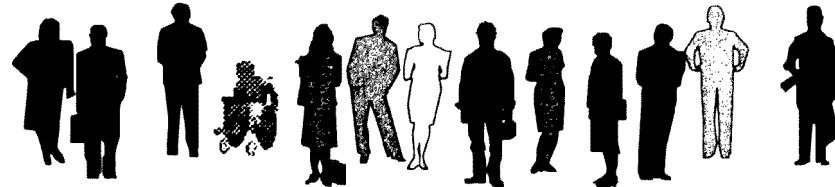


National Workforce Profile Report

Prepared by the
Office of Human Resources
and Organizational Services
August 1998



Notes

- All EPA data in these tables is from EPAYS (EPA Personnel/Payroll) database.
- All EPA data is for permanent EPA employees only, including SES, SL/ST, 'AD', PHS Commissioned Officers, as well as GS and GM, except where otherwise noted in the chart heading. Employees on temporary, term, expert/consultant, or other time limited appointments and non-EPA (AARP, SEE, and contractor employees) are not included in any of the charts.
- EPA data on average grade, promotions, time-in-grade, and grade advancement is limited to permanent employees in pay plans GS and GM only.
- All EPA data is as of July 4, 1998 (end of 3rd Quarter FY 1998).
- Civil Labor Force (CLF) and Federal Civilian Workforce (FCW) data is provided for comparison purposes only.
- As used herein, the term minority refers to racial and ethnic groups as defined by the U.S. EEOC.



Diversity

- Ethnic Composition of EPA Workforce
- Ethnic Composition of Civilian Labor Force (CLF - 1997)
- Ethnic Composition of Federal Civilian Workforce (FCW - March 1998)
- Education Level of EPA Workforce by Degree Level
- Percentage of EPA Employees with Bachelors Degree or Above
- Percentage of EPA Employees with Advanced Degree
- Average Grade of EPA Employees
- EPA Grade Distribution (1-4, 5-8, 9-12, 13, 14, 15, Managers and Supervisors, SES)
- EPA Ethnicity by Occupation: Professional and Administrative Positions Only
- EPA Ethnicity by Occupation: Clerical/Administrative/Technician/Wage Positions Only
- Ethnic Composition of New Hires at EPA
- Ethnic Composition of Separations from EPA



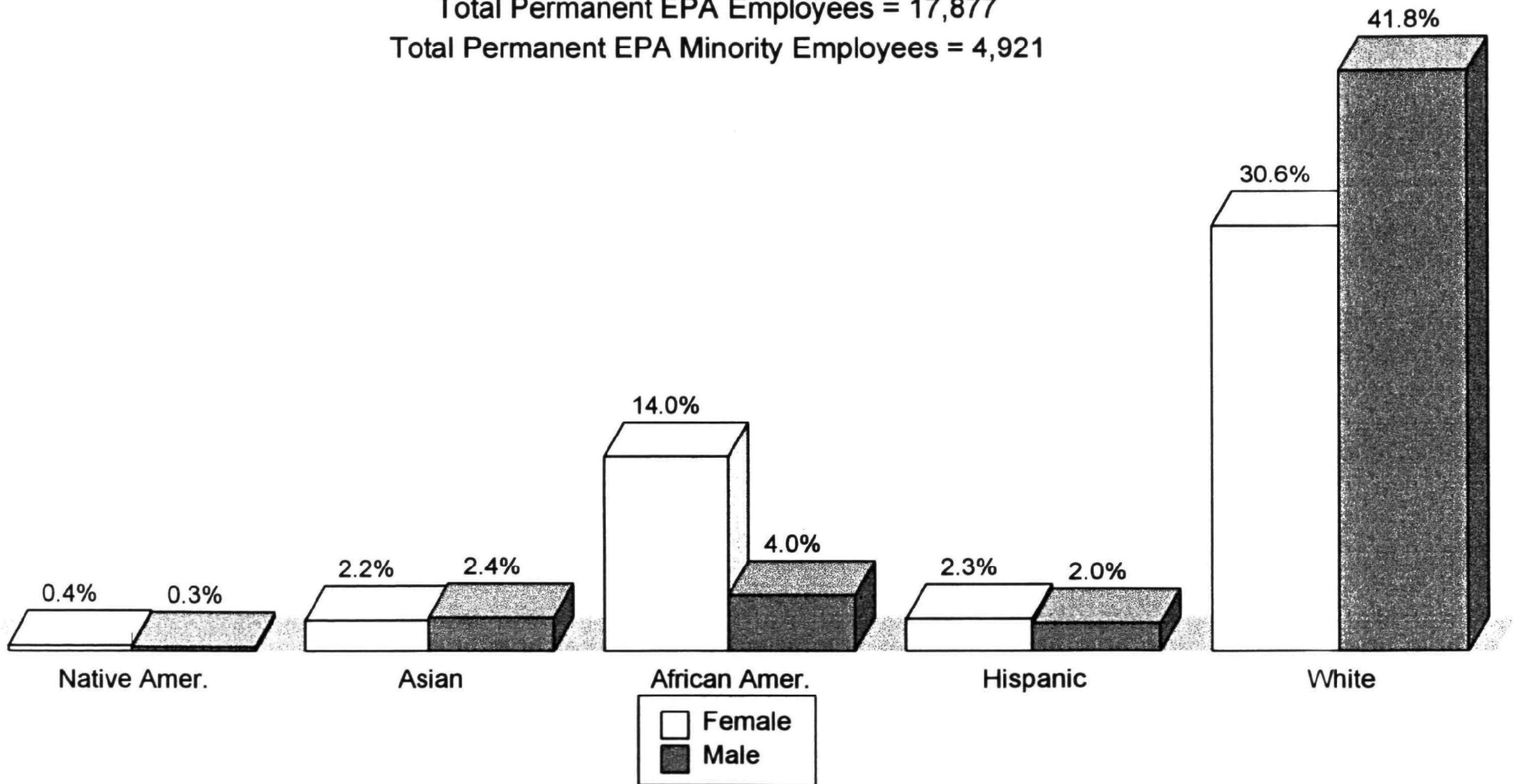
Ethnic Composition of EPA's Workforce

28% of EPA's Workforce are Minorities

72% of EPA's Workforce are Non-Minorities

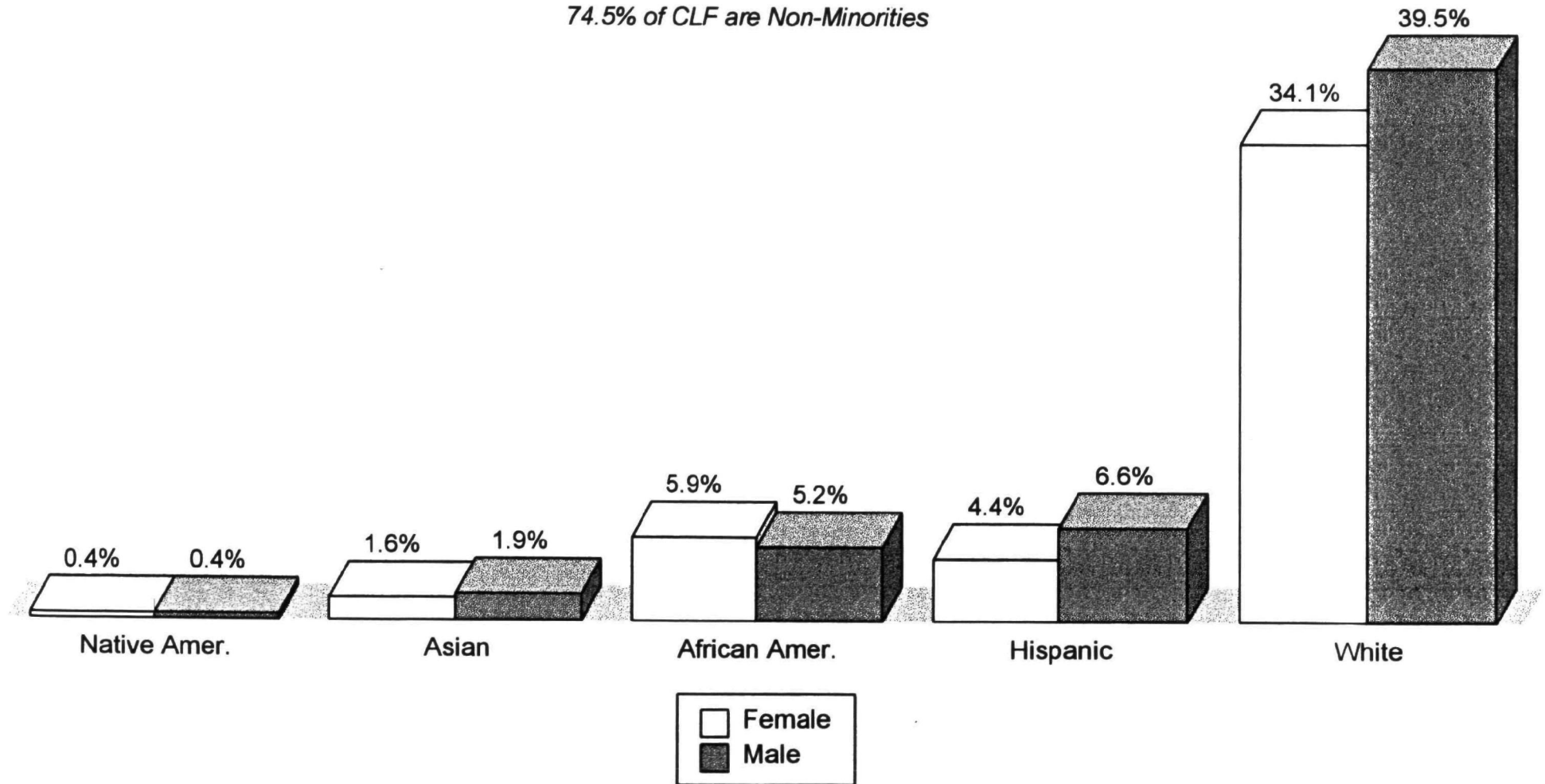
Total Permanent EPA Employees = 17,877

Total Permanent EPA Minority Employees = 4,921



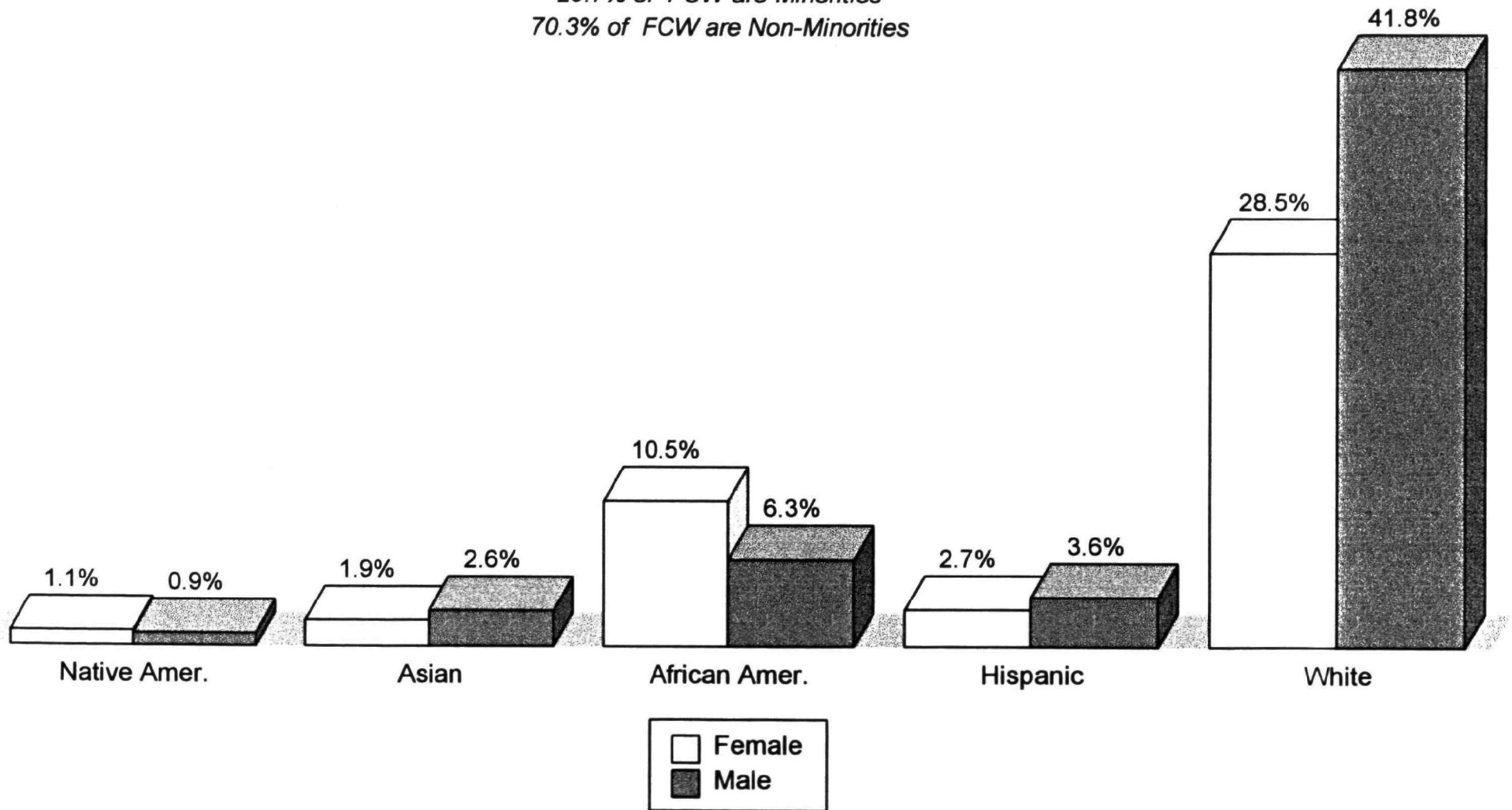
Ethnic Composition of Civil Labor Force (CLF) in FY 1997

