U.S. Environmental Protection Agency
Office of Civil Rights

Work Force Status
And
Analysis Reports

September 30, 1999

U.S. ENVIRONMENTAL PROTECTION AGENCY
AGENCY WIDE

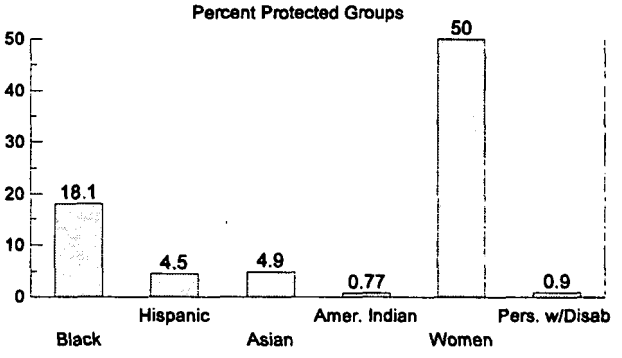
This summary presents a work force profile for the U.S. Environmental Protection Agency (EPA)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (89.6%) 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, 1999, there were 18,121 employees in EPA. Minorities occupied 28.3% of the positions while women occupied 50.0%. Blacks held 18.1% of the positions, Hispanics 4.5%, Asians 4.9%, American Indians 0.77, and Persons with Targeted Disabilities 0.9%. 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, 60.1% percent or 10,892 employees were at grades GS/GM 13-15. Minorities held 19.9% of the positions in this grade group, while women held 40.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 11.0%, Hispanics 3.6%, Asians 4.7%, and American Indians 0.61%.

There were 6,273 employees at the GS/GM-13 level. Minorities comprised 23.3% while women comprised 43.0%. Among minorities, Blacks held 12.9% of the positions, Hispanics 4.0%, Asians 5.6%, and American Indians 0.84%. Minorities were 17.1% of the 2,905 employees at the GS/GM-14 level while women were 38.8%. Among minorities, Blacks held 9.4% of the positions, Hispanics 3.4%, Asians 4.1%, and American Indians 0.31%. Minorities represented 12.0% of the 1,714 employees at the GS/GM-15 level, while women comprised 33.7%. Among minorities, Blacks held 6.8% of the positions, Hispanics 2.6%, Asians 2.3%, and American Indians 0.24%.

Of the 272 SES positions in EPA, 12.1% were held by minorities and 29.4% by women. Among minorities, Blacks held 8.1% of the positions, Hispanics 2.2%, Asians 1.5%, and American Indians 0.37%. There were no Hispanic or American Indian women in SES positions.

Of the 1,888 supervisory and managerial positions in EPA, 14.1% were held by minorities and 35.8% by women. Among the minorities, Blacks occupied 8.2% of the positions, Hispanics 3.1%, Asians 2.6%, and American Indians 0.26%.

PROFESSIONAL POSITIONS: EPA had 8,796 employees in the Professional job category, comprising 48.5% 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. Seven of the twelve series show under representation which can be eliminated with the addition of 19 women, 2 Hispanics, and 1 American Indian in the Economist series 110; 5 Hispanics, 33 Asians, and 25 women in the Biologist series 401; 3 Hispanics, 1 American Indian, and 15 women in the Toxicologist series 415; 6 Hispanics in the Accountant series 510; 5 Hispanics, 4 Asians, and 22 women in the Auditor series 511; 3 Hispanics,10 Asians, and 1 American Indian in General Health Science series 0601; 14 Asians in the Contracting and Procurement series 1102; and 3 Hispanics in the Geologist series 1350.

There were no American Indians in the Economist, Toxicologist, or General Health Scientist series, and there were no Hispanics in the Geologist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Economist	Percent CLF	4.6	2.8	3.2	0.2	43.9
Series 0110	# On board	6	2	9	0	35
Total: 124	# Parity*	6	4	4	1	54
	# Difference	0	-2	+5	-1	-19
Biologist	Percent CLF	3.9	3.2	7.3	0.4	41.7
Series 0401	# On board	55	20	22	9	289
Total: 752	# Parity*	30	25	55	4	314
	# Difference	+25	-5	-33	+5	-25
Toxicologist	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series 0415	# On board	9	3	28	0	57
Total: 169	# Parity*	7	6	24	1	72
	# Difference	+2	-3	+4	-1	-15

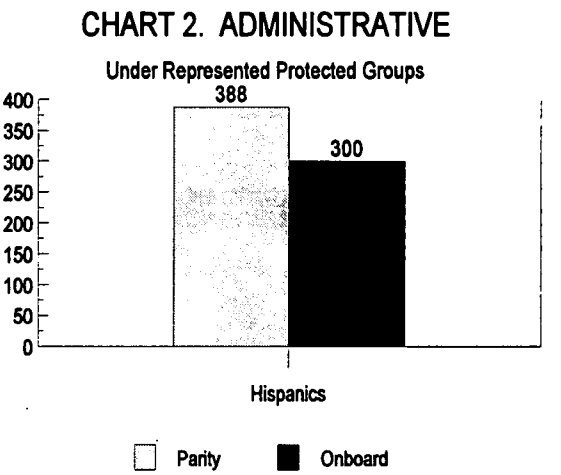
Accountant	Percent CLF	6.7	4.2	5.4	0.3	52.7
Series 0510	# On board	47	2	13	1	97
Total: 182	# Parity*	13	8	10	1	96
	# Difference	+34	-6	+3	0	+1
Auditor	Percent CLF	6.7	4.2	5.4	0.3	52.7
Series 0511	# On board	49	5	9	1	96
Total: 224	# Parity*	15	10	13	1	118
	# Difference	+34	-5	-4	0	-22
Gen. Health Sci.	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series 0601	# On board	7	1	5	0	44
Total: 100	# Parity*	4	4	15	1	43
	# Difference	+3	-3	-10	-1	+1
Environmental Engineer	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series 0819	# On board	162	151	213	9	603
Total: 2148	# Parity*	74	65	162	7	211
	# Difference	+88	+86	+51	+2	+392
Chemical Engineer	Percent CLF	3.5	2.8	6.8	0.1	11.1
Series 0893	# On board	10	12	26	1	52
Total: 163	# Parity*	6	5	12	1	19
	#Difference	+4	+7	+14	0	+33
Contract/ Procurement	Percent CLF	5.6	3.5	5.4	0.4	37.0
Series 1102	# On board	93	13	4	3	189
Total: 316	# Parity*	18	12	18	2	117
	# Difference	+75	+1	-14	+1	+72
Gen. Physical Science	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On board	140	82	95	18	727
Total: 2061	# Parity	95	40	69	9	598
	# Difference	+45	+42	+26	+9	+129
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series 1320	# On board	39	26	65	2	211
Total: 628	# Parity	39	21	62	2	173
	# Difference	0	+5	+3	0	+38

Geologist	*Percent CLF*	1.1	2.4	1.8	0.3	14.4
Series 1350	*#On board*	4	0	2	1	18
Total: 104	*# Parity*	2	3	2	1	15
	# Difference	+2	-3	0	0	+3

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

An analysis by grade level shows that 72.4% or 6,371 employees of EPA's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 17.1% of the positions and women held 32.5%. Among minorities, Blacks held 7.0% of the positions, Hispanics 3.8%, Asians 5.9%, and American Indians 0.46%.

ADMINISTRATIVE POSITIONS: EPA had 7,444 employees in the Administrative job category, comprising 41.1% of its total work force. Hispanics were under represented while Blacks, Asians, American Indians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity, EPA should add 88 Hispanics.



Further analysis by grade level shows that 60.7% or 4,521 employees of EPA's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.8% of the positions and women held 51.6%. Among minorities, Blacks held 16.7% of the positions, Hispanics 3.4%, Asians 2.9%, and American Indians 0.82%.

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, 1999, 163 EPA employees, or 0.9%, had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

EPA had a net increase of 3.9% or 675 employees in its total work force (from 17,446 to 18,121). The representation of minorities increased from 26.7% to 28. 3% and the representation of women increased from 49.4% to 50.0%. There was a net increase of 184 Blacks, 99 Hispanics, 135Asians,

44 American Indians, and 444 women.

In Professional occupations, there was an increase of 4.2% or 358 employees (from 8,438 to 8,796). Minority representation increased from 18.7% to 20.1%, while the representation of women increased from 34.3% to 35.3%. There was a net increase of 29 Blacks, 51 Hispanics, 84 Asians, 24 American Indians, and 210 women.

In Administrative occupations, there was an increase of 8.4% or 576 employees (from 6,868 to 7,444). Minority representation increased from 27.1% to 30.2% and the representation of women increased from 56.2% to 58.2%. There was a net increase of 264 Blacks, 57 Hispanics, 46 Asians, 20 American Indians, and 472 women.

At the GS/GM-13 level, there was an increase of 15.2% or 828 employees (from 5,445 to 6,273). Minority representation increased from 21.4% to 23.3% and the representation of women increased from 42.0% to 43.0%. There was a net increase of 155 Blacks, 39 Hispanics, 78 Asians, 28 American Indians, and 414 women.

At the GS/GM-14 level, there was an increase of 7.9% or 213 employees (from 2,692 to 2,905). Minority representation increased from 13.9% to 17.1% and the representation of women increased from 37.4% to 38.8%. There was a net increase of 51 Blacks, 35 Hispanics, 36 Asians, 3 American Indian and 120 women.

At the GS/GM-15 level, there was an increase of 13.1% or 198 employees (from 1,516 to 1,714). Minority representation increased from 10.3% to 12.0% and the representation of women increased from 30.6% to 33.7%. There was a net increase of 34 Blacks, 13 Hispanics, 2 Asians, 1 American Indian, and 113 women.

At the SES level there was an increase of 4.6% or 12 employees (from 260 to 272). Minority representation increased from 8.9% to 12.1% and the representation of women increased from 26.9% to 29.4%. There was a net increase of 5 Blacks, 4 Hispanics, 2 Asians, and 10 women, while American Indians decreased by 1. There were no Hispanic women or American Indian women at the SES level as of September 30, 1999.

There was a decrease of 2.5% or 49 employees (from 1,937 to 1,888) in supervisory and managerial positions. Minority representation increased from 14.0% to 14.1% and women increased from 35.0% to 35.8%. There was a net increase of 9 Hispanics, while Blacks and Asians, American Indian and women had a net decrease of 9,3, 1 and 3 respectively.

Employees with targeted disabilities had a net increase of 10.1% or 15 employees (from 148 to 163). Their representation in the total work force increased from 0.85% to 0.90%.

Work Force Status Report
September 30, 1999

Office of the Administrator

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF THE ADMINISTRATOR

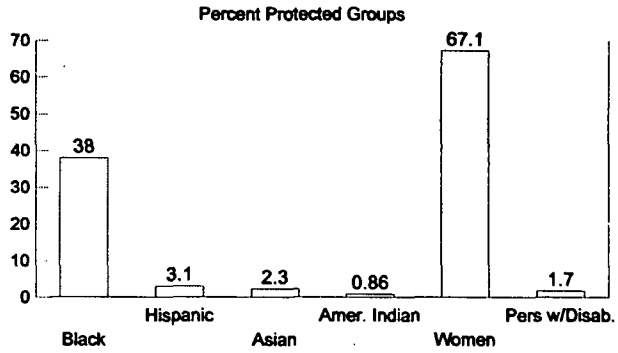
This summary presents a work force profile for the Office of the Administrator's (AO) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (85.7%) 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, 1999, there were 350 employees in AO. Minorities occupied 44.3% of AO's positions, while women occupied 67.1%. Blacks held 38.0% of AO's positions, Hispanics 3.1%, Asians 2.3%, American Indians 0.86%, and Persons with Targeted Disabilities 1.7%. 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, 51.1% percent or 179 employees were at grades GS/GM 13-15. Minorities held 29.6% of the positions in this grade group, while women held 61.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 18.4%, Hispanics 5.6%, Asians 4.5%, and American Indians 1.1%. There were no American Indian men in this grade group.

There were 49 employees at the GS/GM-13 level. Minorities comprised 42.9% and women comprised 79.6%. Among minorities, Blacks held 26.5% of the positions, Hispanics 6.1%, Asians 8.2%, and American Indians 2.0%. There were no American Indian men at this level. Minorities were 24.6% of the 69 employees at the GS/GM-14 level and women are 60.9%. Among minorities, Blacks held 14.5% of the positions, Hispanics 4.4%, Asians 4.4%, and American Indians 1.5%. There were no American Indian men. Minorities represented 24.6% of the 61 employees at the GS/GM-15 level, while women comprised 47.5%. Among minorities, Blacks held 16.4% of the positions, Hispanics 6.6%, and Asians 1.6%. There were no Asian women, American Indian men,

or American Indian women at this level.

Of the 19 SES positions in AO, 26.3% were held by minorities and 42.1% by women. Among minorities, Blacks held 21.1% of the positions and Hispanics held 5.3%. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 41 supervisory and managerial positions in AO, 31.7% were held by minorities and 53.7% by women. Among the minorities, 24.4% of the positions were occupied by Blacks and 7.3% by Hispanics. There were no Asian men, Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: AO had 56 employees in the Professional job category, comprising 16.0% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in AO. Table 1 shows the protected groups in Attorney series 905. Under representation in this job series can be eliminated with the addition of 1 American Indian.

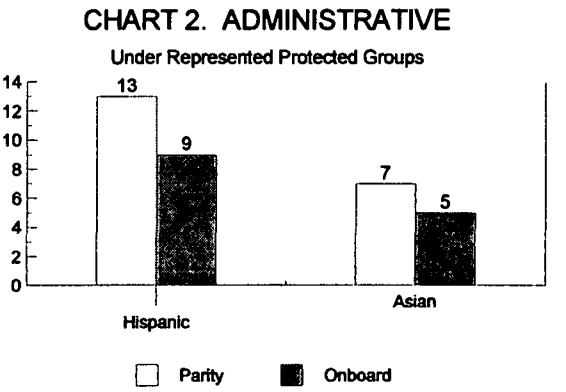
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

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

**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 67.9 % or 38 employees of AO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 15.8% of the positions and women held 31.6%. Among minorities, Blacks held 2.6% of the positions, Hispanics 5.3%, and Asians 7.9%. There were no Black men, Hispanic women, Asian women, American Indian men, or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: AO had 244 employees in the Administrative job category, comprising 69.7% of its total work force. Hispanics and Asians were under represented while Blacks, American Indians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity in this job category, AO should add 4 Hispanics and 2 Asians.



Further analysis by grade level shows that 57.8% or 141 employees of AO's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 33.3% of the positions and women held 69.5%. Among minorities, Blacks held 22.7% of the positions, Hispanics 5.7%, Asians 3.6%, and American Indians 1.4%. 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, 1999, 6 AO employees or 1.7% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

AO had a net increase of 20.7% or 60 employees in its total work force (from 290 to 350). The representation of minorities increased from 42.1% to 44.3% and the representation for women increased from 66.6% to 67.1%. There was a net increase of 26 Blacks, 3 Hispanics, 1 Asian, 3 American Indians, and 42 women.

In Professional occupations, there was an increase of 16.7% or 8 employees (from 48 to 56). Minority representation remained at12.5%, while the representation for women decreased from 35.4% to 30.4%. There was a net increase of 1 Hispanic and 1 Asian and a net decrease of 1 Black. Women remained the same at 17. There were no Black men, Hispanic women, Asian women, American Indian men, or American Indian women in Professional occupations as of September 30, 1999.

In Administrative occupations, there was an increase of 29.9% or 57 employees (from 187 to 244). Minority representation increased from 40.1% to 45.5% and the representation for women increased from 69.0% to 71.3%. There was a net increase of 32 Blacks, 2 Hispanics, 2 American Indians, and 45 women, while Asians remained the same at 5. There were no American Indian men in Administrative occupations as of September 30, 1999.

At the GS/GM-13 level, there was an increase of 28.9% or 11 employees (from 38 to 49). Minority representation increased from 34.2% to 42.9% and the representation for women increased from 76.3% to 79.6%. There was a net increase of 5 Blacks, 2 Asians, 1 American Indian, and 10 women, while Hispanics remained the same at 3. There were no American Indian men at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 19.0% or 11 employees (from 58 to 69). The percentage of minorities decreased from 27.6% to 24.6% and the percentage for women decreased from 67.2% to 60.9%. There was a net increase of 1 Hispanic, 1 Asian, 1 American Indian, and 3

women, while Blacks had a net decrease of 2. There were no American Indian men at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 69.4% or 25 employees (from 36 to 61). The percentage of minorities increased from 19.4% to 24.6% and the percentage for women increased from 33.3% to 47.5%. There was a net increase of 6 Blacks, 2 Hispanics, and 17 women, while Asians remained the same at 1. There were no Asian women, American Indian men, or American Indian women at this level as of September 30, 1999.

The SES members increased by 11.8% or 2 employees (from 17 to 19). The representation of minorities increased from 17.6% to 26.3% and the representation for women increased from 29.4% to 42.1%. There was a net gain of 1 Black, 1 Hispanic, and 3 women. Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of September 30, 1999.

There was a decrease of 10.9% or 5 employee (from 46 to 41) in supervisory and managerial positions. Minority representation increased from 30.4% to 31.7%, while the representation for women increased from 50.0% to 53.7%. There was a net increase of 1 Hispanic, while Blacks, Asians, and women each had a net decrease of 1. There were no Asian men, Asian women, American Indian men, or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities remained at 6 employees. Their representation in the total work force decreased from 2.1% to 1.7%.

Work Force Status Report
September 30, 1999

Office of Administration and Resources Management

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

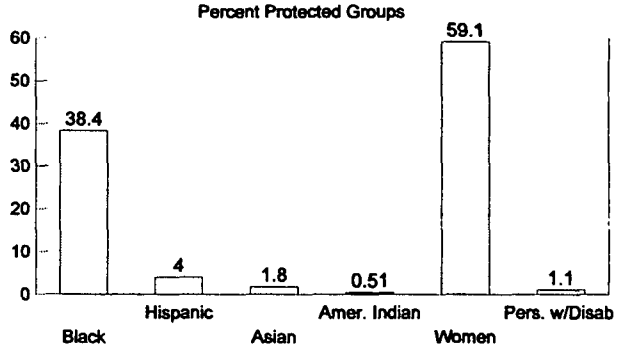
This summary presents a work force profile for the Office of Administration and Resources Management's (OARM) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (89.1%) 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, 1999, there were 979 employees in the OARM. Minorities occupied 44.7% of OARM's positions, while women occupied 59.1%. Among minorities, Blacks held 38.4% of OARM's positions, Hispanics 4.0%, Asians 1.8%, American Indians 0.51%, and Persons with Targeted Disabilities 1.1%. 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 62.1% percent or 608 employees were at grades GS/GM 13-15. Minorities held 36.3% of the positions in this grade group, while women held 52.3%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 29.0%, Hispanics 4.9%, Asians 2.1%, and American Indians 0.33%.

There were 268 employees at the GS/GM-13 level. Minorities comprised 44.0% and women comprised 61.9%. Among minorities, Blacks held 35.8% of the positions, Hispanics 5.6%, Asians 2.2%, and American Indians 0.37%. There were no American Indian men at this level. Minorities, were 31.9% of the 213 employees at the GS/GM-14 level and women were 47.0%. Among minorities, Blacks held 25.8% of the positions, Hispanics 3.3%, Asians 2.4%, and American Indians 0.47%. There were no American Indian women at this level. Minorities represented 27.6% of the 127 employees at the GS/GM-15 level, while women comprised 40.9%. Among minorities, Blacks held 19.7% of the positions, Hispanics 6.3%, and Asians 1.6%. There were no American Indian

men or American Indian women at this level.

Of the 23 SES positions in OARM, 13.0% were held by minorities and 26.1% by women. Among the minorities, Blacks held 4.4% of the positions and Hispanics held 8.7%. There were no Black women, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 137 supervisory and managerial positions in OARM, 19.7% were held by minorities and 40.2% by women. Among the minorities, 14.6% of the positions were occupied by Blacks, 4.4% by Hispanics, and 0.73% by Asians. There were no Asian men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OARM had 271 employees in the Professional job category, comprising 27.7% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OARM. Table 1 shows the protected groups in Contract & Procurement series 1102. Under representation in this job series can be eliminated with the addition of 3 Asians.

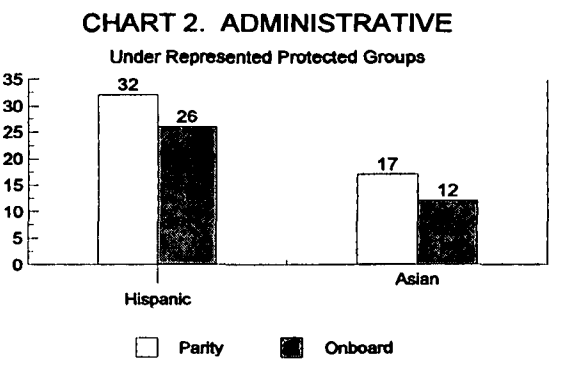
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Contr. & Proc.	Percent CLF	5.1	4.2	2.1	0.4	45.9
Series	# On Board	69	9	2	1	129
1102	# Parity*	11	9	5	1	94
Total 204	# Difference	+58	0	-3	0	+35

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

An analysis by grade level shows that 66.4 % or 180 employees of OARM's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 30.6% of the positions and women held 48.9%. Among minorities, Blacks held 23.3% of the positions, Hispanics 5.0%, and Asians 2.2%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OARM had 601 employees in the Administrative job category, comprising 61.4% of its total work force. Hispanics, and Asians were under represented while Blacks, American Indians and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity for these protected groups in this job category, OARM should add 6



Hispanics and 5 Asians.

Further analysis by grade level shows that 71.2% or 428 employees of OARM's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 38.8% of the positions and women held 53.7%. Among minorities, Blacks held 31.3% of the positions, Hispanics 4.9%, Asians 2.1%, and American Indians 0.47%.

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, 1999, 11 OARM employees or 1.1% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OARM had a net decrease of 0.41% or 4 employees in its total work force (from 983 to 979). The representation of minorities increased from 41.7% to 44.7% and the representation for women increased from 57.6% to 59.1%. There was a net increase of 10 Blacks, 11 Hispanics, 4 Asians, 3 American Indians, and 13 women.

In Professional occupations, there was a decrease of 5.9% or 17 employees (from 288 to 271). Minority representation increased from 37.5% to 39.1% and the representation for women decreased from 55.6% to 55.4%. There was a net increase of 3 Hispanics and 2 Asians, while Blacks had a net decrease of 7 and women had a net decrease of 10. American Indians remained the same at 1.

In Administrative occupations, there was an increase of 5.3% or 30 employees (from 571 to 601). Minority representation increased from 38.4% to 43.4% and the representation for women increased from 54.3% to 57.7%. There was a net increase of 27 Blacks, 9 Hispanics, 2 Asians, 4 American Indians, and 37 women.

At the GS/GM-13 level, there was an increase of 5.5% or 14 employees (from 254 to 268). Minority representation increased from 41.3% to 44.0% and the representation for women increased from 60.2% to 61.9%. There was a net increase of 11 Blacks, 2 Hispanics, 1 American Indian and 13 women, while Asians had a net decrease of 1. There were no American Indian men at this level as of September 30, 1999.

At the GS/GM-14 level, the number of employees increased by 0.93% or 2 employees (from 215 to 213). The percentage of minorities increased from 27.9% to 31.9%, while the percentage for women decreased from 47.9% to 47.0%. There was a net increase of 2 Blacks, 3 Hispanics, and 2 Asians, and 1 American Indian, while women had a net decrease of 3. There were no American

Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 8.5% or 10 employees (from 117 to 110). The percentage of minorities increased from 21.4% to 27.6% and the percentage for women increased from 31.6% to 40.9%. There was a net increase of 5 Blacks, 4 Hispanics, 1 Asian, and 15 women. There were no American Indian men or American Indian women at this level as of September 30, 1999.

The SES members increased by 9.5% or 2 employees (from 21 to 23). The representation of minorities increased from 4.8% to 13.0% and the representation for women increased from 19.1% to 26.1%. There was a net gain of 1 Black, 1 Hispanic, and 2 women. 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, 1999.

There was a decrease of 21.3% or 37 employees (from 174 to 137) in supervisory and managerial positions. Minority representation decreased from 22.4% to 19.7%, while the representation for women increased from 39.1% to 40.2%. Hispanics had a net increase of 1 while Blacks and women each had a net decrease of 13. Asians remained the same at 1. There were no Asian men, American Indian men, or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities decreased by 31.3% or 5 employees (from 16 to 11). Their representation in the total work force decreased from 1.6% to 1.1%.

Work Force Status Report
September 30, 1999

Office of Air and Radiation

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

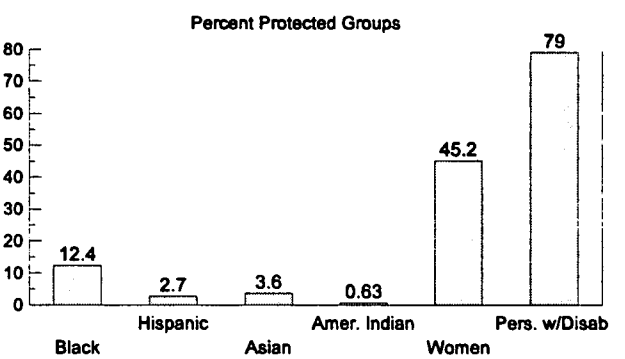
This summary presents a work force profile for the Office of Air and Radiation (OAR)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.6%) 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, 1999, there were 1,264 employees in the OAR. Minorities occupied 19.3% of OAR's positions while women occupied 45.2%. Blacks held 12.4% of OAR's positions, Hispanics 2.7%, Asians 3.6%, American Indians 0.63% and Persons with Targeted Disabilities 0.79%. 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, 67.6% or 854 employees were at grades GS/GM 13-15. Minorities held 14.3% of the positions in this grade group, while women held 38.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 11.6%, Hispanics 2.9%, Asians 3.2%, and American Indians 0.23%.

There were 569 employees at the GS/GM-13 level; minorities comprised 17.9% and women 40.3%. Among minorities, Blacks held 10.2% of the positions, Hispanics 3.0%, Asians 4.4%, and American Indians 0.35%. Minorities were 11.2% of the 125 employees at the GS/GM-14 level and women 35.2%. Among minorities, Blacks held 5.6% of the positions, Hispanics 4.0%, and Asians 1.6%. There were no American Indians at this level. Minorities represented 3.8% of the 160 employees at the GS/GM-15 level, while women comprised 32.5%. Among minorities, Blacks held 1.9% of the positions and Hispanics held 1.9%. There were no Hispanic men, and no Asians or American Indians represented at this level.

