

# NATIONAL WEATHER SERVICE

Federal Agency Annual  
Equal Employment Opportunity  
STATUS REPORT

**FY 2009**



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

**FY 2009**

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<b>EEOC FORM 715-01 PART A - D</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>			
<b>For period covering October 1, 2008 , to September 30, 2009.</b>				
<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. Department of Commerce</b>	
	1.a. 2 <sup>nd</sup> level reporting component		National Oceanic and Atmospheric Administration	
	1.b. 3 <sup>rd</sup> level reporting component		National Weather Service	
	1.c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		<b>2. 1325 East West Highway</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Silver Spring, MD 20910</b>	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4.</b>	<b>5.</b>
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees			<b>1. 4917</b>
	2. Enter total number of temporary employees			<b>2. 15</b>
	3. Enter total number employees paid from non-appropriated funds			<b>3. 5</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 4937</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. John L. Hayes, Assistant Administrator for Weather Services</b>	
	2. Agency Head Designee		<b>2. Vickie L. Nadolski, Deputy Assistant Administrator for Weather Services</b>	
	3. Principal EEO Director/Official Official Title/series/grade		<b>3. Charly L. Wells, Director, Office of Equal Opportunity and Diversity Management/GS-260/14</b>	
	4. Title VII Affirmative EEO Program Official		<b>4. N/A</b>	
	5. Section 501 Affirmative Action Program Official		<b>5. N/A</b>	
	6. Complaint Processing Program Manager		<b>6. N/A</b>	
	7. Other Responsible EEO Staff			

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

EEOC FORMS and Documents Included With This Report			
X	*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential elements [FORM 715-01PART G]
X	Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement
X	Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier
X	Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]
X	Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans
X	Summary of EEO Plan action items implemented or accomplished		*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues
X	*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects

X	*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart

<b>EEOC FORM 715-01 PART E</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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National Weather Service	For period covering October 1, 2008 to September 30, 2009.
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**EXECUTIVE SUMMARY**

The National Oceanic and Atmospheric Administration’s (NOAA) National Weather Service (NWS) serves the people of the United States every day. NWS has a nearly 140 year tradition of protecting lives and property. The NWS 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. NWS data and products form a national information data base and infrastructure which can be used by other government agencies, the private sector, and the global community.

Approximately 40 percent of all NOAA employees work for the NWS. Four thousand nine hundred and thirty-seven dedicated NWS employees in 122 weather forecast offices, 21 center weather service units, 13 river forecast centers, 9 national centers and other support offices around the country carry out the NWS mission. Our annual budget of approximately \$931 million in 2009 supported a national infrastructure to gather and process data worldwide from the land, sea, and air and feed sophisticated computer models running on high-speed supercomputers. Our highly trained and skilled workforce maintains our infrastructure and uses powerful workstations to analyze all of these data and issue forecasts and warnings.

The Office of Equal Opportunity and Diversity Management (OEODM) develops national Equal Employment Opportunity (EEO) policy and program guidance, as well as annual EEO reports. NWS has a full-time staff of 4 individuals at the headquarters offices in Silver Spring, Maryland as well as full-time regional EEO managers at all but one regional headquarters office.

This report addresses management support of the Affirmative Employment Program; the EEO critical element in employee performance plans; activities for hiring, retaining and promoting minorities, women, and people with disabilities; and, the development of minority and women initiatives and activities. It is a compilation of the progress and effectiveness of the Affirmative Employment Program at NWS. It has been prepared for inclusion into a consolidated NOAA report in response to a request from the Equal Employment Opportunity Commission.

## ASSESSMENT OF THE STRENGTHS AND WEAKNESSES OF NWS EEO PROGRAM COMPARED TO THE SIX ESSENTIAL ELEMENTS OF A MODEL TITLE VII AND REHABILITATION ACT PROGRAM

### Essential Element A: Demonstrated Commitment from Agency Leadership

The NWS strengths in this element include:

- EEO policy statements are up-to-date.
- EEO policy statements have been communicated to all employees.
- Information informing applicants and employees of EEO programs, administrative and judicial remedial procedures is available to employees on the agency's internal website.

### Essential Element B: Integration of EEO into the Agency's Strategic Mission

The NWS strengths in this element include:

- The OEODM staff has the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions.
- The agency has committed sufficient funding, staffing, and resources to manage an effective EEO program.

The NWS weaknesses in this element include:

- OEODM Director is not under the direct supervision of the agency head.
- The NWS EEO Director does not have authority over the EEO programs within the subordinate reporting components (Regional EEO programs).
- Ensure that EEO officials are present during agency deliberations prior to decisions on personnel matters.

The OEODM Director reports to the Deputy Director of the National Weather Service. While there are not programmatic concerns with this reporting structure, the Equal Employment Opportunity Commission's requirement has not been met. All NOAA Line Office EEO personnel report to their respective Deputy Directors. The OEODM Director has no authority over the NWS Regional EEO programs. The OEODM provides oversight and guidance. The OEODM Director is a non-voting member of the NWS Workforce Human Capital Committee, which address hiring, recruitment, and retention.

### Essential Element C: Management and Program Accountability

The NWS strengths in this element include:

- NWS has a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination or harassment in the workplace.
- Regular EEO updates are provided to NWS management by EEO program officials.

### Essential Element D: Proactive Prevention

The NWS strengths in this element include:

- Employees and managers are encouraged to use Alternative Dispute Resolution.
- Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.

### Essential Element E: Efficiency

The NWS strengths in this element include:

- NWS has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.
- NWS employs EEO Office personnel with the adequate training and experience to conduct the analyses required by MD-715 and its instructions.

The NWS weaknesses in this element include:

- The OEODM does not know if 90 percent of the accommodation requests are processed within the time frame set forth in the agency procedures for reasonable accommodation.

The NWS does have a designated agency official; however, this person is usually only contacted when there is an issue with providing an accommodation. When the NOAA Civil Rights Office successfully completes updating the NOAA Reasonable Accommodation Policy, the OEODM will make the appropriately changes to the NWS procedures.

The OEODM is not fully sure if we are meeting the 90 percent goal since we do not have a foolproof system in place for tracking reasonable accommodations. From the data we have obtained, it looks like we may be meeting this goal. The OEODM is working with the NOAA Civil Rights Office on a tracking system.

### Essential Element F: Responsiveness and Legal Compliance

The NOAA Office of Civil Rights coordinates the NWS compliant activities.



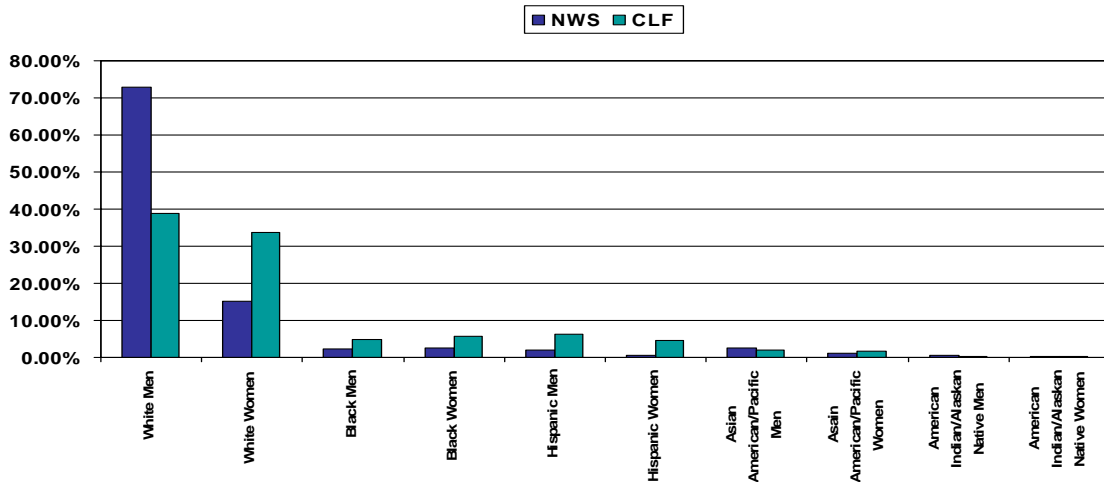
## NWS WORKFORCE ANALYSIS

During FY 2009, underrepresented rates for women, minorities, and individuals with disabilities persisted in the NWS workforce. There are several methods used to determine representation rates. The NWS OEODM simply compares the NWS workforce to the National Civilian Labor Force (NCLF). Underrepresentation is determined by comparing the NWS workforce percentage of a particular group to the appropriate NCLF. If the NWS workforce percentage for a certain group is less than the same group within the NCLF, then the NWS group is deemed to be low. For example, if 30 percent of the NWS workforce is women, but 45 percent of the NCLF are women, then women are underrepresented in the NWS workforce.

