disabilities, therefore, this group was under represented as of September 30, 2000.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 8.1% or 50 employees in its total work force (from 667 to 617). The representation of minorities increased from 25.5% to 28.5% and the representation for women increased from 52.8% to 53.0%. There was a net increase of 3 Blacks, 3 Hispanics and 2 American Indians, while there was a net decrease of 2 Asians and 25 women.

In Professional occupations, the number of employees decreased by 0.51% or 1 employee (from 196 to 195). Minority representation increased from 19.4% to 20.5%, while the representation for women decreased from 35.2% to 33.3%. There was a net increase of 1 Hispanic and 1 Asian and a net decrease of 4 women. Blacks remained the same at 15, respectively. There were no American Indians in Professional occupations as of September 30, 2000.

In Administrative occupations, there was a decrease of 8.1% or 31 employees (from 413 to 382). Minority representation increased from 20.8% to 26.7% and the representation for women increased from 55.0% to 58.6%. There was a net increase of 15 Blacks, 2 Hispanics and 2 American Indians, while there was a net decrease of 3 Asians and 3 women.

At the GS/GM-13 level, there was a decrease of 5.2% or 13 employees (from 264 to 251). Minority representation increased from 21.6% to 29.9% and the representation for women increased from 52.7% to 53.8%. There was a net increase of 16 Blacks, 1 Hispanic and 1 Asian, while there was a net decrease of 4 women. American Indians remained the same at 1. There were no American Indian women at this level as of September 30, 2000.

At the GS/GM-14 level, there was an increase of 2.8% or 4 employees (from 139 to 143). The percentage of minorities decreased from 11.5% to 10.5% and the percentage for women increased from 41.7% to 43.4%. There was a net increase of 4 women and 1 Hispanic, while there was a net decrease of 2 Blacks. Asians remained the same at 3, respectively. There were no American Indians at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 11.1% or 11 employees (from 88 to 99). The percentage of minorities increased from 9.1% to 15.2% and the percentage of women increased from 30.7% to 34.3%. There was a net increase of 5 Blacks, 1 Hispanic, 1 American Indian and 7 women. Asians remained the same at 1. There were no Hispanic women or Asian women at this level as of September 30, 2000.

The number of SES members increased by 20.0% or 2 employees (from 12 to 14). The representation of minorities decreased from 8.3% to 7.1% and the representation for women decreased from 25.0% to 21.4%. 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 September 30, 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 13.9%, while the representation for

women decreased from 36.1% to 32.3%. There was a net increase of 1 Black, 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 September 30, 2000.

Employees with targeted disabilities increased by 20.0% or 1 employee (from 4 to 5). Their representation in the total work force increased from 0.60% to 0.81%.

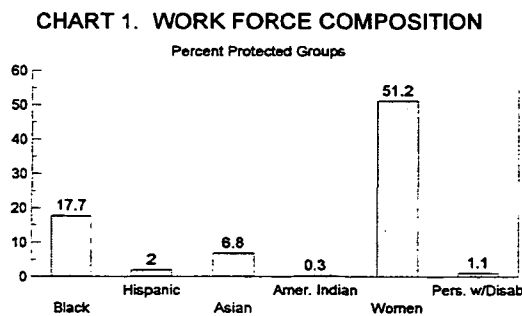
U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF WATER

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 (94.2%) 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 September 30, 2000, there were 651 employees in OW. Minorities occupied 26.7% of OW's positions while women occupied 51.2%. Blacks held 17.7% of OW's positions, Hispanics 2.0%, Asians 6.8%, 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, 74.2% percent or 483 employees were at grades GS/GM 13-15. Minorities held 20.5% of the positions in this grade group, while women held 43.8%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 11.4%, Hispanics 1.9%, Asians 7.0%, and American Indians 0.20%. There were no American Indian women in this grade group.

There were 230 employees at the GS/GM-13 level. Minorities comprised 28.7% and women comprised 51.7%. Among minorities, Blacks held 18.7% of the positions, Hispanics 1.7%, Asians 7.8%, and American Indians 0.43%. There were no American Indian women at this level. Minorities were 14.6% of the 158 employees at the GS/GM-14 level and women were 41.8%. Among minorities, Blacks held 5.7% of the positions, Hispanics 1.9% and Asians 7.0%. There were no American Indians at this level. Minorities represented 10.5% of the 95 employees at the GS/GM-15 level, while women comprised 26.3%. Among minorities, Blacks held 3.2% of the positions, Hispanics 2.1%, and Asians 5.3%. 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 57 supervisory and managerial positions in OW, 8.8% were held by minorities and 31.6% by women. Among the minorities, 5.3% of the positions were occupied by Blacks, and 3.5% by Asians. There were no Hispanics or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OW had 272 employees in the Professional job category, comprising 41.8% 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 Hispanic and 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 Hispanic women, American Indian men or American Indian women in the 1301 series.

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

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Eng. Series 819 Total 79	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	5	3	10	1	19
	# Parity*	3	3	6	1	8
	# Difference	+2	0	+4	0	+11
Phy. Sci. Series 1301 Total 62	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	6	1	7	0	21
	# Parity*	3	2	3	1	18
	# Difference	+3	-1	+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 86.4% or 235 employees of OW's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 17.9% of the positions and women held 28.5%. Among minorities, Blacks held 4.7% of the positions, Hispanics 2.6%, Asians 10.2%, and American Indians 0.42%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OW had 341 employees in the Administrative job category, comprising 52.4% 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 5 Hispanic and 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 166	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	17	6	8	1	96
	# Parity*	15	9	5	1	83
	# Difference	+2	-3	+3	0	+13
Gen.Admi Series 301 Total 34	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	17	0	2	0	23
	# Parity*	4	2	1	1	17
	# Difference	+13	-2	+1	-1	+6
Mgmt.Ana Series 343 Total 104	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	27	1	4	0	74
	# Parity*	10	6	3	1	52
	# Difference	+17	-5	+1	-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.

Further analysis by grade level shows that 72.7% or 248 employees of OW's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.0% of the positions and women held 57.7%. Among minorities, Blacks held 17.7% of the positions, Hispanics 1.2% and Asians 4.0%. 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 SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 5.4% or 35 employees in its total work force (from 616 to 651). The representation of minorities increased from 24.5% to 26.7% and the representation for women increased from 50.2% to 51.2%. There was a net increase of 11 Blacks, 4 Hispanics, 6 Asians, 2 American Indians and 24 women.

In Professional occupations, there was an increase of 2.2% or 6 employees (from 266 to 272). Minority representation increased from 17.7% to 18.8%, while the representation for women increased from 32.0% to 32.7%. There was a net increase of 3 Asians, 1 American Indian and 4 women. Blacks and Hispanics remained the same as 15 and 6, respectively. There were no American Indian women in Professional occupations as of September 30, 2000.

In Administrative occupations, there was an increase of 11.4% or 39 employees (from 302 to 341). Minority representation increased from 22.5% to 27.0% and the representation for women increased from 58.9% to 60.7%. There was a net increase of 16 Blacks, 4 Hispanics, 3 Asians, 1 American Indian and 29 women. There were no Hispanic men or American Indian men in Administrative occupations as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 18.7% or 43 employees (from 187 to 230). Minority representation increased from 19.2% to 28.7% and the representation for women decreased from 52.4% to 51.7%. There was a net increase of 19 Blacks, 10 Asians, 1 American Indian and 21 women. Hispanics remained the same at 4. There were no American Indian women at this level as of September 30, 2000.

At the GS/GM-14 level, there was an increase of 12.0% or 19 employees (from 139 to 158). The percentage of minorities increased from 13.0% to 14.6% and the percentage for women increased from 34.5% to 41.8%. There was a net increase of 3 Blacks, 1 Hispanic, 1 Asian and 18 women. There were no American Indians at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 12.6% or 12 employees (from 83 to 95). The percentage of minorities increased from 9.6% to 10.5% and the percentage for women decreased from 30.1% to 26.3%. There was a net increase of 3 Blacks and 1 Hispanic, while there was a net decrease of 2 Asians. Women remained the same at 25, respectively. There were no American Indian men or American Indian women at this level as of September 30, 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 September 30, 2000.

