

Environmental Protection Agency

For period covering October 1, 2021 to September 30, 2022

PART A Department or Agency Identifying Information	1. Agency	1. Environmental Protection Agency		
	1.a 2nd level reporting component			
	2. Address	2. 1200 Pennsylvania Avenue, NW		
	3. City, State, Zip Code	3. Washington, DC 20460		
	4. Agency Code 5. FIPS code(s)	4. EP00	5. 6800	

PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 14462
	2. Enter total number of temporary employees	2. 757
	3. TOTAL EMPLOYMENT [add lines B 1 through 2]	4. 15219

PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	Title Type	Name	Title
		Head of Agency	Michael Regan
	Head of Agency Designee	Janet McCabe	Deputy Administrator
	Principal EEO Director/Official	JuanCarlos Hunt	Director, Office of Civil Rights
	Affirmative Employment Program Manager	Cecily L. Johnson	Assistant Director, Affirmative Employment, Analysis, and Accountability Staff (AEAA)
	Complaint Processing Program Manager	Cynthia Darden	Assistant Director, Employee Complaint Resolutions Staff (ECRS)
	Diversity & Inclusion Officer	Linda Datcher	Director, Diversity, Outreach & Employment Services Division
	Hispanic Program Manager (SEPM)	Margaret Gerardin	Equal Employment Manager
	Women's Program Manager (SEPM)	Margaret Gerardin	Equal Employment Manager
	Disability Program Manager (SEPM)	Tiffany Houser	Equal Employment Specialist
	Special Placement Program Coordinator (Individuals with Disabilities)	Anthony Napoli	Program Analyst
	Reasonable Accommodation Program Manager	Amanda Sweda	Senior National Reasonable Accommodation Coordinator
	Anti-Harassment Program Manager	Shaundrelle Watson	Program Manager
	ADR Program Manager	Norwood Dennis	OCR ADR Coordinator/EEO Specialist
	Compliance Manager	Cynthia Darden	Assistant Director, Employee Complaint Resolutions Staff (ECRS)
	Principal MD-715 Preparer	Cecily L. Johnson	Assistant Director, Affirmative Employment
	Other EEO Staff	Renee Clark	Associate Assistant Director, ECRS

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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	Country	Agency Code
	Environmental Protection Agency Boston, MA	United States	EP00
	Environmental Protection Agency Atlanta, GA	United States	EP00
	Environmental Protection Agency Chicago, IL	United States	EP00
	Environmental Protection Agency Philadelphia, PA	United States	EP00
	Environmental Protection Agency Dallas, TX	United States	EP00
	Environmental Protection Agency Lenexa, KS	United States	EP00
	Environmental Protection Agency Seattle, WA	United States	EP00
	Environmental Protection Agency New York City, NY	United States	EP00
	Environmental Protection Agency Denver, CO	United States	EP00
	Environmental Protection Agency San Francisco, CA	United States	EP00

EEOC FORMS and Documents	Required	Uploaded	
Organization Chart	Y	Y	
Alternative Dispute Resolution Procedures	Y	Y	
EEO Policy Statement	Y	Y	
Agency Strategic Plan	Y	Y	
Reasonable Accommodation Procedure	Y	Y	
Anti-Harassment Policy and Procedures	Y	Y	
Personal Assistance Services Procedures	Y	Y	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	Y	
Diversity Policy Statement	N	Y	
EEO Strategic Plan	N	Y	
Human Capital Strategic Plan	N	Y	
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	Y	
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	Y	

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EXECUTIVE SUMMARY: MISSION

Introduction

The Equal Employment Opportunity (EEO) program report outlines the status of the U.S. Environmental Protection Agency (EPA or Agency) fiscal year 2022 (FY22) Equal Employment Opportunity Program activities, as required by the U.S. Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715). This report highlights EPA's accomplishments in establishing and maintaining a model EEO program based on the six essential elements outlined by the EEOC:

- Demonstrated Commitment from Agency leadership
- Integration of EEO into the Agency's Strategic Plan
- Management and Program Accountability
- Proactive Prevention of Unlawful Discrimination
- Efficiency
- Responsiveness and Legal Compliance

EPA reviewed its FY22 program activities against these six essential elements. Where it identified deficiencies, it developed planned activities to address them.

The U.S. Environmental Protection Agency

The mission of the EPA is "to protect human health and the environment." EPA works to deliver a cleaner, safer, and healthier environment by administering and enforcing federal laws. The Agency works to achieve its environmental and human health objectives by engaging with federal, tribal, state, and local government partners and the Agency's many stakeholders. Fostering and maintaining a diverse, equitable, inclusive, accessible, highly skilled, and engaged workforce consistent with EEO and merit system principles is essential to fulfilling EPA's mission.

The Office of Civil Rights

EPA's Office of Civil Rights (OCR) provides leadership, direction, and guidance in carrying out the Agency's EEO program. OCR develops policies and procedures to implement the Agency's civil rights responsibilities and to maintain an affirmative program to promote equal employment opportunity. EPA's senior leadership has established EEO as one of its top priorities by recognizing that to fulfill the agency's mission it is important to build and support a talented workforce and to promote a work environment that is diverse, equitable, inclusive, and accessible.

OCR's mission is as follows: "To create a model civil rights program that improves the employment experience at EPA." To fulfill this mission, OCR utilizes six guiding principles:

- Outstanding Customer Experience
- Collaboration
- Expertise
- Timeliness
- Innovation
- Accountability

OCR developed these principles as guideposts to follow. These principles reflect the commitment of the program to achieve its various objectives. OCR also has adopted the motto, "All in Against Discrimination," which reflects OCR's message to agency employees, supervisors, and managers that we all must work to promote and advance EEO principles; it is not just the job of OCR.

Finally, OCR's Strategic Plan states that EPA leadership will establish civil rights as one of its top priorities by recognizing that EEO supports a diverse and talented workforce, which is critical to the Agency's mission and success.

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F**Model EEO Program – Six Essential Elements**

As noted above, the Agency reviewed its program activities from FY22 against the six essential elements of a model civil rights program as prescribed by the EEOC. The sections below provide examples of EPA's accomplishments under each of the six elements. Additional information can be found in Part G, the Agency's self-assessment guide towards a model EEO program.

Essential Element A – Demonstrated commitment from Leadership

The EPA Administrator is strongly committed to EEO and diversity in the workplace and in FY22, he demonstrated his commitment by reissuing the Agency's EEO Policy Statement and Anti-Harassment Statement in a mass mailer to all of EPA's workforce, which included all employees, student volunteers, and any other individuals with an EPA email address. The statements reaffirmed the Agency leadership's commitment to EEO, which includes a workplace free of discrimination. EPA also posted the statements on its internal and external website.

The OCR Director delivered the Agency's annual "State of EEO" briefing to the Administrator and senior leadership. Throughout FY22, the OCR Director also briefed senior leadership on EEO activities and initiatives. These briefings presented information on the Agency's workforce demographics and progress reports on several national priority efforts that OCR managed. Furthermore, the OCR Director held a virtual "State of EEO" presentation, which was open for any interested agency employee, manager, and supervisor to attend.

Some details and examples of demonstrated commitment from Agency leadership to EEO include:

- The Administrator ensured that for the first time in the Agency's history, EPA was a platinum sponsor of the 2022 BIG NTI. EPA was the only federal government agency to reach this status at the 2022 BIG NTI. Fourteen EPA offices and regions collectively participated and contributed to the agency's financial sponsorship of the BIG NTI.
- The Administrator ensured that for the first time in the agency's history, EPA was a presidential sponsor of the 2022 LULAC FTI. EPA was one of two federal government agencies at this level. Thirteen EPA offices and regions collectively participated and contributed to the agency's financial sponsorship of the LULAC FTI.
- The Deputy Administrator led the Agency's DEIA effort. She actively attended and participated in biweekly meetings with the implementation team, led webinars to address various issues and the status of the DEIA effort, and shepherded the Agency's completion of its DEIA Action Plan.
- The Deputy Civil Rights Officials (DCROs) continued to be fully engaged in EPA's EEO efforts: several welcomed OCR for technical assistance visits, sent messages to staff following hate crimes, spearheaded listening sessions with staff on a variety of civil rights issues, and contributed funds from their region and program offices for conferences, such as BIG and LULAC.
- The Agency established EPA's Framework to Address Workplace Harassment and Safety.
- OCR leadership conducted a general anti-harassment training and listening session that over 4,000 employees attended. Leadership then created an initiative to provide training and listening anti-harassment sessions on specific EEO bases, which kicked off with an anti-harassment session focused on race and color.
- OCR managed and facilitated the Agency-wide EEO Action Plans for all Program offices (22) and Regions. OCR ensured all the EEO Action plans were Section 508 compliant and posted them on EPA's OCR intranet site.
- Among the DEIA workgroups that Agency leadership established as part of its DEIA efforts were an LGBTQ+ Workgroup and an Accessibility Workgroup.
- The Agency continued to issue the Suzanne E. Olive Award, which is the Agency's highest award for exemplary leadership in EEO. The award recognizes individuals and/or groups for their significant contributions to EEO, civil rights, and diversity.

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

The Agency prioritized EEO in its 2022-2026 Strategic Plan, which sets goals, objectives, and performance measures. Specifically, Goal 2 states: Take Decisive Action to Advance Environmental Justice and Civil Rights. Additionally, objective 2.2 states: Embed Environmental Justice and Civil Rights into EPA's Programs, Policies, and Activities. Although these goals and objectives deal with external civil rights, it shows the Agency's wholistic commitment to civil rights; a successful external civil rights program requires a successful internal civil rights program. Moreover, the Strategic Plan includes four Cross-Agency Strategies, one of which is to "Advance EPA's Organizational Excellence and Workforce Equity." The plan also ensures that the Agency secures a high-performing workforce drawn from all segments of society, promotes a culture that encourages collaboration, flexibility, and fairness, and institutionalizes diversity and inclusion as a key strategic priority across all of EPA's programs.

Furthermore, EEO is integrated into EPA's strategic mission through the support of agency leadership and their engagement in the EEO program. The OCR Director is a member of the agency's senior leadership cadre, and regularly briefed and advised leadership colleagues, including at senior level meetings, on EEO issues and encourage senior leadership to engage in EEO activities.

Further, EPA strengthened the EEO language and added DEIA language to the performance appraisal plans of all Senior Executive Service (SES), Senior level SL, and Scientific positions. Additionally, the Employee Review Board and the Performance Review Board collectively reviewed every SES, SL, and ST performance appraisal rating. The OCR Director is a member of both the ERB and PRB. For example, among their review, the ERB and PRB assured that raters that issued the highest rating in Critical Element 2 demonstrated that EEO and DEIA accomplishments existed to warrant the rating, and it sent PARs back for revising to include accomplishments to support the rating or to reconsider the rating.

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

OCR routinely met with senior officials to identify areas of collaboration on EEO and diversity efforts to ensure the Agency improved collaboration amongst leadership, DCROs, EEO Officers, PMOs, SEPMs, and other collateral duty support partners to build a model EEO program and integrate EEO into the Agency's strategic mission.

Additional examples of how the Agency integrated EEO into its strategic mission included the following:

- OCR Director provided "State of EEO" briefings to key audiences including the Administrator, senior leadership, OCR key partners (i.e., the Office of Mission Support (OMS) and the Office of General Counsel), and SES leaders. The briefings provided information on the Agency's demographics and national priorities efforts.
- OCR included EPA senior leadership and other management in the implementation of the EEO program. OCR continues to seek input from Deputy Civil Rights Officials on high-level policy decisions. DCRO's also continued to support OCR's EEO national priorities efforts, led listening sessions, and supported the SEPs.
- OCR consulted with the EEO Officers (full-time civil rights employees stationed in each of EPA's ten regions) who report directly to their respective DCRO, on several priorities and programmatic improvements. The EEO Officers regularly provided advice to their DCRO and to OCR on how to improve the efficiency and effectiveness of EPA's EEO efforts.
- OCR and senior managers in OMS, Office of Human Resources (OHR) routinely met to identify areas of collaboration on EEO and diversity and inclusion efforts, including outreach and recruitment strategies.
- For the first time at EPA, the OCR Director served on the Presidential Rank Award (PRA) Nomination Review Panel. At the conclusion of the review, EPA made the OCR Director a permanent member of the PRA Nomination Review Panel.
- The OCR Director served as the DEIA Implementation Team liaison for two of the seven workgroups and the OCR Deputy Director served as the liaison for another of the seven workgroups; the workgroups were responsible for leading the development of an overarching strategy to implement the tasks of Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.

As a result of Executive Order 14035, the Agency developed the DEIA Strategic Plan to address concerns raised by the workforce and based on that feedback, specific goals, objectives, and metrics were recommended. The Plan also provided strategies to be implemented over the next four years, thus allowing the agency to attain a higher level of DEIA maturity.

Essential Element C – Management and Program Accountability

OCR remained clear in its messaging to EPA's management on their responsibilities to support the agency's EEO program. OCR informed agency leadership and management on EPA's EEO Program activities and offered opportunities to actively participate in activities, which included training sessions, listening sessions, and presentations on workplace demographics.

The Agency issued policies and procedures related to EEO, anti-harassment, and reasonable accommodations, and made EEO information widely available on its internal and external websites nationwide. OCR regularly provided information about its programs, policies, and practices during new employee orientations. Additionally, OCR successfully advocated for requiring all EPA employees to receive reasonable accommodation training, and, upon approval, OCR developed the training. Further, OCR conducted EEO trainings, which included launching a new No FEAR Act Training in FY22. Employees were trained on EEO policies and principles that prohibit unlawful discrimination and harassment, and senior leaders were provided ongoing updates on the status of EEO-related trainings.

The Agency provided Unconscious Bias training for managers and supervisors and trained select facilitators to conduct the discussions. The ideas captured in the discussions were used to guide the creation of the Hiring Managers Toolkit. Cross-agency collaboration brought about the success of this effort.

The Office of Human Resource (OHR) implemented the Handshake Premium Contract which increased outreach and recruitment efforts to students from all educational institutions including, Minority Serving Institutions, professional organizations, persons with disabilities, and student Veterans. OHR and the Shared Service Centers (SSC) established office hours for hiring managers across EPA to consult with them on Handshake strategies and campaign messaging, including to affinity groups. Additionally, EPA created the Historically Black Colleges and Universities (HBCU) Council to increase its commitment and activities with HBCUs. Several recommendations were presented to the Administrator and approved, including creating a pilot Agency-wide Student Intern Program.

Essential Element D – Proactive Prevention of Unlawful Discrimination

The annual EEO Policy Statement, released in September 2022, reiterated EPA's unequivocal commitment to the principles of EEO and a workplace free of discrimination. The Statement reminded all EPA employees, including managers and staff, that they must take responsibility for reporting and addressing discriminatory conduct and preventing all types of discrimination, including workplace harassment and retaliation.

OCR trained supervisors and managers on the procedures associated with providing accommodations to qualified PWD and PWTD. The National Reasonable Accommodation Coordinators (NRACs) delivered 26 training sessions to 1,293 employees. OCR also delivered, virtually, one agency-wide training for managers and supervisors. Additionally, the following region and program offices conducted trainings:

- Cincinnati
- Region 3 (Philadelphia)

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- Region 5 (Chicago)
- Office of Research and Development (ORD)
- Office of Chemical Safety and Pollution Prevention (OCSPP)
- Office of Air and Radiation (OAR)
- Office of Inspector General (OIG)

The Agency reviewed the responses to the Federal Employee Viewpoint Survey (FEVS) to identify and address areas of concern that could impede agency efforts to achieve a model EEO program. Agency region and program offices considered the FEVS when developing their respective EEO Action Plans.

