

NATIONAL WEATHER SERVICE

Federal Agency Annual
Equal Employment Opportunity
STATUS REPORT

FY 2010

**Annual EEO Program Status Report
Management Directive 715
Office of Equal Opportunity and Diversity Management
National Weather Service**

FY 2010

TABLE OF CONTENTS

Agency Identifying Information (Parts A-D).....	Page 2
Executive Summary (Part E).....	Page 4
NWS Workforce Analysis.....	Page 6
Certification of Establishment of Continuing Equal Employment Opportunity (EEO).....	Page 11
Programs (Part F)	
Self-Assessment Checklist.....	Page 12
Programs (Part G)	
EEO Plan to Attain the Essential Elements of a Model EEO Program (Part H).....	Page 30
EEO Plan to Eliminate Identified Barriers (Part I).....	Page 32
Special Program for Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities (Part J)	Page 38
Appendix	
1. Required Data Tables.....	Page 41

The data tables used to complete some parts of this report are incorrect. The NWS Office of Equal Opportunity and Diversity Management (OEODM) is working with the NWS Office of the Chief Financial Officer and the NOAA Workforce Management Office (WFMO) to correct the tables. A NOAA WFMO representative has contacted the National Finance Center (NFC) about the errors. It appears that it will take quite a while for NFC to correct the errors so we are submitting the report for signature. Even though there are several errors noted in the tables, the OEODM believes that the general analysis that underrepresentation exists is still accurate.

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2009, to September 30, 2010.				
PART A Department or Agency Identifying Information	1. Agency		1. Department of Commerce	
	1.a. 2 nd level reporting component		National Oceanic and Atmospheric Administration	
	1.b. 3 rd level reporting component		National Weather Service	
	1.c. 4 th level reporting component			
	2. Address		2. 1325 East West Highway	
	3. City, State, Zip Code		3. Silver Spring, MD 20910	
	4. CPDF Code	5. FIPS code(s)	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 4927
	2. Enter total number of temporary employees			2. 19
	3. Enter total number employees paid from non-appropriated funds			3. 4
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 4950
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. John L. Hayes, Assistant Administrator for Weather Services	
	2. Agency Head Designee		2. Laura K. Furgione, Deputy Assistant Administrator for Weather Services	
	3. Principal EEO Director/Official Official Title/series/grade		3. Charly L. Wells, Director, Office of Equal Opportunity and Diversity Management/GS-260/14	
	4. Title VII Affirmative EEO Program Official		4. N/A	
	5. Section 501 Affirmative Action Program Official		5. N/A	
	6. Complaint Processing Program Manager		6. N/A	
	7. Other Responsible EEO Staff			

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes
	NWS Headquarters (Silver Spring, MD)	
	Eastern Region (Bohemia, NY)	
	Western Region (Salt Lake City, UT)	
	Southern Region (Fort Worth, TX)	
	Central Region (Kansas City, MO)	
	Pacific Region (Honolulu, HI)	
	Alaska Region (Anchorage, AK)	
	National Centers for Environmental Prediction (Camp Springs, MD)	

EEOC FORMS and Documents Included With This Report			
X	*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 element requiring improvement
X	Summary of results of agency's annual self-assessment against MD-715 "Essential 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		*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]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects
X	*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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National Weather Service	For period covering October 1, 2009, to September 30, 2010.
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EXECUTIVE SUMMARY

1) NWS Mission

The overall mission of the National Oceanic and Atmospheric Administration’s (NOAA) National Weather Service (NWS) is to:

“Provide weather, hydrologic, and climate forecasts and warnings for the United States, its territories, adjacent waters and ocean areas, for the protection of life and property and the enhancement of the national economy. The NWS data and products form a national information database and infrastructure which can be used by other governmental agencies, the private sector, the public, and the global community.”

In carrying out its mission, the NWS is guided by the following goals:

- Improve weather decision services for events that threaten safety, health, the environment, economic productivity, or homeland security;
- Deliver a broader suite of improved water services to support management of the Nation’s water supply;
- Enhance climate services to help communities, businesses, and governments understand and adapt to climate-related risks;
- Improve sector-relevant information in support of economic productivity; and,
- Enable integrated environmental services supporting healthy communities and ecosystems.

Approximately 40 percent of all NOAA employees work for the NWS. Four thousand nine hundred and fifty dedicated NWS employees in 122 weather forecast offices, 21 center weather service units, 13 river forecast centers, 9 national centers and other support offices around the country carry out the NWS mission.

The NWS embraces the concept of performance-based management which involves setting long-term goals and objectives. This report addresses management support of the Affirmative Employment Program; the EEO critical element in employee performance plans; activities for hiring, retaining, and promoting minorities, women, and people with disabilities; and the development of minority and women initiatives and activities. It is a compilation of the progress and effectiveness of the Affirmative Employment Program at NWS.

2) Summary of the Agency’s Self-Assessment

The NWS met most compliance measures. The following highlights the NWS FY 2010 activities in support of a Model EEO Program.

Demonstrated Commitment from Agency Leadership

- Agency senior executives, managers, and supervisors were evaluated on the EEO critical element in their performance plans.
- The Agency held at least 7 Special Emphasis Programs to celebrate diversity and cultural awareness.
- The Agency supported 6 Diversity Conferences in its Southern Region, called Diversity Cells.

Integration of EEO into the Agency's Strategic Mission

- The OEODM Director attends the NWS senior staff meetings.
- The OEODM Director met quarterly with NWS Regional EEO Managers.
- The OEODM provided Diversity Management training to senior managers at annual meeting in VA.

Management and Program Accountability

- OEODM staff attended EEO refresher training.
- During staff meetings, OEODM Director provided update to NWS senior managers on EEO activities.
- In 2010, OEODM staff has met with relevant individuals to ensure they are aware of the Agency's reasonable accommodation policy.

Proactive Prevention of Unlawful Discrimination

- The Agency hosted the Wounded Warriors Program. This was a one day training session on how to hire veterans.
- In 2010, all employees took the No FEAR Act training.
- The Agency provided Alternate Dispute Resolution Training to 42 employees.
- The Agency provided face-to-face Diversity Management training to approximately 200 employees.
- The Agency sponsored a Diversity Management poster design award contest.
- The Agency supported 7 employees' attendance at the Annual Federal Employees Training in New Orleans.
- The Agency hosted two programs for NWS managers and supervisors on hiring veterans.

Efficiency

- In 2010, the OEODM setup two EEO/Diversity Management technical assistance visits for 2011.
- The OEODM reinforced with its EEO Managers the need to track reasonable accommodation requests in their quarterly reports.
- The OEODM tracked complaint activity within the NWS and provided this information to Deputy Director.

Responsiveness and Legal Compliance

- Accomplished at the NOAA level only.

