

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

715-01 Part A - D

For period covering October 1, 2020, to September 30, 2021.			
PART A Department or Agency Identifying Information	1. Agency		Department of the Army
	1.a. 2 nd level reporting component		U.S. Department of the Army
	1.b. 3 rd level reporting component		Installation Management Command
	1.c. 4 th level reporting component		US Army Garrison, Presidio of Monterey
	2. Address		197 Patton Avenue, Building 218, Room 8
	3. City, State, Zip Code		Monterey, CA 93944-50006
	4. CPDF Code	5. FIPS Code	ARBA
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		261 IMCOM/2,447 POM-Wide
	2. Enter total number of temporary employees		1 IMCOM/20 POM-Wide
	3. Enter total number employees paid from non-appropriated funds		146 IMCOM/ 146 POM-Wide
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		408 IMCOM/2,613 POM-Wide
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		COL Varman S. Chhoeung, Garrison Commander
	2. Agency Head Designee		Stephen P. Bickel, Deputy Garrison Commander
	3. Principal EEO Director/Official Title/series/grade		Luisa E. Gonzales, EEO Director, GS-0260-13
	4. Title VII Affirmative EEO Program Official		Emma J. James, EEO Specialist, GS-0260-11
	5. Section 501 Affirmative Action Program Official		Kelli N. Rivera, EEO Specialist, GS-0260-12 (Until March 2021) Emma J. James, EEO Specialist, GS-0260-11
	6. Complaint Processing Program Manager		Kelli N. Rivera, EEO Specialist, GS-0260-12 (Until Aug 2021) Toni Y. Swain, EEO Specialist, GS-0260-11
	7. Other Responsible EEO Staff		Sarina M. Atkins, Student Trainee, GS-0399-04
PART D List of Subordinate Components Covered in This Report	Unites States installation Command(IMCOM); Field Operating Offices of the Secretary of the Army; HQDA Field Operating Agencies and Staff Support Agencies; NETCOM/9th Army Signal Command;		CPDF and FIPS Codes: ARBA/8840

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	302D Signal Battalion; Army Sustainment Command (ASC); US Army Contacting Command; US Army Medical Command (MEDCOM); US Army Criminal Investigation Command; US Army Training and Doctrine Command (TRADOC)		
EEO FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
*Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential	X
*Summary of results of agency's annual self-assessment against MD-715Essential Elements;	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
*Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
*Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
*Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs[FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	N / A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

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EXECUTIVE SUMMARY

Organization Information:

The United States Army Garrison (USAG) Presidio of Monterey (POM) of the US Army's Installation Management Command (IMCOM) supports the readiness of our Army and the Army's transformation while simultaneously providing the best quality of life possible for soldiers, Civilians and their Families.

The USAG POM is located approximately 117 miles South of San Francisco, California on the Monterey Bay Peninsula, located directly on the Pacific Coast. The POM Garrison supports the Ord Military Community (formerly Fort Ord) and Camp Roberts (NETCOM tenant) - all within two-hour driving distance. The POM Garrison supports over 6,000 soldiers and civilians which includes non-Army tenants, Air Force, Navy and Marine personnel.

The Training and Doctrine Command (TRADOC) Defense Language Institute Foreign Language Center (DLIFLC) is the largest tenant with approximately 1,900 civilians comprised of approximately 1,600 faculty and staff supporting multi-language instruction of sixteen (16) languages to include various dialects. DLIFLC accommodates at any given time approximately 2,500 mostly military students.

The primary mission of the USAG POM EEO office is to administer an EEO program that enables and assists the serviced POM workforce in creating and sustaining a workplace free from discrimination. The EEO office services over 2,400 civilian employees. Including TRADOC, other supported tenant agencies are: United States Installation Command (IMCOM), Field Operating Offices of the Secretary of the Army; HQDA Field Operating Agencies and Staff Support Agencies; NETCOM 9th Army Signal Command; 302D Signal Battalion; US Army Sustainment Command (ASC); US Army Contracting Command; US Army Criminal Investigation Command; and US Army Medical Command.

The EEO office consists of one (1) EEO Manager and three (3) EEO Specialists. Currently, one EEO Specialist position is vacant. During FY21, EEO recruited for three (3) EEO Specialist positions: one (1) was filled in November 2020, another was filled in June 2021, and the third authorized position has report date in December 2021. In addition to the permanent staff, the EEO office also utilizes collateral duty staff consisting of twenty six (26) certified EEO counselors and twenty six (26) certified Mediators. The Civilian Personnel Advisory Center (CPAC) which includes three (3) Labor Management Employee Relations (LMER) Specialists provides Human Resource functions. The Staff Judge Advocate (OSJA) provide legal Services and has one (1) Labor Counselor providing legal support to the EEO office. To avoid conflict of interests, a Memorandum of Agreement (MOA) with OSJA at White Sands Missile Range, NM provides legal sufficiency reviews of acceptance and dismissal letters for formal complaints received. American Federation of Government Employees (AFL-CIO) Local 1263 serves bargaining agreement employees with two (2) full-time employees.

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Data base info:

The information in this report presents a snapshot by race, national origin (RNO), gender and disability of USAG Presidio of Monterey's serviced population overall employment participation rates comparing FY21 with the FY20 workforce and the 2010 National Civilian Labor Force (NCLF) rates. The data for this report was retrieved from the Defense Civilian Personnel Data System (DCPDS), HQ ACPERS/Business Objects Application and iComplaints (complaints data base).

The majority of employees hired at the USAG Presidio of Monterey are through world-wide job vacancy announcements; therefore, the NCLF 2010 census was used as a comparative with the actual percentage data. Data reflects all permanent and temporary Appropriated Fund (AF) employees as well as all Non-Appropriated Fund (NAF) employees. Also, the Federal Information Processing Standards (FIPS) "8840" was used which are the codes for the Army National Capital Region (ANCR).

Anomalies between MD715 Reporter Table generation and AF2 data base uploads became evident in Awards tabulations in the in 715-01 PART J, Part III Participation Rates in Agency Employment Programs, section 6, 6a, 6b, and 6c. The data uploaded into the reporter from the authorized BOBI query contained award data; however, the MD Reporter Tables, failed to capture the data indicating a table compilation error within the MD Reporter (see MD Reporter Tables B13-2). Award data for Garrison alone is represented within this document in Part J.

Database historical uploading for POM included Installation-Wide data. Prior year data has been uploaded using the query Ccpo ID code 'EY' which represents POM as a whole. For FY21, the sub agency flag code of 'XA' was used to generate IMCOM specific data. Where possible inside FY21 MD715 Annual report, a side by side comparison is made for Garrison (IMCOM) and Installation.

The data set is adequate to begin drawing conclusions but should not be used alone to substantiate barriers or make recommendations to improve the state of the agency primarily because of the nature and complexity of an organizational culture and its ability to provide a workforce free of discrimination and ensure equal opportunity for all segments. As such, the data set is able to adequately reflect the demographics, award distribution, promotions, gains and losses in the total workforce. This data is a starting point which the EEO office uses to validate apparent triggers from the data and validate through the using additional quantitative and qualitative data obtained through DEOCS, Exit Interviews, Sensing Sessions, Leadership feedback, Town Halls that enable the EEO Office to develop plans on how to change those dynamics by applying an understanding of the organizational culture, gender dynamics of specific career fields, resources, adequacy of recruitment, underlying assumptions of the workforce, and hiring practices.

Limitations:

Race, ethnicity, and disability information contained within DCPDS is obtained through voluntary employee submissions. Employee perceptions for self-identification on race and ethnicity may

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not coincide with the standard categories prescribed by the Equal Employment Opportunity Commission (EEOC), the U.S. Census Bureau, or the Office of Personnel Management (OPM).

For the purpose of this report, Race and National Origin (RNO) data is further broken down into the following categories: Hispanic/Latino; White; Black/African American; Asian; Native Hawaiian/Pacific Islander; American Indian/Alaskan Native and Two or more races (multi-racial/mixed race).

With the use of USA Staffing for hiring, the EEO office does not have the ability to analyze applicant demographics. This information is not captured and transmitted via USA Staffing at this time.

Covid-19 pandemic drastically altered business norms for the workforce in 2020 and 2021. The resulting telework, social gathering restrictions, and distance limitations constrained planned activities to include:

- a. Outreach efforts that include, Job Fairs, Recruitment coordination with Colleges and Veteran Organizations.
- b. Coordinated Facility Assessments were not conducted as most of the workforce transitioned to telework capability and physical distancing requirements were in place.
- c. Face to Face training, sensing sessions, and site visits did not occur as frequently as past years.
- d. In-office administrative functions were curtailed as maximum telework policies were in place.
- e. Out-processing was restricted to an electronic medium.

Retention, staffing and turn-over also had a detrimental effect on the workforce both during the pandemic and back to work efforts. Family and medical leave requests increased as well as reasonable accommodations as the workforce grappled with health concerns, social unrest, and family trauma, such as, workforce family members succumbing to Covid-19, childcare challenges, health care of sick family members, etc....

Workforce Analysis:

In FY21, the Presidio of Monterey Installation-wide contained two thousand six hundred thirteen (2,613) employees serviced by USAG Presidio of Monterey EEO office. Two thousand four hundred forty seven (2447) permanent and twenty (20) temporary appropriated Fund (AF) employees, comprised of General Schedule (GS) and Administratively Determined (AD) employees, and one hundred forty six (146) Non-Appropriated (NAF) employees.

The Garrison workforce is comprised of four hundred eight (408) employees. Two hundred sixty one (261) permanent and one (1) temporary AF GS employees, and one hundred forty six (146) Non-Appropriated (NAF) employees.

The MD-715 also requires each agency to analyze its workforce to ensure that qualified applicants from diverse groups are included in the workplace pool. Typically, the analysis

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compares an agency's current service employee population to that of local or national civilian labor force. The Presidio of Monterey used the 2010 NCLF for statistical analysis for the MD-715 Report due to many hiring challenges which impacted our ability to provide opportunity to recruit externally such as:

- a. The requirement to hire Army employees prior to hiring external applicants;
- b. The majority of job announcements have a worldwide area of consideration;
- c. The agency budget constraints.

For the purpose of this report, Race and National Origin (RNO) data is further broken down into the following categories: Hispanic/Latino; White; Black/African American; Asian; Native Hawaiian/Pacific Islander; American Indian/Alaskan Native and Two or more races (multi-racial/mixed race). The total population of male to female in the workforce across most demographics was below CLF primarily due to the number of males occupying **DES positions** as firefighters and police officers, traditionally male dominated occupations. **'Blacks or African Americans'** were significantly under represented whereas **'Two or More Races'** were over represented. The data suggests that the workforce identifying with Two or More races may be capturing Black or African Americans who have additional racial identities within that demographic. Review of the demographic composition of 'Two or More' is required to validate this hypothesis.

Employment Tenure	Total Employees			Hispanic or Latino	
	All	Male	Female	Male	Female
Total Prior FY#	414	225	189	27	6
Total Prior FY%	100.00%	54.35%	45.65%	6.52%	1.45%
Total Current FY#	408	238	170	30	6
Total Current FY%	100.00%	58.33%	41.66%	7.35%	1.47%
General CLF% (2010)	100.00%	51.50%	48.50%	6.20%	4.50%
Difference #	-6	13	-19	3	0
Ratio Change%	0.00%	3.98%	-3.99%	0.83%	0.02%
Net Change - %	-1.45%	5.78%	-10.05%	11.11%	0.00%

Employment Tenure	RACE/ETHNICITY (Non-Hispanic or Latino)											
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Prior FY#	123	46	12	7	11	9	2	2	0	0	50	119
Total Prior FY%	29.71%	11.11%	2.90%	1.69%	2.66%	2.17%	0.48%	0.48%	0.00%	0.00%	12.08%	28.74%
Total Current FY#	133	45	12	9	13	8	1	1	1	0	48	101
Total Current FY%	32.59%	11.02%	2.94%	2.20%	3.18%	1.96%	0.24%	0.24%	0.24%	0.00%	11.76%	24.75%
General CLF% (2010)	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%
Difference #	10	-1	0	2	2	-1	-1	-1	1	0	-2	-18
Ratio Change%	32.59%	11.02%	2.94%	2.20%	3.18%	1.96%	0.24%	0.24%	0.24%	0.00%	11.76%	24.75%
Net Change - %	8.13%	-2.17%	0.00%	28.57%	18.18%	-11.11%	-50.00%	-50.00%	0.00%	0.00%	-4.00%	-15.13%

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At the end of FY21, USAG Presidio of Monterey achieved a significant increased representation in the majority of demographics with the exception of white females. As a result of Covid-19 pandemic, there was a decline in the workforce from 2019 to 2020 of 45 individuals. In 2021, there was an increase of 42 individuals. However, as the total workforce built back, FY21 demonstrated better representation.

****CONTROLLED UNCLASSIFIED INFORMATION****							
Trigger Table Summary Report End POM(FY 2021)							
Group	2018	2019	2020	2021	Net Change	Percent of Change	Evaluation
Male White	7	6	5	7	2	40.00%	Increased
Female White	11	16	13	13	0	0.00%	
Male Black	24	25	23	26	3	13.04%	Increased
Female Black	27	27	25	28	3	12.00%	Increased
Male Hispanic	25	21	19	22	3	15.79%	Increased
Female Hispanic	27	29	26	29	3	11.54%	Increased
Male Asian	30	32	28	29	1	3.57%	Increased
Female Asian	25	24	20	27	7	35.00%	Increased
Male Hawaiian	18	15	13	15	2	15.38%	Increased
Female Hawaiian	22	20	18	20	2	11.11%	Increased
Male Native American	35	35	33	35	2	6.06%	Increased
Female Native American	38	39	34	39	5	14.71%	Increased
Male Two or More Races	32	32	24	28	4	16.67%	Increased
Female Two or More Races	33	31	30	33	3	10.00%	Increased
Male Total	5	4	2	4	2	100.00%	Increased
Female Total	10	13	11	11	0	0.00%	
Totals	369	369	324	366	42	12.96%	Increased

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Not only was the workforce better represented in FY21 over historical trends, there was a corresponding increase in IWD and IWTD. The following chart depicts the total Garrison and Installation-wide side by side comparisons over last year. The Garrison IWD increased from

	Beginning of FY21		End of FY21.	
	Number Garrison/Installation	%	Number Garrison/Installation	%
Total Work Force	246/2442	100.00%	266/2467	100.00%
Reportable Disability	29/124	11.79%/ 5.08%	42/170	15.79%/ 6.89%
Targeted Disability*	10/36	4.07%/ 1.47%	11/42	4.13%/ 1.70%

* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted.

11.79% to 15.79% and IWTD increased from 4.07% to 4.13% at the end of FY21.

Specifically the Garrison exceeded the Federal Goal for targeted disabilities.

****CONTROLLED UNCLASSIFIED INFORMATION****	
Distribution Summary of Targeted Disabilities (Pilot) (Test-61, FY 2021)	
Total Population	262
No Disability (05)	205
Disability (02-03, 06-99)	38
Not Identified (01)	19
Handicap (Percent)	14.50%
Federal Goal	2.00%
Targeted	6
Targeted (Percent)	15.78%
Expected	0
Targeted Expected Compared to On Hand	-6
Targeted Evaluation	Met

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Essential Element A - F:

In FY21, Presidio of Monterey EEO Office achieved an overall 97% with 149 out of a possible 154 points on the Essential Element Summary Checklist.