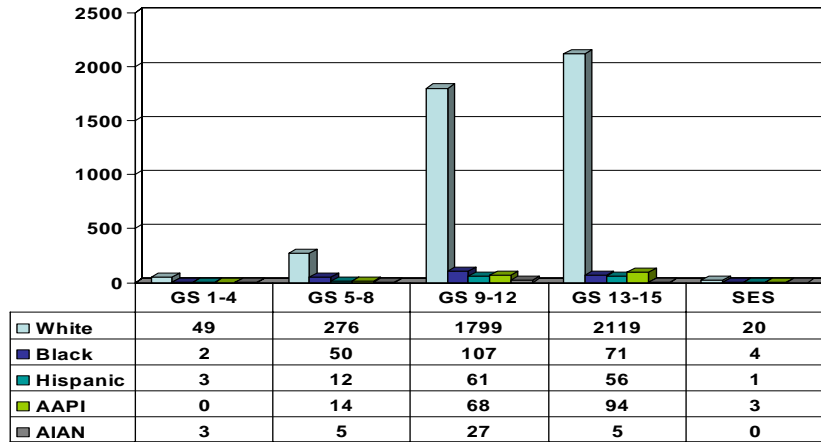
Women and minorities are still significantly underrepresented in the NWS workforce. Below are graphs that show where underrepresentation exists. The analysis is done for the entire NWS workforce, by grade, and by mission-related occupations. In the graphs, WM means White men; WW means White women; BM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

NWS Workforce by Race, National Origin, and Gender

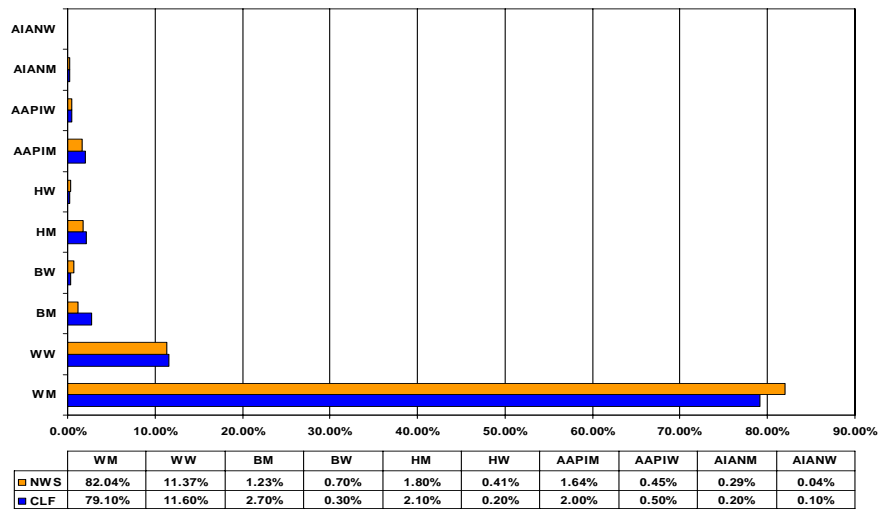
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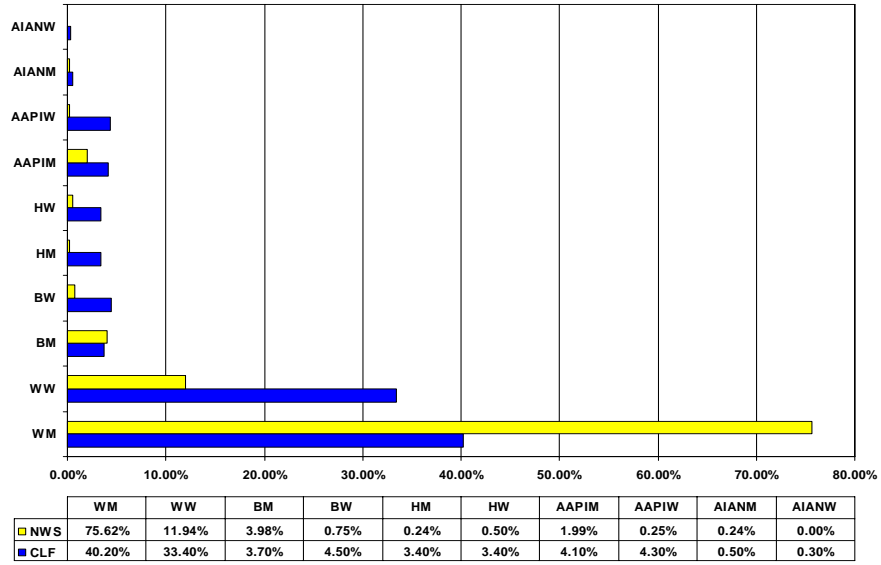
# Grade Groupings



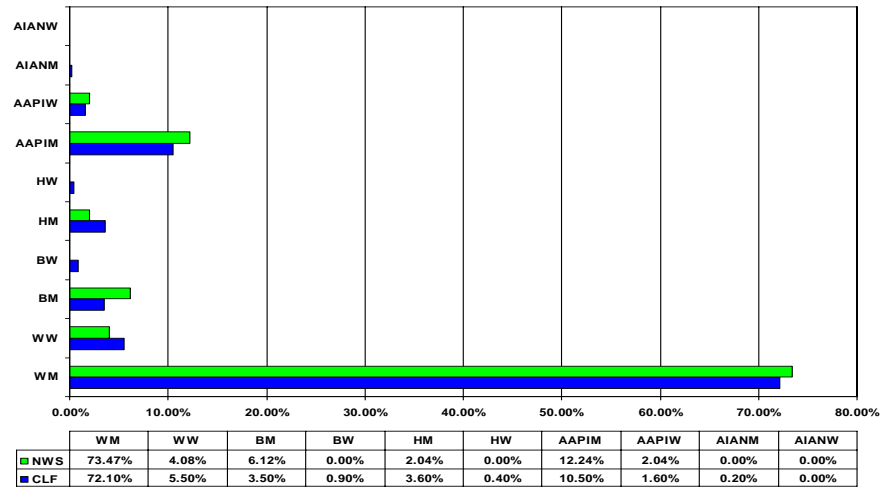
## Meteorologist 1340 NWS vs. NCLF



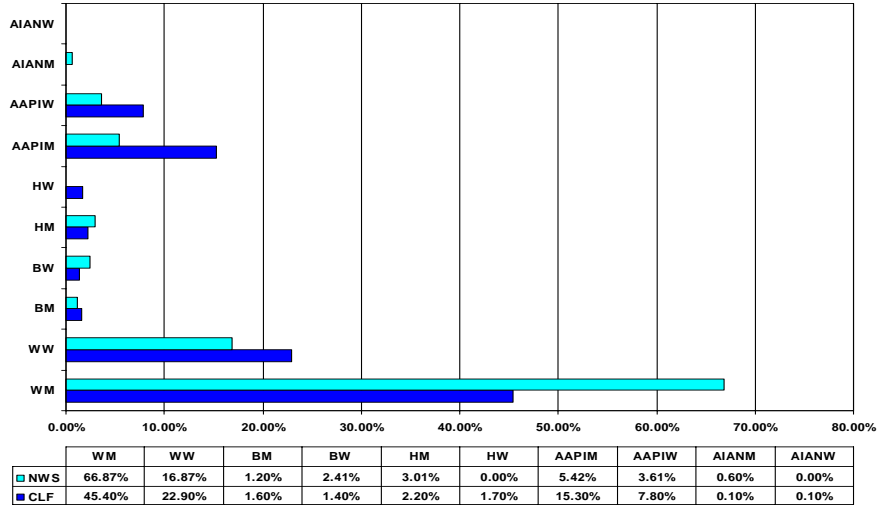
## Meteorologist Technician 1341 NWS vs. NCLF