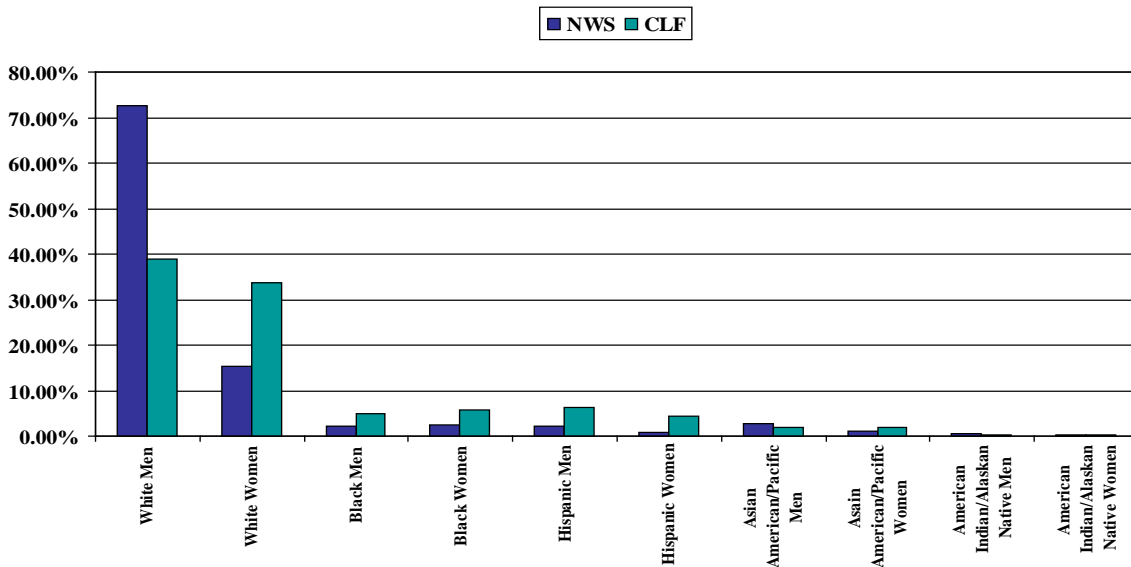
NWS WORKFORCE ANALYSIS

During FY 2010, women, minorities, and individuals with disabilities remained underrepresented in the NWS workforce. There are several methods used to determine representation rates. The NWS OEODM simply compares the NWS workforce to the National Civilian Labor Force (NCLF). Underrepresentation is determined by comparing the NWS workforce percentage of a particular group to the appropriate NCLF. If the NWS workforce percentage for a certain group is less than the same group within the NCLF, then the NWS group is deemed to be low. For example, if 30 percent of the NWS workforce is women, but 45 percent of the NCLF are women, then women are underrepresented in the NWS workforce.

Women and minorities are still significantly underrepresented in the NWS workforce. Below are graphs that show where underrepresentation exists. The analysis is done for the entire NWS workforce, by grade, and by mission-related occupations. In the graphs, WM means White men; WW means White women; BM means Black men; BW mean Black women; HM means Hispanic men; HW means Hispanic women; AAPIM means Asian American/Pacific Islander men; AAPIW means Asian American/Pacific Islander women; AIANM means American Indian/Alaskan Native men; and AIANW means American Indian/Alaskan Native women.

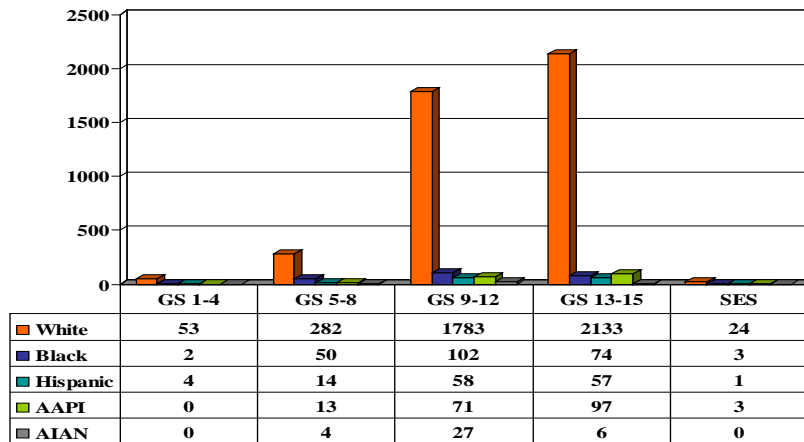
NWS Workforce by Race, National Origin, and Gender