Form G summary

<u>Form G Element</u>	<u>Number of Deficiencies this year</u>	<u>Number of deficiencies last year</u>	<u>Number increase/decrease</u>	<u>Baseline Percent Score</u>
<u>A</u>	0	0	<u>0</u>	100%
<u>B</u>	1	3	<u>-2</u>	97%
<u>C</u>	2	6	<u>-4</u>	93%
<u>D</u>	0	1	<u>-1</u>	100%
<u>E</u>	1	1	<u>0</u>	97%
<u>F</u>	0	0	<u>0</u>	100%

MODEL PROGRAM SUMMARY

An evaluation of the EEO program was conducted using Part-G, Agency Self-Assessment Checklist, measuring the six essential elements. Areas for improvement are identified; addressing strengths as well as deficiencies of the six essential elements: (A) Commitment, (B) Integration, (C) Accountability, (D) Pro-Active Prevention, (E) Efficiency, and (F) Responsiveness.

The Presidio of Monterey EEO Office conducted an ongoing Agency Self-Assessment throughout the fiscal year to ascertain the progress of the goals and objectives established by EEO. Further the EEO Office coordinated and conducted a Barrier Analysis to identify barriers to employment, discrimination, and equal opportunity to the workforce. The barrier analysis followed the model 4-step process beginning with Step-1 of identifying triggers based on the MD715 prior year (FY20) trigger tables, participation rates, disabled employees hiring trends, EEO 462 bases, issues and frequency of complaints, exit interviews, and project inclusion sensing sessions (conducted for 100% of the workforce). The trigger tables initially indicated significant gender triggers for females in occupations. IWD and IWTD exceeded federal goals of 12% and 2% respectively. Step-2 involved the intensive investigation to pinpoint actual barriers and resulted in the identification of 12 barriers involving discussions with CPAC, DHR, reviewing 100% Garrison participation in Project Inclusion listing sessions feedback provided by Supervisors and non-Supervisors and the DEOCS results. Step-3 lead to the development of an action plan to address and eliminate the identified barriers. The action plan was reviewed by Garrison Commander, Deputy to the Garrison Commander, Command Sargent Major, and Directors prior to finalization. And Step-4 is an ongoing evaluation of the efficacy of the plan. The identified barriers through the process were nested within three overall barrier types:

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Institutional involving policy specifically in hiring, promotions, and retention; attitudinal barriers involving organizational culture in diversity and inclusion arena; and physical and architectural barriers involving accessibility. The identified barriers are listed in the table below.

Barrier and Type Descriptions	
1.0 Barrier: Institutional Structure Policy (Hiring, Promotions & Retention)	
1.1 Veterans Recruitment Appointment (VRA) Authority	<ul style="list-style-type: none"> The VRA is a special authority by which agencies can appoint eligible veterans without competition to positions at any grade level through GS -11, promotion potential is not a factor. There is no limitation to the number of VRA appointments an individual may receive, provided the individual is otherwise eligible. <p>* 10 Police officers and 1 fire fighter hired under this appointment authority</p>
1.2 Appointment through competitive examination and "outside the register" (positions of guards (0085 Series), elevator operators, messengers, and custodians are restricted to preference eligible when they are available)*	<ul style="list-style-type: none"> Allows Veterans preference over all other personnel for positions Mandatory for appointment if requested by Veteran <ul style="list-style-type: none"> Many Security Guards (GS-0085) hired in FY20 through this appointment authority <p>*Major source of PoM DES feedback</p>
1.3 Pre-selection	<ul style="list-style-type: none"> Inconsistency on selections / hiring <ul style="list-style-type: none"> Panel interviews and sometimes not Name selections
1.4 Gender inequality	<ul style="list-style-type: none"> Men favored in hiring (senior positions) Promotions
1.5 Cost of Living	<ul style="list-style-type: none"> Highest Locality Rate Lower grades and affordable housing
1.6 Reward/incentive process	<ul style="list-style-type: none"> Only 20% of male and 25% of female Native Hawaiian/Other Pacific Islanders Who Rated 5 on their Performance Appraisal received an award (1 male, 1 female) At least 40% of all other races and sexes who rated 5's received awards
2.0 Barrier: Attitudinal: Cultural (Diversity/Inclusion)	

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2.1	Racial Attitudes <ul style="list-style-type: none"> 46% of Women and 39% of Minorities reported Racially Harassing Behavior
2.2	Sexual Attitudes <ul style="list-style-type: none"> 29% of Minorities reported Sexually Harassing Behavior More men than women reported SH Behavior-interesting statistic
2.3	Supervisor Practices negatively affect organizational climate <ul style="list-style-type: none"> 36% of Supervisors reported racially harassing behavior within their organization <ul style="list-style-type: none"> Indicative that (Command) not doing enough to control it? 95% of Supervisors reported workplace hostility! <ul style="list-style-type: none"> Results in lower performance, lower levels of readiness, and a higher likelihood of sexual harassment, sexual assault, and racial/ethnic discrimination. 17% of Non-Sups feel that their immediate supervisor is toxic <ul style="list-style-type: none"> 18% of minorities reported their immediate supervisor is a toxic leader
2.4	Work-Life Balance <ul style="list-style-type: none"> 37% of Senior Civilians and 41% Supervisors Reported not having appropriate Work/Life balance 50% of Senior Civilians Reported being Stressed Out
3.0 Barriers: Physical / Architectural Structure (Note: Vast majority of buildings are historical and not able to be modified) History of RA Requests for Facility Access: <ul style="list-style-type: none"> FY19 (3 physical barrier requests) FY2020 (0 physical barrier out of 12) UPDATE: YTD FY2021 (4 access out of 202) As the workforce returns to work after Covid- 19 physical barrier access reasonable accommodations are being requested.	
3.1	Ventilation <ul style="list-style-type: none"> Some buildings have been retrofitted to office spaces without windows. Several workers have complained about the air quality and several side effects. Industrial Hygiene has conducted surveys in those instances.
3.2	Climbing Stairs/Parking <ul style="list-style-type: none"> As the workforce returns to work after COVID-19, some IWD are experiencing mobility concerns

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ESSENTIAL ELEMENT A: DEMONSTRATED COMMITMENT FROM AGENCY

LEADERSHIP: Requires the agency head to issue written policy statements ensuring workplace free of discrimination harassment and all commitment to Equal Employment Opportunity; that EEO policies have been communicated to all employees and that the Agency EEO policies are vigorously enforced by agency management.

Strengths:

The EEO Manager is an integral part of the Garrison Command's Staff.

Managers and Supervisors were trained on the Complaints Process, Reasonable Accommodations, EEO and Workplace Mediation (ADR), SHARP, and the EEO Website on the POM Share-drive provides employees with all EEO training, materials, and processes made available to all employees.

The Garrison EEO policies (and other written EEO publications) are reviewed and updated if needed - on an annual basis. Current policies are posted on the USAG POM website and major bulletin boards within the POM serviced footprint. Policies are also provided at New Employee Orientation, EEO training sessions and other meetings- as applicable.

Despite limited staffing, the EEO office successfully runs a Reasonable Accommodation Program with the cooperation and responsiveness from the supervisory community in ensuring deadlines were met.

Commander facilitation of a monthly non-supervisory workplace forum where he obtains direct feedback on the workforce concerns and provides a platform to reinforce and clarify Command intent and guidance.

Directors served as facilitators for a Project Inclusion Stand Up initiative to ensure 100% reach of the Garrison workforce.

Deficiencies:

Implement community outreach programs (1) recruitment strategies- i.e., disabled veterans (Wounded Warrior) program, Hispanic/Latino initiatives, hiring of individuals with disabilities.

Corrective Action:

Recruit, hire students with disabilities, and retain employees with disabilities and veterans with disabilities. Utilize Schedule 'A' hiring authority;

Continue to implement a Reasonable Accommodation Advisory Team with the cooperation from the offices of the Staff Judge Advocate (SJA), Civilian Personnel Advisory Center (CPAC/LMER) and the California Medical Detachment.

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ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC

MISSION: Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports that agency strategic mission; the EEO office has appropriate effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in and consulted on management and personnel actions; agency head; and sufficient human resources and budget are allocated to the EEO program.

Strengths:

The EEO Manager reports to the Garrison Commander and has regular opportunities to meet and discuss EEO related issues.

EEO goals and objectives have been established and have been incorporated into the Agency's Strategic Mission.

Collateral EEO counselors and mediators received eight (8) hours of progressive and sequential training on EEO complaints process, updates on internal processing requirements and online training.

Deficiencies:

Because of Covid-19 gathering restrictions hampered in-person meetings and consultations.

Corrective Action:

Resume interactive face to face meetings throughout the year.

ESSENTIAL ELEMENT C: MANAGEMENT AND PROGRAM ACCOUNTABILITY:

Requires the agency head to hold all managers, supervisors and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan; EEO personnel must meet regularly to assess whether personnel programs, policies and procedures are in conformity with instructions contained in EEO Management Directives; EEO program officials are required to provide regular (monthly/quarterly/semi-annual) updates to management/supervisory officials.

Strengths:

The EEO Office provides appropriate assistance to managers/supervisors on a regular basis.

EEO Director conducts monthly EEO meetings with Garrison and Major Command Leadership. This is to provide overall information on complaints, activities, and projects to the Commander.

EEO Director conducts in briefs with Tenant Commanders.

EEO Barrier Analysis Team conducted quarterly Barrier Analysis briefings to Garrison Leadership.

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Deficiencies:

Time-tables or schedules have not been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups.

Corrective Action:

Establish a schedule for the agency to review its Merit Promotion Plan, Program, and Procedures for systemic barriers that may be impeding full participation in the program by all groups.

ESSENTIAL ELEMENT D: PROACTIVE PREVENTION: Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment practices in the workplace.

Strengths:

Barrier Analysis conducted with CPAC with quarterly updates to the Garrison Commander and presentation to Garrison Directors.

Consistent with the HQDA guidelines in support of best customer service; established and implemented an Alternative Dispute Resolution (ADR) program to address workplace disputes.

Established ADR Joint Action Team (EEO, CPAC and SJA)-meet on an "as needed" basis.

Workforce development (WFD) provided (26) professional development training opportunities; (16) OPEX refresher training and (4) initial trainings; (1) Directors' OPEX; and (2) Leadership Development courses.

WFD professional development trainings included: Effective (interpersonal) Communication; Assertive Communication; Active Constructive Responding; Problem Solving in the Workplace, Simple Scripts for Problems at Work; Conflict Resolution; Communicating with Tact, Diplomacy, and Professionalism.

Effective and speedy implementation of virtual training platforms

Responsive training to emergent needs

Improved participation in recognition/awards programs

Deficiencies:

Because of Covid-19 face to face training did not occur.

Scarce training budget

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Corrective Actions:

Conduct face to face training and on-site consultations/trainings.

Create and share classes with other IMCOM WFDs

Scout for in-house talent

Use new resources to promote participation in Centrally Funded Developmental opportunities

ESSENTIAL ELEMENT E: EFFICIENCY: Requires the agency head to have effective systems in place for evaluating the impact and effectiveness of the agency's EEO program as well as an efficient and dispute resolution program.

Strengths:

The Presidio of Monterey EEO Office utilizes the Army's iComplaints tracking system for all Title VII Complaints.

Legal sufficiency reviews of EEO matters are addressed by other legal office (OSJA White Sands).

DEOCS survey as needed

Broad base agency support for collateral duty mediator training

Continuing Actions:

Review/analyze controls established for monitoring complaints; modify to improve efficiency- if necessary;

Reorganize office records and complaints files as necessary to improve accessibility and ensure timely processing of complaints;

Continue to improve an in house complaint tracking spreadsheet to monitor complaints to ensure processing within regulatory timelines;

Continue to recruit and train collateral duty staff (mediators, counselors) for continual assistance with timely complaints processing and resolution.

ESSENTIAL ELEMENT F: RESPONSIVENESS AND LEGAL COMPLIANCE: This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

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Strengths:

The POM EEO office continues to be in full compliance with EEO statutes, i.e., enforcement orders/negotiating settlement agreements. Therefore, no goals/objectives set for this essential element.

Accomplishments:

Best practices that show success or improvement in employment, retention programs, and promotion opportunities.

Completion of Barrier Analysis

Barrier Elimination POA&M and Command commitment

Project Inclusion Stand Up obtaining 100% workforce participation

Improved workforce representation over 4-year period

Accomplishments reported on Parts H, I, and J.

Reasonable accommodation increase of over 600% from FY20

New training based on emergent needs (EEO Responsibilities) for supervisors and non-supervisors

NOTE: Limited manpower as well as potential increase of complaint activity could impact the EEO program in FY 2022; which could be noticeable in proactive program initiatives, training, reporting requirements and meeting the regulatory timelines on complaint processing.

Complaints processing summary (processed by):

- # complaints filed formal/informal:
- Closure types
- Processing times

Complaint processing times:

Complaints Processed and Processing Times							
Total inventory (462)	Median informal days	Median Formal days	Formals beyond 180 days	Formals accepted/dismissed	Formal remanded	ADR offered	ADR conducted
67	19.22	48	0	13	1	18	15

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Top bases and issues for complaints

Issues	Bases
Promotion/Non-Selection (5)	Total Bases (17) Race (3: 1 Black/African & 2 White) Color (1) Religion (3) Reprisal (3) National Origin (3) Age (2) Disability (1 Mental)
Harassment (Non-Sexual) (4)	Total (6) Bases Reprisal (1) Sex (1 Female) National Origin (1) Age (2) Disability (1 Physical)
Performance Evaluation / Appraisal (3)	Total Bases (8) Race (1 Black/African American) Color (1) Sex (2: 1 Male & 1 Female) National Origin (1) Age (3)
Assignment of Duties (3)	Total Bases (4) Reprisal (1) Age (2) Disability (1 Physical)

Strategy for next FY:

Using the FY21 Barrier Analysis as a blueprint, EEO will continue to engage in assessing metrics, review feedback, change plan as needed through:

- Quarterly reviews by Assessment Team to discuss progress and review feedback from stakeholders: Non-Supervisory, Supervisory, and Senior Leadership.
- Identify emerging barriers:
 - Exit Interviews
 - Commander Forum
 - Town Halls
 - Tables/Reports (Disability, Awards, Promotions, DEOC, etc....)
- SEPM integration: (Constrained by staffing & Covid-19)
 - Job Fairs
 - Outreach with VA, Colleges, WRP, etc...
 - Conduct Workplace Assessment (Constrained by Covid-19 and teleworking)
- Actively update Barrier Elimination POA&M monthly & quarterly

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The POA&M for FY22 and current progress to date is as follows:

Barrier	Type	Action	Who	Target Date	Completion	Evaluation
1.0 - Institutional Structure Policy (Hiring, Promotions & Retention)						
1.1	VRA Authority	1.1 – 1.3 Publish Hiring SOP addressing Business Rules on hiring, recruiting, appointment authority	DGC	24 Sep 21	9/1/2021	SOP disseminated to Directors via DGC Creation of the Human Capital Review Board
1.2	Appointment “Outside the Register”					
1.3	Pre-Selection					
1.4	Gender Inequality	1.4 Prepare and disseminate Flyers/Newsletter focused on career progression for women in the Federal Workplace.	EEO:SEP with DHR input	1 Dec 21		
1.5	Cost of Living	1.5 Review Affiliated Lease with intent to support DA populations working on USAG POM.	GC, CSM	15 Oct 21	GC Contract / Budget Review Oct 2021	Creation of DoD Neighborhood plan effective via attrition where specific housing will be designed for DOD Priority 6 Civilians and will be given 30 days to move upon vacancies. Need 1 year to fully evaluate efficacy.
1.6	Reward/Incentive process	1.6 Ensure Disinterested 3 rd Party review Address Interview Boards standards in Hiring SOP	CSM DGC	Quarterly	09/24/2021	Included in Hiring SOP.
2.0 - Attitudinal: Cultural Diversity/Inclusion						
2.1	Racial Attitudes	2.1 & 2.2 Mandatory participation in	EEO Schedule	1 st – 2 nd Quarter		

		unconscious bias training	Contractor Conduct	2022		
2.2	Sexual Attitudes	2.2 see 2.1				
2.3	Supervisor Practices	2.3 Develop and require all Supervisors to attend Supervisory skill building training focusing on: 2.3a) Mentoring/Coaching skills 2.3b) Effective use of the Disciplinary Process 2.3c) Communication (How to give orders) 2.4d) Resolving workplace conflict	DHR: Stephanie Schafer	1 st Quarter 2022		
2.4	Work-Life Balance	2.4 Directors accountable for establishing priority of work.	Directors	Ongoing	Ongoing	
3.0 - Physical / Architectural Structure						
3.1	Building Ventilation	3.1 & 3.2 Identify and request Industrial Hygiene Surveys of air quality for renovated and/or return to work buildings previously unoccupied.	CALMED, DPW, Safety DLIFLC, DPW, Safety EEO: DPM	Monthly EEO Briefing when Accommodation Request occurs	Scheduled Monthly	
3.2	Stairs/Climbing	(Ensure GC visibility on physical or architectural accommodation requests)				

Actionable Items:
As of 4 Nov 21: 3 Complete; 1 Ongoing Supervisory Responsibility; 1 Scheduled monthly; 3 future due dates

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715-01 Part F

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

I, Luisa E. Gonzales, Director EEO am the Principal EEO Director/Official for: (Agency) USAG Presidio of Monterey, Monterey CA.