There was an decrease of 3.5% or 2 employee (from 59 to 57) in supervisory and managerial positions. Minority representation increased from 6.8% to 8.8%, and the representation for women increased from 23.7% to 31.6%. There was a net increase of 3 Blacks and 4 women. There was a net decrease of 2 Asians. There were no Hispanics or American Indians in these positions as of September 30, 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%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION I

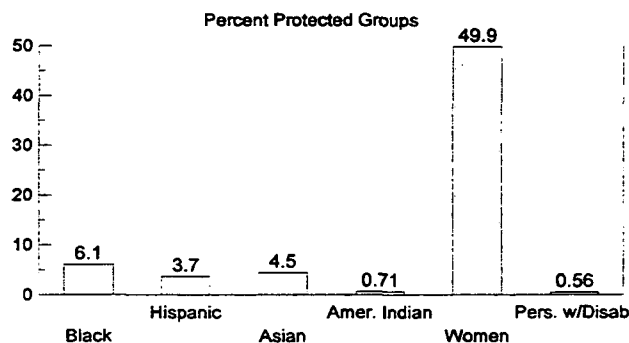
This summary presents a work force profile for Region I's permanent full-time and part-time employees and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.0%) 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 September 30, 2000, there were 704 employees in Region I. Minorities occupied 15.1% of the positions, while women occupied 49.9%. Blacks held 6.1% of Region I's positions, Hispanics 3.7%, Asians 4.5%, American Indians 0.71%, 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, 67.8% or 477 employees were at grades GS/GM 13-15. Minorities held 10.5% of the positions in this grade group, while women held 41.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 4.0%, Hispanics 0.83%, Asians 4.8%, and American Indians 0.83%.

There were 328 employees at the GS/GM-13 level, minorities comprised 9.2% and women 42.4%. Among minorities, Blacks held 2.4% of the positions, Hispanics 0.60%, Asians 5.2%, and American Indians 0.91%. Minorities were 15.5% of the 97 employees at the GS/GM-14 level and women 44.3%. Among minorities, Blacks held 9.3% of the positions, Hispanics 1.0%, Asians 4.1% and American Indians 1.0%. There were no Hispanic men, Asian women and American Indian men, or American Indian women at this grade level. Minorities represented 9.6% of the 52 employees at the GS/GM-15 level, while women comprised 30.8%. Among minorities, Blacks held 3.9% of the positions, Hispanics 1.9%, and Asians 3.8%. There were no Black women, Hispanic women, 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 64 supervisory and managerial positions in Region I, 14.1% were held by minorities and 34.4% by women. Among the minorities, 6.3% of the positions were occupied by Blacks, 3.1% by Hispanics, and 4.7% by Asians. There were no American Indian men or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region I had 393 employees in the Professional job category, comprising 55.8% 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer Series 819 Total 189	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	8	6	18	1	59
	# Parity*	7	6	15	1	19
	# Difference	+1	0	+3	0	+40
Attorney Series 905 Total 60	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	5	0	2	0	32
	# Parity*	3	2	1	1	15
	# Difference	+2	-2	+1	-1	+17
Physical Sci. Series 1301 Total 83	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	2	3	3	0	29
	# Parity*	4	2	3	1	25
	# Difference	-2	+1	0	-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 84.0% or 330 employees of Region I's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 9.7% of the positions and women held 36.1%. Among minorities, Blacks held 3.0% of the positions, Hispanics 0.90%, Asians 5.5%, and American Indians 0.30%.

ADMINISTRATIVE POSITIONS: Region I had 255 employees in the Administrative job category, comprising 36.2% 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 4 Blacks, 4 Hispanics, and 3 Asians.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	8	3	1	2	83
028	# Parity*	12	7	4	1	63
Total 126	# Difference	-4	-4	-3	+1	+20

**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 57.6% or 147 employees of Region I's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 12.2% of the positions and women held 53.7%. Among minorities, Blacks held 6.1% of the positions, Hispanics 0.68%, Asians 3.4%, and American Indians 2.0%. 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, 0.43% or 3 employees have targeted disabilities; therefore, this group is under represented.

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

Region I remained the same at 704 employees in its total work force. The representation of minorities increased from 13.2% to 15.1% and the representation for women decreased from 52.3% to 49.9%. There was a net increase of 3 Blacks, 8 Hispanics, 1 Asian, 1 American Indian and a net decrease of 17 women.

In Professional occupations, there was an increase of 3.1% or 12 employees (from 381 to 393). Minority representation increased from 11.5% to 13.2%, and the representation of women decreased from 36.8% to 35.9%. There was a net increase of 2 Blacks, 5 Hispanics, 2 Asians and 1 woman,

while there was a net decrease of 1 American Indian. There were no American Indian men in Professional occupations as of September 30, 2000.

In Administrative occupations, there was an increase of 5.5% or 14 employees (from 241 to 255). Minority representation increased from 11.2% to 14.5% and the representation of women increased from 63.1% to 62.8%. There was a net increase of 4 Blacks, 4 Hispanics, 1 Asian, 1 American Indian and 8 women.

At the GS/GM-13 level, there was an increase of 21.0% or 69 employees (from 259 to 328). Minority representation decreased from 9.7% to 9.1%, while the representation of women decreased from 42.5% to 42.4%. There was a net increase of 2 Hispanics, 5 Asians and 29 women, while there was a net decrease of 2 Blacks. American Indians remained the same at 3.

At the GS/GM-14 level, there was an increase of 6.2% or 6 employees (from 91 to 97). The percentage of minorities increased from 8.8% to 15.5%, and the percentage for women decreased from 50.6% to 44.3%. There was a net increase of 4 Blacks, 2 Asians, 1 American Indian and women decreased by 3. Hispanics remained the same at 1, respectively. There were no Hispanic men, Asian women, American Indian men or American Indian women at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 26.9% or 14 employees (from 38 to 52). The percentage of minorities increased from 7.9% to 9.6% and the percentage for women increased from 23.7% to 30.8%. 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 September 30, 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 4.7% or 3 employees (from 61 to 64) in supervisory and managerial positions. Minority representation increased from 13.1% to 14.1%, while the representation of women increased from 31.2% to 34.4%. There was a net increase of 1 Hispanic and 3 women, while Blacks and Asians remained the same at 4 and 3, respectively. There were no American Indian men or American Indian women in these positions as of September 30, 2000.

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

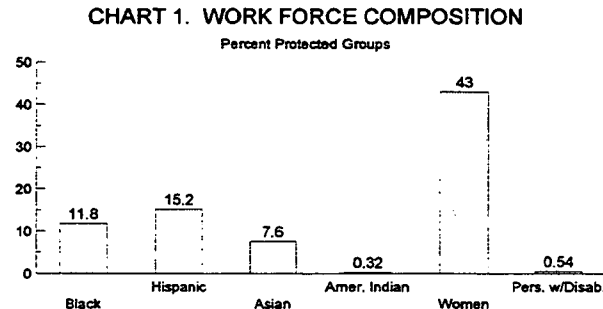
U.S. ENVIRONMENTAL PROTECTION AGENCY REGION II

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 (87.8%) 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 September 30, 2000, there were 926 employees in Region II. Minorities occupied 34.9% of the Region's positions while women occupied 43.0%. Blacks held 11.8% of the Region's positions, Hispanics 15.2%, Asians 7.6%, American Indians 0.32%, and Persons with Targeted Disabilities 0.54%. Chart 1 shows the percent distribution of the protected groups in Region II's total work force.



Of Region II's total work force, 58.2% percent or 539 employees were at grades GS/GM 13-15. Minorities held 23.9% of the positions in this grade group, while women held 32.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 6.5%, Hispanics 9.1%, Asians 8.2%, and American Indians 0.18%. There were no American Indian men in this grade group.

There were 350 employees at the GS/GM-13 level. Minorities comprised 28.9% and women comprised 36.0%. Among minorities, Blacks held 8.3% of the positions, Hispanics 8.9%, Asians 11.4%, and American Indians 0.29%. There were no American Indian men at this level. Minorities were 17.5% of the 137 employees at the GS/GM-14 level and women were 28.5%. Among minorities, Blacks held 2.2% of the positions, Hispanics held 13.1%, and Asians held 2.2%. There were no American Indian men or American Indian women at this level. Minorities represented 7.7% of the 52 employees at the GS/GM-15 level, while women comprised 21.2%. Among minorities, Blacks held 5.8% of the positions, and Asians held 1.9%. 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 94 supervisory and managerial positions in Region II, 12.8% were held by minorities and 22.3% by women. Among the minorities, 2.2% of the positions were occupied by Blacks, 8.5% by Hispanics, and 2.1% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region II had 657 employees in the Professional job category, comprising 71.0% 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Series 819 Total 261	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	26	33	44	1	65
	# Parity*	9	8	20	1	26
	# Difference	+17	+25	+24	0	+39
Attorney Series 905 Total 82	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	3	11	3	0	38
	# Parity*	3	3	2	1	21
	# 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	8	0	73
	# Parity*	10	4	7	1	60
	# Difference	-7	+22	+1	-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 70.9 % or 466 employees of Region II's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 23.4% of the positions and women held 29.8%. Among minorities, Blacks held 5.4% of the positions, Hispanics 8.8%, and Asians 9.2%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - Region II had 156 employees in the Administrative job category, comprising 16.8% 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: September 30, 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	12	6	1	1	38
	# Parity*	6	4	2	1	32
	# Difference	+6	+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 46.8% or 73 employees of Region II's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 27.4% of the positions and women held 50.7%. Among minorities, Blacks held 13.7% of the positions, Hispanics 11.0%, 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 0.54% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997 TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 0.86% or 8 employees in its total work force (from 918 to 926). The representation of minorities increased from 34.2% to 34.9% and the representation for women decreased from 43.6% to 43.0%. There was a net decrease of 14 Blacks and 2 women, while there was a net increase of 13 Hispanics, 9 Asians and 1 American Indian. American Indian men were absent from the Region's work force as of September 30, 2000.