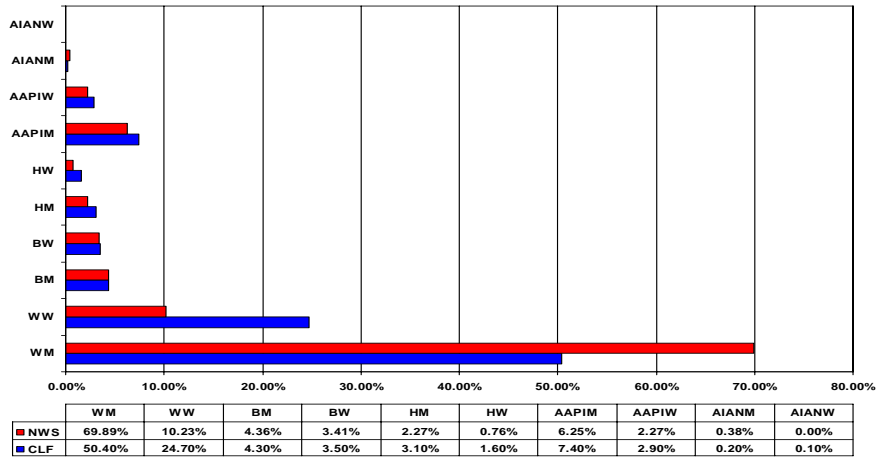
## Electronic Engineer 855 NWS vs. NCLF



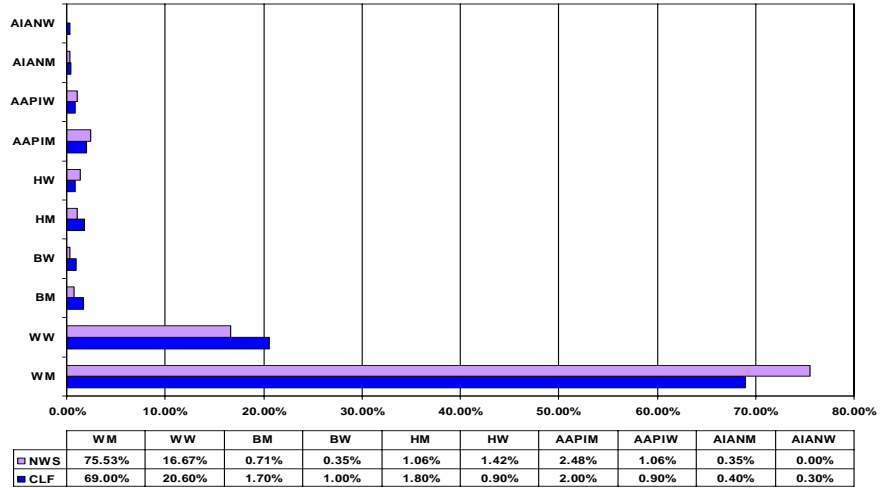
## Physical Scientist 1301 NWS vs. NCLF



## Information Technologist 2210 NWS vs. NCLF



## Hydrologist 1315 NWS vs. NCLF



<b>EOC FORM 715-01 PART F</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Charly L. Wells, Director, GS-260-14 am the

(Insert name above)

(Insert official  
title/series/grade above)


Principal EEO Director/Official for NOAA's National Weather Service


(Insert Agency/Component Name above)

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




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

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



Charly L. Wells
2/24/10  
 Signature of Principal EEO Director/Official Date  
 Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.





John L. Hayes
5/25/10  
 Signature of Agency Head or Agency Head Designee Date



<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> <b>Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.</b>				
<b>Compliance Indicator</b>	<b>EEO policy statements are up-to-date.</b>	<b>Measure has been met</b>		<b>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</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	
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"/>		
<b>Compliance Indicator</b>	<b>EEO policy statements have been communicated to all employees.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a</b>



 <b>Measures</b>		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		
 <b>Compliance Indicator</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>	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
 <b>Measures</b>		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
<b>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.</b>			
 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



 <b>Measures</b>	<b>and resources to effectively carry out a successful EEO Program.</b>	<b>Yes</b>	<b>No</b>	<b>explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
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 type="checkbox"/>	<b>Does not report to agency head, but reports to the deputy.</b>
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 checked="" type="checkbox"/>	<input type="checkbox"/>	
If the agency has 2 <sup>nd</sup> 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 <sup>nd</sup> 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>			
 <b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	



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		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient budget to support the success of its EEO Programs.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
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		
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>			
<b>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.</b>			
 <b>Compliance Indicator</b>	<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the</b>	<b>Measure has been met</b>	<b>For all unmet measures, provide a brief</b>




<p> <b>Measures</b></p>	<p><b>status of EEO programs within each manager's or supervisor's area or responsibility.</b></p>	<p><b>Yes</b></p>	<p><b>No</b></p>	<p><b>explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b></p>
<p>Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?</p>		<p><b>X</b></p>		
<p>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?</p>		<p><b>X</b></p>		
<p> <b>Compliance Indicator</b></p>	<p><b>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)]</b></p>	<p><b>Measure has been met</b></p>		<p><b>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</b></p>
<p> <b>Measures</b></p>		<p><b>Yes</b></p>	<p><b>No</b></p>	
<p>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?</p>				<p>Accomplished at NOAA Level Only</p>
<p>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?</p>				<p>Accomplished at NOAA Level Only</p>
<p>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?</p>				<p>Accomplished at NOAA Level Only</p>
<p> <b>Compliance Indicator</b></p>	<p><b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be</b></p>	<p><b>Measure has been met</b></p>		<p><b>For all unmet measures, provide a brief</b></p>




 <b>Measures</b>	<b>taken.</b>	<b>Yes</b>	<b>No</b>	<b>explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
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?		<b>X</b>		
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. Accomplished at NOAA Level Only				
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.?		<b>X</b>		
<b>Essential Element D: PROACTIVE PREVENTION</b> <b>Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</b>				
 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	<b>Measure has been met</b>	<b>For all unmet measures, provide a</b>	



 <b>Measures</b>		Yes	No	<b>brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
	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		
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>	<b>For all unmet measures, provide a</b>	







<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><b>Essential Element E: EFFICIENCY</b>  <b>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.</b></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		
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		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
 <b>Compliance Indicator</b>	<b>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)</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in</b>

 <b>Measures</b>	<b>regulations for processing EEO complaints of employment discrimination.</b>	<b>Yes</b>	<b>No</b>	<b>the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
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
 <b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
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?		X		
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		
 <b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>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</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
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		
<b>Compliance Indicator</b>	<b>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.</b>	<b>Measure has been met</b>		<b>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</b>
<b>Measures</b>		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
<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b> <b>This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b>				
<b>Compliance Indicator</b>	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>		<b>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</b>
<b>Measures</b>		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

 <b>Compliance Indicator</b>	<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>	<b>Measure has been met</b>		<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>
 <b>Measures</b>		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
 <b>Compliance Indicator</b>	<p>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</p>	<b>Measure has been met</b>		<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>
 <b>Measures</b>		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

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.			
Have the involved employees received any formal training in EEO compliance?			Accomplished at NOAA Level Only
Does the agency promptly provide to the EEOC the following documentation for completing compliance:			Accomplished at NOAA Level Only
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?			Accomplished at NOAA Level Only
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?			Accomplished at NOAA Level Only
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?			Accomplished at NOAA Level Only
Compensatory Damages: The final agency decision and evidence of payment, if made?			Accomplished at NOAA Level Only
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?			Accomplished at NOAA Level Only
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s			Accomplished at NOAA Level Only
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.			Accomplished at NOAA Level Only
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).			Accomplished at NOAA Level Only
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.			Accomplished at NOAA Level

			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.



<b>EEOC FORM 715-01 PART H</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FY 2009 – PART H PLAN # Element B</b> <b>Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE</b>		
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	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?	
<b>OBJECTIVE:</b>	Increase the OEODM's involvement in decisions affecting NWS workforce	
<b>RESPONSIBLE OFFICIAL:</b>	Director of the OEODM	
<b>DATE OBJECTIVE INITIATED:</b>	10/1/2009	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/2010	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1) Develop a briefing on the MD-715 report for senior managers about the state of the NWS	March 2010	
2) Meet with AA, DAA about EEO having more involvement in decisions that have a long-term impact on NWS employees	Monthly	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
In FY 2009, the OEODM began meeting monthly with the NWS Deputy Assistant Administrator to discuss the EEO Program goals and activities. Also, in FY 2009, the OEODM met twice with the NWS Assistant Administrator to review the EEO Program requirements. We hope to continue these meetings in FY 2010.		

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 2009 – PART H PLAN # Element E**

**Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE**

<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	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?
<b>OBJECTIVE:</b>	Initiate technical assistance visits in FY 2010
<b>RESPONSIBLE OFFICIAL:</b>	Director of OEODM
<b>DATE OBJECTIVE INITIATED:</b>	10/01/2009
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/2010

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

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

The OEODM has reviewed the technical assistance checklist and made some improvements. The checklist has been sent to the Regional EEO Managers. The goal is to visit at least 2 regional offices in FY 2010. The Western, Eastern, Alaskan, and Southern Regions have all volunteered for FY 2010.

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 2009 – PART H PLAN # Element E**

**Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE**

<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?
<b>OBJECTIVE:</b>	Ensure all employees are aware of the procedures and supervisors understand their reasonable accommodation responsibilities.
<b>RESPONSIBLE OFFICIAL:</b>	Director of the OEODM
<b>DATE OBJECTIVE INITIATED:</b>	10/1/2009
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/2010

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
1) Ensure that NWS employees are aware of the new NOAA reasonable accommodation policy changes and its requirements/procedures.	September 2010
2) Provide reasonable accommodation training to NWS managers.	September 2010
2) Ensure that Regional EEO Managers are aware that all requests must be reported to the OEODM.	October 2009

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

The NOAA Civil Rights Office is working to update the NOAA Reasonable Accommodation policy. Until these changes are implemented, all NOAA Line Offices are administrating under the 2007 policy. Once the new NOAA policy guidance has been established, OEODM will issue guidance specific to NWS employees, managers, and supervisors. The Regional EEO Managers have been asked to notify the OEODM of any reasonable accommodation requests/denials on a quarterly basis. They have also been asked to have their employees or managers complete form CD575 and submit to the OEODM.