Of the 14 SES positions in OAR, 34.1% were held by women. Minorities held 7.1% of the positions with 1 Black male at the SES level. There are no Black women, Hispanics, Asians, or American Indians represented at this level.

Of the 129 supervisory and managerial positions in OAR, 3.9% were held by minorities and 34.1% by women. Among the minorities, 2.3% of the positions were occupied by Blacks and 1.6% by Hispanics. There were no Hispanic men, Asian men, Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OAR had 582 employees in the Professional job category, comprising 46.0% 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, and General Physical Scientist series 1301. Under representation can be eliminated with the addition of 1 Hispanic, 6 Asian and 1 American Indian Environmental Engineers, and 5 Asian and 1 American Indian Mechanical Engineers, and 2 Hispanic Physical Scientists.

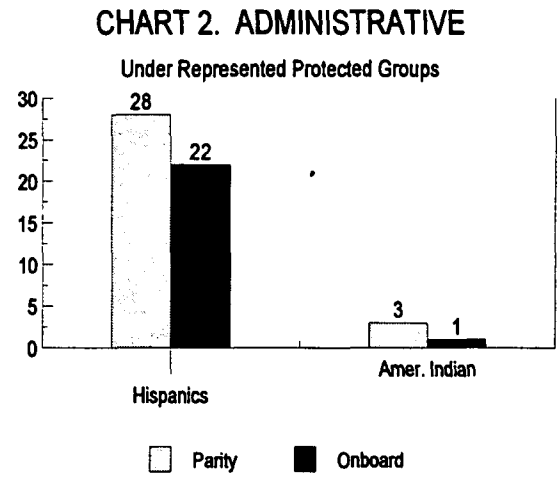
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engr.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	16	6	10	0	49
819	# Parity*	7	7	16	1	20
Total 202	# Difference	+9	-1	-6	-1	+29
Mech. Engr.	Percent CLF	2.7	2.4	5.9	0.2	5.3
Series	# On Board	3	2	0	0	8
830	# Parity*	3	2	5	1	5
Total 83	# Difference	0	0	-5	-1	+3
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	10	1	6	2	48
1301	# Parity*	6	3	5	1	36
Total 122	# Difference	+4	-2	+1	+1	+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 80.4% or 468 employees of OAR's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 11.3% of the positions and women held 25.2%. Among minorities, Blacks held 4.7% of the positions, Hispanics 2.1%, Asians 4.1%, and American Indians 0.43%.

ADMINISTRATIVE POSITIONS - OAR had 538 employees in the Administrative job category, comprising 42.5% of its total work force. Hispanics and American Indians were under represented, while Blacks, Asians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity in this job category, OAR should add 6 Hispanics and 2 American Indian.



Further analysis by grade level shows that 68.4% or 386 employees of OAR's administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 17.9% of the positions and women held 53.6%. Among minorities, Blacks held 11.9% of the positions, Hispanics 3.9%, and Asians 2.1%. There were no American Indians in this grade group.

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

As of Sept 30, 1999, 10 OAR employees or 0.79% had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OAR had a net increase of 0.16% or 2 employees in its total work force (from 1,262 to 1,264). The representation of minorities increased from 18.2% to 19.3% and the representation for women increased from 45.0% to 45.2%. There was a net increase of 3 Blacks, 4 Hispanics, 6 Asians, 1 American Indian, and 3 women.

In Professional occupations, there was a net decrease of 0.50% or 3 employees (from 585 to 582). Minority representation increased from 12.8% to 13.9%, and the representation for women remained the same at 27.2%. There was a net increase of 4 Blacks and 3 American Indians, while Asians remained the same at 26. Hispanics and women had a net decrease of 1 each.

In Administrative occupations, there was an increase of 6.3% or 32 employees (from 506 to 538). Minority representation increased from 19.6% to 21.0% and the representation for women increased from 56.7% to 58.2%. There was a net increase of 4 Blacks, 7 Hispanics, 5 Asians, and 26 women, while American Indians had a net decrease of 2.

At the GS/GM-13 level, there was an increase of 12.9% or 65 employees (from 504 to 569). Minority representation increased from 17.7% to 17.9% and the representation for women decreased from 40.5% to 40.3%. There was a net increase of 10 Blacks, 1 Hispanic, 1 Asian, 1 American Indian, and 25 women.

At the GS/GM-14 level, there was a net increase of 3.3% or 4 employees (from 121 to 125). The percentage of minorities increased from 5.8% to11.2% and the percentage for women decreased from 36.4% to 35.2%. There was a net increase of 3 Blacks, 3 Hispanics, and 2 Asians, while American Indians had a net decrease of 1. Women remained the same at 44. There were no American Indian men or women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 1.3% or 2 employees (from 158 to 160). The percentage of minorities decreased from 5.1% to 3.8% while the percentage for women increased from 31.0% to 32.5%. There was a net increase of 1 Hispanic and 3 women, while Blacks had a net decrease of 3. There were no Hispanic men, Asians or American Indians at this level as of September 30, 1999.

The SES level experienced a decrease of 12.5% or 2 employees (from 16 to 14). Minorities had an increase from no representation to 7.1% with the addition of 1 Black employee. The representation of women decreased from 31.3% to 28.6% with a net decrease of 1. There were no Hispanics, Asians or American Indians represented at this level as of September 30, 1999.

There was a decrease of 3.7% or 5 employees in supervisory and managerial positions (from 129 to 134). Minority representation decreased from 5.2% to 3.9%, while the representation for women increased from 32.1% to 34.1%. There was a net decrease of 2 Blacks. The number of Hispanics in these positions remained the same at 2. There were no Hispanic men, Asians or American Indians in these positions as of September 30, 1999.

Employees with targeted disabilities increased by 11.1% or 1 employee (from 9 to 10). Their representation of the total work force increased from 0.71% to 0.79%.

Work Force Status Report
September 30, 1999

Office of Enforcement and Compliance Assurance

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

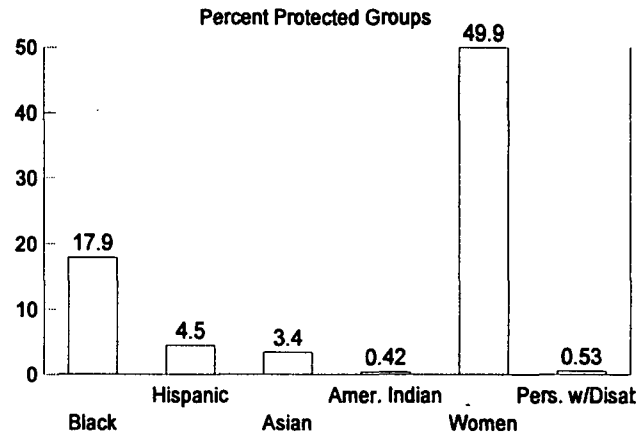
This summary presents a work force profile for the Office of Enforcement and Compliance Assurance (OECA)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.6%) 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, 1999, there were 948 employees in OECA. Minorities occupied 26.3% of the positions while women occupied 49.9%. Blacks held 17.9% of the positions, Hispanics 4.5%, Asians 3.4%, American Indians 0.42%, and Persons with Targeted Disabilities 0.53%. Chart 1 shows the percent distribution of the protected groups in OECA's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OECA's total work force, 74.4% or 705 employees were at grades GS/GM 13-15. Minorities held 21.3% of the positions in this grade group while women held 44.3%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 12.6%, Hispanics 4.7%, Asians 3.6%, and American Indians 0.43%.

Minorities held 30.8% of the GS/GM 13 level positions, while women held 46.7%. Minorities were represented in this grade level as follows: Blacks 19%, Hispanics 6.9%, Asians 4.1%, and American Indians 0.82%. Minorities held 13.2% of the GS/GM 14 level positions, while women held 47.2%. Minorities were represented as follows: Blacks 7.6%, Hispanics 2.5%, and Asians 3.2%. There were no American Indians at this grade level. Minorities held 9.3% of the GS/GM 15 level positions, while women held 36.8%. Minorities were represented as follows: Blacks 4.4%, Hispanics 2.2%, and Asians 2.8%. There were no American Indians at this grade level.

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

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

Of the 127 supervisory and managerial positions in OECA, 13.4% were held by minorities and 33.9% by women. Blacks held 7.9%, Hispanics 3.9%, and Asians 1.6%. There were no Asian men or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OECA had 318 employees in the Professional job category, comprising 33.5% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in 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 Scientists, and 2 Black, 2 Hispanic, 1 Asian, and 1 American Indian Chemists.

There were no American Indians in the Environmental Engineer, Physical Scientist, or Chemist series, no American Indian men in the Attorney series, and no Hispanics in the Physical Scientist series.

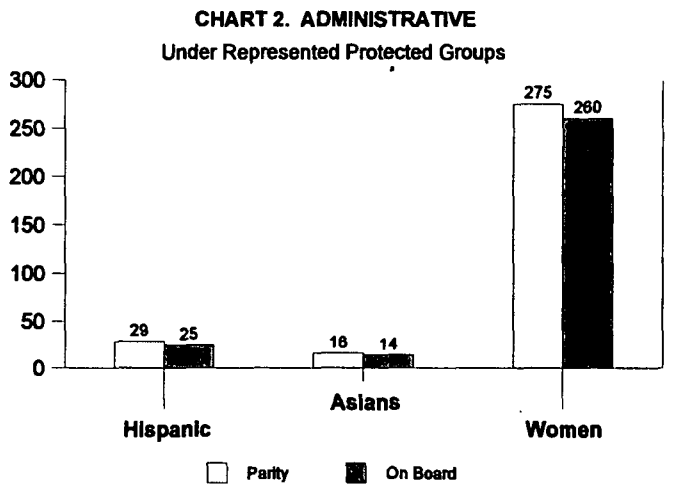
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Engineer	Percent CLF	3.4%	3.0%	7.5%	0.3%	9.8%
	# On board	6	3	4	0	18
Series 819	# Parity*	2	2	4	1	5
Total: 44	# Difference	+4	+1	0	-1	+13
Attorney	Percent CLF	3.4%	2.5%	1.4%	0.2%	24.5%
Series 905	# On board	8	8	2	1	85
Total: 168	# Parity*	6	5	3	1	42
	# Difference	+2	+3	-1	0	+43
Physical Scientist	Percent CLF	4.6%	1.9%	3.3%	0.4%	29%
	# On board	3	0	3	0	12
Series 1301	# Parity*	2	1	2	1	11
Total: 36	# Difference	+1	-1	+1	-1	+1
Chemist	Percent CLF	6.1%	3.2%	9.8%	0.2%	27.4%
Series 1320	# On board	1	0	3	0	10
Total: 34	# Parity	3	2	4	1	10
	# Difference	-2	-2	-1	-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 90.6% or 288 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 43.4%. Blacks held 5.9%, Hispanics 4.5%, Asians 5.6%, and American Indians 0.35%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS: OECA had 550 employees in the Administrative job category, comprising 58% of its total work force. Hispanics, Asians, and women were under represented while Blacks and American Indians were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity, OECA should add 4 Hispanics, 2 Asians, and 15 women.



Further analysis by grade level shows that 75.8% 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 44.8%. Among the minorities, Blacks held 17.3% of the positions, Hispanics 4.8%, Asians 2.2%, and American Indians 0.48%.

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, 1999, 5 OECA employees, or 0.53%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997, to September 30, 1999, is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OECA had a net increase of 0.53%, or 5 employees, in its total work force (from 943 to 948). The representation of minorities increased from 25.5% to 26.3% and the representation of women increased from 48.7% to 49.9%. There was a net increase of 4 Hispanics, 4 Asians, 1 American Indian, and 14 women, while Blacks remained the same at 170.

In Professional occupations, there was an increase of 5.3%, or 16 employees (from 302 to 318). Minority representation decreased from 16.2% to 16.0% while the representation of women increased from 41.7% to 43.4%. There was a net increase of 1 Black, 1 Hispanic, and 12 women, while Asians and American Indians remained the same at 18 and 1, respectively.

In Administrative occupations, there was an increase of 0.36%, or 2, employees (from 548 to 550). Minority representation increased from 23.9% to 25.6% while the representation of women increased from 45.1% to 47.3%. There was a net increase of 4 Blacks, 1 Hispanic, 4 Asians, 1 American Indian, and 13 women.

At the GS/GM 13 level, there was an increase of 20.1% or 61 employees (from 303 to 364). Minority representation increased from 22.8% to 30.8% while the representation of women increased from 43.2% to 46.7%. There was a net increase of 24 Blacks, 14 Hispanics, 2 Asians, 3 American Indians, and 39 women.

At the GS/GM 14 level, there was a decrease of 12.2% or 22 employees (from 181 to 159). Minority representation increased from 10.0% to 13.2% while the representation of women increased from 45.3% to 47.2%. There was a net increase of 3 Asians, while Blacks, Hispanics, and American Indians remained the same at 12,4, and 0, respectively, and women decreased by 7. There were no American Indians at this level as of September 30, 1999.

At the GS/GM 15 level, there was an increase of 22.1% or 33 employees (from 149 to 182). Minority representation decreased 10.1% to 9.3% while the representation of women increased from 32.9% to 36.8%. There was a net increase of 1 Black, 1 Hispanic, and 18 women while Asians and American Indians remained the same at 5 and 0, respectively. There were no American Indians at this level as of September 30, 1999.

The SES members increased by 5.3% or 1 employee (from 19 to 20). The representation of minorities increased from 5.3% to 10% while the representation of women decreased from 26.3% to 20%. There was a net increase of 1 Black and a net decrease of 1 woman. There were no Hispanics, Asians, or American Indians in the SES level as of September 30, 1999.

There was an increase of 12.4% or 14 employees (from 113 to 127) in supervisory and managerial positions. Minority representation increased from 10.6% to 13.4% while the representation of women increased from 33.6% to 33.8%. There was a net increase of 3 Blacks, 2 Hispanics, and 5 women, while Asians and American Indians remained the same at 2 and 0, respectively. There were no Asian men or American Indians in these positions as of September 30, 1999.

Employees with targeted disabilities had a net increase of 1, going from 4 to 5. Their representation in the total work force decreased from 0.42% to 0.53%.

Work Force Status Report
September 30, 1999

Office of the Chief Financial officer

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

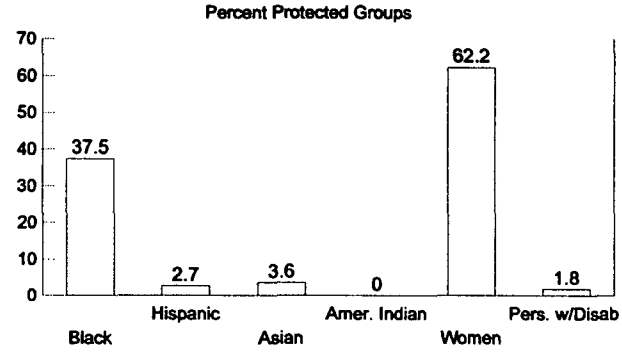
This summary presents a work force profile for the Office of the Chief Financial Officer (OCFO)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (83.5%) 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, 1999, there were 333 employees in OCFO. Minorities occupied 44.8% of the positions while women occupied 62.2%. Blacks held 37.5% of the positions, Hispanics 2.7%, Asians 3.6%, and Persons with Targeted Disabilities 1.8%. 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, 57.4% or 191 employees were at grades GS/GM 13-15. Minorities held 33% of the positions in this grade group, while women held 53.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 24.1%, Hispanics 3.7%, and Asians 5.2%. There were no American Indians in this grade group.

There were 82 employees at the GS/GM-13 level. Minorities comprised 46.3% while women comprised 68.3%. Among minorities, Blacks held 34.2% of the positions, Hispanics 2.4%, and Asians 9.8%. There were no American Indians at this grade level. Minorities were 31.3% of the 64 employees at the GS/GM-14 level while women were 51.6%. Among minorities, Blacks held 23.4% of the positions, Hispanics 6.3%, and Asians 1.6%. There were no American Indians at this grade level. Minorities represented 11.1% of the 45 employees at the GS/GM-15 level, while women comprised 28.9%. Among minorities, Blacks held 6.7% of the positions, Hispanics 2.2%,

and Asians 2.2%. There were no American Indians at this level.

Of the 8 SES positions in OCFO, 12.5% were held by Blacks and 25% by women. There were no Black women, Hispanics, Asians, or American Indians in SES positions.

Of the 63 supervisory and managerial positions in OCFO, 22.2% were held by minorities and 38.1% by women. Among the minorities, 17.5% of the positions were occupied by Blacks, 3.2% by Hispanics, and 1.6% by Asians. There were no American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OCFO had 102 employees in the Professional job category, comprising 30.6% of its work force. This analysis includes the only populous (series with 25 or more employees) Professional occupation in OCFO, Accountant series 510. Table 1 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 3 Hispanics, 1 Asian, and 1 American Indian.

Table 1. Most Populous Professional Occupation by Race, Hispanic Origin, and Women: September 30, 1999

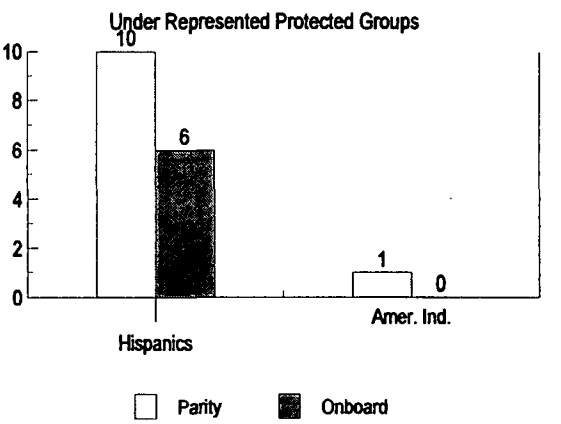
SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Accountant Series 0510 Total 93	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On Board	32	1	5	0	52
	# Parity*	7	4	6	1	50
	# Difference	+25	-3	-1	-1	+2

**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.*

An analysis by grade level shows that 79.4% or 81 employees of OCFO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 39.6% of the positions and women held 53.1%. Among minorities, Blacks held 30.9% of the positions, Hispanics 2.5%, and Asians 6.2%. There were no American Indians in this grade group.

ADMINISTRATIVE POSITIONS: OCFO had 176 employees in the Administrative job category, comprising 52.9% of its total work force. Hispanics and American Indians were under represented while Blacks, Asians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity, OCFO should add 4 Hispanics and 1 American Indian.

CHART 2. ADMINISTRATIVE



Further analysis by grade level shows that 62.5% or 110 employees of OCFO's Administrative

work force were at grades GS/GM 13-15. Of this grade group, minorities held 28.2% of the positions and women held 53.6%. Among minorities, Blacks held 19.1% of the positions, Hispanics 4.6%, and Asians 4.6%. There were no American Indians in this grade group.

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

As of September 30, 1999, 6 OCFO employees, or 1.8%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OCFO had a net increase of 6.1% or 19 employees in its total work force (from 314 to 333). The representation of minorities decreased from 44.9% to 43.8% and the representation of women decreased from 64.0% to 62.2%. There was a net increase of 4 Blacks, 1 Hispanic, and 6 women, while Asians and American Indians remained the same at 12 and 0, respectively. American Indians were absent both years.

In Professional occupations, there was an increase of 4.1% or 4 employees (from 98 to 102). Minority representation increased from 35.7% to 39.2%, and the representation for women decreased from 54.1% to 53.9%. There was a net increase of 4 Blacks, 1 Hispanic, and 2 women, while Asians and American Indians remained the same at 5 and 0, respectively.

In Administrative occupations, there was an increase of 15% or 23 employees (from 153 to 176). Minority representation decreased from 38.6% to 37.5%, while the representation for women decreased from 60.8% to 59.1%. There was a net increase of 7 Blacks and 11 women, while Hispanics, Asians, and American Indians remained the same at 6,5, and 0, respectively.

At the GS/GM-13 level, there was an increase of 5.1% or 4 employees (from 78 to 82). Minority representation increased from 42.3% to 46.3% and the representation of women increased from 66.7% to 68.3%. There was a net increase of 6 Blacks, 1 Asian, and 4 women, while Hispanics had a net decrease of 3 and American Indians remained at 0.

At the GS/GM-14 level, there was an increase of 36.2% or 17 employees (from 47 to 64). The percentage of minorities increased from 21.3% to 31.3%, while the percentage for women increased from 38.3% to 51.6%. There was a net increase of 6 Blacks, 4 Hispanics, and 15 women, while Asians and American Indians remained the same at 1 and 0, respectively.

At the GS/GM-15 level there was an increase of 50.0% or 15 employees (from 30 to 45). The percentage of minorities decreased from 16.7% to 11.1% and the percentage of women decreased

from 36.7% to 28.9%. There was a net increase of 2 women, while Blacks, Hispanics, Asians, and American Indians remained the same at 3, 1, 1, and 0, respectively.

The SES members increased by 100.0% or 4 employees (from 4 to 8). The representation of women decreased from 50% to 25%. The representation of Blacks increased from 0 to 1 or 12.5%. There were no other minorities at the SES level as of September 30, 1999.

Supervisory and managerial employees increased by 18 or 40% (from 45 to 63). Minority representation decreased from 33.3% to 22.2% and the representation of women decreased from 51.1% to 38.1%. There was a net increase of 1 Hispanic and 1 woman and a net decrease of 2 Blacks, while Asians and American Indians remained the same at 1 and 0, respectively.

Employees with targeted disabilities had a net increase of 3 (from 3 to 6). Their representation in the total work force increased from 0.96% to 1.8%.

Work Force Status Report
September 30, 1999

Office of General Counsel

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF GENERAL COUNSEL

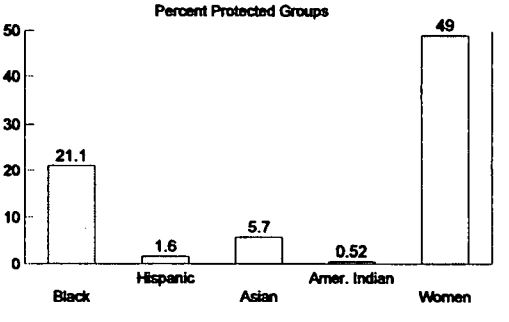
This summary presents a work force profile for the Office of General Counsel's (OGC) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.2%) 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, 1999, there were 194 employees in OGC. Minorities occupied 28.9% of OGC's positions while women occupied 49.0%. Blacks held 21.1% of OGC's positions, Hispanics 1.6%, Asians 5.7%, and American Indians 0.52%. There were no Persons with Targeted Disabilities in OGC's work force. Chart 1 shows the percent distribution of the protected groups in OGC's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OGC's total work force, 72.7% percent or 141 employees were at grades GS/GM 13-15. Minorities held 17.0% of the positions in this grade group, while women held 40.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 7.8%, Hispanics 2.1%, and Asians 7.1%. There were no American Indians in this grade group.

There were 18 employees at the GS/GM-13 level. Minorities comprised 22.2% and women comprised 55.6%. Among minorities, Blacks held 16.7% of the positions and Hispanics 5.6%. There were no Hispanic men, Asian men, Asian women, American Indian men, or American Indian women at this level. Minorities were 30.3% of the 33 employees at the GS/GM-14 level and women were 42.4%. Among minorities, Blacks held 15.2% of the positions, and Asians 15.2%. There were no Hispanics or American Indians at this level. Minorities represented 11.1% of the 90 employees at the GS/GM-15 level, while women comprised 36.7%. Among minorities, Blacks held 3.3% of the positions, Hispanics 2.2%, and Asians 5.6%. There were no Black men, American Indian men, or American Indian women at this level.

Of the 8 SES employees, there were no minorities, and women comprised 37.5% of the positions at this level.

Of the 13 supervisory and managerial positions in OGC, 7.7% were held by minorities and 38.5% by women. Among the minorities, 7.7% of the positions were held by Asians. There were no Blacks, Hispanics, Asian men, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OGC had 157 employees in the Professional job category, comprising 80.9% 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 under representation can be eliminated with the addition of 1 Hispanic Attorney. 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, 1999

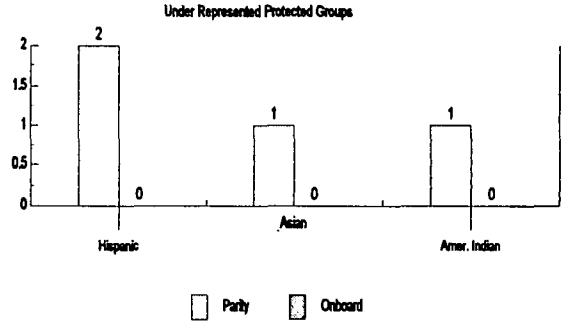
SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	12	3	11	1	63
905	# Parity*	6	4	3	1	38
Total 155	# Difference	+6	-1	+8	0	+25

**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 84.7 % or 133 employees of OGC's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 15.0% of the positions and women held 39.9%. Among minorities, Blacks held 5.3% of the positions, Hispanics 2.3%, and Asians 7.5%. There were no American Indians in this grade group.

ADMINISTRATIVE POSITIONS - OGC had 20 employees in the Administrative job category, comprising 10.3% of its total work force. Hispanics, Asians, and American Indians were under represented while Blacks and women were at parity. There were no Hispanics, Asians or American Indians in this occupational category. Chart 2 shows the under represented groups in Administrative positions. To achieve parity for these protected groups in this job category, OGC should add 2 Hispanics, 1 Asian, and 1 American Indian.

CHART 2. ADMINISTRATIVE



Further analysis by grade level shows that 40.0% or 8 employees of OGC's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 50.0% of the positions and women held 50.0%. 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, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OGC had a net increase of 5.4% or 10 employees in its total work force (from 184 to 194). The representation of minorities increased from 26.6% to 28.9% and the representation for women increased from 48.9% to 49.0%. There was a net increase of 7 Blacks, 2 Asians, 1 American Indian, and 5 women, while the number of Hispanics decreased by 3. There were no American Indian women in the OGC work force as of September 30, 1999.

In Professional occupations, there was an increase of 6.8% or 10 employees (from 147 to 157). Minority representation increased from 14.3% to 17.2%, and the representation for women increased from 39.5% to 40.8%. There was a net increase of 5 Blacks, 2 Asians, 1 American Indian, and 6 women, and a net decrease of 2 Hispanics. There were no American Indian women in Professional occupations as of September 30, 1999.