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

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

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

(EEO Director Signature) Luisa E. Gonzales

(EEO Signature Date) 12 NOV 21

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status
Report is in compliance with EEO MD-715.

Date

[Signature]

16 NOV 2021

Signature of Agency Head or Agency Head Designee

Date



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715-01 PART G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
Compliance Indicator	The agency issues an effective, up-to-date EEO policy statement.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
The Agency Head was installed on 7/9/2020. The EEO policy statement was issued on 7/15/2020. A.1.a Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If yes; please provide the annual issuance date in the comments column. [see MD-715, II(A)]		X		
A.1.b Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR 1614.101(a)]		X		All employees and supervisors are required to receive annual EEO/No Fear training. Additional training is also conducted by the CPAC L/MER, SJA, and the EEO office.
Compliance Indicator	The agency has communicated EEO policies and procedures to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
A.2.a Does the agency disseminate the following policies and procedures to all employees:				
A.2.a.1 Anti-harassment policy? [see MD 715, II(A)]		X		
A.2.a.2 Reasonable accommodation procedures? [see 29 C.F.R 1614.203(d)(3)]		X		Posted on the US Army Garrison Website: https://home.army.mil/monterey/index.php/about/garrison-directorates/equal-employment-opportunity https://army.deps.mil/army/cmds/imcom-usag9/presidio/eoo/Shared Documents/Reasonable Accommodation Procedures/AR 690-12-Appx C RA Process.pdf
A.2.b Does the agency prominently post the following information throughout the workplace and on its public website:				
A.2.b.1 The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R 1614.102(b)(7)]		X		Posted on the Bulletin Boards aboard the Installation and Office Information is also located on the US Army Garrison Website: https://home.army.mil/monterey/index.php/about/garrison-directorates/equal-employment-opportunity

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A.2.b.2 Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R 1614.102(b)(5)]		X		Posted on Bulletin Boards and on the Garrison Website: https://home.army.mil/monterey/index.php/about/garrison-directorates/equal-employment-opportunity
A.2.b.3 Reasonable accommodation procedures? [see 29 C.F.R. 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.		X		Library of RA Procedures and templates located on the SharePoint for all employees to review: https://army.deps.mil/army/cmds/imcom_usag9/presidio/eeo/ layouts/15/start.aspx#/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2farmy%2fcmds%2fimcom%5fusag9%2fpresidio%2feeo%2fShared%20Documents%2fReasonable%20Accommodation%20Procedures&FolderCTID=0x0120003702671636C3D541A7B0D8BCDA1DEBAC
A.2.c Does the agency inform its employees about the following topics:				
A.2.c.1 EEO complaint process? [see 29 CFR : 1614.102(a)(12) and 1614.102(b)(5)] If yes; please provide how often.		X		EEO Anti-Harassment & No Fear Training; New Employee Orientation presentation; Quarterly Employee responsibilities under EEO (Supervisors and Non-Supervisors).
A.2.c.2 ADR process? [see MD-110, Ch. 3(II)(C)] If yes; please provide how often.		X		EEO Anti-Harassment & No Fear Training; New Employee Orientation presentation; Quarterly Reasonable Accommodation Training; Quarterly Employee responsibilities under EEO (Supervisors and Non-Supervisors); and Leadership Forum Presentations.
A.2.c.3 Reasonable accommodation program? [see 29 CFR 1614.203(d)(7)(ii)(C)] If yes; please provide how often.		X		EEO Anti-Harassment & No Fear Training; New Employee Orientation presentation; Quarterly Reasonable Accommodation Training; Quarterly Employee responsibilities under EEO (Supervisors and Non-Supervisors); and Leadership Forum Presentations.
A.2.c.4 Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), V.C.1] If yes; please provide how often.		X		EEO Anti-Harassment & No Fear Training; New Employee Orientation presentation; Quarterly Employee responsibilities under EEO for Supervisors and Non-Supervisors.
A.2.c.5 Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR 2635.101(b)] If yes; please provide how often.		X		EEO Anti-Harassment & No Fear Training; New Employee Orientation presentation; Additional Training offered Quarterly Employee responsibilities under EEO for Supervisors and Non-Supervisors. Disciplinary actions are processed by Labor Management Employee Relation Office.
 Compliance Indicator	The agency assesses and ensures EEO principles are part of its culture.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	






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A.3.a Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR 1614.102(a) (9)] If yes; provide one or two examples in the comments section.	X		In FY21 the Garrison recognized (1) EEO Specialist with the Civilian Commendation Medal; (5) Collateral Duty Mediators/Counselors and (2) EEO Specialists have received the Civilian Achievement Medal; and (8) Collateral Duty Mediators/Counselors received Certificate of Achievements.
A.3.b Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	X		In addition to DEOCS survey in April 2021, USAG POM completed Project Inclusion sensing sessions for 100% of Garrison employees, conducted (4) quarterly town halls, and the GC engages with Non-Supervisory employees in the Work Place meeting forum monthly. In FY21 fifty five (55) associates attended the monthly forum.
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.			
Compliance Indicator	The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures	Measure has been met	Yes No	
B.1.a Is the agency head the immediate supervisor of the person (EEO Director) who has day-to-day control over the EEO office? [see 29 CFR 1614.102(b)(4)]		X	EEO Director reports to the Deputy Garrison Commander who is subordinate to the Garrison Commander.
B.1.a.1 If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If yes;; please provide the title of the agency head designee in the comments.	X		Deputy Garrison Commander
B.1.a.2 Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR 1614.102(b)(4)]	X		
B.1.b Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR 1614.102(c)(1); MD-715 Instructions, Sec. I]	X		
B.1.c During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the 'state of the agency; briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If yes; please provide the date of the briefing in the comments column.	X		Presented Annually: last event occurred 7 Dec 2020.
B.1.d Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X		
Compliance Indicator	The EEO Director controls all aspects of the EEO program		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM
	Measure has been met		

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 Measures		Yes	No	715-01 PART H to the agency's status report
B.2.a Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR 1614.102(c)]		X		
B.2.b Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR 1614.102(c)(4)]		X		
B.2.c Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR 1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]		X		
B.2.d Is the EEO Director responsible for overseeing the timely issuing final agency decisions? [see 29 CFR 1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]		X		
B.2.e Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR : 1614.102(e); 1614.502]		X		
B.2.f Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR 1614.102(c)(2)]		X		
B.2.g If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR : 1614.102(c)(2) and (c)(3)]		X		
 Compliance Indicator	The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
B.3.a Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]		X		
B.3.b Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If yes; please identify the EEO principles in the strategic plan in the comments column.		X		
 Compliance Indicator	The agency has sufficient budget and staffing to support the success of its EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
B.4.a Pursuant to 29 CFR 1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:				

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B.4.a.1 To conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	X		
B.4.a.2 To enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X		EEO conducted a Barrier Analysis for FY21.
B.4.a.3 To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR 1614.102(c)(5) & 1614.105(b) - (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X		
B.4.a.4 To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X		
B.4.a.5 To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR 1614.102(c)(2)]	X		N/A – EEO does not maintain Field Offices.
B.4.a.6 To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X		
B.4.a.7 To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	X		EEO does not receive or maintain applicant flow data from HRO.
B.4.a.8 To effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC 7201; 38 USC 4214; 5 CFR 720.204; 5 CFR 213.3102(t) and (u); 5 CFR 315.709]	X		Disability Program fully operational and SEPM hired 20 Jun 21 to administer Federal Women’s program and Hispanic Employment Program.
B.4.a.9 To effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), V.C.1]	X		
B.4.a.10 To effectively manage its reasonable accommodation program? [see 29 CFR 1614.203(d)(4)(ii)]	X		
B.4.a.11 To ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X		
B.4.b Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR 1614.102(a)(1)]	X		
B.4.c Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X		
B.4.d Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	X		



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B.4.e Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?		X		
Compliance Indicator	The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
B.5.a Pursuant to 29 CFR 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:				
B.5.a.1 EEO Complaint Process? [see MD-715(II)(B)]		X		
B.5.a.2 Reasonable Accommodation Procedures? [see 29 C.F.R. 1614.102(d)(3)]		X		
B.5.a.3 Anti-Harassment Policy? [see MD-715(II)(B)]		X		
B.5.a.4 Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]		X		Garrison provided (26) Professional Development courses; (16) OPEX refresher training; (4) initial OPEX training; (1) Director's OPEX; and (2) Leadership Development Courses.
B.5.a.5 ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]		X		
Compliance Indicator	The agency involves managers in the implementation of its EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
B.6.a Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]		X		
B.6.b Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]		X		
B.6.c When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]		X		
B.6.d Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR 1614.102(a)(5)]		X		
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
Compliance Indicator	The agency conducts regular internal audits of its component and field offices.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	



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C.1.a Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR 1614.102(c)(2)] If yes; please provide the schedule for conducting audits in the comments section.		X		N/A – EEO does not maintain Field Offices.
C.1.b Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR 1614.102(c)(2)] If yes; please provide the schedule for conducting audits in the comments section.		X		N/A – EEO does not maintain Field Offices.
C.1.c Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]		X		N/A – EEO does not maintain Field Offices.
 Compliance Indicator	The agency has established procedures to prevent all forms of EEO discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
C.2.a Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, V.C.1 (June 18, 1999)]		X		
C.2.a.1 Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), V.C.1]		X		
C.2.a.2 Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]		X		SJA serves as an advisory for personnel who investigates allegations of harassment. Investigators are appointed by CoS or DGC.
C.2.a.3 Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, V.C.1 (June 18, 1999)]		X		AR 690-12; AR 600-20; and Command Policy #3: Anti-Harassment
C.2.a.4 Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]		X		
C.2.a.5 Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If no, please provide the percentage of timely-processed inquiries in the comments column.		X		
C.2.a.6 Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]		X		



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C.2.b Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	X		29 CFR 1614.203(d); AR 690-12 Chapter 3 and Appendix C.	
C.2.b.1 Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	X		RA advisory Team established with members from SJA, Industrial Hygiene Doctor, CPAC/LMER, Safety, and EEO DPM.	
C.2.b.2 Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	X			
C.2.b.3 Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	X		Job announcements include information on requesting reasonable accommodation.	
C.2.b.4 Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	X			
C.2.b.5 Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If no, please provide the percentage of timely-processed requests in the comments column.	X			
C.2.c Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]		X	Currently awaiting specific implementation procedures/guidance by higher headquarters.	
C.2.c.1 Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR 1614.203(d)(5)(v)] If yes; please provide the internet address in the comments column.	X		Agency provides the reference for requesting RA on its public website and in accordance with AR 690-12 C3 (e) reasonable accommodations may include personal assistance services in the form of work-related assistance, but generally do not include personal attendant care at the worksite.	
C.3.a Pursuant to 29 CFR 1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	X			
 Compliance Indicator	The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.		Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures				
	Yes	No		
C.3.b Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:				
C.3.b.1 Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	X			

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C.3.b.2 Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR 1614.102(b)(6)]		X		
C.3.b.3 Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		X		
C.3.b.4 Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]		X		
C.3.b.5 Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR 1614.102(a)(7)]		X		Awaiting guidance as it relates to Covid-19 mandatory vaccination.
C.3.b.6 Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR 1614.102(a)(8)]		X		
C.3.b.7 Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]		X		
C.3.b.8 Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]		X		
C.3.b.9 Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		X		
C.3.c Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR 1614.102(c)(2)]		X		
C.3.d When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR 1614.102(c)(2)]		X		EEO Officer does not supplant LMER role in specific recommendations for disciplinary actions in every situation.
 Compliance Indicator	The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
C.4.a Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR 1614.102(a)(2)]		X		HR and EEO Director meet at regularly scheduled Staff meetings.
C.4.b Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		X		EEO and HR meet quarterly/Semi Annually for Barrier Analysis

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C.4.c Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR 1614.601(a)]	X		We can access all of the data for the tables except the applicant data which is not collected via the USA JOBS staffing program currently in use.
C.4.d Does the HR office timely provide the EEO office have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X		
C.4.e Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
C.4.e.1 Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR 1614.203(d); MD-715, II(C)]	X		
C.4.e.2 Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]		X	Not yet due to staffing issues.
C.4.e.3 Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X		
C.4.e.4 Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X		
C.4.e.5 Assist in preparing the MD-715 report? [see MD-715, II(C)]	X		
Compliance Indicator	Following a finding of discrimination, the agency explores whether it should take a disciplinary action.		Measure has been met For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures	Yes	No	
C.5.a Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)	X		
C.5.b When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR 1614.102(a)(6)] If yes; please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	X		1 at TRADOC/ 0 at Garrison
C.5.c If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	X		
Compliance Indicator	The EEO office advises managers/supervisors on EEO matters.		Measure has been met For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures	Yes	No	
C.6.a Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If yes; please identify the frequency of the EEO updates in the comments column.	X		EEO Director conducts monthly meetings with Garrison Leadership and Tenant Commands and provide data on EEO Complaints; Barrier Analysis updates are conducted quarterly; and special sessions as called by the Garrison Commander.