<b>EEOC FORM 715-01 PART H</b>	<b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>FY 2009 – PART H PLAN # Element E</b> <b>Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE</b>		
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	Are 90 percent of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?	
<b>OBJECTIVE:</b>	Develop an NWS specific reasonable accommodation tracking system.	
<b>RESPONSIBLE OFFICIAL:</b>	Director of the OEODM	
<b>DATE OBJECTIVE INITIATED:</b>	10/1/2009	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/2010	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
1) Design a reasonable accommodation management tracking tool that will identify trends, monitor processing time, and analyze reasonable accommodation decisions to ensure compliance with NOAA reasonable accommodation procedures.	9/30/2010	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
Currently, NWS Regional EEO Managers are reporting reasonable accommodation requests in their EEO Quarterly Accomplishment Reports. The OEODM would like to develop an online program that will allow information to be inputted and analyzed by different users within NWS.		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FY 2009</b> <b>Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE</b>		
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Although employees have been exposed to EEO and Diversity Management training, there appears to be a continued need to heighten the awareness of EEO regulations and Diversity Management initiatives.	
<b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.	The barrier was identified through input from Regional EEO managers and Diversity Focal Points.	
<b>STATEMENT OF IDENTIFIED BARRIER:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Although information on EEO and Diversity Management is available on the intranet and through classroom training, employees still seem to be relatively unaware of their rights as they pertain to EEO laws and the programs that have been established to address their issues and concerns.	
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Create awareness of OEODM, develop comprehensive training for all employees, and create an EEO and Diversity Management Marketing Plan.	
<b>RESPONSIBLE OFFICIAL:</b>	Director of the OEODM	
<b>DATE OBJECTIVE INITIATED:</b>	October 2009	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	On-going	

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

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Develop Diversity Management Training for all employees.	September 2010
Promote NOAA E-Learning EEO and Diversity courses.	September 2010
Develop Special Emphasis Program and Diversity Management Strategic Plans.	September 2010
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<p>The NWS Diversity Management Council is working on an NWS Diversity Management curriculum for NWS employees through the NOAA Learning Management System. We plan to do the same with EEO training. The OEODM continues to encourage individuals to review the EEO training courses available under NOAA E-Learning. The OEODM in FY 2009 reviewed the EEO courses offered through NOAA E-Learning and found some of the courses sufficient for our purposes. Some of the courses in the site are not really EEO and the OEODM has spoken with site administrators about this concern. The site administrators appear to be willing to work with us to develop a NWS EEO and Diversity training curriculum.</p>	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
<b>FY 2009</b> <b>Name of Agency of Reporting Component: NATIONAL WEATHER SERVICE</b>		
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b> Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The organization is underrepresented in women and minorities, especially in the professional field and higher-grade levels. Hispanics are especially underrepresented throughout the organization.	
<b>BARRIER ANALYSIS:</b> Provide a description of the steps taken and data analyzed to determine cause of the condition.	The NWS OEODM reviewed workforce statistical data, including major occupational data.	
<b>STATEMENT OF IDENTIFIED BARRIER:</b> Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Within NWS, there aren't individuals designated to do recruitment.	
<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To develop a more centralized recruitment program. Create outreach programs that will generate a diverse pool of applicants.	
<b>RESPONSIBLE OFFICIAL:</b>	OEODM Director; NOAA Civil Rights Office; NOAA Workforce Management Office	
<b>DATE OBJECTIVE INITIATED:</b>	October 2009	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 2010	

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

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Obtain a better understanding of outreach and recruitment within NWS	September 2010
Encourage offices to participate in outreach activities, such as, career fairs	On going
Develop programs with institutions with significant populations of women and minorities	On going
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<p>NWS offices across the country continue to support their communities. NWS employees attend hundreds of career fairs, school activities, community functions, and conferences annually.</p> <p>The OEODM continues to review the personnel practices of the NWS to ensure that discriminatory practices are not occurring. One of the objectives of the OEODM is to review positions in the NWS to see how many are offered annually and of those how many are career ladder positions. The OEODM has done some research into this issue and has found that a good portion of the vacancies to fill scientific positions are offered as career ladder.</p> <p>The OEODM continues to participate on the NWS Workforce Human Capital Committee.</p> <p>In FY 2010, the NOAA Civil Rights Office, along with NOAA senior management, plan to establish several recruitment strategies aimed at increasing the representation of Hispanics and Individual with Disabilities in the NOAA workforce.</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								
<b>PART I Department or Agency Information</b>	1. Agency	1. Department of Commerce								
	1.a. 2 <sup>nd</sup> Level Component	1.a. National Oceanic and Atmospheric Administration								
	1.b. 3 <sup>rd</sup> Level or lower	1.b. National Weather Service								
<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY09		... end of FY09		Net Change				
		Number	%	Number	%	Number	Rate of Change			
	Total Work Force	4879	100.00%	4932	100.00%	53	1.09%			
	Reportable Disability	236	4.85%	252	5.13%	16	6.78%			
	Targeted Disability*	30	0.62%	29	0.59%	-1	-3.33%			
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						Data Not Available			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						2				
<b>PART III Participation Rates In Agency Employment Programs</b>										
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	2420	152	6.28	16	.66	34	1.40	2234	92.31	
5.b. Grades 13 – 14	2139	85	3.97	12	.56	20	.93	2034	95.09	
5.c. Grade 15/SES	237	7	2.95	1	.42	1	.42	229	96.62	
6. Employee Recognition and Awards										

6.a. Time-Off Awards (Total hrs awarded)									
6.b. Cash Awards (total \$\$\$ awarded)									
6.c. Quality-Step Increase									

<b>EEOC FORM 715-01</b> Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
<b>Part IV</b>  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 <b>using FORM 715-01 PART I</b>. 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><b>Workforce Analysis:</b></p> <p>The goal that EEOC would like Federal agencies to meet is 2% of the Federal workforce should be employees with targeted disabilities. Currently, only .61% of the NWS workforce is individuals with targeted disabilities. The NWS hired 263 individuals in FY2009, of these 25 had a disability and 2 had targeted disabilities (Table B8). Over this same timeframe 202 employees separate from the NWS workforce; 8 with disabilities, and 2 of which had targeted disabilities.</p> <p>In the NWS workforce, the following offices have met the 2% goal needed for parity: Office of the Assistant Administrator, Office of Hydrologic Development, and the Office of Science and Technology. Employees with targeted disabilities experience low participation rates in the GS categories of GS-11 - 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 (4) 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><b>Disability Related Deficiencies in Attaining a Model EEO Program:</b></p> <ol style="list-style-type: none"> <li>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.</li> <li>2. Efficiency – Currently there is a designated agency official or other mechanism 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 regards to how reasonable accommodations are tracked across the agency. We are currently 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% of accommodation requests are processed within the time frame set forth in the agency procedures for reasonable accommodations.</li> </ol>
<b>Part V</b>  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</p>

employees with disabilities.

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 FY2010 Goals:**

The NOAA Civil Rights Office has developed 2 preliminary Corporate Priorities relating to employees with disabilities. The goals are as follows: established a five year, 2% hiring and retention goal for employees with disabilities and implement the Departmental Reasonable Accommodations Policy at the NOAA/NWS level. The NWS has decided to adopt these goals. The NWS 2% hiring and retention goals equals approximately 14 individuals each year ( total permanent employees 4917 times 2% equals 98, 98 minus 29 current employees with targeted disabilities equals 69, 69 divided by 5 years = 13.8) In accordance with these goals, the NWS FY2010 milestones are 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.