In Administrative occupations, there was an increase of 17.7% or 3 employees (from 17 to 20). Minority representation increased from 64.7% to 75.0% and the representation for women increased from 70.6% to 75.0%. There was a net increase of 5 Blacks and 3 women, and a net decrease of 1 Hispanic. Asians and American Indians remained the same at 0.0%. There were no Hispanics, Asians, or American Indians in Administrative occupations as of September 30, 1999.

At the GS/GM-13 level, there was an increase of 157.1% or 11 employees (from 7 to 18). Minority representation decreased from 42.9% to 22.2% and the representation for women decreased from 57.1% to 55.6%. There was a net increase of 2 Blacks and 6 women, and a net decrease of 1 Asian. The number of Hispanics and American Indians remained the same at 1 and 0, respectively. There were no Hispanic men, Asians, or American Indians at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 10.0% or 3 employees (from 30 to 33). The percentage of minorities increased from 26.7% to 30.3% and the percentage for women increased from 40.0% to 42.4%. There was a net increase of 3 Asians and 2 women, and a net decrease of 1 Hispanic, while the number of Blacks and American Indians remained the same at 5 and 0,

respectively. There were no Hispanics or American Indians at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 5.9% or 5 employees (from 85 to 90). The percentage of minorities increased from 8.2% to 11.1% and the percentage for women increased from 36.5% to 36.7%. There was a net increase of 2 Blacks, 1 Asian, and 2 women, while the number of Hispanics and American Indians remained at 2 and 0, respectively. There were no Black men, or American Indians at this level as of September 30, 1999.

At the SES level, there was a decrease of 20.0% or 2 employees (from 10 to 8). The percentage of minorities decreased from 10.0% to 0.0%, while the percentage of women increased from 30.0% to 37.5%. The number of women remained the same at 3, while the number of Blacks decreased by 1. There were no minorities at this level in OGC as of September 30, 1999.

There was a decrease of 27.8% or 5 employees (from 18 to 13) in supervisory and managerial positions. Minority representation decreased from 16.7% to 7.7%, and the representation for women increased from 33.3% to 38.5%. There was a net decrease of 1 Black, 1 Hispanic, and 1 woman, while the number of Asians remained the same at 1. There were no Blacks, Hispanics, Asian men, or American Indians in these positions as of September 30, 1999.

Persons with targeted disabilities remain absent from the OGC workforce.

Work Force Status Report

September 30, 1999

Office of the Inspector General

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

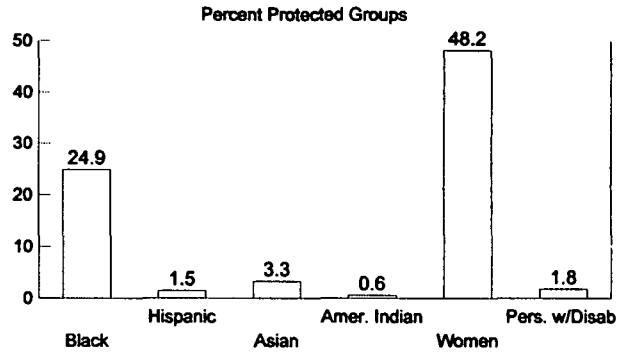
This summary presents a work force profile for the Office of the Inspector General (OIG)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.2%) 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, 1999, there were 334 employees in OIG. Minorities occupied 30.2% of OIG's positions while women occupied 48.2%. Blacks held 24.9% of the positions, Hispanics 1.5%, Asians 3.3%, American Indians 0.60, and Persons with Targeted Disabilities 1.8%. 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, 64.7% or 216 employees were at grades GS/GM 13-15. Minorities held 23.6% of the positions in this grade group, while women held 42.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 18.1%, Hispanics 1.4%, Asians 3.2%, and American Indians 0.93%.

There were 153 employees at the GS/GM-13 level. Minorities comprised 29.4% while women comprised 50.3%. Among minorities, Blacks held 22.2% of the positions, Hispanics 1.3%, Asians 4.6%, and American Indians 1.3%. There were no American Indian women at this level. Minorities were 9.8% of the 41 employees at the GS/GM-14 level, while women were 24.4%. Among minorities, Blacks held 7.3% of the positions and Hispanics 2.4%. There were no Asians or American Indians at this grade level. Minorities represented 9.1% of the 22 employees at the GS/GM-15 level, while women comprised 22.7%. Among minorities, Blacks held 9.1% of the positions. There were no Hispanics, Asians, or American Indians at this level.

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

Of the 24 supervisory and managerial positions in OIG, 20.8% were held by minorities and 29.2% by women. Among the minorities, 20.8% of the positions were occupied by Blacks. There were no Hispanics, Asians, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OIG had 212 employees in the Professional job category, comprising 63.5% 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, 3 Asians, and 20 women.

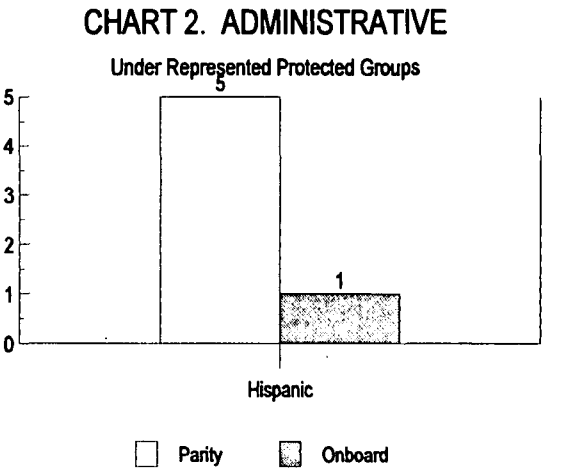
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Auditor Series 0511 Total 203	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On Board	42	4	8	1	87
	# Parity*	14	9	11	1	107
	# Difference	+28	-5	-3	0	-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 74.1% or 157 employees of OIG's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 22.9% of the positions and women held 40.8%. Among minorities, Blacks held 16.6% of the positions, Hispanics 1.9%, Asians 3.8%, and American Indians 0.64%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OIG had 96 employees in the Administrative job category, comprising 28.7% of its total work force. Hispanics were under represented while Blacks, Asians, American Indians, and women were at parity. Chart 2 shows the under represented group in Administrative positions. To achieve parity, OIG should add 4 Hispanics.



Further analysis by grade level shows that 61.5% or 59 employees of OIG's Administrative work force were at grades GS/GM 13-15. Of this grade group,

minorities held 25.4% of the positions and women held 47.5%. Among minorities, Blacks held 22.0% of the positions, Asians 1.7%, and American Indians 1.7%. There were no Hispanics, Asian men, or American Indian women in this grade group.

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

As of September 30, 1999, 6 OIG employees, or 1.8%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OIG had a net decrease of 5.7% or 20 employees in its total work force (from 354 to 334). The representation of minorities increased from 27.7% to 30.2%, while the representation of women increased from 48.0% to 48.2%. There was a net increase of 1 Black, 3 Asians, and 1 American Indian, while Hispanics and women suffered net decreases of 2 and 9, respectively.

In Professional occupations, there was a decrease of 7.4% or 17 employees (from 229 to 212). Minority representation increased from 24.5% to 25.9%, while the representation for women decreased from 43.2% to 41.5%. There was a net increase of 1 Asian and 1 American Indian, while Blacks remained the same at 42 and Hispanics and women decreased by 2 and 11, respectively.

In Administrative occupations, there was an increase of 1.1% or 1 employee (from 95 to 96). Minority representation increased from 28.4% to 31.3% and the representation for women increased from 44.2% to 50%. There was a net increase of 1 Black, 2 Asians, and 6 women, while Hispanics and American Indians remained the same at 1 each.

At the GS/GM-13 level, there was an increase of 17.7% or 23 employees (from 130 to 153). Minority representation increased from 21.5% to 29.4% and the representation of women increased from 43.1% to 50.3%. There was a net increase of 13 Blacks, 3 Asians, 2 American Indians, and 21 women, while Hispanics had a net decrease of 1. There were no American Indian women at this level as of September 30, 1999.

At the GS/GM-14 level, there was a decrease of 2.4% or 1 employee (from 42 to 41). The percentage of minorities decreased from 14.3% to 9.8% and the percentage for women decreased from 26.2% to 24.4%. There was a net decrease of 2 Blacks and 1 woman, while Hispanics remained the same at 1. There were no Asians or American Indians at this level as of September 30, 1999.

At the GS/GM-15 level, there was a decrease of 12.0% or 3 employees (from 25 to 22). The

percentage of minorities increased from 8.0% to 9.1% and the percentage of women increased from 16.0% to 22.7%. There was a net increase of 1 Black and 1 woman, 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, 1999.

The SES members increased by 14.3% or 1 employee (from 7 to 8). The representation of minorities decreased from 422.9% to 37.5% and the representation of women decreased from 28.6% to 25.0%. 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, 1999.

There was a decrease of 38.5% or 15 employees (from 39 to 24) in supervisory and managerial positions. Minority representation increased from 12.8% to 20.8% while the representation of women increased from 23.1% to 29.2%. Blacks, Hispanics, and Asians remained the same at 5, 0, and 0, respectively, while women and American Indians had a net decrease of 2 and 1, respectively. There were no Hispanics, Asians, or American Indians in these positions as of September 30, 1999.

Employees with targeted disabilities had a net increase of 3, going from 3 to 6. Their representation in the total work force increased from 0.85% to 1.8%.

Work Force Status Report

September 30, 1999

Office of International Activities

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF INTERNATIONAL ACTIVITIES

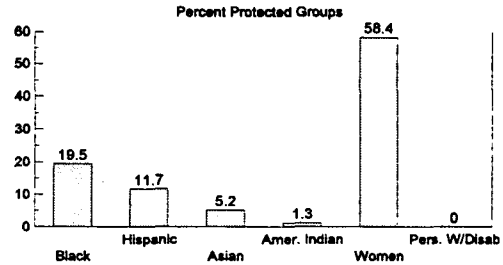
This summary presents a work force profile for the Office of International Activities (OIA) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and persons with disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.9%) 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 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, 1999, there were 77 employees in the OIA. Minorities occupied 37.7% of OIA's positions while women occupied 58.4%. Among minorities, Blacks held 19.5% of OIA's positions, Hispanics 11.7%, Asians 5.2%, and American Indians 1.3%. There was no representation of employees with Targeted Disabilities. Chart 1 shows the percent distribution of the protected groups in OIA's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OIA's total work force, 67.5% percent or 52 employees were at grades GS/GM 13-15. Minorities held 30.8% of the positions in this grade group while women held 46.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks held 13.5% of the positions, Hispanics 15.4%, Asians 1.9%. There were no American Indians in this grade group.

There were 9 employees at the GS/GM-13 level. Minorities comprised 44.5% and women comprised 77.8%. Among minorities, Blacks held 33.3% of these positions and Hispanics held 11.1%. No other minorities were represented at this level. Minorities were 29.6% of 27 employees at the GS/GM-14 level and women were 48.2%. Among minorities, Blacks held 7.4% of the positions, Hispanics 18.5%, and Asians 3.7%. There were no American Indians at this level. Minorities represented 25.0% of the 16 employees at the GS/GM-15 level, while women comprised 25.0%. Among minorities, Blacks held 12.5% and Hispanics held 12.5% of the positions. There were no Hispanic women, Asians or American Indians at this level.

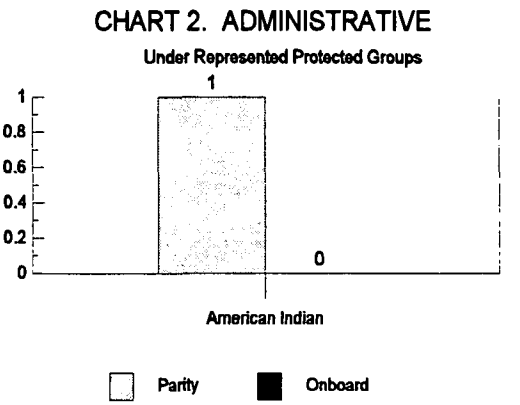
Of the 4 SES positions in OIA, 25.0% were held by minorities and 25.0% by women. Among minorities, Asian women held 25.0% of these positions. Blacks, Hispanics, American Indians, and Asian men were absent at this level.

Of the 8 supervisory and managerial positions in OIA, 25.0% were held by minorities and 25.0% by women. Among the minorities, 12.5% of the positions were held by Asians and 12.5% were held by Hispanics. There was no representation of Blacks or American Indians in these positions.

PROFESSIONAL POSITIONS: Because of the nature of program responsibilities and mission of the program, only 9.1% (7) of the employees in OIA were in the Professional category. The distribution of these positions was as follows: 4 white men, 1 Hispanic man, 1 Asian man, and 1 American Indian woman. No other group was represented in this occupational category. There was one environmental engineer, two general attorneys, and four general physical scientists.

An analysis by grade level shows that 4 employees in OIA were in the GS/GM 13-15 grade group. One employee was at the GS/GM 14 level and 3 were at the GS/GM 15 level. Minorities were represented in this grade group as follows: 1 Asian man and 1 Hispanic man.

ADMINISTRATIVE POSTIONS - OIA had 63 employees in the Administrative job category, comprising 81.8% of its total work force. American Indians were the only group that was under represented. All other groups were at parity with the National Civilian Labor Force representation for Administrative occupations. 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. Chart 2 shows the under represented group in Administrative positions. To achieve parity for the under represented group in this job category, OIA should add 1 American Indian.



Further analysis by grade level shows that 76.2% or 48 employees of OIA's Administrative work force were at grades GS/GM 13-15. Of this grade grouping, minorities held 29.2% of the positions and women held 50.0%. Among minorities, Blacks and Hispanics held 14.6% each of these positions. There were no Asians or American Indians in this grade grouping.

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, 1999, there were no persons with targeted disabilities in OIA, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999. *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OIA had a net increase of 20.3% or 13 employees in its total workforce (from 64 to 77). The representation of minorities increased from 32.8% to 37.7% and the representation for women increased from 53.1% to 58.4%. There was a net increase of 1 Black, 4 Hispanics, 2 Asians, 1 American Indian, and 11 women .

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 the representation of women increased from 0.0% to 14.3%. There was a net increase of 1 Hispanic, 1 American Indian, and 1 woman while Asians remained the same at 1.

In Administrative occupations, there was an increase of 16.7% or 9 employees (from 54 to 63). Minority representation increased from 27.8% to 30.2% and the representation of women increased from 53.7% to 58.7%. There was a net increase of 3 Hispanics, 1 Asian, and 8 women while Blacks and American Indians remained the same at 10 and 0 respectively.

At the GS/GM-13 level, there was a decrease of 10.0% or 1 employee (from 10 to 9). Minority representation increased from 40.0% to 44.4% and the representation for women increased from 60.0% to 77.8%. There was a net decrease of 1 Black and a net increase of 1 Hispanic and 1 woman at this level. There were no Black men, Hispanic women, Asians, or American Indians at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 3.8% or 1 employee (from 26 to 27). The percentage of minorities increased from 23.1% to 29.6% and the percentage of women decreased from 53. 9% to 48.2%. There was a net increase of 2 Hispanics while Blacks, Asians, and American Indians remained at 2, 1, and 0, respectively. There were no Asian men or American Indians at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 33.3% or 4 employees (from 12 to 16). The percentage of minorities increased from 8.3% to 25.0% and the percentage for women increased from 16.7 to 25.0%. There was a net increase of 2 Blacks, 1 Hispanic, and 2 women while Asians and American Indians remained the same at 0. There were no Hispanic women, Asians, or American Indians at this level as of September 30, 1999.

The number of SES members remained at 4 employees. There was 1 Asian woman at this level. No other minorities or women were represented as of September 30, 1999.

The number of supervisory and managerial positions in OIA remained at 8. As of September 30, 1999, the representation of minorities remained at 25.0% (1 Hispanic man and 1 Asian woman) and women still comprised 25.0%.

There was no change in employees with targeted disabilities; there were still 0 on board as of September 30, 1999.

Work Force Status Report
September 30, 1999

Office of Policy

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF POLICY

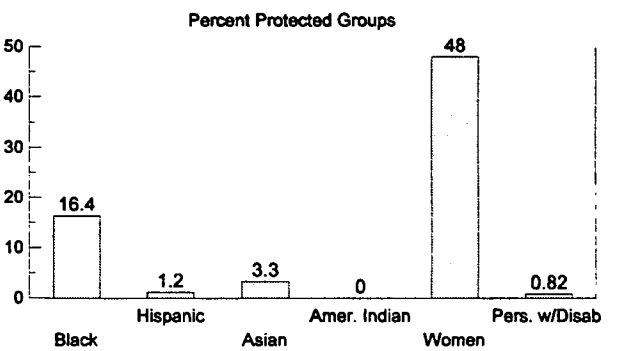
This summary presents a work force profile for the Office of Policy (OP)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (94.3%) 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, 1999, there were 244 employees in OP. Minorities occupied 20.9% of the positions while women occupied 48.0%. Blacks held 16.4% of OP's positions, Hispanics 1.2%, Asians 3.3%, and Persons with Targeted Disabilities 0.82%. There were no American Indians in OP's work force. Chart 1 shows the percent distribution of the protected groups in OP's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OP's total work force, 69.7% percent or 170 employees were at grades GS/GM 13-15. Minorities held 12.4% of the positions in this grade group, while women held 39.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 8.2%, Hispanics 1.8%, and Asians 2.4%. There were no Hispanic women or American Indians in this grade group.

There were 53 employees at the GS/GM-13 level. Minorities held 22.6% of the positions at this level and women comprised 55.0%. Among minorities, Blacks held 17.0% of the positions, Hispanics 1.9%, and Asians 3.8%. There were no Hispanic women, Asian women or American Indians at this level. Minorities were 5.3% of the 75 employees at the GS/GM-14 level and women were 36.0%. Among minorities, Blacks held 1.3% of the positions, Hispanics 2.7%, and Asians 1.3%. There were no Black men, Hispanic women, Asian men or American Indians at this grade level. Minorities represented 11.9% of the 42 employees at the GS/GM-15 level, while women comprised 26.2%. Among minorities, Blacks held 9.5% of the positions, and Asians 2.4%. There

were no Black men, Hispanics, Asian men or American Indians at this level.

Of the 9 SES positions in OP, 33.3% were held by women. There were no minorities at this level.

Of the 30 supervisory and managerial positions in OP, 10.0% were held by minorities and 33.3% by women. Among the minorities, 6.7% of the positions were occupied by Blacks and 3.3% by Asians. There were no Black men, Hispanics, Asian men or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OP had 63 employees in the Professional job category, comprising 25.8% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OP. Table 1 shows the protected groups in the Economist series 110. Under representation in this job series can be eliminated with the addition of 1 Black, 2 Hispanics, 1 Asian, 1 American Indian and 5 women.

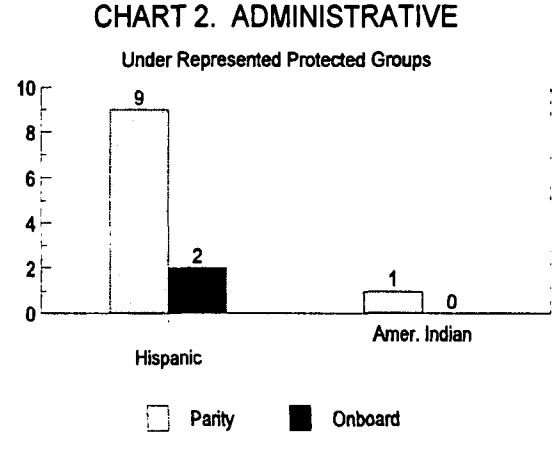
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Economist	Percent CLF	4.6	2.8	3.2	0.2	43.9
Series	# On Board	1	0	1	0	12
110	# Parity*	2	2	2	1	17
Total 37	# Difference	-1	-2	-1	-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.*

An analysis by grade level shows that 90.5% or 57 employees of OP's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 7.0% of the positions and women held 26.3%. Among minorities, Blacks held 1.8% of the positions, Hispanics 1.8%, and Asians 3.5%. There were no Black women, Hispanic women or American Indians in this grade group.

ADMINISTRATIVE POSITIONS - OP had 167 employees in the Administrative job category, comprising 68.4% of its total work force. Hispanics and American Indians were under represented, while Blacks, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity in this job category, OP should add 7 Hispanics and 1 American Indian.



Further analysis by grade level shows that 67.7% or 113 employees of OP's Administrative work force were at grades GS/GM 13-15. Minorities held

15.0% of the positions in this grade group and women held 46.0%. Among minorities, Blacks held 11.5% of the positions, Hispanics 1.8%, and Asians 1.8%. 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, 1999, 2 OP employees, or 0.82%, had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OP had a net decrease of 15.0% or 43 employees in its total work force (from 287 to 244). The representation of minorities decreased from 22.3% to 20.9% and the representation for women decreased from 50.0% to 48.0%. There was a net decrease of 8 Blacks, 5 Hispanics, 1 American Indian, and 26 women, while Asians had a net increase of 1. There were no Hispanic women or American Indians in OP as of September 30, 1999.

In Professional occupations, there was an increase of 5.0% or 3 employees (from 60 to 63). Minority representation decreased from 8.3% to 6.4%, while the representation for women decreased from 35.0% to 29.0%. There was a net increase of 2 Asians and a net decrease of 1 Black, 2 Hispanics, and 3 women. There were no Black women, Hispanic women, or American Indians in Professional occupations as of September 30, 1999.

In Administrative occupations, there was a decrease of 18.9% or 39 employees (from 206 to 167). Minority representation increased from 20.4% to 21.0% and the representation for women increased from 50.0% to 51.5%. There was a net decrease of 1 Black, 3 Hispanics, 2 Asians, 1 American Indian, and 17 women. There were no Hispanic women or American Indians in Administrative occupations as of September 30, 1999.

At the GS/GM-13 level, there was a decrease of 11.7 % or 7 employees (from 60 to 53). Minority representation decreased from 26.7% to 22.6% and the representation for women increased from 53.3% to 54.7%. There was a net decrease of 1 Black, 2 Hispanics, 1 American Indian and 3 women while Asians remained the same at 2. There were no Hispanic women, Asian women or American Indians at this level as of September 30, 1999.

At the GS/GM-14 level, there was a decrease of 19.4% or 18 employees (from 93 to 75). The percentage of minorities decreased from 5.4% to 5.3% and the percentage for women decreased from 41.9% to 36.0%. There was a net decrease of 1 Black and 12 women, while Hispanics and Asians remained the same at 2, and 1, respectively. There were no Black men, Hispanic women,

Asian men, or American Indians at this level as of September 30, 1999.

At the GS/GM-15 level, there was a decrease of 8.7% or 4 employee (from 46 to 42). The percentage of minorities increased from 10.9% to 11.9% and the percentage of women decreased from 30.4% to 26.2%. There was a net decrease of 3 women, while Blacks and Asians remained the same at 4 and 1, respectively. There were no Black men, Hispanics, Asian men, or American Indians at this level as of September 30, 1999.

The SES members remained at 9 employees. The representation of minorities remained at 0 while the representation for women increased from 22.2% to 33.3%. There was a net increase of 1 woman.

There was a decrease of 6.3% or 2 employees (from 32 to 30) in supervisory and managerial positions. Minority representation increased from 9.4% to10.0%, while the representation for women increased from 31.3% to 33.3%. The number of minorities and women remained the same at 3 and 10, respectively. There were no Black men, Hispanics, Asian men, or American Indians in these positions as of September 30, 1999.

Employees with targeted disabilities had a net increase of 1 employee (from 1 to 2). Their representation in the total work force increased from 0.35% to 0.82%.

Work Force Status Report
September 30, 1999

Office of Prevention, Pesticides, and Toxic Substances

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

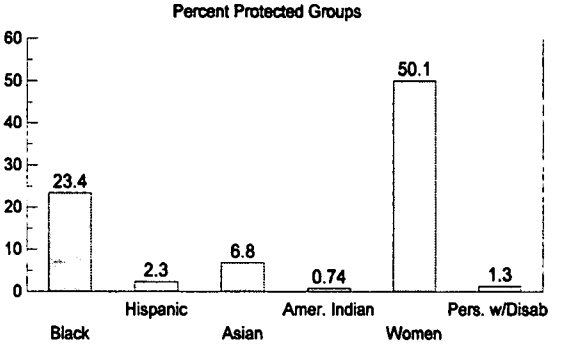
This summary presents a work force profile for the Office of Prevention, Pesticides & Toxic Substances (OPPTS) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (95.5%) 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, 1999, there were 1,354 employees in OPPTS. Minorities occupied 33.2% of the positions while women occupied 50.1%. Blacks held 23.4% of OPPTS' positions, Hispanics 2.3%, Asians 6.8%, American Indians 0.74%, and Persons with Targeted Disabilities 1.3%. Chart 1 shows the percent distribution of the protected groups in OPPTS' total work force.

CHART 1. WORK FORCE COMPOSITION



Of OPPTS' total work force, 78.3% or 1,060 employees were at grades GS/GM 13-15. Minorities held 27.6% of the positions in this grade group, while women held 44.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 17.5%, Hispanics 2.1%, Asians 7.3%, and American Indians 0.75%.

There were 612 employees at the GS/GM-13 level. Minorities comprised 35.5% and women comprised 49.2%. Among minorities, Blacks held 23.0% of these positions, Hispanics 2.8%, Asians 8.5%, and American Indians 1.1%. Minorities were 18.4% of the 288 employees at the GS/GM-14 level and women were 38.5%. Among minorities, Blacks held 11.1% of the positions, Hispanics 1.4%, Asians 5.6% and American Indians 0.35 at this level. There were no American Indian women at GS/GM-14 level. Minorities represented 13.8% of the 160 employees at GS/GM-15 level, while women comprised 40.0%. Among minorities, Blacks held

7.5% of the positions, Hispanics 0.63%, and Asians 5.6%. There were no Hispanic women, American Indian men, or American Indian women at this level.

Of the 23 SES positions in OPPTS, 13.0% were held by minorities and 47.8% by women. Among minorities, Blacks held 8.7% and Hispanics 4.4% of the positions. There were no Black women, Asians, or American Indians in SES positions.