In Professional occupations, there was an increase of 2.7% or 18 employees (from 639 to 657). Minority representation increased from 24.7% to 27.3%, while the representation for women increased from 31.3% to 31.8%. There was a net decrease of 7 Blacks and a net increase of 19 Hispanics, 8 Asians, 1 American Indian and 9 women. There were no American Indian men in Professional occupations as of September 30, 2000.

In Administrative occupations, there was an increase of 12.2% or 19 employees (from 137 to 156). Minority representation increased from 34.3% to 36.5% and the representation for women decreased from 54.7% to 54.5%. There was a net increase of 4 Blacks, 5 Hispanics, 1 Asian and 10 women. Asians remained the same at 1. There were no American Indian men in Administrative occupations as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 16.0% or 56 employees (from 294 to 350). Minority representation increased from 23.5% to 28.9% and the representation for women increased from 33.0% to 36.0%. There was a net increase of 12 Blacks, 9 Hispanics, 11 Asians and 29 women. The number of American Indians remained the same at 1, respectively. There were no American Indian men at this level as of September 30, 2000.

At the GS/GM-14 level, there was an increase of 18.2% or 25 employees (from 112 to 137). The percentage of minorities increased from 14.3% to 17.5% and the percentage for women decreased from 29.5% to 28.5%. There was a net increase of 7 Hispanics, 2 Asians and 6 women and a net decrease of 1 Black. There were no American Indian men or American Indian women at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 13.5% or 7 employees (from 45 to 52). The percentage of minorities decreased from 8.9% to 7.7% and the percentage for women increased from 15.6% to 21.2%. There was a net increase of 1 Black and 4 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 September 30, 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 increased by 2.1% or 2 employees (from 92 to 94). Minority representation decreased from 15.2% to 12.8%, and the representation for women increased from 20.7% to 22.3%. There was a net decrease of 3 Blacks, while Hispanics increased by 1 and women increased by 2. Asians remained the same at 2. There were no Asian women, American Indian men or American Indian women in these positions as of September 30, 2000.

Employees with targeted disabilities remained the same at 5 employees. Their representation in the total work force decreased from 0.60% to 0.54%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION III

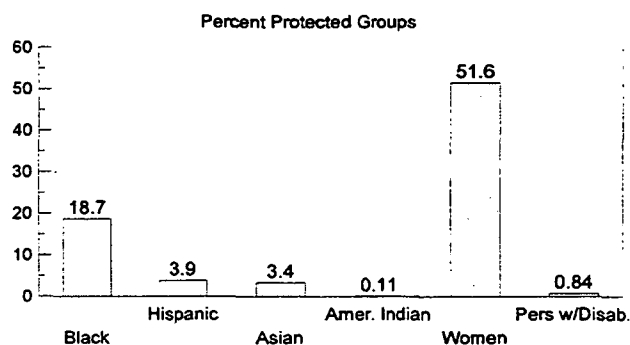
This summary presents a work force profile for Region III's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted 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 September 30, 2000, there were 951 employees in the Region III. Minorities occupied 26.1% of Region III's positions, while women occupied 51.6%. Among minorities, Blacks held 18.7% of Region III's positions, Hispanics 3.9%, Asians 3.4%, American Indians 0.11%, and Persons with Targeted Disabilities 0.84%. 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 61.5% percent or 585 employees were at grades GS/GM 13-15. Minorities held 15.0% of the positions in this grade group, while women held 39.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.1%, Hispanics 2.6%, Asians 3.3%, and American Indians 0.17%. There were no American Indian women in this grade group.

There were 374 employees at the GS/GM-13 level. Minorities comprised 16.1% and women comprised 40.6%. Among minorities, Blacks held 9.1%, Hispanics 2.9%, Asians 3.7%, and American Indians 0.27%. There were no American Indian women at this level. Minorities were 15.1% of the 152 employees at the GS/GM-14 level and women are 37.5%. Among minorities, Blacks held 10.5% of the positions, Hispanics 1.3%, and Asians 3.3%. There were no American Indian men or American Indian women at this level. Minorities represented 8.5% of the 59

employees at the GS/GM-15 level, while women comprised 33.9%. Among minorities, Blacks held 5.1% of the positions and Hispanics 3.4%. There were no Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 10 SES positions in Region III, 10.0% were held by Blacks, 10.0% were held by Hispanics, and 20.0% were held by women. There were no Black women, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 91 supervisory and managerial positions in Region III, 9.9% were held by minorities and 30.8% by women. Among the minorities, 8.8% 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 504 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 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer Series 819 Total 166	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	15	13	14	0	45
	# Parity*	6	5	13	1	17
	# Difference	+9	+8	+1	-1	+28
Attorney Series 905 Total 82	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	13	3	3	1	43
	# Parity*	3	3	2	1	21
	# Difference	+10	0	+1	0	+22
Phys. Scientist Series 1301 Total 177	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	14	3	6	0	73
	# Parity*	9	4	6	1	52
	# Difference	+5	-1	0	-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 81.9% or 413 employees of Region III's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 16.2% of the positions and women held 37.5%. Among minorities, Blacks held 8.5% of the positions, Hispanics 3.6%, Asians 3.9%, and American Indians 0.24%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: Region III had 331 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Pro.Spc. Series 028 Total 155	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	32	4	1	0	94
	# Parity*	14	9	5	1	78
	# Difference	+18	-5	-4	-1	+16
Comp. Spec. Series 334 Total 28	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	5	2	1	0	12
	# Parity*	3	2	1	1	14
	# Difference	+2	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 52.0% or 172 employees of Region III's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 12.2% of the positions and women held 43.0%. Among minorities, Blacks held 10.5% of the positions, and Asians 1.7%. 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 September 30, 2000, 7 Region III employees or 0.74% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 1.1% or 10 employees in its total work force (from 941 to 951). The representation of minorities increased from 24.4% to 26.1%, while the representation for women decreased from 51.9% to 51.6%. There was a net increase of 5 Blacks, 4 Hispanics, 10 Asians and 3 women, while American Indians remained the same at 1. There were no American Indian women as of September 30, 2000.

In Professional occupations, there was an increase of 1.6% or 8 employees (from 496 to 504). Minority representation increased from 17.3% to 19.6% and the representation of women increased from 37.3% to 38.1%. There was a net increase of 3 Blacks, 2 Hispanics, 8 Asians and 7 women, while American Indians remained the same at 1, respectively. There were no American Indian women as of September 30, 2000.

In Administrative occupations, there was an increase of 7.3% or 24 employees (from 307 to 331). Minority representation increased from 21.2% to 22.1% and the representation of women increased from 55.1% to 56.5%. 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 September 30, 2000.

At the GS/GM-13 level, there was an increase of 20.3% or 76 employees (from 298 to 374). Minority representation decreased from 16.8% to 16.1%, while the representation for women increased from 37.9% to 40.6%. There was a net increase of 6 Blacks, 2 Hispanics, 2 Asians and 39 women, while American Indians remained the same at 1, respectively. There were no American Indian women at this level as of September 30, 2000.

At the GS/GM-14 level, there was an increase of 8.6% or 13 employees (from 139 to 152). The percentage of minorities increased from 14.4% to 15.1% and the percentage for women increased from 36.0% to 37.5%. There was a net increase of 2 Blacks, 2 Asians and 7 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 September 30, 2000.

At the GS/GM-15 level, there was an increase of 20.3% or 12 employees (from 47 to 59). The percentage of minorities decreased from 12.8% to 8.5% and the percentage for women increased from 29.8% to 33.9%. There was a net increase of 6 women and a net decrease of 1 Black, while Hispanics remained the same at 2, respectively. There were no Asian men, Asian women, American Indian men, or American Indian women at this level as of September 30, 2000.

The SES members increased by 10.0% or 1 employee (from 9 to 10).. There was a net increase of 1 Black and 1 Hispanic. The representation for women remained the same at 2. Black women, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women

were absent at the SES level as of September 30, 2000.

There was an increase of 4.4% or 4 employees (from 87 to 91) in managerial and supervisory positions. Minority representation decreased from 10.4% to 9.9% and the representation for women decreased from 33.3% to 30.8%. The representation of Blacks and Hispanics remained the same at 8, 1, while women decreased by 1. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in these positions as of September 30, 2000.

Employees with targeted disabilities increased by 37.5% or 3 employee (from 5 to 8). Their representation in the total work force increased from 0.53% to 0.84%.