25.5% of CLF are Minorities
74.5% of CLF are Non-Minorities



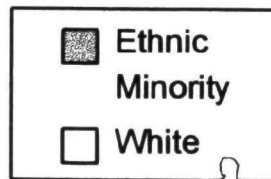
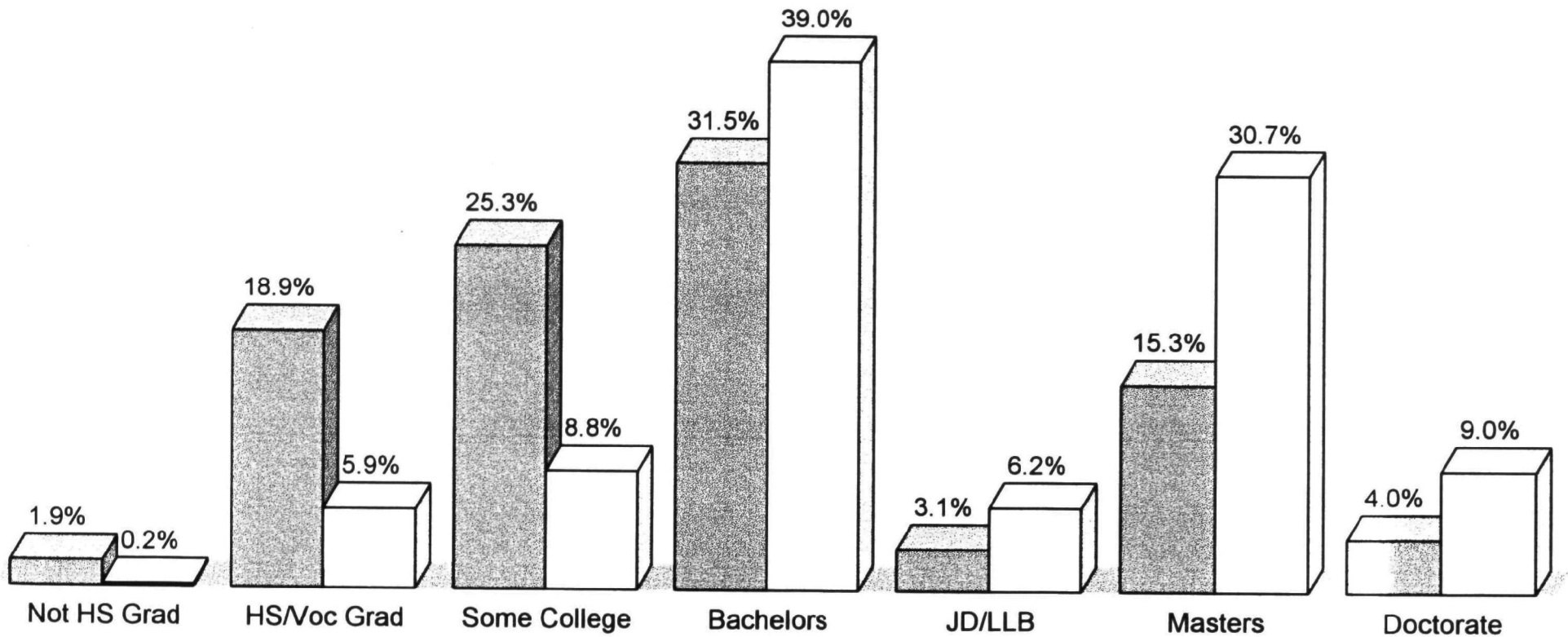
Ethnic Composition of Federal Civilian Workforce (FCW) as of March 1998

29.7% of FCW are Minorities
70.3% of FCW are Non-Minorities



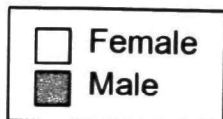
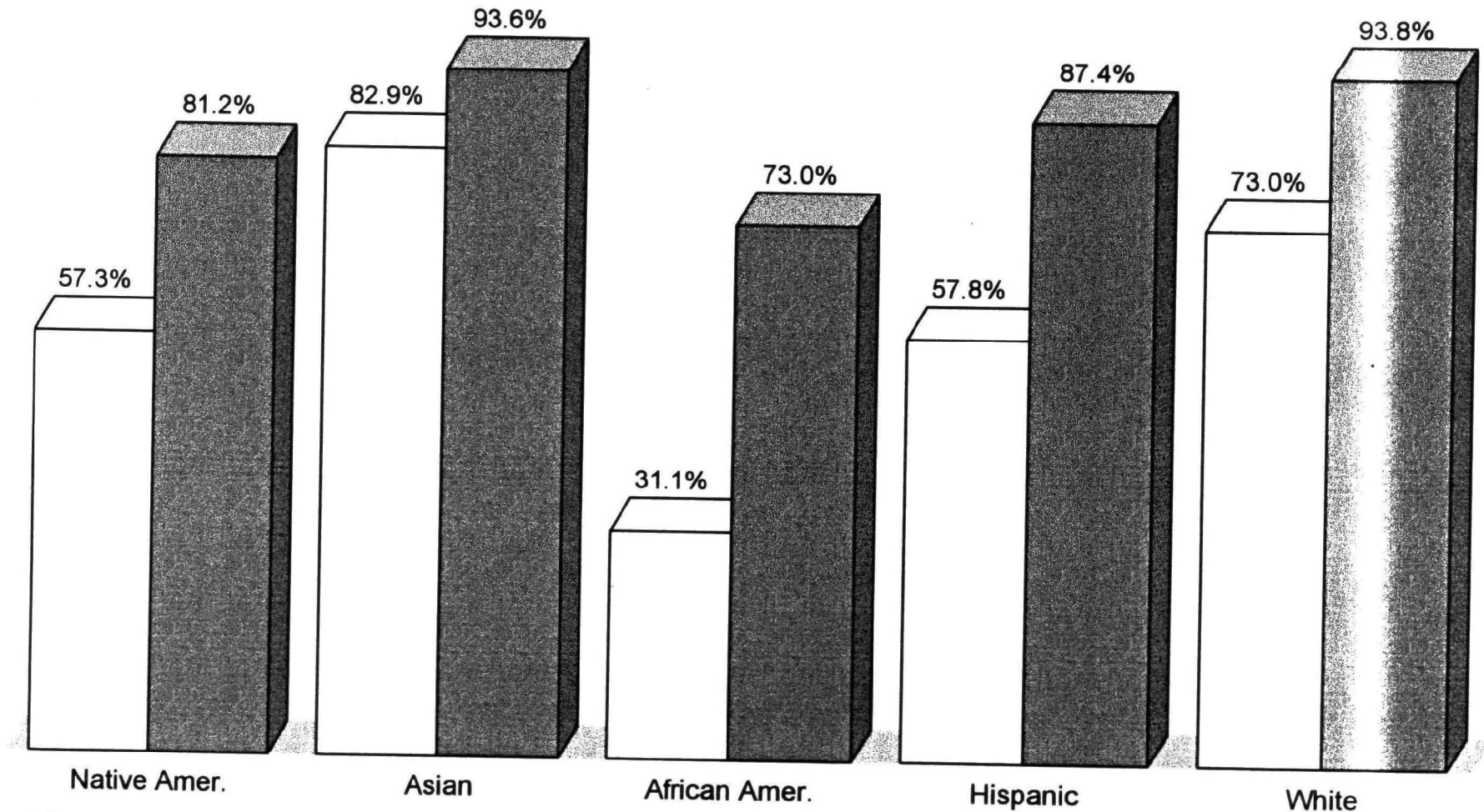
Education Level of EPA's Workforce

By Degree Level



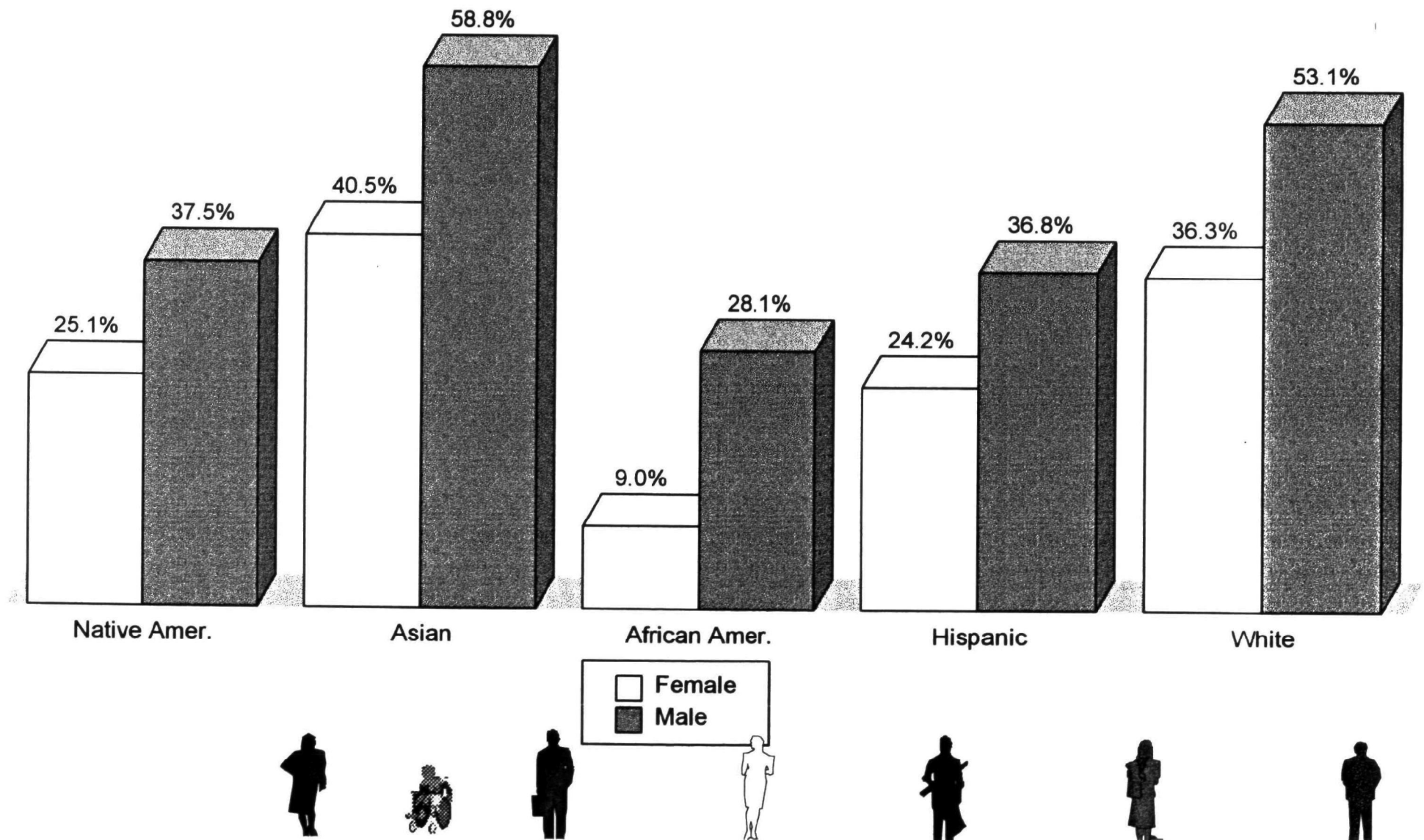
Percentage of EPA Employees with Bachelors Degree or Above