Of the 135 supervisory and managerial positions in OPPTS, 13.3% were held by minorities and 46.7% by women. Among the minorities, Blacks occupied 7.4% of the positions, Hispanics 2.2%, and Asians 3.7%. There were no Hispanic women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OPPTS had 663 employees in the Professional job category, comprising 49.0% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OPPTS. Table 1 shows the protected groups in Economist series 110, Biologist series 401, Microbiologist series 403, Toxicologist series 415, Physical Scientist series 1301, and Chemist series 1320. Under representation can be eliminated with the addition of 1 American Indian and 8 women Economists; 5 Black Chemists; 1 Hispanic, and 7 Asian Biologists; 1 Hispanic, 1 American Indian, and 3 women Microbiologists; 2 Black, 2 Hispanic, 1 American Indian, and 6 women Toxicologists; and 1 American Indian Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

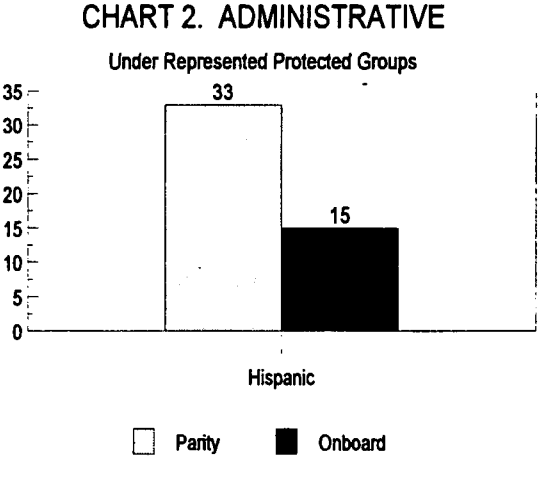
SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Economist	Percent CLF	4.6	2.8	3.2	0.2	43.9
Series 110	# On Board	2	1	3	0	7
	# Parity*	2	1	2	1	15
Total 32	# Difference	0	0	+1	-1	-8
Biologist	Percent CLF	3.9	3.2	7.3	0.4	41.7
Series	# On Board	23	5	7	1	76
401	# Parity*	8	6	14	1	76
Total 182	# Difference	+15	-1	-7	0	0
Microbio-logist	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	3	0	3	0	8
Series 403	# Parity*	2	1	2	1	11
Total 26	# Difference	+1	-1	+1	-1	-3

Toxicolo-	Percent CLF	3.9	3.7	14.4	0.2	42.7
gist	# On Board	1	0	13	0	18
Series 415	# Parity*	3	2	8	1	24
Total 54	# Difference	-2	-2	+5	-1	-6
Physical -	Percent CLF	4.6	1.9	3.3	0.4	29.0
Scientist	# On Board	4	1	3	0	14
Series 1301	# Parity*	2	1	2	1	13
Total 42	#Difference	+2	+0	+1	-1	+1
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series 1320	# On Board	7	7	28	1	73
	# Parity*	12	6	18	1	50
Total 182	#Difference	-5	+1	+10	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 88.4% or 586 employees of OPPTS' Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 21.5% of the positions and women held 34.8%. Among minorities, Blacks held 7.8% of the positions, Hispanics 2.2%, Asians 11.1%, and American Indians 0.34% in this grade grouping.

ADMINISTRATIVE POSITIONS: OPPTS had 630 employees in the Administrative job category, comprising 46.5% of its total work force. Hispanics were under represented while Blacks, Asian Americans, American Indians, and women were at parity. Chart 2 shows the under represented group in Administrative positions. To achieve parity, OPPTS should add 18 Hispanics.



Further analysis by grade level shows that 75.2% or 474 employees of OPPTS' Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 35% of the positions and women held 57. 4%. Among minorities, Blacks held 29.3% of the positions, Hispanics 1.9%, Asians 2.5%, 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 an and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of September 30, 1999, 18 OPPTS employees, or 1.3%, had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OPPTS had a net increase of 7.0% or 89 employees in its total work force (from 1265 to 1354). The representation of minorities increased from 31.3% to 33.2% and the representation for women increased from 49.8% to 50.1%. There was a net increase of 21 Blacks, 8 Hispanics, 19 Asians, 6 American Indians and 48 women.

In Professional occupations, there was an increase of 6.3% or 39 employees (from 624 to 663). Minority representation increased from 20.5% to 21.9% and the representation of women increased from 34.3% to 36.5%. There was a net increase of 2 Blacks, 14 Asians, 28 women, and 1 American Indian while Hispanics remained the same at 16 in this category.

In Administrative occupations, there was an increase of 14.1% or 78 employees (from 552 to 630). Minority representation increased from 36.4% to 41.1% while the representation of women decreased from 62.0% to 61.6%. There was a net increase of 40 blacks, 8 Hispanics, 5 Asians, 5 American Indians, and 46 women.

At the GS/GM-13 level, there was an increase of 4 employees (from 608 to 612). Minority representation increased from 33.4% to 35.5% and the representation for women increased from 48.9% to 49.2%. There was a net increase of 5 Blacks, 1 Hispanic, 5 Asians, 3 American Indians, and 4 women.

At the GS/GM-14 level, there was an increase of 30.9% or 68 employees (from 220 to 288). Minority representation increased from 11.8% to 18.4% and the representation of women increased from 35.9% to 38.5%. There was a net increase of 19 Blacks, 3 Hispanics, 4 Asians, 1 American Indian, and 32 women. There were no American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 8.1% or 12 employees (from 148 to 160). Minority representation increased from 10.1% to 13.8%, and the representation of women increased from 39.2% to 40.0%. There was a net increase of 4 Blacks, 4 Asians, and 6 women, while the number of Hispanics decreased by 1. There were no Hispanic women or American Indians at this level as of September 30, 1999.

The SES members decreased by 8.0%, or 2 employees (from 25 to 23). Minority representation increased from 12.0% to 13.0% while the representation of women decreased from 48.0% to 47.8%.

There was a decrease of 18.7% or 31 employees in managerial and supervisory positions from 166 to 135 employees. Minority representation increased from 12.0% to 13.3%, and the representation of women increased from 44.6% to 46.7%. There was a net decrease of 3 Blacks , 2 Hispanics, and 1 Asian, while American Indians remained the same at 0.

Employees with targeted disabilities had a net increase of 1, from 17 to 18. Their representation in the total work force remained the same at 1.3%.

Work Force Status Report
September 30, 1999

Office of Research and Development

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

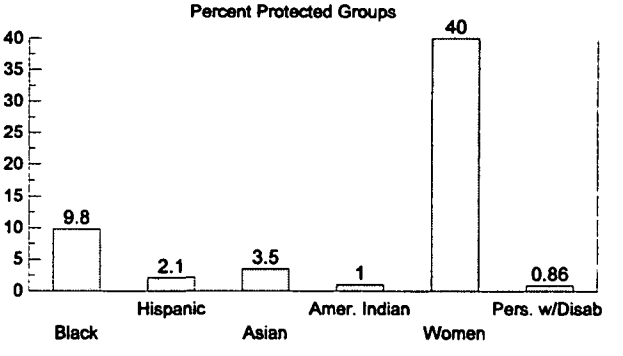
This summary presents a work force profile for the Office of Research and Development's (ORD) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (86.3%) 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, 1999, there were 1,973 employees in ORD. Minorities occupied 16.4% of the positions, while women occupied 40.0%. Among minorities, Blacks held 9.8% of ORD's positions, Hispanics 2.1%, Asians 3.5%, American Indians 1.0%, and Persons with Targeted Disabilities 0.86%. 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, 53.9% percent or 1,064 employees were at grades GS/GM 13-15. Minorities held 12.3% of the positions in this grade group, while women held 26.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 5.4%, Hispanics 2.0%, Asians 4.3%, and American Indians 0.66%.

There were 487 employees at the GS/GM 13 level. Minorities comprised 15.0% and women comprised 30.0%. Among minorities, Blacks held 7.8% of the positions, Hispanics 2.3%, Asians 4.1%, and American Indians 0.83%. Of the 368 employees at the GS/GM 14 level, minorities comprised of 12.8% and women comprised 25.0%. Among minorities, Blacks held 4.1% of the positions, Hispanics 2.2%, Asians 6.0%, and American Indians 0.54%. Minorities represented 5.3% of the 209 positions at the GS/GM-15 level, while women comprised 21.1%. Among minorities, Blacks held 1.9% of the positions, Hispanics 0.96%, Asians 1.9%, and American Indians 0.48%. There were no 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, Blacks, Hispanics and Asians held 3.2% each of the positions. There were no Black men, Hispanic women, Asian men, or American Indians in SES positions.

Of the 176 supervisory and managerial positions in ORD, 6.3% were held by minorities and 27.3% by women. Among the minorities, 1.7% of the positions were occupied by Blacks, 2.8% by Hispanics, 1.7% by Asians. There were no American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: ORD has 1,312 employees in the Professional job category, comprising 66.5% 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, 16 Asian, and 22 women Biologists; 2 Asian, 1 American Indian, and 5 women Microbiologists; 3 Black, 5 Asian, 1 American Indian, and 8 women Ecologists; 3 Hispanic, 1 Asian, 1 American Indian, and 8 women Toxicologists; 3 Hispanic, 6 Asian, 1 American Indian, and 2 women Health Scientists; 3 Black, 2 Hispanic, 1 Asian, and 1 American Indian Environmental Engineers; 1 American Indian Chemical Engineer; 1 woman General Physical Scientist; and 3 Black, 10 Asian, and 7 women Chemists.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

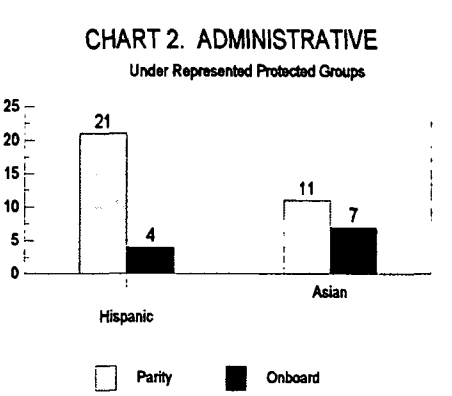
SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist	Percent CLF	3.9	3.2	7.3	0.4	41.7
Series	# On Board	13	5	6	6	102
401	# Parity*	12	10	22	2	123
Total 293	# Difference	+1	-5	-16	+4	-22
Microbiologist	Percent CLF	3.9	3.2	7.3	0.4	41.7
Series	# On Board	4	2	3	0	20
403	# Parity*	3	2	5	1	25
Total 58	# Difference	+1	0	-2	-1	-5
Ecologist	Percent CLF	3.9	3.2	7.3	0.4	41.7
Series	# On Board	0	3	0	0	17
408	# Parity*	3	2	5	1	25
Total 59	# Difference	-3	+1	-5	-1	-8
Toxico.	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series	# On Board	3	0	7	0	16
415	# Parity*	3	3	8	1	24
Total 55	# Difference	0	-3	-1	-1	-8

Hlth.Science	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series	# On Board	3	0	3	0	22
601	# Parity*	3	3	9	1	24
Total 56	# Difference	0	-3	-6	-1	-2
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	1	5	7	0	11
819	# Parity*	4	3	8	1	10
Total 98	# Difference	-3	-2	-1	-1	+1
Chem. Eng	Percent CLF	3.5	2.8	6.8	0.1	11.1
Series	# On Board	3	4	4	0	12
893	# Parity*	2	2	4	1	6
Total 53	# Difference	+1	2	0	-1	+6
G. Phys.Sci	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	24	8	11	5	90
1301	# Parity*	15	6	11	2	91
Total 312	# Difference	+9	+2	0	+3	-1
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series	# On Board	8	6	7	1	39
1320	# Parity*	11	6	17	1	46
Total 167	# Difference	-3	0	-10	0	-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.*

An analysis by grade level shows that 65.3 % or 857 employees of ORD's Professional work force are at grades GS/GM 13-15. In this grade grouping, minorities hold 11.4% of the positions and women hold 20.2%. Among minorities, Blacks hold 3.5% of the positions, Hispanics 2.2%, Asians 5.1%, and American Indians 0.58%.

ADMINISTRATIVE POSITIONS: ORD has 390 employees in the Administrative job category, comprising 19.8% of its total work force. Hispanics and Asians are under represented, while Blacks, American Indians, and women are at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity for these protected groups in this job category, ORD should add 17 Hispanics and 4 Asians.



Further analysis by grade level shows that 53.1% or 207 employees of ORD's Administrative work force are at

grades GS/GM 13-15. Of this grade group, minorities held 15.9% of the positions and women held 52.7%. Among minorities, Blacks held 13.0% of the positions and Hispanics, Asians, and American Indians held 0.97%. There were no Hispanic men in this grade group.

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

As of September 30, 1999, 17 ORD employees, or 0.86%, had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

ORD had a net increase of 7.2% or 132 employees in its total work force (from 1,841 to 1,973). Minority representation increased from 15.6% to 16.4% and the representation of women increased from 38.7% to 40.0%. There was a net increase of 12 Blacks, 6 Hispanics, 9 Asians, 8 American Indians, and 76 women.

In Professional occupations, ORD had a net increase of 6.1% or 75 employees (from 1,237 to 1,312). Minority representation increased from 12.3% to 13.0% and the representation of women increased from 24.9% to 27.1%. There was a net increase 5 Hispanics, 8 Asians, 5 American Indians, and 48 women, while the number of Blacks remained at 64.

In Administrative occupations, ORD had a net increase of 16.1% or 54 employees (from 336 to 390). Minority representation increased from 20.2% to 21.8% and representation of women increased from 61.6% to 63.9%. There was a net increase of 13 Blacks, 1 Hispanic, 4 American Indians, and 42 women, and a net decrease of 1 Asian.

At the GS/GM-13 level, there was an increase of 8.2% or 37 employees (from 450 to 487). Minority representation increased from 13.3% to 15.0% and the representation of women increased from 28.2% to 30.0%. There was a net increase of 8 Blacks, 1 Hispanic, 3 Asians, 1 American Indian, and 19 women.

At the GS/GM-14 level, there was an increase of 5.1% or 18 employees (from 350 to 368). Minority representation increased from 9.7% to 12.8%, while the representation of women increased from 22.6% to 25.0%. There was a net increase of 3 Blacks, 4 Hispanics, 5 Asians, 1 American Indian, and 13 women.

At the GS/GM-15 level, there was an increase of 14.8% or 27 employees (from 182 to 209). Minority representation increased from 5.0% to 5.3% and the representation of women increased from 18.1% to 21.1%. There was a net increase of 2 Blacks, 1 Hispanic, 1 American Indian, and 11

women, while Asians had a net decrease of 2. There were no Asian women or American Indian women at this level as of September 30, 1999.

The SES members increased by 3.3% 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 Asian and 2 women, while Blacks and Hispanics remained the same at 1 each. American Indians had a net decrease of 1. Black men, Hispanic women, Asian men, and American Indians were absent at the SES level as of September 30, 1999.

There was a net increase of 0.6% or 1 employee (from 175 to 176) in managerial and supervisory positions. Minority representation increased from 5.7% to 6.3% and the representation of women increased from 24.6% to 27.3%. There was a net increase of 3 Hispanics and 5 women, while Blacks and American Indians had a net decrease of 1 each. The number of Asians remained the same at 3. There were no American Indians in these positions as of September 30, 1999.

Employees with targeted disabilities increased by 41.7% or 5 employees (from 12 to 17). Their representation in the total work force increased from 0.65% to 0.86%.

Work Force Status Report
September 30, 1999

Office of Solid Waste and Emergency Response

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

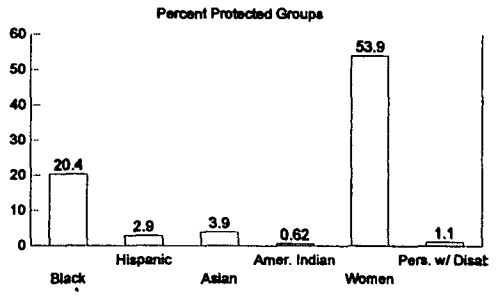
This summary presents a work force profile for the Office of Solid Waste and Emergency Response's (OSWER) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American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

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

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

OVERVIEW: As of September 30, 1999, there were 648 employees in the OSWER. Minorities occupied 27.8% of OSWER's positions while women occupied 53.9%. Blacks held 20.4% of OSWER's positions, Hispanics 2.9%, Asians 3.9%, American Indians 0.62%, and Persons with Targeted Disabilities 1.1%. Chart 1 shows the percent distribution of the protected groups in OSWER's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OSWER's total work force, 79.2% percent or 513 employees were at grades GS/GM 13-15. Minorities held 20.1% of the positions in this grade group, while women held 47.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 12.1%, Hispanics 2.9%, Asians 4.5%, and American Indians 0.59%.

There were 282 employees at the GS/GM-13 level. Minorities comprised 26.6% and women comprised 55.0%. Among minorities, Blacks held 16.3% of the positions, Hispanics 3.2%, Asians 6.7%, and American Indians 0.36%. There were no American Indian women at this level. Minorities were 11.0% of the 136 employees at the GS/GM-14 level and women were 41.2%. Among minorities, Blacks held 6.6% of the positions, Hispanics 2.2%, and Asians 2.2%. There were no Asian women, American Indian men, or American Indian women at this level. Minorities represented 13.7% of the 95 employees at the GS/GM-15 level, while women comprised 33.7%. Among minorities, Blacks held 7.4% of the positions, Hispanics 3.2%, Asians 1.1% and American Indians 2.1%. There were no Hispanic women or Asian women at this level.

Of the 12 SES positions in OSWER, 8.3% were held by minorities and 16.7% by women. Among minorities, Blacks held 8.3% of the positions. There were no Black women, Hispanics, Asians, or American Indians in SES positions.

Of the 88 supervisory and managerial positions in OSWER, 13.6% were held by minorities and 37.5% by women. Among the minorities, 6.8% of the positions were occupied by Blacks, 2.3% by Hispanics, 2.3% by Asians, and 2.3% by American Indians. There were no Hispanic women or Asian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OSWER had 199 employees in the Professional job category, comprising 30.7% 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 in the 819 series, and 2 Hispanics and 1 American Indian in the 1301 series.

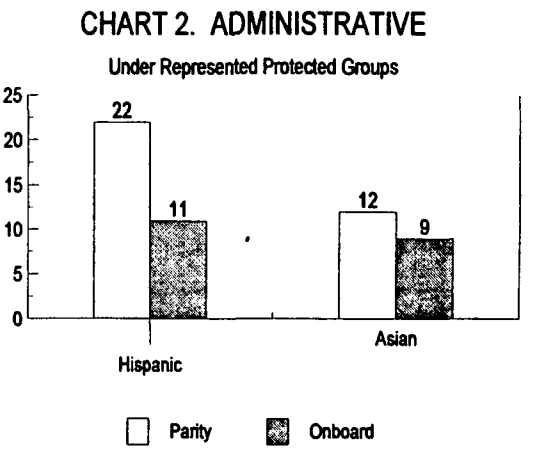
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	3	5	5	0	15
819	# Parity*	2	2	5	1	6
Total 57	# Difference	+1	+3	0	-1	+9
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	22
Total 73	# Difference	0	-2	+2	-1	+1

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

An analysis by grade level shows that 91.0% or 181 employees of OSWER's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 20.4% of the positions and women held 33.2%. Among minorities, Blacks held 8.8% of the positions, Hispanics 3.3%, and Asians 8.3%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OSWER had 407 employees in the Administrative job category, comprising 62.8% of its total work force. Hispanics and Asians were under represented while Blacks, American Indians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity for these protected groups in this job category, OSWER should add 11 Hispanics and 3 Asians.



Further analysis by grade level shows that 81.6% or 332 employees of OSWER's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 19.9% of the positions and women held 55.1%. Among minorities, Blacks held 13.9% of the positions, Hispanics 2.7%, Asians 2.4%, and American Indians 0.90%.

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, 7 employees or 1.1% had targeted disabilities, therefore, this group was under represented as of September 30, 1999.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OSWER had a net decrease of 2.9% or 19 employees in its total work force (from 667 to 648). The representation of minorities increased from 25.5% to 27.8% and the representation for women increased from 52.8% to 53.9%. There was a net increase of 6 Blacks, 2 Hispanics, 2 American Indians, and a net decrease of 3 women. Asians remained the same at 25.

In Professional occupations, there was an increase of 1.5% or 3 employees (from 196 to 199). Minority representation increased from 19.4% to 20.1%, while the representation for women decreased from 35.2% to 34.2%. There was a net increase of 1 Black and 1 Asian, while the number of Hispanics remained the same at 8. Women had a net decrease of 1. There were no American Indians in Professional occupations as of September 30, 1999.

In Administrative occupations, there was a decrease of 1.5% or 6 employees (from 413 to 407). Minority representation increased from 20.8% to 25.8% and the representation for women increased from 55.0% to 59.0%. There was a net increase of 16 Blacks, 2 Hispanics, 2 American Indians, and 13 women, while Asians net decrease of 1.

At the GS/GM-13 level, there was an increase of 6.8% or 18 employees (from 264 to 282). Minority representation increased from 21.6% to 26.6% and the representation for women increased from 52.7% to 55.0%. There was a net increase of 15 Blacks, 3 Asians, and 16 women, while the number of Hispanics and American Indians remained the same at 9 and 1, respectively. There were no American Indian women at this level as of September 30, 1999.

At the GS/GM-14 level, there was a decrease of 2.2% or 3 employees (from 139 to 136). The percentage of minorities decreased from 11.5% to 11.0% and the percentage for women decreased from 41.7% to 41.2%. There was a net decrease of 2 Blacks and 2 women, and a net increase of 1 Hispanic, while Asians remained the same at 3. There were no Asian women or American Indians at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 8.0% or 7 employees (from 88 to 95). The percentage of minorities increased from 9.1% to 13.7% and the percentage for women increased from 30.7% to 33.7%. There was a net increase of 4 Blacks, 1 American Indian, and 5 women, while Hispanics and Asians remained the same at 3 and 1, respectively. There were no Hispanic women or Asian women at this level as of September 30, 1999.

The number of SES members remained the same at 12 employees. The representation of minorities remained the same at 8.3% and the representation for women decreased from 25.0% to 16.7%. 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, 1999.

There was an increase of 6.0% or 5 employees (from 83 to 88) in supervisory and managerial positions. Minority representation increased from 10.8% to 13.6%, while the representation for women decreased from 41.0% to 37.5%. There was a net increase of 2 Blacks and 1 American Indian, and a net decrease of 1 woman, while the number Hispanics and Asians remained the same at 2 each. There were no Hispanic women or Asian women in these positions as of September 30, 1999.

Employees with targeted disabilities increased by 75.0% or 3 employees (from 4 to 7). Their representation in the total work force increased from 0.60% to 1.1%.

Work Force Status Report
September 30, 1999

Office of Water

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF WATER

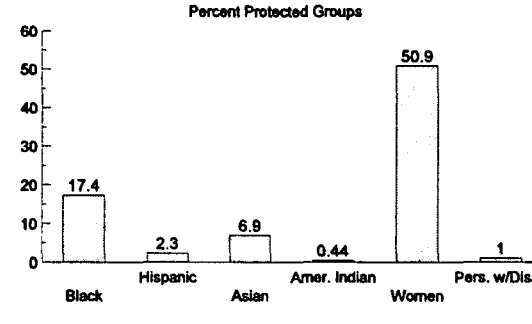
This summary presents a work force profile for the Office of Water (OW) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (94.0%) 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, 1999, there were 686 employees in OW. Minorities occupied 27.0% of OW's positions while women occupied 50.9%. Blacks held 17.4% of OW's positions, Hispanics 2.3%, Asians 6.9%, American Indians 0.44%, and Persons with Targeted Disabilities 1.0%. Chart 1 shows the percent distribution of the protected groups in OW's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OW's total work force, 67.8% percent or 465 employees were at grades GS/GM 13-15. Minorities held 19.4% of the positions in this grade group, while women held 42.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.9%, Hispanics 2.4%, Asians 6.7%, and American Indians 0.43%. There were no American Indian women in this grade group.

There were 214 employees at the GS/GM-13 level. Minorities comprised 27.1% and women comprised 50.0%. Among minorities, Blacks held 16.8% of the positions, Hispanics 2.8%, Asians 7.0%, and American Indians 0.47%. There were no American Indian women at this level. Minorities were 15.4% of the 156 employees at the GS/GM-14 level and women were 39.7%. Among minorities, Blacks held 5.8% of the positions, Hispanics 1.9%, Asians 7.1%, and American Indians 0.64%. Minorities represented 8.4% of the 95 employees at the GS/GM-15 level, while women comprised 28.4%. Among minorities, Blacks held 1.1% of the positions, Hispanics 2.1%, and Asians 5.3%. There were no Black men, American Indian men, or American Indian women at this level.

There were 19 employees at the SES level in OW. Women held 36.8% of the positions at this level while minorities were absent from the OW work force at this level.

Of the 109 supervisory and managerial positions in OW, 5.5% were held by minorities and 33.0% by women. Among the minorities, 1.8% of the positions were occupied by Blacks, and 3.7% by Asians. There were no Hispanics or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OW had 286 employees in the Professional job category, comprising 41.7% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OW. Table 1 shows the protected groups in Environmental Engineer series 819, and Physical Scientist series 1301. The analysis shows that there was no under representation in the Environmental Engineer series 819, and that under representation can be eliminated with the addition of 1 American Indian in the Physical Scientist series 1301. There were no American Indian men or American Indian women in the 1301 series.

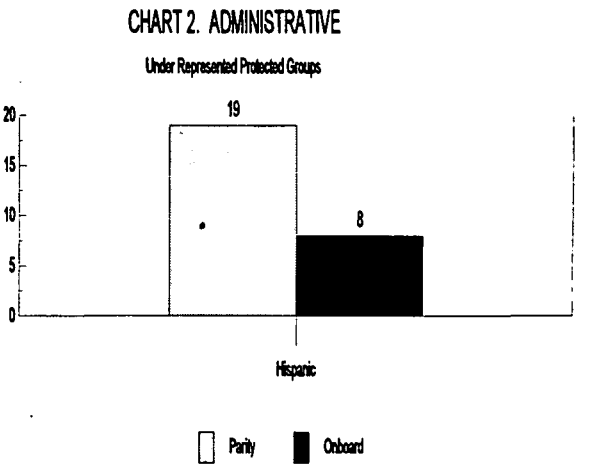
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	6	3	8	1	18
819	# Parity*	3	3	6	1	8
Total 80	# Difference	+3	0	+2	0	+10
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	7	2	7	0	23
1301	# Parity*	4	2	3	1	20
Total 67	# Difference	+3	0	+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 79.0% or 226 employees of OW's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 19.0% of the positions and women held 28.3%. Among minorities, Blacks held 4.9% of the positions, Hispanics 3.5%, Asians 10.2%, and American Indians 0.44%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OW had 359 employees in the Administrative job category, comprising 52.3% of its total work force. Hispanics were under represented while Blacks, Asians, American Indians, and women were at parity. Chart 2 shows the under represented group in Administrative positions. To achieve parity in this job category, OW should add 11 Hispanics.