FY 2010



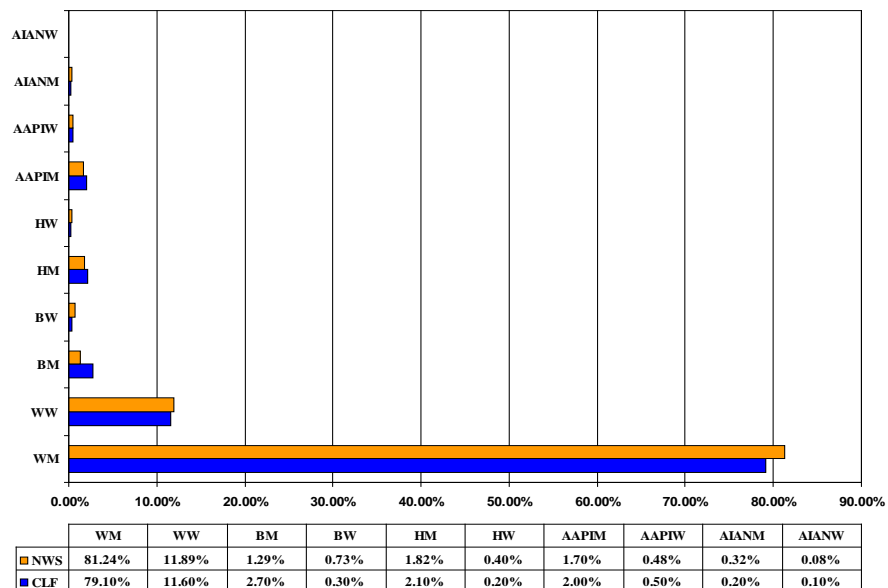
Grade Groupings

FY 2010



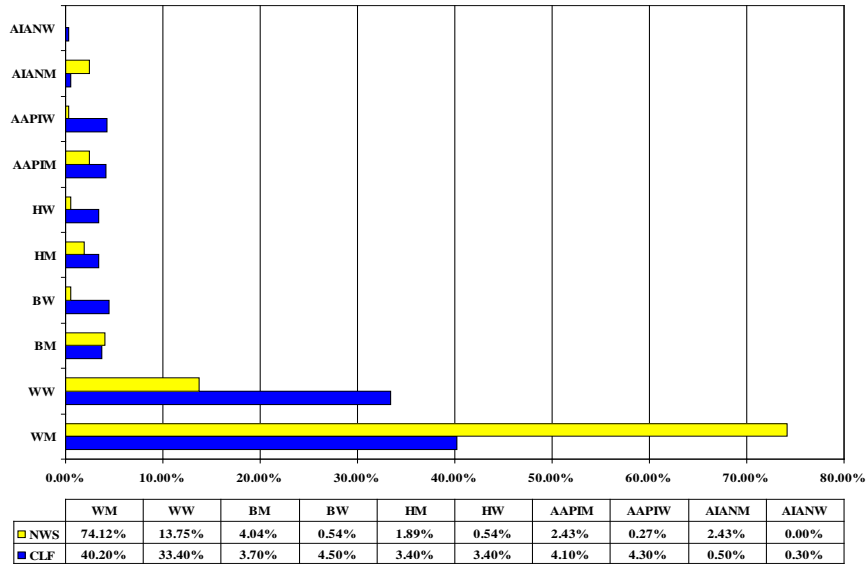
Meteorologist 1340

NWS vs. NCLF



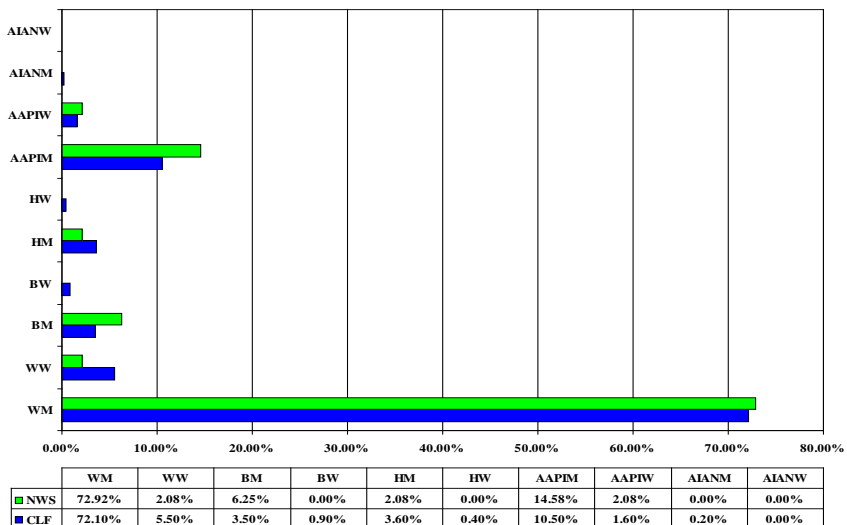
Meteorologist Technician 1341

NWS vs. NCLF



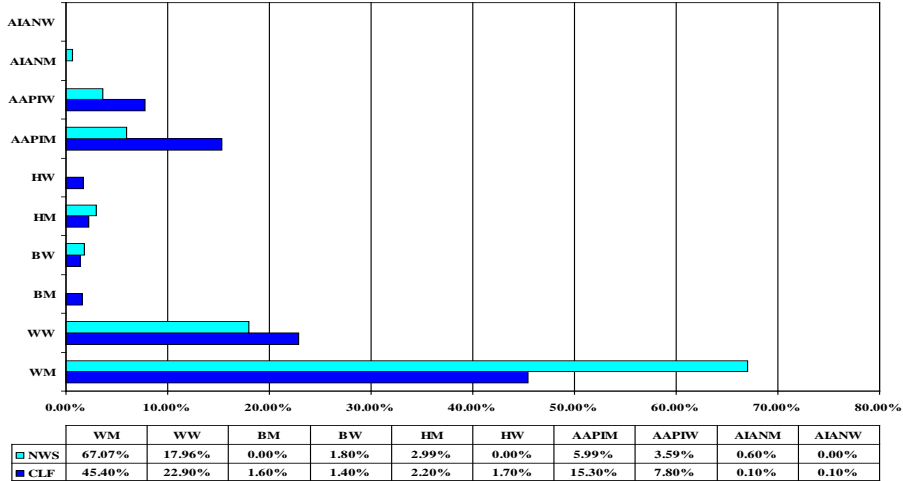
Electronic Engineer 855

NWS vs. NCLF



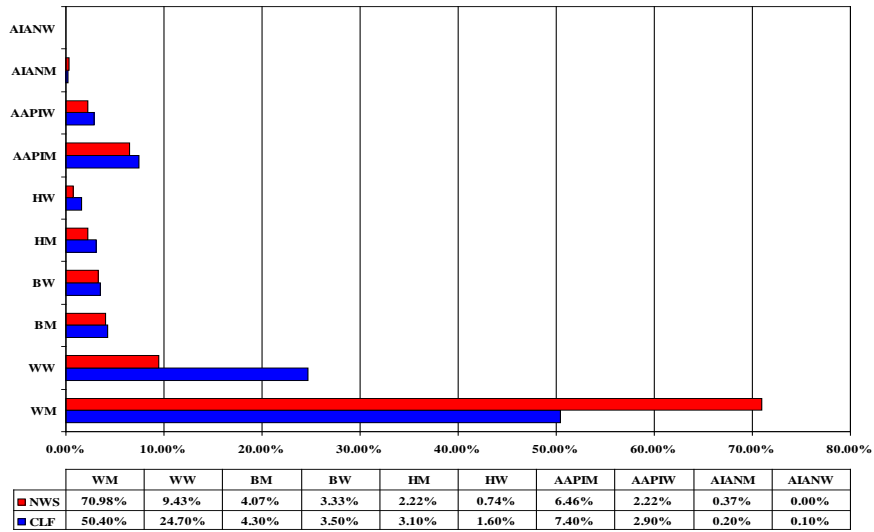
Physical Scientist 1301

NWS vs. NCLF

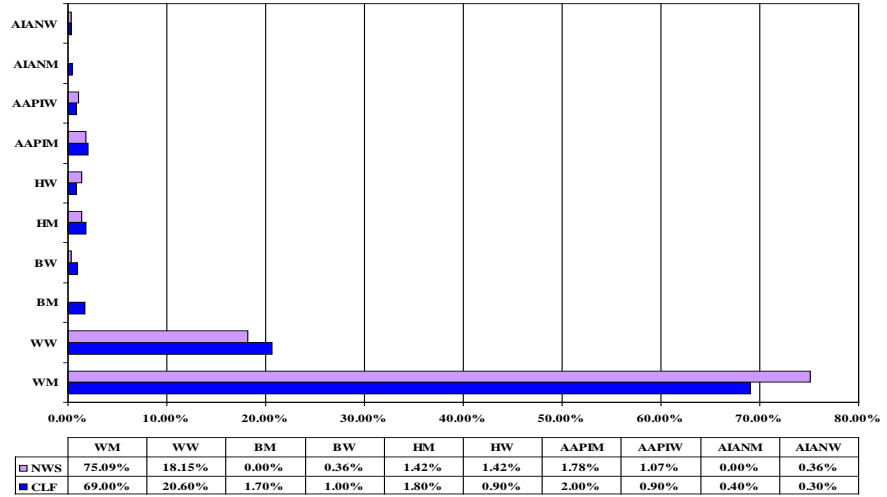


Information Technologist 2210

NWS vs. NCLF



Hydrologist 1315 NWS vs. NCLF



EEO FORM 716-01 PART F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**


I, **Charly L. Wells, Director, GS-260-14** am the
 (Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for **NOAA's National Weather Service**
 (Insert Agency/Component Name above)

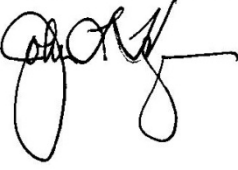
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for 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.


Signature of Principal EEO Director/Official: **Charly L. Wells**  **2/14/2011** Date




Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



Signature of Agency Head or Agency Head Designee: **John L. Hayes**  **2/25/2011** Date



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	EEO policy statements are up-to-date.	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 _____. The EEO policy statement was issued on _____. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.				Accomplished at NOAA Level Only
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		<input checked="" type="checkbox"/>		
Are new employees provided a copy of the EEO policy statement during orientation?		<input checked="" type="checkbox"/>		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		<input checked="" type="checkbox"/>		
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a


 Measures		Yes	No	brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]	X		
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	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	
	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		
	- resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
	- address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		





- support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
- ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
- ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
- ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?	X		
- ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
- ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?			Accomplished at NOAA Level Only
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?			Accomplished at NOAA Level Only
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	Measure has been met	For all unmet measures, provide a brief