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C.6.b Are EEO officials readily available to answer managers; and supervisors; questions or concerns? [see MD-715 Instructions, Sec. I]	X		
Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.			
Compliance Indicator	The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.		Measure has been met For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures	Yes	No	
D.1.a Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X	
D.1.b Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		X	
D.1.c Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]		X	
Compliance Indicator	The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)		Measure has been met For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures	Yes	No	
D.2.a Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]		X	
D.2.b Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR 1614.102(a)(3)]		X	Garrison Commander conducts monthly workforce forums.
D.2.c Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR 1614.102(a)(3)]		X	
D.2.d Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If yes; please identify the data sources in the comments column.		X	Employee town halls, regular meetings with the union, exit surveys, and internal/external climate surveys.
Compliance Indicator	The agency establishes appropriate action plans to remove identified barriers.		Measure has been met For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM

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 Measures		Yes	No	715-01 PART H to the agency's status report
D.3.a Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR 1614.102(a)(3)]		X		
D.3.b If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]		X		
D.3.c Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]		X		
 Compliance Indicator	The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
D.4.a Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.		X		The Garrison AAP is posted on the internal website: https://army.deps.mil/army/cmds/imcom_usag9/presidio/eeo/Shared/Documents/MD-715 DA MD-715 reports are submitted to the EEOC who posts a dashboard on the EEOC website: https://www.eeoc.gov/federal-sector/annual-report-dashboard
D.4.b Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]		X		Job announcements encourage qualified individuals with disabilities to apply.
D.4.c Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]		X		
D.4.d Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]		X		
Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E.1.a Does the agency timely provide EEO counseling, pursuant to 29 CFR 1614.105?		X		
E.1.b Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR 1614.105(b)(1)?		X		





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E.1.c Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	X			
E.1.d Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	X		15 Calendar Days	
E.1.e Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR 1614.102(b)(6)?	X			
E.1.f Does the agency timely complete investigations, pursuant to 29 CFR 1614.108?	X			
E.1.g If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR 1614.108(g)?	X			
E.1.h When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR 1614.110(b)?	X			
E.1.i Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR 1614.110(a)?	X			
E.1.j If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If yes; please describe how in the comments column.	X		N/A, the Agency uses contracted court reporters for Fact Finding Conferences. Statement of work requires prompt submission of transcripts.	
E.1.k If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	X			
E.1.l Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR 1614.403(g)]	X			
 Compliance Indicator	The agency has a neutral EEO process.		Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	
E.2.a Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	X			
E.2.b When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If yes; please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	X		Via a MOA, the Agency uses OSJA White Sands Missile Range, NM for legal sufficiency reviews.	

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E.2.c If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]		X		N/A
E.2.d Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.e If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)		X		
 Compliance Indicator	The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E.3.a Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR 1614.102(b)(2)]		X		
E.3.b Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]		X		
E.3.c Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]		X		
E.3.d Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]		X		
E.3.e Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]		X		
E.3.f Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]		X		
 Compliance Indicator	The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
E.4.a Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
E.4.a.1 Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]		X		
E.4.a.2 The race, national origin, sex, and disability status of agency employees? [see 29 CFR 1614.601(a)]		X		
E.4.a.3 Recruitment activities? [see MD-715, II(E)]		X		
E.4.a.4 External and internal applicant flow data concerning the applicants; race, national origin, sex, and disability status? [see MD-715, II(E)]			X	N/A – USA Staffing applicant data is not available to EEO Office. Applicants can choose to self-report demographic information or not.





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E.4.a.5 The processing of requests for reasonable accommodation? [29 CFR 1614.203(d)(4)]		X		
E.4.a.6 The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), V.C.2]		X		
E.4.b Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]		X		
Compliance Indicator	The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
E.5.a Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If yes; provide an example in the comments.		X		Monitors MD-715 annually and 462 Report regularly.
E.5.b Does the agency review other agencies; best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If yes; provide an example in the comments.		X		
E.5.c Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X		
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
Compliance Indicator	The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
F.1.a Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR 1614.102(e); MD-715, II(F)]		X		
F.1.b Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]		X		
F.1.c Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]		X		
F.1.d Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]		X		
F.1.e When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]		X		

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 Compliance Indicator	The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
F.2.a.1 When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR 1614.108(g)]		X		
F.2.a.2 When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR 1614.501]		X		
F.2.a.3 When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR 1614.403(e)]		X		
F.2.a.4 Pursuant to 29 CFR 1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?		X		
F.3.a Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002),203(a)]		X		Army Headquarters submits for the Agency.
 Compliance Indicator	The agency reports to EEOC its program efforts and accomplishments.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
F.3.b Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR 1614.703(d)]		X		

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715-01 PART H
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2021 POM	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY Essential Element E: THE AGENCY IDENTIFIES AND DISSEMINATES SIGNIFICANT TRENDS AND BEST PRACTICES IN ITS EEO PROGRAM
OBJECTIVE:	B.1.a: EEO Director not under direct supervision of Agency Head. C.2.c: Currently awaiting specific implementation procedures/guidance by higher headquarters. C.4.e.2: Develop/conduct outreach and recruiting initiatives. E.4.a.4: USA Staffing applicant data is not available to EEO Office. Applicants can choose to self-report demographic information or not.
RESPONSIBLE OFFICIAL:	B.1.a: Agency Head C.2.c: Higher Headquarters C.4.e.2: EEO/DHR Directors E.4.a.4: Not Applicable with current Staffing Software
DATE OBJECTIVE INITIATED:	B.1.a: Agency Head C.2.c: Higher Headquarters C.4.e.2: EEO/DHR Directors E.4.a.4: Not Applicable with current Staffing Software
TARGET DATE FOR COMPLETION OF OBJECTIVE:	B.1.a: Agency Head C.2.c: Higher Headquarters C.4.e.2: EEO/DHR Directors E.4.a.4: Not Applicable with current staffing software and processes
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: B.1.a EEO Director to meet with GC and DGC to see if EEO should be realigned. C.2.c: EEO Director and Higher Headquarters Discuss/Review. C.4.e.2: EEO and DHR Directors will meet quarterly to discuss, develop and implement plans between the two work centers. E.4.a.4: Not Applicable	TARGET DATE B.1.a: November 2021 C.2.c: February 2022 C.4.e.2: January 2022 E.4.a.4: Not Applicable
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: 1. FY21-Conducted Workplace Mediations in addition to EEO Mediations. 2. Provided training to EEO Counselors and Mediators. 3. Provided Reasonable Accommodation Training to Managers and Supervisors. 4. Developed new training: EEO responsibilities for Managers and Non-Supervisors. 5. EEO Newsletters: SEP and Resolution practices before filing EEO Complaint	TARGET DATE Throughout FY22 FY21, Q1-Q4 FY21, Q1-Q4 FY21, Q2-Q4 FY21, Q1-Q4

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715-01 PART I
EEO Plan to Eliminate Identified Barrier

FY 2021, POM	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	In FY21 the Barrier Analysis identified several triggers that supported the need for a complete analysis to address possible barriers to hiring individuals with disabilities as well as demographic under representation within the workforce.
BARRIER ANALYSIS	A review of triggers (step 1) identified by occupations and pay plan series, specifically MD Reporter Table #A18, identified potential demographic compositions at risk. In Step 2, A review of IWD and IWTD, revealed that the agency achieved a disability percentage of targeted percentage of 10.61% which was well over the Federal Goal of 2.0%. Further, the barrier analysis team reviewed exit interviews, DEOCS results, Project Inclusion Listening session feedback to pinpoint barriers. A review of IWD and IWTD, revealed that the agency achieved a disability percentage of targeted percentage of 10.61% which was well over the Federal Goal of 2.0% and pointed to positive efforts in participation for IWD.
STATEMENT OF IDENTIFIED BARRIER:	Step (2) of the Barrier Analysis revealed (6) Institutional/Structure/Policy barriers; (4) Attitudinal Cultural/Diversity/Inclusion barriers; and (2) structural (Physical/Architectural).
OBJECTIVE:	Remove barriers within Garrison and Tenant Commands to prevent discrimination and eliminate barriers that impede free and open competition in the workplace.
RESPONSIBLE OFFICIAL:	Garrison Commander and individuals as specified in the POA&M.
DATE OBJECTIVE INITIATED:	08/31/2021
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/01/2022

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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1.1 – 1.3 Publish Hiring SOP addressing Business Rules on hiring, recruiting, appointment authority.	09/24/2021
1.4 Prepare and disseminate Flyers/Newsletter focused on career progression for women in the Federal Workplace.	12/1/2021
1.5 Review Affiliated Lease with intent to support DA populations working on USAG POM.	10/15/2022
1.6 Ensure Disinterested 3rd Party review (addressed in Hiring SOP).	10/15/2021
2.1 & 2.2 Mandatory participation in unconscious bias training.	06/30/2022
2.3 Develop and require all Supervisors to attend Supervisory skill building training focusing	03/30/2022

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<p>on: 2.3a) Mentoring/Coaching skills 2.3b) Effective use of the Disciplinary Process 2.3c) Communication (How to give orders) 2.4d) Resolving workplace conflict. 2.4 Directors accountable for establishing priority of work. 3.1 & 3.2 Identify and request Industrial Hygiene Surveys of air quality for renovated and/or return to work buildings previously unoccupied.</p> <p>In addition to actions identified in the action plan, Garrison will participate in hiring fairs, recruit at Historic Black Colleges and Universities (HBCUs) work with VA to find disabled Vets, open jobs to Schedule 'A' applicants.</p>	<p>09/01/2022 09/01/2022</p> <p>March 2022</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p>1.1 - 1.3 SOP disseminated to Directors via DGC with final draft reviewed by DHR Oct 2021. 1.1 - 1.3 Establishment of Monthly Human Capital Planning Board chaired by DGC. 1.5 Initiative resulted in creation of DoD Neighborhood plan effective via attrition where specific housing will be designed for DOD Priority 6 Civilians and will be given 30 days to move upon vacancies. Need 1 year to fully evaluate efficacy. 1.6 Ensure disinterested 3rd Party review on Awards/Incentives. 2.4 Directors accountable for establishing priority of work. SEPM hired in June 2021 and assigned to ensure greater participation for recruitment for disabled Vets and Schedule "A" applicants.</p>	<p>TARGET DATE (Must be specific)</p> <p>Nov 2 2021 Oct 15 2021</p> <p>Nov 2 2021 Sep 1 2022 April 2022</p>

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715-01 PART J
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities

Part I Department of Agency Information	1. Agency	Department of the Army							
	1.a. 2 nd Level Component	U.S. Department of the Army							
	1.b. 3 rd Level or lower	Installation Management Command							

Part II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number Garrison/Installation	%	Number Garrison/Installation	%	Number Garrison/Installation	%
	Total Work Force	246/2442	100.00%	266/2467	100.00%	20/25	8.13%/1.027%
	Reportable Disability	29/124	11.79%/5.08%	42/170	15.79%/6.89%	13/46	44.83%/37.10%
	Targeted Disability*	10/36	4.07%/1.47%	11/42	4.13%/1.70%	1/6	10.00%/16.67%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					N/A	
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					N/A	

Part III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL <small>Garrison/Installation</small>	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	25/44	5/11	20%/25%	3/4	60.0%/36.4%	1/2	4.00%/4.55%	19/31	76.0%/70.5%
4. Non-Competitive Promotions	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5. Employee Career Development Programs	262/2467	38/170	14.5%/6.90%	10/42	26.3%/24.7%	19/81	7.25%/3.28%	205/2216	78.2%/89.9%
5.a. Grades 5 - 12	228/630	31/97	13.6%/15.4%	6/29	19.3%/29.9%	15/50	6.58%/7.93%	182/483	79.8%/76.7%
5.b. Grades 13 - 14	29/80	7/15	24.1%/18.8%	2/4	28.6%/26.7%	3/8	10.3%/10.0%	19/57	65.5%/71.3%
5.c. Grade 15/SES	2/4	0/0	0.00%	0/0	0.00%	1/1	50.0%/25.0%	1/3	50.0%/75.0%
6. Employee Recognition and Awards	4	0	0.00%	0	0.00%	0	0.00%	4	100%

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Appendix A

Definitions

The following definitions apply to Management Directive 715:

- **Applicant:** A person who applies for employment.
- **Applicant Flow Data:** Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
- **Barrier:** An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
- **Disability:** For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on an Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. 1630.2 applies.
- **Civilian Labor Force (CLF):** Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
- **EEO Groups:** Members of groups protected under Title VII of the Civil Rights Act and other Federal guidelines. Includes: White Men, White Women, Black Men, Black Women, Hispanic Men, Hispanic Women, Asian Men, Asian Women, Native American Men, Native American Women, and Persons with Disabilities.
- **Employees:** Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.
- **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.
- **Feeder Group or Pool:** Occupational group(s) from which selections to a particular job are typically made.
- **Federal Categories (Fed9):** For the first time EEOC is requiring agencies to report their workforce data by aggregating it into nine employment categories. These categories are more consistent with those EEOC uses in private sector enforcement and will permit better analysis of trends in the federal workplace than previous categories used. The Commission has created a Census/OPM Occupation Cross-Classification Table by OPM Occupational Code (crosswalk) which assists agencies in determining the category in which to place a position through use of the position's OPM or SOC codes or the OPM or Census Occupation Title. The crosswalk may be accessed at the Commission's website: <http://www.eeoc.gov/federal/715instruct/00-09opmcode.html>. This crosswalk is intended as general guidance in cross-classifying OPM occupational codes to the EEO nine categories. Agencies are encouraged to contact EEOC with specific questions about what category might be appropriate for their particular occupations.
- **The nine job category titles are:**

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- **Officials and Manager** Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) **Executive/Senior-Level**, (2) **Mid-Level**, (3) **First-Level** and (4) **Other**. When an employee is classified as a supervisor or manager, that employee should be placed in the *Officials and Managers* category rather than in the category in the crosswalk that they would otherwise be placed in based on their OPM occupational code. Those employees classified as supervisors or managers who are at the GS-12 level or below should be placed in the First-Level sub-category of Officials and Managers, those at the GS-13 or 14 should be in the **Mid-Level** sub-category, and those at GS-15 or in the SES should be in the **Executive/Senior-Level** sub-category. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees, in these three sub-categories. The fourth sub-category, called **Other** contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities. For example, Administrative Officers (OPM Code 0341) are appropriately placed in the **Other** sub-category.
- **Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors and kindred workers.
- **Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post-high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.
- **Sales** - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales workers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.
- **Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.
- **Craft Workers** (skilled) - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period

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of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

- **Operatives** (semiskilled) - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.
- **Laborers** (unskilled) - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.
- **Service workers** - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurse's aides, and orderlies), barbers, char workers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.
- **Fiscal Year:** The period from October 1 of one year to September 30 of the following year.
- **Goal:** Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.
- **Major Occupations:** Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
- **Onsite Program Review:** Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.
- **Reasonable Accommodation:** Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by

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similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. #39; a7 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

- **Relevant Labor Force:** The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.
- **Section 501 Program:** The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.
- **Section 717 Program:** The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.
- **Selection Procedure:** Any employment policy or practice that is used as a basis for an employment decision.
- **Special Recruitment Program:** A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.
- **Targeted Disabilities:** Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.
- **Technical Assistance:** Training, assistance or guidance provided by the EEOC in writing, over the telephone or in person.
- **Under representation:** Result of conditions in which the representation of EEO groups is lower than expected.