Further analysis by grade level shows that 66.6% or 239 employees of OW's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 19.7% of the positions and women held 55.2%. Among minorities, Blacks held 14.6% of the positions, Hispanics 1.3%, Asians 3.4%, and American Indians 0.42%. 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 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 1.0% had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

OW had a net increase of 11.4% or 70 employees in its total work force (from 616 to 686). The representation of minorities increased from 24.5% to 27.0% and the representation for women increased from 50.2% to 50.9%. There was a net increase of 15 Blacks, 7 Hispanics, 9 Asians, 3 American Indians, and 40 women.

In Professional occupations, there was an increase of 7.5% or 20 employees (from 266 to 286). Minority representation increased from 17.7% to 19.9%, while the representation for women increased from 32.0% to 33.2%. There was a net increase of 3 Blacks, 2 Hispanics, 4 Asians, 1 American Indian, and 10 women. There were no American Indian women in Professional occupations as of September 30, 1999.

In Administrative occupations, there was an increase of 18.8% or 57 employees (from 302 to 359). Minority representation increased from 22.5% to 25.9% and the representation for women increased from 58.9% to 59.6%. There was a net increase of 13 Blacks, 5 Hispanics, 5 Asians, and 2 American Indians.

At the GS/GM-13 level, there was an increase of 14.4% or 27 employees (from 187 to 214). Minority representation increased from 19.3% to 27.1% and the representation for women decreased from 52.4% to 50.0%. There was a net increase of 12 Blacks, 2 Hispanics, 7 Asians, 1 American Indian, and 9 women. There were no American Indian women at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 12.2% or 17 employees (from 139 to 156). The percentage of minorities increased from 13.0% to 15.4% and the percentage for women increased from 34.5% to 39.7%. There was a net increase of 3 Blacks, 1 Hispanic, 1 Asian, 1 American Indian, and 14 women. There were no American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 14.5% or 12 employees (from 83 to 95). The percentage of minorities decreased from 9.6% to 8.4% and the percentage for women decreased from 30.1% to 28.4%. There was a net increase of 1 Black, 1 Hispanic, and 2 women while the number of Asians decreased by 2 and American Indians remained the same at 0. There were no Black men, American Indian men, or American Indian women at this level as of September 30, 1999.

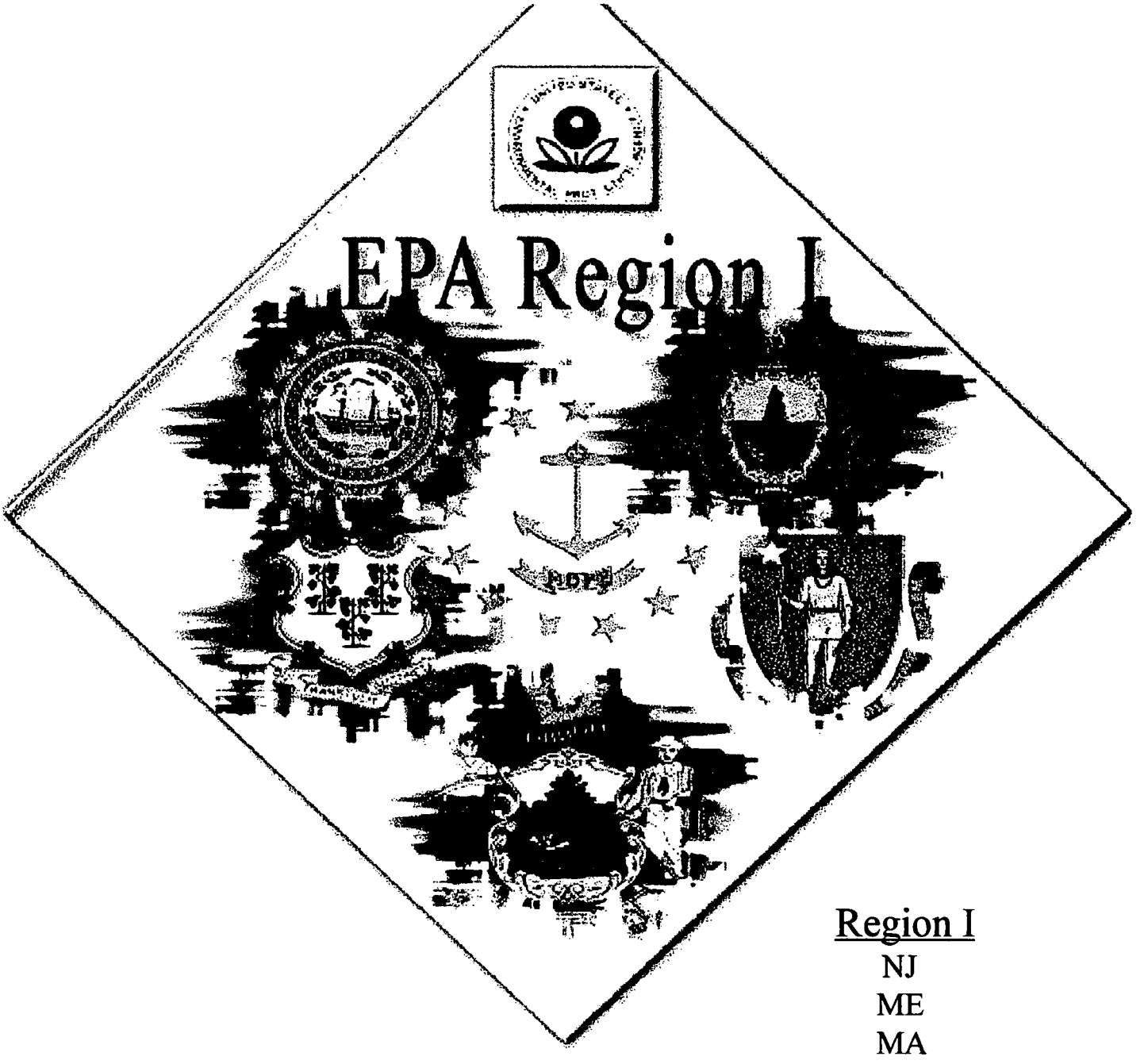
The number of SES members increased by 18.8% or 3 employees (from 16 to 19). The percentage of women increased from 18.8% to 36.8%. There was a net increase of 4 women while Blacks, Hispanics, Asians, and American Indians remained the same at 0. There were no minorities at this level in OW as of September 30, 1999.

There was an increase of 6.9% or 7 employees (from 102 to 109) in supervisory and managerial positions. Minority representation increased from 4.9% to 5.5%, and the representation for women increased from 27.5% to 33.0%. There was a net increase of 2 Blacks and a decrease of 1 Asian. The number of Hispanics, American Indians, and women remained the same at 0, 0, and 10, respectively. There were no Hispanics or American Indians in these positions as of September 30, 1999.

Employees with targeted disabilities decreased by 1 employee (from 8 to 7). Their representation in the total work force decreased from 1.3% to 1.0%.

Workforce Status Report

September 30, 1999



Region I
NJ
ME
MA
NH
RI
VT

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION I

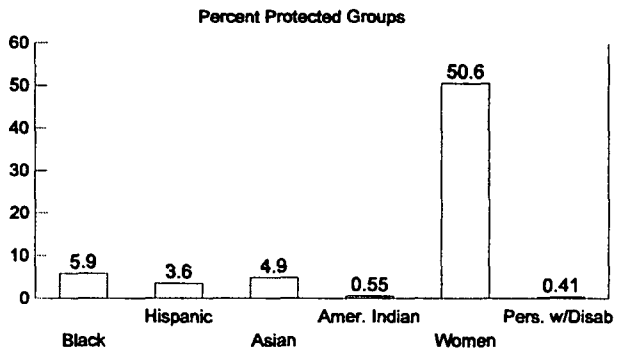
This summary presents a work force profile for Region I's permanent full-time and part-time employees and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.1%) 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, 1999, there were 732 employees in Region I. Minorities occupied 14.9% of the positions, while women occupied 50.6%. Blacks held 5.9% of Region I's positions, Hispanics 3.6%, Asians 4.9%, American Indians 0.55%, and Persons with Targeted Disabilities 0.4%. 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, 64.6% or 473 employees were at grades GS/GM 13-15. Minorities held 11.0% of the positions in this grade group, while women held 41.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 4.2%, Hispanics 0.85%, Asians 5.1%, and American Indians 0.85%.

There were 332 employees at the GS/GM-13 level, minorities comprised 9.9% and women 40.7%. Among minorities, Blacks held 2.8% of the positions, Hispanics 0.62%, Asians 5.3%, and American Indians 1.2%. Minorities were 14.4% of the 104 employees at the GS/GM-14 level and women 51.0%. Among minorities, Blacks held 8.7% of the positions, Hispanics 0.96, and Asians 4.8%. There were no Hispanic men, American Indian men, or American Indian women at this grade level. Minorities represented 10.6% of the 47 employees at the GS/GM-15 level, while women comprised 27.7%. Among minorities, Blacks held 4.3% of the positions, Hispanics 2.1%, and Asians 4.3%. There were no Black women, Hispanic women, American Indian men, or American Indian women at this level.

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

Of the 61 supervisory and managerial positions in Region I, 13.1% were held by minorities and 31.2% by women. Among the minorities, 6.6% of the positions were occupied by Blacks, 1.6% by Hispanics, and 4.9% by Asians. There were no Hispanic men, American Indian men or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region I had 414 employees in the Professional job category, comprising 56.5% 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 Scientists.

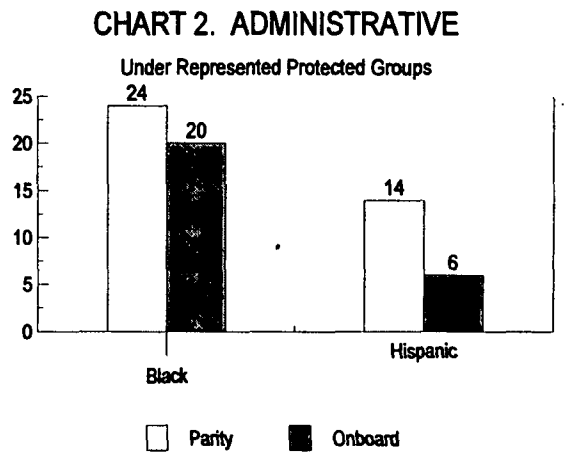
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	7	6	19	1	60
819	# Parity*	7	6	15	1	20
Total 198	# Difference	0	0	+4	0	+40
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	5	0	3	0	38
905	# Parity*	3	2	1	1	17
Total 66	# Difference	+2	-2	+2	-1	+21
Physical Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	2	3	4	0	31
1301	# Parity*	4	2	3	1	25
Total 86	# Difference	-2	+1	+1	-1	+6

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

An analysis by grade level shows that 80.0% or 331 employees of Region I's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 10.0% of the positions and women held 36.6%. Among minorities, Blacks held 2.7% of the positions, Hispanics 0.91%, Asians 6.0%, and American Indians 0.3%.

ADMINISTRATIVE POSITIONS: Region I had 260 employees in the Administrative job category, comprising 35.5% of its total work force. Blacks and Hispanics were under represented, while Asians, American Indians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity for these protected groups, Region I should add 4 Blacks and 8 Hispanics.



Further analysis by grade level shows that54.6% or 142 employees of Region I's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 13.4% of the positions and women hold 53.5%. Among minorities, Blacks held 7.7% of the positions, Hispanics 0.7%, Asians 2.8%, and American Indians 2.1%. There were no Hispanic men or Asian 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).*

In Region I, 0.41% or 3 employees have targeted disabilities; therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO September 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region I had a net increase of 4.0% or 28 employees in its total work force (from 704 to 732). The representation of minorities increased from 13.2% to 14.9% and the representation for women decreased from 52.3% to 50.6%. There was a net increase of 3 Blacks, 8 Hispanics, 5 Asians, and 2 women, while American Indians remained the same at 4.

In Professional occupations, there was an increase of 8.7% or 33 employees (from 381 to 414). Minority representation increased from 11.5% to 13.3%, and the representation of women decreased from 36.8% to 36.2%. There was a net increase of 1 Black, 6 Hispanics, 5 Asians, and 10 women, while American Indians had a net decrease of 1. There were no American Indian men in Professional occupations as of September 30, 1999.

In Administrative occupations, there was an increase of 8.0% or 19 employees (from 241 to 260). Minority representation increased from 11.2% to 14.2% and the representation of women increased from 63.1% to 64.6%. There was a net increase of 5 Blacks, 2 Hispanics, 2 Asians, 1 American Indian women, and 16 women.

At the GS/GM-13 level, there was an increase of 24.3% or 63 employees (from 259 to 322). Minority representation increased from 9.7% to 10.0%, while the representation of women decreased from 42.5% to 40.7%. There was a net increase of 2 Hispanics, 5 Asians, 1 American Indian, and 21 women. Blacks had a net decrease of 1.

At the GS/GM-14 level, there was an increase of 14.3% or 13 employees (from 91 to 104). The percentage of minorities increased from 8.8% to14.4%, and the percentage for women increased from 50.6% to 51.0%. There was a net increase of 4 Blacks, 3 Asians, and 7 women, while Hispanics remained the same at 1. There were no Hispanic men, American Indian men or American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 23.7% or 9 employees (from 38 to 47). The percentage of minorities increased from 7.9% to 10.6% and the percentage for women increased from 23.7% to 27.7%. There was a net increase of 1 Black, 1 Asian and 4 women, while Hispanics remained the same at 1. There were no Black women, Hispanic women, American Indian men, or American Indian women at this level as of September 30 1999.

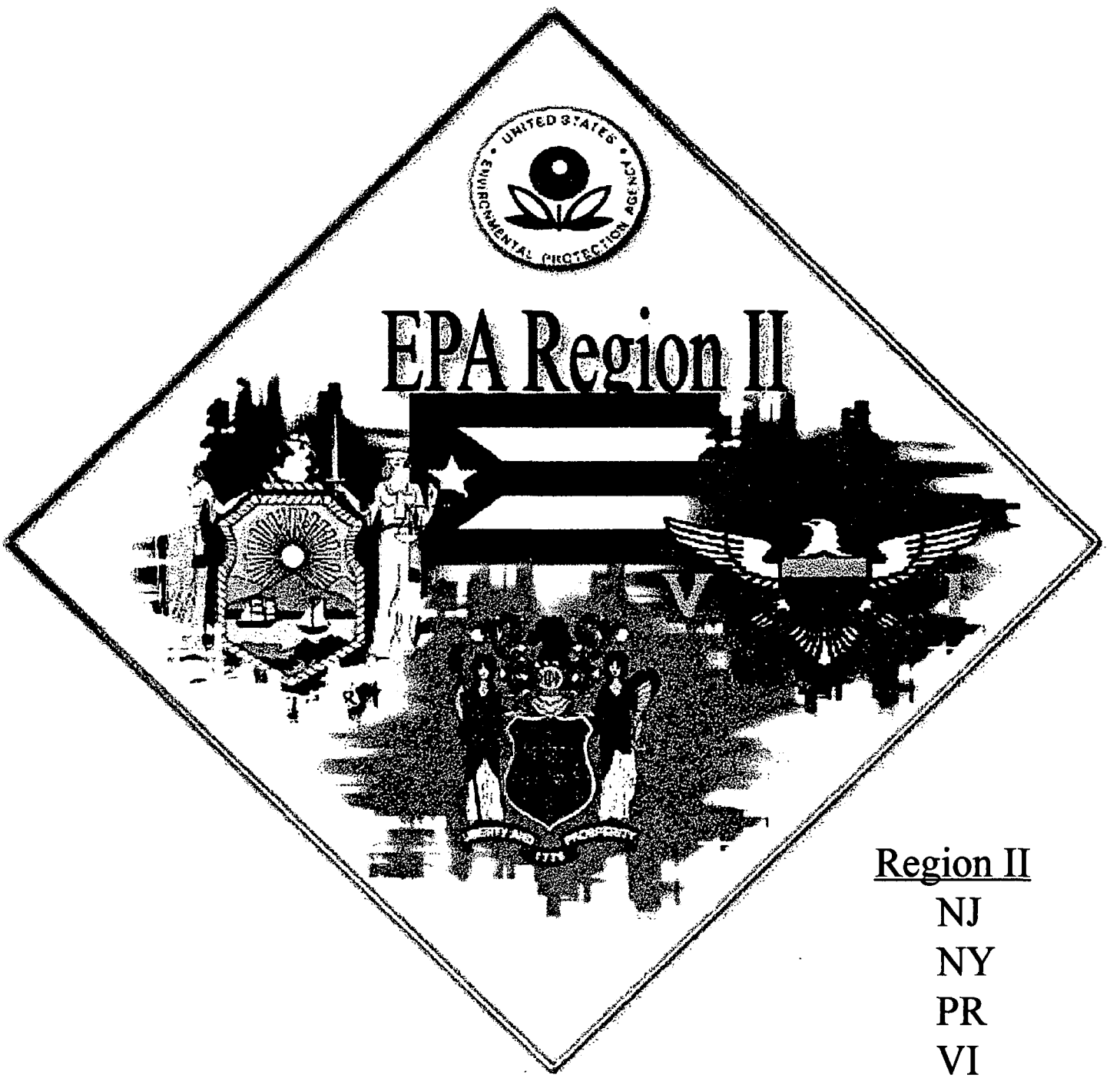
The SES members increased by 33.3% or 2 employees (from 6 to 8). There are no minorities in SES positions. The representation for women increased from 33.3% to 37.5%. There was a net gain of 1 woman.

There was an increase of 9.8% or 6 employees (from 61 to 67) in supervisory and managerial positions. Minority representation increased from 13.1% to14.9%, while the representation of women increased from 31.2% to 31.3%. There was a net increase of 1 Black, 1 Hispanic, and 2 women, while Asians remained the same at 3. There were no American Indian men or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities decreased by 25.0% or 1 employee (from 4 to 3). Their representation decreased from 0.57% to 0.41%.

Workforce Status Report

September 30, 1999



Region II
NJ
NY
PR
VI

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION II

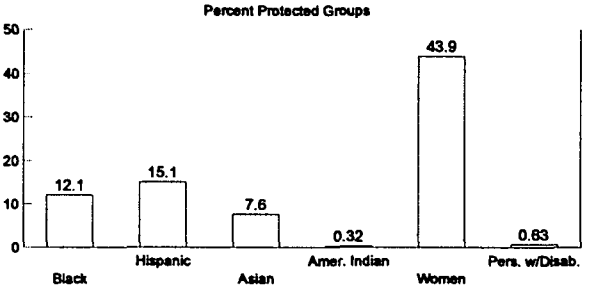
This summary presents a work force profile for Region II's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (86.8%) 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, 1999, there were 953 employees in Region II. Minorities occupied 35.1% of the Region's positions while women occupied 43.9%. Blacks held 12.1% of the Region's positions, Hispanics 15.1%, Asians 7.6%, American Indians 0.32%, and Persons with Targeted Disabilities 0.63%. Chart 1 shows the percent distribution of the protected groups in Region II's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region II's total work force, 53.5% percent or 510 employees were at grades GS/GM 13-15. Minorities held 22.0% of the positions in this grade group, while women held 31.8%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 4.9%, Hispanics 9.0%, Asians 7.8%, and American Indians 0.20%. There were no American Indian men in this grade group.

There were 324 employees at the GS/GM-13 level. Minorities comprised 25.6% and women comprised 34.3%. Among minorities, Blacks held 5.6% of the positions, Hispanics 8.6%, Asians 11.1%, and American Indians 0.31%. 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 30.7%. Among minorities, Blacks held 2.9% of the positions, Hispanics held 12.4%, and Asians held 2.2%. There were no American Indian men or American Indian women at this level. Minorities represented 10.2% of the 49 employees at the GS/GM-15 level, while women comprised 18.4%. Among minorities, Blacks held 6.1% of the positions, Hispanics held 2.0%, and Asians held 2.0%. There

were no Hispanic women, Asian women, American Indian men or American Indian women at this level.

There were 8 employees at the SES level in Region II. There were no minorities at this level, while women comprised 37.5%.

Of the 101 supervisory and managerial positions in Region II, 12.9% were held by minorities and 21.8% by women. Among the minorities, 4.0% of the positions were occupied by Blacks, 6.9% by Hispanics, and 2.0% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region II had 676 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 5 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.

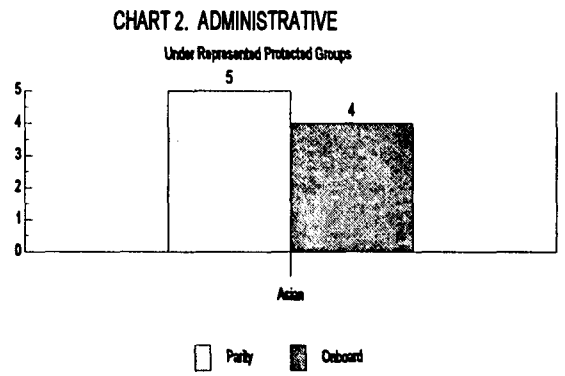
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	25	35	45	1	68
819	# Parity*	10	9	21	1	27
Total 267	# Difference	+15	+26	+24	0	+41
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	3	11	3	0	38
905	# Parity*	3	3	2	1	21
Total 82	# Difference	0	+8	+1	-1	+17
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On Board	5	26	9	0	78
	# Parity*	10	5	8	1	63
Total 214	# Difference	-5	+21	+1	-1	+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 65.1 % or 440 employees of Region II's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 21.4% of the positions and women held 28.9%. Among minorities, Blacks held 3.9% of the positions, Hispanics 8.6%, and Asians 8.9%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - Region II had 151 employees in the Administrative job category, comprising 15.8% of its total work force. Asians were under represented while Blacks, Hispanics, American Indians, and women were at parity. Chart 2 shows the under represented group in Administrative positions. To achieve parity for this protected group in this job category, Region II should add 1 Asian.



Further analysis by grade level shows that 46.4% or 70 employees of Region II's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 25.7% of the positions and women held 50.0%. Among minorities, Blacks held 11.4% of the positions, Hispanics 11.4%, 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, 6 employees or 0.63% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997 TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region II had a net increase of 3.8% or 35 employees in its total work force (from 918 to 953). The representation of minorities increased from 34.2% to 35.1% and the representation for women increased from 43.6% to 43.9%. There was a net decrease of 8 Blacks, and an increase of 16 Hispanics, 11 Asians, 1 American Indian, and 18 women. American Indian men were absent from the Region's work force as of September 30, 1999.

In Professional occupations, there was an increase of 5.8% or 37 employees (from 639 to 676). Minority representation increased from 24.7% to 27.4%, while the representation for women

increased from 31.3% to 32.5%. There was a net decrease of 5 Blacks, and an increase of 21 Hispanics, 10 Asians, 1 American Indian, and 20 women. There were no American Indian men in Professional occupations as of September 30, 1999.

In Administrative occupations, there was an increase of 10.2% or 14 employees (from 137 to 151). Minority representation increased from 34.3% to 35.1% and the representation for women increased from 54.7% to 55.0%. There was a net increase of 2 Blacks, 3 Hispanics, 1 Asian, and 8 women, while the number of American Indians remained the same at 1. There were no American Indian men in Administrative occupations as of September 30, 1999.

At the GS/GM-13 level, there was an increase of 10.2% or 30 employees (from 294 to 324). Minority representation increased from 23.5% to 25.6% and the representation for women increased from 33.0% to 34.3%. There was a net increase of 1 Black, 6 Hispanics, 7 Asians, and 14 women. The number of American Indians remained the same at 1. There were no American Indian men at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 22.3% or 25 employees (from 112 to 137). The percentage of minorities increased from 14.3% to 17.5% and the percentage for women increased from 29.5% to 30.7%. The number of Blacks remained the same at 4. There was a net increase of 6 Hispanics, 2 Asians, and 9 women. There were no American Indian men or American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 8.9% or 4 employees (from 45 to 49). The percentage of minorities increased from 8.9% to 10.2% and the percentage for women increased from 15.6% to 18.4%. There was a net increase of 1 Black and 2 women, while the number of Hispanics and Asians remained the same at 1 each. There were no Hispanic women, Asian women, American Indian men, or American Indian women at this level as of September 30, 1999.

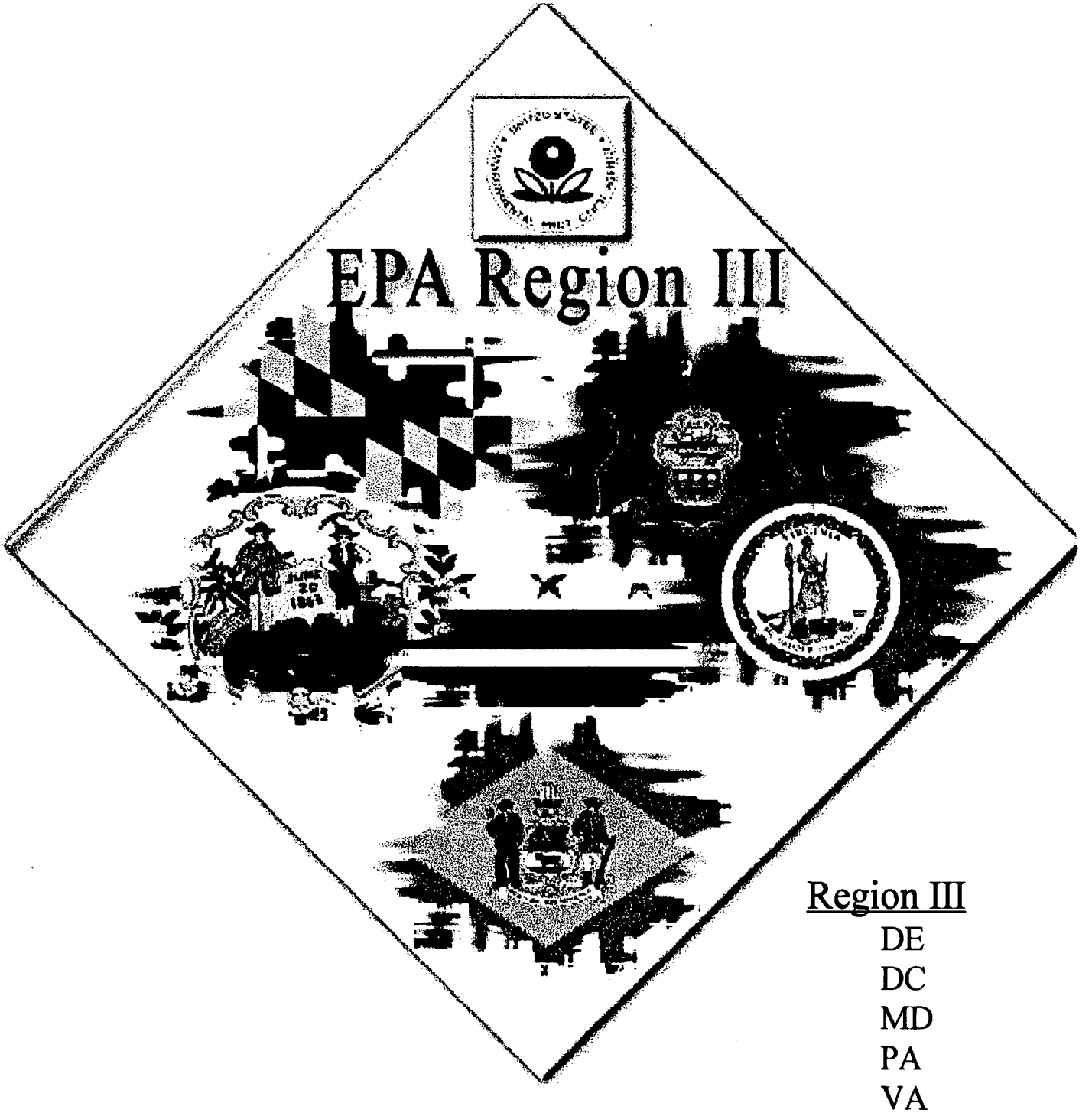
The number of SES members in Region II remained the same at 8 employees. The percentage of minorities decreased from 12.5% to 0.0%, and the percentage of women remained the same at 37.5%. There was a net decrease of 1 Black which left no minorities at this level in Region II, and the number of women remained the same at 3 as of September 30, 1999.

