

NATIONAL WEATHER SERVICE

Federal Agency Annual
Equal Employment Opportunity
STATUS REPORT

FY 2011

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

FY 2011

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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, 2010, to September 30, 2011.				
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. 4902
	2. Enter total number of temporary employees			2. 21
	3. Enter total number employees paid from non-appropriated funds			3. 0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 4923
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	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
X	*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*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, 2010, to September 30, 2011.
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EXECUTIVE SUMMARY

ORGANIZATION/MISSION

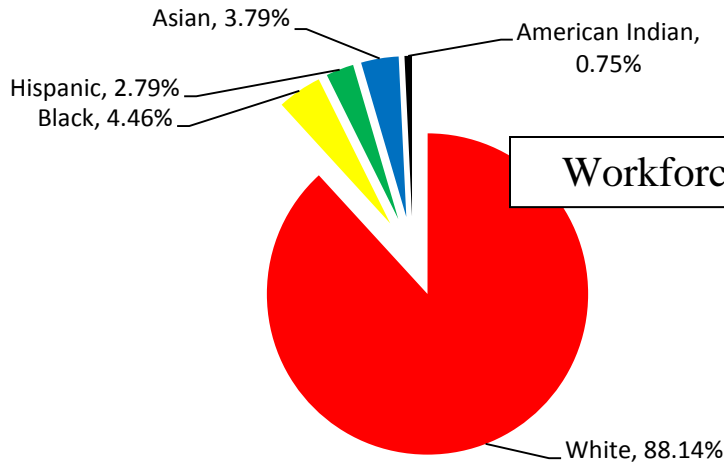
The National Weather Service (NWS) is part of the Department of Commerce’s National Oceanic and Atmospheric Administration, an agency with a diverse mission to understand and anticipate changes in the climate, weather, oceans, and coasts; to share that knowledge and information with others, and to conserve and manage marine resources. The NWS contributes to NOAA’s mission with expertise in weather, water, and climate prediction. Our mission 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.

The NWS employs 4,923 employees in 122 weather forecast offices, 13 river forecast centers, 9 national centers and other support offices around the country. NWS staff also uses trained community volunteers to enhance weather service operations. Cooperative observers collect weather data that become part of the Nation’s climate records and citizen storm spotters provide us with visual confirmation of severe weather events. The NWS is committed to recruit, retain, and develop the diverse, highly trained, and customer-service-oriented people needed to embrace change, value individual differences, and promote teamwork in serving our customers and partners.

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; 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.

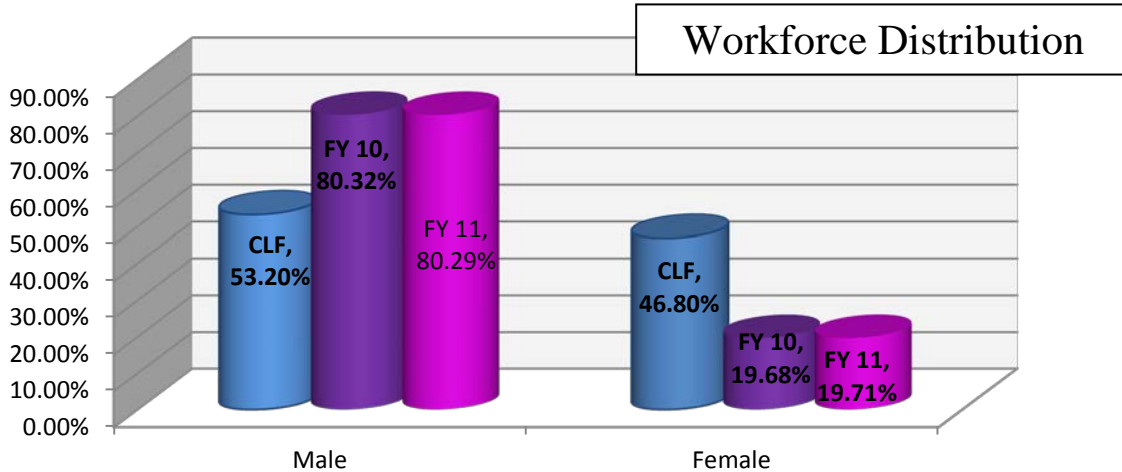
WORKFORCE SUMMARY

The NWS workforce is composed of 51 occupational series. In FY 2011, the NWS made 206 new permanent hires. Of the new hires, 75 percent were men and 25 percent were women. The NWS total permanent workforce decreased from 4,913 in FY 2010 to 4,902 in FY2011. Of these placements, the number of men employed experienced an overall decrease in representation from 3,946 to 3,936. The representation of women employed also experienced an overall decrease from 976 to 973. The pie chart below depicts a graphical representation of the NWS workforce. Whites represent 88.14, Blacks represent 4.46, Hispanics represent 2.79, Asians represent 3.79 and American Indians represent .75 percent of the NWS workforce.

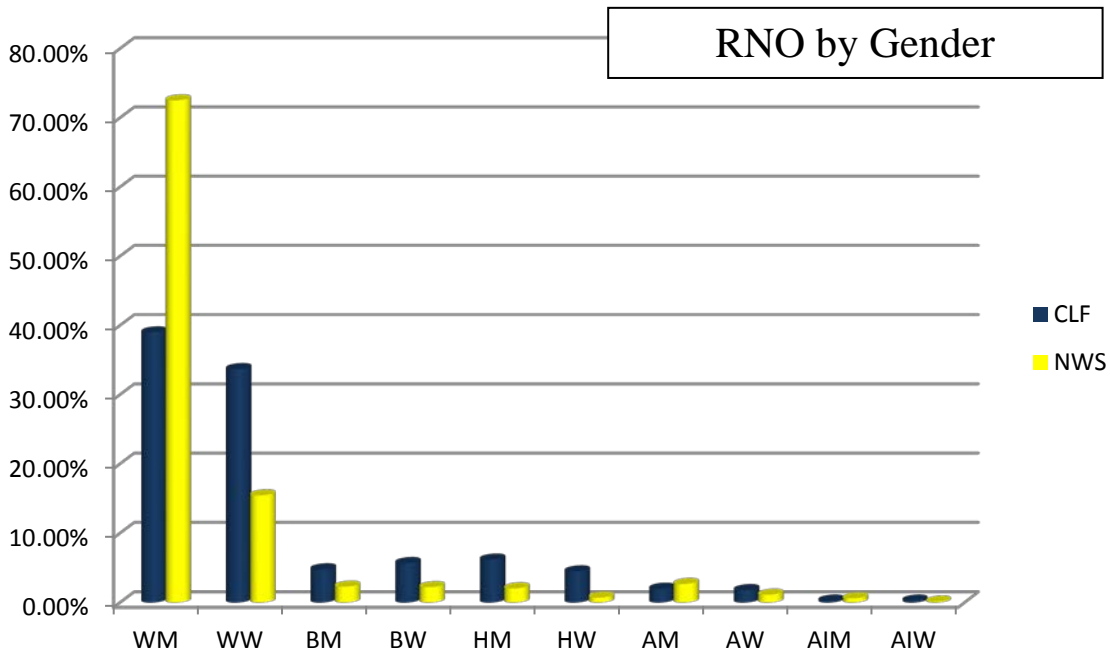


In FY 2011, women, minorities, and individuals with disabilities continued to experience low representation in the NWS workforce. There are several methods used to determine representation rates. The NWS OEODM simply compares the NWS workforce to the National Civilian Labor Force (NCLF). Underrepresentation 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.