**NATIONAL WEATHER SERVICE**

**Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex**

Year = FY 2009

EMPLOYMENT TENURE	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	
<b>TOTAL</b>																		
Prior FY	#	4,885	3,937	948	102	35	3,568	730	116	122	116	48	3	3	31	9	1	1
	%	100%	80.59%	19.41%	2.09%	0.72%	73.04%	14.94%	2.37%	2.50%	2.37%	0.98%	0.06%	0.06%	0.63%	0.18%	0.02%	0.02%
Current FY	#	4,937	3,973	964	104	32	3,589	750	115	122	126	49	4	2	32	9	2	0
	%	100%	80.47%	19.53%	2.11%	0.65%	72.70%	15.19%	2.33%	2.47%	2.55%	0.99%	0.08%	0.04%	0.65%	0.18%	0.04%	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%
Difference	#	52	36	16	2	-3	21	20	-1	0	10	1	1	-1	1	0	1	-1
Ratio Change	%	0%	-0.12%	0.12%	0.02%	-0.07%	-0.34%	0.25%	-0.05%	-0.03%	0.18%	0.01%	0.02%	-0.02%	0.01%	0%	0.02%	-0.02%
Net Change	%	1.06%	0.91%	1.69%	1.96%	-8.57%	0.59%	2.74%	-0.86%	0%	8.62%	2.08%	33.33%	-33.33%	3.23%	0%	100%	-100%
<b>PERMANENT</b>																		
Prior FY	#	4,864	3,925	939	102	35	3,557	722	116	121	116	48	3	3	30	9	1	1
	%	100%	80.69%	19.31%	2.10%	0.72%	73.13%	14.84%	2.38%	2.49%	2.38%	0.99%	0.06%	0.06%	0.62%	0.19%	0.02%	0.02%
Current FY	#	4,917	3,959	958	104	32	3,576	746	115	120	126	49	4	2	32	9	1	0
	%	100%	80.52%	19.48%	2.12%	0.65%	72.73%	15.17%	2.34%	2.44%	2.56%	1.00%	0.08%	0.04%	0.65%	0.18%	0.02%	0%
Difference	#	53	34	19	2	-3	19	24	-1	-1	10	1	1	-1	2	0	0	-1
Ratio Change	%	0%	-0.18%	0.18%	0.02%	-0.07%	-0.40%	0.33%	-0.05%	-0.05%	0.18%	0.01%	0.02%	-0.02%	0.03%	0%	0%	-0.02%
Net Change	%	1.09%	0.87%	2.02%	1.96%	-8.57%	0.53%	3.32%	-0.86%	-0.83%	8.62%	2.08%	33.33%	-33.33%	6.67%	0%	0%	-100%
<b>TEMPORARY</b>																		
Prior FY	#	15	8	7	0	0	7	6	0	1	0	0	0	0	1	0	0	0
	%	100%	53.33%	46.67%	0%	0%	46.67%	40.00%	0%	6.67%	0%	0%	0%	0%	6.67%	0%	0%	0%
Current FY	#	15	10	5	0	0	9	4	0	1	0	0	0	0	0	0	1	0
	%	100%	66.67%	33.33%	0%	0%	60.00%	26.67%	0%	6.67%	0%	0%	0%	0%	0%	0%	6.67%	0%
Difference	#	0	2	-2	0	0	2	-2	0	0	0	0	0	0	-1	0	1	0
Ratio Change	%	0%	13.33%	-13.33%	0%	0%	13.33%	-13.33%	0%	0%	0%	0%	0%	0%	-6.67%	0%	6.67%	0%
Net Change	%	0%	25.00%	-28.57%	0%	0%	28.57%	-33.33%	0%	0%	100%	0%	0%	0%	-100%	0%	100%	0%
<b>NON-APPROPRIATED</b>																		
Prior FY	#	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0%	0%	66.67%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Current FY	#	5	4	1	0	0	4	0	0	1	0	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	0%	0%	80.00%	0%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%
Difference	#	-1	0	-1	0	0	0	-2	0	1	0	0	0	0	0	0	0	0
Ratio Change	%	0%	13.33%	-13.33%	0%	0%	13.33%	-33.33%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	-16.67%	0%	-50.00%	0%	0%	0%	-100%	0%	100%	100%	0%	0%	0%	0%	0%	0%	0%

## NATIONAL WEATHER SERVICE

**Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex**  
Year = FY 2009

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	#	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
<b>TOTAL</b>	#	<b>4,917</b>	<b>3,959</b>	<b>958</b>	<b>104</b>	<b>32</b>	<b>3,574</b>	<b>746</b>	<b>115</b>	<b>120</b>	<b>127</b>	<b>49</b>	<b>3</b>	<b>2</b>	<b>32</b>	<b>9</b>	<b>1</b>	<b>0</b>	
	%	100%	80.51%	19.49%	2.12%	0.65%	72.72%	15.18%	2.34%	2.44%	2.58%	1.00%	0.06%	0.04%	0.65%	0.18%	0.02%	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%	
OFFICE OF ASSISTANT ADMINISTRATOR, WEATHER SERVICES	#	<b>166</b>	<b>85</b>	<b>81</b>	<b>3</b>	<b>1</b>	<b>54</b>	<b>35</b>	<b>21</b>	<b>39</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
	%	100%	50.91%	49.09%	1.82%	0.61%	32.12%	21.21%	12.73%	23.64%	3.64%	3.03%	0%	0%	0.61%	0.61%	0%	0%	
OFFICE OF CLIMATE, WATER, AND WEATHER SERVICES	#	<b>149</b>	<b>100</b>	<b>49</b>	<b>3</b>	<b>1</b>	<b>90</b>	<b>35</b>	<b>4</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	%	100%	67.11%	32.89%	2.01%	0.67%	60.40%	23.49%	2.68%	8.72%	2.01%	0%	0%	0%	0%	0%	0%	0%	
OFFICE OF HYDROLOGIC DEVELOPMENT	#	<b>44</b>	<b>29</b>	<b>15</b>	<b>2</b>	<b>2</b>	<b>21</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	
	%	100%	65.91%	34.09%	4.55%	4.55%	47.73%	15.91%	2.27%	4.55%	11.36%	6.82%	0%	0%	0%	2.27%	0%	0%	
OFFICE OF SCIENCE AND TECHNOLOGY	#	<b>134</b>	<b>101</b>	<b>33</b>	<b>3</b>	<b>0</b>	<b>81</b>	<b>17</b>	<b>9</b>	<b>11</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	%	100%	75.19%	24.81%	2.26%	0%	60.15%	12.78%	6.77%	8.27%	6.02%	3.76%	0%	0%	0%	0%	0%	0%	
OFFICE OF OPERATIONAL SYSTEMS	#	<b>314</b>	<b>238</b>	<b>76</b>	<b>7</b>	<b>2</b>	<b>195</b>	<b>56</b>	<b>12</b>	<b>15</b>	<b>21</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	%	100%	75.80%	24.20%	2.23%	0.64%	62.10%	17.83%	3.82%	4.78%	6.69%	0.96%	0%	0%	0.96%	0%	0%	0%	
EASTERN REGION	#	<b>668</b>	<b>566</b>	<b>102</b>	<b>5</b>	<b>3</b>	<b>542</b>	<b>91</b>	<b>14</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
	%	100%	84.73%	15.27%	0.75%	0.45%	81.14%	13.62%	2.10%	0.75%	0.60%	0.30%	0%	0%	0.15%	0.15%	0%	0%	
SOUTHERN REGION	#	<b>967</b>	<b>810</b>	<b>157</b>	<b>48</b>	<b>10</b>	<b>731</b>	<b>123</b>	<b>15</b>	<b>19</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>0</b>	
	%	100%	83.76%	16.24%	4.96%	1.03%	75.59%	12.72%	1.55%	1.96%	0.72%	0.21%	0%	0%	0.83%	0.31%	0.10%	0%	
CENTRAL REGION	#	<b>999</b>	<b>825</b>	<b>174</b>	<b>8</b>	<b>3</b>	<b>798</b>	<b>166</b>	<b>12</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	
	%	100%	82.58%	17.42%	0.80%	0.30%	79.88%	16.62%	1.20%	0.40%	0.20%	0%	0%	0%	0.40%	0.10%	0%	0%	
WESTERN REGION	#	<b>706</b>	<b>588</b>	<b>118</b>	<b>11</b>	<b>3</b>	<b>553</b>	<b>109</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	%	100%	83.29%	16.71%	1.56%	0.42%	78.33%	15.44%	1.13%	0.28%	1.42%	0.57%	0%	0%	0.85%	0%	0%	0%	
ALASKA REGION	#	<b>228</b>	<b>187</b>	<b>41</b>	<b>2</b>	<b>2</b>	<b>169</b>	<b>37</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	
	%	100%	82.02%	17.98%	0.88%	0.88%	74.12%	16.23%	2.19%	0%	1.75%	0.44%	0%	0%	3.07%	0.44%	0%	0%	
PACIFIC REGION	#	<b>128</b>	<b>103</b>	<b>25</b>	<b>2</b>	<b>0</b>	<b>69</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>27</b>	<b>14</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	%	100%	80.47%	19.53%	1.56%	0%	53.91%	7.03%	1.56%	0%	21.09%	11.00%	2.34%	1.56%	0%	0%	0%	0%	
NATIONAL CENTERS FOR ENVIRONMENTAL PREDICTION	#	<b>414</b>	<b>327</b>	<b>87</b>	<b>10</b>	<b>5</b>	<b>273</b>	<b>61</b>	<b>12</b>	<b>10</b>	<b>30</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	
	%	100%	78.99%	21.01%	2.42%	1.21%	65.94%	14.73%	2.90%	2.42%	7.25%	2.42%	0%	0%	0.48%	0.24%	0%	0%	