There was a decrease of 2.0% or 2 employees (from 99 to 101) in supervisory and managerial positions. Minority representation decreased from 14.1% to 12.9%, and the representation for women increased from 20.2% to 21.8%. There was a net decrease of 1 Black, and the number of Hispanics and Asians remained the same at 7 and 2 respectively. There were no Asian women, American Indian men or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities increased by 20% or 1 employee (from 5 to 6). Their representation in the total work force increased from 0.55% to 0.63%.

Workforce Status Report

September 30, 1999



Region III

DE
DC
MD
PA
VA
WV

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION III

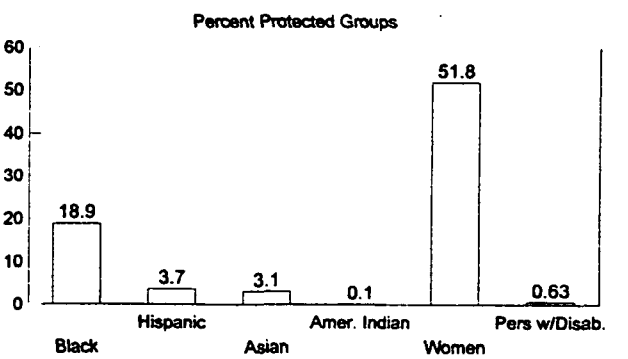
This summary presents a work force profile for Region III's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.2%) 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, 1999, there were 958 employees in the Region III. Minorities occupied 25.8% of Region III's positions, while women occupied 51.8%. Among minorities, Blacks held 18.9% of Region III's positions, Hispanics 3.7%, Asians 3.1%, American Indians 0.1%, and Persons with Targeted Disabilities 0.63%. American Indian women were absent from the work force. Chart 1 shows the percent distribution of the protected groups of Region III's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region III's total work force 57.7% percent or 553 employees were at grades GS/GM 13-15. Minorities held 15.6% of the positions in this grade group, while women held 38.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.6%, Hispanics 2.7%, Asians 3.1%, and American Indians 0.18%. There were no American Indian women in this grade group.

There were 333 employees at the GS/GM-13 level. Minorities comprised 16.2% and women comprised 40.2%. Among minorities, Blacks held 9.3%, Hispanics 3.0%, Asians 3.6%, and American Indians 0.3%. There were no American Indian women at this level. Minorities were 15.0% of the 160 employees at the GS/GM-14 level and women are 38.1%. Among minorities, Blacks held 10.6% of the positions, Hispanics 1.3%, and Asians 3.1%. There were no American Indian men or American Indian women at this level. Minorities represented 13.3% of the 60

employees at the GS/GM-15 level, while women comprised 33.3%. Among minorities, Blacks held 8.3% of the positions and Hispanics 5.0%. There were no Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 6 SES positions in Region III, no positions were held by minorities and 16.7% were held by women. There were no Black men, Black women, Hispanic men, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 92 supervisory and managerial positions in Region III, 12.0% were held by minorities and 31.5% by women. Among the minorities, 9.8% of the positions were occupied by Blacks and 2.2% 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 508 employees in the Professional job category, comprising 53.0% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region III. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation in these job series can be eliminated with the addition of 1 American Indian Environmental Engineer, and 1 each Hispanic, Asian, and American Indian Physical Scientist. There are no American Indians in the Environmental Engineer or Physical Scientist series.

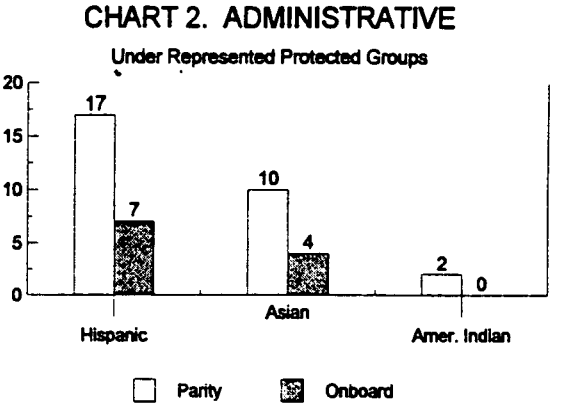
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer	Percent CLF	3.4	3.0	7.5	0. 3	9.8
Series	# On Board	16	12	13	0	46
819	# Parity*	6	6	13	1	17
Total 169	# Difference	+10	+6	0	-1	+29
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	13	3	3	1	46
905	# Parity*	3	3	2	1	21
Total 84	# Difference	+10	0	+1	0	+25
Phys. Scientist	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	14	3	5	0	72
1301	# Parity*	9	4	6	1	51
Total 175	# Difference	+5	-1	-1	-1	+21

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

An analysis by grade level shows that 77.8% or 395 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 37.7%. Among minorities, Blacks held 8.9% of the positions, Hispanics 3.5%, Asians 3.5%, and American Indians 0.25%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: Region III had 327 employees in the Administrative job category, comprising 34.1% of its total work force. Hispanics, Asians, and American Indians are under represented while Blacks and women are at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity in this job category, Region III should add 10 Hispanics, 6 Asians and 2 American Indians.



Further analysis by grade level shows that 48.3% or 158 employees of Region III's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 13.9% of the positions and women held 41.8%. Among minorities, Blacks held 11.4% of the positions, Hispanics 0.6%, and Asians 1.9%. There were no Hispanic women, Asian men, American Indian men, or American Indian women in this grade group.

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

As of September 30, 1999, 6 Region III employees or 0.63% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region III had a net increase of 1.8% or 17 employees in its total work force (from 941 to 958). The representation of minorities increased from 24.3% to 25.8%, while the representation for women decreased from 51.9% to 51.8%. There was a net increase of 8 Blacks, 2 Hispanics, 8 Asians, and 8 women, while American Indians remained the same at 1.

In Professional occupations, there was an increase of 2.4% or 12 employees (from 496 to 508). Minority representation increased from 17.3% to 19.3% and the representation of women increased from 37.3% to 38.4%. There was a net increase of 4 Blacks, 2 Hispanics, 6 Asians, and 10 women, while American Indians remained the same at 1.

In Administrative occupations, there was an increase of 6.5% or 20 employees (from 307 to 327). Minority representation increased from 21.2% to 21.4% and the representation of women increased from 55.1% to 55.7%. There was a net increase of 3 Blacks, 2 Asians, and 13 women, while Hispanics remained the same at 7. There were no Asian men, American Indian men, or American Indian women in Administrative occupations as of September 30, 1999.

At the GS/GM-13 level, there was an increase of 11.7% or 35 employees (from 298 to 333). Minority representation decreased from 16.8% to 16.2%, while the representation for women increased from 37.9% to 40.2%. There was a net increase of 3 Blacks, 1 Hispanic, and 21 women, while Asians and American Indians remained the same at 12 and 1, respectively. There were no American Indian women at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 15.1% or 21 employees (from 139 to 160). The percentage of minorities increased from 14.4% to 15.0% and the percentage for women increased from 36.0% to 38.1%. There was a net increase of 3 Blacks, 2 Asians, and 11 women, while Hispanics had a net decrease of 1. There were no American Indian men or American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 27.7% or 13 employees (from 47 to 60). The percentage of minorities increased from 12.8% to 13.3% and the percentage for women increased from 29.8% to 33.3%. There was a net increase of 1 Black, 1 Hispanic, and 6 women. There were no Asian men, Asian women, American Indian men, or American Indian women at this level as of September 30, 1999.

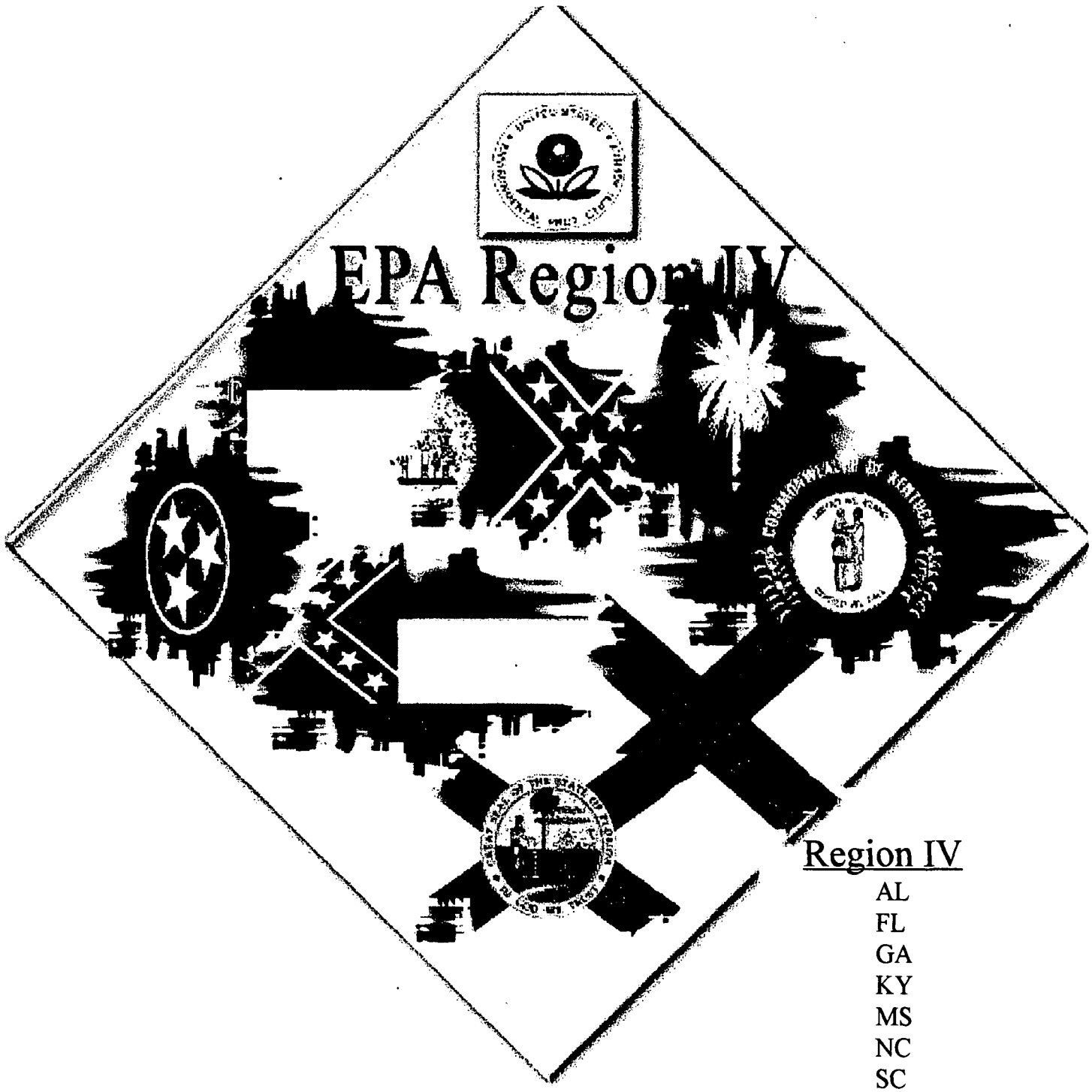
The SES members decreased by 33.3% or 3 employees (from 9 to 6). There was no minority representation. The representation for women decreased from 22.2% to 16.7%. The number of women decreased by 1. Black men, Black women, Hispanic men, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of September 30, 1999.

There was an increase of 3.4% or 3 employees (from 89 to 92) in managerial and supervisory positions. Minority representation increased from 11.2% to 12.0% and the representation for women decreased from 32.6% to 31.5%. Blacks had a net increase of 1, while Hispanics remained the same at 2. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities increased by 20.0% or 1 employee (from 5 to 6). Their representation of the total work force increased from 0.53% to 0.63%.

Workforce Status Report

September 30, 1999



Region IV

AL
FL
GA
KY
MS
NC
SC
TN

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION IV

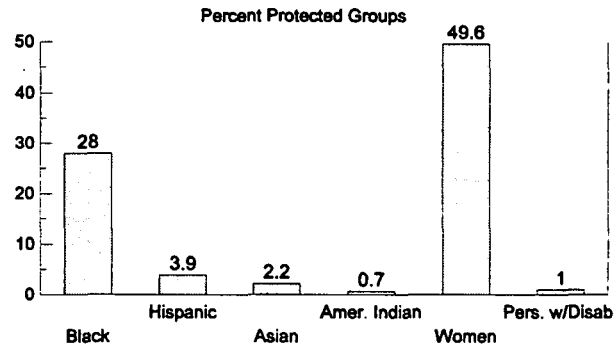
This summary presents a work force profile for Region IV's permanent full-time and part-time employees and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.7%) 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, 1999, there were 1,163 employees in Region IV. Minorities occupied 34.8% of the positions while women occupied 49.6%. Blacks held 28.0% of Region IV's positions, Hispanics 3.9%, Asians 2.2%, American Indians 0.70%, and Persons with Targeted Disabilities1.0%. Chart 1 shows the percent distribution of the protected groups in Region IV's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region IV's total work force, 45.7% or 532 employees were at grades GS/GM 13-15. Minorities held 23.3% of the positions in this grade group, while women held 34.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 17.1%, Hispanics 3.6%, Asians 1.7%, and American Indians 0.90%.

There were 349 employees at the GS/GM-13 level. Minorities comprised 24.1% of these positions and women 32.7%. Among minorities, Blacks held 16.3%, Hispanics 4.6%, Asians 2.0%, and American Indians 1.2%. Minorities were 23.5% of the 132 employees at the GS/GM-14 level and women were 38.6%. Among minorities, Blacks held 20.5% of the positions, Hispanics 1.5%, Asians 0.80%, and American Indians 0.80%. There were no Hispanic women, Asian men or American Indian women at this grade level. Minorities represented 17.7% of the 51 employees at the GS/GM-15 level, while women comprised 35.3%. Among minorities, Blacks held 13.7% of the positions, Hispanics 2.0% and Asians 2.0%. There were no Hispanic women, Asian women or

American Indians at this level.

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

Of the 105 supervisory and managerial positions in Region IV, 21.9% were held by minorities and 32.4% by women. Among the minorities, 18.1% of the positions were occupied by Blacks, 2.9% by Hispanics, and 1.0% by Asians. There were no Hispanic women, Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region IV had 680 employees in the Professional job category, comprising 58.5% 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, 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 Hispanic, 4 Asians, 1 American Indian and 7 women Biologists; 1 Hispanic Attorney; 4 Asian Environmental Engineers and 6 Asian Physical Scientists. There were no Hispanic women, Asian men or American Indians in the Biologist series; no Hispanic women or 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.

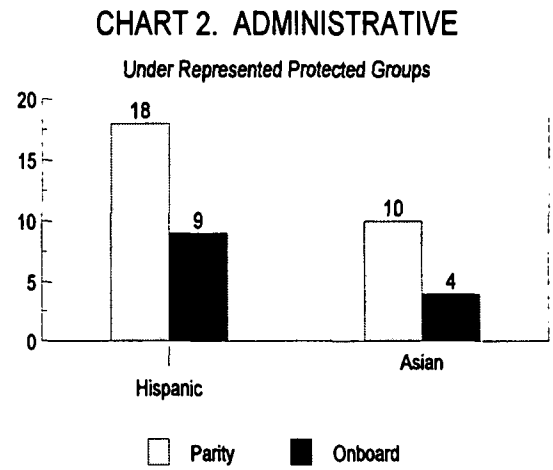
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist	Percent CLF	3.9	3.2	7.3	0.4	41.7
Series	# On Board	10	2	2	0	25
401	# Parity*	3	3	6	1	32
Total 76	# Difference	+7	-1	-4	-1	-7
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	17	1	2	2	40
905	# Parity*	3	2	2	1	19
Total 74	# Difference	+14	-1	0	+1	+21
Envir. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	36	22	15	1	76
819	# Parity*	9	8	19	1	25
Total 245	# Difference	+27	+14	-4	0	+51
Physical Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	32	4	1	3	72
1301	# Parity*	10	4	7	1	58
Total 200	# Difference	+22	0	-6	+2	+14

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

An analysis by grade level shows that 55.9% or 380 employees of Region IV's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 22.4% of the positions and women held 32.1%. Among minorities, Blacks held 14.7% of the positions, Hispanics 4.2%, Asians 2.1%, and American Indians 1.3%.

ADMINISTRATIVE POSITIONS: Region IV had 340 employees in the Administrative job category, comprising 29.2% of its total work force. Hispanics and Asians were under represented, while Blacks, American Indians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity for these protected groups, Region IV should add 9 Hispanics and 6 Asians.



Further analysis by grade level shows that 44.7% or 152 employees of Region IV's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 25.7% of the positions and women held 40.1%. Among minorities, Blacks held 23.0% of the positions, Hispanics 2.0%, and Asians 0.70%. 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, 12 employees or 1.0% had targeted disabilities, therefore, this group was under represented as of September 30, 1999.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region IV had a net decrease of 0.47% or 5 employees in its total work force (from 1,068 to 1,163). The representation of minorities increased from 34.2% to 34.8% and the representation for women increased from 48.9% to 49.6%. There was a net increase of 34 Blacks, 2 Hispanics, 3 Asians, 1 American Indian, and 55 women.

In Professional occupations, there was an increase of 10.8% or 66 employees (from 614 to 680). Minority representation increased from 23.3% to 24.9%, and the representation of women increased from 34.7% to 36.2%. There was a net increase of 20 Blacks, 3 Asians, 3 American Indians, and 33 women, while the number of Hispanics remained at 32.

In Administrative occupations, there was an increase of 20.6% or 58 employees (from 282 to 340). Minority representation increased from 37.6% to 38.2% and the representation of women increased from 53.2% to 58.2%. There was a net increase of 25 Blacks, 1 Hispanic, and 48 women, while American Indians had a net decrease of 2. The number of Asians remained the same at 4. There were no American Indian men in Administrative occupations as of September 30, 1999.

At the GS/GM-13 level, there was an increase of 30.2% or 81 employees (from 268 to 349). Minority representation increased from 26.1% to 24.1% while the representation of women decreased from 34.0% to 32.7%. There was a net increase of 13 Blacks, 2 Asians, and 26 women, while Hispanics had a net decrease of 1. The number of American Indians remained the same at 4.

At the GS/GM-14 level, there was an increase of 17.9% or 20 employees (from 112 to132). The percentage of minorities increased from 20.5% to 23.5% and the percentage for women increased from 33.0% to 38.6%. There was a net increase of 8 Blacks, and 14 women while Hispanics, Asians and American Indians remained at 2, 1, and 1, respectively. There were no Hispanic women, Asian men or American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 8.5% or 4 employees (from 47 to 51). The percentage of minorities increased from 17.0% to 17.7% and the percentage for women increased from 31.9% to 35.3%. There was a net increase of 1 Hispanic, and 3 women, while Blacks and Asians remained the same at 7 and 1, respectively. There were no Hispanic women, Asian women, or American Indians at this level as of September 30, 1999.

The number of SES members increased by 33.3% or 2 employees (from 6 to 8). The representation of minorities increased from 16.7% to 25.0% while the representation for women decreased from 16.7% to 12.5%. There was a net increase of 1 Black. There were no Hispanics, Asians or American Indians at this level as of September 30, 1999.

There was a decrease of 5.4% or 6 employees (from 111 to 105) in supervisory and managerial positions. Minority representation increased from 20.7% to 21.9% while the representation of women decreased from 34.2% to 32.4%. There was a net decrease of 4 women, while Blacks, Hispanics, and Asians remained at 19, 3, and 1, respectively. There were no Hispanic women, Asian women or American Indians in these positions as of September 30, 1999.

Employees with targeted disabilities increased by 71.4% or 5 employees (from 7 to 12). Their representation in the work force increased from 0.66% to 1.0%.

Workforce Status Report

September 30, 1999

EPA Region V

Region V

IL
IN
MI
MN
OH
WI

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION V

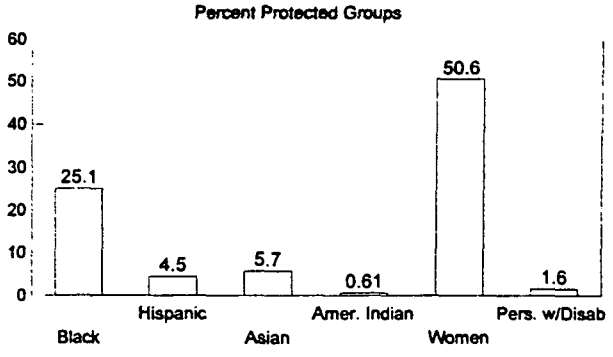
This summary presents a work force profile for Region V's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.9%) 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, 1999, there were 1,303 employees in Region V. Minorities occupied 35.8% of positions, while women occupied 50.6%. Among minorities, Blacks held 25.1% of Region V's positions, Hispanics 4.5%, Asians 5.7%, American Indians 0.61%, 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, 50.0% percent or 652 employees were at grades GS/GM 13-15. Minorities held 19.6% of the positions in this grade group, while women held 36.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.0%, Hispanics 2.9%, Asians 6.1%, and American Indians 0.61%.

There were 426 employees at the GS/GM-13 level. Minorities comprised 20.4% and women comprised 35.0%. Among minorities, Blacks held 10.1% of the positions, Hispanics 2.6%, Asians 6.8%, and American Indians 0.94%. Minorities were 20.1% of the 174 employees at the GS/GM-14 level and women were 37.4%. Among minorities, Blacks held 9.8% of the positions, Hispanics 4.0%, and Asians 6.3%. There were no American Indian men or American Indian women at this grade level. Minorities represented 11.5% of the 52 employees at the GS/GM-15 level, while women comprised 48.1%. Among minorities, Blacks held 9.6% of the positions and Hispanics 1.9%. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 9 SES positions in Region V, 11.1% were held by minorities and 33.3% by women. Among minorities, Blacks hold 11.1% of the positions. There were no Black men, Hispanic men, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 106 supervisory and managerial positions in Region V, 18.9% were held by minorities and 39.6% by women. Among the minorities, 11.3% of the positions were occupied by Blacks, 2.8% 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 V had 625 employees in the Professional job category, comprising 48.0% 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 Biologists and 1 each American Indian Environmental Engineer, Physical Scientist, and Chemist. There were no American Indians in the Environmental Engineer, Physical Scientist, or Chemist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

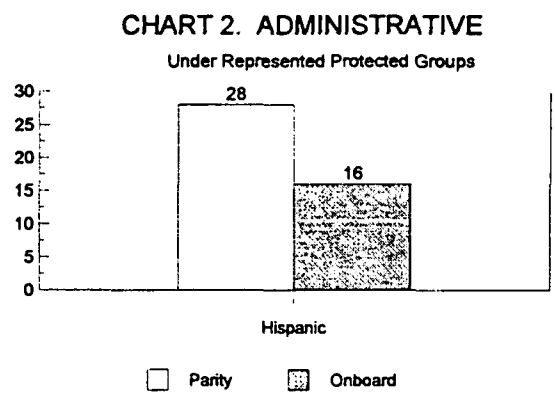
SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist	Percent CLF	3.9	3.2	7.3	0.4	41.7
Series	# On Board	3	1	1	1	20
401	# Parity*	2	2	3	1	17
Total 40	# Difference	+1	-1	-2	0	+3
Env. Engineer	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	16	10	23	0	52
819	# Parity*	7	6	14	1	18
Total 181	# Difference	+9	+4	+9	-1	+34
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	7	8	10	2	49
905	# Parity*	4	3	2	1	28
Total 111	# Difference	+3	+5	+8	+1	+21

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Phys. Scientist	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	12	4	13	0	57
1301	# Parity*	8	4	6	1	50
Total 169	# Difference	+4	0	+7	-1	+7
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 63.4 % or 396 employees of Region V'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 31.1%. Among minorities, Blacks held 6.6% of the positions, Hispanics 3.5%, Asians 7.3%, and American Indians 0.51%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS - Region V had 520 employees in the Administrative job category, comprising 39.9% of its total work force. Hispanics were under represented while Blacks, Asians, American Indians, and women were at parity. Chart 2 shows the under represented group in Administrative positions. To achieve parity in this job category, Region V should add 12 Hispanics.



Further analysis by grade level shows that 49.2% or 256 employees of Region V's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 22.3% of the positions and women held 45.3%. Among minorities, Blacks held 15.2% of the positions, Hispanics 2.0%, Asians 4.3%, and American Indians 0.78%. 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, 1999, 21 Region V employees or 1.6% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region V had a net increase of 2.8% or 35 employees in its total work force (from 1,268 to 1,303). The representation of minorities increased from 34.9% to 35.8% and the representation for women increased from 50.1% to 50.6. There was a net increase of 14 Blacks, 6 Hispanics, 3 Asians, 1 American Indian, and 24 women.

In Professional occupations, there was an increase of 3.5% or 21 employees (from 604 to 625). Minority representation increased from 21.5% to 22.2%, while the representation for women increased from 33.8% to 35.8%. There was a net increase of 3 Blacks, 3 Hispanics, 2 Asians, 1 American Indian, and 20 women.