77% of EPA Employees Have a Bachelors Degree or Above
54% of EPA's Minority Employees Have a Bachelors Degree or Above
85% of EPA's Non-Minority Employees Have a Bachelors Degree or Above



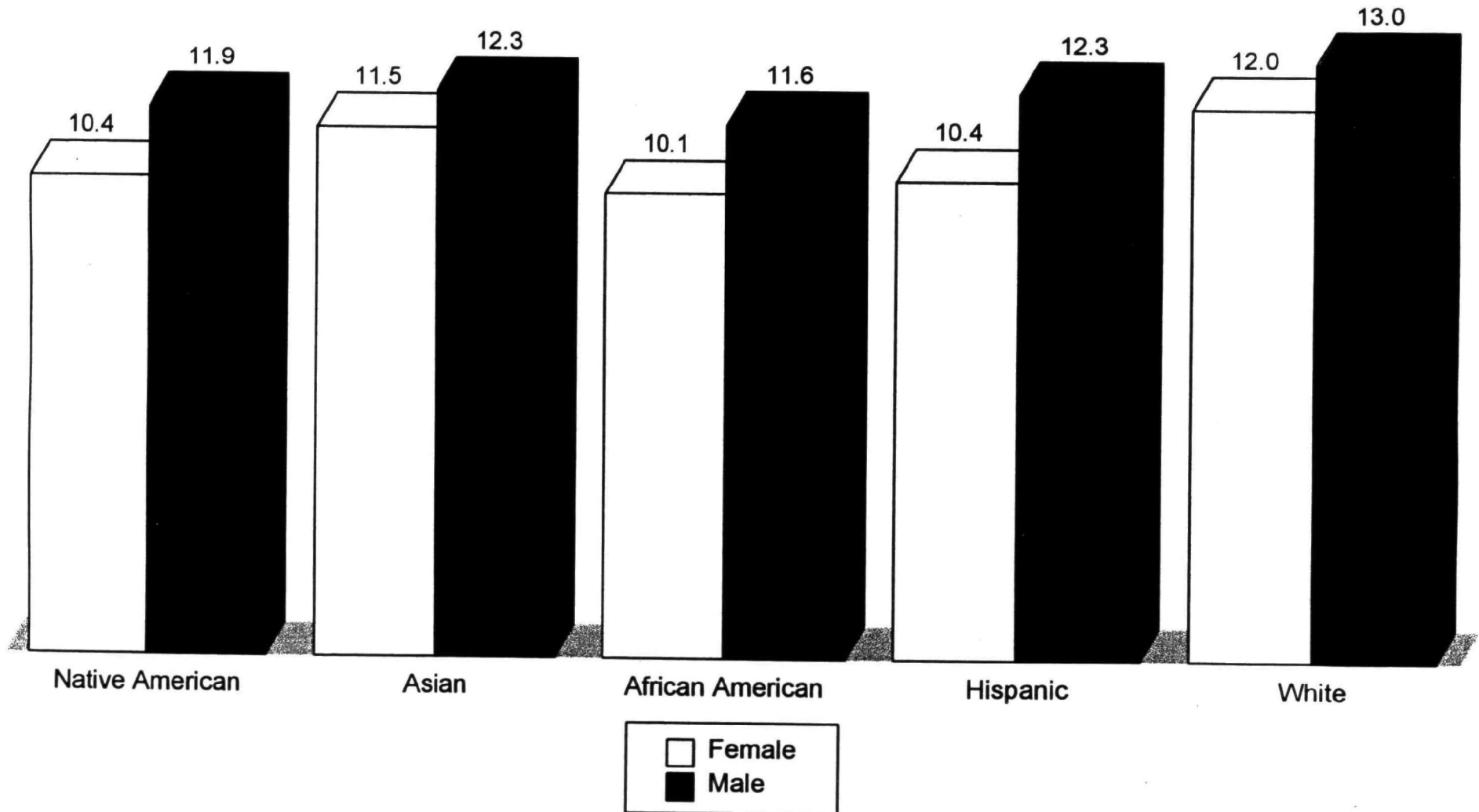
Percentage of EPA Employees with Advanced Degree

40% of EPA Employees Have an Advanced Degree
22% of EPA's Minority Employees Have an Advanced Degree
46% of EPA's Non-Minority Employees Have an Advanced Degree