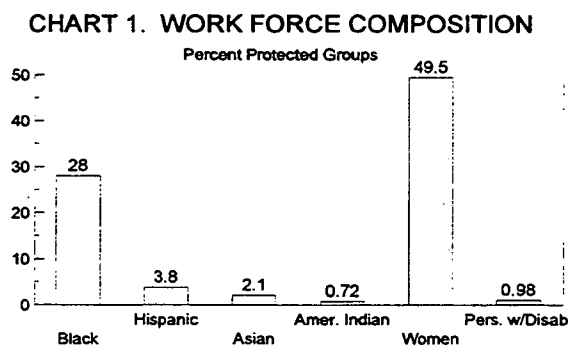
U.S. ENVIRONMENTAL PROTECTION AGENCY REGION IV

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 September 30, 2000, there were 1,122 employees in Region IV. Minorities occupied 34.6% of the positions while women occupied 49.5%. Blacks held 28.0% of Region IV's positions, Hispanics 3.8%, Asians 2.1%, American Indians 0.72%, and Persons with Targeted Disabilities 0.98%. Chart 1 shows the percent distribution of the protected groups in Region IV's total work force.



Of Region IV's total work force, 48.2% or 541 employees were at grades GS/GM 13-15. Minorities held 23.3% 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 16.5%, Hispanics 4.1%, Asians 1.8%, and American Indians 0.92%.

There were 351 employees at the GS/GM-13 level. Minorities comprised of 23.6% of these positions and women 33.6%. Among minorities, Blacks held 15.4%, Hispanics 5.1%, Asians 2.3%, and American Indians 0.85%. Minorities were 24.4% of the 135 employees at the GS/GM-14 level and women were 39.3%. Among minorities, Blacks held 20.0% of the positions, Hispanics 2.2%, Asians 0.74%, and American Indians 1.5%. There were no Hispanic women or Asian men at this grade level. Minorities represented 18.2% of the 55 employees at the GS/GM-15 level, while women comprised 30.9%. Among minorities, Blacks held 14.6% 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 105 supervisory and managerial positions in Region IV, 21.0% were held by minorities and 29.5% by women. Among the minorities, 17.1% of the positions were occupied by Blacks, 2.9% by Hispanics, and 0.95% by Asians. There were no Hispanic women, Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region IV had 642 employees in the Professional job category, comprising 57.2% 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, 5 Asian, 1 American Indian and 6 women Biologist; 4 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 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401 Total 69	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	8	2	1	0	23
	# Parity*	3	3	6	1	29
	# Difference	+5	-1	-5	-1	-6
Attorney Series 905 Total 75	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	16	2	2	2	43
	# Parity*	3	2	2	1	19
	# Difference	+13	0	0	+1	+24
Envir. Eng. Series 819 Total 230	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	37	19	14	1	74
	# Parity*	8	7	18	1	23
	# Difference	+29	+12	-4	0	+51
Physical Sci. Series 1301 Total 199	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	34	4	1	3	71
	# Parity*	10	4	7	1	58
	# Difference	+24	0	-6	+2	+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 60.4% or 388 employees of Region IV's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 21.1% of the positions and women held 33.5%. Among minorities, Blacks held 14.2% of the positions, Hispanics 4.6%, Asians 2.3%, and American Indians 1.3%.

ADMINISTRATIVE POSITIONS: Region IV had 348 employees in the Administrative job category, comprising 31.0% 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, 1 Asian and 1 American Indian Environmental Protection Specialist; 3 Hispanics and 1 Asian in the General Administration series; 2 Hispanics, 2 Asians, 1 American Indian and 20 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 Indians 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot. Series 028 Total 68	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	32	1	1	0	51
	# Parity*	7	4	2	1	34
	# Difference	+25	-3	-1	-1	+17
Gen. Admin. Series 301 Total 55	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	16	0	1	1	37
	# Parity*	5	3	2	1	28
	# Difference	+11	-3	-1	0	+9
Prog. Mgmt. Series 340 Total 85	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	13	3	1	0	23
	# Parity*	8	5	3	1	43
	# Difference	+5	-2	-2	-1	-20
Mgmt.Analysis Series 343 Total 30	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	8	1	0	0	22
	# Parity*	3	2	1	1	15
	# Difference	+5	-1	-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

Further analysis by grade level shows that 44.0% or 153 employees of Region IV's Administrative

work force were at grades GS/GM 13-15. Of this grade group, minorities held 25.5% of the positions and women held 37.9%. Among minorities, Blacks held 22.2% of the positions, Hispanics 2.6%, Asians 0.65%. There were no Hispanic women, Asian women 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 Region IV Standard Form 256, Self-Identification of Handicap).*

In Region IV, 11 employees or 0.98% had targeted disabilities, therefore, this group was under represented as of September 30, 2000.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 4.8% or 54 employees in its total work force (from 1,068 to 1,122). The representation of minorities increased from 34.2% to 34.4% and the representation for women increased from 48.9% to 49.5%. There was a net increase of 22 Blacks, 1 Asian, 1 American Indian and 33 women. Hispanics decreased by 1.

In Professional occupations, there was an increase of 4.0% or 28 employees (from 614 to 642). Minority representation increased from 23.3% to 24.8%, and the representation of women increased from 34.7% to 36.3%. There was a net increase of 15 Blacks, 1 Asian, 3 American Indians and 20 women, while there was a net decrease of 3 Hispanics.

In Administrative occupations, there was an increase of 19.0% or 66 employees (from 282 to 348). Minority representation increased from 37.6% to 38.2% and the representation of women increased from 53.2% to 58.1%. There was a net increase of 28 Blacks, 1 Hispanic and 52 women, while Asians remained the same at 4. American Indians decreased by 2. There were no American Indian men in Administrative occupations as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 23.6% or 83 employees (from 268 to 351). Minority representation decreased from 26.1% to 23.6% while the representation of women decreased from 34.0% to 33.6%. There was a net increase of 10 Blacks, 1 Hispanic, 3 Asians and 27 women, while American Indians decreased by 1.

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 20.5% to 24.4% and the percentage for women increased from 33.0% to 39.3%. There was a net increase of 8 Blacks, 1 Hispanic, 1 American Indian and 16 women, while Asians remained the same at 1. There were no Hispanic women or Asian men this level as of September 30, 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 increased from 17.0% to 18.2% and the percentage for women decreased from 31.9% to 30.9%. There was a net increase of 1 Black, 1 Hispanic and 2 women, while Asians remained the same at 1, respectively. There were no Hispanic women, Asian women, or American Indians at this level as of September 30, 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 September 30, 2000.

There was a decrease of 2.0% or 2 employees (from 107 to 105) in supervisory and managerial positions. Minority representation increased from 20.6% to 21.0% while the representation of women decreased from 34.6% to 29.5%. There was a net increase of 1 Hispanic and a net decrease 1 Black and 6 women, while Asians remained the same at 1, respectively. There were no Hispanic women, Asian women or American Indians in these positions as of September 30, 2000.

Employees with targeted disabilities increased by 36.0% or 4 employees (from 7 to 11). The representation of minorities increased from 14.3% to 27.0% and the representation of women increased from 14.3% to 45.5%. The total work force increased from 0.66% to 0.98%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION V

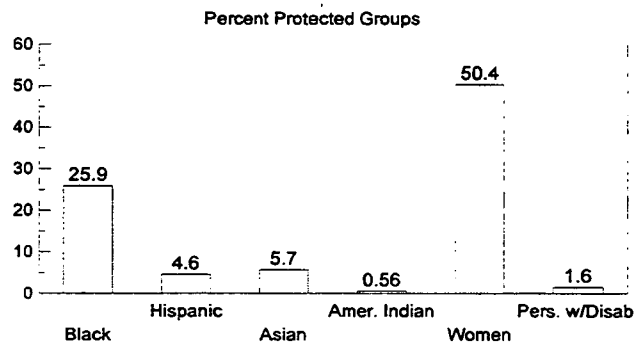
This summary presents a work force profile for Region V's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.2%) 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 September 30, 2000, there were 1,265 employees in Region V. Minorities occupied 36.7% of positions, while women occupied 50.4%. Among minorities, Blacks held 25.9% of Region V's positions, Hispanics 4.6%, Asians 5.7%, American Indians 0.56%, 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, 53.1% percent or 672 employees were at grades GS/GM 13-15. Minorities held 20.4% of the positions in this grade group, while women held 37.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.6%, Hispanics 3.3%, Asians 6.0%, and American Indians 0.59%.