During FY 2010 men represented 80.32 percent of the NWS permanent workforce and in FY 2011 they represented 80.29 percent. Men represent 53.20 percent of the NCLF. Men are overrepresented in the NWS workforce by 27.09 percent. In FY 2010 women represented 19.68 percent of the NWS workforce and in FY 2011 they represented 19.71 percent. In the NCLF women represent 46.80 percent of the workforce. Women are severely underrepresented in the NWS workforce. *See illustration of the Workforce Distribution below.*



As a group men are over represented in the NWS workforce; however, when you analyze men by race, you will note that Black and Hispanic men are underrepresented. Across all groups, women are underrepresented in the NWS workforce. *In the graph below, WM means White men; WW means White women; BM means Black men; BW mean Black women; HM means Hispanic men; HW means Hispanic women; AM means Asian American/Pacific Islander men; AW means Asian American/Pacific Islander women; AIM means American Indian/Alaskan Native men; and AIW means American Indian/Alaskan Native women.*



Women, minorities, and individuals with disabilities are underrepresented in all of the NWS mission related occupations (Meteorologist, Meteorologist Technician, Electronic Engineer, Electronic Technician, Physical Scientist, Hydrologist, and Information Technologist). For instance, in FY 2011 White women, Black men, Hispanic men, Asian men and American Indian women were underrepresented in the Meteorology occupational series. In FY 2011, White women, Black men and women, Hispanic women, and Asian men and women were underrepresented in the Physical Science occupational series. For more than 10 years this has been the case, the NWS needs to do more effective targeted recruitment in all of its mission related occupations, especially the Meteorology series. The Meteorology series represents over half of the NWS workforce; however, in a recent analysis done by the OEODM, of the 160 Meteorology Interns in that series only 11 were minorities.

In FY 2011 the number of permanent employees with disabilities increased by 7 individuals; however, the number of employees with targeted disabilities decreased by 3 individuals. The number of individuals who chose not to identify their disabilities increased by 17 individuals. Individuals with targeted disabilities are underrepresented in the NWS workforce. They only represent .63 percent of the NWS; however, they represent 2 percent of the NCLF.

MODEL PROGRAM SUMMARY

In an effort to create a Model EEO Program, the NWS strengths and weaknesses are addressed through the six essential elements as defined in EEOC Management Directive 715.

Demonstrated Commitment from Agency Leadership

NOAA issued a written policy statement expressing its commitment to EEO and a workplace free of discriminatory harassment. Reasonable accommodation procedures were disseminated via email and are posted on the NOAA website and linked to the OEODM web site.

Annual performance appraisals for all SES-level supervisors and managers include an element evaluating their compliance and commitment to EEO and Diversity Management.

In FY 2011, the OEODM continued to update its bulletins and website with information concerning the Federal sector EEO Program. The OEODM reminded the NWS regional EEO managers to do the same for their regions. Through training, employees and managers were made aware of their rights and responsibilities as they relate to the EEO Program.

On January 25-28, 2011, three members of the National Weather Service's OEODM conducted a Technical Assistance Visit to the National Weather Service's Southern Region. The purpose of the technical assistance visit (TAV) was to ensure consistent compliance with MD-715 requirements and the essentials for a Model EEO Program.

During the year, the NWS OEODM provided several webinar sessions including: Using Special Hiring Authorities to Expand and Diversify your Applicant Pool and Utilizing our Differences to Change the Future.

Integration of EEO into the Agency's Strategic Mission

The OEODM director has been given the authority to promote the EEO program. A budget for program management is in place to promote a comprehensive EEO program and Diversity Management Initiative. Throughout the year, the OEODM conducted/coordinated periodic briefings/training to keep management abreast of EEO responsibilities. The OEODM director is not under the direct supervision of the agency head; however, he does report to the Deputy Assistant Administrator and the OEODM staff is not present during agency deliberation prior to decisions regarding recruitment, strategies, vacancy projections, succession planning and other workforce changes. The OEODM director used to be a part of the NWS Workforce Human Capital Committee but this committee has disbanded.

The OEODM developed Strategic Plans for each underrepresented group in an effort to increase representation. The OEODM director participates in the NWS senior staff meetings and he also participates in the NWS executive officer's meetings. The OEODM director briefs the NWS managers on the status of the EEO program during weekly meetings. The OEODM meets with the NWS Regional EEO Managers quarterly and NWS Diversity Council monthly.

In May the OEODM director participated in a Leadership and Diversity Conference at the NWS La Crosse, Wisconsin office. The OEODM Director provided EEO and Diversity Management training to approximately 25 employees. The training covered the following areas: the NWS workforce demographics, how diversity management can improve our mission, and changes in the NWS diversity awareness on the years.

In August, the OEODM provided a presentation entitled *Equal Opportunity: What's Happening with the Representation of Women, Minorities, and Individual with Disabilities in the Weather Services' Workforce?* to NWS Headquarters employees. The briefing included: workforce statistics, barrier removal, and ideas on improving the representation of women, minorities, and individuals with disabilities in the NWS workforce. .

Management and Program Accountability

The OEODM provided direction and implementation of a Model EEO Program as defined by Management Directive 715. All managers and supervisors were directed to consistently apply and fairly implement personnel policies, selection and promotion procedures, rules of conduct, and training. Management accountability in support of the equal employment objectives is currently aligned to SES-level performance objectives. The OEODM director participates in the NWS senior staff meetings and he also participates in the NWS executive officer's meetings. The OEODM director briefs the NWS managers on the status of the EEO program during weekly meetings. The OEODM meets with the NWS Regional EEO Managers quarterly and NWS Diversity Council monthly.

The OEODM staff attended EEO refresher training in FY 2011. Procedures are in place to track and monitor reasonable accommodations through the OEODM and NOAA Workforce Management Office.

Proactive Prevention of Unlawful Discrimination

Because of cuts to budget, the NWS wasn't able to provide many formal training opportunities. The NWS employees were encouraged to use online training technologies, such as the Commerce e-Learning Center and webinars. The NWS employees are aware of the behaviors that are inappropriate in the workplace and the consequences which may result in inappropriate behavior. Through training and reissuance of our EEO policy statement, they were also made aware of the avenues of redress available to them.

During the year, the OEODM provided several webinar sessions; such as, Using Special Hiring Authorities to Expand and Diversify our Applicant Pool and another was Utilizing our Differences to Change the Future.

On January 25-28, 2011, three members of the National Weather Service's Office of Equal Opportunity and Diversity Management conducted a Technical Assistance Visit to the National Weather Service's Southern Region. The purpose of the technical assistance visit (TAV) was to

ensure consistent compliance with MD-715 requirements and the essentials for a Model EEO Program, described in MD-715 as it relates to EEO policy/program guidance, barrier identification/removal and Diversity Management implementation. The visit was also used to determine the effectiveness of our Diversity management process and Diversity implementation plans throughout the organization.

In honor of Dr. Martin Luther King Jr. Day, the NWS Eastern Region Headquarters office had a diversity luncheon and showed the video “A Class Divided” which documented the experiment of a teacher who separated the students by eye color in her classroom.

For National African American History Month, the NWS Eastern Region had a major event at its headquarter office in Bohemia, NY. History was brought to life when guest speaker Joseph McNeil, one of the original Greensboro Four, gave his personal remembrances of four North Carolina A&T University students peacefully sitting-in at the “white only” lunch counter at F.W. Woolworth, refusing to leave until they were served. An example of non-violence protesting, this simple act became the catalyst for a major social movement challenging racial segregation, and became the cornerstone for major civil rights legislation. The day was completed with a luncheon that featured some favorite African American dishes.

At WFO Caribou, ME a video was shown about George Washington Carver in honor of National African American History Month. In March they chose to show a video on the “Ten Commandments of Communicating with People with Disabilities”.