Average Grade of EPA Employees

Average Grade for all Employees is GS-12

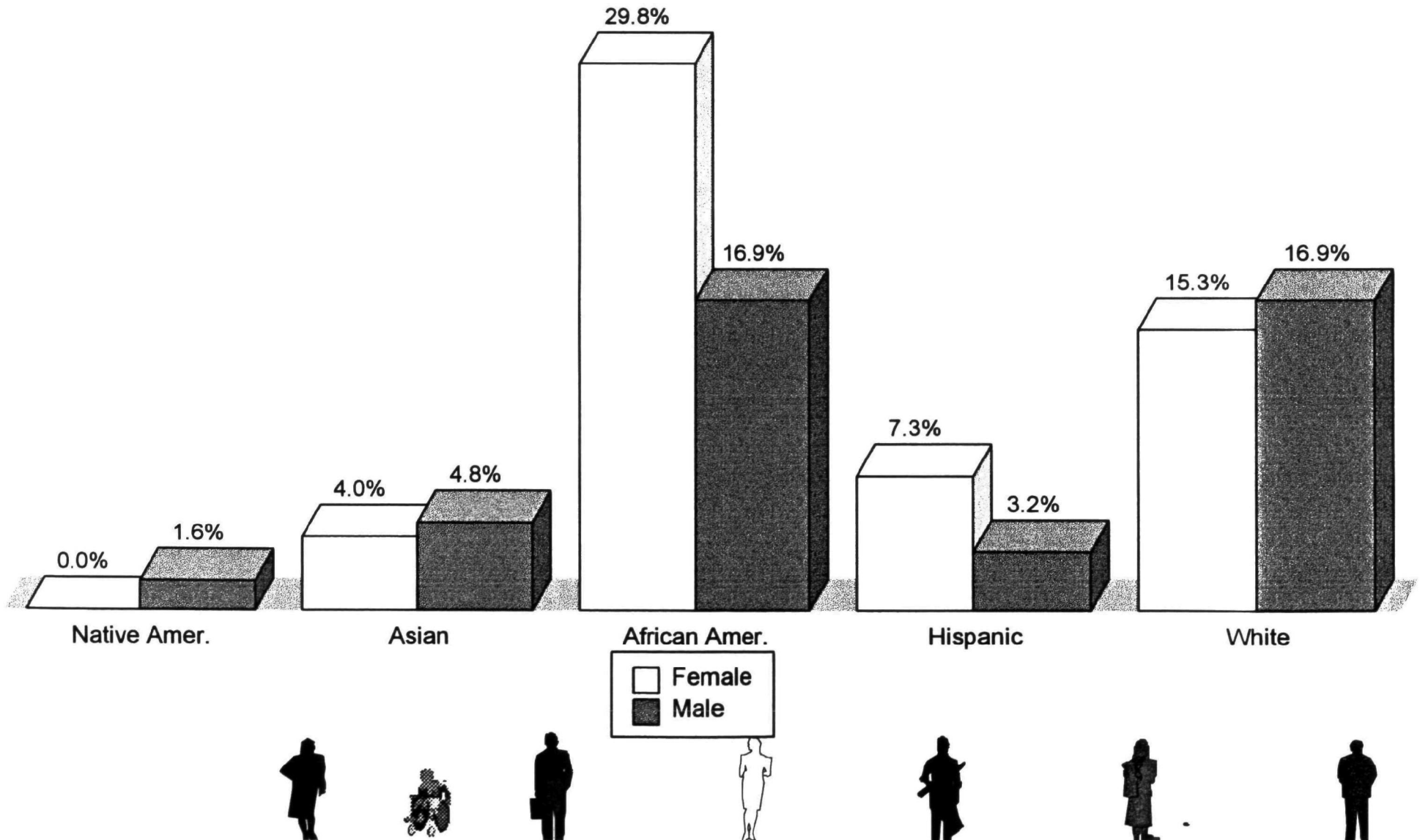


Ethnic Distribution for Grades GS 1-4

Less than 1% of EPA's Permanent Workforce are in Grades 1-4

68% of EPA's GS 1-4 Workforce are Minorities

32% of EPA's GS 1-4 Workforce are Non-Minorities

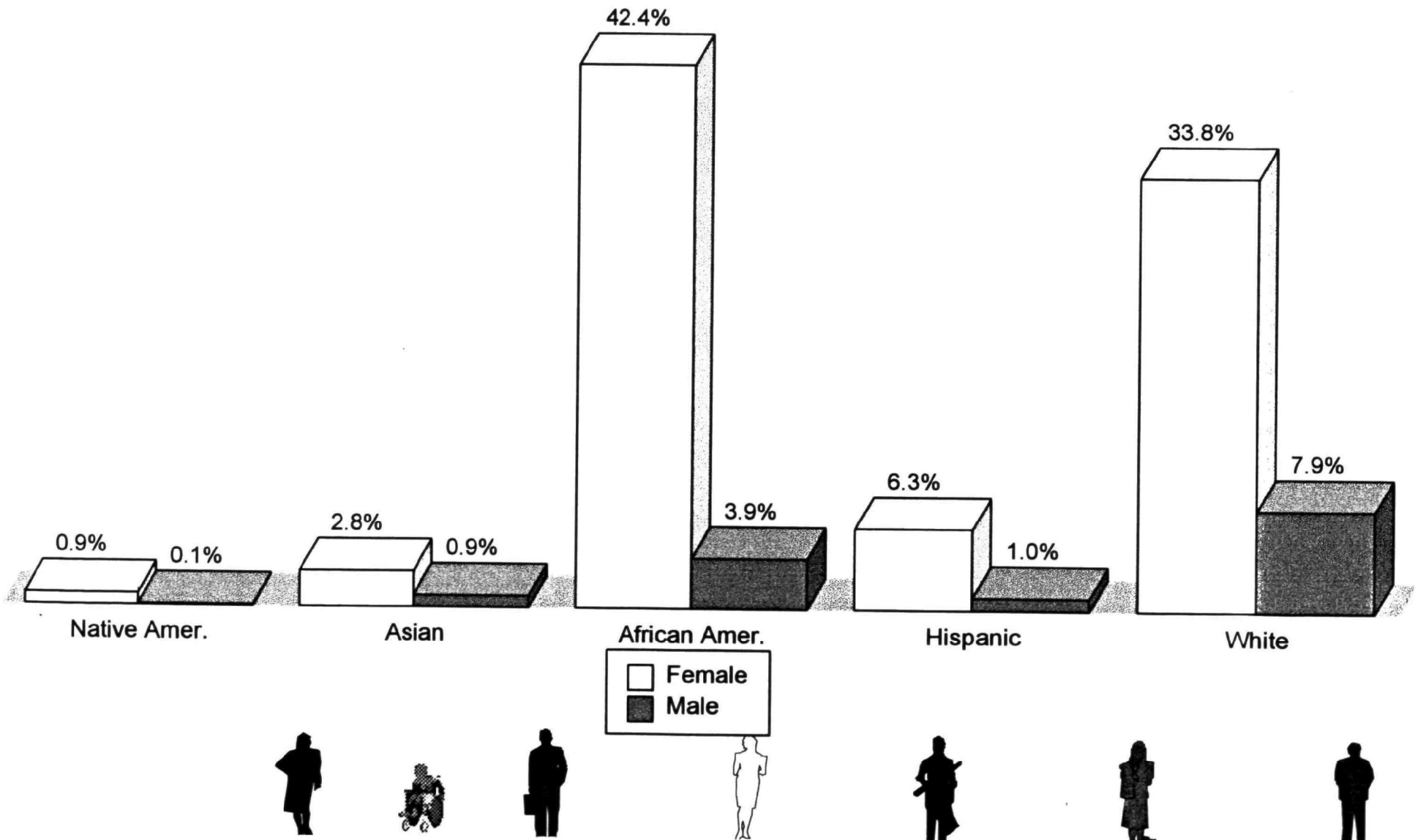


Ethnic Distribution for Grades GS 5-8

11% of EPA's Permanent Workforce are in Grades 5-8

58% of EPA's GS 5-8 Workforce are Minorities

42% of EPA's GS 5-8 Workforce are Non-Minorities

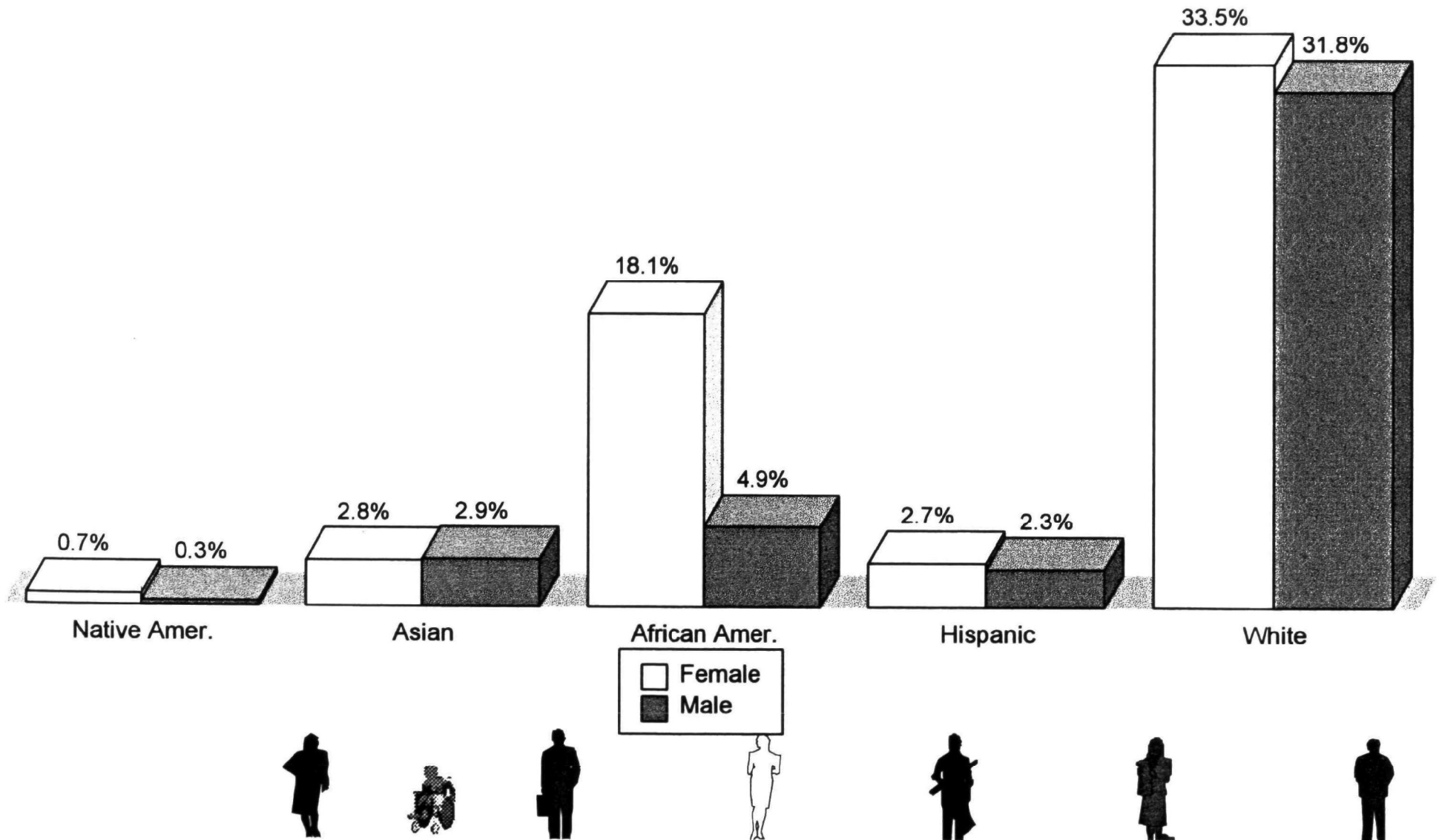


Ethnic Distribution for Grades GS 9-12

29% of EPA's Permanent Workforce are in Grades 9-12

35% of EPA's GS 9-12 Workforce are Minorities

65% of EPA's GS 9-12 Workforce are Non-Minorities

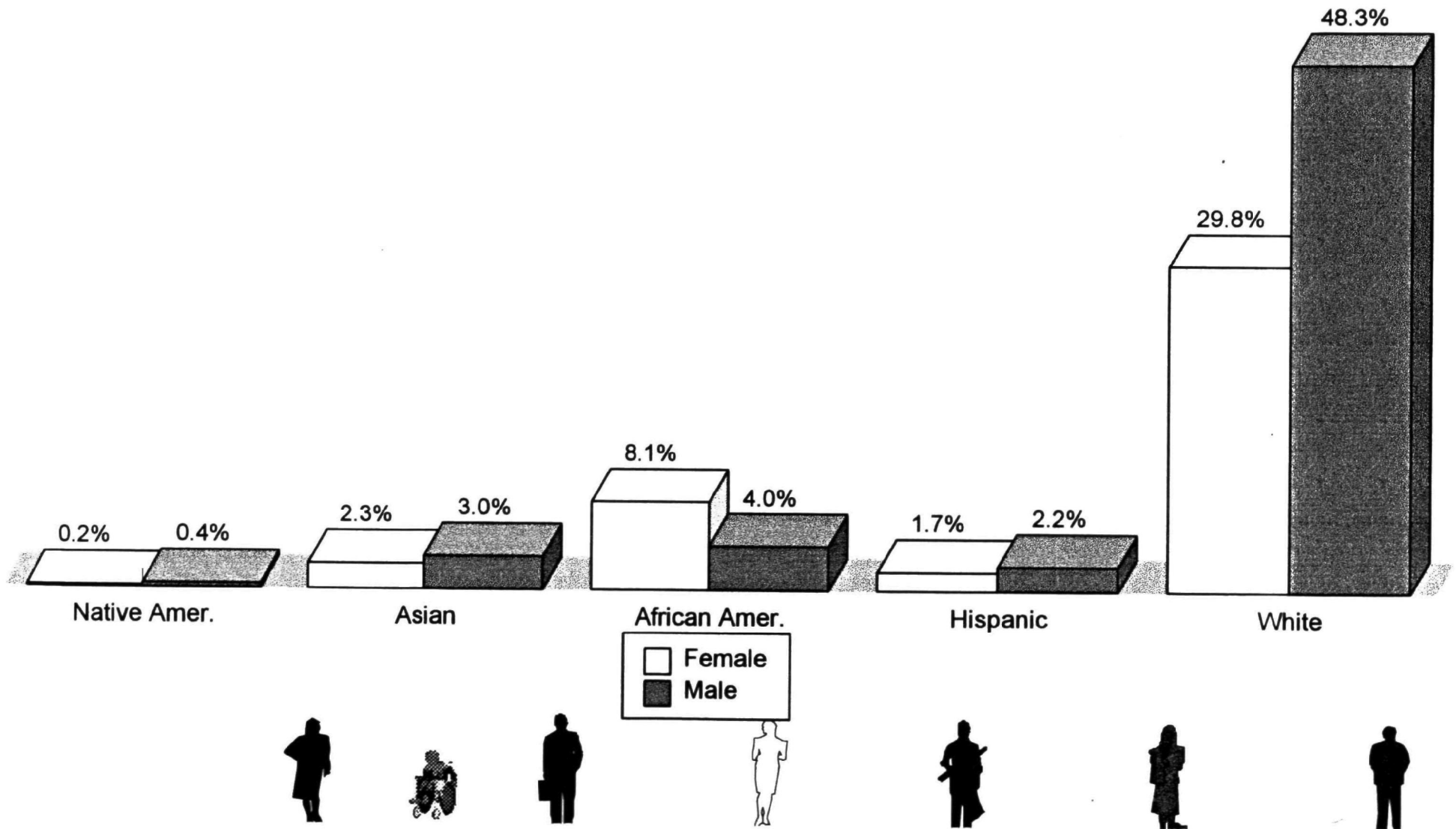


Ethnic Distribution for Grades GS/GM 13

32% of EPA's Permanent Employees are GS/GM 13s