 Measures	and resources to effectively carry out a successful EEO Program.	Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Does not report to agency head, but reports to the deputy.
Are the duties and responsibilities of EEO officials clearly defined?		<input checked="" type="checkbox"/>		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		<input checked="" type="checkbox"/>		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		<input checked="" type="checkbox"/>		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?			<input checked="" type="checkbox"/>	The subordinate components report to the head of their units, i.e., Regional Directors.
If not, please describe how EEO program authority is delegated to subordinate reporting components. <i>The NOAA Civil Rights Office (CRO) sets policy and provides oversight and guidance to EEO Program Managers in five major Line Offices. The Director, CRO also chairs the NOAA EEO Programs Committee, which is comprised of the Line Office EEO Program Managers.</i>				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and 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/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	



Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?			X	In most instances, EEO officials are not present during agency deliberations on these issues.
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 re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	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	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to		X		




improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?				
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	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	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)				Accomplished at NOAA Level Only




Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?			Accomplished at NOAA Level Only
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?			Accomplished at NOAA Level Only
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X		
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
- for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
- to provide religious accommodations?	X		
- to provide disability accommodations in accordance with the agency's written procedures?	X		
- in the EEO discrimination complaint process?	X		
- to participate in ADR?	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	EEO program officials advise and provide appropriate assistance to managers/supervisors about the	Measure has been met	For all unmet measures, provide a brief




 Measures	status of EEO programs within each manager's or supervisor's area or responsibility.	Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	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	
Have time-tables or schedules 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?				Accomplished at NOAA Level Only
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?				Accomplished at NOAA Level Only
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?				Accomplished at NOAA Level Only
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be	Measure has been met		For all unmet measures, provide a brief



 Measures	taken.	Yes	No	explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?				Accomplished at NOAA Level Only
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?				Accomplished at NOAA Level Only
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?				Accomplished at NOAA Level Only
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		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	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met	For all unmet measures, provide a	

 Measures		Yes	No	brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	X		
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met	For all unmet measures, provide a	

 Measures		Yes	No	brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?				Accomplished at NOAA Level Only
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 has sufficient staffing, funding, and authority to achieve the elimination of 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 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?				Accomplished at NOAA Level Only
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for		X		

disability accommodations in all major components of the agency?				
Are 90 percent of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	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	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?				Accomplished at NOAA Level Only
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?				Accomplished at NOAA Level Only
Does the agency hold contractors accountable for delay in counseling and investigation processing times?				Accomplished at NOAA Level Only
If yes, briefly describe how: <i>Contract Investigators aren't paid until cases are completed.</i>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?				Accomplished at NOAA Level Only
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?				Accomplished at NOAA Level Only
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614)	Measure has been met		For all unmet measures, provide a brief explanation in

 Measures	regulations for processing EEO complaints of employment discrimination.	Yes	No	the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?				Accomplished at NOAA Level Only
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?				Accomplished at NOAA Level Only
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?				Accomplished at NOAA Level Only
Does the agency complete the investigations within the applicable prescribed time frame?				Accomplished at NOAA Level Only
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?				Accomplished at NOAA Level Only
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?				Accomplished at NOAA Level Only
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?				Accomplished at NOAA Level Only
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?				Accomplished at NOAA Level Only
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing 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	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and				Accomplished at NOAA Level Only

formal complaint stages of the EEO process?				
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?				Accomplished at NOAA Level Only
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?				Accomplished at NOAA Level Only
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	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	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?				Accomplished at NOAA Level Only
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?				Accomplished at NOAA Level Only
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?				Accomplished at NOAA Level Only
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		

Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	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	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?				Accomplished at NOAA Level Only
Does the agency discrimination complaint process ensure a neutral adjudication function?				Accomplished at NOAA Level Only
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?				Accomplished at NOAA Level Only
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	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	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	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?			Accomplished at NOAA Level Only

Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	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	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.				Accomplished at NOAA Level Only
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?				Accomplished at NOAA Level Only
Are procedures in place to promptly process other forms of ordered relief?				Accomplished at NOAA Level Only
Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	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	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?				Accomplished at NOAA Level Only
If so, please identify the employees by title in the comments section, and state how performance is measured.		Accomplished at NOAA Level Only		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?				Accomplished at NOAA Level Only

<p>If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.</p>			
<p>Have the involved employees received any formal training in EEO compliance?</p>			<p>Accomplished at NOAA Level Only</p>
<p>Does the agency promptly provide to the EEOC the following documentation for completing compliance:</p>			<p>Accomplished at NOAA Level Only</p>
<p>Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?</p>			<p>Accomplished at NOAA Level Only</p>
<p>Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?</p>			<p>Accomplished at NOAA Level Only</p>
<p>Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?</p>			<p>Accomplished at NOAA Level Only</p>
<p>Compensatory Damages: The final agency decision and evidence of payment, if made?</p>			<p>Accomplished at NOAA Level Only</p>
<p>Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?</p>			<p>Accomplished at NOAA Level Only</p>
<p>Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s</p>			<p>Accomplished at NOAA Level Only</p>
<p>Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.</p>			<p>Accomplished at NOAA Level Only</p>
<p>Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).</p>			<p>Accomplished at NOAA Level Only</p>
<p>Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.</p>			<p>Accomplished at NOAA Level</p>

			Only
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.			Accomplished at NOAA Level Only
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.			Accomplished at NOAA Level Only
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.			Accomplished at NOAA Level Only

Footnotes:

1. See 29 C.F.R. § 1614.102.
2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FY 2010 – PART H PLAN # Element B Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE		
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	
OBJECTIVE:	Increase the OEODM's involvement in decisions affecting NWS workforce	
RESPONSIBLE OFFICIAL:	Director of the OEODM	
DATE OBJECTIVE INITIATED:	10/1/2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1) Develop a briefing on the MD-715 report for senior managers about the state of the NWS	March 2010	
2) Meet with AA, DAA about EEO having more involvement in decisions that have a long-term impact on NWS employees	Monthly	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>When the opportunity allows, the OEODM Director provides information to the NWS managers and supervisors on EEO issues and program updates. When the new NWS Deputy Director came aboard in 2010, the OEODM Director provided a briefing on the state of EEO and Diversity Management in the NWS. The OEODM Director also meets once a week with the NWS Executive Officers. During these meetings he is able to discuss relevant EEO and Diversity Management issues.</p>		

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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FY 2010 – PART H PLAN # Element E

Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?
OBJECTIVE:	Initiate technical assistance visits in FY 2010
RESPONSIBLE OFFICIAL:	Director of OEODM
DATE OBJECTIVE INITIATED:	10/01/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2010

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Review the technical assistance visit check list developed in FY2007 based on the six essential elements	October 2009
2) Resend the checklist to field offices	January 2010
4) Conduct at least two technical assistance visits in FY 2010	September 2010

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The OEODM reevaluated the Technical Assistance Visit checklist. The new checklist was disseminated to the NWS's Regional Headquarter offices. For budgetary reasons and scheduling conflicts, the OEODM was not able to conduct any visits in 2010; however, one visit occurred in January 2011. The OEODM visited the Southern Region and met with the Regional EEO Manager, and senior managers at 2 Southern Region field offices (WFO Shreveport and WFO/RFC Dallas/Fort Worth). The OEODM will visit the Eastern Region in May of 2011.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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FY 2010

Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>The organization is underrepresented in women and minorities, especially in the professional fields and higher-grade levels. Hispanics and individuals with disabilities are especially underrepresented throughout the organization.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The NWS OEODM reviewed workforce statistical data, including major occupational data.</p>
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Within NWS, there are no individuals designated to do recruitment.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Create outreach initiatives that will generate a diverse pool of applicants.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>OEODM Director; NOAA Civil Rights Office; NOAA Workforce Management Office</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2010</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 2011</p>