DATABASE NOTES

1. The data for this report reflects the organization as of 1 October 2020. The HR database of record, the Defense Civilian Personnel Data System (DCPDS), was used to obtain the data. It is recognized that the HR database contains anomalies that affect data reporting. The variance didn't appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusions on data tables.
3. Manifested Imbalances and Conspicuous Absences (MICA) are the correct terms required by federal rulings to describe the term under representation. Manifested Imbalances indicate that although women and minorities are present, their representation is below the CLF. Conspicuous Absences refers to an absence of women and/or minorities.
4. Grade designations are the same ones used in DCPDS based on federal guidelines. Senior individuals are defined as those members of the Senior Executive Service or equivalent, such as all pay plans that start with an E, or I, pay plan ST and some positions in the AD category. Data for Pay plan EX are excluded.

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5. Because the HR data system has not been retooled to meet MD 715 requirements, and OPM has not issued an authorization for the retooling, many data points in the accompanying data tables will not consistently sum to the total Army workforce. This is especially true in the calculations for persons with disabilities. The reportable codes used by EEOC vary from those in the HR data system in that some codes were excluded. Because of this exclusion, many of the data tables will not sum to the total Army workforce. In addition, many of the tables that capture data on RNO groups, because of the variety of pay plans used in Army do not fit into the aspects of GS or Wage Grade equivalents. Therefore, many of those data points were excluded.

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Appendix B

Data Tables

****CONTROLLED UNCLASSIFIED INFORMATION****

**Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex by FY
(Test-61, FY 2021)**

Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Prior FY#	414	225	189	27	6	123	46	12	7	11	9	2	2	0	0	50	119		
Total Prior FY%	100.00%	54.35%	45.65%	6.52%	1.45%	29.71%	11.11%	2.90%	1.69%	2.66%	2.17%	0.48%	0.48%	0.00%	0.00%	12.08%	28.74%		
Total Current FY#	408	238	170	30	6	133	45	12	9	13	8	1	1	1	0	48	101		
Total Current FY%	100.00%	58.33%	41.66%	7.35%	1.47%	32.59%	11.02%	2.94%	2.20%	3.18%	1.96%	0.24%	0.24%	0.24%	0.00%	11.76%	24.75%		
General CLF% (2010)	100.00%	51.50%	48.50%	6.20%	4.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%		
Difference #	-6	13	-19	3	0	10	-1	0	2	2	-1	-1	-1	1	0	-2	-18		
Ratio Change%	0.00%	3.98%	-3.99%	0.83%	0.02%	2.88%	-0.09%	0.04%	0.51%	0.52%	-0.21%	-0.24%	-0.24%	0.24%	0.00%	-0.32%	-3.99%		
Net Change - %	-1.45%	5.78%	-10.05%	11.11%	0.00%	8.13%	-2.17%	0.00%	28.57%	18.18%	-11.11%	-50.00%	-50.00%	0.00%	0.00%	-4.00%	-15.13%		
Perm. Prior FY#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Perm. Prior FY%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Perm. Current FY#	261	197	64	30	5	130	39	12	7	13	8	1	1	1	0	10	4		
Perm. Current FY%	100.00%	75.47%	24.52%	11.49%	1.91%	49.80%	14.94%	4.59%	2.68%	4.98%	3.06%	0.38%	0.38%	0.38%	0.00%	3.83%	1.53%		
General CLF% (2010)	100.00%	51.50%	48.50%	6.20%	4.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%		
Difference #	261	197	64	30	5	130	39	12	7	13	8	1	1	1	0	10	4		
Ratio Change %	100.00%	75.47%	24.52%	11.49%	1.91%	49.80%	14.94%	4.59%	2.68%	4.98%	3.06%	0.38%	0.38%	0.38%	0.00%	3.83%	1.53%		
Net Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Temp Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Temp Prior FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Temp. Current FY #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Temp Current FY %	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
General CLF% (2010)	100.00%	51.50%	48.50%	4.59%	3.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%		
Difference #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Ratio Change%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Net Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
NAF Prior FY#	171	46	125	1	1	3	8	0	2	0	0	0	0	0	0	42	114		
NAF Prior FY%	100.00%	26.90%	73.09%	0.58%	0.58%	1.75%	4.67%	0.00%	1.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	24.56%	66.66%		
NAF Current FY#	146	40	106	0	1	2	6	0	2	0	0	0	0	0	0	38	97		
NAF Current FY %	100.00%	27.39%	72.60%	0.00%	0.68%	1.36%	4.10%	0.00%	1.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	26.02%	66.43%		
General CLF% (2010)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%		
Difference #	-25	-6	-19	-1	0	-1	-2	0	0	0	0	0	0	0	0	-4	-17		
Ratio Change%	0.00%	0.49%	-0.49%	-0.58%	0.10%	-0.39%	-0.57%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.46%	-0.23%		
Net Change %	-14.61%	-13.04%	-15.20%	-100.00%	0.00%	-33.33%	-25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-9.52%	-14.91%		

Total Workforce Distribution

120.00%

120.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex
(Test-61 , FY 2021)

Employment Tenure		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total FY	#	250	189	61	28	5	125	36	12	7	13	8	1	1	1	0	9	4
U.S. ARMY INSTALLATION MANAGEMENT CC	#	250	189	61	28	5	125	36	12	7	13	8	1	1	1	0	9	4
General CLF 2000	%	100.00%	51.50%	48.50%	4.59%	3.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%
Total FY	%	100.00%	75.60%	24.40%	11.20%	2.00%	50.00%	14.40%	4.80%	2.80%	5.20%	3.20%	0.40%	0.40%	0.40%	0.00%	3.60%	1.60%
U.S. ARMY INSTALLATION MANAGEMENT CC	%	100.00%	75.60%	24.40%	11.20%	2.00%	50.00%	14.40%	4.80%	2.80%	5.20%	3.20%	0.40%	0.40%	0.40%	0.00%	3.60%	1.60%
General CLF 2000	%	100.00%	51.50%	48.50%	4.59%	3.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%
Total FY	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%
U.S. ARMY INSTALLATION MANAGEMENT CC	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

**Table A3-1-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex
(Test-61, FY 2021)**

Occupational Groups		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers	#	57	35	22	6	2	24	9	3	2	2	4	0	1	0	0	0	4
Professionals	#	75	58	17	9	1	38	11	2	2	4	3	0	0	0	0	5	0
Technicians	#	7	7	0	1	0	3	0	0	0	1	0	1	0	1	0	0	0
Administrative Support Workers	#	34	18	16	4	2	11	10	2	3	1	1	0	0	0	0	0	0
Operatives	#	41	38	3	2	0	28	3	2	0	4	0	0	0	0	0	2	0
Service Workers	#	34	31	3	6	0	19	3	3	0	1	0	0	0	0	0	2	0
Total		250	189	61	28	5	125	36	12	7	13	8	1	1	1	0	9	4
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF 2010	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers	%	100.00%	61.40%	38.59%	10.52%	3.50%	42.10%	15.78%	5.26%	3.50%	3.50%	7.01%	0.00%	1.75%	0.00%	0.00%	0.00%	7.01%
Officials and Managers CLF 2010	%	100.00%	55.80%	44.20%	2.29%	1.90%	42.40%	29.50%	7.00%	9.80%	2.90%	1.90%	0.00%	0.00%	0.10%	0.20%	1.10%	0.80%
Professionals	%	100.00%	77.33%	22.66%	12.00%	1.33%	50.66%	14.66%	2.66%	2.66%	5.33%	4.00%	0.00%	0.00%	0.00%	0.00%	6.66%	0.00%
Professionals CLF 2010	%	100.00%	50.20%	49.80%	1.80%	1.90%	35.79%	32.90%	6.70%	10.40%	4.80%	3.50%	0.00%	0.00%	0.10%	0.10%	1.00%	1.00%
Technicians	%	100.00%	100.00%	0.00%	14.28%	0.00%	42.85%	0.00%	0.00%	0.00%	14.28%	0.00%	14.28%	0.00%	14.28%	0.00%	0.00%	0.00%
Technicians CLF 2010	%	100.00%	45.80%	54.20%	2.40%	2.40%	28.20%	28.40%	10.60%	17.80%	3.30%	4.09%	0.10%	0.10%	0.20%	0.10%	1.20%	1.50%
Administrative Support Workers	%	100.00%	52.94%	47.05%	11.76%	5.88%	32.35%	29.41%	5.88%	8.82%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support Workers CLF 2010	%	100.00%	27.00%	73.00%	1.70%	3.70%	13.80%	40.00%	8.80%	24.00%	1.90%	3.60%	0.00%	0.00%	0.10%	0.20%	0.80%	1.60%
Operatives	%	100.00%	92.68%	7.31%	4.87%	0.00%	68.29%	7.31%	4.87%	0.00%	9.75%	0.00%	0.00%	0.00%	0.00%	0.00%	4.87%	0.00%
Operatives CLF 2010	%	100.00%	76.10%	23.90%	7.40%	2.90%	33.40%	11.10%	27.80%	6.60%	5.00%	2.70%	0.00%	0.00%	0.30%	0.10%	2.20%	0.50%
Service Workers	%	100.00%	91.17%	8.82%	17.64%	0.00%	55.88%	8.82%	8.82%	0.00%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%
Service Workers CLF 2010	%	100.00%	42.80%	57.20%	6.80%	11.40%	17.39%	22.10%	14.30%	17.20%	2.90%	4.59%	0.00%	0.00%	0.10%	0.10%	1.20%	1.70%
Total	%	100.00%	75.60%	24.40%	11.20%	2.00%	50.00%	14.40%	4.80%	2.80%	5.20%	3.20%	0.40%	0.40%	0.40%	0.00%	3.60%	1.60%
General CLF 2010	%	100.00%	51.50%	48.50%	4.59%	3.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%
	%	0.80%	1.05%	0.00%	0.00%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support Workers	%	13.60%	9.52%	26.22%	14.28%	40.00%	8.80%	27.77%	16.66%	42.85%	7.69%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers	%	22.80%	18.51%	36.06%	21.42%	40.00%	19.20%	25.00%	25.00%	28.57%	15.38%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
Operatives	%	16.40%	20.10%	4.91%	7.14%	0.00%	22.40%	8.33%	16.66%	0.00%	30.76%	0.00%	0.00%	0.00%	0.00%	0.00%	22.22%	0.00%
Professionals	%	30.00%	30.68%	27.86%	32.14%	20.00%	30.40%	30.55%	16.66%	28.57%	30.76%	37.50%	0.00%	0.00%	0.00%	0.00%	55.55%	0.00%
Service Workers	%	13.60%	16.40%	4.91%	21.42%	0.00%	15.20%	8.33%	25.00%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	22.22%	0.00%
Technicians	%	2.80%	3.70%	0.00%	3.57%	0.00%	2.40%	0.00%	0.00%	0.00%	7.69%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Total	%	100.00%	75.60%	24.40%	11.20%	2.00%	50.00%	14.40%	4.80%	2.80%	5.20%	3.20%	0.40%	0.40%	0.40%	0.00%	3.60%	1.60%

****CONTROLLED UNCLASSIFIED INFORMATION****

**Table A4-1 : PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex
(Test-61 , FY 2021)**

GS/GM, and Related Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total GS/GM/GG/GR/GP	#	262	198	64	30	5	131	39	12	7	13	8	1	1	1	0	10	4
Grade - 4	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Grade - 5	#	12	8	4	1	0	6	3	1	1	0	0	0	0	0	0	0	0
Grade - 6	#	28	24	4	4	0	15	3	2	1	2	0	0	0	0	0	1	0
Grade - 7	#	43	36	7	9	0	22	7	1	0	2	0	0	0	0	0	2	0
Grade - 8	#	28	28	0	2	0	22	0	0	0	1	0	0	0	0	0	3	0
Grade - 9	#	30	17	13	4	3	8	3	1	3	4	4	0	0	0	0	0	0
Grade - 10	#	7	6	1	2	0	3	1	1	0	0	0	0	0	0	0	0	0
Grade - 11	#	43	29	14	4	1	16	10	3	2	2	1	1	0	1	0	2	0
Grade - 12	#	38	24	14	2	0	18	8	1	0	2	2	0	1	0	0	1	3
Grade - 13	#	23	16	7	2	1	13	4	0	0	0	1	0	0	0	0	1	1
Grade - 14	#	6	6	0	0	0	4	0	2	0	0	0	0	0	0	0	0	0
Grade - 15	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Total Non Wage Grade Pay Plans	#	262	198	64	30	5	131	39	12	7	13	8	1	1	1	0	10	4
General CLF 2000	%	100.00%	51.50%	48.50%	4.59%	3.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%
Grade - 4	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 5	%	100.00%	66.66%	33.33%	8.33%	0.00%	50.00%	25.00%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	%	100.00%	85.71%	14.28%	14.28%	0.00%	53.57%	10.71%	7.14%	3.57%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	3.57%	0.00%
Grade - 7	%	100.00%	83.72%	16.27%	20.93%	0.00%	51.16%	16.27%	2.32%	0.00%	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	4.65%	0.00%
Grade - 8	%	100.00%	100.00%	0.00%	7.14%	0.00%	78.57%	0.00%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	10.71%	0.00%
Grade - 9	%	100.00%	56.66%	43.33%	13.33%	10.00%	26.66%	10.00%	3.33%	10.00%	13.33%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 10	%	100.00%	85.71%	14.28%	28.57%	0.00%	42.85%	14.28%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	%	100.00%	67.44%	32.55%	9.30%	2.32%	37.20%	23.25%	6.97%	4.65%	4.65%	2.32%	2.32%	0.00%	2.32%	0.00%	4.65%	0.00%
Grade - 12	%	100.00%	63.15%	36.84%	5.26%	0.00%	47.36%	21.05%	2.63%	0.00%	5.26%	5.26%	0.00%	2.63%	0.00%	0.00%	2.63%	7.89%
Grade - 13	%	100.00%	69.56%	30.43%	8.69%	4.34%	56.52%	17.39%	0.00%	0.00%	0.00%	4.34%	0.00%	0.00%	0.00%	0.00%	4.34%	4.34%
Grade - 14	%	100.00%	100.00%	0.00%	0.00%	0.00%	66.66%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Non Wage Grade Pay Plans	%	100.00%	75.57%	24.42%	11.45%	1.90%	50.00%	14.88%	4.58%	2.67%	4.96%	3.05%	0.38%	0.38%	0.38%	0.00%	3.81%	1.52%
Grade - 4	%	0.76%	1.01%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 5	%	4.58%	4.04%	6.25%	3.33%	0.00%	4.58%	7.69%	8.33%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	%	10.68%	12.12%	6.25%	13.33%	0.00%	11.45%	7.69%	16.66%	14.28%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%
Grade - 7	%	16.41%	18.18%	10.93%	30.00%	0.00%	16.79%	17.94%	8.33%	0.00%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Grade - 8	%	10.68%	14.14%	0.00%	6.66%	0.00%	16.79%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	30.00%	0.00%
Grade - 9	%	11.45%	8.58%	20.31%	13.33%	60.00%	6.10%	7.69%	8.33%	42.85%	30.76%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 10	%	2.67%	3.03%	1.56%	6.66%	0.00%	2.29%	2.56%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	%	16.41%	14.64%	21.87%	13.33%	20.00%	12.21%	25.64%	25.00%	28.57%	15.38%	12.50%	100.00%	0.00%	100.00%	0.00%	20.00%	0.00%
Grade - 12	%	14.50%	12.12%	21.87%	6.66%	0.00%	13.74%	20.51%	8.33%	0.00%	15.38%	25.00%	0.00%	100.00%	0.00%	0.00%	10.00%	75.00%
Grade - 13	%	8.77%	8.08%	10.93%	6.66%	20.00%	9.92%	10.25%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	10.00%	25.00%
Grade - 14	%	2.29%	3.03%	0.00%	0.00%	0.00%	3.05%	0.00%	16.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	%	0.76%	1.01%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Non Wage Grade Pay Plans	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