During FY22, OCR conducted Technical Assistance Visits (TAVs) with various agency program offices and regions to offer

tailored assistance on affirmative employment, complaints, and reasonable accommodations to meet each component's EEO goals and priorities. OCR committed to providing training and technical assistance to employees to help them understand their organization's role in ensuring EEO at EPA. OCR conducted TAVs in the following region and program offices in FY22:

- Region 5 (Chicago)
- Office of Air and Radiation (OAR)
- Office of Research and Development (ORD)
- Office of Chemical Safety and Pollution Prevention (OCSPP)

EEO subject matter experts addressed several areas during the TAVs. During the TAVs, OCR met with SEPMs, EEO Counselor, civil rights councils, and unions. These training sessions included:

- How to Identify and Prevent Harassment and Retaliation
- Reasonable Accommodation Basics for Employees and Supervisors/Managers
- Proactive Prevention - Management Directive (MD)-715 Workforce Analysis

EPA created a Barrier Analysis workgroup to develop a cohesive approach to barrier analysis with a focus on providing guidance to region and program offices on barrier analysis. The workgroup will develop guidance on how region and program offices can identify triggers; identify whether the anomalies are due to an agency policy, procedure, or practice; and eliminate barriers to equal employment. OCR continued to work on its Hispanic Upward Mobility barrier analysis and issued a Hispanic Upward Mobility (UM) Trigger Identification Analysis report, which will help it as it continues to attempt to identify if there might be a barrier effecting upward mobility for Hispanics employees.

To enhance reasonable accommodations access, the Agency implemented a program and region-specific disability access plan. It also established and disseminated an SOP entitled, "Reassignment as a Reasonable Accommodation SOP" and coordinated with the Office of Mission Support (OMS) to update HR Bulletin 10-003B on Reassignment.

Essential Element E – Efficiency

EPA continued to focus on efficiently resolving deficiencies identified under compliance indicator E.1: maintaining an efficient, fair, and impartial complaint resolution process. Specifically, E.1.h addresses the timely issuance of Final Agency Decisions (FADs). EPA ended the fiscal year with a 98% timeliness completion rate for EEO investigations. It also reduced the processing time to issue final agency actions (without a hearing) from 92 days in FY 21 to 47 days in FY 22, a 49% reduction. OCR reduced the time to issue FADs from 243 days in FY21 to 91 days in FY22, a 63% reduction.

In addition, in FY22, OCR exceeded EEOC's target for using Alternative Dispute Resolution (ADR) to resolve complaints. 52% of employees offered ADR in the informal EEO complaint process stage elected to participate in ADR. EPA continued to require Agency managers to participate in agency-approved ADR efforts to resolve EEO complaints, absent extraordinary circumstances, as determined by the OCR Director. With increased awareness of ADR, resource allocation, and the support of senior leadership, OCR expects to continue to improve ADR usage rates in the complaint process.

Essential Element F – Responsiveness and Legal Compliance

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

EPA remained focused on compliance with EEOC regulations, policies, and directives, and committed to creating efficiencies that maintained and/or improved its timeliness rate for investigations.

EPA timely complied with orders from EEOC Administrative Judges. Additionally, EPA established systems to ensure that the agency could timely initiate relief, including monetary relief. In FY22, OCR conducted thorough reviews of our complaint database, internal tracking logs, and EEOC's Federal Sector EEO Portal (FedSEP). OCR will continue to conduct similar audits annually to ensure all contact information is accurate and the agency is timely notified of all orders and decisions.

Of the 25 EEO complaint investigations in FY22, EPA completed 24 timely. The average time to complete unamended complaint investigations was 148 days, which was fewer days than the regulatory timeframe. The average time to complete amended complaint investigations was 241 days, which was fewer days than the regulatory timeframe.

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EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Please see attachment.

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

EPA undertook significant actions to ensure a model EEO Program and improve the development of a more diverse workforce, resulting in numerous accomplishments:

EPA provided vision and leadership for strategic recruitment and expanded its outreach efforts with underserved communities. For example, EPA established a relationship with Cincinnati's Union Institute (a Hispanic Serving Institution) and renewed memoranda of understanding (MOU) with Northwest Indian College.

Additionally, the Agency utilized diverse hiring panels for external hires and internal promotions and details and encouraged Schedule A hiring by promoting the use of the Workforce Recruitment Program (WRP) to hire interns and full-time employees. Diversity encompasses the range of similarities and differences everyone brings to the workplace, including but not limited to race, gender, sexual orientation, age, backgrounds, and abilities. EPA encouraged Schedule A and WRP trainings and provided hiring standard operating procedures. EPA also implemented the use of hiring panels for internal and external hires, which promoted the use of at least three diverse individuals from various divisions and/or parts of the organization, to mitigate potential biases in hiring.

EPA also launched an Outreach Ambassador program to build deeper relationships with Minority Serving Institutions (MSI), colleges, universities, and affinity groups for potential MOUs to strengthen its partnerships.

The Agency conducted (15) outreach on-campus events and virtual visits to numerous HBCUs, MSIs, and other underserved institutions.

OCR hosted four listening sessions to provide a safe space for EPA employees to grieve, share experiences, listen, and support each other in response to the mass shooting that targeted the Black community in Buffalo, New York.

EPA senior leadership held listening sessions on various EEO topics including accessibility for employees with disabilities in the virtual work environment and the increase in Asian hate crime.

The Administrator delivered the keynote at the League of United Latin American Citizens Conference (LULAC), the Administrator and the Deputy Administrator provided remarks at the LULAC and Blacks in Government (BIG) conferences, and the OCR Director delivered the State of Hispanic Employees at EPA at LULAC and of Black Employees at EPA at BIG.

EPA conducted a national public awareness campaign to promote voluntary confidential self-reporting of employees with disabilities into the agency's database.

EPA implemented recommendations from its barrier analysis, which sought to increase Schedule A Disability hires and increased its number of such hires from 54 in FY 21 to 101 in FY22.

EPA continued to offer Alternate Dispute Resolution (ADR) as an effective and efficient option to resolve workplace disputes at the lowest level.

OCR completed a Hispanic Upward Mobility (UM) Trigger Identification Analysis Report, created a Barrier Analysis Workgroup to create a cohesive approach to barrier analysis, finalized its Strategic Plan for FY23 and FY24, and held an anti-harassment program that nearly 25% of EPA's workforce attended.

The Agency completed EPA's DEIA Strategic Plan and hired its first DEIA Senior Advisor to provide subject matter expertise and assist the Deputy Administrator in leading the DEIA effort.

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

All EPA programs and regions will implement program and region-specific disability access plans.

OCR will establish a Management Directive (MD)-715 Workgroup made of a cross section of the Agency to ensure accuracy of Agency-wide accomplishments related to EEO and diversity.

OCR will expand its track of data beyond the time it takes for the Agency to decide on a reasonable accommodation request to the time it takes for the responsible office to provide the accommodation if an accommodation is approved.

OCR will develop surveys to assess the customer experience of employees entering the EEO complaints and/or reasonable accommodation process.

OCR will develop an intake questionnaire to better capture information from aggrieved individuals, which will allow for more efficient processing of complaints.

OCR will develop anti-harassment training and listening sessions, open to all employees, that focus on specific EEO demographic categories.

EPA intends to launch a career development program (CDP) in FY23. EPA will track the applicant flow data of this CDP based on race, sex, national origin, and disability, consistent with 29 CFR 1614.601(d).

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, JuanCarlos M. Hunt, Director of the Office of Civil Rights, am the
(Insert name above) (Insert official title/series/grade above)

Principal EEO Director/Official for Environmental Protection Agency
(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.

Juan Carlos Hunt
Signature of Principal EEO Director/Official

March 16, 2023
Date

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

Michael S. Regan
Signature of Agency Head or Agency Head Designee

MAR 16 2023
Date

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

[Redacted] am the
(Insert Name Above) (Insert official title/series/grade above)

Principal EEO Director/Official for

[Redacted]
(Insert Agency/Component Name above)

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

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

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

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

Date

Signature of Agency Head or Agency Head Designee



Date

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Agency Self-Assessment Checklist



Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	A.1. The agency issues an effective, up-to-date EEO policy statement.				
	A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	X			Issued: September 30, 2022 https://www.epa.gov/ocr/eoo-policy-statement-2022-9/30/2022
	A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.	X			

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Agency Self-Assessment Checklist

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	A.2. The agency has communicated EEO policies and procedures to all employees.				
A.2.a. Does the agency disseminate the following policies and procedures to all employees:					
	A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]	X			
	A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			
A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:					
	A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	X			
	A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)]	X			
	A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			https://www.epa.gov/ocr/reasonable-accommodation-procedures-and-form-reasonable-accommodation-requests
A.2.c. Does the agency inform its employees about the following topics:					
	A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.	X			At least quarterly. It also posts this information on its website.
	A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	X			At least quarterly during EEO trainings. It also posts this information on its website.
	A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	X			At least quarterly. It also posts this information on its website.
	A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If "yes", please provide how often.	X			At least quarterly. It also posts this information on its website.
	A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If "yes", please provide how often.	X			At least quarterly.

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Agency Self-Assessment Checklist


 Compliance Indicator		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
		Yes	No	N/A	
 Measures	A.3. The agency assesses and ensures EEO principles are part of its culture.				
A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section. .		X			EPA annually awards the Suzanne E. Olive Award to an employee/team. Several offices w/ in EPA also annually recognize employees for EEO contributions. For an SES to receive a 5/5 in CE 2 of their PAR, they must show significant EEO and/or DEIA accomplishments. The OCR Director is a member of the panels that review SES PARs boards. An SES's bonus is directly tied to their EEO/ DEIA accomplishments.
A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]		X			

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

 Compliance Indicator	Measures	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
		Yes	No	N/A	
	B.1. The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.				
	B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	X			However, it is the Deputy Administrator who issues the Director's PAR, because the Agency Head only issues PARs for the senior political leadership.
	B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	X			Deputy Administrator
	B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	X			
	B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	X			
	B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	X			March 30, 2022 (2), April 12, 2022, and September 29, 2022. The OCR Director also briefed less senior management officials on the State of EEO between April and September 2022.
	B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X			

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 Compliance Indicator		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
		Yes	No	N/A	
 Measures	B.2. The EEO Director controls all aspects of the EEO program.				
	B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
	B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
	B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
	B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
	B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.				
	B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	X			
	B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	X			The Agency's Strategic Plan explicitly does so. Specifically, FY 2022-2026 Strategic Plan, Goal 3 is to "Advance EPA's Organizational Excellence and Workforce Equity."

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 Compliance Indicator		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
		Yes	No	N/A	
 Measures	B.4. The agency has sufficient budget and staffing to support the success of its EEO program.				
B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:					
	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	X			
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]	X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X			
	B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			
	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X			
	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	X			
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			
	B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X			
	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	X			
	B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C. 1]	X			

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B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	X			At end of the FY, EPA est'd the new Off of Enviro Justice and External Civil Rights (OEJECR). Separately, EPA's Office of Civil Rights (OCR), which is in the AO, addresses EEO for employees and job applicants. OEJECR and OCR have separate but comingled budgets as part of EPA's civil rights budget. OCR and OEJECR are working to clearly define, so it is clearer to employees/managers, OMB, EEOC, etc.
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B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X			
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B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?	X			
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B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	X			
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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills	Yes	No	N/A	

B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:

B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
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B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
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B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
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B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
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B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			
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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	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.6. The agency involves managers in the implementation of its EEO program.				
	B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
	B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	X			
	B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	X			
	B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]	X			

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Essential Element: C Management and Program Accountability

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	C.1. The agency conducts regular internal audits of its component and field offices.				
	C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X			Quarterly
	C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X			Quarterly
	C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	X			

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 Compliance Indicator	Measures	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
		Yes	No	N/A	
	C.2. The agency has established procedures to prevent all forms of EEO discrimination.				
	C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
	C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	X			
	C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	X			
	C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
	C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]	X			
	C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X			
	C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]	X			
	C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]	X			
	C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]	X			
	C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	X			
	C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]	X			
	C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]	X			
	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.	X			EPA tries to complete all RA requests timely. In FY22, OCR timely completed 706 out of 707 cases (99.8%).
	C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]	X			

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C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.		X			https://www.epa.gov/ocr/reasonable-accommodation-procedures-and-form-reasonable-accommodation-requests
 Compliance Indicator	C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?		X			Yes
C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:					
C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]		X			
C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]		X			
C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		X			
C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]		X			
C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]		X			
C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]		X			
C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]		X			
C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]		X			
C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		X			
C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]		X			
C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]		X			

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 Compliance Indicator		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
		Yes	No	N/A	
 Measures	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.				
	C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	X			
	C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	X			
	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]		X		OCR does have timely access to the data; however, the Agency uses two different systems, (OBIEE for workforce demographics data) and Monster for applicant flow data), which creates challenges. EPA is reviewing to see whether it can capture the data in one system to better ensure accuracy and uploading into FedSEP. See Part H.
	C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
	C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
	C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
	C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
	C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
	C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			

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 Compliance Indicator		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
		Yes	No	N/A	
 Measures	C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.				
	C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	X			
	C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	X			
	C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.6. The EEO office advises managers/supervisors on EEO matters.				
	C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	X			Approximately every six weeks, the EEO Director provides updates and briefings to the Agency's senior leadership during its DAA/DRA meeting. The EEO office also provides additional updates throughout the year to managers and supervisors.
	C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	X			

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Essential Element: D Proactive Prevention

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	D.1. The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.			N/A	
	D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	X			
	D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	X			
	D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Yes	No	N/A	
	D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	X			
	D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	X			The Agency reviews complaint/grievance data, exit surveys, climate surveys, focus/affinity groups, and SEPs.

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 Compliance Indicator		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
		Yes	No	N/A	
 Measures	D.3. The agency establishes appropriate action plans to remove identified barriers.	Yes	No	N/A	
	D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	X			
	D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Yes	No	N/A	
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.	X			
	D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]	X			
	D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]	X			
	D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]	X			In FY22, the Agency initiated a self-reporting campaign. The Agency also implemented recommendations from its barrier analysis on Schedule A (disability) hiring to almost double its schedule A (disability) hires from 54 to 101 in FY22.

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Agency Self-Assessment Checklist



Essential Element: E Efficiency

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.				
E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?		X			
E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?		X			
E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?		X			
E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.		X			
E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?		X			
E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?		X			
E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?		X			
E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?			X		The Agency continues to improve its processing time and expects to do so again in FY23. See Part H.
E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?		X			
E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.		X			
E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X			
E.1.l. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]		X			

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Agency Self-Assessment Checklist

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	E.2. The agency has a neutral EEO process.			N/A	
E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.		X			.
E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.		X			The Office of Civil Rights relies on its own attorneys as well as attorneys in the Civil Rights and Finance Law Office.
E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]				X	.
E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X			
E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]		X			

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Agency Self-Assessment Checklist

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
	E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	X			
	E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	X			
	E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]	X			
	E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	X			
	E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X			The Agency is not aware of an RMO having settlement authority in an EEO dispute resolution proves. However, its current policy does not explicitly preclude it. Nonetheless, out of an abundance of caution, the Agency will update its policy. See Part H.
	E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	X			

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	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
	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.				