## NATIONAL WEATHER SERVICE

**Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)**  
Year = FY 2009

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%
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%
GS-03	#	9	6	3	0	0	6	3	0	0	0	0	0	0	0	0	0
	%	0.19%	0.15%	0.32%	0%	0%	0.17%	0.41%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	48	26	22	2	1	22	18	0	2	0	0	0	0	2	1	0
	%	0.99%	0.67%	2.33%	1.98%	3.13%	0.62%	2.46%	0%	1.67%	0%	0%	0%	0%	6.45%	11.11%	0%
GS-05	#	48	25	23	2	0	21	19	0	3	2	0	0	0	0	1	0
	%	0.99%	0.64%	2.44%	1.98%	0%	0.59%	2.60%	0%	2.50%	1.60%	0%	0%	0%	0%	11.11%	0%
GS-06	#	30	5	25	0	0	4	11	0	13	1	0	0	1	0	0	0
	%	0.62%	0.13%	2.65%	0%	0%	0.11%	1.50%	0%	10.83%	0.80%	0%	0%	50.00%	0%	0%	0%
GS-07	#	253	63	190	2	8	53	148	7	21	1	9	0	0	0	4	0
	%	5.22%	1.61%	20.13%	1.98%	25.00%	1.50%	20.22%	6.14%	17.50%	0.80%	18.37%	0%	0%	0%	44.44%	0%
GS-08	#	26	8	18	0	0	7	13	1	5	0	0	0	0	0	0	0
	%	0.54%	0.20%	1.91%	0%	0%	0.20%	1.78%	0.88%	4.17%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	113	68	45	1	0	57	33	5	8	5	3	0	1	0	0	0
	%	2.33%	1.74%	4.77%	0.99%	0%	1.61%	4.51%	4.39%	6.67%	4.00%	6.12%	0%	50.00%	0%	0%	0%
GS-10	#	77	61	16	1	1	49	12	3	2	4	1	0	0	4	0	0
	%	1.59%	1.56%	1.69%	0.99%	3.13%	1.39%	1.64%	2.63%	1.67%	3.20%	2.04%	0%	0%	12.90%	0%	0%
GS-11	#	716	622	94	22	4	555	70	25	16	7	4	1	0	12	0	0
	%	14.76%	15.92%	9.96%	21.78%	12.50%	15.72%	9.56%	21.93%	13.33%	5.60%	8.16%	33.33%	0%	38.71%	0%	0%
GS-12	#	1,156	921	235	24	8	835	188	26	22	27	14	1	0	8	3	0
	%	23.85%	23.60%	24.89%	23.76%	25.00%	23.65%	25.68%	22.81%	18.33%	21.60%	28.57%	33.33%	0%	25.81%	33.33%	0%
GS-13	#	1,605	1,427	178	23	7	1,314	142	29	18	56	11	1	0	3	0	1
	%	33.09%	36.52%	18.86%	22.77%	21.88%	37.21%	19.40%	25.44%	15.00%	44.80%	22.45%	33.33%	0%	9.68%	0%	100%
GS-14	#	534	466	68	18	1	421	56	12	5	14	6	0	0	1	0	0
	%	11.01%	11.93%	7.20%	17.82%	3.13%	11.92%	7.65%	10.53%	4.17%	11.20%	12.24%	0%	0%	3.23%	0%	0%

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	
<b>GS-15</b>	#	<b>207</b>	<b>183</b>	<b>24</b>	<b>5</b>	<b>2</b>	<b>168</b>	<b>18</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
	%	4.27%	4.68%	2.54%	4.95%	6.25%	4.76%	2.46%	2.63%	3.33%	4.80%	0%	0%	0%	3.23%	0%	0%	0%
<b>All other (unspecified GS)</b>	#	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Senior EX. Service</b>	#	<b>28</b>	<b>25</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>19</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	%	0.58%	0.64%	0.32%	0.99%	0%	0.54%	0.14%	2.63%	0.83%	1.60%	2.04%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	#	<b>4,850</b>	<b>3,907</b>	<b>944</b>	<b>101</b>	<b>32</b>	<b>3,531</b>	<b>732</b>	<b>114</b>	<b>120</b>	<b>125</b>	<b>49</b>	<b>3</b>	<b>2</b>	<b>31</b>	<b>9</b>	<b>1</b>	<b>0</b>
	%	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**

## NATIONAL WEATHER SERVICE

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

Year = FY 2009

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
0130 - FOREIGN AFFAIRS	#	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																			
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	7	1	6	0	0	0	4	1	2	0	0	0	0	0	0	0	0	0
	%	100%	14.29%	85.71%	0%	0%	0%	57.14%	14.29%	28.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAMS	#	15	5	10	1	0	3	10	1	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	6.67%	0%	20.00%	66.67%	6.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	160	7	153	0	6	6	127	0	11	1	6	0	1	0	2	0	0	0
	%	100%	4.38%	95.63%	0%	3.75%	3.75%	79.38%	0%	6.88%	0.63%	3.75%	0%	0.63%	0%	1.25%	0%	0%	0%
Occupational CLF																			
0305 - MAIL & FILE	#	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																			
0318 - SECRETARY	#	49	2	47	0	1	1	20	1	24	0	1	0	0	0	1	0	0	0
	%	100%	4.08%	95.92%	0%	2.04%	2.04%	40.82%	2.04%	48.98%	0%	2.04%	0%	0%	0%	2.04%	0%	0%	0%
Occupational CLF																			
0332 - COMPUTER OPERATION	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0%	0%	33.33%	0%	33.33%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0335 - COMPUTER CLERK & ASSISTANT	#	4	1	3	0	0	0	1	1	2	0	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%	0%
Occupational CLF																			
0340 - PROGRAM 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																			
0341 - ADMINISTRATIVE OFFICER	#	11	5	6	0	1	5	5	0	0	0	0	0	0	0	0	0	0	0
	%	100%	45.45%	54.55%	0%	9.09%	45.45%	45.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
0342 - SUPPORT SERVICES ADMINISTRATION	#	10	2	8	0	1	2	5	0	1	0	1	0	0	0	0	0	0	0
	%	100%	20.00%	80.00%	0%	10.00%	20.00%	50.00%	0%	10.00%	0%	10.00%	0%	0%	0%	0%	0%	0%	0%



SERIES/JOB TITLE	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF																			
0343 - MANAGEMENT PROGRAM ANALYSIS	#	88	25	63	1	1	19	39	3	22	2	0	0	0	0	1	0	0	
	%	100%	28.41%	71.59%	1.14%	1.14%	21.59%	44.32%	3.41%	25.00%	2.27%	0%	0%	0%	0%	1.14%	0%	0%	
Occupational CLF																			
0346 - LOGISTICS MANAGEMENT	#	7	4	3	0	0	4	2	0	1	0	0	0	0	0	0	0	0	
	%	100%	57.14%	42.86%	0%	0%	57.14%	28.57%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0391 - TELECOMMUNICATIONS	#	15	12	3	0	0	6	1	6	1	0	0	0	0	0	1	0	0	
	%	100%	80.00%	20.00%	0%	0%	40.00%	6.67%	40.00%	6.67%	0%	0%	0%	0%	0%	6.67%	0%	0%	
Occupational CLF																			
0399 - ADMINISTRATION & OFFICE SUPPORT STUD	#	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	50.00%	50.00%	0%	50.00%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0501 - FINANCIAL ADMINISTRATION & PROGRAM	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0505 - FINANCIAL MANAGEMENT	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	100%	0%	0%	0%	0%	0%	100%	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	
	%	100%	33.33%	66.67%	0%	0%	33.33%	66.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0560 - BUDGET ANALYSIS	#	28	7	21	0	0	6	16	1	3	0	2	0	0	0	0	0	0	
	%	100%	25.00%	75.00%	0%	0%	21.43%	57.14%	3.57%	10.71%	0%	7.14%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0561 - BUDGET CLERICAL & ASSISTANCE	#	4	1	3	0	0	1	0	0	2	0	1	0	0	0	0	0	0	
	%	100%	25.00%	75.00%	0%	0%	25.00%	0%	0%	50.00%	0%	25.00%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0801 - GENERAL ENGINEERING	#	33	31	2	1	0	26	2	1	0	3	0	0	0	0	0	0	0	
	%	100%	93.94%	6.06%	3.03%	0%	78.79%	6.06%	3.03%	0%	9.09%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0802 - ENGINEERING TECHNICIAN	#	40	40	0	1	0	33	0	3	0	3	0	0	0	0	0	0	0	
	%	100%	100%	0%	2.50%	0%	82.50%	0%	7.50%	0%	7.50%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0854 - COMPUTER ENGINEERING	#	2	2	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	
	%	100%	100%	0%	0%	0%	50.00%	0%	0%	0%	0%	0%	0%	50.00%	0%	0%	0%	0%	
Occupational CLF																			

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
0855 - ELECTRONICS ENGINEERING	#	49	46	3	1	0	36	2	3	0	6	1	0	0	0	0	0	0	
	%	100%	93.88%	6.12%	2.04%	0%	73.47%	4.08%	6.12%	0%	12.24%	2.04%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
0856 - ELECTRONICS TECHNICIAN	#	369	358	11	21	1	307	8	13	1	6	1	1	0	10	0	0	0	
	%	100%	97.02%	2.98%	5.69%	0.27%	83.20%	2.17%	3.52%	0.27%	1.63%	0.27%	0.27%	0%	2.71%	0%	0%	0%	
Occupational CLF																			
0899 - ENGINEERING & ARCHITECTURE STUDENT TR	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	
	%	100%	0%	100%	0%	0%	0%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1001 - GENERAL ARTS & INFORMATION	#	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																			
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																			
1101 - GENERAL BUSINESS & INDUSTRY	#	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																			
1301 - GENERAL PHYSICAL SCIENCE	#	166	128	38	5	0	111	28	2	4	9	6	0	0	1	0	0	0	
	%	100%	77.11%	22.89%	3.01%	0%	66.87%	16.87%	1.20%	2.41%	5.42%	3.61%	0%	0%	0.60%	0%	0%	0%	
Occupational CLF																			
1310 - PHYSICS	#	10	9	1	0	0	9	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	90.00%	10.00%	0%	0%	90.00%	10.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1311 - PHYSICAL SCIENCE TECHNICIAN	#	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																			
1313 - GEOPHYSICS	#	12	11	1	1	0	7	0	0	0	3	1	0	0	0	0	0	0	
	%	100%	91.67%	8.33%	8.33%	0%	58.33%	0%	0%	0%	25.00%	8.33%	0%	0%	0%	0%	0%	0%	
Occupational CLF																			
1315 - HYDROLOGY	#	282	226	56	3	4	213	47	2	1	7	3	0	0	0	1	0	0	
	%	100%	80.14%	19.86%	1.06%	1.42%	75.53%	16.67%	0.71%	0.35%	2.48%	1.06%	0%	0%	0%	0.35%	0%	0%	
Occupational CLF																			
1316 - HYDROLOGIC TECHNICIAN	#	4	1	3	0	0	0	2	1	1	0	0	0	0	0	0	0	0	