**Table A6-1-1: DISTRIBUTION BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex
(Science-Technology-Engineering-Mathematics-Medical STEMM)
(Test-61, FY 2021)**

Job Title/Series		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0101 - SOCIAL SCIENCE	#	8	4	4	1	1	1	2	1	0	0	1	0	0	0	0	1	0
Percent	%	100.00%	50.00%	50.00%	12.50%	12.50%	12.50%	25.00%	12.50%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
19-30XX - Miscellaneous Social Scientists,	%	100.00%	54.10%	45.70%	0.70%	2.60%	47.80%	36.80%	3.20%	2.80%	1.40%	2.80%	0.00%	0.00%	0.00%	0.00%	0.90%	0.80%
0185 - SOCIAL WORK	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
21-1020 - Social Workers	%	100.00%	20.70%	79.30%	1.50%	3.60%	9.50%	44.00%	9.00%	27.90%	0.40%	1.70%	0.00%	0.00%	0.00%	0.40%	0.20%	1.70%
0401 - GEN NATURAL RESOURCES MGMT AN	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-1020 - Biological Scientists	%	100.00%	49.90%	50.20%	2.40%	1.80%	38.10%	35.10%	2.90%	7.20%	6.20%	5.30%	0.00%	0.30%	0.10%	0.00%	0.30%	0.50%
0810 - CIVIL ENGINEERING	#	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17-2051 - Civil Engineers	%	100.00%	90.30%	9.70%	2.70%	1.10%	66.30%	6.60%	7.70%	1.10%	11.70%	0.70%	0.00%	0.00%	0.00%	0.00%	1.90%	0.20%
0830 - MECHANICAL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17-2141 - Mechanical Engineers	%	100.00%	91.70%	8.10%	4.40%	0.60%	60.40%	6.30%	12.90%	0.90%	11.80%	0.30%	0.00%	0.00%	0.10%	0.00%	2.00%	0.00%
0896 - INDUSTRIAL ENGINEERING	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17-2110 - Industrial Engineers, Including Hea	%	100.00%	79.60%	20.10%	3.50%	1.50%	59.90%	11.20%	8.80%	3.50%	5.90%	3.80%	0.00%	0.00%	0.00%	0.00%	1.50%	0.00%
2210 - INFORMATION TECHNOLOGY MANAG	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15-10XX - Computer Scientists and Systems A	%	100.00%	66.30%	33.70%	2.20%	1.40%	44.90%	20.50%	8.80%	7.60%	8.80%	3.50%	0.00%	0.10%	0.10%	0.10%	1.60%	0.60%
0020 - COMMUNITY PLANNING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-3051 - Urban and Regional Planners	%	100.00%	58.00%	42.40%	2.00%	1.40%	45.90%	28.40%	9.50%	6.80%	0.50%	4.10%	0.00%	0.00%	0.00%	0.00%	0.00%	1.90%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A7-1-1 : EXTERNAL ACCESSIONS by GRADE/BAND by Race/Ethnicity and Sex (Test-61 , FY 2021)									
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Programs			Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
Current Pay Plan	Pay Plan Description	Grade/Band	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female
								Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS	GENERAL SCHEDULE	15	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	External Accessions		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	14	6	6	0	0	0	4	0	2	0	0	0	0	0	0	0	0	0
	External Accessions		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	13	23	16	7	2	1	13	4	0	0	0	1	0	0	0	0	1	1
	External Accessions		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	12	38	24	14	2	0	18	8	1	0	2	2	0	0	1	0	0	1
	External Accessions		4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	11	43	29	14	4	1	16	10	3	2	2	1	1	0	1	0	2	0
	External Accessions		13	10	3	2	0	5	2	1	1	0	0	0	0	1	0	1	0
GS	GENERAL SCHEDULE	10	7	6	1	2	0	3	1	1	0	0	0	0	0	0	0	0	0
	External Accessions		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	9	30	17	13	4	3	8	3	1	3	4	4	0	0	0	0	0	0
	External Accessions		1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	8	28	28	0	2	0	22	0	0	0	1	0	0	0	0	0	3	0
	External Accessions		2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	7	43	36	7	9	0	22	7	1	0	2	0	0	0	0	0	2	0
	External Accessions		5	4	1	0	0	4	1	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	6	28	24	4	4	0	15	3	2	1	2	0	0	0	0	0	1	0
	External Accessions		9	6	3	1	0	5	3	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	5	12	8	4	1	0	6	3	1	1	0	0	0	0	0	0	0	0
	External Accessions		3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	4	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	External Accessions		1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	Employee SubTotal		262	198	64	30	5	131	39	12	7	13	8	1	1	1	0	10	4
	SubTotal External Accessions		38	29	9	3	0	23	6	1	3	0	0	0	0	1	0	1	0
	Totals		262	198	64	30	5	131	39	12	7	13	8	1	1	1	0	10	4
	Total External Accessions		38	29	9	3	0	23	6	1	3	0	0	0	0	1	0	1	0
	General CLF 2000	%	100.00%	51.50%	48.50%	4.59%	3.50%	31.20%	27.70%	10.90%	12.90%	3.40%	3.10%	0.00%	0.00%	0.10%	0.10%	1.20%	1.10%
	Horizontal Percents																		
GS	GENERAL SCHEDULE	15	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	14	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	13	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	12	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	11	100.00%	76.91%	23.07%	15.38%	0.00%	38.46%	15.38%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	7.69%	0.00%
GS	GENERAL SCHEDULE	10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	9	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	8	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	7	100.00%	80.00%	20.00%	0.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	6	100.00%	66.66%	33.33%	11.11%	0.00%	55.55%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	5	100.00%	66.66%	33.33%	0.00%	0.00%	66.66%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	4	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Vertical Percents																		
GS	GENERAL SCHEDULE	15	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	14	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	13	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	12	10.52%	13.79%	0.00%	0.00%	0.00%	17.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	11	34.21%	34.48%	33.33%	66.66%	0.00%	21.73%	33.33%	100.00%	33.33%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%
GS	GENERAL SCHEDULE	10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	9	2.63%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	8	5.26%	6.89%	0.00%	0.00%	0.00%	8.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	7	13.15%	13.79%	11.11%	0.00%	0.00%	17.39%	16.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	6	23.68%	20.68%	33.33%	33.33%	0.00%	21.73%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	5	7.89%	6.89%	11.11%	0.00%	0.00%	8.69%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS	GENERAL SCHEDULE	4	2.63%	3.44%	0.00%	0.00%	0.00%	4.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*****CONTROLLED UNCLASSIFIED INFORMATION*****

<p align="center">Table A7-1-2 : INTERNAL ACCESSIONS GRADE/BAND by Race/Ethnicity and Sex (Test-61 , FY 2021)</p>									
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[illegible]

**Table A13-1-2 : Non Cash Awards Received by Grade/Band by Race/Ethnicity and Sex
(Test-61 , FY 2021)**

[illegible]

**Table A14 : SEPARATIONS - Distribution by Race/Ethnicity and Sex
(Test-61, FY 2021)**

Type of Separation		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary	#	9	7	2	1	0	5	2	0	0	0	0	0	0	0	0	1	0
Involuntary	#	3	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Total Separation	#	12	9	3	2	0	6	3	0	0	0	0	0	0	0	0	1	0
Total Work Force	#	262	198	64	30	5	131	39	12	7	13	8	1	1	1	0	10	4
Voluntary	%	100.00%	77.77%	22.22%	11.11%	0.00%	55.55%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
Involuntary	%	100.00%	66.66%	33.33%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separation	%	100.00%	75.00%	25.00%	16.66%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
Total Work Force	%	100.00%	75.57%	24.42%	11.45%	1.90%	50.00%	14.88%	4.58%	2.67%	4.96%	3.05%	0.38%	0.38%	0.38%	0.00%	3.81%	1.52%

****CONTROLLED UNCLASSIFIED INFORMATION****

**Table A17-8: Supervisors By Year By Race/Ethnicity And Sex
(Test-61 , FY 2021)**

		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races		
FY		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
2011	#	131	106	25	0	0	79	21	21	3	2	1	0	0	1	0	3	0	
2015	#	106	92	14	0	0	72	9	19	4	0	1	0	0	0	0	1	0	
2016	#	89	79	10	1	0	61	5	16	4	0	1	0	0	0	0	1	0	
2021	#	83	68	15	12	3	43	8	6	1	2	1	0	0	0	0	5	2	
CLF 2000 (Officials and Managers)		%	100.00%	55.80%	44.20%	2.29%	1.90%	42.40%	29.50%	7.00%	9.80%	2.90%	1.90%	0.00%	0.00%	0.10%	0.20%	1.10%	0.80%
Horizontal Percent																			
2011	%	100.00%	80.91%	19.08%	0.00%	0.00%	60.30%	16.03%	16.03%	2.29%	1.52%	0.76%	0.00%	0.00%	0.76%	0.00%	2.29%	0.00%	
2015	%	100.00%	86.79%	13.20%	0.00%	0.00%	67.92%	8.49%	17.92%	3.77%	0.00%	0.94%	0.00%	0.00%	0.00%	0.00%	0.94%	0.00%	
2016	%	100.00%	88.76%	11.23%	1.12%	0.00%	68.53%	5.61%	17.97%	4.49%	0.00%	1.12%	0.00%	0.00%	0.00%	0.00%	1.12%	0.00%	
2021	%	100.00%	81.92%	18.07%	14.45%	3.61%	51.80%	9.63%	7.22%	1.20%	2.40%	1.20%	0.00%	0.00%	0.00%	0.00%	6.02%	2.40%	
Vertical Percent																			
2011	%	32.02%	30.72%	39.06%	0.00%	0.00%	30.98%	48.83%	33.87%	25.00%	50.00%	25.00%	0.00%	0.00%	100.00%	0.00%	30.00%	0.00%	
2015	%	25.91%	26.66%	21.87%	0.00%	0.00%	28.23%	20.93%	30.64%	33.33%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	
2016	%	21.76%	22.89%	15.62%	7.69%	0.00%	23.92%	11.62%	25.80%	33.33%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	
2021	%	20.29%	19.71%	23.43%	92.30%	100.00%	16.86%	18.60%	9.67%	8.33%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	
Percent of Changes		%	-36.64%	-35.84%	-40.00%	0.00%	0.00%	-45.56%	-61.90%	-71.42%	-66.66%	0.00%	0.00%	0.00%	0.00%	-100.00%	0.00%	66.66%	0.00%
Median Population		#	97.5	85.5	14.5	0.5	66.5	8.5	17.5	3.5	1	1	0	0	0	0	2	0	
Average Population		#	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	102.25	
Largest Population		#	131	106	25	12	3	79	21	21	4	2	1	0	0	1	0	5	2
Smallest Population		#	83	68	10	0	0	43	5	6	1	0	1	0	0	0	1	0	

[illegible]

CONTROLLED UNCLASSIFIED INFORMATION																	
Table B2. TOTAL WORKFORCE BY COMPONENT Distribution by Disability (Test-61, FY 2021)																	
Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Develop- mental Disability (02)	Traumatic Brain Injury (05)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Total Work Force	262	205	0	38	10	0	1	2	0	0	0	0	1	1	5	0	0
U.S. ARMY INSTALLATION MANAGEMENT CORPS	262	205	0	38	10	0	1	2	0	0	0	0	1	1	5	0	0
Federal Goal	%			12.00%	2.00%												
Total Work Force	100.00%	78.24%	7.23%	14.50%	3.81%	0.00%	10.00%	20.00%	0.00%	0.00%	0.00%	0.00%	10.00%	10.00%	10.00%	0.00%	0.00%
U.S. ARMY INSTALLATION MANAGEMENT CORPS	100.00%	78.24%	7.23%	14.50%	3.81%	0.00%	10.00%	20.00%	0.00%	0.00%	0.00%	0.00%	10.00%	10.00%	10.00%	0.00%	0.00%

UNCONTROLLED UNCLASSIFIED INFORMATION																		
Table B3-1: DISTRIBUTION BY OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability (Test-61, FY 2021)																		
Occupational Groups	Total	Detail by Disability Status				Detail for Targeted Disabilities												
		No Disability (95)	Not identified (91)	Disability (92-93, 96-99)	Targeted Disability	Develop- mental Disability (92)	Traumatic Brain Injury (93)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Officials and Managers	# 2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	# 62	41	0	15	1	0	1	0	0	0	0	0	0	0	0	0	0	
Technicians	# 76	62	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	
Administrative Support Workers	# 7	4	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
Operatives	# 45	39	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Workers	# 35	28	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	# 262	205	10	38	4	0	1	1	0	0	0	0	0	1	1	0	0	
Federal Goal				12.00%	2.00%													
Officials and Managers	% 100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Professionals	% 100.00%	66.12%	0.00%	24.19%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Technicians	% 100.00%	81.57%	7.89%	10.53%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Administrative Support Workers	% 100.00%	57.14%	0.00%	42.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Operatives	% 100.00%	82.81%	0.00%	17.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service Workers	% 100.00%	88.88%	0.00%	11.11%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	
Total	% 100.00%	80.90%	11.42%	8.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Federal Goal	% 100.00%	78.24%	7.25%	14.50%	100.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	
Officials and Managers	% 0.76%	0.48%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Professionals	% 23.68%	20.00%	31.57%	39.47%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Technicians	% 29.00%	30.24%	31.57%	21.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
Administrative Support Workers	% 2.87%	1.56%	0.00%	7.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Operatives	% 13.35%	14.14%	10.53%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service Workers	% 17.17%	19.51%	10.00%	10.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
Total	% 13.35%	13.65%	21.05%	7.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Federal Goal	% 100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	