E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:

E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	X			
E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	X			
E.4.a.3. Recruitment activities? [see MD-715, II(E)]	X			
E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	X			
E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]	X			
E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	X			
E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	X			

Environmental Protection Agency

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Agency Self-Assessment Checklist





 Compliance Indicator		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
		Yes	No	N/A	
 Measures	E.5. The agency identifies and disseminates significant trends and best practices in its EEO program.				
E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			Although not a controlling factor, in determining which region or program office to conduct a Technical Assistance Visit, the Office of Civil Rights (OCR) reviews trends in its EEO program. Also, OCR began an anti-harassment training initiative that focused on EEO categories. In determining, which EEO category to focus on, OCR reviewed trends in its EEO program.
E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			In attempting to address conflict cases, OCR reviewed other agency practices. In conducting its barrier analysis, OCR reviewed barrier analysis reports from other EEO offices
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X			

Environmental Protection Agency

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Agency Self-Assessment Checklist



Essential Element: F Responsiveness and Legal Compliance

 Compliance Indicator		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
		Yes	No	N/A	
 Measures	F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.	Yes	No	N/A	
	F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	X			
	F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	X			
	F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			
	F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			
	F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX) (H)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	X			
	F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	X			
	F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	X			
	F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	X			
	F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	X			

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	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
	F.3. The agency reports to EEOC its program efforts and accomplishments.				
	F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	X			
	F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	X			

Essential Element: O Other

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Plan to Attain Essential Elements

PART H.1

Brief Description of Program Deficiency: C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]

The current human resources (HR) data management systems used by EPA do not capture all the data required to prepare the MD-715 workforce data tables.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
09/30/2020	09/30/2024			Identify and address data deficiencies in the current human resources data management systems and maintain an accurate data collection and tracking systems for workforce and applicant flow data to prepare MD-715 Report.

Responsible Officials

Title	Name	Standards Address the Plan?
Assistant Director, AEAA	Cecily L. Johnson	Yes
HR Data Systems Specialist	Kendal Holt	No

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/31/2023	Implement a MD-715 Workgroup to identify challenges to consolidating the workforce demographics and applicant flow data to upload into FedSEP.	Yes		
06/16/2023	Meet with HR Data Systems team (OBIEE/Monster) to develop a plan for accuracy of data for MD-715 data tables.	Yes		
08/31/2023	OCR coordinates with the Equal Employment Opportunity Commission (EEOC) and the Office of Mission Support (OMS), Office of Human Resources (OHR) to identify data gaps in HR data management systems that EPA needs to complete for the annual MD-715 report.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2022	OCR hired a permanent Assistant Director, who has the expertise to assist in completion of the data issues.
2022	OCR met with OHR throughout the year to address ways to streamline its data, which currently uses two systems.

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Plan to Attain Essential Elements

PART H.2

Brief Description of Program Deficiency:	E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]
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Although the agency generally does not allow the responsible management official (RMO) named in an EEO dispute to settle such a dispute and we are not aware of an instance in which that has happened, the Agency's policy does not explicitly preclude the RMO from settling an EEO dispute in which that person is the named RMO. [see MD-110, Ch. 3(I)]

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
01/30/2023	09/30/2023			To revise the Delegated Authority to explicitly preclude the RMO from having the authority to settle EEO complaints.

Responsible Officials

Title	Name	Standards Address the Plan?
Director	JuanCarlos Hunt	No
OCR Deputy Director and ECRS, Assistant Director	Cynthia Darden	No

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/01/2023	Draft revised Delegation of Authority	Yes		
05/01/2023	Route revised Delegation of Authority to Agency sub-components for concurrence	Yes		
07/01/2023	Implement all suggestions and finalize revised Delegation of Authority	Yes		
09/30/2023	Distribute updated Delegation of Authority	Yes		

Accomplishments

Fiscal Year	Accomplishment

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Plan to Attain Essential Elements

PART H.3

Brief Description of Program Deficiency:	E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?
--	---

E.1.h (Question 126) When the complainant does not request a hearing, does the Agency timely issue the final Agency decision, pursuant to 29 CFR §1614.110(b)? The Agency did not timely issue Final Agency Decisions (FADs) in FY 2022.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
03/01/2011	09/29/2023			Ensure EPA completes timely and legally sufficient Final Agency Decisions (FADs).

Responsible Officials

Title	Name	Standards Address the Plan?
OCR, ECRS Team Lead	Renee Clark	Yes
OCR Deputy Director and OCR, ECRS Assistant Director	Cynthia Darden	Yes
OCR Attorneys	Garrett Huson and Charles Khalil	Yes
Director, Office of Civil Rights	JuanCarlos Hunt	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2024	Revising intake questionnaire; meet with contractor responsible for providing thorough investigation; prepare guidance for investigators; provide FAD writing training to attorneys; continue to work with Civil Rights and Finance Law Office (CRFLO) to identify and implement ways to streamline the legal sufficiency review process; and expand accountability for timely processing of FADs.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2022	OCR achieved a 96% timeliness completion rate for EEO investigations, exceeding OCR's internal timeliness target of 92%.
2022	OCR reduced the time to issue FADs from 243 days in 2021 to 91 days in 2022.
2022	Trained EEO Counselors and EEO Specialists; held contractor responsible for providing thorough investigations; required telephonic interviews to reduce irrelevant answers, ask follow-up questions, reduce supplemental investigations; held attorneys accountable for timely drafting of FADs; streamlined the review process; and held leadership accountable for timely processing of FADs.

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Plan to Eliminate Identified Barriers

PART I1

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A1	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The participation rate of Hispanic males (3.4%) and females (4.19%) in EPA's total workforce is lower than their corresponding availability in the civilian labor force (CLF) which is 6.82% and 6.16%, respectively.	
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> Hispanic or Latino Males Hispanic or Latino Females	
Barrier Analysis Process Completed?:	N	
Barrier(s) Identified?:	Y	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Hispanic Barrier Analysis	Description of Policy, Procedure, or Practice Now that EPA is starting to collect more detailed applicant flow data, EPA began to review that data and will continue to do so in FY23 to determine whether it needs to strengthen its outreach and recruitment policies. Similarly, EPA began and, in FY23, will continue to review the data to determine whether there are policies, procedures, or practices that serve as a barrier to hiring qualified Hispanics that do apply for positions at EPA.

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
03/01/2019	07/29/2023	Yes			The HEPM will collaborate with the HR office to develop targeted outreach and recruitment strategies for Hispanic employees.

Responsible Official(s)

Title	Name	Standards Address The Plan?
National Hispanic Employment Program Manager (HEPM)	Russell S. Massey	Yes
Assistant Director, AEAA	Cecily L. Johnson	Yes

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Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/12/2023	Establish a workgroup to plan and develop targeted outreach and recruitment strategies.	Yes	01/27/2023	
06/30/2023	Review the agency recruitment and outreach strategic plan.	Yes	01/27/2023	
07/31/2023	The National SEPM for Hispanics will collaborate with key stakeholders to implement activities and/or initiatives from the Agency Strategic plan to facilitate, lunch and learn sessions and training courses to bring awareness to EPA's plan for outreach and recruitment strategies as well as potential barriers to equal employment opportunity for Hispanic employees and applicants.	Yes	01/27/2023	
08/18/2023	Review the FEVS/complaint data/exit surveys to see how Hispanic employees assess the agency's overall performance.	Yes	01/27/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
2022	<p>Leadership facilitated ad hoc interview sessions and provided career enrichment opportunities to employees for advancing their careers that were well attended by Hispanics, such as at LULAC.</p> <p>Established a Virtual Intern Program to increase the percentage of successful job applicants for scientific positions from diverse communities, which several Hispanics participated in the event.</p>

MD-715 – Part J
Special Program Plan
for the Recruitment, Hiring, Advancement, and
Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

- | | | |
|-------------------------------|--------|-----|
| a.Cluster GS-1 to GS-10 (PWD) | Answer | No |
| b.Cluster GS-11 to SES (PWD) | Answer | Yes |

Table B1 and B4 indicates that the PWD in GS-11 to SES cluster of the permanent workforce participate at 11.84% (1,591) out of 13,438 employees in the permanent workforce, which is slightly lower than the 12% benchmark goal.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d) (7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

- | | | |
|--------------------------------|--------|----|
| a.Cluster GS-1 to GS-10 (PWTD) | Answer | No |
| b.Cluster GS-11 to SES (PWTD) | Answer | No |

There are no triggers for PWTD.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The OCR developed a bowling metric for region and program offices to encourage them to reach the EEOC goal of PWDs making up 12% of EPA's workforce. OCR highlighted a best practice from Region 5, which consisted of a communication campaign to self- identify their disability status in Employee Express. OCR encouraged region and program offices to consider PWDs when filling positions. OCR also promoted the benefits of the Schedule A (disability) hiring authority and the use of the Workforce Recruitment Program (WRP). OCR informed all senior leaders about EPA's Section 501 Affirmative Action Plan (AAP) and numerical goals, including the 12% and 2% numerical inclusion goals as part of ongoing EEO and DEIA strategic planning discussions. OCR encouraged senior leaders to socialize the goals within their region and program offices (including to hiring managers). EPA leadership communicated numerical goals to all employees through internal communication channels. Furthermore, OCR itself issued EPA-wide communication encouraging employees to complete or update their SF-256, as appropriate. The SF-256 allows employees to self-identify any disability. The Agency uses this data, along with other qualitative and quantitative data elements, to calculate disability workforce numbers, improve recruitment, hiring, and promotion processes, and eliminate barriers to equal employment opportunities for individuals with disabilities.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Section 508 Compliance	4	0	63	David Segovia, Libraries and Accessibility Division Director, OMS segovia.david@epa.gov Sarah Sorathia, Assistant Section 508 Program Manager, OMS sorathia.sarah@epa.gov
Architectural Barriers Act Compliance	1	0	1	Yvette Jackson, Director, Office of Administration, OMS Jackson.yvette@epa.gov
Special Emphasis Program for PWD and PWTDD	2	0	25	Tiffany Houser, National Disability Employment Program Manager, OCR houser.tiffany@epag.gov napoli.anthony@epa.gov
Answering questions from the public about hiring authorities that take disability into account	23	0	0	Anthony Napoli, Diversity and Inclusion Program Manager, DOESD, OHR napoli.anthony@epa.gov Jerome King, EEO Manager, National Disability Employment Program Manager, OCR King.Jerome@epa.gov
Processing reasonable accommodation requests from applicants and employees	2	0	27	Amanda Sweda, Senior National Reasonable Accommodation Coordinator, OCR sweda.amanda@epa.gov Kristin Tropp, National Reasonable Accommodation Coordinator, OCR tropp.kristin@epa.gov
Processing applications from PWD and PWTDD	30	0	0	Tiffany Sykes, Director, Cincinnati Shared Service Center, Office of Mission Support OMS Sykes.Tiffany@epa.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

In FY 2022, EPA staff attended virtual trainings offered by organizations external to the agency. The Agency also provided two trainings/listening sessions regarding disability and accessibility at EPA in February 2022, which were led by an outside consultant and were kicked off with opening remarks by EPA’s Deputy Administrator. OCR provided semi-annual trainings to all of its SEPMs regarding their SEPM responsibilities to assist them in carrying out their responsibilities during the reporting period. Disability program staff also received the following targeted training: Employer Assistance and Resource Network (EARN) on Disability Inclusion were offered throughout the year on multiple disability services and program topics and staff also attended the EEOC/Federal Exchange on Employment and Disability (FEED), Small Agency 501 Affirmative Action Regulation Working Group sessions, and the DVAAP Forum and Overview.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources

Answer Yes

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

EPA continues to recruit PWD and PWTD using digital and social media outreach such as LinkedIn and the Bureau’s career page at www.consumerfinance.gov/jobs. EPA encourages individuals with disabilities to apply under the Schedule A(u) Hiring Authority to open positions, which are posted on USAJobs. The Office of Human Resources encourage hiring managers to utilize programs such as the Workplace Recruitment Program (WRP) to identify, interview, and hire PWD and PWTD non-competitively without vacancy announcements when possible. The signed Handshake Premium Contract increased outreach and recruitment efforts to students from all educational institutions including PWDs, Minority Serving Institutions, and student veterans.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

EPA encourages individuals with disabilities (e.g., Schedule A(u), 30% or more disabled veterans, etc.) to apply for vacancy announcements posted on USAJobs. EPA refers individuals with disabilities who meet minimum qualifications and provide the appropriate documentation as prescribed by 5 CFR 213.3102(u) to hiring manager for consideration. EPA continues to leverage the hiring of PWD and PWTD through resources such as the WRP and existing registries housed on www.max.gov.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

EPA determines eligibility for individuals who apply using special hiring authorities, such as Schedule A and the 30% or More Disabled Veteran Authority. EPA’s Office of Mission Support, Shared Service Center (SSC) has developed a Schedule A Repository. This Repository hosts resumes and writing samples from Schedule A Disability-eligible candidates, which SSC shares with the program and regions offices to streamline and increase hiring managers’ use of the Schedule A hiring authority. EPA’s SSC reviews applications from applicants who submit documentation designating their disability status pursuant to special hiring authority Schedule A (5 C.F.R. § 213.3102(u)). The SSC screens all applicants seeking to be hired through Schedule A for minimum qualifications/selective factors to determine eligibility for noncompetitive, Schedule A appointments. EPA may make permanent or time-limited appointments and determines whether the applicant is likely to succeed in the performance of the duties of the position for which he or she applied. In determining whether the applicant is likely to succeed in performing the duties of the position, EPA may rely upon the applicant’s employment, educational, or other relevant experience, including but not limited to service under another type of appointment in the competitive or excepted services.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer Yes

The increased use of the Schedule A Hiring Authority is a national priority for EPA. In FY 2022, OHR and OCR provided training sessions to several hundred managers and employees (this was for various EPA regions and program offices). EPA communicated hiring goals to management through a combination of briefings and training sessions. The training sessions focused on two topics, the “Effective Use of the Schedule A Hiring Authority” and “How to Utilize the Workforce Recruitment Program (WRP) Database.” EPA recorded the training sessions so others that could not attend could view them. The videos were and remain available on the agency intranet site and on Microsoft Teams video system for all EPA employees to access. In addition, several EPA regions and program offices conducted their own Disability Employment Awareness, Reasonable Accommodation, and Schedule A Hiring Authority training sessions.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

EPA has established and maintains contacts with organizations that assist PWD, including PWTD, in securing and retaining employment, and shares open vacancy announcements with them. EPA also made itself available to participate as a panelist proposed by the U.S. Department of Labor regarding the Agency’s promising practices on the use of WRP at the EEOC’s EXCEL conference (but was later canceled). Nonetheless, the Agency updated its intranet website. PWDs section of the website contains information regarding the Schedule A hiring authority, training videos, resources, and guides, etc. to help hiring managers and EPA employees. EPA is working with various program/regional offices to identify PWD organizations to establish MOUs. The agency continued to implement established Memoranda of Understanding (MOU) with Gallaudet University (GU) and Rochester Institute of Technology (RIT)/National Technical Institute for the Deaf (NTID). EPA renewed the MOU with RIT/NTID for another five years. EPA continues to collaborate on the advancement of environmental education to improve awareness of national employment opportunities and other opportunities for individuals with disabilities. Through the established MOUs with the institutions, students are given notice of publicly available career opportunities. In FY22, the agency hosted a resume certificate repository for PWD within EZHire. The Agency signed a Handshake Premium Contract that increased outreach for PWD, professional organizations, and student Veterans. The Agency developed an outreach pilot with Landmark College to create employment pathways for neurodiverse students. Along with the continued use of the Schedule A hiring authority, EPA continues to explore how to best leverage WRP through the Department of Labor and existing registries housed on www.max.gov.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer No
- b. New Hires for Permanent Workforce (PWTD) Answer No

There were no triggers identified in the permanent workforce for PWD and PWTD. In FY 2022, EPA had 1260 permanent new hires, 235 and 44, of which 18.7% were PWD and 3.49% were PWTD.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PWTD) Answer Yes

EPA has seven mission critical occupations (MCOs): 0819/Environmental Engineering, 0028/Environmental Protection Specialist, 0905/General Attorney, 0401/General Natural Resources Management, 1301/General Physical Science, 0343/Management and Program Analysis, and 0301/Miscellaneous Admin & Program. In FY 2022, there were triggers for PWD and PWTD for the permanent new hires when compared to the qualified applicant pool for one series, the 0301 series. EPA will continue to train and educate hiring officials to address the 0301 triggers.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer N/A
- b. Qualified Applicants for MCO (PWTD) Answer N/A