In Administrative occupations, there was an increase of 6.3% or 31 employees (from 489 to 520). Minority representation increased from 33.7% to 36.9%, while the representation for women increased 55.2% to 55.8%. There was a net increase of 23 Blacks, 3 Hispanics, 1 Asian, and 20 women, while American Indians remained the same at 3.

At the GS/GM-13 level, there was an increase of 15.1% or 56 employees (from 370 to 426). Minority representation increased from 18.4% to 20.4% and the representation for women increased from 32.4% to 35.0%. There was a net increase of 8 Blacks, 1 Hispanic, 8 Asians, 2 American Indians, and 29 women.

At the GS/GM-14 level, there was an increase of 5.5% or 9 employees (from 165 to 174). Minority representation increased from 17.0% to 20.1%, while the percentage for women decreased from 38.8% to 37.4%. There was a net increase of 2 Hispanics, 5 Asians, and 1 woman, while Blacks remained the same at 17. There were no American Indian men or American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 18.2% or 8 employees (from 44 to 52). Minority representation increased from 6.8% to 11.5% and the percentage for women increased from 40.9% to 48.1%. There was a net increase of 3 Blacks and 7 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, 1999.

The SES members remained the same at 9. The representation of minorities and women remained the same at 11.1% and 33.3%, respectively. Blacks remained the same at 1. Black men, Hispanic men, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of September 30, 1999.

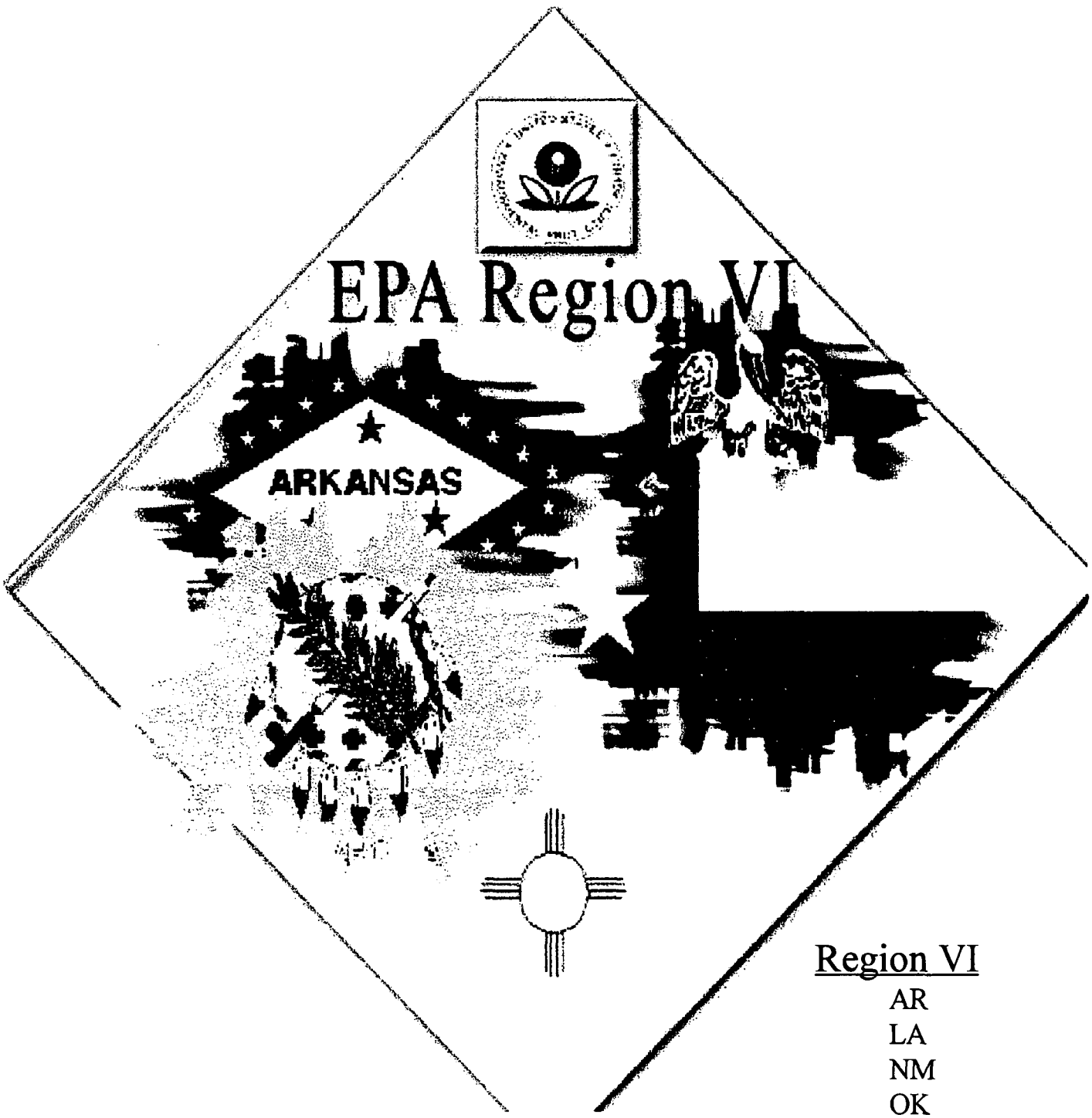
Supervisory and managerial positions increased by 2.9% or 3 employees (from 103 to 106). Minority representation increased from 17.5% to 18.9%, while the representation for women

increased from 36.9% to 39.6%. Blacks had a net increase of 3, Asians 1, and women 4, while Hispanics remained the same at 3. There were no American Indian men or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities increased by 23.5% or 4 employees (from 17 to 21). Their representation in the total work force increased from 1.3% to 1.6%.

Workforce Status Report

September 30, 1999



Region VI

AR
LA
NM
OK
TX

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION VI

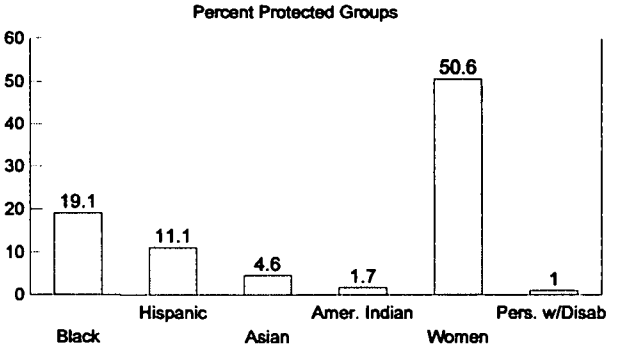
This summary presents a work force profile for Region VI's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90%) 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, 1999, there were 896 employees in Region VI. Minorities occupied 36.4% of Region VI's positions while women occupied 50.6%. Blacks held 19.1% of the positions, Hispanics 11.1%, Asians 4.6%, American Indians 1.7%, and Persons with Targeted Disabilities 1.0%. Chart 1 shows the percent distribution of the protected groups of Region VI's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region VI's total work force, 50.6% percent or 453 employees were at grades GS/GM 13-15. Minorities held 25.4% of the positions in this grade group, while women held 36.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.4%, Hispanics 9.7%, Asians 4.2%, and American Indians 1.1%.

There were 327 employees at the GS/GM-13 level. Minorities comprised 27.2% while women comprised 37.6%. Among minorities, Blacks held 10.4% of the positions, Hispanics 10.1%, Asians 5.5%, and American Indians 1.2%. Minorities were 20.9% of the 86 employees at the GS/GM-14 level while women were 38.4%. Among minorities, Blacks held 11.6% of the positions, Hispanics 8.1%, and American Indians 1.2%. There were no Asians or American Indian women at this grade level. Minorities represented 20% of the 40 employees at the GS/GM-15 level, while women comprised 27.5%. Among minorities, Blacks held 7.5% of the positions, Hispanics 10%, and Asians 2.5%. There were no 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, 16.9% were held by minorities and 36.8% by women. Among the minorities, 10.4% of the positions were occupied by Blacks, 5.2% by Hispanics, and 1.3% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VI had 464 employees in the Professional job category, comprising 51.8% 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.

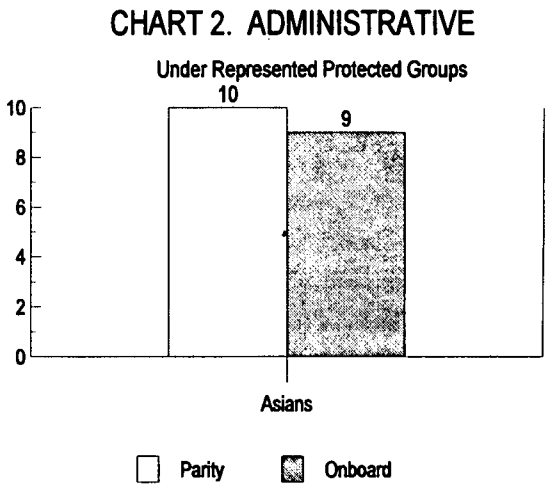
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 0819 Total 179	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	15	25	16	1	43
	# Parity*	7	6	14	1	18
	# Difference	+8	+19	+2	0	+25
Attorney Series 0905 Total 57	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	13	4	2	1	26
	# Parity*	2	2	1	1	14
	# Difference	+11	+2	+1	0	+12
Physical Scientist Series 1301 Total 158	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	14	14	10	1	55
	# Parity*	8	4	6	1	46
	# Difference	+6	+10	+4	0	+9

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

An analysis by grade level shows that 71.1% or 330 employees of Region VI's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 24.9% of the positions and women held 29.1%. Among minorities, Blacks held 9.1% of the positions, Hispanics 10.3%, Asians 4.9%, and American Indians 0.61%.

ADMINISTRATIVE POSITIONS: Region VI had 342 employees in the Administrative job category, comprising 38.2% of its total work force. Asians were under represented while Blacks, Hispanics, American Indians, and women were at parity. Chart 2 shows the under represented group in Administrative positions. To achieve parity, Region VI should add 1 Asian.



Further analysis by grade level shows that 36% or 123 employees of Region VI's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 26.8% of the positions and women held 57.7%. Among minorities, Blacks held 13.8% of the positions, Hispanics 8.1%, Asians 2.4%, and American Indians 2.4%.

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, 1999, 9 Region VI employees, or 1.0%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region VI had a net increase of 0.45%% or 4 employees in its total work force (from 892 to 896). The representation of minorities increased from 33.3% to 36.4% while the representation of women decreased from 50.7% to 50.6%. There was a net increase of 8 Blacks, 8 Hispanics, 13 Asians, and 1 woman while American Indians remained the same at 15.

In Professional occupations, there was an increase of 0.43% or 2 employees (from 462 to 464). Minority representation increased from 26.6% to 29.1% and the representation of women increased from 30.3% to 31.7%. There was a net increase of 6 Hispanics, 7 Asians, and 7 women, while American Indians decreased by 1 and Blacks remained the same at 49.

In Administrative occupations, there was an increase of 6.2% or 20 employees (from 322 to 342). Minority representation increased from 32.0% to 38.3% while the representation for women decreased from 66.8% to 65.8%. There was a net increase of 14 Blacks, 7 Hispanics, 6 Asians, 1 American Indian, and 10 women.

At the GS/GM-13 level, there was an increase of 47.3% or 105 employees (from 222 to 327).

Minority representation increased from 26.6% to 27.2% and the representation of women increased from 36.0% to 37.6%. There was a net increase of 7 Blacks, 10 Hispanics, 10 Asians, 3 American Indians, and 43 women.

At the GS/GM-14 level, there was an increase of 4.9% or 4 employees (from 82 to 86). The percentage of minorities increased from 13.4% to 20.9% and the percentage of women increased from 36.6% to 38.4%. There was a net increase of 4 Blacks, 3 Hispanics, and 3 women, while American Indians remained the same at 1. There were no Asians or American Indian women at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 29% or 9 employees (from 31 to 40). The percentage of minorities decreased from 22.6% to 20% while the percentage of women increased from 22.6% to 27.5%. There was a net increase of 1 Hispanic, 1 Asian, and 4 women, while Blacks had a net decrease of 1. There were no Asian women, American Indian men, or American Indian women at this level as of September 30, 1999.

The SES members increased by 40.0% 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 were net gains of 1 Black and 1 woman. Hispanics, Asians, and American Indians were absent at the SES level as of September 30, 1999.

There was an increase of 2.7% or 2 employees (from 75 to 77) in supervisory and managerial positions. Minority representation decreased from 20.0% to 16.9% while the representation of women increased from 33.3% to 33.8%. There was a net increase of 1 woman and 1 Asian while Hispanics and Blacks had net decreases of 1 and 2, respectively. There were no Asian women, American Indian men, or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities remained the same at 9. Their representation in the total work force also remained the same at 1.0%.

Workforce Status Report

September 30, 1999

Region VII

IA
KS
MO
NE

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION VII

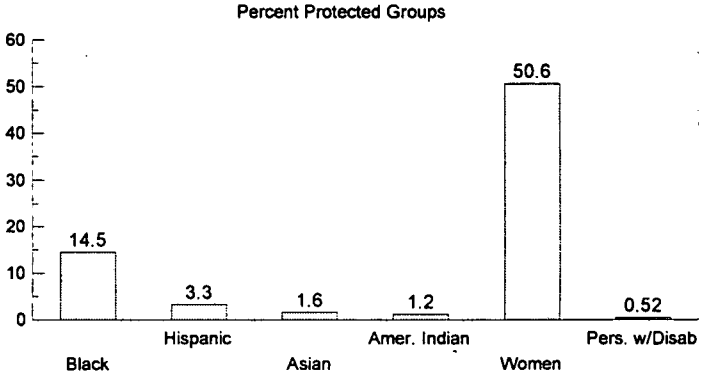
This summary presents a work force profile for Region VII's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (86.9%) 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, 1999, there were 579 employees in Region VII. Minorities occupied 20.6% of the Region's positions while women occupied 50.6%. Blacks held 14.5% of the Region's positions, Hispanics 3.3%, Asians 1.6%, American Indians 1.2%, and Persons with Targeted Disabilities 0.52%. Chart 1 shows the percent distribution of the protected groups in Region VII's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region VII's total work force, 49.2% percent or 285 employees were at grades GS/GM 13-15. Minorities held 12.3% of the positions in this grade group, while women held 34.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 8.4%, Hispanics 2.1%, Asians 0.35%, and American Indians 1.4%. There were no Asian women in this grade group.

There were 206 employees at the GS/GM-13 level. Minorities comprised 13.1% and women comprised 33.0%. Among minorities, Blacks held 8.7% of the positions, Hispanics 1.9%, Asians 0.49%, and American Indians 1.9%. There were no Asian women at this level. Minorities were 11.1% of the 63 employees at the GS/GM-14 level and women were 33.3%. Among minorities, Blacks held 7.9% of the positions and Hispanics held 3.2%. There were no Asians or American Indians at this level. Minorities represented 6.3% of the 16 employees at the GS/GM-15 level, while women comprised 62.5% and Blacks held 6.3% of the positions. There were no Black men,

Hispanics, Asians, or American Indians at this level.

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 51 supervisory and managerial positions in Region VII, 13.7% were held by minorities and 41.2% by women. Among the minorities, 9.8% of the positions were held by Blacks, and 3.9% by Hispanics. There were no Asians, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VII had 281 employees in the Professional job category, comprising 48.5% 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 7 Asians and 1 American Indian Environmental Engineers; 1 American Indian Attorney; and 3 Blacks, 2 Hispanics, and 5 women Physical Scientists. There were no Asian women or American Indians 819 series; no Hispanic men or American Indians in the 905 series; and no Black men, Hispanics, or Asian women in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

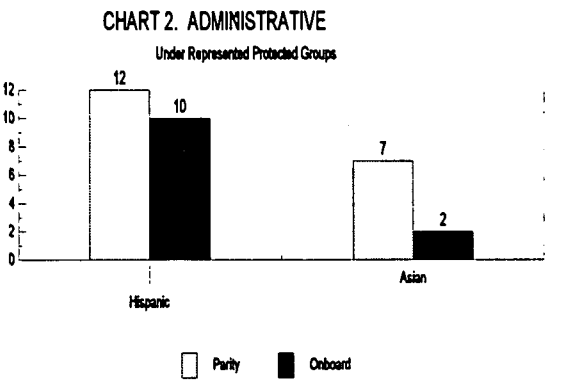
SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series 819	# On Board	5	4	1	0	21
	# Parity*	4	3	8	1	10
Total 95	# Difference	+1	+1	-7	-1	+11
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series 905	# Difference	2	1	2	0	17
	# Parity	2	1	1	1	9
Total 36	# Difference	0	0	+1	-1	+8
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On Board	2	0	3	3	22
Total 90	# Parity*	5	2	3	1	27
	# Difference	-3	-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 64.8 % or 182 employees of Region VII's Professional work

force were at grades GS/GM 13-15. In this grade grouping, minorities held 6.6% of the positions and women held 28.0%. Among minorities, Blacks held 3.3% of the positions, Hispanics 1.7%, and American Indians 1.7%. There were no Asians or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - Region VII had 222 employees in the Administrative job category, comprising 38.3% of its total work force. Hispanics and Asians were under represented while Blacks, American Indians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity for these protected groups in this job category, Region VII should add 2 Hispanics and 5 Asians.



Further analysis by grade level shows that 46.4% or 103 employees of Region VII's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 22.3% of the positions and women held 46.6%. Among minorities, Blacks held 17.5% of the positions, Hispanics 2.9%, Asians 0.97%, and American Indians 0.97%. 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, 1999: *The reference period of September 30, 1997 to September30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region VII had a net increase of 8.6% or 46 employees in its total work force (from 533 to 579). The representation of minorities increased from 15.8% to 20.6% and the representation for women increased from 48.8% to 50.6%. There was a net increase of 20 Blacks, 8 Hispanics, 5 Asians, 2 American Indians, and 33 women.

In Professional occupations, there was an increase of 4.9% or 13 employees (from 268 to 281). Minority representation increased from 10.8% to 11.4%, while the representation for women remained the same at 29.9%. There was a net decrease of 5 Blacks and a net increase of 1 Hispanic, 3 Asians, 4 American Indians, and 4 women.

In Administrative occupations, there was an increase of 14.4% or 28 employees (from 194 to 222).

Minority representation increased from 17.0% to 27.0% and the representation for women increased from 58.8% to 60.4%. There was a net increase of 21 Blacks, 5 Hispanics, 2 Asians, and a net decrease of 1 American Indian. There were no American Indian women in these occupations as of September 30, 1999.

At the GS/GM-13 level, there was an increase of 48.2% or 67 employees (from 139 to 206). Minority representation increased from 8.6% to 13.1% and the representation for women increased from 30.9% to 33.0%. There was a net increase of 11 Blacks, 1 Hispanic, 2 American Indians, and 25 women. The number of Asians remained the same at 1. There were no Asian women at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 8.6% or 5 employees (from 58 to 63). The percentage of minorities increased from 10.4% to 11.1% and the percentage for women increased from 31.0% to 33.3%. There was a net increase of 1 Black, 1 Hispanic, and 3 women while the number of American Indians decreased by 1. As of September 30, 1999 there were no Asians or American Indians at this level.

At the GS/GM-15 level, there was a decrease of 11.1% or 2 employees (from 18 to 16). The percentage of minorities increased from 0.0% to 6.3% and the percentage for women increased from 50.0% to 62.5%. There was a net increase of 1 Black and 1 woman. There were no Black men, Hispanics, Asians, or American Indians at this level as of September 30, 1999.

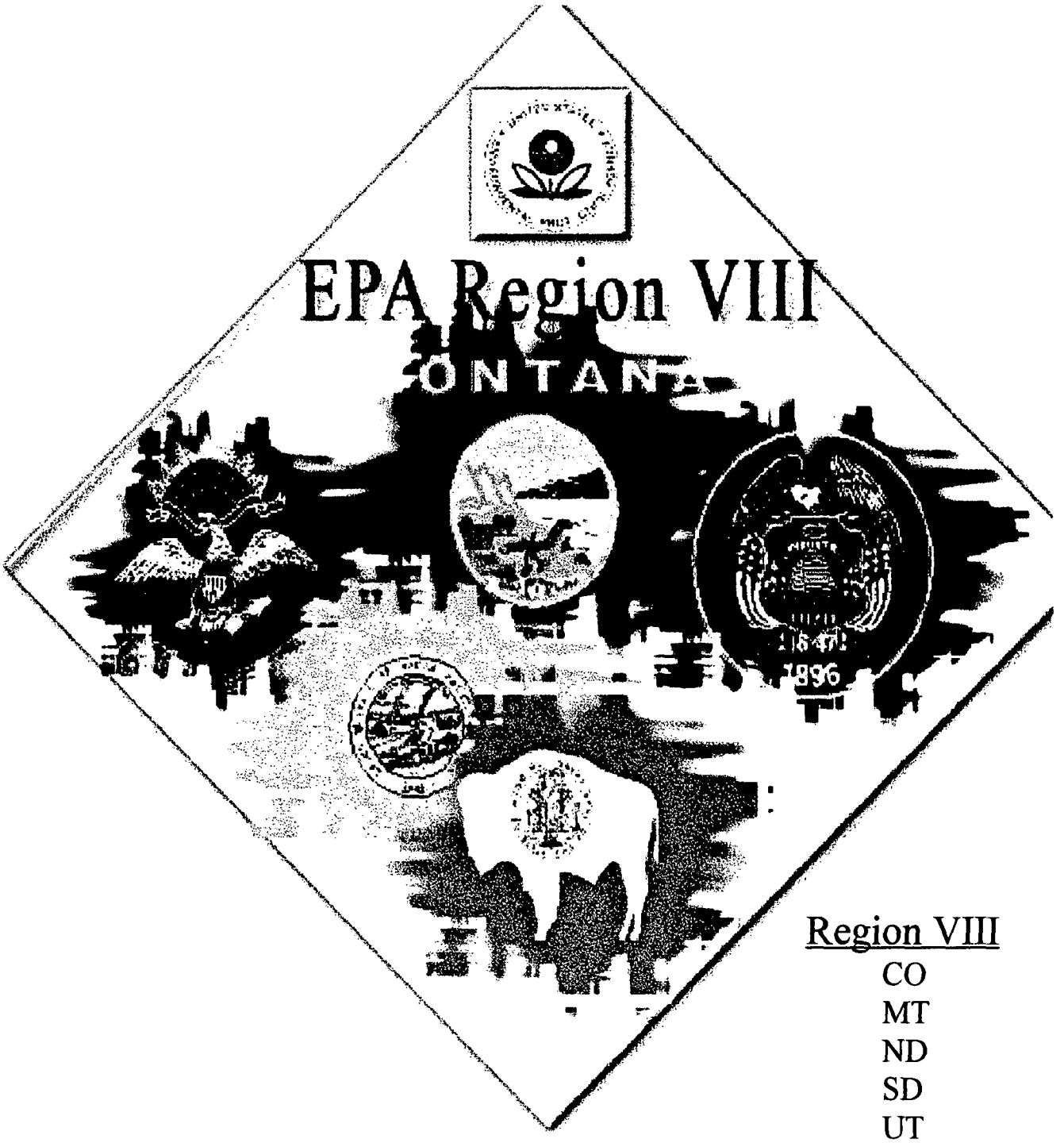
The number of SES members in Region VII remained the same at 7. The percentage of minorities and the percentage of women remained the same at 14.3% each. The number of minorities and women remained the same at 1 Black and 1 woman. There were no Black women, Hispanics, Asians or American Indians at this level as of September 30, 1999.

There was an increase of 10.9% or 5 employees (from 46 to 51) in supervisory and managerial positions. Minority representation increased from 10.9% to 13.7%, and the representation for women increased from 34.8% to 41.2%. There was a net increase of 2 Blacks, 1 Hispanic, and 5 women, and a net decrease of 1 American Indian, while Asians and American Indian women remained the same at 0. There were no Asians or American Indians in these positions as of September 30, 1999.

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

Workforce Status Report

September 30, 1999



Region VIII

CO
MT
ND
SD
UT
WY

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION VIII

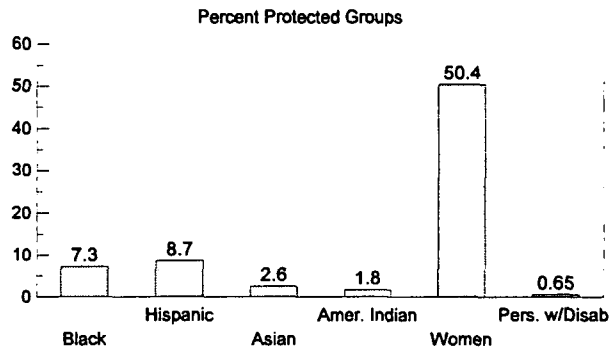
This summary presents a work force profile for Region VIII's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.9%) 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, 1999, there were 619 employees in Region VIII. Minorities occupied 20.4% of the positions while women occupied 50.4%. Blacks held 7.3% of Region VIII's positions, Hispanics 8.7%, Asians 2.6%, American Indians 1.8%, and Persons with Targeted Disabilities 0.65%. Chart 1 shows the percent distribution of the protected groups of Region VIII's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region VIII's total work force, 59.8% or 370 employees were at grades GS/GM 13-15. Minorities held 11.9% of the positions in this grade group, while women held 39.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 3.2%, Hispanics 5.4%, Asians 2.2%, and American Indians 1.1%.

There were 249 employees at the GS/GM-13 level. Minorities comprised 11.7% and women comprised 40.2%. Among minorities, Blacks held 2.8% of these positions, Hispanics 5.2%, Asians 2.4%, and American Indians 1.2%. Minorities were 10.7% of the 84 employees at the GS/GM-14 level and women were 39.3%. Among minorities, Blacks held 1.2% of the positions, Hispanics 7.1%, and Asians 2.4%. There were no Asian men or American Indians at this level. Minorities represented 16.2% of the 37 employees at GS/GM-15 level, while women comprised 35.1%. Among minorities, Blacks held 10.8% of the positions, Hispanics 2.7%, and American

Indians 2.7%. There were no Hispanic women, Asian men or women, or American Indian men at this level.

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

Of the 56 supervisory and managerial positions in the Region, 17.9% were held by minorities and 32.1% by women. Among the minorities, 7.1% of the positions were occupied by Blacks, 5.4% by Hispanics, 1.8% by Asians, and 3.6% by American Indians. There were no Asian men in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VIII had 283 employees in the Professional job category, comprising 45.7% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in Region VIII. Table 1 shows the protected groups in the Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated by hiring 1 Asian Environmental Engineer, 1 American Indian Attorney, and 4 Black and 4Asian Physical Scientists.
There were no American Indian Attorneys or Asian Physical Scientists.