March was National Women’s History Month. WFO Pittsburgh showed “A Sense of Wonder” video which detailed the work of former NOAA employee Rachel Carson.

During the year, the NWS Southern Region hosted 2 Diversity Cell Conferences. The primary focus of the Diversity Cells are to provide diversity training to small groups in a relatively inexpensive manner. At the beginning of each year, 6-7 offices around the Southern Region are asked to host a Diversity Cell. With the hosting of the diversity cell, the offices put together an agenda for diversity/training presentations. Offices surrounding the host office are invited to attend.

Efficiency

As of FY 2011, the NWS has only 1 field employee left in the 0260 series. The other field employees which the NWS utilizes as EEO Managers are actually Workforce Program Coordinators. These individuals are not aware of the skill-set needed to perform as EEO Managers. The OEODM is working closely with them to provide training, increase their awareness and knowledge of this position.

Also during the year, 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 the Deputy Director.

Responsiveness and Legal Compliance

Accomplished at the NOAA level only.

CONCLUSION

In FY 2011, NWS moved closer to achieving its goal of becoming a model EEO agency. Nonetheless, there is still much to be done to ensure appropriate hiring, development, and retention goals are met. The NWS workforce remained stable; however, across the board low representation of women, minorities, and individuals with disabilities persist. This report identified several challenges: cuts in NWS training budget, improving EEO officials skill-sets, developing a pipeline of talented and diverse candidates for NWS positions; correcting substantial underrepresentation of women in the NWS workforce; and increasing the participation of individuals with disabilities and targeted disabilities.

**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.

[Redacted Signature]

Charly L. Wells

Charly L. Wells

1/31/12

Signature of Principal EEO Director/Official

Date

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

[Redacted Signature]

John L. Hayes




John L. Hayes


[Redacted Date]




Signature of Agency Head or Agency Head Designee



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"/>	<input type="checkbox"/>	
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		<input type="checkbox"/>	<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"/>	<input 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 type="checkbox"/>	<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	In most instances, EEO officials are not present during agency deliberations on these issues.
 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		X		

ensure implementation of agency EEO action plans to 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	





<p>↓ Measures</p>		Yes	No	<p>brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</p>
<p>Are all employees encouraged to use ADR?</p>		X		
<p>Is the participation of supervisors and managers in the ADR process required?</p>				<p>Accomplished at NOAA Level Only</p>
<p>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.</p>				
<p>→ Compliance Indicator</p>	<p>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</p>	<p>Measure has been met</p>		<p>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</p>
<p>↓ Measures</p>		Yes	No	
<p>Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?</p>		X		
<p>Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?</p>				<p>Accomplished at NOAA Level Only</p>
<p>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?</p>		X		
<p>Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for</p>		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	<p>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.</p>	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	<p>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</p>	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.

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FY 2011 – PART H PLAN # Element B

Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Make EEO an integral part of the agency's strategic mission.
OBJECTIVE:	Fully integrate EEO into all NWS strategic mission activities to ensure NWS has the ability to attract, develop, and retain the most qualified workforce available to support mission.
RESPONSIBLE OFFICIAL:	Director of the OEODM
DATE OBJECTIVE INITIATED:	October 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2012

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Develop a brief to NWS senior managers on ways to incorporate EEO principles into all aspects of the NWS strategic mission.	September 2012
2) The OEODM Director will continue to reinforce with the NWS senior managers the importance of including EEO principles into all agency activities.	September 2012
3) The OEODM will provide training to all EEO officials, ensuring that they have the skills needed to carry out the agency's mission.	September 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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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 2011 – PART H PLAN # Element B

Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Some designated field EEO officials do not have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions.
OBJECTIVE:	Work with NWS senior managers to ensure that all employees assigned EEO duties have the knowledge, skills, and abilities to carry out their assigned responsibilities.
RESPONSIBLE OFFICIAL:	Director of the OEODM
DATE OBJECTIVE INITIATED:	October 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2012

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Meet with the head of the agency to discuss appointing a full time EEO Specialist in each region.	September 2012
2) Provide EEO and Diversity Management training to field EEO Managers.	September 2012
3) Develop a handbook for all EEO officials and EEO/Diversity Management Focal Points.	March 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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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 2011 – PART H PLAN # Element B

Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Due to budget constraints the NWS has not periodically trained all managers, supervisors and employees in the areas of: 1.Reasonable accommodations procedures and responsibilities 2.Religious accommodations 3.Workplace harassment 4.EEO discrimination complaint process; and 5.Alternative Dispute Resolution (ADR)
OBJECTIVE:	To ensure that all managers, supervisors, and employees are trained in the areas of reasonable accommodation, workplace harassment, the EEO discrimination complaint process, and ADR.
RESPONSIBLE OFFICIAL:	Director of the OEODM
DATE OBJECTIVE INITIATED:	October 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2012

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Develop a NWS EEO and Diversity Management training team.	October 2011 <i>Complete</i>
2) NWS training team will develop a NWS training module.	January 2012 <i>Complete</i>
3) NWS training team will begin to schedule training activities.	February 2012 <i>Ongoing</i>
4) The OEODM will develop an online EEO Curriculum in the Commerce e-Learning Center.	September 2012
5) Encourage use of the Commerce e-Learning Center online training courses and webinars.	September 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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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 2011 – PART H PLAN # Element D

Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	When barriers are identified, senior managers do not develop nor implement, agency EEO action plans to eliminate said barriers. EEO Action Plan objectives are not incorporated nor implemented into the agency's strategic plans by senior managers.
OBJECTIVE:	Senior managers will work with the OEODM to eliminate barriers and to incorporate EEO goals and objectives into the agency's strategic plans.
RESPONSIBLE OFFICIAL:	NWS Regional and Headquarter Directors and the Director of OEODM
DATE OBJECTIVE INITIATED:	10/01/2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2012

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1) Provide MD-715 training to NWS senior managers.	March 2012
2) When approved, make MD-715 report available to NWS senior managers.	February 2012
4) At least twice a year, provide an EEO status report to NWS senior managers.	September 2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
FY 2011 – PART H PLAN # Element E Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE		
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Sufficient resources have 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 2011	
RESPONSIBLE OFFICIAL:	Director of OEODM	
DATE OBJECTIVE INITIATED:	October 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2011	
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 <i>Complete</i>	
2) Resend the checklist to field offices	January 2011 <i>Complete</i>	
4) Conduct at least two technical assistance visits in FY 2011	September 2011 <i>Partially Complete</i>	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>On January 25-28, 2011, three members of the National Weather Service's Office of Equal Opportunity and Diversity Management conducted a Technical Assistance Visit to the National Weather Service's Southern Region. The purpose of the technical assistance visit (TAV) was to ensure consistent compliance with MD-715 requirements and the essentials for a Model EEO Program, described in MD-715 as it relates to EEO policy/program guidance, barrier identification/removal and Diversity Management implementation. These visits are also used to determine the effectiveness of our Diversity management process and Diversity implementation plans throughout the organization. The goal is to visit at least 2 regions per fiscal year, when the budget allows.</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 2011

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 <i>Complete</i>
Encourage offices to participate in outreach activities, such as career fairs.	Ongoing <i>Complete</i>
Keep managers informed of the areas of underrepresentation in their workforce	Ongoing <i>Complete</i>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2011, 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 2011. 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 their workforce is the Student Career Experience Program (SCEP). The OEODM works with the Office of the Chief Financial Officer to administer this program each year. The OEODM encouraged NWS field offices to visit colleges and universities in their local areas to share the SCEP application process with students.