N/A. The Agency does not currently capture qualified internal applicants for any MCOs for PWD and/or PWTD. OCR will continue to work with OHR to collect this data.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer N/A
- b. Promotions for MCO (PWTD) Answer N/A

N/A. The Agency does not currently capture employees promoted to any of the MCOs for PWD and/or PWTD. OCR will continue to work with OHR to access what is needed to acquire the data.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

OHR will continue to post all internal advancement opportunities, i.e., details, temporary promotions, and reassignments on the EPA’s internal website. The agency will continue to make PWD and PWTD aware of opportunities, such as promotions, details, and reassignments, and encourage PWD and PWTD to apply for these opportunities. Senior leadership will also partner with OHR to promote internal advancement opportunities. Other advancement opportunities include promoting the use of training courses available through FedTalent in efforts to improve professional development; promoting the development of personal learning and development goals; and helping employees to develop and implement Individual Development Plans (IDPs). OCR will continue to lead barrier analysis efforts to assist with providing or improving internal advancement opportunities for PWD and PWTD. Additionally, as part of the DEIA efforts, EPA has created a DEIA Implementation Accessibility Workgroup (WG). The Accessibility WG is composed of EPA employees, including OCR employees, selected as accessibility subject matter experts. The WG meets regularly to discuss accessibility concerns at EPA. During the development of EPA’s DEIA Strategic Plan in the first half of FY22, the workgroup drafted a chapter organized around four goals and priorities to help guide EPA in its effort to improve accessibility: • Goal 1: Build and Sustain Inclusive Culture: Reach, Hire, Retain, and Advance a Wide Intersection of People with Disabilities. • Goal 2: Ensure Timely Implementation of Accommodations and Physical Accessibility. • Goal 3: Comply with Section 508 of the Rehabilitation Act and Increase Virtual Accessibility. • Goal 4: Achieve Goals 1-3 by Centralizing Procurement, Funding, and Accessibility Guidance for Employees and the Public.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

EPA continues to offer career development tools and resources that assist all employees, to include PWD and PWTD, with skill development. EPA will establish a Career Development Framework, Career Planning tools, and other internal resources for professional growth and development for all employees, including PWD and PWTD, interested in promoting their career and development goals. The resources will include, Individual Development Planning and Career Development Workshops, self-directed career planning and development tools, resources, and activities, voluntary consultations on Individual Development Plans and Career Planning.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)
Fellowship Programs	16	14	N/A	N/A	N/A	N/A
Other Career Development Programs	15	15	N/A	N/A	N/A	N/A
Mentoring Programs	N/A	N/A	N/A	N/A	N/A	N/A
Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A
Internship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer N/A
 b. Selections (PWD) Answer N/A

EPA will have a career development program in FY23. OCR has expressed to OHR the need to track applicant flow data, including that of PWD. OHR recognized the need to do so, and informed OCR that it intended to do so.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer N/A
 b. Selections (PWTD) Answer N/A

EPA will have a career development program in FY23. OCR has expressed to OHR the need to track applicant flow data, including that of PWTD. OHR recognized the need to do so, and informed OCR that it intended to do so.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer No
 b. Awards, Bonuses, & Incentives (PWTD) Answer No

There are no triggers for cash awards involving PWD and/or PWTD for \$500 and under, or \$501-\$999 when compared to the inclusion rate. However, the agency was not able to determine if there are triggers involving PWD and/or PWTD for time-off awards, bonuses, or other incentives because the data was not available. OHR is working to collect this data.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer Yes

b. Pay Increases (PWTD) Answer Yes

There were triggers for PWD for quality step increases of 3.04%, and performance-based pay increases of 1.66%. There also were triggers for PWTD for quality step increases of 2.59%, and 1.18%, when compared to the inclusion rate of 6.37%.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer N/A

b. Other Types of Recognition (PWTD) Answer N/A

OCR will continue work with OHR to develop, implement, and track employee recognition programs for PWD and/or PWTD.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer N/A

ii. Internal Selections (PWD) Answer N/A

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer N/A

ii. Internal Selections (PWD) Answer N/A

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

a. SES EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels for PWD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data.
b. Grade GS-15 EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels for PWD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD)

Answer No

a. SES EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels (SES) for PWTD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. b. Grade GS-15 EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels (GS-15) for PWTD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWD)

Answer N/A

b. New Hires to GS-15 (PWD)

Answer N/A

c. New Hires to GS-14 (PWD)

Answer N/A

d. New Hires to GS-13 (PWD)

Answer N/A

EPA's workforce data tables do not provide information on New Hires of PWD in the grade levels GS13-SES. OCR continues to coordinate with OHR to create a process to collect the required data.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWTD)

Answer N/A

b. New Hires to GS-15 (PWTD)

Answer N/A

c. New Hires to GS-14 (PWTD)

Answer N/A

d. New Hires to GS-13 (PWTD)

Answer N/A

EPA's workforce data tables do not provide information on New Hires of PWTD in the grade levels GS13-SES. OCR continues to coordinate with OHR to create a process to collect the required data.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWD)

Answer N/A

ii. Internal Selections (PWD)

Answer N/A

b. Managers

i. Qualified Internal Applicants (PWD)

Answer N/A

ii. Internal Selections (PWD)

Answer N/A

c. Supervisors

i. Qualified Internal Applicants (PWD)

Answer N/A

ii. Internal Selections (PWD)

Answer N/A

a. Executives EPA's workforce data tables do not provide data on PWD for qualified internal applicants and/or selectees to supervisory positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. b. Managers EPA does not currently capture qualified internal applicants and/or selectees involving PWD for promotions to manager positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. c. Supervisors EPA's workforce data tables do not provide data on PWD for qualified internal applicants and/or selectees for promotions to supervisory positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWTD) Answer N/A
 - ii. Internal Selections (PWTD) Answer N/A
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Answer N/A
 - ii. Internal Selections (PWTD) Answer N/A
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Answer N/A
 - ii. Internal Selections (PWTD) Answer N/A

a. Executives EPA’s workforce data tables do not provide data on PWTD for qualified internal applicants and/or selectees for promotions to supervisory positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. b. Managers EPA’s workforce data tables do not provide data on PWTD for qualified internal applicants and/or selectees for promotions to manager positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. c. Supervisors EPA’s workforce data tables do not provide data on PWTD for qualified internal applicants and/or selectees for promotions to supervisory positions. OCR continues to coordinate with OHR to create a process to collect the required data.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer N/A
- b. New Hires for Managers (PWD) Answer N/A
- c. New Hires for Supervisors (PWD) Answer N/A

EPA’s workforce data tables do not provide data on PWD selected for new hires to supervisory positions. OCR continues to coordinate with OHR to create a process to collect the required data.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD) Answer N/A
- b. New Hires for Managers (PWTD) Answer N/A
- c. New Hires for Supervisors (PWTD) Answer N/A

EPA’s workforce data tables do not provide data on PWTD selected for new hires to supervisory positions. OCR continues to coordinate with OHR to create a process to collect the required data.

Section V: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer No

EPA had (51) Schedule A disability appointees become eligible for conversion into the competitive service. Of those (51) eligible for conversion, (46) have been converted into the competitive service. The other five appointees remain with the agency on their Schedule A appointments. The respective offices have not yet submitted paperwork to convert them.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWD) Answer Yes
b. Involuntary Separations (PWD) Answer Yes

The percentage of PWD among voluntary (4.27%) and involuntary (6.08%) separations exceeds that of persons without disabilities when compared to the inclusion rate, -0.45% and 4.20% respectively.

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWTD) Answer Yes
b. Involuntary Separations (PWTD) Answer No

The percentage of PWTD among voluntary (3.07%) separations exceeds that of persons without disabilities when compared to the inclusion rate of -0.09%. However, there is no trigger with PWTD among involuntary separations when compared to persons without targeted disabilities.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

The results of the exit interviews were not available. The Agency is stressing the need to ensure better collection of exit interviews in general, and for better communication to share exit interviews with OCR where EEO is mentioned as a concern by a departing employee, in particular.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

The Accessibility Statement explains employees' and applicants' rights under Section 508 of the Rehabilitation Act. The statement is available on EPA's website: <https://www.epa.gov/accessibility/epa-accessibility-statement>.

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

EPA's website: <https://www.epa.gov/ocr/affirmative-employment-analysis-and-accountability#architectural> provides a link to the United States Access Board (<https://www.accessboard.gov/enforcement/>), which provides information on employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The 508 Directives align with the Revised Section 508 Standards issued by the U.S. Access Board and establish the EPA's policy for ensuring access to the agency's Information and Communication Technology (ICT) and for complying with Section 508 of the Rehabilitation Act, as amended (29 U.S.C. § 794d). The Section 508 Acquisition Procedure incorporates specific Section 508 technical requirements and acceptance criteria in the planning stage of the acquisition. The Section 508 Testing Procedure establishes a standard for how and when to test ICT for accessibility. The Section 508 Exceptions Procedure introduces the fundamental alteration exception and defines signature authority requirements for the different exceptions. These procedures include certification forms to help document how each organization integrates the 508 technical requirements as they acquire, develop, and maintain ICT. The agency developed guidance and resources for creating accessible on-line training and began the remediation for the existing mandatory training. EPA Compliance Assessment and Remediation Plan: EPA's Compliance Assessment and Remediation Plan (CARP), aligns with the U.S. Access Board ICT Testing Baseline, which describes how to evaluate conformance to the Revised 508 Standards. EPA's CARP aims to assess and enhance the accessibility of EPA's ICT, develop a baseline to measure improvements, and report biannually to the OMB on Section 508 Program Maturity. In FY22, EPA clarified the processes for assessing the level of conformance for existing systems and navigating the remediation process toward full compliance. The CARP will also align with the recently signed Section 508 procedures for testing and acquisition established processes and documentation for ensuring the accessibility of newly procured ICT. These two efforts will work together to create a full picture of the accessibility of EPA's Systems and applications. Activities for FY23: Continue to use the Accessibility Workgroup it established in FY22 to support the implementation of Executive Order (EO) 14035 Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce. In FY22, OCR also collaborated with the Office of Public Affairs (OPA) to improve and standardize access to agency-wide virtual events and clearly articulate the accessibility features of virtual meetings. EPA will continue these efforts in FY23.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The National Reasonable Accommodation Program (NRAP) processed a total of 743 requests. Of the 743 requests, employees initiated 45 of them in FY21 and 698 in FY22. The 45 requests from FY21, were in pending status on September 30, 2021. Of the 698 requests initiated in FY22, OCR processed and completed 662; 36 requests were in pending status and carried over to FY 2023 to continue processing. Twelve (12) new employees and two (2) applicants requested a reasonable accommodation. The Agency processed and completed 661 of the 662 requests (or 99.8%) within the time frames identified in its Reasonable Accommodation (RA) procedures. The average processing time was 16.5 days. In addition, adding the 45 requests that were initiated in FY21 but carried over into FY22, the Agency processed 706 of the 707 (99.8) requests it processed in FY22 timely. The average processing time was 17.8 days. The Agency has attained a 90% or greater processing rate for 12 consecutive years.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

Breakdown of the 662 requests that were filed in FY22 and completed in FY22: · 408 requests approved, · 6 requests denied, · 9 requests denied under reasonable accommodation (RA), but some other relief offered outside of the RA process, · 88 requests withdrawn by the employee, and · 151 requests closed because it was no longer necessary to process them. This includes requests where the employee separated from the Agency (resigned, retired, passed away) and requests for exemptions to the federal COVID-19 vaccine, which the Agency held in abeyance upon the issuance of a federal injunction and no longer needed to process upon the lifting of the vaccine requirement. In FY22, the most requested items or types of accommodations were: 1. 1) Telework (full-time, situational, episodic, etc.): 311 requests, 2. 2) Exemption to the COVID-19 vaccine mandate: 152 requests, (some employees withdrew their requests; EPA closed many others due to the federal injunction). 3. 3) Assistive technology (AT) equipment, as well as ergonomic equipment, such as ergonomic keyboards and chairs (combined): 87 requests, 4. 4) Computer equipment such as larger monitor, mouse, etc.: 44 requests, 5. 5) Sit/stand desks: 23 requests, 6. 6) Schedule flexibilities/Modified work schedule (start/end times): 21 requests, 7. 7) Facilities related requests such as small refrigerators, space heaters, workspace modification, and changes to lighting: 9 requests, and 8. 8) Personal Assistance Services (PAS): 4 requests. The National Reasonable Accommodation Coordinators (NRACs) delivered 26 training sessions to a total of 1,293 participants. The training sessions included technical assistance visits (TAVs) and trainings requested by specific offices on the reasonable accommodation process. The NRACs also trained the Local Reasonable Accommodation Coordinators (LORACs) on using the Reasonable Accommodation Management Site (RAMS) for tracking reasonable accommodation requests. In addition, in FY 2022, four new LORACs were designated by their respective offices and trained on the EPA reasonable accommodation process. In FY 2022, HR Bulletin 10-003B, Reassignment of a Qualified Employee with a Disability was updated with administrative changes including some definitions revised, procedures clarified, and references updated. EPA issued "EPA Reassignment as a Reasonable Accommodation Standard Operating Procedures (SOP)" to facilitate and provide clarity and additional information regarding the process for reassignment as a reasonable accommodation.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

There were four Personal Assistance Services (PAS) requests initiated in FY 2022. PAS is discussed in the reasonable accommodation training. There is a PAS reference guide (<https://www.epa.gov/ocr/reasonable-accommodation-procedures-and-form-reasonable-accommodation-requests>) and PAS Frequent Questions (<https://www.epa.gov/ocr/reasonable-accommodation#FAQPAS>) on the Reasonable Accommodation website.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:		Workforce Data (if so identify the table)			
Specific Workforce Data Table:		Workforce Data Table - B1			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		There were no triggers. After review of the workforce data tables B1, persons with disability exceeds the EEOC goal of 12%.			
Provide a brief narrative describing the condition at issue.					
How was the condition recognized as a potential barrier?					
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i>			
Barrier Analysis Process Completed?:		Y			
Barrier(s) Identified?:		Y			
STATEMENT OF IDENTIFIED BARRIER:		Barrier Name		Description of Policy, Procedure, or Practice	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Infrequent Use of Schedule A Authority		1. The Infrequent use of Schedule A Authority by hiring officials is a barrier to EPA achieving the 12% hiring goal for people with disabilities required by law.	
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
04/01/2021	09/30/2024	Yes			The Agency will continue to recruit and retain PWD.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
National Disability Program Manager		Jerome King		Yes	
Assistant Director, AEAA		Cecily L. Johnson		Yes	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date
07/03/2023	OCR will establish a disability Employee Resource Group.			Yes	
09/30/2023	Identify a Selective Placement Program Coordinator (recruitment of PWD/PWTD, Schedule A, etc.).			Yes	
09/30/2023	Continue to review exit interviews of employees to access if PWDs are leaving removed from the agency (voluntary and involuntary).			Yes	
09/30/2025	Continue to utilize the selection place coordinating process for Veterans.			Yes	

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Agency began to conduct training sessions on findings and recommendations of barrier analysis report; Schedule A Hiring Authority for Persons with Disabilities; and Workforce Recruitment training sessions to managers.

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

The agency completed all planned activities.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

In FY22, EPA hired 85 employees using the Schedule A (disability) hiring authority which was an increase of 36 in FY21.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The planned activities did correct the triggers and/or barriers for this fiscal year.