**EEOC FORM
715-01 PART I
EEO Plan To Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Remind managers and supervisors of the agency's obligation to recruit from underrepresented groups.	Ongoing
Encourage offices to participate in outreach activities, such as career fairs.	Ongoing
Keep manager informed of the areas of underrepresentation in their workforce	Ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In FY 2010, there were slight improvements in the number of women working for the NWS; however, this increase was not sufficient to eradicate the underrepresentation of women in the NWS workforce. The number of African Americans and American Indians decreased slightly in 2010. At every opportunity, the OEODM reminded NWS managers and supervisors of their obligation to expand their recruitment resources. One of the programs used by many offices to diversify its workforce is the Student Career Experience Program (SCEP). The OEODM works with the Chief Financial Office to administer this program each year. The OEODM is encouraging NWS field offices to visit colleges and universities in their local areas to share the SCEP application process with students.</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
FY 2010 Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Low participation of Hispanics and people with disabilities in mission-related occupations.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The barrier was identified by analyzing workforce data.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Although all NWS vacancy announcement are posted through OPM, Hispanics are not being recruited directly through outreach.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Remind managers and supervisors of the agency's obligation to recruit from underrepresented groups.
RESPONSIBLE OFFICIAL:	Director of the OEODM
DATE OBJECTIVE INITIATED:	October 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Ongoing

**EEOC FORM
715-01 PART I
EEO Plan To Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Increase outreach to Hispanic organizations.	September 2011
Develop at least 3 partnerships with Hispanic-Serving Institutions.	January 2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In FY 2010, the NWS sent 7 representatives to participate in the SACNAS Conference. SACNAS is one of the largest Hispanic-serving organizations in the United States. During the conference, NWS representatives met hundreds of students majoring in NOAA-related sciences. A vast majority of these students were interested in working for NOAA agencies. The OEODM plans to support this activity again in FY 2011. Also in FY 2010, NWS representatives initiated contact with the University of Florida, UCLA Chicano Studies program, and the Organization of Mexican American Engineers and Scientists.</p>	

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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FY 2010

Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	NWS employees are not aware of the difference between EEO and Diversity Management and many managers and supervisors are not aware of EEO mandates.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	This barrier was identified through conversations with NWS employees, managers and supervisors, and the recently conducted technical assistance visit to the NWS Southern Region.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The NWS is not providing enough training and education as it relates to EEO and Diversity Management.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Create a cost-effective mechanism to provide annual EEO and Diversity Management training to all NWS employees.
RESPONSIBLE OFFICIAL:	OEODM Director
DATE OBJECTIVE INITIATED:	October 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2011

**EEOC FORM
715-01 PART I
EEO Plan To Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop online Diversity Management training curriculum on Commerce Learning Center e-learning Web site.	January 2010
Develop online EEO training curriculum on Commerce Learning Center e-learning Web site.	FY 2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In 2009 and 2010, the OEODM and the NWS Diversity Management Council worked to develop an online Diversity Management training curriculum. The new Diversity Management Training Curriculum was unveiled on the Commerce Learning Center (CLC) Website in January 2011. The training curriculum consists of 13 courses. The module is designed to educate employees on the NWS approach to Diversity Management and to improve communication and promote an inclusive and innovative work environment.</p> <p>In 2011 and 2012, the OEODM hopes to provide the same for those employees interested in learning more about the federal sector EEO process.</p>	

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
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PART I Department or Agency Information	1. Agency	1. Department of Commerce
	1.a. 2 nd Level Component	1.a. National Oceanic and Atmospheric Administration
	1.b. 3 rd Level or lower	1.b. National Weather Service

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY10		... end of FY10		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	4934	100.00%	4950	100.00%	16	.32%
	Reportable Disability	254	5.15%	261	5.27%	7	2.76%
	Targeted Disability*	29	0.59%	32	0.65%	3	10.34%
* 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.						Data Not Available	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						2	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions									
4. Non-Competitive Promotions	259	15	5.79	0	0	4	1.54	240	92.66
5. Employee Career Development Programs									
5.a. Grades 5 – 12	2426	152	6.26	17	.70	35	1.44	2222	91.59
5.b. Grades 13 – 14	2170	94	4.33	13	.59	20	.92	2043	94.14
5.c. Grade 15/SES	240	6	2.50	1	.42	1	.42	232	96.67
6. Employee Recognition and Awards	8,826	419	4.74	43	.49	104	1.18	8,303	94.07
6.a. Time-Off Awards (Total hrs awarded)	612 (5,422)	28	4.57	3	.49	9	1.47	575	93.95

6.b. Cash Awards (total \$\$\$ awarded)	8,079 (\$6,722,048)	384	4.75	40	.49	93	1.15	7602	97.80
6.c. Quality-Step Increase	135	7	5.19	0	0	2	1.48	126	93.33

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV Identification and Elimination of Barriers	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p> <p>Workforce Analysis:</p> <p>The goal that EEOC would like Federal agencies to meet is 2 percent of the Federal workforce should be employees with targeted disabilities. Only .65 percent of the NWS workforce is individuals with targeted disabilities. The NWS hired 234 individuals in FY2010; of these, 16 had a disability and 2 had a targeted disability (Table B8). Over this same timeframe, 202 employees separated from the NWS workforce: 8 with disabilities, 2 with targeted disabilities.</p> <p>In the NWS workforce, the following offices have met the 2 percent goal needed for parity: Office of the Assistant Administrator, Office of Hydrologic Development, and the Office of Science and Technology and the Pacific Region. Employees with targeted disabilities experience low participation rates in the GS categories of GS-11 to GS-15 (Table B4-2).</p> <p>NWS's largest groups of employees with targeted disabilities are in the following categories: Blindness (8), Convulsive Disorders (6), and Partial Paralysis (5) (Table B1). The largest concentration of employees with targeted disabilities by grade can be found at the GS-12 and GS-13 levels.</p> <p>Disability Related Deficiencies in Attaining a Model EEO Program:</p> <ol style="list-style-type: none"> 1. Integration of EEO into the agency's strategic mission – EEO officials are not present at a vast majority of the deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes. 2. Efficiency – There is a designated agency official in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency; however, this person is only utilized if there is an issue. We have asked that form CD575 be filled out and a copy sent to OEODM every time a request is made. We are working on ways to improve the training for all of NWS. There is no consistency in how reasonable accommodations are tracked across the agency. We are working with the NOAA Civil Rights Office on the best mechanism to collect reasonable accommodation data. Once this system is in place, we will know if 90 percent of accommodation requests are processed within the time frame set forth in the agency procedures for reasonable accommodations.
Part V Goals for Targeted Disabilities	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career</p>

development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

NWS FY2011 Goals:

In FY 2010, the NOAA Civil Rights Office developed 2 preliminary Corporate Priorities relating to employees with disabilities. The goals were as follows: established a five year, 2 percent hiring and retention goal for employees with disabilities and implement the Departmental Reasonable Accommodations Policy at the NOAA level. The NWS adopted these goals. In FY 2010, the NWS 2 percent hiring and retention goals equal approximately 14 individuals each year; however, we only hired 2 individuals with targeted disabilities. In FY 2011 our goals continue to be as follows: increase the number of people with disabilities who apply for employment, increase annually the number of qualified applicants with disabilities who are offered employment with NWS, and increase annually the number of NWS employees with disabilities who are retained. We plan to accomplish these milestones by: training managers to be more proactive in their outreach and recruitment efforts, improve management's awareness on issues related to hiring and retaining employees with disabilities, publicize NWS job opportunities as widely as possible, participate more in student internship programs for student with disabilities, and train all employees on the NOAA reasonable accommodation policy.