22% of EPA's GS/GM 13s are Minorities

78% of EPA's GS/GM 13s are Non-Minorities

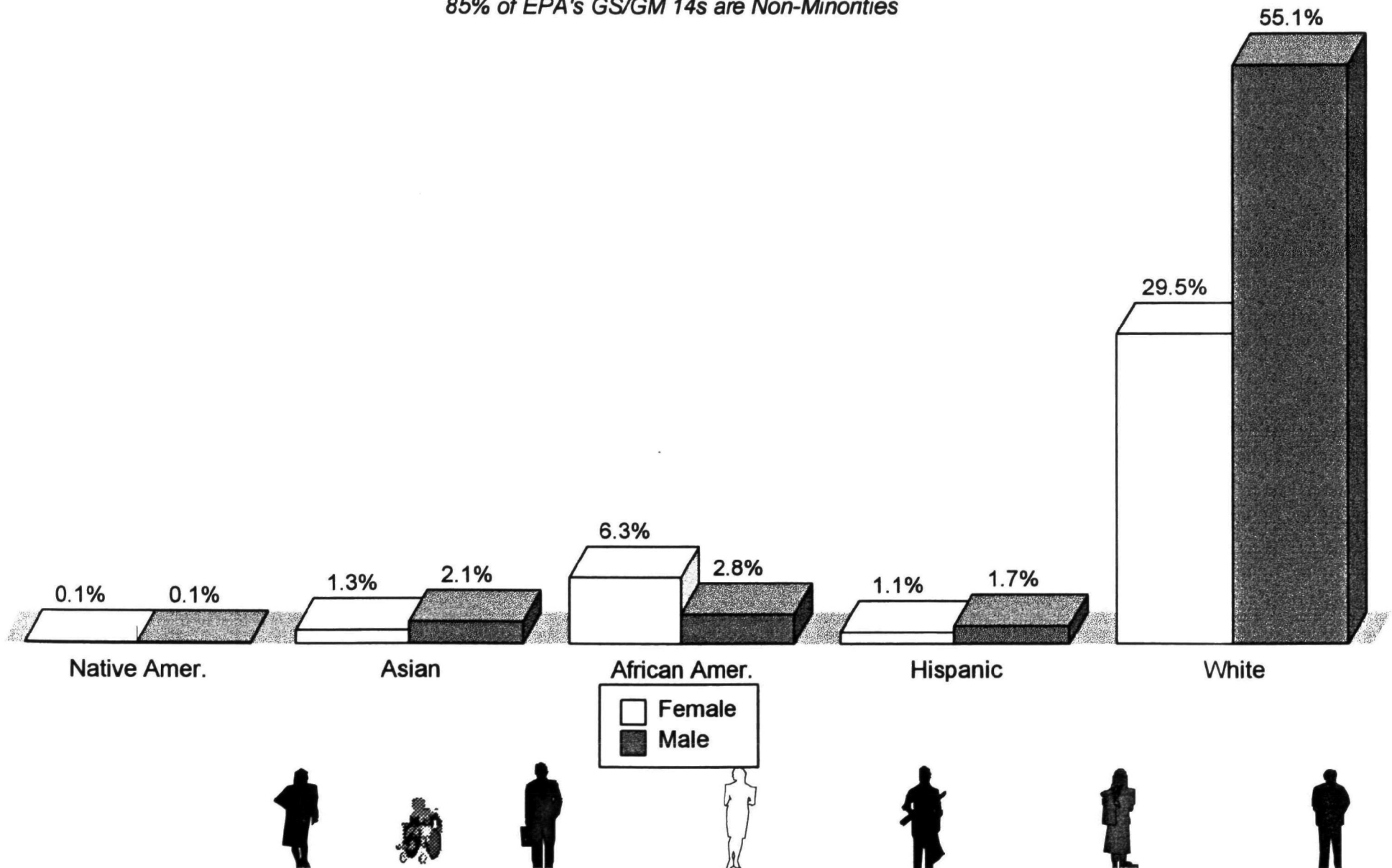


Ethnic Distribution for Grades GS/GM 14

16% of EPA's Permanent Employees are GS/GM 14s

15% of EPA's GS/GM 14s are Minorities

85% of EPA's GS/GM 14s are Non-Minorities

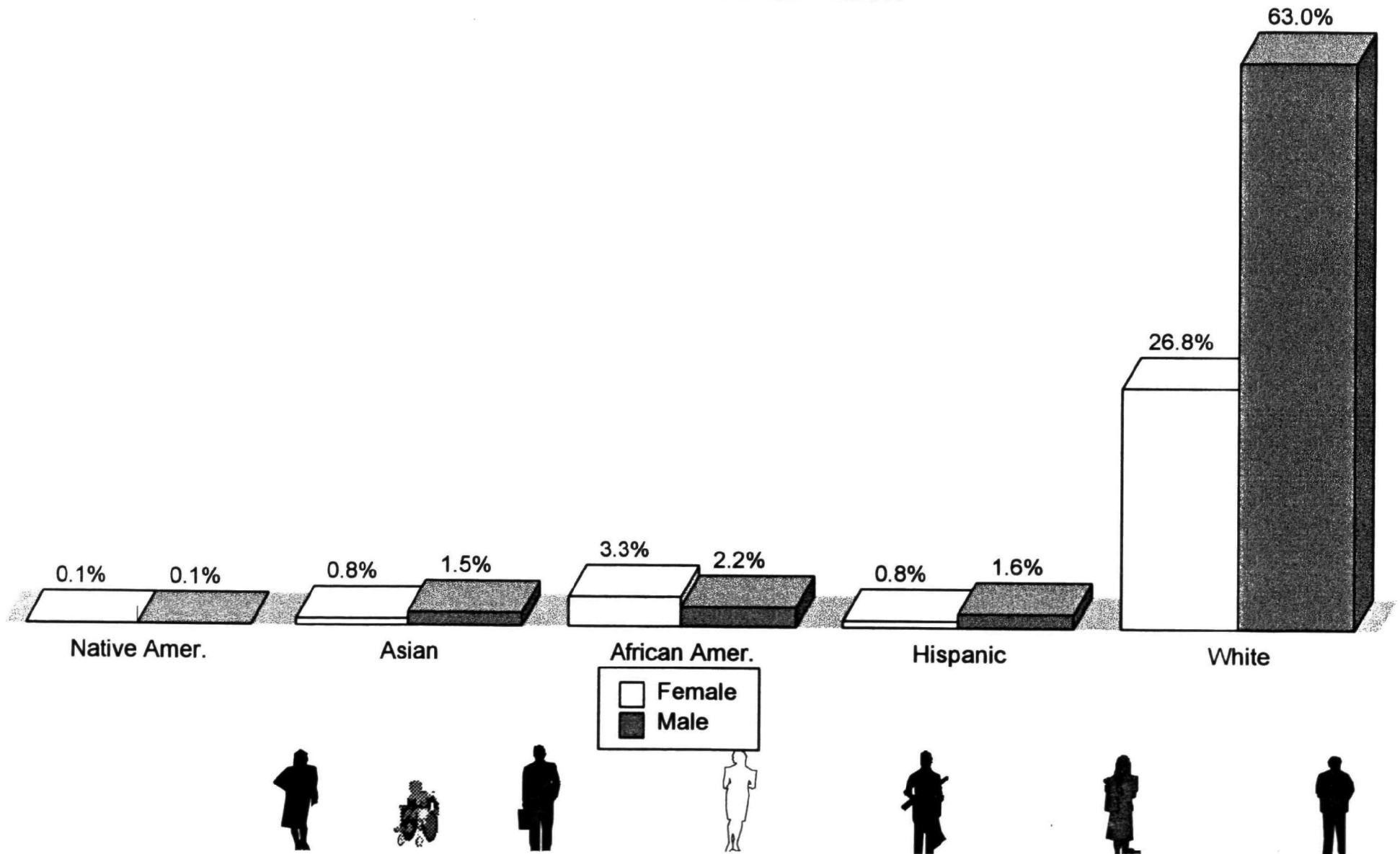


Ethnic Distribution for Grades GS/GM 15

9% of EPA's Permanent Workforce are GS/GM 15

10% of EPA's GS/GM 15s are Minorities

90% of EPA's GS/GM 15s are Non-Minorities



Ethnic Composition of EPA's Management and Supervisory Employees

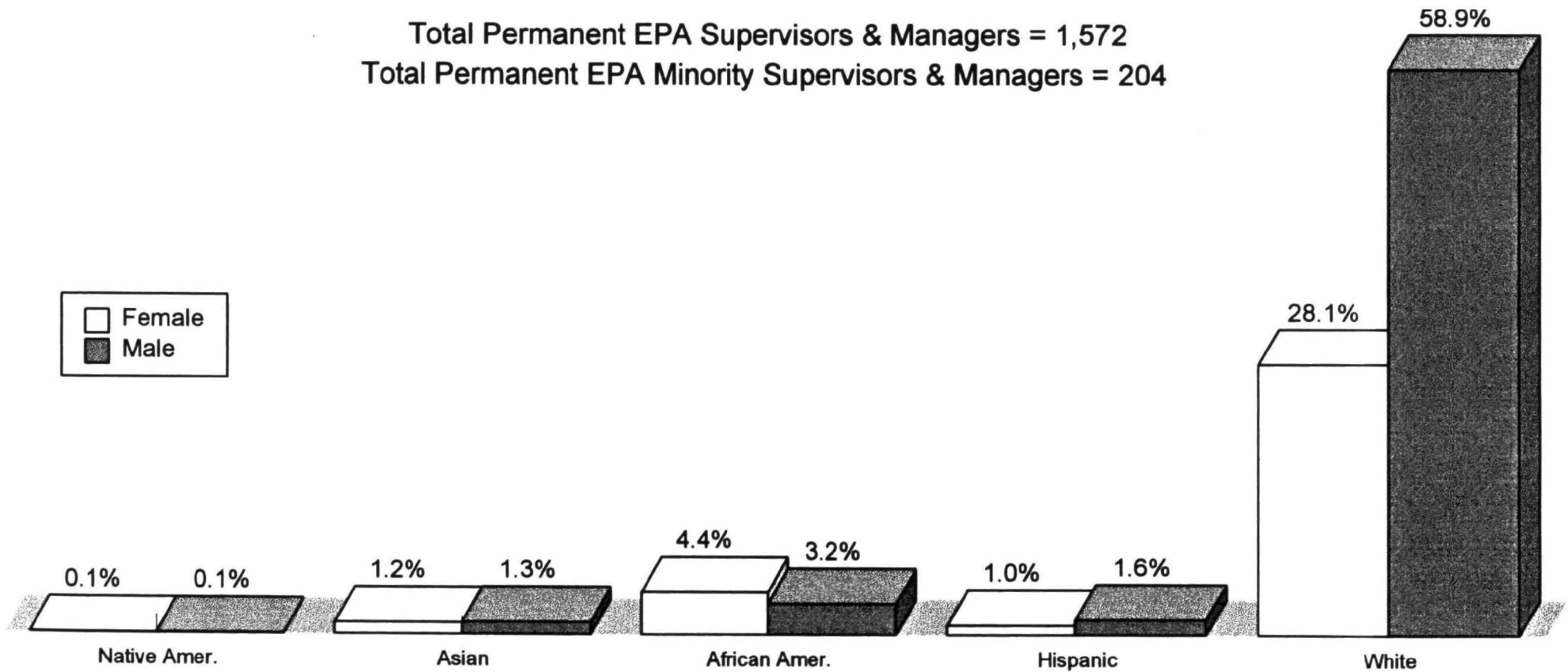
9% of EPA's Employees are Managers & Supervisors

13% of EPA's Managers & Supervisors are Minorities

87% of EPA's Managers and Supervisors are Non-Minorities

Total Permanent EPA Supervisors & Managers = 1,572

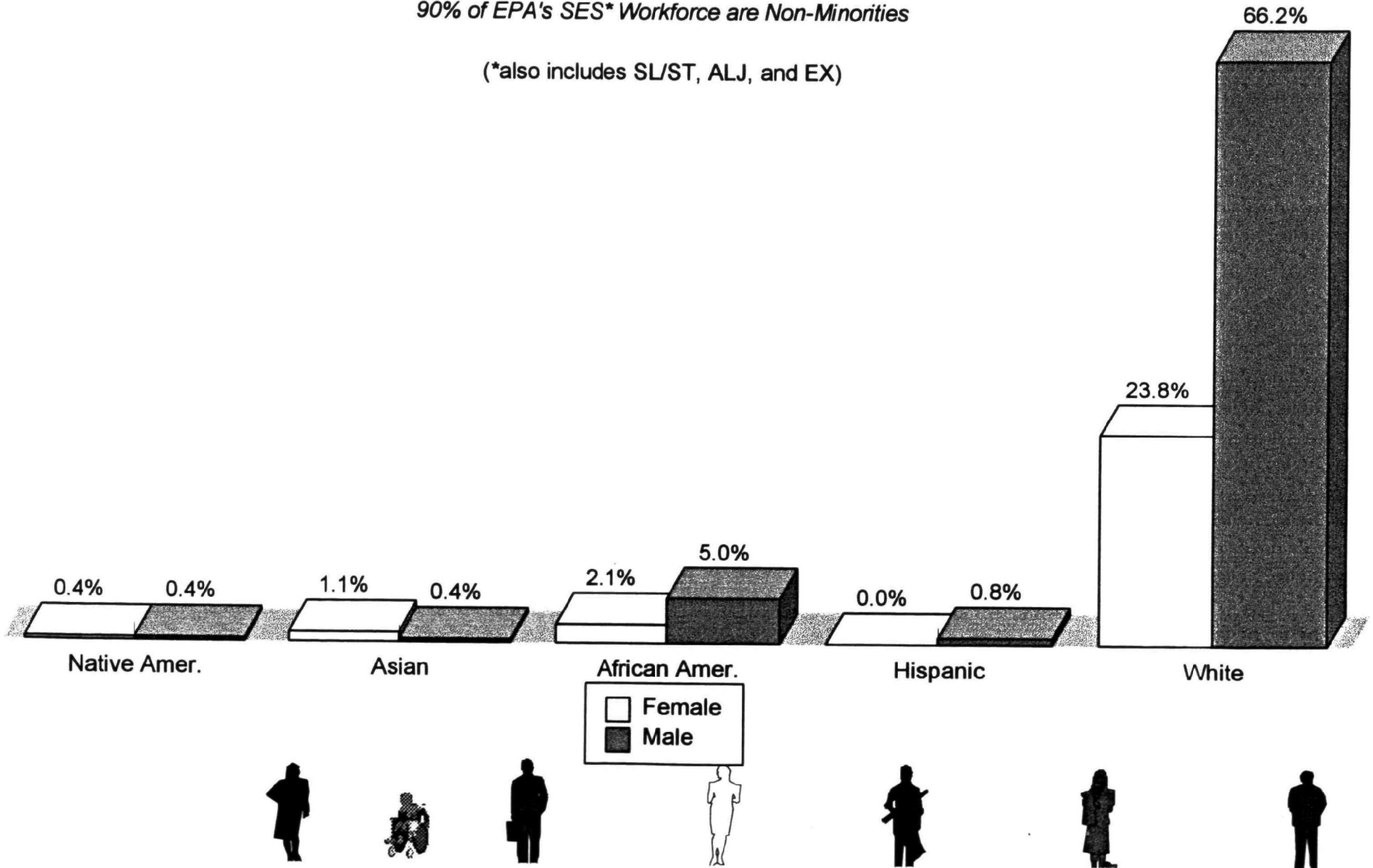
Total Permanent EPA Minority Supervisors & Managers = 204