On May 17, 2011, the NWS hosted a webinar entitled, *Using Special Hiring Authorities to Expand and Diversify your Applicant Pool*. Jennifer Croft from NOAA's Workforce Management Office provided in depth information on Executive Order 13548, increasing Federal Employment of Individual with Disabilities, and the DOC Operational Plan which supports this executive order. Participants received step-by-step procedures on hiring people with disabilities, as well as other non-competitive hires. Ms. Croft also introduced a new tool for NOAA hiring managements, the NOAA "Resume Bank" of qualified applicants eligible for Schedule A or one of the Disabled Veterans hiring authorities.

On August 16, 2011 the OEODM provided a presentation entitled *Equal Opportunity: What's Happening with the Representation of Women, Minorities, and Individual with Disabilities in the Weather Services' Workforce?* to NWS Headquarters employees. The briefing was provided by Hope Hasberry. During the briefing, she talked about the NWS EEO Program and changes in the NWS workforce over the past 5 years.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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FY 2011

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>There are low participation and/or hiring rates for major occupations and/or total workforce for women, minorities, and individuals with disabilities.</p> <p>There are low participation rates for women, minorities, and individuals with disabilities in GS-11 thru SES levels.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of workforce data indicates that women, minorities, and individuals with disabilities are below the Civilian Labor Force percentages indicating low participation.</p> <p>Data are analyzed by major occupations in total and by individual occupations.</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>Representation is driven by past hires, current recruitment, current hires, retirement, and resignations. The likely barrier is that there is currently no systematic targeted recruitment of underrepresented groups.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase outreach methods using available resources.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director of the OEODM</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>Ongoing</p>

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

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
THE OEODM will provide each FMC a workforce analysis of its organization quarterly.	January 2012
Each NWS FMC will research where to conduct outreach for targeted groups in their local area.	March 2012
The OEODM will develop a NWS recruitment team.	June 2012
The NWS will use the student programs to increase the number of women, minorities, and people with disabilities candidates applying for positions.	September 2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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FY 2011

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>Individuals with Disabilities are underrepresented in the NWS workforce. Individuals with targeted disabilities represent only .63 percent of the NWS workforce, the federal average is 2.0 percent.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Low rates of hiring individuals with disabilities. Of the 206 permanent individuals hired in FY 2011, only 1 was an individual with a targeted disability.</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>Representation is driven by past hires, current recruitment, current hires, retirement, and resignations. The likely barrier is that there is currently no systematic targeted recruitment of individuals with disabilities and managers and supervisors are unaware of Special Hiring Authorities.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase outreach methods using available resources.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director of the OEODM</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>Ongoing</p>

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

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
The OEODM will promote the NOAA Reasonable Accommodation Policy.	February 2012
The OEODM will provide training to managers and supervisors on the Special Hiring Authorities used to hire individuals with disabilities.	September 2012
Promote 2 percent hiring goal.	Continuous - September 2012
Encourage use of student programs designed for student with disabilities.	September 2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

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 2011

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 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 2011
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 2011 <i>Completed</i>
Develop online EEO training curriculum on Commerce Learning Center e-learning Web site.	September 2012
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In January 2011 the NWS announced its Diversity Management Curriculum to all NWS employees. The curriculum consists of 13 courses. The NWS employees can reach it using the NOAA e-learning website.</p> <p>In June 2011 the NWS announced its Web-Based Diversity Management Clearing House Toolbox to all NWS employees. The Toolbox is designed to provide information on a number of diversity management topics, such as, diversity inquiries, electronic resources, diversity videos, and other useful subjects. It also has links to relevant training presentations and data.</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								
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 FY11		... end of FY11		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	4935	100.00%	4923	100.00%	-12	-24%		
	Reportable Disability	276	5.59%	282	5.73%	6	2.17%		
	Targeted Disability*	35	0.71%	31	0.63%	-4	-11.43%		
	* 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.						1			
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									
5. Employee Career Development Programs									
5.a. Grades 5 – 12	2400	164	6.83	16	.67	50	2.08	2186	91.08
5.b. Grades 13 – 14	2164	105	4.85	14	.65	26	1.20	2033	93.95
5.c. Grade 15/SES	247	8	3.24	1	.40	0	0.00	239	96.76
6. Employee Recognition and Awards	8,555	438	5.12	32	.37	109	1.27	8,008	93.61

6.a. Time-Off Awards (Total hrs awarded)	570 (5,328)	25	4.39	1	.18	15	2.63	530	92.98
6.b. Cash Awards (total \$\$\$ awarded)	7,858 (\$6,576,346)	410	5.22	31	.39	91	1.16	7357	93.62
6.c. Quality-Step Increase	127	3	2.36	0	0.00	3	2.36	121	95.28

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 .63 percent of the NWS workforce are individuals with targeted disabilities. The NWS hired 206 permanent employees in FY 2011; of these, 22 had a disability and 1 had a targeted disability (Table B8). Over this same timeframe, 233 employees separated from the NWS workforce: 17 with disabilities, 5 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 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>

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 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 two 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. The NWS 2 percent hiring and retention goal equals hiring approximately 14 individuals each year; however, we only hired 1 individual with a targeted disability in FY 2011. In FY 2010 we only hired 2 individuals with disabilities. In FY 2012 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.

FY 2011 Accomplishments:

- On May 17, 2011, the NWS hosted a webinar entitled, *Using Special Hiring Authorities to Expand and Diversify your Applicant Pool*. Jennifer Croft from NOAA's Workforce Management Office provided in depth information on Executive Order 13548, increasing Federal Employment of Individual with Disabilities, and the DOC Operational Plan which supports this executive order. Participants received step-by-step procedures on hiring people with disabilities, as well as other non-competitive hires. Ms. Croft also introduced a new tool for NOAA hiring managements, the NOAA "Resume Bank" of qualified applicants eligible for Schedule A or one of the Disabled Veterans hiring authorities.
- On August 16, 2011 the OEODM provided a presentation entitled *Equal Opportunity: What's Happening with the Representation of Women, Minorities, and Individual with Disabilities in the Weather Services' Workforce?* to NWS Headquarters employees. The briefing was provided by Hope Hasberry. During the briefing, she talked about the NWS EEO Program and changes in the NWS workforce over the past 5 years.