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
	%	100%	25.00%	75.00%	0%	0%	0%	50.00%	25.00%	25.00%	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
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1340 - METEOROLOGY	#	2,445	2,128	317	44	10	2,006	278	30	17	40	11	0	0	7	1	1	0
	%	100%	87.03%	12.97%	1.80%	0.41%	82.04%	11.37%	1.23%	0.70%	1.64%	0.45%	0%	0%	0.29%	0.04%	0.04%	0%
Occupational CLF																		
1341 - METEOROLOGICAL TECHNICIAN	#	402	347	55	9	2	304	48	16	3	8	1	1	1	9	0	0	0
	%	100%	86.32%	13.68%	2.24%	0.50%	75.62%	11.94%	3.98%	0.75%	1.99%	0.25%	0.25%	0.25%	2.24%	0%	0%	0%
Occupational CLF																		
1360 - OCEANOGRAPHY	#	11	9	2	0	0	6	1	0	1	3	0	0	0	0	0	0	0
	%	100%	81.82%	18.18%	0%	0%	54.55%	9.09%	0%	9.09%	27.27%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	87	54	33	2	0	49	30	0	1	1	0	0	0	2	2	0	0
	%	100%	62.07%	37.93%	2.30%	0%	56.32%	34.48%	0%	1.15%	1.15%	0%	0%	0%	2.30%	2.30%	0%	0%
Occupational CLF																		
1412 - TECHNICIAN INFORMATION SERVICES	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1520 - MATHEMATICS	#	3	1	2	0	0	1	1	0	0	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0%	0%	33.33%	33.33%	0%	0%	0%	33.33%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1550 - COMPUTER SCIENCE	#	8	7	1	0	0	6	1	0	0	1	0	0	0	0	0	0	0
	%	100%	87.50%	12.50%	0%	0%	75.00%	12.50%	0%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1670 - EQUIPMENT SERVICES	#	5	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
1701 - GENERAL EDUCATION & TRAINING	#	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																		
1750 - INSTRUCTIONAL SYSTEMS	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																		
2001 - GENERAL SUPPLY	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%

SERIES/JOB TITLE	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	Male	Female			Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
				Male	Female			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF																			
2005 - SUPPLY CLERICAL & TECHNICIAN	#	7	3	4	0	0	3	2	0	1	0	1	0	0	0	0	0	0	0
	%	100%	42.86%	57.14%	0%	0%	42.86%	28.57%	0%	14.29%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
2010 - INVENTORY MANAGEMENT	#	2	2	0	1	0	0	0	1	0	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%	0%
Occupational CLF																			
2102 - TRANSPORTATION CLERK & ASSISTANT	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			
2210 - INFORMATION TECHNOLOGY MANAGEMENT	#	528	440	88	12	4	369	54	23	18	33	12	1	0	2	0	0	0	0
	%	100%	83.33%	16.67%	2.27%	0.76%	69.89%	10.23%	4.36%	3.41%	6.25%	2.27%	0.19%	0%	0.38%	0%	0%	0%	0%
Occupational CLF																			
2299 - INFORMATION TECHNOLOGY TRAINEE	#	2	1	1	0	0	1	1	0	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%	0%
Occupational CLF																			
4749 - MAINTENANCE MECHANIC	#	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																			
6907 - MATERIALS HANDER	#	16	13	3	1	0	10	3	1	0	1	0	0	0	0	0	0	0	0
	%	100%	81.25%	18.75%	6.25%	0%	62.50%	18.75%	6.25%	0%	6.25%	0%	0%	0%	0%	0%	0%	0%	0%
Occupational CLF																			

## NATIONAL WEATHER SERVICE

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

Year = FY 2009

EMPLOYMENT TENURE	TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities								
		[05] No Disability	[01] Not identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
<b>TOTAL</b>															
Prior FY	#	4,885	4,588	59	238	31	3	8	1	4	3	6	2	4	0
	%	100%	93.92%	1.21%	4.87%	0.63%	0.06%	0.16%	0.02%	0.08%	0.06%	0.12%	0.04%	0.08%	0%
Current FY	#	4,937	4,625	58	254	30	3	8	1	4	4	6	2	2	0
	%	100%	93.68%	1.17%	5.14%	0.61%	0.06%	0.16%	0.02%	0.08%	0.08%	0.12%	0.04%	0.04%	0%
Federal High	%					2.00%									
Difference	#	52	37	-1	16	-1	0	0	0	0	1	0	0	-2	0
Ratio Change	%	0%	-0.24%	-0.03%	0.27%	-0.03%	0%	0%	0%	0%	0.02%	0%	0%	-0.04%	0%
Net Change	%	1.06%	0.81%	-1.69%	6.72%	-3.23%	0%	0%	0%	0%	33.33%	0%	0%	-50.00%	0%
<b>PERMANENT</b>															
Prior FY	#	4,864	4,569	59	236	30	3	8	1	4	2	6	2	4	0
	%	100%	93.94%	1.21%	4.85%	0.62%	0.06%	0.16%	0.02%	0.08%	0.04%	0.12%	0.04%	0.08%	0%
Current FY	#	4,917	4,607	58	252	29	3	8	1	4	3	6	2	2	0
	%	100%	93.70%	1.18%	5.13%	0.59%	0.06%	0.16%	0.02%	0.08%	0.06%	0.12%	0.04%	0.04%	0%
Difference	#	53	38	-1	16	-1	0	0	0	0	1	0	0	-2	0
Ratio Change	%	0%	-0.24%	-0.03%	0.27%	-0.03%	0%	0%	0%	0%	0.02%	0%	0%	-0.04%	0%
Net Change	%	1.09%	0.83%	-1.69%	6.78%	-3.33%	0%	0%	0%	0%	50.00%	0%	0%	-50.00%	0%
<b>TEMPORARY</b>															
Prior FY	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Current FY	#	15	15	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%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Net Change	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>NON-APPROPRIATED</b>															
Prior FY	#	6	4	0	2	1	0	0	0	0	1	0	0	0	0
	%	100%	66.67%	0%	33.33%	16.67%	0%	0%	0%	0%	16.67%	0%	0%	0%	0%
Current FY	#	5	3	0	2	1	0	0	0	0	1	0	0	0	0
	%	100%	60.00%	0%	40.00%	20.00%	0%	0%	0%	0%	20.00%	0%	0%	0%	0%
Difference	#	-1	-1	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0%	-6.67%	0%	6.67%	3.33%	0%	0%	0%	0%	3.33%	0%	0%	0%	0%
Net Change	%	-16.67%	-25.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

## NATIONAL WEATHER SERVICE

**Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Perm)**  
Year = FY 2009

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.19%	0.20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-04	#	48	46	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.99%	1.01%	0%	0.81%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-05	#	48	40	1	7	2	0	0	0	0	1	0	0	1	0	0
	%	0.99%	0.88%	1.82%	2.85%	6.90%	0%	0%	0%	0%	16.67%	0%	0%	50.00%	0%	0%
GS-06	#	30	20	1	9	1	0	0	0	0	0	0	1	0	0	0
	%	0.62%	0.44%	1.82%	3.66%	3.45%	0%	0%	0%	0%	0%	0%	50.00%	0%	0%	0%
GS-07	#	253	233	2	18	4	1	0	0	0	0	1	1	1	0	0
	%	5.21%	5.12%	3.64%	7.32%	13.79%	33.33%	0%	0%	0%	0%	33.33%	50.00%	50.00%	0%	0%
GS-08	#	26	25	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.54%	0.55%	0%	0.41%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-09	#	113	95	4	14	2	0	0	0	1	0	1	0	0	0	0
	%	2.33%	2.09%	7.27%	5.69%	6.90%	0%	0%	0%	25.00%	0%	33.33%	0%	0%	0%	0%
GS-10	#	77	59	2	16	0	0	0	0	0	0	0	0	0	0	0
	%	1.59%	1.30%	3.64%	6.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-11	#	716	673	9	34	2	0	0	0	1	1	0	0	0	0	0
	%	1.59%	1.30%	3.64%	6.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-12	#	1,157	1,089	15	53	5	0	4	0	1	0	0	0	0	0	0
	%	23.84%	23.92%	27.27%	21.54%	17.24%	0%	50.00%	0%	25.00%	0%	0%	0%	0%	0%	0%
GS-13	#	1,605	1,521	14	70	9	2	3	0	1	0	3	0	0	0	0
	%	33.07%	33.41%	25.45%	28.46%	31.03%	66.67%	37.50%	0%	25.00%	0%	100%	0%	0%	0%	0%
GS-14	#	534	513	6	15	3	0	0	1	0	1	1	0	0	0	0
	%	11.00%	11.27%	10.91%	6.10%	10.34%	0%	0%	100%	0%	16.67%	33.33%	0%	0%	0%	0%