There were 435 employees at the GS/GM-13 level. Minorities comprised 21.4% and women comprised 37.0%. Among minorities, Blacks held 11.0% of the positions, Hispanics 3.0%, Asians 6.7%, and American Indians 0.69%. Minorities were 20.9% of the 182 employees at the GS/GM-14 level and women were 35.2%. Among minorities, Blacks held 9.9% of the positions, Hispanics 4.4%, Asians 6.1% and American Indians 0.55%. There were no American Indian men at this grade level. Minorities represented 10.9% of the 55 employees at the GS/GM-15 level, while women comprised 49.1%. Among minorities, Blacks held 9.1% of the positions and Hispanics 1.8%. 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 106 supervisory and managerial positions in Region V, 19.8% were held by minorities and 38.7% by women. Among the minorities, 13.2% of the positions were occupied by Blacks, 1.9% by Hispanics, and 4.7% by Asians. There were no Hispanic women, American Indian men or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region V had 590 employees in the Professional job category, comprising 46.6% 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: September 30, 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	17
	# Parity*	2	2	3	1	15
	Total 34	+1	-1	-2	0	+2
Env. Engineer Series 819	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	12	10	23	0	46
	# Parity*	6	6	13	1	17
	Total 168	+6	+4	+10	-1	+29
Attorney Series 905	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	7	8	9	1	46
	# Parity*	4	3	2	1	26
	Total 106	+3	+5	+7	0	+20

Phys. Scientist	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	12	4	10	0	51
1301	# Parity*	8	4	6	1	47
Total 160	# Difference	+4	0	+4	-1	+4
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 67.8 % or 400 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 32.5%. Among minorities, Blacks held 6.8% of the positions, Hispanics 4.0%, Asians 7.0%, and American Indians 0.50%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS - Region V had 526 employees in the Administrative job category, comprising 41.6% 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: September 30, 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	81	7	10	2	155
028	# Parity*	25	15	8	2	138
Total 275	# Difference	+53	-8	+3	0	+17
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	17	1	1	0	44
301	# Parity*	6	4	2	1	29
Total 58	# Difference	+11	-3	-1	-1	+15

Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	16	4	4	0	10
334	# Parity*	3	2	1	1	16
Total 32	# Difference	+13	+2	+3	-1	-6
Prog. Mgmt.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	4	1	2	0	14
340	# Parity*	4	3	2	1	20
Total 40	# Difference	0	-2	0	-1	-6
Mgmt.Analyst	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	4	1	2	0	23
343	# Parity*	4	3	2	1	20
Total 39	# Difference	0	-2	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 51.7% or 272 employees of Region V's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.5% of the positions and women held 44.9%. Among minorities, Blacks held 16.2% of the positions, Hispanics 2.2%, Asians 4.4%, and American Indians 0.73%. 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 September 30, 2000, 20 Region V employees or 1.6% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 decrease of 0.23% or 3 employees in its total work force (from 1,268 to 1,265). The representation of minorities increased from 35.0% to 36.7% and the representation for women increased from 50.1% to 50.4%. There was a net increase of 14 Blacks, 6 Hispanics, 1 Asian and 3 women, while American Indians remained the same at 7.

In Professional occupations, there was an decrease of 2.3% or 14 employees (from 604 to 590). Minority representation increased from 21.5% to 22.0%, while the representation for women increased from 33.8% to 34.8%. There was a net increase of 1 Black and 2 Asians, while American Indians remained the same at 3, respectively. There was a net decrease of 3 Hispanics and 1 woman. There were no American Indian men in the Professional occupations as of September 30, 2000.

In Administrative occupations, there was an increase of 7.0% or 37 employees (from 489 to 526). Minority representation increased from 33.7% to 38.8%, while the representation for women increased 55.2% to 56.3%. There was a net increase of 32 Blacks, 4 Hispanics, 3 Asians, and 26 women, while American Indians remained the same at 3.

At the GS/GM-13 level, there was an increase of 14.9% or 65 employees (from 370 to 435). Minority representation increased from 18.4% to 21.4% and the representation for women increased from 32.4% to 37.0%. There was a net increase of 13 Blacks, 3 Hispanics, 8 Asians, 1 American Indian and 41 women.

At the GS/GM-14 level, there was an increase of 9.3% or 17 employees (from 165 to 182). Minority representation increased from 17.0% to 20.9%, while the percentage for women decreased from 38.8% to 35.2%. There was a net increase of 1 Black, 3 Hispanics, 5 Asians and 1 American Indian, while women remained the same at 64. There were no American Indian men at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 20.0% or 11 employees (from 44 to 55). Minority representation increased from 6.8% to 10.9% and the percentage for women increased from 40.9% to 49.1%. 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 September 30, 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 September 30, 2000.

Supervisory and managerial positions increased by 5.7% or 6 employees (from 100 to 106). Minority representation increased from 18.0% to 19.8%, while the representation for women increased from 38.0% to 38.7%. There was a net increase of 5 Blacks and 3 women; a net decrease of 1 Hispanic and 1 Asian. There were no Hispanic women, American Indian men or American Indian women in these positions as of September 30, 2000.

Employees with targeted disabilities increased by 15.0% or 3 employees (from 17 to 20). There were no Black men, Hispanic women, Asian women or American Indians.

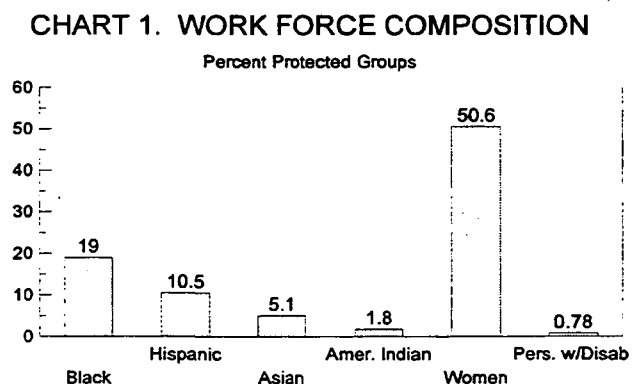
U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VI

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 (90.6%) 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 September 30, 2000, there were 894 employees in Region VI. Minorities occupied 36.5% of Region VI's positions while women occupied 50.6%. Blacks held 19.0% of the positions, Hispanics 10.5%, Asians 5.1%, American Indians 1.8%, and Persons with Targeted Disabilities 0.78%. Chart 1 shows the percent distribution of the protected groups of Region VI's total work force.



Of Region VI's total work force, 53.4% percent or 477 employees were at grades GS/GM 13-15. Minorities held 26.4% of the positions in this grade group, while women held 37.3%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.7%, Hispanics 9.4%, Asians 5.0%, and American Indians 1.3%.

There were 319 employees at the GS/GM-13 level. Minorities comprised 28.5% while women comprised 37.0%. Among minorities, Blacks held 11.0% of the positions, Hispanics 10.0%, Asians 6.0%, and American Indians 1.6%. Minorities were 25.5% of the 110 employees at the GS/GM-14 level while women were 41.8%. Among minorities, Blacks held 11.8% of the positions, Hispanics 9.1%, Asians 3.6% and American Indians 0.91%. There were no American Indian women at this grade level. Minorities represented 14.6% of the 48 employees at the GS/GM-15 level, while

women comprised 29.2%. Among minorities, Blacks held 6.3% of the positions, Hispanics 6.3%, and Asians 2.1%. There were no Black women, Asian women, American Indian men, or American Indian women at this level.

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

Of the 77 supervisory and managerial positions in Region VI, 18.2% were held by minorities and 31.2% by women. Among the minorities, 10.4% of the positions were occupied by Blacks, 5.2% by Hispanics, and 2.6% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VI had 460 employees in the Professional job category, comprising 51.5% 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 0819 Total 175	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	13	23	18	1	41
	# Parity*	6	6	14	1	18
	# Difference	+7	+17	+4	0	+23
Attorney Series 0905 Total 58	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	14	3	3	1	25
	# Parity*	2	2	1	1	15
	# Difference	+12	+1	+2	0	+10
Physical Scientist Series 1301 Total 161	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	14	14	11	1	59
	# Parity*	8	4	6	1	47
	# Difference	+6	+10	+5	0	+12

**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 73.5% or 338 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 29.6%. Among minorities, Blacks held 9.5% of the positions, Hispanics 9.8%, Asians 5.9%, and American Indians 0.59%.

ADMINISTRATIVE POSITIONS: Region VI had 350 employees in the Administrative job category, comprising 39.1% 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, Computer Specialist series 334 and Management Analysis series 343. Under representation can be eliminated with the addition of 1 Asian in the Environmental Protection Specialist 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 190	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	52	14	5	8	125
	# Parity*	17	10	6	1	95
	# Difference	+35	+4	-1	+7	+30
Comp.Spec Series 334 Total 25	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	4	1	2	0	8
	# Parity*	3	2	1	1	13
	# Difference	+1	-1	+1	-1	-5
Mgmt.Anal Series 343 Total 41	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	9	4	0	1	31
	# Parity*	4	3	2	1	21
	# Difference	+5	+1	-2	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 39.7% or 139 employees of Region VI's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 28.1% of the positions and women held 56.1%. Among minorities, Blacks held 13.7% of the positions, Hispanics 8.6%, Asians 2.9%, and American Indians 2.9%.