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex
 Year = FY 2011

ORGANIZATIONAL COMPONENT4902	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races			
						All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL	#	4,902	3,936	966	101	36	3,564	755	109	110	127	51	4	4	30	7	1	3	
	%	100%	80.29%	19.71%	2.06%	0.73%	72.70%	15.40%	2.22%	2.24%	2.59%	1.04%	0.08%	0.08%	0.61%	0.14%	0.02%	0.06%	
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 & CLIMATE SERVICES	#	95	43	52	0	0	36	29	5	22	2	0	0	0	0	1	0	0	
	%	100%	45.26%	54.74%	0%	0%	37.89%	30.53%	5.26%	23.16%	2.11%	0%	0%	0%	0%	1.05%	0%	0%	
OFFICE OF CLIMATE, WATER, AND WEATHER SERVICES	#	153	102	51	4	1	93	38	4	12	1	0	0	0	0	0	0	0	
	%	100%	66.67%	33.33%	2.61%	0.65%	60.78%	24.84%	2.61%	7.84%	0.65%	0%	0%	0%	0%	0%	0%	0%	
OFFICE OF HYDROLOGIC DEVELOPMENT	#	51	35	16	2	2	27	8	1	2	5	3	0	0	0	1	0	0	
	%	100%	68.63%	31.37%	3.92%	3.92%	52.94%	15.69%	1.96%	3.92%	9.80%	5.88%	0%	0%	0%	1.96%	0%	0%	
OFFICE OF SCIENCE AND TECHNOLOGY	#	141	101	40	3	1	84	23	8	10	6	6	0	0	0	0	0	0	
	%	100%	71.63%	28.37%	2.13%	0.71%	59.57%	16.31%	5.67%	7.09%	4.26%	4.26%	0%	0%	0%	0%	0%	0%	
OFFICE OF OPERATIONAL SYSTEMS	#	384	283	101	6	3	223	63	26	26	25	8	0	0	3	0	0	1	
	%	100%	73.70%	26.30%	1.56%	0.78%	58.07%	16.41%	6.77%	6.77%	6.51%	2.08%	0%	0%	0.78%	0%	0%	0.26%	
EASTERN REGION	#	680	579	101	3	3	561	90	10	5	4	3	0	0	1	0	0	0	
	%	100%	85.15%	14.85%	0.44%	0.44%	82.50%	13.24%	1.47%	0.74%	0.59%	0.44%	0%	0%	0.15%	0%	0%	0%	
SOUTHERN REGION	#	928	770	158	49	12	693	123	14	19	8	2	0	0	6	2	0	0	
	%	100%	82.97%	17.03%	5.28%	1.29%	74.68%	13.25%	1.51%	2.05%	0.86%	0.22%	0%	0%	0.65%	0.22%	0%	0%	
CENTRAL REGION	#	991	816	175	8	3	791	167	11	3	2	0	0	0	4	2	0	0	
	%	100%	82.34%	17.66%	0.81%	0.30%	79.81%	16.85%	1.11%	0.30%	0.20%	0%	0%	0%	0.40%	0.20%	0%	0%	
WESTERN REGION	#	719	594	125	11	4	557	114	9	2	10	4	0	0	7	0	0	1	
	%	100%	82.61%	17.39%	1.53%	0.56%	77.47%	15.86%	1.25%	0.28%	1.39%	0.56%	0%	0%	0.97%	0%	0%	0.14%	
ALASKA REGION	#	224	179	45	2	4	161	39	6	0	4	1	0	0	6	1	0	0	
	%	100%	79.91%	20.09%	0.89%	1.79%	71.88%	17.41%	2.68%	0%	1.79%	0.45%	0%	0%	2.68%	0.45%	0%	0%	
PACIFIC REGION	#	127	103	24	2	0	66	7	2	0	28	13	4	3	1	0	1	0	
	%	100%	81.10%	18.90%	1.57%	0%	51.97%	5.51%	1.57%	0%	22.05%	10.23%	3.15%	2.36%	0.79%	0%	0.79%	0%	
NATIONAL CENTERS FOR ENVIRONMENTAL PREDICTION	#	409	331	78	11	3	272	54	13	9	32	11	0	1	2	0	0	1	
	%	100%	80.93%	19.07%	2.69%	0.73%	66.50%	13.20%	3.18%	2.20%	7.82%	2.69%	0%	0.24%	0.49%	0%	0%	0.24%	

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

GS/GM,SES,and Related Grades	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
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%	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%	0%	0%	0%	0%
GS-03	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0%	0%	75.00%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	36	23	13	0	2	23	8	0	1	0	2	0	0	0	0	0	0
	%	100%	63.89%	36.11%	0%	5.56%	63.89%	22.22%	0%	2.78%	0%	5.56%	0%	0%	0%	0%	0%	0%
GS-05	#	43	31	12	0	0	28	11	0	1	3	0	0	0	0	0	0	0
	%	100%	72.09%	27.91%	0%	0%	65.12%	25.58%	0%	2.33%	6.98%	0%	0%	0%	0%	0%	0%	0%
GS-06	#	24	5	19	1	0	3	14	1	5	0	0	0	0	0	0	0	0
	%	100%	20.83%	79.17%	4.17%	0%	12.50%	58.33%	4.17%	20.83%	0%	0%	0%	0%	0%	0%	0%	0%
GS-07	#	134	63	71	2	1	52	51	8	14	1	4	0	0	0	1	0	0
	%	100%	47.01%	52.99%	1.49%	0.75%	38.81%	38.06%	5.97%	10.45%	0.75%	2.99%	0%	0%	0%	0.75%	0%	0%
GS-08	#	140	11	129	1	6	8	104	2	12	0	6	0	0	0	1	0	0
	%	100%	7.86%	92.14%	0.71%	4.29%	5.71%	74.29%	1.43%	8.57%	0%	4.29%	0%	0%	0%	0.71%	0%	0%
GS-09	#	151	97	54	4	3	85	40	5	7	2	3	0	0	1	1	0	0
	%	100%	64.24%	35.76%	2.65%	1.99%	55.63%	26.49%	3.31%	4.64%	1.32%	1.99%	0%	0%	0.66%	0.66%	0%	0%
GS-10	#	67	55	12	1	2	45	8	1	1	4	1	0	0	3	0	1	0
	%	100%	82.09%	17.91%	1.49%	2.99%	67.16%	11.94%	1.49%	1.49%	5.97%	1.49%	0%	0%	4.48%	0%	1.49%	0%
GS-11	#	675	571	104	21	5	503	80	27	12	8	5	1	1	11	1	0	0
	%	100%	84.59%	15.41%	3.11%	0.74%	74.52%	11.85%	4.00%	1.78%	1.19%	0.74%	0.15%	0.15%	1.63%	0.15%	0%	0%
GS-12	#	1,166	924	242	18	7	848	193	18	25	32	12	1	0	7	3	0	2
	%	100%	79.25%	20.75%	1.54%	0.60%	72.72%	16.55%	1.54%	2.14%	2.74%	1.03%	0.09%	0%	0.60%	0.26%	0%	0.17%

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

GS/GM,SES,and Related Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-13	#	1,611	1,424	187	25	7	1,308	150	29	17	56	13	1	0	5	0	0	0
	%	100%	88.39%	11.61%	1.55%	0.43%	81.19%	9.31%	1.80%	1.06%	3.48%	0.81%	0.06%	0%	0.31%	0%	0%	0%
GS-14	#	553	478	75	17	1	434	58	11	10	15	6	0	0	1	0	0	0
	%	100%	86.44%	13.56%	3.07%	0.18%	78.48%	10.49%	1.99%	1.81%	2.71%	1.08%	0%	0%	0.18%	0%	0%	0%
GS-15	#	214	180	34	7	2	166	26	3	4	3	1	0	0	1	0	0	1
	%	100%	84.11%	15.89%	3.27%	0.93%	77.57%	12.15%	1.40%	1.87%	1.40%	0.47%	0%	0%	0.47%	0%	0%	0.47%
All other (unspecified GS)	#	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%	0%	0%	0%	0%
Senior EX. Service	#	33	29	4	1	0	23	2	3	1	2	1	0	0	0	0	0	0
	%	100%	87.88%	12.12%	3.03%	0%	69.70%	6.06%	9.09%	3.03%	6.06%	3.03%	0%	0%	0%	0%	0%	0%

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table A5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)

Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-13	#	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%	0%	0%	0%	0%
WG-14	#	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%	0%	0%	0%	0%
WG-15	#	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%	0%	0%	0%	0%
All other (unspecified WG)	#	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%	0%	0%	0%	0%
TOTAL	#	17	14	3	1	0	11	3	1	0	1	0	0	0	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)