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|--------------------------------|------------|
| a. Cluster GS-1 to GS-10 (PWD) | Answer No |
| b. Cluster GS-11 to SES (PWD) | Answer Yes |

Table B1 and B4 indicates that the PWD in GS-11 to SES cluster of the permanent workforce participate at 11.84% (1,591) out of 13,438 employees in the permanent workforce, which is slightly lower than the 12% benchmark goal.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|---------------------------------|-----------|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer No |
| b. Cluster GS-11 to SES (PWTD) | Answer No |

There are no triggers for PWTD.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	779	183	23.49	44	5.65
Grades GS-11 to SES	13333	1505	11.29	292	2.19

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The OCR developed a bowling metric for region and program offices to encourage them to reach the EEOC goal of PWDs making up 12% of EPA's workforce. OCR highlighted a best practice from Region 5, which consisted of a communication campaign to self- identify their disability status in Employee Express. OCR encouraged region and program offices to consider PWDs when filling positions. OCR also promoted the benefits of the Schedule A (disability) hiring authority and the use of the Workforce Recruitment Program (WRP). OCR informed all senior leaders about EPA's Section 501 Affirmative Action Plan (AAP) and numerical goals, including the 12% and 2% numerical inclusion goals as part of ongoing EEO and DEIA strategic planning discussions. OCR encouraged senior leaders to socialize the goals within their region and program offices (including to hiring

managers). EPA leadership communicated numerical goals to all employees through internal communication channels. Furthermore, OCR itself issued EPA-wide communication encouraging employees to complete or update their SF-256, as appropriate. The SF-256 allows employees to self-identify any disability. The Agency uses this data, along with other qualitative and quantitative data elements, to calculate disability workforce numbers, improve recruitment, hiring, and promotion processes, and eliminate barriers to equal employment opportunities for individuals with disabilities.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Section 508 Compliance	4	0	63	David Segovia, Libraries and Accessibility Division Director, OMS segovia.david@epa.gov Sarah Sorathia, Assistant Section 508 Program Manager, OMS sorathia.sarah@epa.gov
Architectural Barriers Act Compliance	1	0	1	Yvette Jackson, Director, Office of Administration, OMS Jackson.yvette@epa.gov
Special Emphasis Program for PWD and PWTD	2	0	25	Tiffany Houser, National Disability Employment Program Manager, OCR houser.tiffany@epag.gov napoli.anthony@epa.gov
Answering questions from the public about hiring authorities that take disability into account	23	0	0	Anthony Napoli, Diversity and Inclusion Program Manager, DOESD, OHR napoli.anthony@epa.gov Jerome King, EEO Manager, National Disability Employment Program Manager, OCR King.Jerome@epa.gov

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing reasonable accommodation requests from applicants and employees	2	0	27	Amanda Sweda, Senior National Reasonable Accommodation Coordinator, OCR sweda.amanda@epa.gov Kristin Tropp, National Reasonable Accommodation Coordinator, OCR tropp.kristin@epa.gov
Processing applications from PWD and PWTD	30	0	0	Tiffany Sykes, Director, Cincinnati Shared Service Center, Office of Mission Support OMS Sykes.Tiffany@epa.gov

- Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

In FY 2022, EPA staff attended virtual trainings offered by organizations external to the agency. The Agency also provided two trainings/listening sessions regarding disability and accessibility at EPA in February 2022, which were led by an outside consultant and were kicked off with opening remarks by EPA’s Deputy Administrator. OCR provided semi-annual trainings to all of its SEPMs regarding their SEPM responsibilities to assist them in carrying out their responsibilities during the reporting period. Disability program staff also received the following targeted training: Employer Assistance and Resource Network (EARN) on Disability Inclusion were offered throughout the year on multiple disability services and program topics and staff also attended the EEOC/Federal Exchange on Employment and Disability (FEED), Small Agency 501 Affirmative Action Regulation Working Group sessions, and the DVAAP Forum and Overview.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

- Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

EPA continues to recruit PWD and PWTD using digital and social media outreach such as LinkedIn and the Bureau’s career page at www.consumerfinance.gov/jobs. EPA encourages individuals with disabilities to apply under the Schedule A(u) Hiring Authority to open positions, which are posted on USAJobs. The Office of Human Resources encourage hiring managers to utilize programs such as the Workplace Recruitment Program (WRP) to identify, interview, and hire PWD and PWTD non-competitively without vacancy announcements when possible. The signed Handshake Premium Contract increased outreach and recruitment efforts to students from all educational institutions including PWDs, Minority Serving Institutions, and student veterans.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

EPA encourages individuals with disabilities (e.g., Schedule A(u), 30% or more disabled veterans, etc.) to apply for vacancy announcements posted on USAJobs. EPA refers individuals with disabilities who meet minimum qualifications and provide the appropriate documentation as prescribed by 5 CFR 213.3102(u) to hiring manager for consideration. EPA continues to leverage the hiring of PWD and PWTD through resources such as the WRP and existing registries housed on www.max.gov.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

EPA determines eligibility for individuals who apply using special hiring authorities, such as Schedule A and the 30% or More Disabled Veteran Authority. EPA’s Office of Mission Support, Shared Service Center (SSC) has developed a Schedule A Repository. This Repository hosts resumes and writing samples from Schedule A Disability-eligible candidates, which SSC shares with the program and regions offices to streamline and increase hiring managers’ use of the Schedule A hiring authority. EPA’s SSC reviews applications from applicants who submit documentation designating their disability status pursuant to special hiring authority Schedule A (5 C.F.R. § 213.3102(u)). The SSC screens all applicants seeking to be hired through Schedule A for minimum qualifications/selective factors to determine eligibility for noncompetitive, Schedule A appointments. EPA may make permanent or time-limited appointments and determines whether the applicant is likely to succeed in the performance of the duties of the position for which he or she applied. In determining whether the applicant is likely to succeed in performing the duties of the position, EPA may rely upon the applicant’s employment, educational, or other relevant experience, including but not limited to service under another type of appointment in the competitive or excepted services.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer Yes

The increased use of the Schedule A Hiring Authority is a national priority for EPA. In FY 2022, OHR and OCR provided training sessions to several hundred managers and employees (this was for various EPA regions and program offices). EPA communicated hiring goals to management through a combination of briefings and training sessions. The training sessions focused on two topics, the “Effective Use of the Schedule A Hiring Authority” and “How to Utilize the Workforce Recruitment Program (WRP) Database.” EPA recorded the training sessions so others that could not attend could view them. The videos were and remain available on the agency intranet site and on Microsoft Teams video system for all EPA employees to access. In addition, several EPA regions and program offices conducted their own Disability Employment Awareness, Reasonable Accommodation, and Schedule A Hiring Authority training sessions.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

EPA has established and maintains contacts with organizations that assist PWD, including PWTD, in securing and retaining

employment, and shares open vacancy announcements with them. EPA also made itself available to participate as a panelist proposed by the U.S. Department of Labor regarding the Agency’s promising practices on the use of WRP at the EEOC’s EXCEL conference (but was later canceled). Nonetheless, the Agency updated its intranet website. PWDs section of the website contains information regarding the Schedule A hiring authority, training videos, resources, and guides, etc. to help hiring managers and EPA employees. EPA is working with various program/regional offices to identify PWD organizations to establish MOUs. The agency continued to implement established Memoranda of Understanding (MOU) with Gallaudet University (GU) and Rochester Institute of Technology (RIT)/National Technical Institute for the Deaf (NTID). EPA renewed the MOU with RIT/NTID for another five years. EPA continues to collaborate on the advancement of environmental education to improve awareness of national employment opportunities and other opportunities for individuals with disabilities. Through the established MOUs with the institutions, students are given notice of publicly available career opportunities. In FY22, the agency hosted a resume certificate repository for PWD within EZHire. The Agency signed a Handshake Premium Contract that increased outreach for PWD, professional organizations, and student Veterans. The Agency developed an outreach pilot with Landmark College to create employment pathways for neurodiverse students. Along with the continued use of the Schedule A hiring authority, EPA continues to explore how to best leverage WRP through the Department of Labor and existing registries housed on www.max.gov.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer No
- b. New Hires for Permanent Workforce (PWTD) Answer No

There were no triggers identified in the permanent workforce for PWD and PWTD. In FY 2022, EPA had 1260 permanent new hires, 235 and 44, of which 18.7% were PWD and 3.49% were PWTD.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants					
% of Qualified Applicants					
% of New Hires					

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PWTD) Answer Yes

EPA has seven mission critical occupations (MCOs): 0819/Environmental Engineering, 0028/Environmental Protection Specialist, 0905/General Attorney, 0401/General Natural Resources Management, 1301/General Physical Science, 0343/Management and Program Analysis, and 0301/Miscellaneous Admin & Program. In FY 2022, there were triggers for PWD and PWTD for the permanent new hires when compared to the qualified applicant pool for one series, the 0301 series. EPA will continue to train and educate hiring officials to address the 0301 triggers.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer N/A
- b. Qualified Applicants for MCO (PWTD) Answer N/A

N/A. The Agency does not currently capture qualified internal applicants for any MCOs for PWD and/or PWTD. OCR will continue to work with OHR to collect this data.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer N/A
- b. Promotions for MCO (PWTD) Answer N/A

N/A. The Agency does not currently capture employees promoted to any of the MCOs for PWD and/or PWTD. OCR will continue to work with OHR to access what is needed to acquire the data.

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

OHR will continue to post all internal advancement opportunities, i.e., details, temporary promotions, and reassignments on the EPA’s internal website. The agency will continue to make PWD and PWTD aware of opportunities, such as promotions, details, and reassignments, and encourage PWD and PWTD to apply for these opportunities. Senior leadership will also partner with OHR to promote internal advancement opportunities. Other advancement opportunities include promoting the use of training courses available through FedTalent in efforts to improve professional development; promoting the development of personal learning and development goals; and helping employees to develop and implement Individual Development Plans (IDPs). OCR will continue to lead barrier analysis efforts to assist with providing or improving internal advancement opportunities for PWD and PWTD. Additionally, as part of the DEIA efforts, EPA has created a DEIA Implementation Accessibility Workgroup (WG). The Accessibility WG is composed of EPA employees, including OCR employees, selected as accessibility subject matter experts. The WG meets regularly to discuss accessibility concerns at EPA. During the development of EPA’s DEIA Strategic Plan in the first half of FY22, the workgroup drafted a chapter organized around four goals and priorities to help guide EPA in its effort to improve accessibility: • Goal 1: Build and Sustain Inclusive Culture: Reach, Hire, Retain, and Advance a Wide Intersection of People with Disabilities. • Goal 2: Ensure Timely Implementation of Accommodations and Physical Accessibility. • Goal 3: Comply with Section 508 of the Rehabilitation Act and Increase Virtual Accessibility. • Goal 4: Achieve Goals 1-3 by Centralizing Procurement, Funding, and Accessibility Guidance for Employees and the Public.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

EPA continues to offer career development tools and resources that assist all employees, to include PWD and PWTD, with skill development. EPA will establish a Career Development Framework, Career Planning tools, and other internal resources for professional growth and development for all employees, including PWD and PWTD, interested in promoting their career and development goals. The resources will include, Individual Development Planning and Career Development Workshops, self-directed career planning and development tools, resources, and activities, voluntary consultations on Individual Development Plans and Career Planning.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Fellowship Programs	16	14	N/A	N/A	N/A	N/A
Other Career Development Programs	15	15	N/A	N/A	N/A	N/A
Mentoring Programs	N/A	N/A	N/A	N/A	N/A	N/A
Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A
Internship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer N/A
- b. Selections (PWD) Answer N/A

EPA will have a career development program in FY23. OCR has expressed to OHR the need to track applicant flow data, including that of PWD. OHR recognized the need to do so, and informed OCR that it intended to do so.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer N/A
- b. Selections (PWTD) Answer N/A

EPA will have a career development program in FY23. OCR has expressed to OHR the need to track applicant flow data, including that of PWTD. OHR recognized the need to do so, and informed OCR that it intended to do so.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer No
- b. Awards, Bonuses, & Incentives (PWTD) Answer No

There are no triggers for cash awards involving PWD and/or PWTD for \$500 and under, or \$501-\$999 when compared to the inclusion rate. However, the agency was not able to determine if there are triggers involving PWD and/or PWTD for time-off awards, bonuses, or other incentives because the data was not available. OHR is working to collect this data.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	4101	31.08	28.64	26.79	32.15
Time-Off Awards 1 - 10 Hours: Total Hours	31929	237.77	223.26	200.00	247.15
Time-Off Awards 1 - 10 Hours: Average Hours	7	0.41	0.06	2.08	0.00
Time-Off Awards 11 - 20 hours: Awards Given	1713	13.32	11.81	13.99	13.16
Time-Off Awards 11 - 20 Hours: Total Hours	28459	219.30	196.81	231.55	216.26
Time-Off Awards 11 - 20 Hours: Average Hours	16	0.95	0.14	4.76	0.00
Time-Off Awards 21 - 30 hours: Awards Given	652	4.44	4.59	5.65	4.14
Time-Off Awards 21 - 30 Hours: Total Hours	16979	113.80	119.79	150.30	104.73
Time-Off Awards 21 - 30 Hours: Average Hours	26	1.48	0.22	7.74	-0.07
Time-Off Awards 31 - 40 hours: Awards Given	831	4.44	6.12	5.65	4.14
Time-Off Awards 31 - 40 Hours: Total Hours	31925	174.72	234.42	223.81	162.53
Time-Off Awards 31 - 40 Hours: Average Hours	38	2.31	0.33	11.61	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	1122	9.24	7.60	9.23	9.24
Cash Awards: \$501 - \$999: Total Amount	822688	6839.79	5564.37	6772.32	6856.54
Cash Awards: \$501 - \$999: Average Amount	733	43.81	6.27	218.45	0.44
Cash Awards: \$1000 - \$1999: Awards Given	3079	26.35	20.82	28.87	25.72
Cash Awards: \$1000 - \$1999: Total Amount	4238555	36878.80	28608.49	41435.12	35747.30
Cash Awards: \$1000 - \$1999: Average Amount	1376	82.83	11.78	427.08	-2.66
Cash Awards: \$2000 - \$2999: Awards Given	4420	31.50	31.45	35.12	30.60

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$2000 - \$2999: Total Amount	10626632	74534.81	75818.52	81373.81	72836.44
Cash Awards: \$2000 - \$2999: Average Amount	2404	140.08	20.68	689.58	3.62
Cash Awards: \$3000 - \$3999: Awards Given	3489	19.36	25.77	16.96	19.96
Cash Awards: \$3000 - \$3999: Total Amount	11662621	64652.28	86158.66	56706.85	66625.42
Cash Awards: \$3000 - \$3999: Average Amount	3342	197.69	28.67	994.64	-0.22
Cash Awards: \$4000 - \$4999: Awards Given	1860	8.11	14.24	5.95	8.65
Cash Awards: \$4000 - \$4999: Total Amount	8208851	35514.27	62913.43	26427.68	37770.81
Cash Awards: \$4000 - \$4999: Average Amount	4413	259.21	37.90	1321.13	-4.51
Cash Awards: \$5000 or more: Awards Given	515	2.37	3.93	3.57	2.07
Cash Awards: \$5000 or more: Total Amount	5887014	27566.37	44875.01	30880.06	26743.46
Cash Awards: \$5000 or more: Average Amount	11431	689.11	97.98	2573.21	221.21

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer Yes
- b. Pay Increases (PWTD) Answer Yes

There were triggers for PWD for quality step increases of 3.04%, and performance-based pay increases of 1.66%. There also were triggers for PWTD for quality step increases of 2.59%, and 1.18%, when compared to the inclusion rate of 6.37%.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD) Answer N/A
- b. Other Types of Recognition (PWTD) Answer N/A

OCR will continue work with OHR to develop, implement, and track employee recognition programs for PWD and/or PWTD.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES

i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	N/A
b. Grade GS-15		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	N/A
c. Grade GS-14		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No

a. SES EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels for PWD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. b. Grade GS-15 EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels for PWD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A
b. Grade GS-15		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A
c. Grade GS-14		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No
d. Grade GS-13		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No

a. SES EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels (SES) for PWTD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. b. Grade GS-15 EPA does not currently capture qualified internal applicants and/or selectees for promotions to the senior grade levels (GS-15) for