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex
Year = Fiscal Year 2010

ORGANIZATIONAL COMPONENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Race	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	#	4,927	3,956	971	103	34	3,572	759	113	116	132	49	3	2	31	7	0	4
	%	100%	80.29%	19.71%	2.09%	0.69%	72.50%	15.40%	2.29%	2.35%	2.68%	0.99%	0.06%	0.04%	0.63%	0.14%	0%	0.08%
CLF (2000)	%	100%	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%
OFFICE OF ASSISTANT ADMINISTRATOR, WEATHER SERVICES	#	163	85	78	2	1	58	33	18	37	6	5	0	0	1	1	0	1
	%	100%	52.15%	47.85%	1.23%	0.61%	35.58%	20.25%	11.04%	22.70%	3.68%	3.07%	0%	0%	0.61%	0.61%	0%	0.61%
OFFICE OF CLIMATE, WATER, AND WEATHER SERVICES	#	154	107	47	4	1	95	32	5	14	3	0	0	0	0	0	0	0
	%	100%	69.48%	30.52%	2.60%	0.65%	61.69%	20.78%	3.25%	9.09%	1.95%	0%	0%	0%	0%	0%	0%	0%
OFFICE OF HYDROLOGIC DEVELOPMENT	#	48	33	15	2	2	25	7	1	2	5	3	0	0	0	1	0	0
	%	100%	68.75%	31.25%	4.17%	4.17%	52.08%	14.58%	2.08%	4.17%	10.42%	6.25%	0%	0%	0%	2.08%	0%	0%
OFFICE OF SCIENCE AND TECHNOLOGY	#	144	104	40	3	0	85	24	8	10	8	5	0	0	0	0	0	1
	%	100%	72.22%	27.78%	2.08%	0%	59.03%	16.67%	5.56%	6.94%	5.56%	3.47%	0%	0%	0%	0%	0%	0.69%
OFFICE OF OPERATIONAL SYSTEMS	#	313	239	74	6	2	196	55	13	14	22	3	0	0	2	0	0	0
	%	100%	76.36%	23.64%	1.92%	0.64%	62.62%	17.57%	4.15%	4.47%	7.03%	0.96%	0%	0%	0.64%	0%	0%	0%
EASTERN REGION	#	670	566	104	4	3	545	93	12	6	4	2	0	0	1	0	0	0
	%	100%	84.48%	15.52%	0.60%	0.45%	81.34%	13.88%	1.79%	0.90%	0.60%	0.30%	0%	0%	0.15%	0%	0%	0%
SOUTHERN REGION	#	963	804	159	49	11	726	126	15	18	8	2	0	0	6	2	0	0
	%	100%	83.49%	16.51%	5.09%	1.14%	75.39%	13.08%	1.56%	1.87%	0.83%	0.21%	0%	0%	0.62%	0.21%	0%	0%
CENTRAL REGION	#	996	820	176	8	3	792	168	13	3	1	0	0	0	4	2	0	0
	%	100%	82.33%	17.67%	0.80%	0.30%	79.52%	16.87%	1.31%	0.30%	0.10%	0%	0%	0%	0.40%	0.20%	0%	0%
WESTERN REGION	#	706	582	124	10	3	546	115	9	2	10	4	0	0	7	0	0	0
	%	100%	82.44%	17.56%	1.42%	0.42%	77.34%	16.29%	1.27%	0.28%	1.42%	0.57%	0%	0%	0.99%	0%	0%	0%
ALASKA REGION	#	226	182	44	2	2	164	39	5	0	4	1	0	0	7	1	0	1
	%	100%	80.53%	19.47%	0.88%	0.88%	72.57%	17.26%	2.21%	0%	1.77%	0.44%	0%	0%	3.10%	0.44%	0%	0.44%
PACIFIC REGION	#	126	102	24	2	0	66	8	2	0	28	14	3	2	1	0	0	0
	%	100%	80.95%	19.05%	1.59%	0%	52.38%	6.35%	1.59%	0%	22.22%	11.11%	2.38%	1.59%	0.79%	0%	0%	0%
NATIONAL CENTERS FOR ENVIRONMENTAL PREDICTION	#	418	332	86	11	6	274	59	12	10	33	10	0	0	2	0	0	1
	%	100%	79.43%	20.57%	2.63%	1.44%	65.55%	14.11%	2.87%	2.39%	7.89%	2.39%	0%	0%	0.48%	0%	0%	0.24%

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)
 Year = Fiscal Year 2010

SERIES/JOB TITLE	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0130 - FOREIGN AFFAIRS	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	4	1	3	0	0	0	1	1	2	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0%	0%	0%	25.00%	25.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0301 - MISCELLANEOUS ADMINISTRATION & PROG	#	13	4	9	0	0	3	9	1	0	0	0	0	0	0	0	0	0
	%	100%	30.77%	69.23%	0%	0%	23.08%	69.23%	7.69%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	164	11	153	0	6	10	128	0	11	1	6	0	1	0	1	0	0
	%	100%	6.71%	93.29%	0%	3.66%	6.10%	78.05%	0%	6.71%	0.61%	3.66%	0%	0.61%	0%	0.61%	0%	0%
Occupational CLF																		
0305 - MAIL & FILE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0318 - SECRETARY	#	51	5	46	1	1	2	21	2	21	0	2	0	0	0	0	0	1
	%	100%	9.80%	90.20%	1.96%	1.96%	3.92%	41.18%	3.92%	41.18%	0%	3.92%	0%	0%	0%	0%	0%	1.96%
Occupational CLF																		
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANT	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0332 - COMPUTER OPERATION	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0335 - COMPUTER CLERK & ASSISTANT	#	3	1	2	0	0	0	0	1	2	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0%	0%	0%	0%	33.33%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0341 - ADMINISTRATIVE OFFICER	#	11	5	6	0	1	5	3	0	1	0	0	0	0	0	0	0	1
	%	100%	45.45%	54.55%	0%	9.09%	45.45%	27.27%	0%	9.09%	0%	0%	0%	0%	0%	0%	0%	9.09%
Occupational CLF																		
0342 - SUPPORT SERVICES ADMINISTRATION	#	11	3	8	0	1	3	4	0	2	0	1	0	0	0	0	0	0
	%	100%	27.27%	72.73%	0%	9.09%	27.27%	36.36%	0%	18.18%	0%	9.09%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0343 - MANAGEMENT PROGRAM ANALYSIS	#	97	31	66	1	1	25	41	3	23	2	0	0	0	0	1	0	0
	%	100%	31.96%	68.04%	1.03%	1.03%	25.77%	42.27%	3.09%	23.71%	2.06%	0%	0%	0%	1.03%	0%	0%	0%