Year = FY 2011

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
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 & PROGR	#	14	6	8	0	0	5	8	1	0	0	0	0	0	0	0	0	0
	%	100%	42.86%	57.14%	0%	0%	35.71%	57.14%	7.14%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	168	18	150	0	6	15	124	2	12	1	7	0	0	0	1	0	0
	%	100%	10.71%	89.29%	0%	3.57%	8.93%	73.81%	1.19%	7.14%	0.60%	4.17%	0%	0%	0%	0.60%	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	#	45	4	41	1	1	1	20	2	18	0	2	0	0	0	0	0	0
	%	100%	8.89%	91.11%	2.22%	2.22%	2.22%	44.44%	4.44%	40.00%	0%	4.44%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0326 - OFFICE AUTOMATION CLERICAL & ASSISTANC	#	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	#	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0%	0%	0%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0340 - PROGRAM MANAGEMENT	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	50.00%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
0341 - ADMINISTRATIVE OFFICER	#	10	4	6	0	1	4	3	0	1	0	0	0	0	0	0	0	1
	%	100%	40.00%	60.00%	0%	10.00%	40.00%	30.00%	0%	10.00%	0%	0%	0%	0%	0%	0%	0%	10.00%
Occupational CLF																		
0342 - SUPPORT SERVICES ADMINISTRATION	#	9	2	7	0	1	2	3	0	2	0	1	0	0	0	0	0	0
	%	100%	22.22%	77.78%	0%	11.11%	22.22%	33.33%	0%	22.22%	0%	11.11%	0%	0%	0%	0%	0%	0%
Occupational CLF																		

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)
 Year = FY 2011

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
0343 - MANAGEMENT PROGRAM ANALYSIS	#	105	32	73	1	1	26	48	3	23	2	0	0	0	0	0	1	0	0
	%	100%	30.48%	69.52%	0.95%	0.95%	24.76%	45.71%	2.86%	21.90%	1.90%	0%	0%	0%	0%	0%	0.95%	0%	0%
Occupational CLF																			
0346 - LOGISTICS MANAGEMENT	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0%	0%	60.00%	40.00%	0%	0%	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	0	1	0	0
	%	100%	76.92%	23.08%	0%	0%	46.15%	7.69%	30.77%	7.69%	0%	0%	0%	0%	0%	0%	7.69%	0%	0%
Occupational CLF																			
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT	#	3	0	3	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	33.33%	0%	33.33%	0%	0%	0%	33.33%	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	#	28	5	23	0	0	5	17	0	4	0	2	0	0	0	0	0	0	0
	%	100%	17.86%	82.14%	0%	0%	17.86%	60.71%	0%	14.29%	0%	7.14%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0561 - BUDGET CLERICAL & ASSISTANCE	#	3	2	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	33.33%	0%	33.33%	0%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0801 - GENERAL ENGINEERING	#	33	30	3	1	0	26	2	1	1	2	0	0	0	0	0	0	0	0
	%	100%	90.91%	9.09%	3.03%	0%	78.79%	6.06%	3.03%	3.03%	6.06%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0802 - ENGINEERING TECHNICIAN	#	37	37	0	1	0	31	0	2	0	3	0	0	0	0	0	0	0	0
	%	100%	100%	0%	2.70%	0%	83.78%	0%	5.41%	0%	8.11%	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	0	1	0	0	0
	%	100%	100%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	50.00%	0%	0%	0%	0%
Occupational CLF																			

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)
 Year = FY 2011

SERIES/JOB TITLE		TOTAL WORKFORCE			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0855 - ELECTRONICS ENGINEERING	#	44	42	2	1	0	33	1	2	0	6	1	0	0	0	0	0	0	
	%	100%	95.45%	4.55%	2.27%	0%	75.00%	2.27%	4.55%	0%	13.64%	2.27%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0856 - ELECTRONICS TECHNICIAN	#	361	349	12	18	1	301	9	14	1	6	1	1	0	9	0	0	0	
	%	100%	96.68%	3.32%	4.99%	0.28%	83.38%	2.49%	3.88%	0.28%	1.66%	0.28%	0.28%	0%	2.49%	0%	0%	0%	
Occupational CLF																			
0899 - ENGINEERING & ARCHITECTURE STUDENT TR	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0	
	%	100%	33.33%	66.67%	0%	0%	33.33%	33.33%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1001 - GENERAL ARTS & INFORMATION	#	4	4	0	0	0	4	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																			
1071 - AUDIOVISUAL PRODUCTION	#	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																			
1083 - TECHNICAL WRITING & EDITING	#	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																			
1301 - GENERAL PHYSICAL SCIENCE	#	179	135	44	4	0	119	36	1	2	10	6	0	0	1	0	0	0	
	%	100%	75.42%	24.58%	2.23%	0%	66.48%	20.11%	0.56%	1.12%	5.59%	3.35%	0%	0%	0.56%	0%	0%	0%	
Occupational CLF																			
1310 - PHYSICS	#	9	9	0	0	0	9	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																			
1311 - PHYSICAL SCIENCE TECHNICIAN	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1313 - GEOPHYSICS	#	11	10	1	1	0	6	0	0	0	3	1	0	0	0	0	0	0	
	%	100%	90.91%	9.09%	9.09%	0%	54.55%	0%	0%	0%	27.27%	9.09%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1315 - HYDROLOGY	#	284	221	63	5	4	211	53	0	2	5	3	0	0	0	1	0	0	
	%	100%	77.82%	22.18%	1.76%	1.41%	74.29%	18.66%	0%	0.70%	1.76%	1.06%	0%	0%	0%	0.35%	0%	0%	
Occupational CLF																			

DEPARTMENT OF COMMERCE - NAT OCEANIC -
Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)
 Year = FY 2011

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
1316 - HYDROLOGIC TECHNICIAN	#	2	0	2	0	0	0	2	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																			
1330 - ASTRONOMY & SPACE SCIENCE	#	3	3	0	0	0	3	0	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%	0%
Occupational CLF																			
1340 - METEOROLOGY	#	2,493	2,148	345	46	11	2,022	300	31	16	41	13	0	1	8	3	0	1	0
	%	100%	86.16%	13.84%	1.85%	0.44%	81.11%	12.03%	1.24%	0.64%	1.64%	0.52%	0%	0.04%	0.32%	0.12%	0%	0.04%	0%
Occupational CLF																			
1341 - METEOROLOGICAL TECHNICIAN	#	347	295	52	6	3	257	46	13	2	8	1	1	0	9	0	1	0	0
	%	100%	85.01%	14.99%	1.73%	0.86%	74.06%	13.26%	3.75%	0.58%	2.31%	0.29%	0.29%	0%	2.59%	0%	0.29%	0%	0%
Occupational CLF																			
1360 - OCEANOGRAPHY	#	12	9	3	0	0	6	2	0	1	3	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0%	0%	50.00%	16.67%	0%	8.33%	25.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	69	49	20	1	2	45	17	2	0	1	1	0	0	0	0	0	0	0
	%	100%	71.01%	28.99%	1.45%	2.90%	65.22%	24.64%	2.90%	0%	1.45%	1.45%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
1520 - MATHEMATICS	#	1	1	0	0	0	1	0	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%	0%
Occupational CLF																			
1550 - COMPUTER SCIENCE	#	10	9	1	0	0	8	1	0	0	1	0	0	0	0	0	0	0	0
	%	100%	90.00%	10.00%	0%	0%	80.00%	10.00%	0%	0%	10.00%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
1670 - EQUIPMENT SERVICES	#	4	4	0	0	0	4	0	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%	0%
Occupational CLF																			
1750 - INSTRUCTIONAL SYSTEMS	#	1	1	0	0	0	1	0	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%	0%
Occupational CLF																			
2001 - GENERAL SUPPLY	#	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																			

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)