Ethnic Distribution for SES*

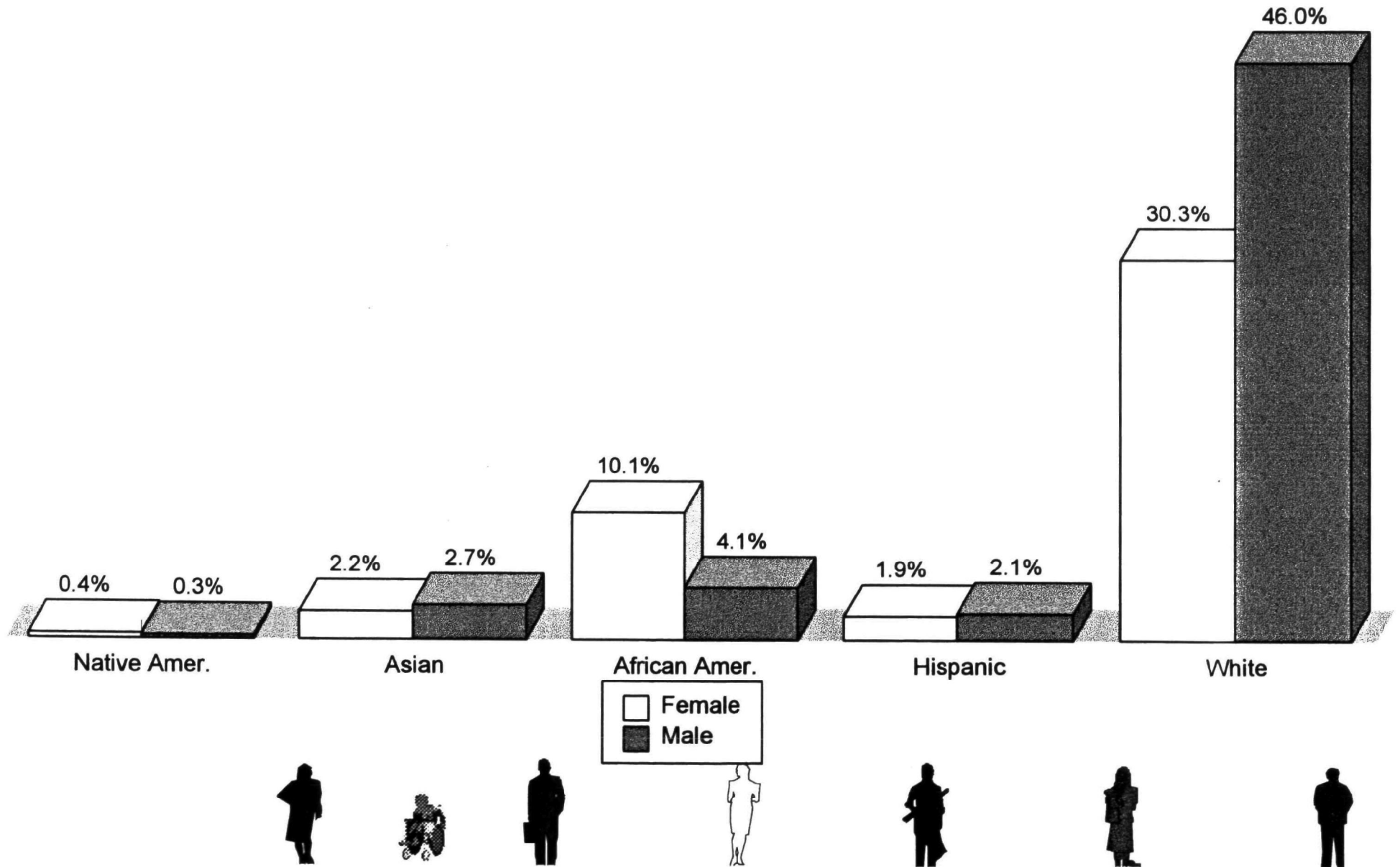
*2% of EPA's Permanent Workforce are SES**
10% of EPA's SES Workforce are Minorities*
90% of EPA's SES Workforce are Non-Minorities*

(*also includes SL/ST, ALJ, and EX)