*****CONTROLLED UNCLASSIFIED INFORMATION*****																	
Table B6-1: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (Test-61, FY 2021)																	
Job Title/Series	Total Employees	Detail by Disability Status				Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Develop- mental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
0341- ADMINISTRATIVE OFFICER	#	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
0399- ADMINISTRATIVE OFFICE SUPPORT S	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0511- AUDITING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0540- BUDGET ANALYSIS	#	6	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0
0810- CIVIL ENGINEERING	#	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0820- COMMUNITY PLANNING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1802- COMPLIANCE INSPECTION & SUPPOR	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2151- DISPATCHING	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1740- EDUCATION SERVICES	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0099- EMERGENCY MANAGEMENT	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0802- ENGINEERING TECHNICAL	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0828- ENVIRONMENTAL PROTECTION SPEC	#	8	7	0	1	1	0	0	0	0	0	0	0	0	0	0	0
0260- EQUAL EMPLOYMENT OPPORTUNITY	#	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1640- FACILITY OPERATIONS SERVICES	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0202- FINANCIAL ADMINISTRATION AND PR	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
0081- FIRE PROTECTION AND PREVENTION	#	31	28	1	2	0	0	0	0	0	0	0	0	0	0	0	0
0401- GEN NATURAL RESOURCES MGMT AN	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1902- GENERAL ATTORNEY	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1701- GENERAL EDUCATION AND TRAINING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0801- GENERAL ENGINEERING	#	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0398- GOVERNMENT INFORMATION	#	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1173- HOUSING MANAGEMENT	#	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0
0201- HUMAN RESOURCE ASSISTANCE	#	11	11	1	1	0	0	0	0	0	0	0	0	0	0	0	0
0203- HUMAN RESOURCES MANAGEMENT	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0896- INDUSTRIAL ENGINEERING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1210- INFORMATION TECHNOLOGY MANAGE	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0986- LEGAL ASSISTANCE	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
0341- MANAGEMENT AND PROGRAM ANAL	#	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0810- MECHANICAL ENGINEERING	#	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0301- MISCELLANEOUS ADMINISTRATION &	#	20	11	3	6	0	0	0	0	0	0	0	0	0	0	0	0
0301- MISCELLANEOUS CLERK & ASSISTAN	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0
0990- PARALEGAL SPECIALIST	#	2	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
0083- POLICE	#	49	46	0	3	0	0	0	0	0	0	0	0	0	0	0	0
0240- PROGRAM MANAGEMENT	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1035- PUBLIC AFFAIRS	#	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1130- PUBLIC UTILITIES SPECIALIST	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
1901- QUALITY ASSURANCE	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1170- REALTY	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0018- SAFETY AND OCCUPATIONAL HEALTH	#	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
0080- SECURITY ADMINISTRATION	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0085- SECURITY GUARD	#	34	28	3	3	1	0	0	0	0	0	0	0	0	0	0	0
0101- SOCIAL SCIENCE	#	6	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0185- SOCIAL WORK	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Goal	%	0.00%	0.00%	0.00%	12.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341- ADMINISTRATIVE OFFICER	%	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0399- ADMINISTRATIVE OFFICE SUPPORT S	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0511- AUDITING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0540- BUDGET ANALYSIS	%	100.00%	83.33%	0.00%	16.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0810- CIVIL ENGINEERING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0820- COMMUNITY PLANNING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1802- COMPLIANCE INSPECTION & SUPPOR	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2151- DISPATCHING	%	100.00%	88.88%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1740- EDUCATION SERVICES	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0099- EMERGENCY MANAGEMENT	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0802- ENGINEERING TECHNICAL	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0828- ENVIRONMENTAL PROTECTION SPEC	%	100.00%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0260- EQUAL EMPLOYMENT OPPORTUNITY	%	100.00%	25.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
1640- FACILITY OPERATIONS SERVICES	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0202- FINANCIAL ADMINISTRATION AND PR	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
0081- FIRE PROTECTION AND PREVENTION	%	100.00%	90.32%	3.22%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0401- GEN NATURAL RESOURCES MGMT AN	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1902- GENERAL ATTORNEY	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1701- GENERAL EDUCATION AND TRAINING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0801- GENERAL ENGINEERING	%	100.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0398- GOVERNMENT INFORMATION	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1173- HOUSING MANAGEMENT	%	100.00%	71.42%	14.28%	14.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0201- HUMAN RESOURCE ASSISTANCE	%	100.00%	86.67%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0203- HUMAN RESOURCES MANAGEMENT	%	100.00%	50.00%	16.66%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0896- INDUSTRIAL ENGINEERING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1210- INFORMATION TECHNOLOGY MANAGE	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0986- LEGAL ASSISTANCE	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341- MANAGEMENT AND PROGRAM ANAL	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0810- MECHANICAL ENGINEERING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301- MISCELLANEOUS ADMINISTRATION &	%	100.00%	55.00%	15.00%	30.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.			

CONTROLLED UNCLASSIFIED INFORMATION																			
Table B7_1_1: EXTERNAL ACCESSIONS BY GRADE/BAND BY DISABILITY (Test 45, FY 2021)																			
Current Pay Plan	Pay Plan Description	Grade/Band	Total Employees	Detail by Disability Status				Detail for Targeted Disabilities											
				No Disability (5)	Not Identified (6)	Disability (02-03, 06-99)	Targeted Disability	Develop. mental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (03)	Blind or Serious Difficulty Seeing (02)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (40)	Epilepsy or Other Seizure Disorders (02)	Intellectual Disability (30)	Significant Psychiatric Disorder (31)	Deafness (32)	Significant Disfigurement (33)
GS	GENERAL SCHEDULE	15	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	14	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	14	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	13	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	13	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	12	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	11	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	11	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	10	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	10	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	9	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	9	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	8	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	8	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	7	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	7	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	6	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	6	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	4	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	4	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	3	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	3	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	2	262	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	2	262	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	1	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	1	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	242	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	GENERAL SCHEDULE	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	EXTERNAL ACCESSIONS	0	242	0	0	0	0	0	0	0	0	0	0	0</					

[illegible]

*****CONTROLLED UNCLASSIFIED INFORMATION*****																	
Table B14: SEPARATIONS Distribution by Disability																	
(Test-61, FY 2021)																	
Type of Appointment	Total Employees	Detail by Disability Status				Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Develop- mental Disability (02)	Traumatic Brain Injury (09)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Voluntary	#	9	7	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Involuntary	#	3	3	0	1	1	0	0	1	0	0	0	0	0	0	0	0
Total Separation	#	12	9	1	2	1	0	0	1	0	0	0	0	0	0	0	0
Total Work Force	#	250	194	38	36	9	0	1	1	0	0	0	1	1	0	0	0
Voluntary	%	100.00%	77.78%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntary	%	100.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separation	%	100.00%	75.00%	8.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Work Force	%	100.00%	78.40%	7.20%	14.40%	3.60%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	11.11%	11.11%	55.56%	0.00%	0.00%

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table DVAAP: Disabled Veterans Affirmative Action Plan by Fed9 and Race/Ethnicity and Sex (Test-61 , FY 2021)																		
Fed9 Desc	Fed9		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
		#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Officials and Managers	1	#	34	26	8	6	0	15	4	3	0	2	0	0	1	0	0	3
Professionals	2	#	44	39	5	6	0	24	4	2	1	2	0	0	0	0	5	0
Technicians	3	#	4	4	0	1	0	2	0	0	0	1	0	0	0	0	0	0
Administrative Support Workers	5	#	18	13	5	2	1	9	3	1	1	1	0	0	0	0	0	0
Operatives	7	#	20	20	0	0	0	18	0	0	0	1	0	0	0	0	1	0
Service Workers	9	#	27	26	1	6	0	15	1	2	0	1	0	0	0	0	2	0
Total			149	130	19	21	1	85	12	8	2	8	0	0	1	0	8	3
		%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers	1	%	100.00%	76.47%	23.52%	17.64%	0.00%	44.11%	11.76%	8.82%	0.00%	5.88%	0.00%	0.00%	2.94%	0.00%	0.00%	8.82%
Professionals	2	%	100.00%	88.63%	11.36%	13.63%	0.00%	54.54%	9.09%	4.54%	2.27%	4.54%	0.00%	0.00%	0.00%	0.00%	11.36%	0.00%
Technicians	3	%	100.00%	100.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support Workers	5	%	100.00%	72.22%	27.77%	11.11%	5.55%	50.00%	16.66%	5.55%	5.55%	5.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Operatives	7	%	100.00%	100.00%	0.00%	0.00%	0.00%	90.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%
Service Workers	9	%	100.00%	96.29%	3.70%	22.22%	0.00%	55.55%	3.70%	7.40%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	7.40%	0.00%
Total		%	100.00%	87.24%	12.75%	14.09%	0.67%	57.04%	8.05%	5.36%	1.34%	5.36%	0.00%	0.00%	0.67%	0.00%	0.00%	5.36%
		%	1.34%	1.53%	0.00%	0.00%	0.00%	2.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Officials and Managers	1	%	22.81%	20.00%	42.10%	28.57%	0.00%	17.64%	33.33%	37.50%	0.00%	25.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Professionals	2	%	29.53%	30.00%	26.31%	28.57%	0.00%	28.23%	33.33%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	62.50%	0.00%
Technicians	3	%	2.68%	3.07%	0.00%	4.76%	0.00%	2.35%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support Workers	5	%	12.08%	10.00%	26.31%	9.52%	100.00%	10.58%	25.00%	12.50%	50.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Operatives	7	%	13.42%	15.38%	0.00%	0.00%	0.00%	21.17%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
Service Workers	9	%	18.12%	20.00%	5.26%	28.57%	0.00%	17.64%	8.33%	25.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%
Total		%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table DVAAP: Disabled Veterans Affirmative Action Plan by PATCOB and Race/Ethnicity and Sex
(Test-61 , FY 2021)

PATCOB Desc	PATCOB		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
			All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ADMINISTRATIVE	A	#	51	40	11	8	0	24	6	4	1	4	0	0	1	0	0	0	3
CLERICAL	C	#	12	10	2	1	1	8	1	1	0	0	0	0	0	0	0	0	0
OTHER	O	#	66	66	0	10	0	47	0	2	0	2	0	0	0	0	0	5	0
PROFESSIONAL	P	#	15	11	4	1	0	5	4	1	0	1	0	0	0	0	0	3	0
TECHNICAL	T	#	5	3	2	1	0	1	1	0	1	1	0	0	0	0	0	0	0
Total			149	130	19	21	1	85	12	8	2	8	0	0	1	0	0	8	3
ADMINISTRATIVE	A	%	100.00%	78.43%	21.56%	15.68%	0.00%	47.05%	11.76%	7.84%	1.96%	7.84%	0.00%	0.00%	1.96%	0.00%	0.00%	0.00%	5.88%
CLERICAL	C	%	100.00%	83.33%	16.66%	8.33%	8.33%	66.66%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OTHER	O	%	100.00%	100.00%	0.00%	15.15%	0.00%	71.21%	0.00%	3.03%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	7.57%	0.00%
PROFESSIONAL	P	%	100.00%	73.33%	26.66%	6.66%	0.00%	33.33%	26.66%	6.66%	0.00%	6.66%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
TECHNICAL	T	%	100.00%	60.00%	40.00%	20.00%	0.00%	20.00%	20.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		%	100.00%	87.24%	12.75%	14.09%	0.67%	57.04%	8.05%	5.36%	1.34%	5.36%	0.00%	0.00%	0.67%	0.00%	0.00%	5.36%	2.01%
ADMINISTRATIVE	A	%	34.22%	30.76%	57.89%	38.09%	0.00%	28.23%	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
CLERICAL	C	%	8.05%	7.69%	10.52%	4.76%	100.00%	9.41%	8.33%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OTHER	O	%	44.29%	50.76%	0.00%	47.61%	0.00%	55.29%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	62.50%	0.00%
PROFESSIONAL	P	%	10.06%	8.46%	21.05%	4.76%	0.00%	5.88%	33.33%	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	37.50%	0.00%
TECHNICAL	T	%	3.35%	2.30%	10.52%	4.76%	0.00%	1.17%	8.33%	0.00%	50.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****			
DVAAP Summary (Test-61, FY 2021)			
Veteran's Appointment		Total Employees	
		All	Percent
Total	#	250	
10-POINT/COMPENSABLE/30 PERCENT	#	60	24.00%
10-POINT/OTHER	#	1	0.40%
10-POINT/COMPENSABLE	#	12	4.80%
5-POINT	#	76	30.40%
NONE	#	101	40.40%

Veteran's Status		Total	Detail by Disability Status			
			(05) No Disability	(01) Not Identified	(06 - 94) Disability	Targeted Disability
VIETNAM-ERA VETERAN	#	8	5	2	1	1
POST-VIETNAM-ERA VETERAN	#	163	120	17	26	7
NOT A VIETNAM-ERA VETERAN	#	8	6	0	2	0
NOT A VETERAN	#	83	74	0	9	2
Total	#	262	205	19	38	10
VIETNAM-ERA VETERAN	%	100.00%	62.50%	25.00%	12.50%	100.00%
POST-VIETNAM-ERA VETERAN	%	100.00%	73.61%	10.42%	15.95%	100.00%
NOT A VIETNAM-ERA VETERAN	%	100.00%	75.00%	0.00%	25.00%	0.00%
NOT A VETERAN	%	100.00%	89.15%	0.00%	10.84%	100.00%
Total	%	100.00%	78.24%	7.25%	14.50%	100.00%
VIETNAM-ERA VETERAN	%	3.05%	2.44%	10.53%	2.63%	10.00%
POST-VIETNAM-ERA VETERAN	%	62.21%	58.54%	89.47%	68.42%	70.00%
NOT A VIETNAM-ERA VETERAN	%	3.05%	2.93%	0.00%	5.26%	0.00%
NOT A VETERAN	%	31.68%	36.10%	0.00%	23.68%	20.00%
Total	%	100.00%	100.00%	100.00%	100.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

Distribution Summary of Targeted Disabilities (Pilot)
(Test-61, FY 2021)

Total Population	262
No Disability (05)	205
Disability (02-03, 06-99)	38
Not Identified (01)	19
Handicap (Percent)	14.50%
Federal Goal	2.00%
Targeted	6
Targeted (Percent)	15.78%
Expected	0
Targeted Expected Compared to On Hand	-6
Targeted Evaluation	Met

****CONTROLLED UNCLASSIFIED INFORMATION****

Trigger Table Summary Report For POM(FY 2021)

Group	2018	2019	2020	2021	Net Change	Percent of Change	Evaluation	
Male White	7	6	5	7	2	40.00%	Increased	
Female White	11	16	13	13	0	0.00%		
Male Black	24	25	23	26	3	13.04%	Increased	
Female Black	27	27	25	28	3	12.00%	Increased	
Male Hispanic	25	21	19	22	3	15.79%	Increased	
Female Hispanic	27	29	26	29	3	11.54%	Increased	
Male Asian	30	32	28	29	1	3.57%	Increased	
Female Asian	25	24	20	27	7	35.00%	Increased	
Male Hawaiian	18	15	13	15	2	15.38%	Increased	
Female Hawaiian	22	20	18	20	2	11.11%	Increased	
Male Native American	35	35	33	35	2	6.06%	Increased	
Female Native American	38	39	34	39	5	14.71%	Increased	
Male Two or More Races	32	32	24	28	4	16.67%	Increased	
Female Two or More Races	33	31	30	33	3	10.00%	Increased	
Male Total	5	4	2	4	2	100.00%	Increased	
Female Total	10	13	11	11	0	0.00%		
Totals	369	369	324	366	42	12.96%	Increased	
Group	Most Deviated Series		Population Percent	CLF	SOC Code			
Female Asian	GS	391 - 12	0.00%	0.40%	27-40XX - TELECOMMUNICATIONS			
Female Black	GS	391 - 12	0.00%	1.90%	27-40XX - TELECOMMUNICATIONS			
Female Hispanic	GS	391 - 12	0.00%	1.20%	27-40XX - TELECOMMUNICATIONS			
Female Native American	GS	391 - 12	0.00%	0.10%	27-40XX - TELECOMMUNICATIONS			
Female Two or More Races	GS	391 - 12	0.00%	0.20%	27-40XX - TELECOMMUNICATIONS			
Female Hispanic	GS	2210 - 12	0.00%	1.60%	15-10XX - INFORMATION TECHNOLOGY MANAGEMENT			
Female Native American	GS	2210 - 12	0.00%	0.10%	15-10XX - INFORMATION TECHNOLOGY MANAGEMENT			
Female Two or More Races	GS	2210 - 12	0.00%	0.20%	15-10XX - INFORMATION TECHNOLOGY MANAGEMENT			
Male Native American	GS	2210 - 12	0.00%	0.20%	15-10XX - INFORMATION TECHNOLOGY MANAGEMENT			
Male Two or More Races	GS	2210 - 12	0.00%	0.70%	15-10XX - INFORMATION TECHNOLOGY MANAGEMENT			
Female Hawaiian	GS	303 - 7	0.00%	0.10%	43-9199 - MISCELLANEOUS CLERK & ASSISTANT			
Female Native American	GS	303 - 7	0.00%	0.50%	43-9199 - MISCELLANEOUS CLERK & ASSISTANT			
Male Native American	GS	303 - 7	0.00%	0.20%	43-9199 - MISCELLANEOUS CLERK & ASSISTANT			
Female Asian	GS	301 - 11	0.00%	2.30%	13-11XX - MISCELLANEOUS ADMINISTRATION & PROGRAM			
Female Hispanic	GS	301 - 11	0.00%	5.30%	13-11XX - MISCELLANEOUS ADMINISTRATION & PROGRAM			
Female Native American	GS	301 - 11	0.00%	0.40%	13-11XX - MISCELLANEOUS ADMINISTRATION & PROGRAM			
Female Two or More Races	GS	301 - 11	0.00%	0.40%	13-11XX - MISCELLANEOUS ADMINISTRATION & PROGRAM			
Male Hawaiian	GS	301 - 11	0.00%	0.10%	13-11XX - MISCELLANEOUS ADMINISTRATION & PROGRAM			
Male Native American	GS	301 - 11	0.00%	0.20%	13-11XX - MISCELLANEOUS ADMINISTRATION & PROGRAM			