PWTD. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWD) Answer N/A
- b. New Hires to GS-15 (PWD) Answer N/A
- c. New Hires to GS-14 (PWD) Answer N/A
- d. New Hires to GS-13 (PWD) Answer N/A

EPA’s workforce data tables do not provide information on New Hires of PWD in the grade levels GS13–SES. OCR continues to coordinate with OHR to create a process to collect the required data.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWTD) Answer N/A
- b. New Hires to GS-15 (PWTD) Answer N/A
- c. New Hires to GS-14 (PWTD) Answer N/A
- d. New Hires to GS-13 (PWTD) Answer N/A

EPA’s workforce data tables do not provide information on New Hires of PWTD in the grade levels GS13–SES. OCR continues to coordinate with OHR to create a process to collect the required data.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Answer N/A
 - ii. Internal Selections (PWD) Answer N/A

a. Executives EPA’s workforce data tables do not provide data on PWD for qualified internal applicants and/or selectees to supervisory positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. b. Managers EPA does not currently capture qualified internal applicants and/or selectees involving PWD for promotions to manager positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. c. Supervisors EPA’s workforce data tables do not provide data on PWD for qualified internal applicants and/or selectees for promotions to supervisory positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

b. Managers

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

a. Executives EPA’s workforce data tables do not provide data on PWTD for qualified internal applicants and/or selectees for promotions to supervisory positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. b. Managers EPA’s workforce data tables do not provide data on PWTD for qualified internal applicants and/or selectees for promotions to manager positions. OCR continues to coordinate with OHR to develop a process that will collect applicant flow data. c. Supervisors EPA’s workforce data tables do not provide data on PWTD for qualified internal applicants and/or selectees for promotions to supervisory positions. OCR continues to coordinate with OHR to create a process to collect the required data.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD) Answer N/A

b. New Hires for Managers (PWD) Answer N/A

c. New Hires for Supervisors (PWD) Answer N/A

EPA’s workforce data tables do not provide data on PWD selected for new hires to supervisory positions. OCR continues to coordinate with OHR to create a process to collect the required data.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTD) Answer N/A

b. New Hires for Managers (PWTD) Answer N/A

c. New Hires for Supervisors (PWTD)

Answer N/A

EPA’s workforce data tables do not provide data on PWTD selected for new hires to supervisory positions. OCR continues to coordinate with OHR to create a process to collect the required data.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer No

EPA had (51) Schedule A disability appointees become eligible for conversion into the competitive service. Of those (51) eligible for conversion, (46) have been converted into the competitive service. The other five appointees remain with the agency on their Schedule A appointments. The respective offices have not yet submitted paperwork to convert them.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD)

Answer Yes

b. Involuntary Separations (PWD)

Answer Yes

The percentage of PWD among voluntary (4.27%) and involuntary (6.08%) separations exceeds that of persons without disabilities when compared to the inclusion rate, -0.45% and 4.20% respectively.

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	14	0.34	0.06
Permanent Workforce: Resignation	133	1.24	0.86
Permanent Workforce: Retirement	600	3.05	4.22
Permanent Workforce: Other Separations	230	1.52	1.57
Permanent Workforce: Total Separations	977	6.15	6.70

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD)

Answer Yes

b. Involuntary Separations (PWTD)

Answer No

The percentage of PWTD among voluntary (3.07%) separations exceeds that of persons without disabilities when compared to the inclusion rate of -0.09%. However, there is no trigger with PWTD among involuntary separations when compared to persons without targeted disabilities.

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	14	0.85	0.08
Permanent Workforce: Resignation	133	0.85	0.90
Permanent Workforce: Retirement	600	2.56	4.11
Permanent Workforce: Other Separations	230	2.56	1.54
Permanent Workforce: Total Separations	977	6.82	6.63

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

The results of the exit interviews were not available. The Agency is stressing the need to ensure better collection of exit interviews in general, and for better communication to share exit interviews with OCR where EEO is mentioned as a concern by a departing employee, in particular.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

The Accessibility Statement explains employees’ and applicants’ rights under Section 508 of the Rehabilitation Act. The statement is available on EPA’s website: <https://www.epa.gov/accessibility/epa-accessibility-statement>.

2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

EPA’s website: <https://www.epa.gov/ocr/affirmative-employment-analysis-and-accountability#architectural> provides a link to the United States Access Board (<https://www.accessboard.gov/enforcement/>), which provides information on employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The 508 Directives align with the Revised Section 508 Standards issued by the U.S. Access Board and establish the EPA’s policy for ensuring access to the agency’s Information and Communication Technology (ICT) and for complying with Section 508 of the Rehabilitation Act, as amended (29 U.S.C. § 794d). The Section 508 Acquisition Procedure incorporates specific Section 508 technical requirements and acceptance criteria in the planning stage of the acquisition. The Section 508 Testing Procedure establishes a standard for how and when to test ICT for accessibility. The Section 508 Exceptions Procedure introduces the fundamental alteration exception and defines signature authority requirements for the different exceptions. These procedures include certification forms to help document how each organization integrates the 508 technical requirements as they acquire, develop, and maintain ICT. The agency developed guidance and resources for creating accessible on-line training and began the remediation for the existing mandatory training. EPA Compliance Assessment and Remediation Plan: EPA’s Compliance Assessment and Remediation Plan (CARP), aligns with the U.S. Access Board ICT Testing Baseline, which describes how to evaluate conformance to the Revised 508 Standards. EPA’s CARP aims to assess and enhance the accessibility of EPA’s ICT, develop a baseline to measure improvements, and report biannually to the OMB on Section 508 Program Maturity. In FY22, EPA clarified the processes for assessing the level of conformance for existing systems and navigating the remediation process toward

full compliance. The CARP will also align with the recently signed Section 508 procedures for testing and acquisition established processes and documentation for ensuring the accessibility of newly procured ICT. These two efforts will work together to create a full picture of the accessibility of EPAs Systems and applications. Activities for FY23: Continue to use the Accessibility Workgroup it established in FY22 to support the implementation of Executive Order (EO) 14035 Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce. In FY22, OCR also collaborated with the Office of Public Affairs (OPA) to improve and standardize access to agency-wide virtual events and clearly articulate the accessibility features of virtual meetings. EPA will continue these efforts in FY23.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The National Reasonable Accommodation Program (NRAP) processed a total of 743 requests. Of the 743 requests, employees initiated 45 of them in FY21 and 698 in FY22. The 45 requests from FY21, were in pending status on September 30, 2021. Of the 698 requests initiated in FY22, OCR processed and completed 662; 36 requests were in pending status and carried over to FY 2023 to continue processing. Twelve (12) new employees and two (2) applicants requested a reasonable accommodation. The Agency processed and completed 661 of the 662 requests (or 99.8%) within the time frames identified in its Reasonable Accommodation (RA) procedures. The average processing time was 16.5 days. In addition, adding the 45 requests that were initiated in FY21 but carried over into FY22, the Agency processed 706 of the 707 (99.8) requests it processed in FY22 timely. The average processing time was 17.8 days. The Agency has attained a 90% or greater processing rate for 12 consecutive years.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

Breakdown of the 662 requests that were filed in FY22 and completed in FY22: · 408 requests approved, · 6 requests denied, · 9 requests denied under reasonable accommodation (RA), but some other relief offered outside of the RA process, · 88 requests withdrawn by the employee, and · 151 requests closed because it was no longer necessary to process them. This includes requests where the employee separated from the Agency (resigned, retired, passed away) and requests for exemptions to the federal COVID-19 vaccine, which the Agency held in abeyance upon the issuance of a federal injunction and no longer needed to process upon the lifting of the vaccine requirement. In FY22, the most requested items or types of accommodations were: 1. 1) Telework (full-time, situational, episodic, etc.): 311 requests, 2. 2) Exemption to the COVID-19 vaccine mandate: 152 requests, (some employees withdrew their requests; EPA closed many others due to the federal injunction). 3. 3) Assistive technology (AT) equipment, as well as ergonomic equipment, such as ergonomic keyboards and chairs (combined): 87 requests, 4. 4) Computer equipment such as larger monitor, mouse, etc.: 44 requests, 5. 5) Sit/stand desks: 23 requests, 6. 6) Schedule flexibilities/Modified work schedule (start/end times): 21 requests, 7. 7) Facilities related requests such as small refrigerators, space heaters, workspace modification, and changes to lighting: 9 requests, and 8. 8) Personal Assistance Services (PAS): 4 requests. The National Reasonable Accommodation Coordinators (NRACs) delivered 26 training sessions to a total of 1,293 participants. The training sessions included technical assistance visits (TAVs) and trainings requested by specific offices on the reasonable accommodation process. The NRACs also trained the Local Reasonable Accommodation Coordinators (LORACs) on using the Reasonable Accommodation Management Site (RAMS) for tracking reasonable accommodation requests. In addition, in FY 2022, four new LORACs were designated by their respective offices and trained on the EPA reasonable accommodation process. In FY 2022, HR Bulletin 10-003B, Reassignment of a Qualified Employee with a Disability was updated with administrative changes including some definitions revised, procedures clarified, and references updated. EPA issued "EPA Reassignment as a Reasonable Accommodation Standard Operating Procedures (SOP)" to facilitate and provide clarity and additional information regarding the process for reassignment as a reasonable accommodation.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

There were four Personal Assistance Services (PAS) requests initiated in FY 2022. PAS is discussed in the reasonable accommodation training. There is a PAS reference guide (<https://www.epa.gov/ocr/reasonable-accommodation-procedures-and-form-reasonable-accommodation-requests>) and PAS Frequent Questions (<https://www.epa.gov/ocr/reasonable-accommodation#FAQPAS>) on the Reasonable Accommodation website.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

- 1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

- 2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

- 3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

- 1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

- 2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer No

- 3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

- 1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)					
Specific Workforce Data Table:	Workforce Data Table - B1					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	There were no triggers. After review of the workforce data tables B1, persons with disability exceeds the EEOC goal of 12%.					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i>					
Barrier Analysis Process Completed?:	Y					
Barrier(s) Identified?:	Y					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name		Description of Policy, Procedure, or Practice			
	Infrequent Use of Schedule A Authority		1. The Infrequent use of Schedule A Authority by hiring officials is a barrier to EPA achieving the 12% hiring goal for people with disabilities required by law.			
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
04/01/2021	09/30/2024	Yes			The Agency will continue to recruit and retain PWD.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
National Disability Program Manager		Jerome King		Yes		
Assistant Director, AEAA		Cecily L. Johnson		Yes		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
07/03/2023	OCR will establish a disability Employee Resource Group.			Yes		
09/30/2023	Identify a Selective Placement Program Coordinator (recruitment of PWD/PWTD, Schedule A, etc.).			Yes		
09/30/2023	Continue to review exit interviews of employees to access if PWDs are leaving removed from the agency (voluntary and involuntary).			Yes		

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2025	Continue to utilize the selection place coordinating process for Veterans.	Yes		
Report of Accomplishments				
Fiscal Year	Accomplishment			
2022	Agency began to conduct training sessions on findings and recommendations of barrier analysis report; Schedule A Hiring Authority for Persons with Disabilities; and Workforce Recruitment training sessions to managers.			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

The agency completed all planned activities.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

In FY22, EPA hired 85 employees using the Schedule A (disability) hiring authority which was an increase of 36 in FY21.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The planned activities did correct the triggers and/or barriers for this fiscal year.

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	14374	6744	7630	490	608	4808	4479	770	1715	544	649	7	9	72	71	37	67
Total Workforce: Prior FY %	100	46.92	53.08	3.41	4.23	33.45	31.16	5.36	11.93	3.78	4.52	0.05	0.06	0.50	0.49	0.26	0.47
Total Workforce: Current FY #	14721	6844	7877	510	622	4808	4620	799	1734	578	689	7	9	74	71	68	132
Total Workforce: Current FY %	100	46.49	53.51	3.46	4.23	32.66	31.38	5.43	11.78	3.93	4.68	0.05	0.06	0.50	0.48	0.46	0.90
Total Workforce: Difference #	347	100	247	20	14	0	141	29	19	34	40	0	0	2	0	31	65
Total Workforce: Ratio Change %	0.00	-0.43	0.43	0.05	0.00	-0.79	0.22	0.07	-0.15	0.15	0.16	0.00	0.00	0.00	-0.01	0.20	0.43
Total Workforce: Net Change %	2.41	1.48	3.24	4.08	2.30	0.00	3.15	3.77	1.11	6.25	6.16	0.00	0.00	2.78	0.00	83.78	97.01
EMPLOYEE GAINS																	
Total Workforce: New Hires #	1419	625	794	49	44	374	476	108	157	66	74	0	0	5	5	23	38
Total Workforce: New Hires %	100	44.05	55.95	3.45	3.10	26.36	33.54	7.61	11.06	4.65	5.21	0.00	0.00	0.35	0.35	1.62	2.68
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	21	9	12	1	0	4	11	4	0	0	1	0	0	0	0	0	0
Total Workforce: Removal %	100	42.86	57.14	4.76	0.00	19.05	52.38	19.05	0.00	0.00	4.76	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	235	116	119	4	6	73	73	28	21	8	11	0	0	1	1	2	7
Total Workforce: Resignation %	100	49.36	50.64	1.70	2.55	31.06	31.06	11.91	8.94	3.40	4.68	0.00	0.00	0.43	0.43	0.85	2.98
Total Workforce: Retirement #	601	305	296	18	16	245	190	24	70	15	15	0	0	2	3	1	2
Total Workforce: Retirement %	100	50.75	49.25	3.00	2.66	40.77	31.61	3.99	11.65	2.50	2.50	0.00	0.00	0.33	0.50	0.17	0.33
Total Workforce: Other Separations #	273	119	154	13	15	61	77	26	51	11	10	0	0	1	1	7	0
Total Workforce: Other Separations %	100	43.59	56.41	4.76	5.49	22.34	28.21	9.52	18.68	4.03	3.66	0.00	0.00	0.37	0.37	2.56	0.00
Total Workforce: Total Separations #	1130	549	581	36	37	383	351	82	142	34	37	0	0	4	5	10	9
Total Workforce: Total Separations %	100	48.58	51.42	3.19	3.27	33.89	31.06	7.26	12.57	3.01	3.27	0.00	0.00	0.35	0.44	0.88	0.80
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	13942	6557	7385	479	590	4685	4342	742	1680	523	603	6	9	71	68	36	65
Permanent Workforce: Prior FY %	100	47.03	52.97	3.44	4.23	33.60	31.14	5.32	12.05	3.75	4.33	0.04	0.06	0.51	0.49	0.26	0.47
Permanent Workforce: Current FY #	14142	6596	7546	486	599	4655	4422	767	1680	545	644	6	9	73	70	64	122
Permanent Workforce: Current FY %	100	46.64	53.36	3.44	4.24	32.92	31.27	5.42	11.88	3.85	4.55	0.04	0.06	0.52	0.49	0.45	0.86
Permanent Workforce: Difference #	200	39	161	7	9	-30	80	25	0	22	41	0	0	2	2	28	57
Permanent Workforce: Ratio Change %	0.00	-0.39	0.39	0.00	0.01	-0.68	0.13	0.10	-0.17	0.10	0.22	0.00	0.00	0.01	0.00	0.19	0.39
Permanent Workforce: Net Change %	1.43	0.59	2.18	1.46	1.53	-0.64	1.84	3.37	0.00	4.21	6.80	0.00	0.00	2.82	2.94	77.78	87.69