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)
 Year = Fiscal Year 2010

SERIES/JOB TITLE	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF																			
0346 - LOGISTICS MANAGEMENT	#	7	4	3	0	0	4	2	0	1	0	0	0	0	0	0	0	0	0
	%	100%	57.14%	42.86%	0%	0%	57.14%	28.57%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0391 - TELECOMMUNICATIONS	#	13	10	3	0	0	6	1	4	1	0	0	0	0	0	1	0	0	0
	%	100%	76.92%	23.08%	0%	0%	46.15%	7.69%	30.77%	7.69%	0%	0%	0%	0%	0%	7.69%	0%	0%	0%
Occupational CLF																			
0399 - ADMINISTRATION & OFFICE SUPPORT STUD	#	2	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0%	50.00%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0505 - FINANCIAL MANAGEMENT	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0525 - ACCOUNTING TECHNICIAN	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0%	0%	33.33%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0560 - BUDGET ANALYSIS	#	23	5	18	0	0	4	13	1	3	0	2	0	0	0	0	0	0	0
	%	100%	21.74%	78.26%	0%	0%	17.39%	56.52%	4.35%	13.04%	0%	8.70%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0561 - BUDGET CLERICAL & ASSISTANCE	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0%	0%	50.00%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0599 - FINANCIAL MANAGEMENT STUDENT TRAINEE	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0801 - GENERAL ENGINEERING	#	33	31	2	1	0	26	2	1	0	3	0	0	0	0	0	0	0	0
	%	100%	93.94%	6.06%	3.03%	0%	78.79%	6.06%	3.03%	0%	9.09%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0802 - ENGINEERING TECHNICIAN	#	36	36	0	1	0	28	0	3	0	4	0	0	0	0	0	0	0	0
	%	100%	100%	0%	2.78%	0%	77.78%	0%	8.33%	0%	11.11%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0854 - COMPUTER ENGINEERING	#	2	2	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100%	100%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%
Occupational CLF																			
0855 - ELECTRONICS ENGINEERING	#	48	46	2	1	0	35	1	3	0	7	1	0	0	0	0	0	0	0
	%	100%	95.83%	4.17%	2.08%	0%	72.92%	2.08%	6.25%	0%	14.58%	2.08%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0856 - ELECTRONICS TECHNICIAN	#	367	355	12	20	1	304	9	14	1	6	1	1	0	10	0	0	0	0

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)
Year = Fiscal Year 2010

SERIES/JOB TITLE	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1341 - METEOROLOGICAL TECHNICIAN	#	371	315	56	7	2	275	51	15	2	8	1	1	0	9	0	0	0
	%	100%	84.91%	15.09%	1.89%	0.54%	74.12%	13.75%	4.04%	0.54%	2.16%	0.27%	0.27%	0%	2.43%	0%	0%	0%
Occupational CLF																		
1360 - OCEANOGRAPHY	#	11	9	2	0	0	6	1	0	1	3	0	0	0	0	0	0	0
	%	100%	81.82%	18.18%	0%	0%	54.55%	9.09%	0%	9.09%	27.27%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	96	63	33	2	2	58	29	2	0	1	0	0	0	0	1	0	1
	%	100%	65.63%	34.38%	2.08%	2.08%	60.42%	30.21%	2.08%	0%	1.04%	0%	0%	0%	0%	1.04%	0%	1.04%
Occupational CLF																		
1412 - TECHNICIAN INFORMATION SERVICES	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1520 - MATHEMATICS	#	3	1	2	0	0	1	1	0	0	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0%	0%	33.33%	33.33%	0%	0%	0%	33.33%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1550 - COMPUTER SCIENCE	#	8	7	1	0	0	6	1	0	0	1	0	0	0	0	0	0	0
	%	100%	87.50%	12.50%	0%	0%	75.00%	12.50%	0%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1670 - EQUIPMENT SERVICES	#	5	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1750 - INSTRUCTIONAL SYSTEMS	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2001 - GENERAL SUPPLY	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2005 - SUPPLY CLERICAL & TECHNICIAN	#	7	3	4	0	0	3	2	0	1	0	1	0	0	0	0	0	0
	%	100%	42.86%	57.14%	0%	0%	42.86%	28.57%	0%	14.29%	0%	14.29%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2010 - INVENTORY MANAGEMENT	#	3	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	33.33%	0%	0%	0%	33.33%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2102 - TRANSPORTATION CLERK & ASSISTANT	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2210 - INFORMATION TECHNOLOGY MANAGEMENT	#	541	455	86	12	4	384	51	22	18	34	12	1	0	2	0	0	1
	%	100%	84.10%	15.90%	2.22%	0.74%	70.98%	9.43%	4.07%	3.33%	6.28%	2.22%	0.18%	0%	0.37%	0%	0%	0.18%

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = Fiscal Year 2010

EMPLOYMENT TENURE	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
Prior FY	#	4,934	4,622	58	254	29	3	7	1	4	4	6	2	2	0
	%	100%	93.68%	1.18%	5.15%	0.59%	0.06%	0.14%	0.02%	0.08%	0.08%	0.12%	0.04%	0.04%	0%
Current FY	#	4,950	4,626	63	261	32	3	8	1	5	4	6	2	3	0
	%	100%	93.45%	1.27%	5.27%	0.65%	0.06%	0.16%	0.02%	0.10%	0.08%	0.12%	0.04%	0.06%	0%
EEOC Federal Goal	%					2.00%									
Difference	#	16	4	5	7	3	0	1	0	1	0	0	0	1	0
Ratio Change	%	0%	-0.22%	0.10%	0.12%	0.06%	0%	0.02%	0%	0.02%	0%	0%	0%	0.02%	0%
Net Change	%	0.32%	0.09%	8.62%	2.76%	10.34%	0%	14.29%	0%	25.00%	0%	0%	0%	50.00%	0%
PERMANENT															
Prior FY	#	4,915	4,605	58	252	28	3	7	1	4	3	6	2	2	0
	%	100%	93.69%	1.18%	5.13%	0.57%	0.06%	0.14%	0.02%	0.08%	0.06%	0.12%	0.04%	0.04%	0%
Current FY	#	4,927	4,606	62	259	31	3	8	1	5	4	6	2	2	0
	%	100%	93.48%	1.26%	5.26%	0.63%	0.06%	0.16%	0.02%	0.10%	0.08%	0.12%	0.04%	0.04%	0%
Difference	#	12	1	4	7	3	0	1	0	1	1	0	0	0	0
Ratio Change	%	0%	-0.21%	0.08%	0.13%	0.06%	0%	0.02%	0%	0.02%	0.02%	0%	0%	0%	0%
Net Change	%	0.24%	0.02%	6.90%	2.78%	10.71%	0%	14.29%	0%	25.00%	33.33%	0%	0%	0%	0%
TEMPORARY															
Prior FY	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Current FY	#	19	17	1	1	1	0	0	0	0	0	0	0	1	0
	%	100%	89.47%	5.26%	5.26%	5.26%	0%	0%	0%	0%	0%	0%	0%	5.26%	0%
Difference	#	5	3	1	1	1	0	0	0	0	0	0	0	1	0
Ratio Change	%	0%	-10.53%	5.26%	5.26%	5.26%	0%	0%	0%	0%	0%	0%	0%	5.26%	0%
Net Change	%	35.71%	21.43%	100%	100%	100%	0%	0%	0%	0%	100%	0%	0%	100%	0%
NON-APPROPRIATED															
Prior FY	#	5	3	0	2	1	0	0	0	0	1	0	0	0	0
	%	100%	60.00%	0%	40.00%	20.00%	0%	0%	0%	0%	20.00%	0%	0%	0%	0%
Current FY	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	0%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Difference	#	-1	0	0	-1	-1	0	0	0	0	-1	0	0	0	0
Ratio Change	%	0%	15.00%	0%	-15.00%	-20.00%	0%	0%	0%	0%	-20.00%	0%	0%	0%	0%
Net Change	%	-20.00%	0%	0%	-50.00%	-100%	0%	0%	0%	0%	-100%	0%	0%	0%	0%