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 September 30, 2000, 7 of Region VI employees, or 0.78%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 increase of 0.22% or 2 employees in its total work force (from 892 to 894). The representation of minorities increased from 33.3% to 36.5% while the representation of women decreased from 50.7% to 50.6%. There was a net increase of 7 Blacks, 3 Hispanics, 18 Asians and 1 American Indian, while women remained the same at 452.

In Professional occupations, there was a decrease of 0.43% or 2 employees (from 462 to 460). Minority representation increased from 26.6% to 29.1% and the representation of women increased from 30.3% to 32.2%. There was a net increase of 3 Hispanics, 11 Asians and 8 women, while there was a net decrease of 1 Black and 2 American Indians. There were no American Indian men.

In Administrative occupations, there was an increase of 8.0% or 28 employees (from 322 to 350). Minority representation increased from 32.0% to 39.1% while the representation for women decreased from 66.8% to 65.1%. There was a net increase of 18 Blacks, 4 Hispanics, 6 Asians, 6 American Indians and 13 women.

At the GS/GM-13 level, there was an increase of 30.4% or 97 employees (from 222 to 319). Minority representation increased from 26.6% to 28.5% and the representation of women increased from 36.0% to 37.0%. There was a net increase of 8 Blacks, 9 Hispanics, 11 Asians, 4 American Indians and 38 women.

At the GS/GM-14 level, there was an increase of 25.5% or 28 employees (from 82 to 110). The percentage of minorities increased from 13.4% to 25.5% and the percentage of women increased from 36.6% to 41.8%. There was a net increase of 7 Blacks, 6 Hispanics, 4 Asians and 16 women, while American Indians remained the same at 1. There were no American Indian women at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 35.4% or 17 employees (from 31 to 48). The percentage of minorities decreased from 22.6% to 14.6% while the percentage of women increased from 22.6% to 29.2%. There was a net increase of 1 Asian and 7 women and a net decrease of 1 Black. Hispanics remained the same at 3. There were no Black women, Asian women, American Indian men, or American Indian women at this level as of September 30, 2000.

The SES members increased by 28.6% or 2 employees (from 5 to 7). The representation of minorities increased from 20.0% to 28.6% while the representation of women increased from 0% to

14.3%. There was a net gain of 1 Black and 1 woman. Hispanics, Asians, and American Indians were absent at the SES level as of September 30, 2000.

There was an increase of 6.5% or 5 employees (from 72 to 77) in supervisory and managerial positions. Minority representation decreased from 19.5% to 18.2% while the representation of women decreased from 34.7% to 31.2%. There was a net increase of 2 Asians and a net decrease of 1 Black, 1 Hispanic and 1 woman. There were no Asian women, American Indian men, or American Indian women in these positions as of September 30, 2000.

Employees with targeted disabilities decreased by 22.2% or 2 employees (from 9 to 7). Minority representation decreased from 55.6% to 42.9%. Their representation in the total work force decreased from 1.0% to 0.78%.

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 (88.2%) 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.

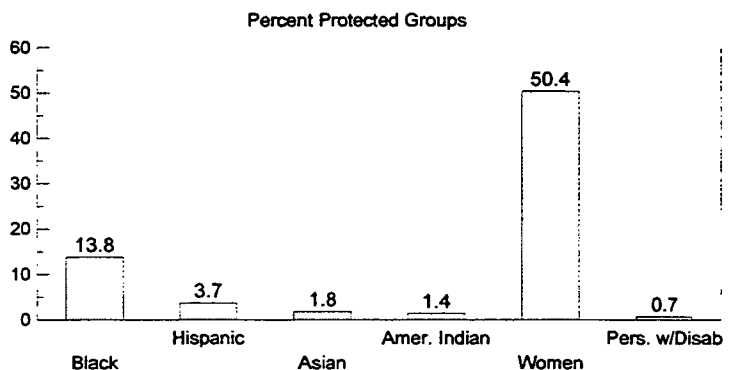
OVERVIEW: As of September 30, 2000, there were 566 employees in Region VII. Minorities occupied 20.7% of the Region's positions while women occupied 50.4%. Blacks held 13.8% of the Region's positions, Hispanics 3.7%, Asians 1.8%, American Indians 1.4%, and Persons with Targeted Disabilities 0.70%. Chart 1 shows the percent distribution of the protected groups in Region VII's total work force.

Of Region VII's total work force, 57.6% percent or 326 employees were at grades GS/GM 13-15.

Minorities held 13.8% of the positions in this grade group, while women held 35.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 8.3%, Hispanics 2.8%, Asians 0.64%, and American Indians 2.1%.

There were 244 employees at the GS/GM-13 level. Minorities comprised 14.4% and women comprised 34.4%. Among minorities, Blacks held 8.6% of the positions, Hispanics 2.9%, and American Indians 2.9%. There were no Asians at this level. Minorities were 11.9% of the 67 employees at the GS/GM-14 level and women were 37.3%. Among minorities, Blacks held 6.0% of the positions, Hispanics held 3.0% and Asians held 3.0%. 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 47 supervisory and managerial positions in Region VII, 12.8% were held by minorities and 34.0% by women. Among the minorities, 6.4% of the positions were held by Blacks, Hispanics held 4.3% and Asians held 2.1%. There were no Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VII had 280 employees in the Professional job category, comprising 49.5% 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 6 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng. Series 819	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	4	4	1	0	21
	# Parity*	4	3	7	1	9
	Total 92	0	+1	-6	-1	+12
Attorney Series 905	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# Difference	2	1	2	0	19
	# Parity	2	1	1	1	10
	Total 38	0	0	+1	-1	+9
Phy. Sci. Series 1301	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	3	0	3	3	22
	# Parity*	5	2	3	1	27
	Total 91	-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 77.5 % or 217 employees of Region VII's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 8.8% of the positions

and women held 29.0%. Among minorities, Blacks held 3.7% of the positions, Hispanics 2.3%, Asians held 0.46% and American Indians 2.3%. There were no Asian men in this grade group.

ADMINISTRATIVE POSITIONS - Region VII had 219 employees in the Administrative job category, comprising 38.7% 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 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: September 30, 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	16	3	0	2	47
	# Parity*	7	5	3	1	39
Total 78	# 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	1	1	18
Total 35	# Difference	-2	-1	0	-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	15
Total 29	# Difference	+7	0	-1	-1	+8

**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 49.8% or 109 employees of Region VII's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.9% of the positions and women held 49.5%. Among minorities, Blacks held 17.4% of the positions, Hispanics 3.7%, Asians 0.91%, and American Indians 1.8%. 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 SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 5.8% or 33 employees in its total work force (from 533 to 566). The representation of minorities increased from 15.8% to 20.7% and the representation for women increased from 48.8% to 50.4%. There was a net increase of 14 Blacks, 10 Hispanics, 6 Asians, 3 American Indians and 25 women.

In Professional occupations, there was an increase of 4.3% or 12 employees (from 268 to 280). Minority representation increased from 10.8% to 11.4%, while the representation for women increased from 29.9% to 30.7%. 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 11.4% or 25 employees (from 194 to 219). Minority representation increased from 17.0% to 27.9% and the representation for women increased from 58.8% to 60.7%. There was a net increase of 19 Blacks, 7 Hispanics, 2 Asians and 19 women, while American Indians remained the same at 3, respectively. There were no Asian women or American Indian men in these occupations as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 43.0% or 105 employees (from 139 to 244). Minority representation increased from 8.6% to 14.4% and the representation for women increased from 30.9% to 34.4%. There was a net increase of 14 Blacks, 4 Hispanics, 6 American Indians and 41 women. There was a net decrease of 1 Asian. There were no Asians at this level as of September 30, 2000.

At the GS/GM-14 level, there was an increase of 13.4% or 9 employees (from 58 to 67). The percentage of minorities decreased from 10.3% to 11.9% and the percentage for women increased from 31.0% to 37.3%. There was a net increase of 1 Hispanic, 2 Asians and 7 women, while there was a net decrease of 1 American Indian. Blacks remained the same at 4. As of September 30, 2000 there were no 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 September 30, 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 September 30, 2000.

There was an increase of 2.1% or 1 employee (from 46 to 47) in supervisory and managerial positions. Minority representation increased from 10.9% to 12.8%, and the representation for women decreased from 34.8% to 34.0%. There was a net increase of 1 Hispanic, 1 Asian, while there was a net decrease of 1 American Indian. Blacks and women remained the same at 3 and 16, respectively. There were no Asian women or American Indians in these positions as of September 30, 2000.