Year = FY 2011

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
2005 - SUPPLY CLERICAL & TECHNICIAN	#	6	3	3	0	0	3	2	0	0	0	1	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	0%	50.00%	33.33%	0%	0%	0%	16.67%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
2010 - INVENTORY MANAGEMENT	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	50.00%	0%	0%	0%	50.00%	0%	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	#	540	456	84	12	4	384	47	24	19	33	13	1	0	2	0	0	1	
	%	100%	84.44%	15.56%	2.22%	0.74%	71.11%	8.70%	4.44%	3.52%	6.11%	2.41%	0.19%	0%	0.37%	0%	0%	0.19%	
Occupational CLF																			
2299 - INFORMATION TECHNOLOGY TRAINEE	#	3	2	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	
	%	100%	66.67%	33.33%	0%	0%	33.33%	33.33%	0%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
4749 - MAINTENANCE MECHANIC	#	3	3	0	0	0	3	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																			
6907 - MATERIALS HANDER	#	14	11	3	1	0	8	3	1	0	1	0	0	0	0	0	0	0	
	%	100%	78.57%	21.43%	7.14%	0%	57.14%	21.43%	7.14%	0%	7.14%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			

DEPARTMENT OF COMMERCE - NAT OCEANIC -

Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex

Year = FY 2011

TYPE OF APPOINTMENT		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							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
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
PERMANENT	#	206	155	51	2	0	140	40	7	7	5	3	0	0	0	1	1	0
	%	100%	75.24%	24.76%	0.97%	0%	67.96%	19.42%	3.40%	3.40%	2.43%	1.46%	0%	0%	0%	0.49%	0.49%	0%
TEMPORARY	#	15	9	6	0	0	6	5	3	1	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	0%	0%	40.00%	33.33%	20.00%	6.67%	0%	0%	0%	0%	0%	0%	0%	0%
NON-APPROPRIATED	#	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%	0%	0%	0%	0%
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%

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Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Year = FY 2011

RECOGNITION OR AWARD	TOTAL WORKFORCE					RACE/ETHNICITY												
	All	Male	Female	Hispanic or Latino		Non-Hispanic or Latino												
				Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Race		
TIME-OFF AWARDS - 1-9 HOURS																		
Total Time-Off Awards Given	#	464	391	73	1	3	381	63	5	7	1	0	0	0	3	0	0	0
	%	100%	84.27%	15.73%	0.22%	0.65%	82.11%	13.58%	1.08%	1.51%	0.22%	0%	0%	0%	0.65%	0%	0%	0%
Total Hours		3,213	2,679	534	8	24	2,601	460	38	50	8	0	0	0	24	0	0	0
Average Hours		7	7	7	8	8	7	7	8	7	8	0	0	0	8	0	0	0
TIME-OFF AWARDS - 9+ HOURS																		
Total Time-Off Awards Given	#	106	71	35	2	0	66	29	3	6	0	0	0	0	0	0	0	0
	%	100%	66.98%	33.02%	1.89%	0%	62.26%	27.36%	2.83%	5.66%	0%	0%	0%	0%	0%	0%	0%	0%
Total Hours		2,115	1,429	686	32	0	1,350	560	47	126	0	0	0	0	0	0	0	0
Average Hours		20	20	20	16	0	20	19	16	21	0	0	0	0	0	0	0	0
CASH AWARDS - \$100 - \$500																		
Total Cash Awards Given	#	3,843	3,092	751	60	32	2,903	644	62	45	34	18	2	2	31	7	0	3
	%	100%	80.46%	19.54%	1.56%	0.83%	75.54%	16.76%	1.61%	1.17%	0.88%	0.47%	0.05%	0.05%	0.81%	0.18%	0%	0.08%
Total Amount		1,260,696	1,014,157	246,539	19,172	10,660	952,978	211,712	19,724	13,380	10,669	6,275	546	550	11,068	2,912	0	1,050
Average Amount		328	328	328	320	333	328	329	318	297	314	349	273	275	357	416	0	350
CASH AWARDS - \$500+																		
Total Cash Awards Given	#	4,015	3,226	789	93	30	2,938	624	74	91	100	42	2	0	18	1	1	1
	%	100%	80.35%	19.65%	2.32%	0.75%	73.17%	15.54%	1.84%	2.27%	2.49%	1.05%	0.05%	0%	0.45%	0.02%	0.02%	0.02%
Total Amount		5,315,650	4,230,952	1,084,698	115,616	36,505	3,840,424	840,251	113,598	144,357	139,848	58,085	2,500	0	18,266	2,000	700	3,500
Average Amount		1,324	1,312	1,375	1,243	1,217	1,307	1,347	1,535	1,586	1,398	1,383	1,250	0	1,015	2,000	700	3,500
QUALITY STEP INCREASES (QSI)																		
Total QSI's Awarded	#	127	99	28	3	0	94	23	0	2	1	2	0	0	1	0	0	1
	%	100%	77.95%	22.05%	2.36%	0%	74.02%	18.11%	0%	1.57%	0.79%	1.57%	0%	0%	0.79%	0%	0%	0.79%
Total Benefit		360,919	298,757	62,162	7,820	0	286,872	49,555	0	6,642	2,389	3,956	0	0	1,676	0	0	2,009
Average Benefit		2,842	3,018	2,220	2,607	0	3,052	2,155	0	3,321	2,389	1,978	0	0	1,676	0	0	2,009

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Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex

Year = FY 2011

TYPE OF SEPARATION	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	Male	Female			White		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	Male	Female
VOLUNTARY	#	218	170	48	2	0	152	39	8	7	7	1	0	1	1	0	0	0	
	%	100%	77.98%	22.02%	0.92%	0%	69.72%	17.89%	3.67%	3.21%	3.21%	0.46%	0%	0.46%	0.46%	0%	0%	0%	
INVOLUNTARY	#	15	6	9	1	1	5	6	0	1	0	0	0	0	0	1	0	0	
	%	100%	40.00%	60.00%	6.67%	6.67%	33.33%	40.00%	0%	6.67%	0%	0%	0%	0%	0%	6.67%	0%	0%	
TOTAL SEPARATIONS	#	233	176	57	3	1	157	45	8	8	7	1	0	1	1	1	0	0	
	%	100%	75.54%	24.46%	1.29%	0.43%	67.38%	19.31%	3.43%	3.43%	3.00%	0.43%	0%	0.43%	0.43%	0.43%	0%	0%	
TOTAL WORKFORCE	#	4,902	3,936	966	101	36	3,564	755	109	110	127	51	4	4	30	7	1	3	
	%	100%	80.29%	19.71%	2.06%	0.73%	72.70%	15.40%	2.22%	2.24%	2.59%	1.04%	0.08%	0.08%	0.61%	0.14%	0.02%	0.06%	

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Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2011