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Other Separations #	43	19	24	3	5	4	12	6	4	4	3	0	0	0	0	2	0
Temporary Workforce: Other Separations %	100	44.19	55.81	6.98	11.63	9.30	27.91	13.95	9.30	9.30	6.98	0.00	0.00	0.00	0.00	4.65	0.00
Temporary Workforce: Total Separations #	153	64	89	5	7	32	53	14	15	8	10	0	0	1	0	4	4
Temporary Workforce: Total Separations %	100	41.83	58.17	3.27	4.58	20.92	34.64	9.15	9.80	5.23	6.54	0.00	0.00	0.65	0.00	2.61	2.61

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce #	14142	6596	7546	486	599	4655	4422	767	1680	545	644	6	9	73	70	64	122
Permanent Workforce %	100	46.64	53.36	3.44	4.24	32.92	31.27	5.42	11.88	3.85	4.55	0.04	0.06	0.52	0.49	0.45	0.86
EP00 #	14142	6596	7546	486	599	4655	4422	767	1680	545	644	6	9	73	70	64	122
EP00 %	100	46.64	53.36	3.44	4.24	32.92	31.27	5.42	11.88	3.85	4.55	0.04	0.06	0.52	0.49	0.45	0.86

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Occupational Categories	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	14142	6596	7546	486	599	4655	4422	767	1680	545	644	6	9	73	70	64	122
Permanent Workforce %	100	46.64	53.36	3.44	4.24	32.92	31.27	5.42	11.88	3.85	4.55	0.04	0.06	0.52	0.49	0.45	0.86
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Management																	
Executives #	1510	747	763	59	47	576	509	66	150	35	49	1	0	6	4	4	4
Executives %	100	49.47	50.53	3.91	3.11	38.15	33.71	4.37	9.93	2.32	3.25	0.07	0.00	0.40	0.26	0.26	0.26
Managers #	573	289	284	24	12	208	181	35	59	18	28	0	1	4	2	0	1
Managers %	100	50.44	49.56	4.19	2.09	36.30	31.59	6.11	10.30	3.14	4.89	0.00	0.17	0.70	0.35	0.00	0.17
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Management #	2083	1036	1047	83	59	784	690	101	209	53	77	1	1	10	6	4	5
Total Management %	100	49.74	50.26	3.98	2.83	37.64	33.13	4.85	10.03	2.54	3.70	0.05	0.05	0.48	0.29	0.19	0.24
2. Professionals #	11523	5320	6203	385	509	3695	3613	637	1355	482	553	5	7	58	61	58	105
Professionals %	100	46.17	53.83	3.34	4.42	32.07	31.35	5.53	11.76	4.18	4.80	0.04	0.06	0.50	0.53	0.50	0.91
3. Technicians #	99	57	42	1	1	42	31	8	6	4	3	0	0	1	1	1	0
Technicians %	100	57.58	42.42	1.01	1.01	42.42	31.31	8.08	6.06	4.04	3.03	0.00	0.00	1.01	1.01	1.01	0.00
4. Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Workers #	196	21	175	4	24	11	48	5	83	1	7	0	1	0	2	0	10
Administrative Workers %	100	10.71	89.29	2.04	12.24	5.61	24.49	2.55	42.35	0.51	3.57	0.00	0.51	0.00	1.02	0.00	5.10
6. Craft Workers #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Operatives %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Laborers and Helpers %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers #	197	150	47	12	3	117	30	12	8	4	4	0	0	4	0	1	2
Service Workers %	100	76.14	23.86	6.09	1.52	59.39	15.23	6.09	4.06	2.03	2.03	0.00	0.00	2.03	0.00	0.51	1.02

Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Permanent)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	14142	6596	7546	486	599	4655	4422	767	1680	545	644	6	9	73	70	64	122
Permanent Workforce %	100	46.64	53.36	3.44	4.24	32.92	31.27	5.42	11.88	3.85	4.55	0.04	0.06	0.52	0.49	0.45	0.86
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	3	2	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0
GS-04 %	100	66.67	33.33	33.33	0.00	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	6	4	2	0	0	3	0	0	2	1	0	0	0	0	0	0	0
GS-05 %	100	66.67	33.33	0.00	0.00	50.00	0.00	0.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	10	1	9	0	2	1	3	0	4	0	0	0	0	0	0	0	0
GS-06 %	100	10.00	90.00	0.00	20.00	10.00	30.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	175	56	119	8	9	29	56	13	37	3	13	0	0	0	0	3	4
GS-07 %	100	32.00	68.00	4.57	5.14	16.57	32.00	7.43	21.14	1.71	7.43	0.00	0.00	0.00	0.00	1.71	2.29
GS-08 #	56	6	50	1	4	3	14	2	24	0	3	0	0	0	0	0	5
GS-08 %	100	10.71	89.29	1.79	7.14	5.36	25.00	3.57	42.86	0.00	5.36	0.00	0.00	0.00	0.00	0.00	8.93
GS-09 #	493	175	318	15	37	104	159	27	82	19	28	0	1	3	4	7	7
GS-09 %	100	35.50	64.50	3.04	7.51	21.10	32.25	5.48	16.63	3.85	5.68	0.00	0.20	0.61	0.81	1.42	1.42
GS-10 #	36	22	14	0	0	18	8	2	3	1	1	0	0	1	1	0	1
GS-10 %	100	61.11	38.89	0.00	0.00	50.00	22.22	5.56	8.33	2.78	2.78	0.00	0.00	2.78	2.78	0.00	2.78
GS-11 #	779	314	465	27	39	208	252	38	111	33	38	0	0	2	5	6	20
GS-11 %	100	40.31	59.69	3.47	5.01	26.70	32.35	4.88	14.25	4.24	4.88	0.00	0.00	0.26	0.64	0.77	2.57
GS-12 #	1975	785	1190	57	114	474	595	150	344	92	93	0	4	8	11	4	29
GS-12 %	100	39.75	60.25	2.89	5.77	24.00	30.13	7.59	17.42	4.66	4.71	0.00	0.20	0.41	0.56	0.20	1.47
GS-13 #	5587	2731	2856	212	238	1887	1668	320	616	243	269	2	2	35	28	32	35
GS-13 %	100	48.88	51.12	3.79	4.26	33.77	29.86	5.73	11.03	4.35	4.81	0.04	0.04	0.63	0.50	0.57	0.63
GS-14 #	2666	1301	1365	88	83	974	880	129	263	85	113	2	1	16	14	7	11
GS-14 %	100	48.80	51.20	3.30	3.11	36.53	33.01	4.84	9.86	3.19	4.24	0.08	0.04	0.60	0.53	0.26	0.41

Environmental Protection Agency

For period covering October 1, 2021 to September 30, 2022.

File Process Date and Time: 03/15/2023 02:37 PM

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	2023	1022	1001	61	61	821	678	70	167	57	79	2	1	6	5	5	10
GS-15 %	100	50.52	49.48	3.02	3.02	40.58	33.51	3.46	8.26	2.82	3.91	0.10	0.05	0.30	0.25	0.25	0.49
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	13809	6419	7390	470	587	4523	4313	751	1654	534	637	6	9	71	68	64	122
Total GS Employees %	100	46.48	53.52	3.40	4.25	32.75	31.23	5.44	11.98	3.87	4.61	0.04	0.07	0.51	0.49	0.46	0.88
SES #	280	143	137	16	11	105	95	12	25	8	4	0	0	2	2	0	0
SES %	100	51.07	48.93	5.71	3.93	37.50	33.93	4.29	8.93	2.86	1.43	0.00	0.00	0.71	0.71	0.00	0.00
Other Senior Pay #	23	15	8	0	0	13	6	0	1	2	1	0	0	0	0	0	0
Other Senior Pay %	100	65.22	34.78	0.00	0.00	56.52	26.09	0.00	4.35	8.70	4.35	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	303	158	145	16	11	118	101	12	26	10	5	0	0	2	2	0	0
Total Senior Pay %	100	52.15	47.85	5.28	3.63	38.94	33.33	3.96	8.58	3.30	1.65	0.00	0.00	0.66	0.66	0.00	0.00

Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	14142	6596	7546	486	599	4655	4422	767	1680	545	644	6	9	73	70	64	122
Permanent Workforce %	100	46.64	53.36	3.44	4.24	32.92	31.27	5.42	11.88	3.85	4.55	0.04	0.06	0.52	0.49	0.45	0.86
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	4	4	0	0	0	1	0	3	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	100.00	0.00	0.00	0.00	25.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	69	22	47	4	3	14	28	2	10	1	4	0	0	0	0	1	2
\$40,001-\$50,000 %	100	31.88	68.12	5.80	4.35	20.29	40.58	2.90	14.49	1.45	5.80	0.00	0.00	0.00	0.00	1.45	2.90
\$50,001-\$60,000 #	204	97	107	11	5	59	62	20	26	5	9	0	0	1	0	1	5
\$50,001-\$60,000 %	100	47.55	52.45	5.39	2.45	28.92	30.39	9.80	12.75	2.45	4.41	0.00	0.00	0.49	0.00	0.49	2.45
\$60,001-\$70,000 #	527	187	340	13	38	116	169	24	88	23	35	0	0	3	2	8	8
\$60,001-\$70,000 %	100	35.48	64.52	2.47	7.21	22.01	32.07	4.55	16.70	4.36	6.64	0.00	0.00	0.57	0.38	1.52	1.52
\$70,001-\$80,000 #	612	234	378	19	28	157	205	28	94	22	27	0	1	3	7	5	16
\$70,001-\$80,000 %	100	38.24	61.76	3.10	4.58	25.65	33.50	4.58	15.36	3.59	4.41	0.00	0.16	0.49	1.14	0.82	2.61
\$80,001-\$90,000 #	823	339	484	25	39	222	272	54	105	35	46	0	0	1	4	2	18
\$80,001-\$90,000 %	100	41.19	58.81	3.04	4.74	26.97	33.05	6.56	12.76	4.25	5.59	0.00	0.00	0.12	0.49	0.24	2.19
\$90,001-\$100,000 #	715	295	420	18	39	181	223	55	111	33	28	0	2	5	4	3	13
\$90,001-\$100,000 %	100	41.26	58.74	2.52	5.45	25.31	31.19	7.69	15.52	4.62	3.92	0.00	0.28	0.70	0.56	0.42	1.82
\$100,001-\$110,000 #	1244	537	707	44	66	358	391	79	177	45	48	1	2	2	12	8	11
\$100,001-\$110,000 %	100	43.17	56.83	3.54	5.31	28.78	31.43	6.35	14.23	3.62	3.86	0.08	0.16	0.16	0.96	0.64	0.88
\$110,001-\$120,000 #	1601	737	864	52	75	499	496	99	198	68	78	0	0	10	8	9	9
\$110,001-\$120,000 %	100	46.03	53.97	3.25	4.68	31.17	30.98	6.18	12.37	4.25	4.87	0.00	0.00	0.62	0.50	0.56	0.56
\$120,001-\$130,000 #	1791	895	896	73	80	619	524	94	197	80	76	0	2	20	8	9	9
\$120,001-\$130,000 %	100	49.97	50.03	4.08	4.47	34.56	29.26	5.25	11.00	4.47	4.24	0.00	0.11	1.12	0.45	0.50	0.50
\$130,001-\$140,000 #	2107	999	1108	69	88	702	627	124	279	82	93	2	1	13	11	7	9
\$130,001-\$140,000 %	100	47.41	52.59	3.27	4.18	33.32	29.76	5.89	13.24	3.89	4.41	0.09	0.05	0.62	0.52	0.33	0.43
\$140,001-\$150,000 #	936	459	477	36	32	329	297	48	82	40	56	0	0	2	2	4	8
\$140,001-\$150,000 %	100	49.04	50.96	3.85	3.42	35.15	31.73	5.13	8.76	4.27	5.98	0.00	0.00	0.21	0.21	0.43	0.85
\$150,001-\$160,000 #	1013	482	531	29	29	372	335	44	103	31	55	1	0	3	4	2	5

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	47.58	52.42	2.86	2.86	36.72	33.07	4.34	10.17	3.06	5.43	0.10	0.00	0.30	0.39	0.20	0.49
\$160,001-\$170,000 #	819	431	388	30	23	337	246	32	71	27	41	0	0	2	5	3	2
\$160,001-\$170,000 %	100	52.63	47.37	3.66	2.81	41.15	30.04	3.91	8.67	3.30	5.01	0.00	0.00	0.24	0.61	0.37	0.24
\$170,001-\$180,000 #	1373	720	653	49	43	570	446	49	113	42	42	2	1	6	1	2	7
\$170,001-\$180,000 %	100	52.44	47.56	3.57	3.13	41.51	32.48	3.57	8.23	3.06	3.06	0.15	0.07	0.44	0.07	0.15	0.51
\$180,001 and Greater #	302	156	146	14	11	118	101	12	26	10	6	0	0	2	2	0	0
\$180,001 and Greater %	100	51.66	48.34	4.64	3.64	39.07	33.44	3.97	8.61	3.31	1.99	0.00	0.00	0.66	0.66	0.00	0.00

Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	579	248	331	24	23	153	198	32	54	33	45	1	0	1	1	4	10
Temporary Workforce %	100	42.83	57.17	4.15	3.97	26.42	34.20	5.53	9.33	5.70	7.77	0.17	0.00	0.17	0.17	0.69	1.73
Alternative Benchmark	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	4	3	1	0	0	2	1	0	0	1	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	75.00	25.00	0.00	0.00	50.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	94	25	69	3	4	13	43	6	11	3	10	0	0	0	0	0	1
\$30,001-\$40,000 %	100	26.60	73.40	3.19	4.26	13.83	45.74	6.38	11.70	3.19	10.64	0.00	0.00	0.00	0.00	0.00	1.06
\$40,001-\$50,000 #	70	26	44	4	2	15	18	4	12	2	9	0	0	1	1	0	2
\$40,001-\$50,000 %	100	37.14	62.86	5.71	2.86	21.43	25.71	5.71	17.14	2.86	12.86	0.00	0.00	1.43	1.43	0.00	2.86
\$50,001-\$60,000 #	105	45	60	4	8	28	33	5	7	6	9	0	0	0	0	2	3
\$50,001-\$60,000 %	100	42.86	57.14	3.81	7.62	26.67	31.43	4.76	6.67	5.71	8.57	0.00	0.00	0.00	0.00	1.90	2.86
\$60,001-\$70,000 #	101	47	54	8	2	24	35	7	10	6	7	0	0	0	0	2	0
\$60,001-\$70,000 %	100	46.53	53.47	7.92	1.98	23.76	34.65	6.93	9.90	5.94	6.93	0.00	0.00	0.00	0.00	1.98	0.00
\$70,001-\$80,000 #	22	11	11	0	3	3	4	5	2	3	1	0	0	0	0	0	1
\$70,001-\$80,000 %	100	50.00	50.00	0.00	13.64	13.64	18.18	22.73	9.09	13.64	4.55	0.00	0.00	0.00	0.00	0.00	4.55
\$80,001-\$90,000 #	51	22	29	0	1	17	18	1	4	4	6	0	0	0	0	0	0
\$80,001-\$90,000 %	100	43.14	56.86	0.00	1.96	33.33	35.29	1.96	7.84	7.84	11.76	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	19	7	12	1	0	6	11	0	0	0	0	0	0	0	0	0	1
\$90,001-\$100,000 %	100	36.84	63.16	5.26	0.00	31.58	57.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.26
\$100,001-\$110,000 #	10	4	6	0	0	4	6	0	0	0	0	0	0	0	0	0	0
\$100,001-\$110,000 %	100	40.00	60.00	0.00	0.00	40.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	7	5	2	0	0	4	1	0	1	0	0	1	0	0	0	0	0
\$110,001-\$120,000 %	100	71.43	28.57	0.00	0.00	57.14	14.29	0.00	14.29	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	16	6	10	0	2	5	5	1	2	0	0	0	0	0	0	0	1
\$120,001-\$130,000 %	100	37.50	62.50	0.00	12.50	31.25	31.25	6.25	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.25
\$130,001-\$140,000 #	6	3	3	0	0	2	2	1	1	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	50.00	50.00	0.00	0.00	33.33	33.33	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	11	4	7	1	1	3	6	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	36.36	63.64	9.09	9.09	27.27	54.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	10	5	5	1	0	2	2	1	1	1	2	0	0	0	0	0	0