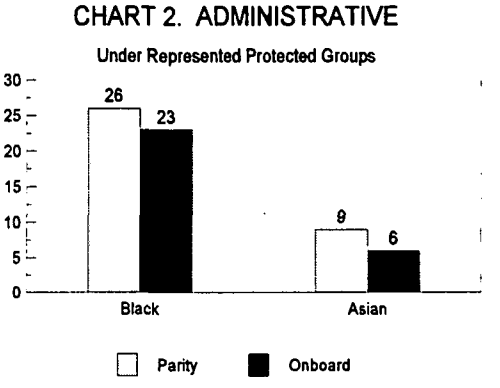
Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	5	7	7	1	38
Series 819	# Parity*	4	3	8	1	10
Total 95	# Difference	+1	+4	-1	0	+28
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	3	2	3	0	23
905	# Parity*	2	2	1	1	12
Total 46	# Difference	+1	0	+2	-1	+11
Physical	Percent CLF	4.6	1.9	3.3	0.4	29.0
Scientist	# On Board	1	7	0	3	32
1301	# Parity*	5	2	4	1	28
Total 94	# Difference	-4	+5	-4	+2	+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 77.0% or 218 employees of Region VIII's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 12.4% of the positions and women held 34.4%. Among minorities, Blacks held 3.7% of the positions, Hispanics 5.5%, Asians 2.8%, and American Indians 0.46%. There were no American Indian women at this level.

ADMINISTRATIVE POSITIONS: Region VIII had 286 employees in the Administrative job category, comprising 46.2% of its total work force. Blacks and Asians were under represented while Hispanics, American Indians, and women were at parity. Chart 2 shows the under represented groups in Administrative positions. To achieve parity in this job category, the Region should add 3 Blacks and 3 Asians.



Further analysis by grade level shows that 53.1% or 153 employees of the Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 11.2% of the positions and women held 46.7%. Among minorities, Blacks held 2.6% of the positions, Hispanics 5.3%, Asians 1.3%, and American Indians 2.0%.

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 an and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of September 30, 1999, 4 Region VIII employees, or 0.65%, had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region VIII had a net increase of 5.5% or 32 employees in its total work force (from 587 to 619). The representation of minorities increased from 18.9% to 20.4% and the representation for women increased from 47.0% to 50.4%. There was a net increase of 2 Blacks, 4 Hispanics, 4 Asians, 5 American Indians, and 36 women.

In Professional occupations, there was an increase of 2.2% or 6 employees (from 277 to 283). Minority representation increased from 13.0% to 17.0% and the representation of women increased from 36.1% to 38.9%. There was a net increase of 2 Blacks, 3 Hispanics, 3 Asians, 4 American Indians, and 10 women.

In Administrative occupations, there was an increase of 13.0% or 33 employees (from 253 to 286). Minority representation decreased from 21.7% to 19.2% while the representation of women increased from 50.6% to 55.9%. There was a net increase of 2 Asians, 2 American Indians, and 32 women while Blacks and Hispanics had a net decrease of 2 each during the same period.

At the GS/GM-13 level, there was an increase of 15.8% or 34 employees (from 215 to 249). Minority representation increased from 11.6% to 11.7% and the representation of women increased from 38.6% to 40.2%. There was a net increase of 1 Black, 1 Asian, 3 American Indians, and 17 women, while Hispanics had a decrease of 1 at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 6.3% or 5 employees (from 79 to 84). Minority representation increased from 7.6%% to 10.7% and the representation of women increased from 34.2% to 39.3%. There was a net increase of 3 Hispanics, 1 Asian, and 6 women, while Blacks decreased by 1 and American Indians remained the same at 0. There were no Black men, Asian men, or American Indians at this level as of September 30, 1999.

At the GS/GM-15 level, there was an increase of 27.6% or 8 employees (from 29 to 37). Minority representation decreased from 17.2% to 16.2% while the representation of women increased from 27.6% to 34.1%. There was a net increase of 5 women and 1 Black, while the number of Hispanics, Asians, and American Indians remained the same at 1, 0, and 1, respectively. There were no Hispanic women, Asian men, Asian women, or American Indian men at this level as of September 30, 1999.

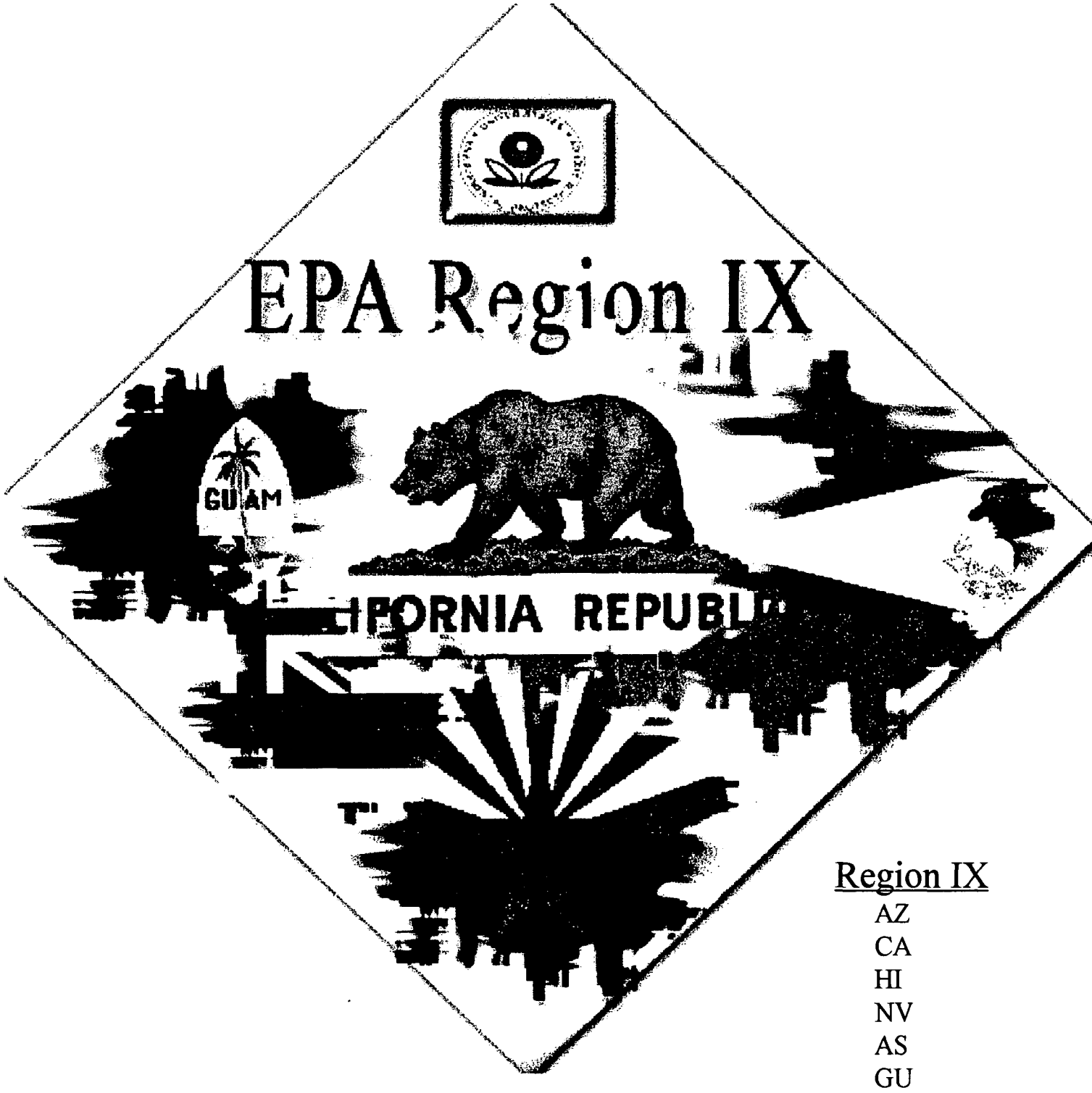
The number of SES employees remained the same at 7. The representation of minorities and women remained the same at 14.3% and 28.6%, respectively. There were no Blacks, Hispanics, Asians, or American Indian women in the SES level as of September 30, 1999.

The number of employees in supervisory and managerial positions increased by 4 (from 52 to 56). The representation of minorities increased from 15.4% to 17.9% and the representation of women increased from 28.8% to 32.1%. There was a net increase of 1 Hispanic, 1 Asian, and 3 women while the number of Blacks and American Indians remained the same at 4 and 2, respectively.

Employees with targeted disabilities had a net decrease of 3, from 7 to 4. Their representation in the total work force decreased from 1.2% to 0.65%

Workforce Status Report

September 30, 1999



Region IX

AZ
CA
HI
NV
AS
GU

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION IX

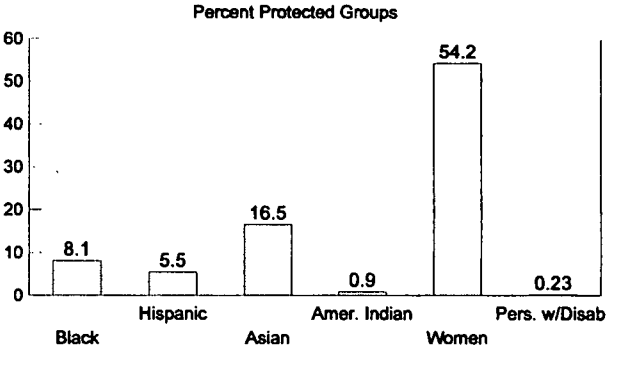
This summary presents a work force profile for Region IX's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.5%) 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, 1999, there were 885 employees in Region IX. Minorities occupied 31.1% of the positions while women occupied 54.2%. Blacks held 8.1% of the positions, Hispanics 5.5%, Asians 16.5%, American Indians 0.90%, 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, 56.7% percent or 502 employees were at grades GS/GM 13-15. Minorities held 19.7% of the positions in this grade group, while women held 50%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 4.6%, Hispanics 4.0%, Asians 10.2%, and American Indians 1.0%.

There were 346 employees at the GS/GM-13 level. Minorities comprised 21.7% while women comprised 51.7%. Among minorities, Blacks held 4.9% of the positions, Hispanics 4.9%, Asians 10.7%, and American Indians 1.2%. Minorities were 16.4% of the 122 employees at the GS/GM-14 level while women were 45.1%. Among minorities, Blacks held 3.3% of the positions, Hispanics 1.6%, Asians 10.7%, and American Indians 0.82%. Minorities represented 11.8% of the 34 employees at the GS/GM-15 level, while women comprised 50%. Among minorities, Blacks held 5.9% of the positions, Hispanics 2.9%, and Asians 2.9%. There were no American Indians at this level.

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

Of the 100 supervisory and managerial positions in Region IX, 21% were held by minorities and 49% by women. Among the minorities, 5% of the positions were occupied by Blacks, 3% by Hispanics, and 13% by Asians. There were no Black women, American Indian men, or American Indian women in this group.

PROFESSIONAL POSITIONS: Region IX had 379 employees in the Professional job category, comprising 42.8% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region IX. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 1 Black Environmental Engineer, and 2 Black and 1 American Indian Physical Scientists. American Indians were absent from the Physical Scientist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

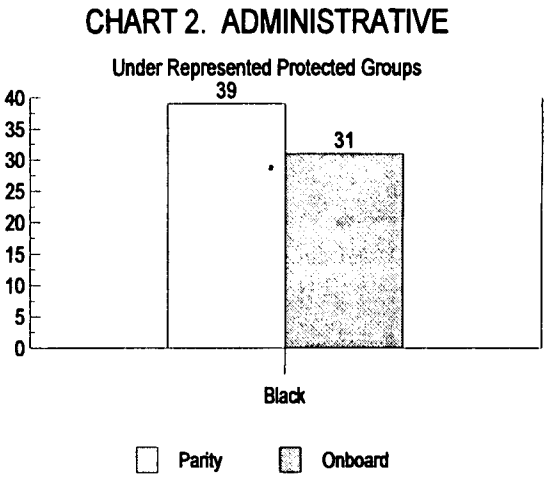
SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 0819 Total 134	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	4	6	28	2	48
	# Parity*	5	5	11	1	14
	# Difference	-1	+1	+17	+1	+34
Attorney Series 905 Total 64	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	4	4	4	1	35
	# Parity*	3	2	1	1	16
	# Difference	+1	+2	+3	0	+19
Physical Scientist Series 1301 Total 119	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	4	5	10	0	56
	# Parity*	6	3	4	1	35
	# Difference	-2	+2	+6	-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 70.2 % or 266 employees of Region IX'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 44.7%. Among minorities, Blacks held 4.1% of the positions, Hispanics 3.0%, Asians 8.7%, and American Indians 0.75%. There were no American Indian

men in this grade group.

ADMINISTRATIVE POSITIONS - Region IX had 431 employees in the Administrative job category, comprising 48.7% of its total work force. Blacks were under represented while Hispanics, Asians, American Indians, and women were at parity. Chart 2 shows the under represented group in Administrative positions. To achieve parity, Region IX should add 8 Blacks.



Further analysis by grade level shows that 54.8% or 236 employees of Region IX's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.3% of the positions and women held 55.9%. Among minorities, Blacks held 5.1% of the positions, Hispanics 5.1%, Asians 11.9%, and American Indians 1.3%. 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, 1999, 2 Region IX employees, or 0.23%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region IX had a net increase of 2.8% or 24 employees in its total work force (from 861 to 885). The representation of minorities increased from 30.2% to 31.1% while the representation of women decreased from 54.4% to 54.2%. There was a net increase of 2 Blacks, 2 Hispanics, 11 Asians, and 12 women while American Indians remained the same at 8.

In Professional occupations, there was an increase of 2.2% or 8 employees (from 371 to 379). Minority representation increased from 22.1% to 22.7%, while the representation of women decreased from 44.5% to 44.1%. There was a net increase of 5 Asians, 1 American Indian, and 2 women. Blacks had a net decrease of 2 while Hispanics remained the same at 15.

In Administrative occupations, there was an increase of 5.4% or 22 employees (from 409 to 431). Minority representation increased from 28.9% to 30.2% and the representation of women increased from 56.0% to 56.6%. There was a net increase of 6 Blacks, 1 Hispanic, 5 Asians, and

15 women. American Indians had a net decrease of 1.

At the GS/GM-13 level, there was an increase of 23.1% or 65 employees (from 281 to 346). Minority representation increased from 20.3% to 21.7% and the representation of women increased from 49.1% to 51.7%. There was a net increase of 2 Blacks, 5 Hispanics, 9 Asians, 2 American Indians, and 41 women.

At the GS/GM-14 level, there was an increase of 7% or 8 employees (from 114 to 122). The percentage of minorities increased from 14% to 16.4% and the percentage for women increased from 43% to 45.1%. There was a net increase of 3 Blacks, 2 Asians, and 6 women, while Hispanics had a net decrease of 1 and American Indians remained the same at 1. There were no American Indian men at this level as of September 30, 1999.

At the GS/GM-15 level, there was a decrease of 5.6% or 2 employees (from 36 to 34). The percentage of minorities increased from 11.1% to 11.8% while the percentage of women increased from 44.4% to 50%. There was a net increase of 2 Blacks and 1 woman, while Asians had a net decrease of 2 and Hispanics and American Indians remained the same at 1 and 0, respectively. There were no Hispanic men, Asian women, American Indian men, or American Indian women at this level as of September 30, 1999.

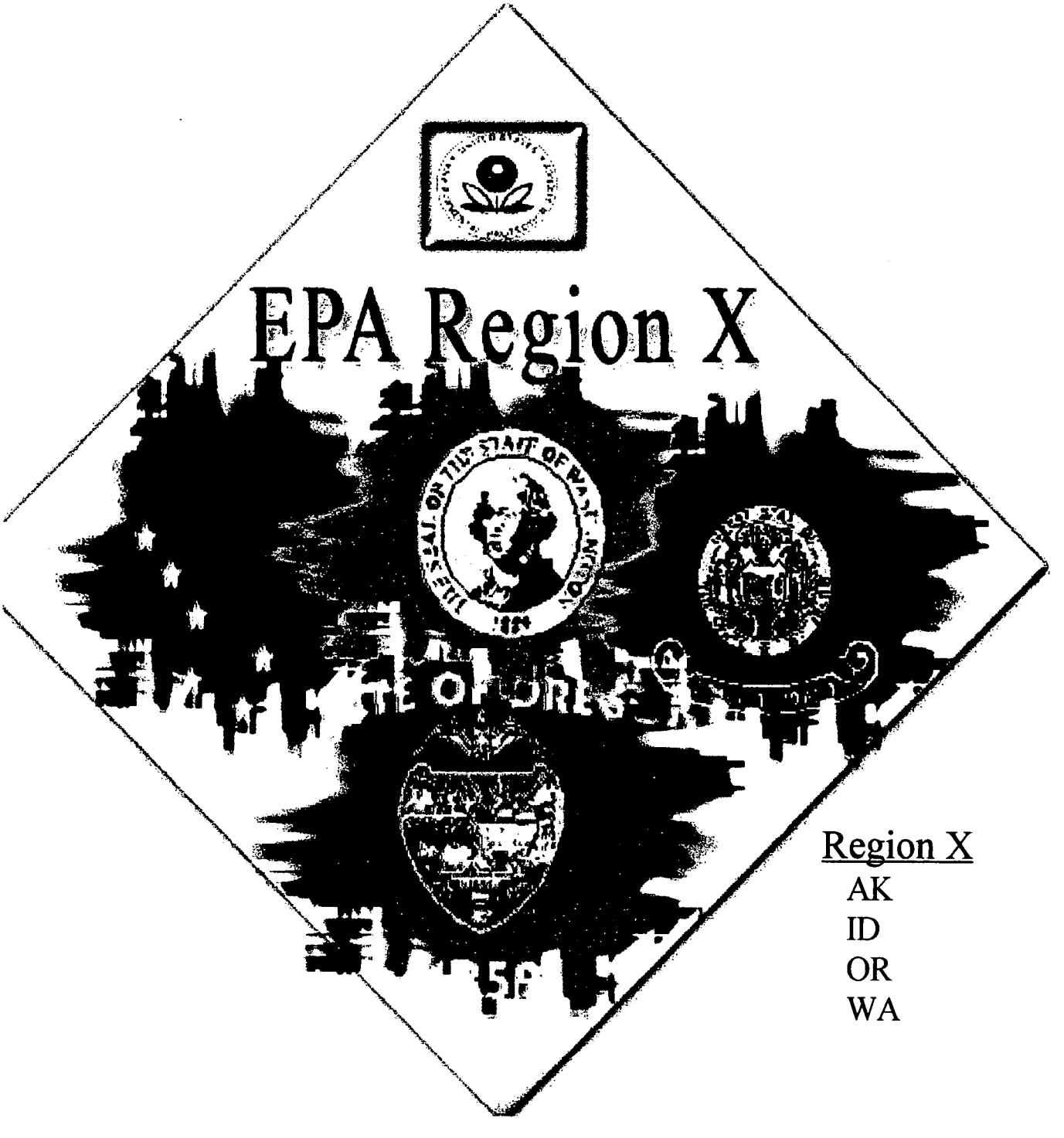
The SES members increased by 28.6% or 2 (from 7 to 9). The representation of minorities increased from 0% to 33.3%, while the representation of women decreased from 57.1% to 55.6%. There was a net gain of 1 Hispanic and 2 Asians. Blacks, Hispanic women, and American Indians were absent at the SES level as of September 30, 1999.

There was a decrease of 10.7% or 12 employees (from 112 to 100) in supervisory and managerial positions. Minority representation increased from 17.9% to 21% while the representation of women decreased from 49.1% to 49%. There was a net increase of 4 Blacks, while Hispanics, Asians, and women had a net decrease of 2, 1, and 6, respectively. American Indians remained the same at 0. There were no Black women, American Indian men, or American Indian women in these positions as of September 30, 1999.

Employees with targeted disabilities had a net decrease of 2. Their representation in the total work force decreased from 0.47% to 0.23%.

Workforce Status Report

September 30, 1999



Region X
AK
ID
OR
WA

U.S. ENVIRONMENTAL PROTECTION AGENCY
REGION X

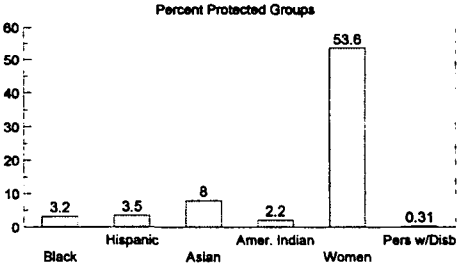
This summary presents a work force profile for Region X's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (89.7%) of Region X's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

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

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

OVERVIEW: As of September 30, 1999, there were 651 employees in Region X. Minorities occupied 17.0% of the positions while women occupied 53.6%. Blacks held 3.2% of the positions, Hispanics 3.5%, Asians 8.0%, American Indians 2.2%, and Persons with Targeted Disabilities 0.31%. Chart 1 shows the percent distribution of protected groups in the Region's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region X's total work force, 53.0% percent or 344 employees were at grades GS/GM 13-15. Minorities held 10.5% 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 2.0%, Hispanics 2.6%, Asians 5.2%, and American Indians 0.58%. There were no American Indian women in this grade group.

There were 231 employees at the GS/GM-13 level. Minorities comprised 10.8% and women 42.9%. Among minorities, Blacks held 1.3% of the positions, Hispanics 2.6%, Asians 6.1%, and American Indians 0.87%. Minorities were 11.2% of the 89 employees at the GS/GM-14 level and women were 38.2%. Among minorities, Blacks held 3.4% of the positions, Hispanics 3.4%, and Asians 4.5%. There were no American Indians at this level. Minorities represented 4.2% of the 24 employees at the GS/GM-15 level, while women comprised 33.3%. Among minorities, Blacks held 4.2% of the positions. There were no Black women, Hispanics, Asians, or American Indians at this level.

Of the 5 SES positions in Region X, 20.0% were occupied by women and none by minorities.

Of the 53 supervisory and managerial positions in Region X, 13.2% were held by minorities and 39.6% by women. Among the minorities, 5.7% of the positions were occupied by Blacks, 5.7% by Asians, and 1.9% by American Indians. There were no Hispanics or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region X had 258 employees in the Professional job category, comprising 39.8% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region X. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 2 Black and 1 Hispanic Environmental Engineer; 1 American Indian Attorney; and 3 Black and 1 American Indian Physical Scientists.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: September 30, 1999

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
819	# On Board	1	1	9	1	32
	# Parity	3	3	7	1	9
Total **82**	# Difference	-2	-2	+2	0	+23
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
905	# On Board	1	3	1	0	20
	# Parity	2	1	1	1	10
Total **38**	# Difference	-1	+2	0	-1	+10
Physical	Percent CLF	4.6	1.9	3.3	0.4	29.0
Scientist	# On Board	1	3	5	0	32
1301	# Parity	4	1	3	1	22
Total **75**	# Difference	-3	+2	+2	-1	+10

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

An analysis by grade level shows that 68.6 % or 177 employees of the Professional work force in Region X were at grades GS/GM 13-15. In this grade grouping, minorities held 11.9% of the positions and women held 39.6%. Among minorities, Blacks held 1.7% of the positions, Hispanics 4.0%, and Asians 6.2%. There were no American Indians in this grade group.

ADMINISTRATIVE POSITIONS - Region X has 324 employees in the Administrative job category, comprising 49.9% of its total work force. All protected groups are at parity.

Further analysis by grade level shows that 51.5% or 167 employees of the Region's Administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 9.0% of the positions and women hold 42.5%. Among minorities, Blacks hold 2.4% of the positions, Hispanics 1.2%, Asians 4.2%, and American Indians 1.2%.

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

As of September 30, 1999, 2 Region X employees, or 0.31%, had targeted disabilities, therefore, this groups was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO SEPTEMBER 30, 1999: *The reference period of September 30, 1997 to September 30, 1999 is used for the change analysis because it reflects the time period for the Diversity Action Plan Initiative.*

Region X had a net increase of 7.5% or 45 employees in its total work force (from 604 to 649). The representation of minorities increased from 14.4% to 17.0% and the representation for women increased from 51.8% to 53.6%. There was a net increase of 3 Blacks, 3 Hispanics, 12 Asians, 5 American Indians, and 35 women.

In Professional occupations, there was an increase of 7.1% or 17 employees (from 241 to 258). Minority representation increased from 11.2% to 13.2% and the representation of women increased from 41.5% to 43.8%. There was a net increase of 2 Hispanics, 5 Asians, and 13 women, while Blacks and American Indians remained the same at 4 and 2, respectively.

In Administrative occupations, there was an increase of 10.2% or 30 employees (from 294 to 324). Minority representation increased from 14.3% to 17.9% and the representation for women increased from 52.0% to 53.7%. There was a net increase of 6 Blacks, 2 Hispanics, 5 Asians, 3 American Indians, and 21 women.

At the GS/GM-13 level, there was an increase of 12.1% or 25 employees (from 206 to 231). Minority representation increased from 6.3% to 10.8% and the representation for women increased from 40.3% to 42.9%. There was a net increase 11 Asians, 2 American Indians, and 16 women, while the number of Hispanics decreased by 1 and the number of Blacks remained the same at 3. There were no American Indian women at this level as of September 30, 1999.

At the GS/GM-14 level, there was an increase of 12.7% or 10 employees (from 79 to 89). The percentage of minorities decreased from 11.4% to 11.2% while the percentage of women increased from 34.2% to 38.2%. There was a net increase of 1 Hispanic and 7 women, while Blacks and Asians remained the same at 3 and 4 respectively. The number of Black men, American Indian men, and American Indian women remained the same at 0.

At the GS/GM-15 level, there was an increase of 9.1% or 2 employees (from 22 to 24). The percentage of minorities decreased from 4.7% to 4.2% and the percentage for women decreased from 40.9% to 33.3%. There was a net decrease of 1 woman, while Blacks remained the same at 1 and Hispanics, Asians, and American Indians remained the same at 0.

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

Supervisory and management positions increased by 1 (from 52 to 53). Minority representation increased from 11.5% to 13.2%, while the representation of women decreased from 42.3% to 39.6%. There was a net increase of 1 Black and 1 American Indian, while Hispanics and women had a net decrease of 1 each and Asians remained the same at 3.

Employees with targeted disabilities remained at 2 employees. Their representation in the total work force decreased from 0.33% to 0.31%.