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine	
TOTAL	# 4,902	4,540	81	281	31	3	9	1	4	4	5	2	3	0	
	% 100%	92.62%	1.65%	5.73%	0.63%	0.06%	0.18%	0.02%	0.08%	0.08%	0.10%	0.04%	0.06%	0%	
EEOC Federal Goal	%				2.00%										
OFFICE OF ASSISTANT ADMINISTRATOR, WEATHER SERVICE	# 95	84	3	8	5	1	1	0	1	2	0	0	0	0	
	% 100%	88.42%	3.16%	8.42%	5.26%	1.05%	1.05%	0%	1.05%	2.11%	0%	0%	0%	0%	
OFFICE OF CLIMATE, WATER, AND WEATHER SERVICES	# 153	138	4	11	2	0	0	0	0	0	2	0	0	0	
	% 100%	90.20%	2.61%	7.19%	1.31%	0%	0%	0%	0%	0%	1.31%	0%	0%	0%	
OFFICE OF HYDROLOGIC DEVELOPMENT	# 51	48	0	3	1	0	1	0	0	0	0	0	0	0	
	% 100%	94.12%	0%	5.88%	1.96%	0%	1.96%	0%	0%	0%	0%	0%	0%	0%	
OFFICE OF SCIENCE AND TECHNOLOGY	# 141	129	2	10	2	0	2	0	0	0	0	0	0	0	
	% 100%	91.49%	1.42%	7.09%	1.42%	0%	1.42%	0%	0%	0%	0%	0%	0%	0%	
OFFICE OF OPERATIONAL SYSTEMS	# 384	344	8	32	5	0	1	1	0	0	0	2	1	0	
	% 100%	89.58%	2.08%	8.33%	1.30%	0%	0.26%	0.26%	0%	0%	0%	0.52%	0.26%	0%	
EASTERN REGION	# 680	649	7	24	1	1	0	0	0	0	0	0	0	0	
	% 100%	95.44%	1.03%	3.53%	0.15%	0.15%	0%	0%	0%	0%	0%	0%	0%	0%	
SOUTHERN REGION	# 928	871	15	42	5	0	3	0	1	0	1	0	0	0	
	% 100%	93.86%	1.62%	4.53%	0.54%	0%	0.32%	0%	0.11%	0%	0.11%	0%	0%	0%	
CENTRAL REGION	# 991	921	13	57	4	1	0	0	1	0	1	0	1	0	
	% 100%	92.94%	1.31%	5.75%	0.40%	0.10%	0%	0%	0.10%	0%	0.10%	0%	0.10%	0%	
WESTERN REGION	# 719	669	16	34	1	0	0	0	0	1	0	0	0	0	
	% 100%	93.05%	2.23%	4.73%	0.14%	0%	0%	0%	0%	0.14%	0%	0%	0%	0%	
ALASKA REGION	# 224	194	4	26	0	0	0	0	0	0	0	0	0	0	
	% 100%	86.61%	1.79%	11.61%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
PACIFIC REGION	# 127	114	3	10	3	0	0	0	1	0	1	0	1	0	
	% 100%	89.76%	2.36%	7.87%	2.36%	0%	0%	0%	0.79%	0%	0.79%	0%	0.79%	0%	
NATIONAL CENTERS FOR ENVIRONMENTAL PREDICTION	# 409	379	6	24	2	0	1	0	0	1	0	0	0	0	
	% 100%	92.67%	1.47%	5.87%	0.49%	0%	0.24%	0%	0%	0.24%	0%	0%	0%	0%	

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Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Perm)
 Year = FY 2011

GS/GM,SES,and Related Grades	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine	
	%	100%	97.20%	0%	2.80%	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%
SES	#	33	31	0	2	1	0	1	0	0	0	0	0	0	0
	%	100%	93.94%	0%	6.06%	3.03%	0%	3.03%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	4,851	4,494	80	277	31	3	9	1	4	4	5	2	3	0
	%	100%	92.64%	1.65%	5.71%	0.64%	0.06%	0.19%	0.02%	0.08%	0.08%	0.10%	0.04%	0.06%	0%

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Table B5-2: Participation Rates for Wage Grades by Disability (Perm)
 Year = FY 2011

WD/WG,WL/WS, and Other Wage Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine
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%
TOTAL	#	17	16	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows

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Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)

Year = FY 2011

SERIES/JOB TITLE		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine	
							Both Ears									
1315 - HYDROLOGY	#	284	269	1	14	2	0	1	0	0	0	0	1	0	0	0
	%	100%	94.72%	0.35%	4.93%	0.70%	0%	0.35%	0%	0%	0%	0%	0.35%	0%	0%	0%
1316 - HYDROLOGIC TECHNICIAN	#	2	2	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%
1330 - ASTRONOMY & SPACE SCIENCE	#	3	3	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%
1340 - METEOROLOGY	#	2,493	2,354	27	112	9	0	4	0	1	1	2	0	1	0	
	%	100%	94.42%	1.08%	4.49%	0.36%	0%	0.16%	0%	0.04%	0.04%	0.08%	0%	0.04%	0%	
1341 - METEOROLOGICAL TECHNICIAN	#	347	311	7	29	1	0	0	0	1	0	0	0	0	0	
	%	100%	89.63%	2.02%	8.36%	0.29%	0%	0%	0%	0.29%	0%	0%	0%	0%	0%	
1360 - OCEANOGRAPHY	#	12	11	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	91.67%	8.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	69	64	5	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	92.75%	7.25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
1520 - MATHEMATICS	#	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%	
1550 - COMPUTER SCIENCE	#	10	10	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%	
1670 - EQUIPMENT SERVICES	#	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%	
1750 - INSTRUCTIONAL SYSTEMS	#	1	0	0	1	1	0	0	0	0	0	1	0	0	0	
	%	100%	0%	0%	100%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	
2001 - GENERAL SUPPLY	#	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%	
2005 - SUPPLY CLERICAL & TECHNICIAN	#	6	5	0	1	1	0	0	0	0	0	0	0	1	0	
	%	100%	83.33%	0%	16.67%	16.67%	0%	0%	0%	0%	0%	0%	0%	16.67%	0%	
2010 - INVENTORY MANAGEMENT	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
2102 - TRANSPORTATION CLERK & ASSISTANT	#	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%	
2210 - INFORMATION TECHNOLOGY MANAGEMENT	#	540	497	8	35	4	0	3	0	1	0	0	0	0	0	
	%	100%	92.04%	1.48%	6.48%	0.74%	0%	0.56%	0%	0%	0.19%	0%	0%	0%	0%	

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

Year = FY 2011

TYPE OF APPOINTMENT	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine	
PERMANENT	#	206	164	20	22	1	0	0	0	0	0	0	0	1	0
	%	100%	79.61%	9.71%	10.68%	0.49%	0%	0%	0%	0%	0%	0%	0%	0.49%	0%
TEMPORARY	#	15	13	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	86.67%	0%	13.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NON-APPROPRIATED	#	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%
TOTAL CURRENT YEAR	#	221	177	20	24	1	0	0	0	0	0	0	1	0	
	%	100%	80.09%	9.05%	10.86%	0.45%	0%	0%	0%	0%	0%	0%	0.45%	0%	
TOTAL PRIOR YEAR	#	234	206	11	17	2	0	0	0	1	0	0	1	0	
	%	100%	88.03%	4.70%	7.26%	0.85%	0%	0%	0%	0.43%	0%	0%	0.43%	0%	

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Table B14: Separations by Type of Separation - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Year = FY 2011

TYPE OF SEPARATION	TOTAL	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-98] Disability	Targeted Disability	[18] Total Deafness Both Ears	[21] Blind	[30] Missing Extremities	[69] Partial Paralysis	[79] Complete Paralysis	[82] Convulsive Disorder	[90] Severe Intellectual Disorder	[91] Psychiatric Disorder	[92] Distortion of Limb/Spine	
VOLUNTARY	#	218	199	3	16	4	0	0	0	1	0	2	0	1	0
	%	100%	91.28%	1.38%	7.34%	1.83%	0%	0%	0%	0.46%	0%	0.92%	0%	0.46%	0%
INVOLUNTARY	#	15	13	1	1	1	0	0	0	0	0	0	0	0	1
	%	100%	86.67%	6.67%	6.67%	6.67%	0%	0%	0%	0%	0%	0%	0%	0%	6.67%
TOTAL SEPARATIONS	#	233	212	4	17	5	0	0	0	1	0	2	0	1	1
	%	100%	90.99%	1.72%	7.30%	2.15%	0%	0%	0%	0.43%	0%	0.86%	0%	0.43%	0.43%
TOTAL WORKFORCE	#	4,902	4,540	81	281	31	3	9	1	4	4	5	2	3	0
	%	100%	92.62%	1.65%	5.73%	0.63%	0.06%	0.18%	0.02%	0.08%	0.08%	0.10%	0.04%	0.06%	0%