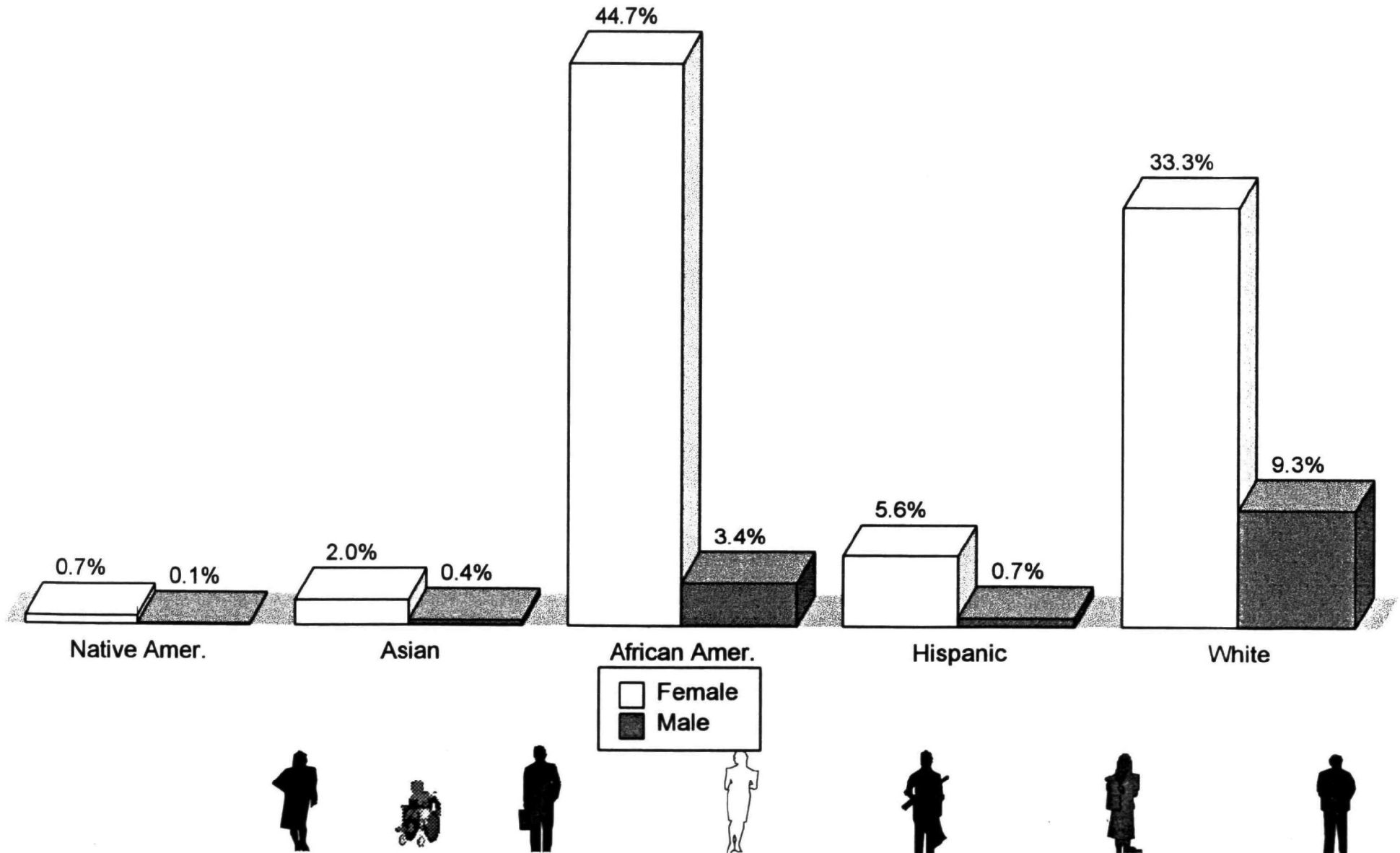
Ethnicity by Occupation

Professional and Administrative Positions Only



Ethnicity by Occupation

Clerical/Assistant/Technician/Wage Positions Only

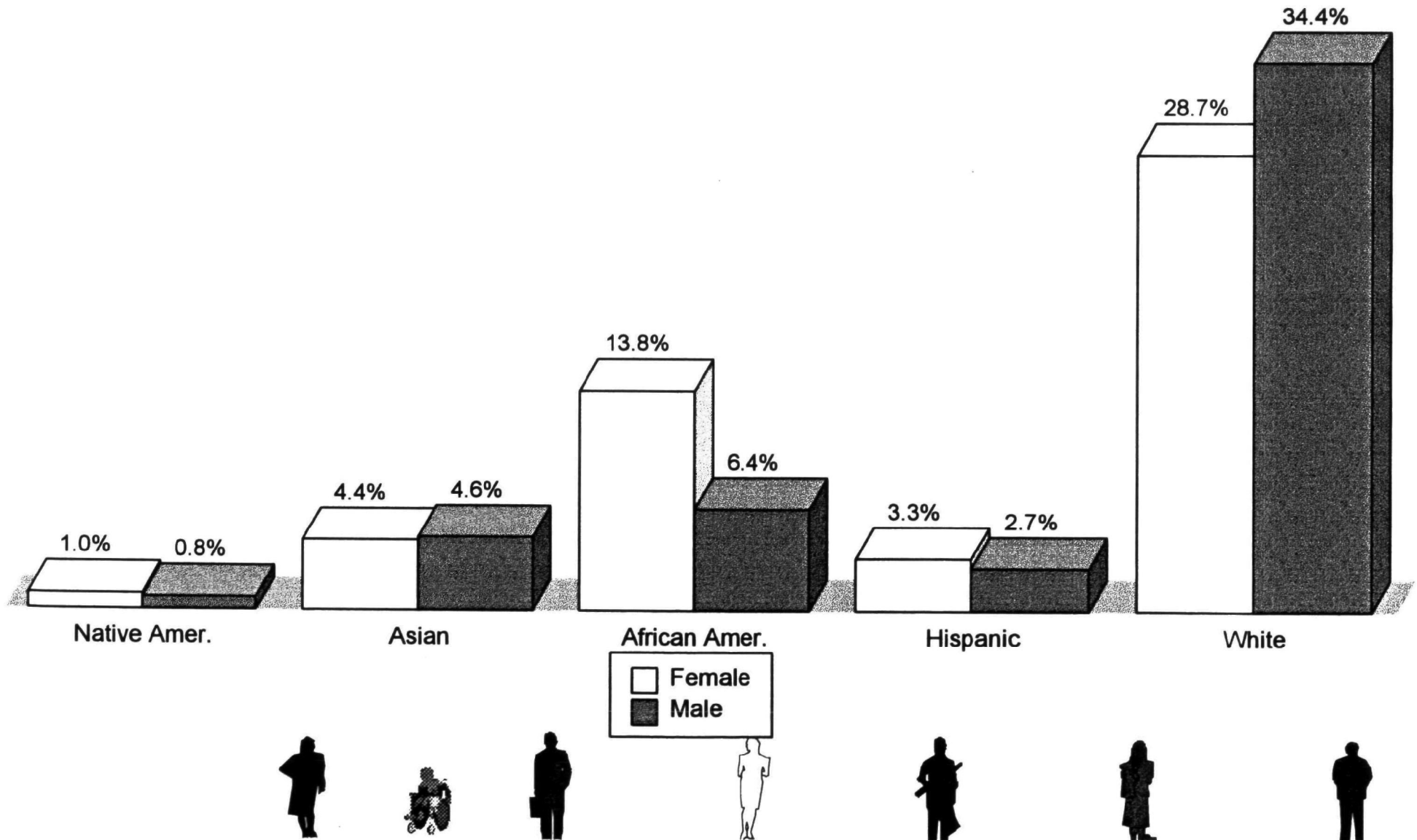


Ethnic Composition of 1998 New Hires

EPA's New Hires in 1998 comprise 5% of its workforce

Minorities represent 37% of New Hires

Non-Minorities represent 63% of New Hires

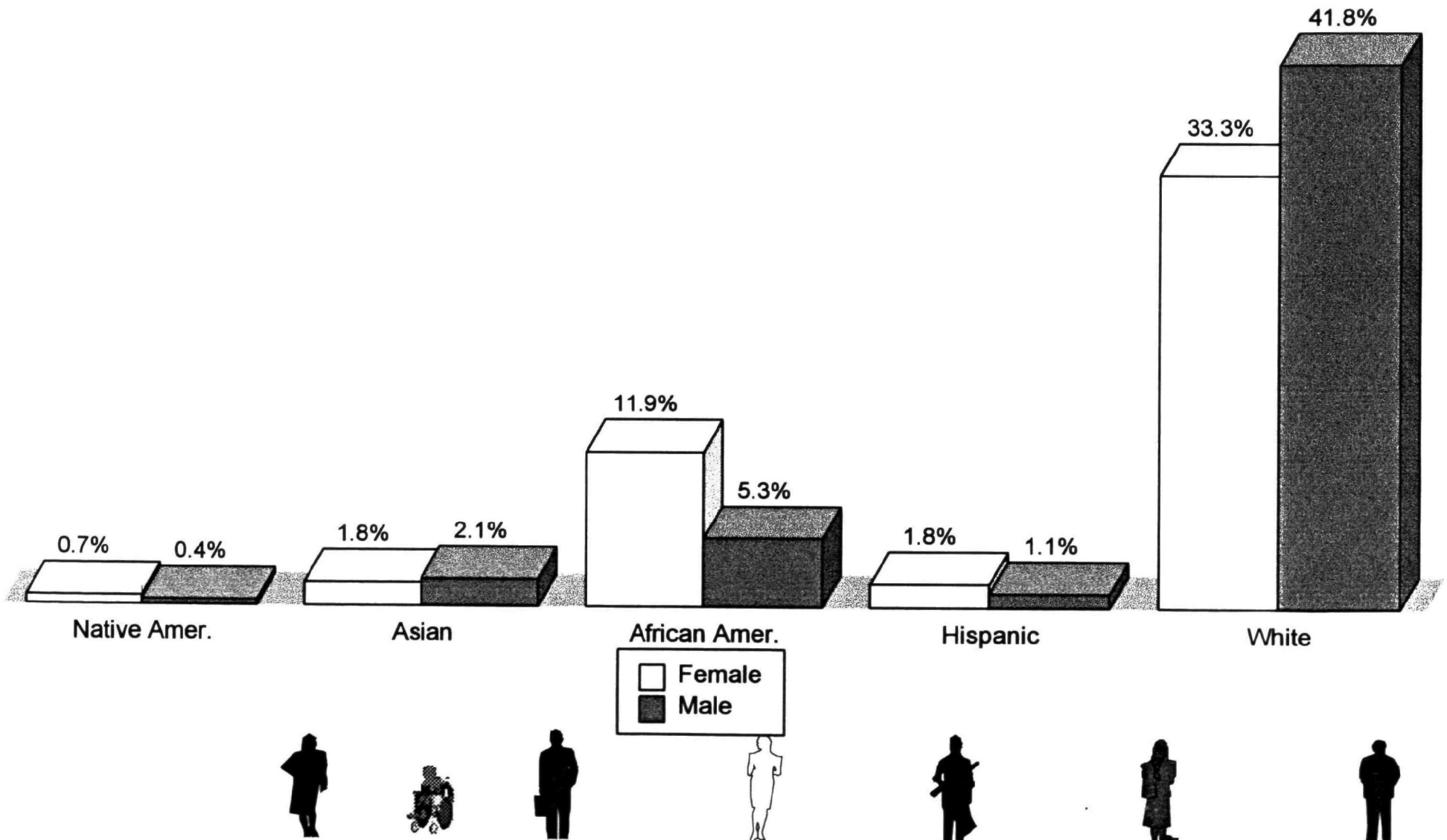


Ethnic Composition of 1998 Separations

3% of EPA's Permanent Workforce Have Separated in 1998

Minorities represent 25% of Separations

Non-Minorities represent 75% of Separations



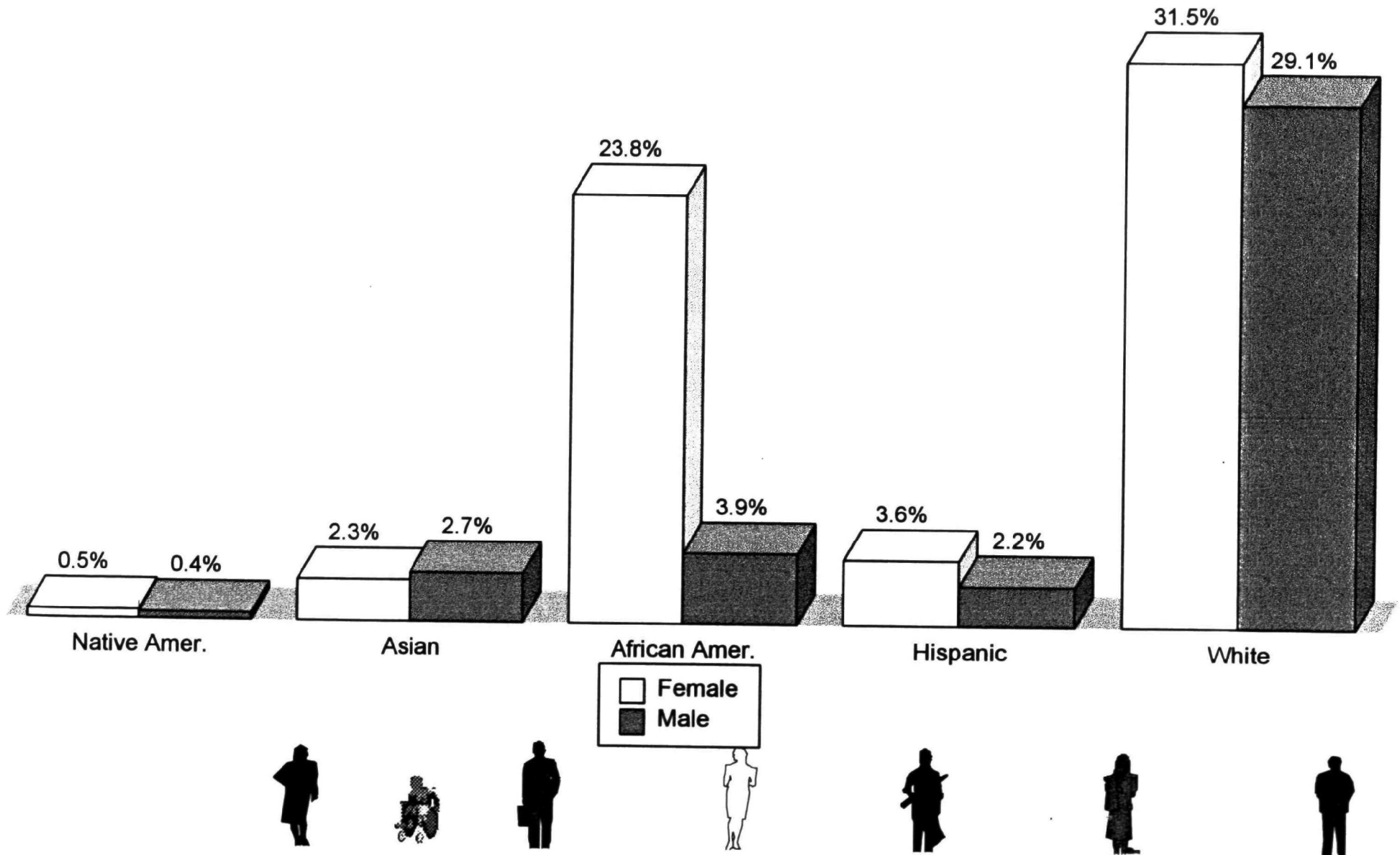
Advancement

- Ethnic Composition of 1998 Promotions at EPA
- 1998 Promotions Across Grades by Ethnicity at EPA
- Upward Mobility Participants in 1998 at EPA



Ethnic Composition of 1998 Promotions

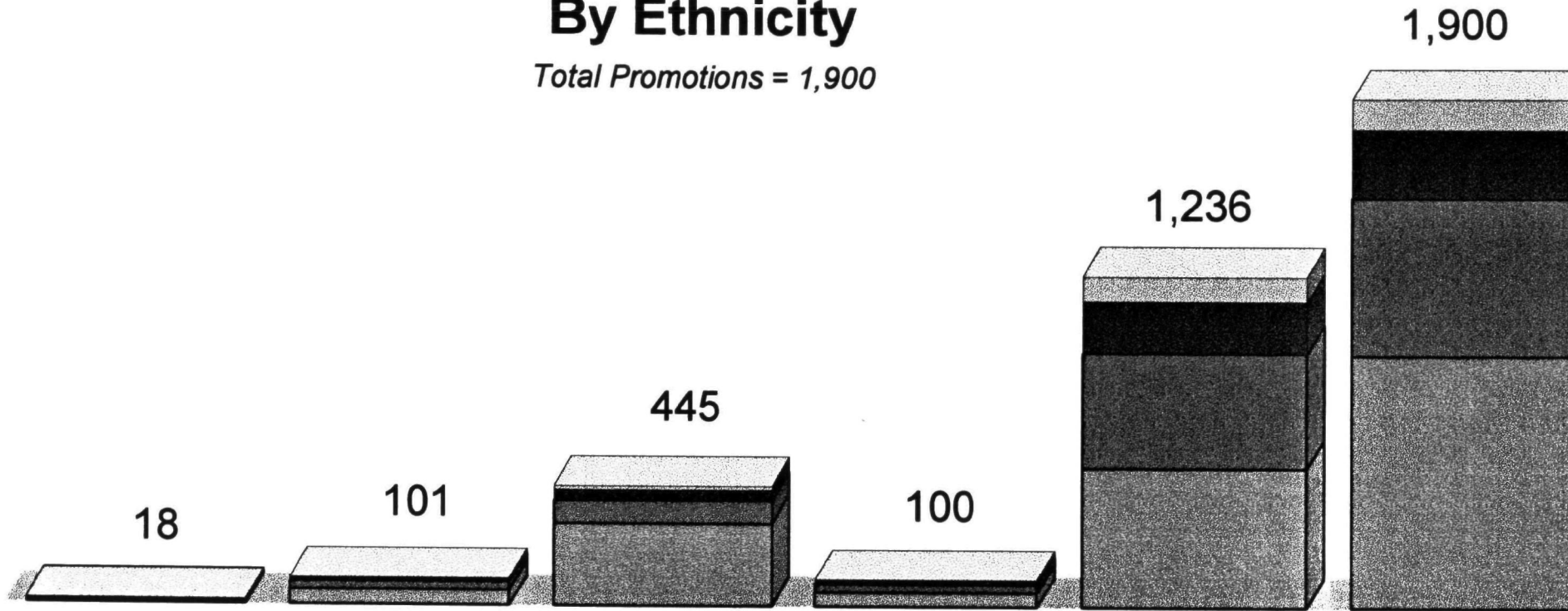
Minorities received 39% of 1998 Promotions
Non-Minorities received 61% of 1998 Promotions



1998 Promotions Across Grades

By Ethnicity

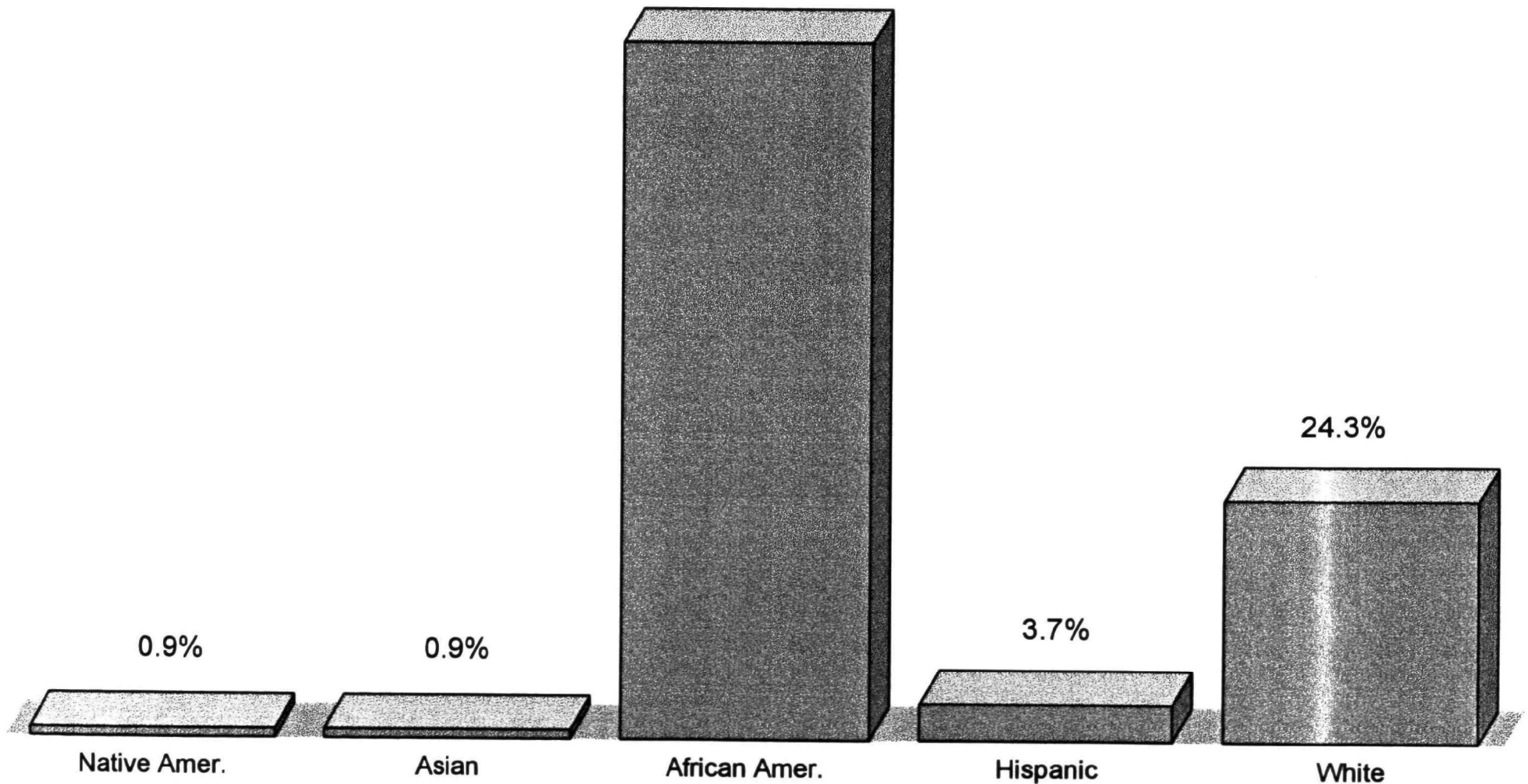
Total Promotions = 1,900



	Native Amer.	Asian	African Amer.	Hispanic	White	Total
9-12	11	55	306	52	518	942
13	7	32	84	31	432	586
14	0	11	41	14	192	258
15	0	3	14	3	94	114