Employees with targeted disabilities decreased by 20.0% or 1 employee (from 5 to 4). Their representation in the total work force decreased from 0.94% to 0.70%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VIII

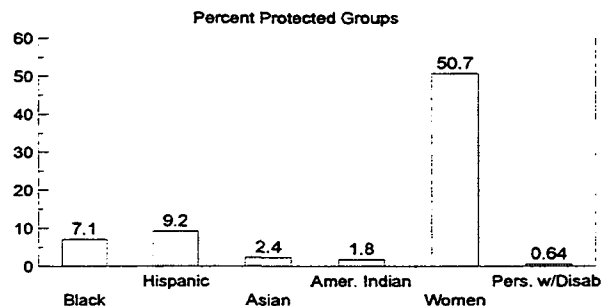
This summary presents a work force profile for Region VIII's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.4%) 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 September 30, 2000, there were 619 employees in Region VIII. Minorities occupied 20.5% of the positions while women occupied 50.7%. Blacks held 7.1% of Region VIII's positions, Hispanics 9.2%, Asians 2.4%, American Indians 1.8%, and Persons with Targeted Disabilities 0.64%. Chart 1 shows the percent distribution of the protected groups of Region VIII's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region VIII's total work force, 62.2% or 385 employees were at grades GS/GM 13-15. Minorities held 12.7% of the positions in this grade group, while women held 41.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 3.6%, Hispanics 5.5%, Asians 2.3%, and American Indians 1.3%.

There were 255 employees at the GS/GM-13 level. Minorities comprised 13.3% and women comprised 43.1%. Among minorities, Blacks held 3.1% of these positions, Hispanics 5.9%, Asians 2.8%, and American Indians 1.6%. Minorities were 9.1% of the 88 employees at the GS/GM-14 level and women were 40.9%. Among minorities, Blacks held 2.3% of the positions, Hispanics 5.7%, and Asians 1.1%. Black men, Asian men and American Indians were not represented at this level. Minorities represented 16.7% of the 42 employees at GS/GM-15 level, while women comprised 33.3%. Among minorities, Blacks held 9.5% of the positions, Hispanics 2.4%, 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. Among minorities American Indians held 14.3%. There were no other minorities in the SES positions.

Of the 59 supervisory and managerial positions in the Region, 11.8% were held by minorities and 32.2% by women. Among the minorities, 3.4% 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 288 employees in the Professional job category, comprising 46.5% 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 2 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 819 Total 95	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	5	9	6	1	38
	# Parity*	4	3	8	1	10
	# Difference	+1	+6	-2	0	+28
Attorney Series 905 Total 46	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	3	2	3	0	23
	# Parity*	2	2	1	1	12
	# Difference	+1	0	+2	-1	+11
Physical Scientist 1301 Total 97	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	1	7	0	2	33
	# Parity*	5	2	4	1	29
	# Difference	-4	+5	-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 78.8% or 227 employees of Region's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 14.1% of the positions and women held 36.1%. Among minorities, Blacks held 4.0% of the positions, Hispanics 6.6%, 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, 3 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: September 30, 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	7	4	5	93
	# Parity*	16	10	5	1	88
Total 175	# Difference	-7	-3	-1	+4	+5
Gen.Admin	Percent CLF	8.9	5.2	2.8	0.5	50
Series 301	# On Board	4	2	1	0	18
	# Parity*	3	2	1	1	13
Total 25	# Difference	+1	0	0	-1	+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.

Further analysis by grade level shows that 55.6% or 158 employees of the Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities hold 10.8% of the positions and women hold 49.4%. Among minorities, Blacks hold 3.2% of the positions, Hispanics 3.8%, Asians 1.3%, and American Indians 2.5%.

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 September 30, 2000, 4 of Region VIII employees, or 0.64%, had targeted disabilities; therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 20.5% and the representation for women increased from 47.0% to 50.7%. There was a net increase of 1 Black, 7 Hispanics, 3 Asians, 5 American Indians and 38 women.

In Professional occupations, there was an increase of 3.8% or 11 employees (from 277 to 288). Minority representation increased from 13.0% to 16.3% and the representation of women increased from 36.1% to 39.2%. There was a net increase of 1 Black, 5 Hispanics, 2 Asians, 3 American Indians and 13 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 20.1% while the representation of women increased from 50.6% to 57.0%. There was an increase of 2 Asians, 2 American Indians and 34 women, while there was a net decrease of 2 Blacks. Hispanics remained the same at 22.

At the GS/GM-13 level, there was an increase of 15.7% or 40 employees (from 215 to 255). Minority representation increased from 11.6% to 13.3% and the representation of women increased from 38.6% to 43.1%. There was a net increase of 2 Blacks, 1 Hispanic, 2 Asians, 4 American Indians and 27 women.

At the GS/GM-14 level, there was an increase of 10.2% or 9 employees (from 79 to 88). Minority representation increased from 7.6% to 9.1% and the representation of women increased from 34.2% to 40.9%. There was a net increase of 2 Hispanics and 9 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 September 30, 2000.

At the GS/GM-15 level, there was an increase of 31.0% or 13 employees (from 29 to 42). Minority representation decreased from 17.3% to 16.7% while the representation of women increased from 27.6% to 33.3%. There was a net increase of 1 Black, 1 Asian and 6 women, while Hispanic and American Indian remained the same at 1. There were no Hispanic women, Asian men, or American Indian men at this level as of September 30, 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 September 30, 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 11.8% and

the representation of women increased from 29.4% to 32.2%. There was a net increase of 1 Asian and 4 women, while there was a net decrease of 1 Black. The representation of Hispanics and American Indians remained the same at 2 and 2, respectively. There were no Hispanic women or Asian men in supervisory and managerial positions as of September 30, 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 0.64%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION IX

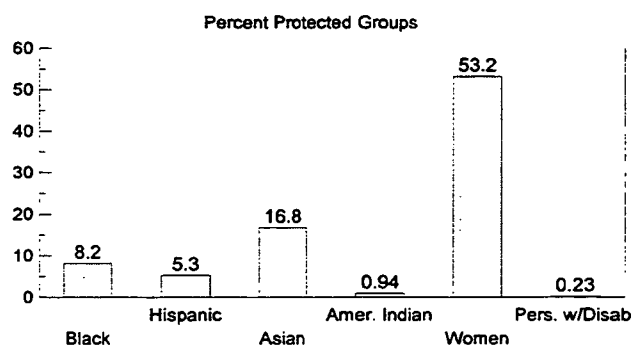
This summary presents a work force profile for Region IX's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.8%) 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 September 30, 2000, there were 846 employees in Region IX. Minorities occupied 31.2% of the positions while women occupied 53.2%. Blacks held 8.2% of the positions, Hispanics 5.3%, Asians 16.8%, American Indians 0.94%, 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, 64.4% percent or 545 employees were at grades GS/GM 13-15. Minorities held 22.8% of the positions in this grade group, while women held 49.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 5.0%, Hispanics 4.8%, Asians 11.9%, and American Indians 1.1%.

There were 376 employees at the GS/GM-13 level. Minorities comprised 24.5% while women comprised 51.1%. Among minorities, Blacks held 4.5% of the positions, Hispanics 5.3%, Asians 13.3%, and American Indians 1.3%. Minorities were 22.7% of the 128 employees at the GS/GM-14 level while women were 43.0%. Among minorities, Blacks held 7.0% of the positions, Hispanics 3.9%, Asians 10.9%, and American Indians 0.78%. There were no American Indian men at the GS-14 level. Minorities represented 7.3% of the 41 employees at the GS/GM-15 level, while women comprised 48.8%. Among minorities, Blacks held 2.4% of the positions, Hispanics 2.4%, and Asians 2.4%. There were no Black men, Hispanic men, Asian

women or American Indians at this level.

Of the 8 SES positions in Region IX, 37.5% were held by minorities and 62.5% by women. Among minorities, Hispanics held 12.5% of the positions and Asians held 25.0%. There were no Hispanic women, Blacks, or American Indians in SES positions.

Of the 76 supervisory and managerial positions in Region IX, 25.0% were held by minorities and 47.4% by women. Among the minorities, 5.3% of the positions were occupied by Blacks, 7.9% by Hispanics, and 11.8% by Asians. There were no Black women, American Indian men, or American Indian women in this group.