GS/GM,SES,and Related Grades		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS-15	#	207	202	0	5	0	0	0	0	0	0	0	0	0	0
	%	4.27%	4.44%	0%	2.03%	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	#	30	27	1	2	1	0	1	0	0	0	0	0	0	0
	%	0.62%	0.59%	1.82%	0.81%	3.45%	0%	12.50%	0%	0%	0%	0%	0%	0%	0%
TOTAL	#	4,853	4,552	55	246	29	3	8	1	4	6	3	2	2	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**NOTE: Percentages computed down columns and NOT across rows**

## NATIONAL WEATHER SERVICE

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

Year = FY 2009

SERIES/JOB TITLE		TOTAL WORKFORCE	Total by Disability Status					Total for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
0130 - FOREIGN AFFAIRS	#	1	1	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%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	85.71%	0%	14.29%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAMS	#	15	12	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100%	80.00%	0%	20.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	160	141	3	16	4	1	0	0	0	1	1	0	1	0	0
	%	100%	88.13%	1.88%	10.00%	2.50%	0.63%	0%	0%	0%	0.63%	0.63%	0%	0.63%	0%	0%
0305 - MAIL & FILE	#	1	1	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%
0318 - SECRETARY	#	49	41	1	7	1	0	0	0	0	0	0	1	0	0	0
	%	100%	83.67%	2.04%	14.29%	2.04%	0%	0%	0%	0%	0%	0%	2.04%	0%	0%	0%
0332 - COMPUTER OPERATION	#	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%
0335 - COMPUTER CLERK & ASSISTANT	#	4	3	0	1	1	0	0	0	0	0	0	1	0	0	0
	%	100%	75.00%	0%	25.00%	25.00%	0%	0%	0%	0%	0%	0%	25.00%	0%	0%	0%
0340 - PROGRAM MANAGEMENT	#	1	1	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%
0341 - ADMINISTRATIVE OFFICER	#	11	11	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%
0342 - SUPPORT SERVICES ADMINISTRATION	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	90.00%	0%	10.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0343 - MANAGEMENT PROGRAM ANALYSIS	#	88	78	2	8	2	1	0	0	1	0	0	0	0	0	0
	%	100%	88.64%	2.27%	9.09%	2.27%	1.14%	0%	0%	1.14%	0%	0%	0%	0%	0%	0%
0346 - LOGISTICS MANAGEMENT	#	7	5	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	71.43%	0%	28.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0391 - TELECOMMUNICATIONS	#	15	15	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%
0399 - ADMINISTRATION & OFFICE SUPPORT STUDENT	#	2	1	0	1	0	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%	0%
0501 - FINANCIAL ADMINISTRATION & PROGRAMS	#	1	1	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%
0505 - FINANCIAL MANAGEMENT	#	1	1	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%
0525 - ACCOUNTING TECHNICIAN	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



SERIES/JOB TITLE	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
	%	100%	66.67%	0%	33.33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0560 - BUDGET ANALYSIS	#	28	27	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	96.43%	0%	3.57%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0561 - BUDGET CLERICAL & ASSISTANCE	#	4	4	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%
0801 - GENERAL ENGINEERING	#	33	32	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	96.97%	0%	3.03%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0802 - ENGINEERING TECHNICIAN	#	40	33	2	5	1	0	0	0	1	0	0	0	0	0
	%	100%	82.50%	5.00%	12.50%	2.50%	0%	0%	0%	2.50%	0%	0%	0%	0%	0%
0854 - COMPUTER ENGINEERING	#	2	2	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%
0855 - ELECTRONICS ENGINEERING	#	49	45	1	3	1	0	0	1	0	0	0	0	0	0
	%	100%	91.84%	2.04%	6.12%	2.04%	0%	0%	2.04%	0%	0%	0%	0%	0%	0%
0856 - ELECTRONICS TECHNICIAN	#	369	349	8	12	0	0	0	0	0	0	0	0	0	0
	%	100%	94.58%	2.17%	3.25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
0899 - ENGINEERING & ARCHITECTURE STUDENT TR	#	2	2	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%
1001 - GENERAL ARTS & INFORMATION	#	3	3	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%
1071 - AUDIOVISUAL PRODUCTION	#	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%
1083 - TECHNICAL WRITING & EDITING	#	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%
1101 - GENERAL BUSINESS & INDUSTRY	#	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%
1301 - GENERAL PHYSICAL SCIENCE	#	168	148	6	14	2	1	1	0	0	0	0	0	0	0
	%	100%	88.10%	3.57%	8.33%	1.19%	0.60%	0.60%	0%	0%	0%	0%	0%	0%	0%
1310 - PHYSICS	#	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%
1311 - PHYSICAL SCIENCE TECHNICIAN	#	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%
1313 - GEOPHYSICS	#	12	10	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	83.33%	0%	16.67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1315 - HYDROLOGY	#	282	269	2	11	1	0	0	0	0	1	0	0	0	0
	%	100%	95.39%	0.71%	3.90%	0.35%	0%	0%	0%	0%	0.35%	0%	0%	0%	0%
1316 - HYDROLOGIC TECHNICIAN	#	4	4	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%
1330 - ASTRONOMY & SPACE SCIENCE	#	3	3	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%

SERIES/JOB TITLE	TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1340 - METEOROLOGY	#	2,445	2,331	19	95	9	0	4	0	1	1	3	0	0	0
	%	100%	95.34%	0.78%	3.89%	0.37%	0%	0.16%	0%	0.04%	0.12%	0%	0%	0%	0%
1341 - METEOROLOGICAL TECHNICIAN	#	402	367	7	28	1	0	0	0	1	0	0	0	0	0
	%	100%	91.29%	1.74%	6.97%	0.25%	0%	0%	0%	0.25%	0%	0%	0%	0%	0%
1360 - OCEANOGRAPHY	#	11	11	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%
1399 - PHYSICAL SCIENCE STUDENT TRAINEE	#	87	84	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	96.55%	0%	3.45%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1412 - TECHNICIAN INFORMATION SERVICES	#	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%
1520 - MATHEMATICS	#	3	3	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	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	12.50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1670 - EQUIPMENT SERVICES	#	5	3	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	60.00%	0%	40.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
1701 - GENERAL EDUCATION & TRAINING	#	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%
1750 - INSTRUCTIONAL SYSTEMS	#	1	0	0	1	1	0	0	0	0	1	0	0	0	0
	%	100%	0%	0%	100%	100%	0%	0%	0%	0%	100%	0%	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	#	7	6	0	1	1	0	0	0	0	0	0	0	1	0
	%	100%	85.71%	0%	14.29%	14.29%	0%	0%	0%	0%	0%	0%	0%	14.29%	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	#	528	494	5	29	4	0	3	0	1	0	0	0	0	0
	%	100%	93.56%	0.95%	5.49%	0.76%	0%	0.57%	0%	0.19%	0%	0%	0%	0%	0%
2299 - INFORMATION TECHNOLOGY TRAINEE	#	2	2	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%
4749 - MAINTENANCE MECHANIC	#	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%
6907 - MATERIALS HANDER	#	16	14	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	6.25%	6.25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

## NATIONAL WEATHER SERVICE

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

Year = FY 2009

TYPE OF APPOINTMENT		TOTAL WORKFORCE	Total by Disability Status				Total for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	28,32-38 Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
<b>PERMANENT</b>	#	<b>240</b>	<b>213</b>	<b>6</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	%	100%	88.75%	2.50%	8.75%	0.42%	0%	0%	0%	0%	0%	0.42%	0%	0%	0%	0%
<b>TEMPORARY</b>	#	<b>21</b>	<b>18</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
	%	100%	85.71%	0%	14.29%	4.76%	0%	0%	0%	0%	0%	0%	0%	0%	4.76%	0%
<b>NON-APPROPRIATED</b>	#	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	%	100%	50.00%	0%	50.00%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	#	<b>263</b>	<b>232</b>	<b>6</b>	<b>25</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
	%	100%	88.21%	2.28%	9.51%	0.76%	0%	0%	0%	0%	0%	0.38%	0%	0%	0.38%	0%
<b>PRIOR YEAR</b>	#	291	248	17	26	3	0	1	0	0	1	1	0	0	0	0
	%	100%	85.22%	5.84%	8.93%	1.03%	0%	0.34%	0%	0%	0.34%	0.34%	0%	0%	0%	0%