Upward Mobility Participants in 1998

There were 107 Participants in 1998
76% of Participants are Minority Employees
24% of Participants are Non-Minorities
70.1%



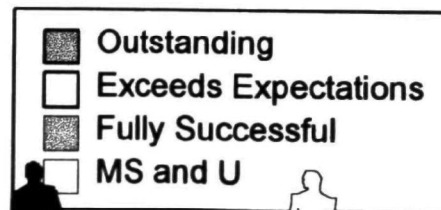
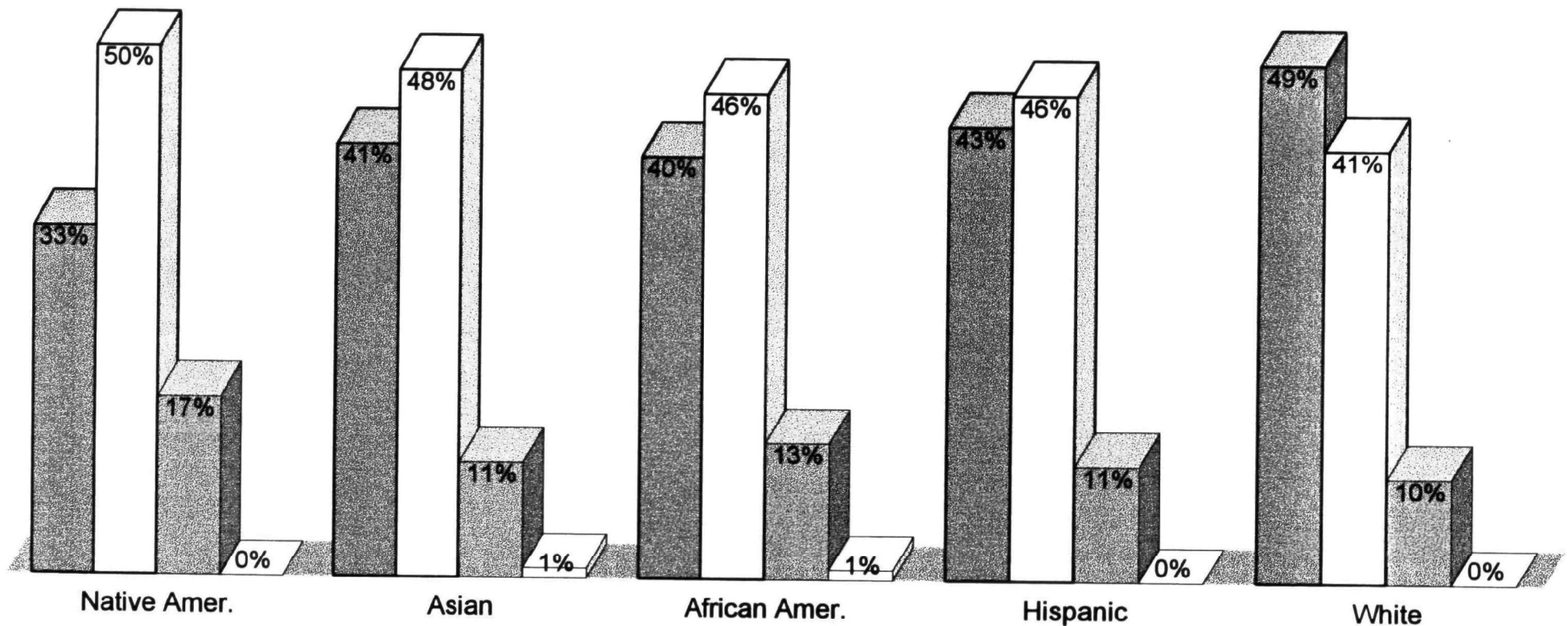
Recognition

- EPA Performance Ratings for 1997 Performance Year by Ethnicity
- EPA Average Sustained Superior Performance Award Amount for 1997 Performance Year by Ethnicity
- EPA Average Sustained Superior Performance Award Amount in 1997 Performance Year by Grade
- Percentage of EPA Special Act Awards in 1998 by Ethnicity
- Percentage Distribution of EPA Dollars for Special Act Awards in 1998 by Ethnicity



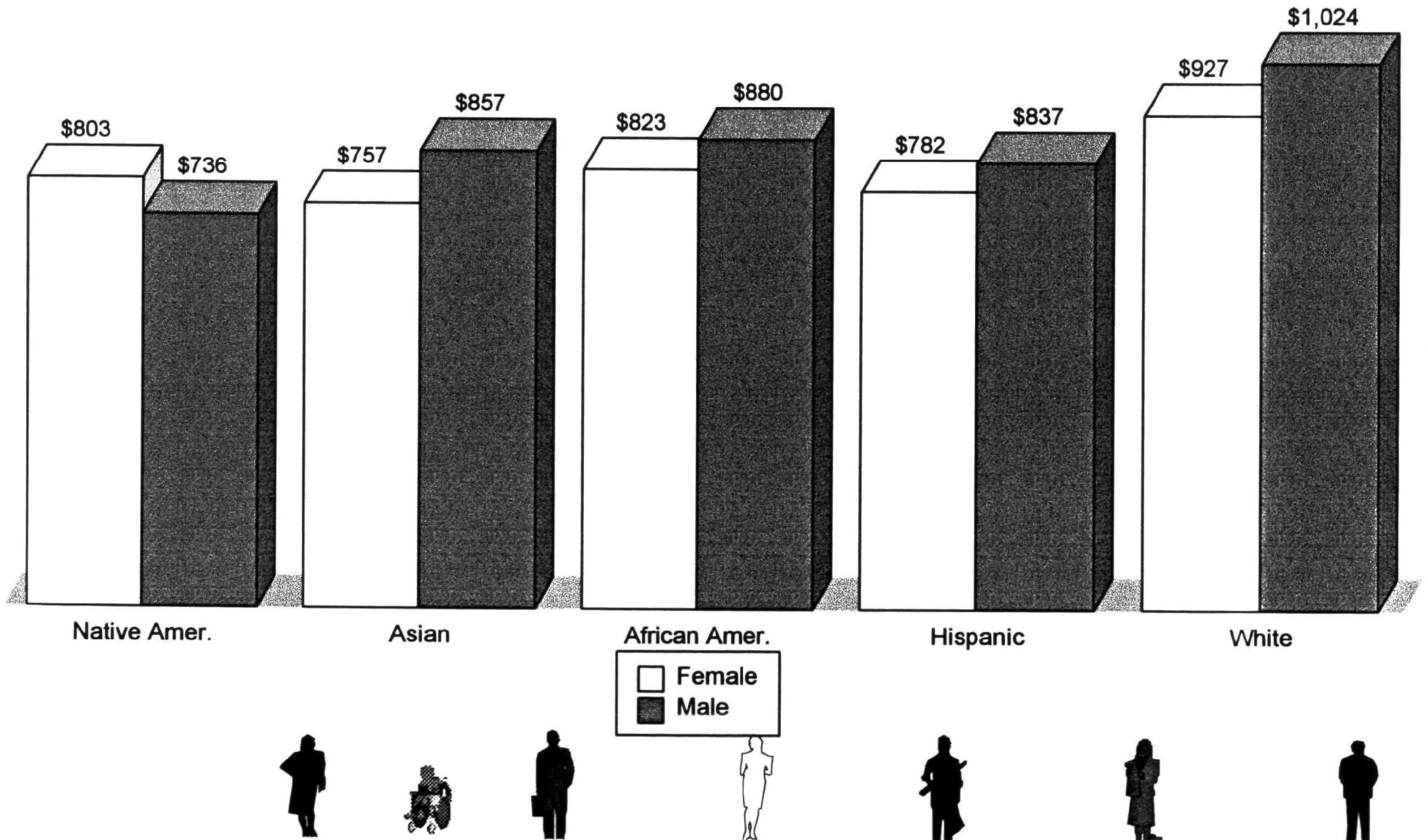
Performance Ratings for 1997 Performance Year

47% of all EPA Employees Received Outstanding Rating
41% of Minority Employees Received Outstanding Rating
49% of Non-Minority Employees Received Outstanding Rating



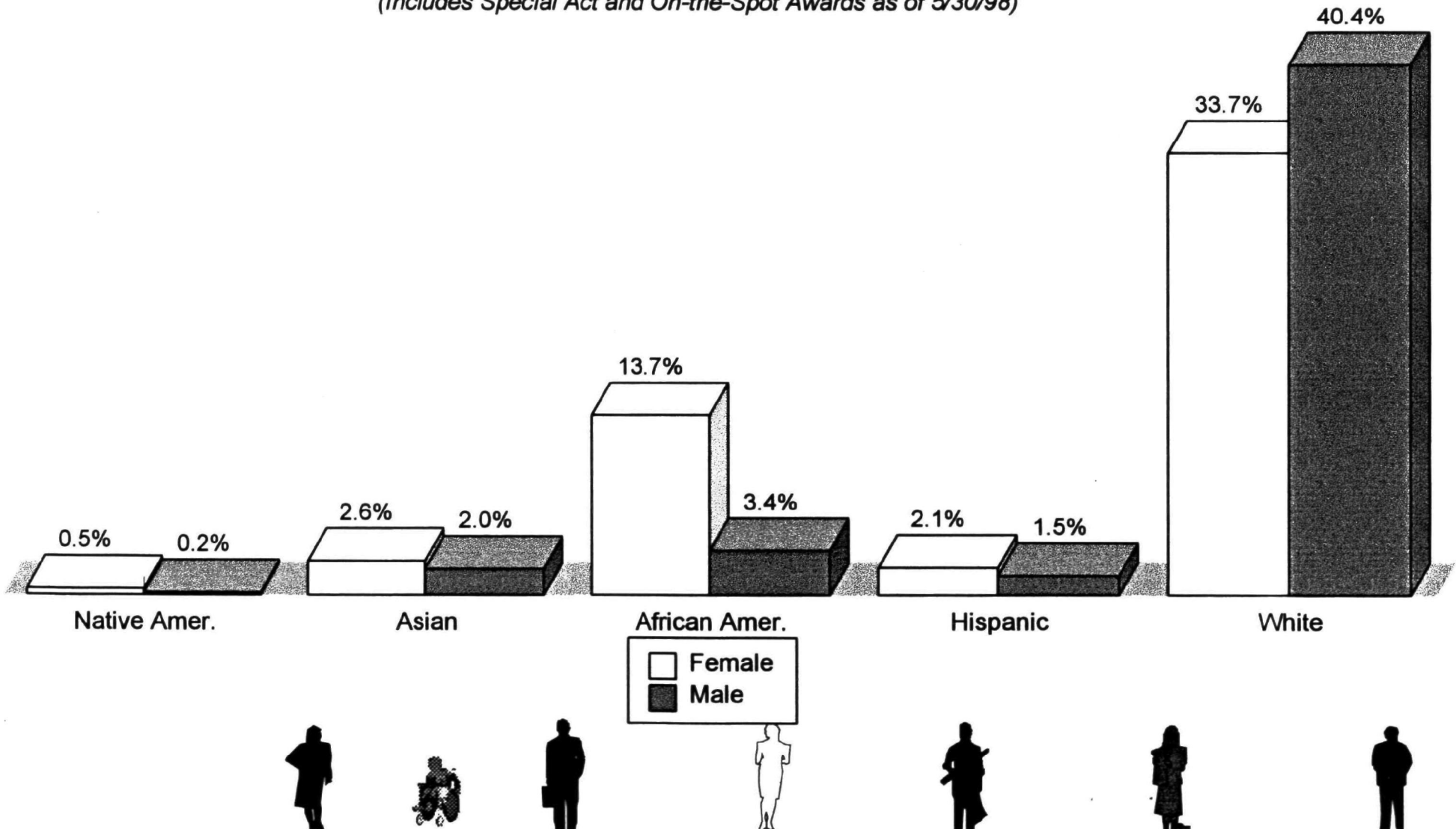
Average SSP Award Amount For 1997 Performance Year (By Ethnicity)

Average Amount Per SSP EPA-Wide was \$939



Percentage of Special Act Awards in 1998 By Ethnicity

*26% of Special Act Awards went to Minorities
74% of Special Act Awards went to Non-Minorities
(Includes Special Act and On-the-Spot Awards as of 5/30/98)*



Percentage Distribution of Dollars for Special Act Awards in 1998

Minority Employees Received \$463K or 19%
Non-Minority Employees Received \$2.0M or 81%

(Includes Special Act and On-the-Spot Awards as of 5/30/98)