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]
 Year = Fiscal Year 2010

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28,32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL	#	4,927	4,606	62	259	31	3	8	1	5	4	6	2	2	0
	%	100%	93.48%	1.26%	5.26%	0.63%	0.06%	0.16%	0.02%	0.10%	0.08%	0.12%	0.04%	0.04%	0%
EEOC Federal Goal	%					2.00%									
OFFICE OF ASSISTANT ADMINISTRATOR, WEATHER	#	163	146	2	15	6	1	2	0	1	2	0	0	0	0
	%	100%	89.57%	1.23%	9.20%	3.68%	0.61%	1.23%	0%	0.61%	1.23%	0%	0%	0%	0%
OFFICE OF CLIMATE, WATER, AND WEATHER SERVICE	#	154	141	3	10	2	0	0	0	0	0	2	0	0	0
	%	100%	91.56%	1.95%	6.49%	1.30%	0%	0%	0%	0%	0%	1.30%	0%	0%	0%
OFFICE OF HYDROLOGIC DEVELOPMENT	#	48	45	0	3	1	0	1	0	0	0	0	0	0	0
	%	100%	93.75%	0%	6.25%	2.08%	0%	2.08%	0%	0%	0%	0%	0%	0%	0%
OFFICE OF SCIENCE AND TECHNOLOGY	#	144	131	3	10	3	0	2	0	1	0	0	0	0	0
	%	100%	90.97%	2.08%	6.94%	2.08%	0%	1.39%	0%	0.69%	0%	0%	0%	0%	0%
OFFICE OF OPERATIONAL SYSTEMS	#	313	283	5	25	3	0	0	1	0	0	0	2	0	0
	%	100%	90.42%	1.60%	7.99%	0.96%	0%	0%	0.32%	0%	0%	0%	0.64%	0%	0%
EASTERN REGION	#	670	639	5	26	1	1	0	0	0	0	0	0	0	0
	%	100%	95.37%	0.75%	3.88%	0.15%	0.15%	0%	0%	0%	0%	0%	0%	0%	0%
SOUTHERN REGION	#	963	912	13	38	4	0	2	0	1	0	1	0	0	0
	%	100%	94.70%	1.35%	3.95%	0.42%	0%	0.21%	0%	0.10%	0%	0.10%	0%	0%	0%
CENTRAL REGION	#	996	943	6	47	5	1	0	0	1	0	2	0	1	0
	%	100%	94.68%	0.60%	4.72%	0.50%	0.10%	0%	0%	0.10%	0%	0.20%	0%	0.10%	0%
WESTERN REGION	#	706	662	14	30	1	0	0	0	0	1	0	0	0	0
	%	100%	93.77%	1.98%	4.25%	0.14%	0%	0%	0%	0%	0.14%	0%	0%	0%	0%
ALASKA REGION	#	226	202	2	22	0	0	0	0	0	0	0	0	0	0
	%	100%	89.38%	0.88%	9.73%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
PACIFIC REGION	#	126	113	3	10	3	0	0	0	1	0	1	0	1	0
	%	100%	89.68%	2.38%	7.94%	2.38%	0%	0%	0%	0.79%	0%	0.79%	0%	0.79%	0%
NATIONAL CENTERS FOR ENVIRONMENTAL PREDICTION	#	418	389	6	23	2	0	1	0	0	1	0	0	0	0
	%	100%	93.06%	1.44%	5.50%	0.48%	0%	0.24%	0%	0%	0.24%	0%	0%	0%	0%

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = Fiscal Year 2010

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
			[05] No Disability	[01] Not identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	50	45	3	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.00%	6.00%	4.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	40	34	1	5	3	0	0	0	1	1	0	0	1	0	0
	%	100%	85.00%	2.50%	12.50%	7.50%	0%	0%	0%	2.50%	2.50%	0%	0%	2.50%	0%	0%
GS-06	#	33	24	1	8	1	0	0	0	0	0	0	1	0	0	0
	%	100%	72.73%	3.03%	24.24%	3.03%	0%	0%	0%	0%	0%	0%	3.03%	0%	0%	0%
GS-07	#	267	243	4	20	4	1	0	0	0	0	1	1	1	0	0
	%	100%	91.01%	1.50%	7.49%	1.50%	0.37%	0%	0%	0%	0%	0.37%	0.37%	0.37%	0%	0%
GS-08	#	25	23	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	92.00%	0%	8.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	125	110	1	14	1	0	0	0	1	0	0	0	0	0	0
	%	100%	88.00%	0.80%	11.20%	0.80%	0%	0%	0%	0.80%	0%	0%	0%	0%	0%	0%
GS-10	#	62	49	2	11	0	0	0	0	0	0	0	0	0	0	0
	%	100%	79.03%	3.23%	17.74%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	698	648	12	38	3	0	0	0	1	1	1	0	0	0	0
	%	100%	92.84%	1.72%	5.44%	0.43%	0%	0%	0%	0.14%	0.14%	0.14%	0%	0%	0%	0%
GS-12	#	1,159	1,091	14	54	5	0	4	0	1	0	0	0	0	0	0
	%	100%	94.13%	1.21%	4.66%	0.43%	0%	0.35%	0%	0.09%	0%	0%	0%	0%	0%	0%
GS-13	#	1,617	1,527	14	76	9	2	3	0	1	0	3	0	0	0	0
	%	100%	94.43%	0.87%	4.70%	0.56%	0.12%	0.19%	0%	0.06%	0%	0.19%	0%	0%	0%	0%
GS-14	#	540	516	6	18	4	0	0	1	0	2	1	0	0	0	0
	%	100%	95.56%	1.11%	3.33%	0.74%	0%	0%	0.19%	0%	0.37%	0.19%	0%	0%	0%	0%

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Perm)

Year = Fiscal Year 2010

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS-15	#	208	204	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	98.08%	0%	1.92%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SES	#	31	28	1	2	1	0	1	0	0	0	0	0	0	0	0
	%	100%	90.32%	3.23%	6.45%	3.23%	0%	3.23%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	4,864	4,551	59	254	31	3	8	1	5	4	6	2	2	0	
	%	100%	93.56%	1.21%	5.22%	0.64%	0.06%	0.16%	0.02%	0.10%	0.08%	0.12%	0.04%	0.04%	0%	

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table B8: New Hires By Type of Appointment - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = Fiscal Year 2010

TYPE OF APPOINTMENT	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
PERMANENT	#	216	191	10	15	1	0	0	0	1	0	0	0	0	0
	%	100%	88.43%	4.63%	6.94%	0.46%	0%	0%	0%	0.46%	0%	0%	0%	0%	0%
TEMPORARY	#	17	15	1	1	1	0	0	0	0	0	0	0	1	0
	%	100%	88.24%	5.88%	5.88%	5.88%	0%	0%	0%	0%	0%	0%	0%	5.88%	0%
NON-APPROPRIATED	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	234	207	11	16	2	0	0	0	1	0	0	0	1	0
	%	100%	88.46%	4.70%	6.84%	0.85%	0%	0%	0%	0.43%	0%	0%	0%	0.43%	0%
PRIOR YEAR	#	263	232	6	25	2	0	0	0	0	1	0	0	1	0
	%	100%	88.21%	2.28%	9.51%	0.76%	0%	0%	0%	0%	0.38%	0%	0%	0.38%	0%