PROFESSIONAL POSITIONS: Region IX had 365 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 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer Series 0819 Total 129	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	4	6	28	2	48
	# Parity*	5	4	10	1	13
	# Difference	-1	+2	+18	+1	+35
Attorney Series 905 Total 60	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	4	3	5	1	32
	# Parity*	2	2	1	1	15
	# Difference	+2	+1	+4	0	+17
Phy.Scient. Series 1301 Total 117	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	6	4	9	0	54
	# Parity*	6	3	4	1	34
	# Difference	0	+1	+5	-1	+20

**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 76.4 % or 279 employees of Region IX's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 20.1% of the positions and women held 45.5%. Among minorities, Blacks held 4.7% of the positions,

Hispanics 3.6%, Asians 10.8%, and American Indians 1.1%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS - Region IX had 412 employees in the Administrative job category, comprising 48.7% 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 and 2 women in the General Administration series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: September 30, 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	13	29	4	129
	# Parity*	22	13	7	2	124
	Total 247					
	# Difference	-2	0	+22	+2	+5
Gen.Admin	Percent CLF	8.9	5.2	2.8	0.5	50
Series 301	# On Board	5	3	7	0	24
	# Parity*	5	3	2	1	26
	Total 51					
	# Difference	0	0	+5	-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 64.6% or 266 employees of Region IX's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 25.6% of the positions and women held 52.6%. Among minorities, Blacks held 5.3% of the positions, Hispanics 6.0%, Asians 13.2%, and American Indians 1.1%. 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 September 30, 2000, 2 Region IX employees, or 0.23%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 decrease of 1.7% or 15 employees in its total work force (from 861 to 846). The representation of minorities increased from 30.2% to 31.2% while the representation of women decreased from 54.4% to 53.2%. There was a net increase of 7 Asians and a net decrease of 1 Black, 2 Hispanics and 18 women. American Indians remained the same at 8, respectively.

In Professional occupations, there was a decrease of 1.6% or 6 employees (from 371 to 365). Minority representation increased from 22.1% to 23.3%, while the representation of women decreased from 44.5% to 43.8%. There was a net increase of 5 Asians and 1 American Indian, while there was a net decrease of 1 Black, 2 Hispanics and 5 women.

In Administrative occupations, there was an increase of .072% or 3 employees (from 409 to 412). Minority representation increased from 28.8% to 30.6% and the representation of women decreased from 56.0% to 55.1%. There was a net increase of 5 Blacks, 1 Hispanic and 3 Asians, while there was a net decrease of 1 American Indian and 2 women. There were no American Indian women as of September 30, 2000.

At the GS/GM-13 level, there was an increase of 25.3% or 95 employees (from 281 to 376). Minority representation increased from 20.3% to 24.5% and the representation of women increased from 49.1% to 51.1%. There was a net increase of 2 Blacks, 8 Hispanics, 22 Asians, 3 American Indians and 54 women.

At the GS/GM-14 level, there was an increase of 10.9% or 14 employees (from 114 to 128). The percentage of minorities increased from 14.0% to 22.7% and the percentage for women remained the same at 43.0%. There was a net increase of 8 Blacks, 2 Hispanics, 3 Asians and 6 women. American Indian remained the same at 1. There were no American Indian men at this level as of September 30, 2000.

At the GS/GM-15 level, there was an increase of 12.2% or 5 employees (from 36 to 41). The percentage of minorities decreased from 11.1% to 7.3% while the percentage of women increased from 44.4% to 48.8%. There was a net increase of 1 Black and 4 women, while there was a net decrease of 2 Asians. Hispanic remained the same at 1. There were no Black men, Hispanic men, Asian women, American Indian men, or American Indian women at this level as of September 30, 2000.

The SES members increased by 12.5% or 1 employee (from 7 to 8). The representation of minorities increased from 0% to 37.5% and the percentage for women increased from 57.1% to 62.5%. 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 September 30, 2000.

There was a decrease of 8.4% or 7 employees (from 83 to 76) in supervisory and managerial

positions. Minority representation increased from 16.9% to 25.0%, while the representation of women decreased from 51.8% to 47.4%. There was a net increase of 4 Blacks and 2 Hispanics, while there was a net decrease of 1 Asian and 7 women. There were no Black women, American Indian men, or American Indian women in these positions as of September 30, 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%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION X

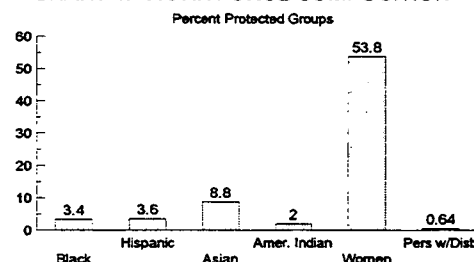
This summary presents a work force profile for Region X's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.2%) 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 September 30, 2000 there were 617 employees in Region X. Minorities occupied 17.7% of the positions while women occupied 53.8%. Blacks held 3.4% of the positions, Hispanics 3.6%, Asians 8.8%, American Indians 2.0%, and Persons with Targeted Disabilities 0.64%. Chart 1 shows the percent distribution of the groups of the Region's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region X's total work force, 57.7% percent or 356 employees were at grades GS/GM 13-15. Minorities held 10.4% of the positions in this grade group, while women held 41.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 1.7%, Hispanics 2.8%, Asians 5.1%, and American Indians 0.84%.

There were 239 employees at the GS/GM-13 level. Minorities comprised 10.9% and women 42.3%. Among minorities, Blacks held 1.3% of the positions, Hispanics 2.9%, Asians 5.9%, and American Indians 0.84. Minorities were 11.0% of the 91 employees at the GS/GM-14 level and women were 39.6%. Among minorities, Blacks held 2.2% of the positions, Hispanics 3.3%, and Asians 4.4% and American Indians 1.1%. There were no Black men or American Indian men at the GS-14 level. 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 5 SES positions in Region X, minorities held 20.0%. Blacks held 20.0%. There were no women, Hispanics, Asians or American Indians women at this level.

Of the 49 supervisory and managerial positions in Region X, 12.2% were held by minorities and 40.8% by women. Among the minorities, 6.1% of the positions were occupied by Blacks and 6.1% by Asians. There were no Hispanics or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region X had 248 employees in the Professional job category, comprising 40.2% 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 3 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng. Series 819 Total 77	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	0	1	10	1	30
	# Parity	3	3	6	1	8
	# Difference	-3	-2	+4	0	+22
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 72	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	1	3	5	0	32
	# Parity	4	2	3	1	21
	# Difference	-3	+1	+2	-1	+11

**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 74.2 % or 184 employees of the Professional work force in Region X were at grades GS/GM 13-15. In this grade grouping, minorities held 11.4% of the positions and women held 39.7%. Among minorities, Blacks held 1.6% of the positions, Hispanics 3.8%, and Asians 6.0%. 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 51.1% 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 2 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: September 30, 2000

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Prot. Specialist Series 028 Total 194	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	6	9	13	7	102
	# Parity*	18	11	6	1	97
	# Difference	-12	-2	+7	+6	+5
Prog. Mgr. Series 340 Total 52	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	3	0	3	1	23
	# Parity*	5	3	2	1	26
	# 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 54.6% or 172 employees of the Region's Administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 9.3% of the positions and women hold 43.6%. Among minorities, Blacks hold 1.7% of the positions, Hispanics 1.7%, Asians 4.1%, and American Indians 1.7%.

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 September 30, 2000, 4 of Region X employees, or 0.64%, had targeted disabilities; therefore, this groups was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 2000: *The reference period of September 30, 1997 to September 30, 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 2.1% or 13 employees in its total work force (from 604 to 617). The representation of minorities increased from 14.4% to 17.7% and the representation for women increased from 51.8% to 53.8%. There was a net increase of 3 Blacks, 2 Hispanics, 14 Asians, 3 American Indians and 19 women.

In Professional occupations, there was an increase of 2.8% or 7 employees (from 241 to 248). Minority representation increased from 11.2% to 14.1% and the representation of women increased from 41.5% to 44.4%. There was a net increase of 2 Hispanics, 6 Asians, 1 American Indian and 10 women, while Blacks decreased by 1.

In Administrative occupations, there was an increase of 6.7% or 21 employees (from 294 to 315). Minority representation increased from 14.3% to 18.1% and the representation for women increased from 52.0% to 55.2%. There was a net increase of 7 Blacks, 2 Hispanics, 5 Asians, 1 American Indian and 21 women.

At the GS/GM-13 level, there was an increase of 13.8% or 33 employees (from 206 to 239). Minority representation increased from 6.3% to 10.9% and the representation for women increased from 40.3% to 42.3%. There was a net increase of 11 Asians, 2 American Indians and 18 women. Blacks and Hispanics remained the same at 3 and 7, respectively.

At the GS/GM-14 level, there was an increase of 13.2% or 12 employees (from 79 to 91). The percentage of minorities decreased from 11.4% to 11.0% while the percentage of women increased from 34.2% to 39.6%. 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 September 30, 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 September 30, 2000.

The SES members decreased by 20.0% or 1 employee (from 6 to 5). Minority representation increased from 0% to 20.0% while the percentage of women decreased from 16.7% to 0%. 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.

Supervisory and management positions increased by 2.0% or 1 employee (from 48 to 49). Minority representation decreased from 12.5% to 12.2%, while the representation of women decreased from 41.7% to 40.8%. There was a net increase of 1 Black, while there was a net decrease 1 Hispanic. Asians and women remained the same at 3 and 20, respectively. There were no Hispanics or American Indians in these positions as of September 30, 2000.

Employees with targeted disabilities increased by 50.0% or 2 employees (from 2 to 4). Their representation in the total work force decreased from 0.33% to 0.64%.