Male Two or More Races	GS	301 - 11	0.00%	0.30%	13-11XX - MISCELLANEOUS ADMINISTRATION & PROGRAM
Group	Most Deviated Pay Grades		Population Percent		
Female Asian					
	GS				
		11	0.00%		
		6	0.00%		
Female Black					
	GS				
		11	1.03%		
		6	0.00%		
Female Hawaiian					
	GS				
		6	0.00%		
Female Hispanic					
	GS				
		11	0.00%		
		12	0.00%		
Female Native American					
	GS				
		12	0.00%		
		11	0.00%		
		7	0.00%		
Female Two or More Races					
	GS				
		11	0.00%		
		12	0.00%		
Male Asian					
	GS				
		12	0.87%		
Male Hawaiian					
	GS				
		11	0.00%		
Male Native American					
	GS				
		12	0.00%		
		11	0.00%		
		6	0.00%		
		7	0.00%		
Male Two or More Races					
	GS				
		11	0.00%		
		12	0.00%		

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

Appendix C

Supporting Documents

EEO Policy Statements

USAG Organizational Chart

DLIFLC Organizational Chart

462 Report

DVAAP

Hispanic 9 Point Plan



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON, PRESIDIO OF MONTEREY
1759 LEWIS ROAD, SUITE 210
MONTEREY, CA 93944-3223

JUL 15 2020

IMPM-EE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 1, Equal Employment Opportunity (EEO)

1. References:

- a. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004
- b. Title 29, Code of Federal Regulations, §Part 1614, Federal Sector Equal Employment Opportunity.
- c. Equal Employment Opportunity Commission (EEOC), Management Directive 715.
- d. Equal Employment Opportunity Commission (EEOC), Management Directive 110.

2. Purpose: The purpose of this policy is to state the United States Army Garrison, Presidio of Monterey's (USAG, POM) commitment to maintaining an environment free from workplace discrimination.

3. Applicability: The policy applies to all civilian employees and military supervisors of civilian employees assigned to or under the operational control of the USAG, POM and tenant activities, to include applicants for employment and former employees. This policy supersedes the previous command policy on this subject, dated 15 October 2018.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, IMPM-EE, (831) 242-5105.

5. Equal Employment Opportunity (EEO) is the right of every USAG and Presidio of Monterey employee (civilian and military) and applicant for employment, and is an integral part of our organizational priorities and strategic plan. The USAG and Presidio of Monterey are totally committed to supporting the Army EEO vision of being a "model employer" and to the implementation of the affirmative employment programs. Discrimination on the basis of age (over 40), color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal for participation in protected EEO activity is prohibited.

IMPM-EE

SUBJECT: Command Policy # 1, Equal Employment Opportunity (EEO)

6. This policy mandates equal employment opportunity for all persons and prohibits discrimination in personnel, policies, practices and operations, and in all working conditions and relationships with employees and applicants for employment.
7. We all must continue to pursue and implement affirmative employment strategies designed to promote EEO in the workforce. The same level of effort and commitment required of every manager and supervisor to ensure high quality services and products is also needed for the achievement of EEO and affirmative employment objectives. As a working team, we can accomplish the USAG and Presidio of Monterey goal to achieve a workforce that represents the diversity of our great Nation.
8. All members of management must demonstrate proactive leadership in fostering a work atmosphere that is free of discrimination. Performance objectives for specific EEO Program progress and achievements must be included in all USAG and Presidio of Monterey senior executive, managerial, and supervisory performance standards. In addition, management must support the EEO program when their employees serve in collateral duty positions of EEO Counselors, Mediators and Special Emphasis Program Committee Members and Managers. I encourage the use of the Alternative Dispute Resolution Program (mediation) by all personnel so as to resolve issues at their earliest possible level.
9. We must continually strive to become a model employer, and I know that I can count on all of you for your support.
10. This policy statement will be permanently posted on all official bulletin boards.



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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 2, Alternative Dispute Resolution

1. References:

- a. Title 29, Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity.
- b. The Administrative Dispute Resolution Act of 1996.
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, dated 9 February 2004.

2. Purpose: To set guidelines for the United States Army Garrison, Presidio of Monterey (USAG, POM) policy on Alternative Dispute Resolution (ADR).

3. Applicability: This policy applies to all civilian employees and military supervisors of civilian employees assigned to or under the operational control of the USAG, POM and tenant activities, to include applicants for employment and former employees.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, IMPM-EE, (831)-242-5105. This policy supersedes the previous command policy on this subject, dated 19 October 2018.

5. The USAG, POM promotes the use of ADR for early EEO complaint and workplace dispute resolution. I want to make maximum use of mediation, as the ADR process, for expeditiously resolving EEO complaints and workplace disputes.

6. Mediation provides a trained, neutral and impartial third party (mediator) to guide the parties through a structured resolution process. It can be applied for all types of workplace disputes and allows both parties to maintain control over the outcome. The process is swift, confidential and fair.

7. The primary advantage of mediation is the capability to both resolve differences and improve working relationships. Consequently, when an aggrieved employee accepts an offer by the servicing EEO Office to mediate, management will also participate in the mediation process. In an attempt to resolve workplace disputes, supervisors may utilize the services of a mediator by contacting the EEO Office.

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SUBJECT: Command Policy # 2, Alternative Dispute Resolution

8. Total support for the ADR process is expected. Using mediation will enhance mission readiness, reduce costs and benefit management and employee relations. Supporting this program promotes a work environment conducive to personal and professional excellence.

9. This policy will be brought to the attention of the USAG, POM personnel and tenant activities. A copy of this memorandum will be posted on the EEO website and on all official bulletin boards in compliance with 29 C.F.R. §1614.102(b)(4).



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MONTEREY, CA 93944-3223

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 3, Anti-Harassment

1. References:

- a. Title 29, Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity.
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- c. AR 600-20, Army Command Policy, Rapid Action Revision (RAR), 20 September 2012.
- d. AR 690-12, Equal Employment Opportunity and Discrimination, 22 December 2016

2. Purpose: The purpose of this policy is to state the United States Army Garrison, Presidio of Monterey's (USAG, POM) commitment to maintaining an environment free from workplace harassment.

3. Applicability: This policy applies to all civilian employees and military supervisors of civilian employees assigned to or under the operational control of the USAG, POM and tenant activities, to include applicants for employment and former employees.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, IMPM-EE, (831)242-5105. This policy supersedes the previous command policy on this subject, dated 19 October 2018.

5. All members of the USAG, POM workforce are to treat one another with respect and dignity. The USAG, POM holds supervisors responsible for maintaining a workplace environment which supports the principles of dignity and mutual respect and is free from harassment. Workplace harassment can be based on age (over 40), color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal for participation in protected EEO activity. Unacceptable conduct which contributes to workplace harassment will not be tolerated.

IMPM-EE

SUBJECT: Command Policy # 3, Anti-Harassment

6. Allegations of harassment (including sexual harassment) will be taken seriously and investigated promptly. Individuals are encouraged to contact their supervisor to resolve issues of harassment at the lowest possible level or contact the EEO Office at (831)242-5105.

7. All retaliatory conduct is prohibited. Retaliation and reprisal refers to prohibited acts of retaliation against those who file EEO complaints, or who otherwise participate in the EEO processes. Acts of reprisal are prohibited by 29 C.F.R. §1614.101(b).

8. Each member of the USAG, POM's workforce to support this anti-harassment policy. The USAG, POM charges supervisors with maintaining an environment free of workplace harassment and thoroughly investigate all allegations of harassment brought to them.

9. This policy will be brought to the attention of all USAG, POM personnel and tenant activities. A copy of this memorandum will be posted on the EEO website and on all official bulletin boards in compliance with 29 C.F.R. §1614.102(b)(4).



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UNITED STATES ARMY INSTALLATION MANAGEMENT
COMMAND HEADQUARTERS, US ARMY GARRISON, PRESIDIO
OF MONTEREY 1759 LEWIS ROAD, SUITE 210
MONTEREY, CA 93944-3223

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 4, Reasonable Accommodation for Individuals with Disabilities

1. References:

- a. Rehabilitation Act of 1973, as amended.
- b. Equal Employment Opportunity Commission (EEOC), Management Directive 715.
- c. The Americans with Disabilities Act (ADA) Amendments Act of 1990 and ADA Act of 2008.
- d. AR 690-12, Appendix C, Equal Employment Opportunity and Discrimination, 22 December 2016.

2. Purpose: To state the United States Army Garrison, Presidio of Monterey (USAG, POM) commitment to full compliance with the requirements of the Rehabilitation Act of 1973, as amended. Under the law, Federal agencies must provide Reasonable Accommodations (RA) to qualified employees or applicants with disabilities, unless to do so would cause an undue hardship.

3. Applicability: An individual with a disability may request RA at any time during the application process or during the period of employment. An individual with a disability should request RA when he/she knows that there is a workplace barrier that is preventing them, due to a disability, from effectively competing for a position, performing a job or gaining equal access to a benefit of employment. As a practical matter, it may be in an employee's interest to request RA before performance suffers or conduct problems occur.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, IMPM-EE, (831) 242-5105. This policy supersedes the previous command policy on this subject, dated 19 October 2018.

5. USAG, POM managers and supervisors are expected to expeditiously process requests for RA made by employees and applicants for employment. The U.S. Army Procedures for Providing RA for Individuals with Disabilities are located in Reference (d).

IMPM-EE

SUBJECT: Command Policy # 4, Reasonable Accommodation for Individuals with Disabilities

6. This policy will be brought to the attention of all personnel. A copy of this memorandum will be posted on the POM EEO website and on all official bulletin boards in compliance with 29 C.F.R. §1614.102(b)(4).



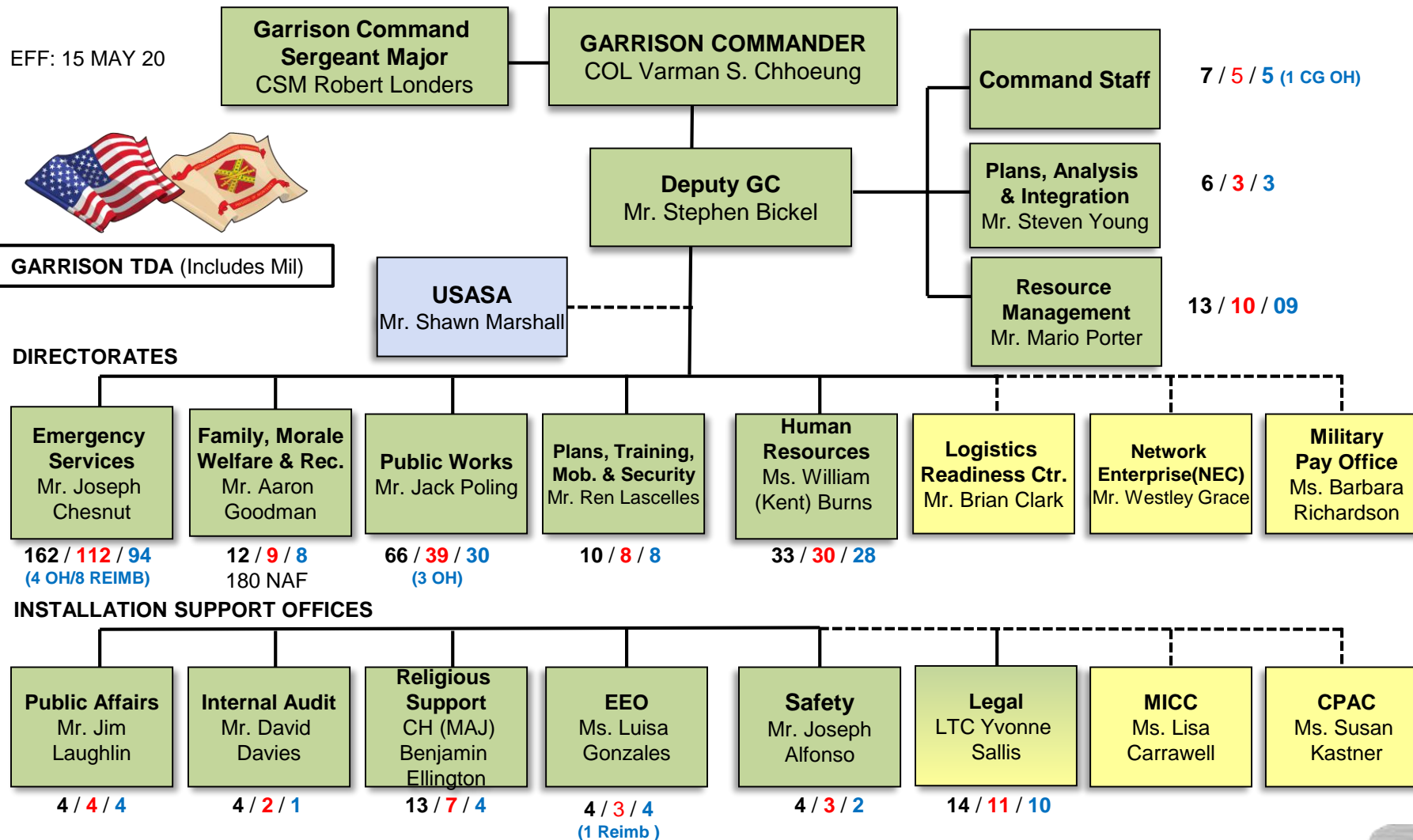
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USAG Presidio of Monterey

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FY16 TDA = 270 / FY20 TDA = 247 / TOTAL ONBOARD = 227 (Incl 9 REIMB/8 OH) + 180 NAF = 407