Table A6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
ENVIRONMENTAL PROTECTION SPECIALIST (0028) #	1513	593	920	54	92	415	561	65	182	35	66	0	1	16	16	8	2
ENVIRONMENTAL PROTECTION SPECIALIST (0028) %	100	39.19	60.81	3.57	6.08	27.43	37.08	4.30	12.03	2.31	4.36	0.00	0.07	1.06	1.06	0.53	0.13
AD-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	13	6	7	1	0	4	5	1	1	0	1	0	0	0	0	0	0
GS-07 %	100	46.15	53.85	7.69	0.00	30.77	38.46	7.69	7.69	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	46	20	26	2	4	13	16	2	3	1	3	0	0	1	0	1	0
GS-09 %	100	43.48	56.52	4.35	8.70	28.26	34.78	4.35	6.52	2.17	6.52	0.00	0.00	2.17	0.00	2.17	0.00
GS-11 #	61	16	45	1	3	13	26	1	6	1	7	0	0	0	2	0	1
GS-11 %	100	26.23	73.77	1.64	4.92	21.31	42.62	1.64	9.84	1.64	11.48	0.00	0.00	0.00	3.28	0.00	1.64
GS-12 #	214	61	153	4	17	35	61	14	62	7	7	0	1	1	5	0	0
GS-12 %	100	28.50	71.50	1.87	7.94	16.36	28.50	6.54	28.97	3.27	3.27	0.00	0.47	0.47	2.34	0.00	0.00
GS-13 #	680	263	417	28	48	172	252	33	80	10	29	0	0	13	7	7	1
GS-13 %	100	38.68	61.32	4.12	7.06	25.29	37.06	4.85	11.76	1.47	4.26	0.00	0.00	1.91	1.03	1.03	0.15
GS-14 #	292	128	164	11	13	97	114	10	22	10	14	0	0	0	1	0	0
GS-14 %	100	43.84	56.16	3.77	4.45	33.22	39.04	3.42	7.53	3.42	4.79	0.00	0.00	0.00	0.34	0.00	0.00
GS-15 #	203	97	106	6	7	81	86	4	7	5	5	0	0	1	1	0	0
GS-15 %	100	47.78	52.22	2.96	3.45	39.90	42.36	1.97	3.45	2.46	2.46	0.00	0.00	0.49	0.49	0.00	0.00
SL-00 #	3	1	2	0	0	0	1	0	1	1	0	0	0	0	0	0	0
SL-00 %	100	33.33	66.67	0.00	0.00	0.00	33.33	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	67.6	32.4	2.2	1.9	60	27.2	1.7	1.3	2.2	1.3	0	0	0.2	0.2	1.3	0.5
GENERAL ADMINISTRATIVE (0301) #	415	134	281	15	32	78	104	27	130	11	5	0	0	1	2	2	8
GENERAL ADMINISTRATIVE (0301) %	100	32.29	67.71	3.61	7.71	18.80	25.06	6.51	31.33	2.65	1.20	0.00	0.00	0.24	0.48	0.48	1.93
AD-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	7	2	5	0	1	2	2	0	2	0	0	0	0	0	0	0	0
ES-00 %	100	28.57	71.43	0.00	14.29	28.57	28.57	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	2	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	27	5	22	0	4	3	8	1	8	1	1	0	0	0	1	0	0
GS-09 %	100	18.52	81.48	0.00	14.81	11.11	29.63	3.70	29.63	3.70	3.70	0.00	0.00	0.00	3.70	0.00	0.00
GS-11 #	52	10	42	1	7	5	10	2	21	2	0	0	0	0	0	0	4

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-07 #	18	8	10	2	0	5	6	0	2	1	2	0	0	0	0	0	0
GS-07 %	100	44.44	55.56	11.11	0.00	27.78	33.33	0.00	11.11	5.56	11.11	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	80	30	50	2	7	24	35	3	3	0	2	0	0	1	1	0	2
GS-09 %	100	37.50	62.50	2.50	8.75	30.00	43.75	3.75	3.75	0.00	2.50	0.00	0.00	1.25	1.25	0.00	2.50
GS-11 #	120	55	65	5	6	41	43	2	7	5	4	0	0	1	0	1	5
GS-11 %	100	45.83	54.17	4.17	5.00	34.17	35.83	1.67	5.83	4.17	3.33	0.00	0.00	0.83	0.00	0.83	4.17
GS-12 #	349	129	220	11	8	91	166	15	24	8	15	0	0	2	2	2	5
GS-12 %	100	36.96	63.04	3.15	2.29	26.07	47.56	4.30	6.88	2.29	4.30	0.00	0.00	0.57	0.57	0.57	1.43
GS-13 #	616	283	333	20	19	213	243	18	35	30	29	0	0	2	1	0	6
GS-13 %	100	45.94	54.06	3.25	3.08	34.58	39.45	2.92	5.68	4.87	4.71	0.00	0.00	0.32	0.16	0.00	0.97
GS-14 #	210	91	119	2	6	79	89	4	10	5	13	0	0	1	0	0	1
GS-14 %	100	43.33	56.67	0.95	2.86	37.62	42.38	1.90	4.76	2.38	6.19	0.00	0.00	0.48	0.00	0.00	0.48
GS-15 #	188	90	98	3	4	80	70	2	10	4	13	0	0	0	1	1	0
GS-15 %	100	47.87	52.13	1.60	2.13	42.55	37.23	1.06	5.32	2.13	6.91	0.00	0.00	0.00	0.53	0.53	0.00
RF-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RF-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RF-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RF-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SL-00 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
SL-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST-00 #	6	3	3	0	0	3	3	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	51.9	48.1	2.6	3.1	42.2	36.6	1.2	1.8	4.2	5	0.1	0	0.2	0.3	1.3	1.3
ENVIRONMENTAL ENGINEERING (0819) #	1402	805	597	88	68	540	356	58	72	104	91	0	2	7	4	8	4
ENVIRONMENTAL ENGINEERING (0819) %	100	57.42	42.58	6.28	4.85	38.52	25.39	4.14	5.14	7.42	6.49	0.00	0.14	0.50	0.29	0.57	0.29
GM-14 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GM-14 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	14	8	6	0	0	5	2	0	1	2	3	0	0	0	0	1	0
GS-07 %	100	57.14	42.86	0.00	0.00	35.71	14.29	0.00	7.14	14.29	21.43	0.00	0.00	0.00	0.00	7.14	0.00
GS-09 #	39	14	25	0	3	9	13	0	3	4	6	0	0	0	0	1	0
GS-09 %	100	35.90	64.10	0.00	7.69	23.08	33.33	0.00	7.69	10.26	15.38	0.00	0.00	0.00	0.00	2.56	0.00
GS-11 #	45	19	26	2	1	12	18	1	5	2	2	0	0	0	0	2	0
GS-11 %	100	42.22	57.78	4.44	2.22	26.67	40.00	2.22	11.11	4.44	4.44	0.00	0.00	0.00	0.00	4.44	0.00

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-12 #	159	81	78	12	17	42	41	8	6	19	13	0	1	0	0	0	0
GS-12 %	100	50.94	49.06	7.55	10.69	26.42	25.79	5.03	3.77	11.95	8.18	0.00	0.63	0.00	0.00	0.00	0.00
GS-13 #	752	448	304	45	35	303	184	32	34	62	43	0	1	4	3	2	4
GS-13 %	100	59.57	40.43	5.98	4.65	40.29	24.47	4.26	4.52	8.24	5.72	0.00	0.13	0.53	0.40	0.27	0.53
GS-14 #	235	137	98	16	6	99	59	12	13	7	20	0	0	1	0	2	0
GS-14 %	100	58.30	41.70	6.81	2.55	42.13	25.11	5.11	5.53	2.98	8.51	0.00	0.00	0.43	0.00	0.85	0.00
GS-15 #	155	96	59	13	6	68	38	5	10	8	4	0	0	2	1	0	0
GS-15 %	100	61.94	38.06	8.39	3.87	43.87	24.52	3.23	6.45	5.16	2.58	0.00	0.00	1.29	0.65	0.00	0.00
RG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	70.6	29.4	4.3	2.1	55.2	21.7	4.3	2.3	4.8	2.6	0.1	0.1	0.4	0.1	1.3	0.5
ATTORNEY (0905) #	1003	428	575	31	40	341	412	24	50	28	58	1	0	2	5	1	10
ATTORNEY (0905) %	100	42.67	57.33	3.09	3.99	34.00	41.08	2.39	4.99	2.79	5.78	0.10	0.00	0.20	0.50	0.10	1.00
ES-00 #	32	14	18	1	0	11	15	0	1	2	2	0	0	0	0	0	0
ES-00 %	100	43.75	56.25	3.13	0.00	34.38	46.88	0.00	3.13	6.25	6.25	0.00	0.00	0.00	0.00	0.00	0.00
EX-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EX-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GM-15 #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
GM-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	20	8	12	0	0	5	10	1	0	2	2	0	0	0	0	0	0
GS-11 %	100	40.00	60.00	0.00	0.00	25.00	50.00	5.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	38	16	22	1	2	10	14	3	2	2	2	0	0	0	0	0	2
GS-12 %	100	42.11	57.89	2.63	5.26	26.32	36.84	7.89	5.26	5.26	5.26	0.00	0.00	0.00	0.00	0.00	5.26
GS-13 #	41	18	23	0	1	13	18	2	1	2	2	0	0	0	0	1	1
GS-13 %	100	43.90	56.10	0.00	2.44	31.71	43.90	4.88	2.44	4.88	4.88	0.00	0.00	0.00	0.00	2.44	2.44
GS-14 #	455	194	261	19	19	156	182	10	25	8	28	0	0	1	4	0	3
GS-14 %	100	42.64	57.36	4.18	4.18	34.29	40.00	2.20	5.49	1.76	6.15	0.00	0.00	0.22	0.88	0.00	0.66
GS-15 #	411	173	238	10	18	142	173	8	21	11	21	1	0	1	1	0	4
GS-15 %	100	42.09	57.91	2.43	4.38	34.55	42.09	1.95	5.11	2.68	5.11	0.24	0.00	0.24	0.24	0.00	0.97
IG-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IG-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SL-00 #	3	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0
SL-00 %	100	66.67	33.33	0.00	0.00	33.33	0.00	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	62.9	37.1	3.1	2.5	54.7	28.5	2.2	3	1.9	2.1	0	0	0.1	0.1	0.9	0.8
GENERAL PHYSICAL SCIENCE (1301) #	2162	1138	1024	81	85	899	749	64	67	81	104	0	0	12	7	1	12

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GENERAL PHYSICAL SCIENCE (1301) %	100	52.64	47.36	3.75	3.93	41.58	34.64	2.96	3.10	3.75	4.81	0.00	0.00	0.56	0.32	0.05	0.56
ES-00 #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	0.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	19	5	14	1	1	2	9	2	0	0	3	0	0	0	0	0	1
GS-07 %	100	26.32	73.68	5.26	5.26	10.53	47.37	10.53	0.00	0.00	15.79	0.00	0.00	0.00	0.00	0.00	5.26
GS-09 #	63	29	34	4	4	22	20	2	1	1	7	0	0	0	0	0	2
GS-09 %	100	46.03	53.97	6.35	6.35	34.92	31.75	3.17	1.59	1.59	11.11	0.00	0.00	0.00	0.00	0.00	3.17
GS-11 #	137	52	85	6	6	39	59	2	7	5	10	0	0	0	1	0	2
GS-11 %	100	37.96	62.04	4.38	4.38	28.47	43.07	1.46	5.11	3.65	7.30	0.00	0.00	0.00	0.73	0.00	1.46
GS-12 #	275	141	134	9	17	100	94	19	8	12	11	0	0	1	2	0	2
GS-12 %	100	51.27	48.73	3.27	6.18	36.36	34.18	6.91	2.91	4.36	4.00	0.00	0.00	0.36	0.73	0.00	0.73
GS-13 #	1089	574	515	45	45	453	375	32	34	37	53	0	0	7	4	0	4
GS-13 %	100	52.71	47.29	4.13	4.13	41.60	34.44	2.94	3.12	3.40	4.87	0.00	0.00	0.64	0.37	0.00	0.37
GS-14 #	336	201	135	9	4	170	113	4	11	13	7	0	0	4	0	1	0
GS-14 %	100	59.82	40.18	2.68	1.19	50.60	33.63	1.19	3.27	3.87	2.08	0.00	0.00	1.19	0.00	0.30	0.00
GS-15 #	237	134	103	7	7	112	77	3	6	12	12	0	0	0	0	0	1
GS-15 %	100	56.54	43.46	2.95	2.95	47.26	32.49	1.27	2.53	5.06	5.06	0.00	0.00	0.00	0.00	0.00	0.42
RF-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RF-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RF-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RF-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SL-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
SL-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST-00 #	4	1	3	0	0	0	2	0	0	1	1	0	0	0	0	0	0
ST-00 %	100	25.00	75.00	0.00	0.00	0.00	50.00	0.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	56.7	43.3	2.8	2.8	42.1	29.9	1.7	2.1	8.7	7.3	0.1	0.1	0.1	0.1	1.3	1

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
RF-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-13 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
RG-13 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	56.7	43.3	2.8	2.8	42.1	29.9	1.7	2.1	8.7	7.3	0.1	0.1	0.1	0.1	1.3	1

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	14142	6596	7546	486	599	4655	4422	767	1680	545	644	6	9	73	70	64	122
Permanent Workforce %	100	46.64	53.36	3.44	4.24	32.92	31.27	5.42	11.88	3.85	4.55	0.04	0.06	0.52	0.49	0.45	0.86
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	4101	1838	2263	175	217	1251	1291	219	508	157	187	0	6	20	20	16	34
Time-Off Awards 1 - 10 hours: Awards Given %	100	44.82	55.18	4.27	5.29	30.50	31.48	5.34	12.39	3.83	4.56	0.00	0.15	0.49	0.49	0.39	0.83
Time-Off Awards 1 - 10 Hours: Total Hours #	31929	14170	17759	1329	1660	9705	10302	1622	3922	1241	1405	0	46	147	145	126	279
Time-Off Awards 1 - 10 Hours: Average Hours #	7	7	7	7	7	7	7	7	7	7	7	0	7	7	7	7	8
Time-Off Awards 11 - 20 hours: Awards Given #	1713	708	1005	48	73	486	603	97	209	57	91	3	0	8	10	9	19
Time-Off Awards 11 - 20 hours: Awards Given %	100	41.33	58.67	2.80	4.26	28.37	35.20	5.66	12.20	3.33	5.31	0.18	0.00	0.47	0.58	0.53	1.11
Time-Off Awards 11 - 20 Hours: Total Hours #	28459	11712	16747	772	1208	8019	10073	1641	3454	939	1536	54	0	125	161	162	315
Time-Off Awards 11 - 20 Hours: Average Hours #	16	16	16	16	16	16	16	16	16	16	16	18	0	15	16	18	16
Time-Off Awards 21 - 30 hours: Awards Given #	652	284	368	17	31	221	233	20	65	20	31	1	0	2	1	3	7
Time-Off Awards 21 - 30 hours: Awards Given %	100	43.56	56.44	2.61	4.75	33.90	35.74	3.07	9.97	3.07	4.75	0.15	0.00	0.31	0.15	0.46	1.07
Time-Off Awards 21 - 30 Hours: Total Hours #	16979	7332	9647	427	793	5705	6156	517	1686	514	804	27	0	58	28	84	180
Time-Off Awards 21 - 30 Hours: Average Hours #	26	25	26	25	25	25	26	25	25	25	25	27	0	29	28	28	25
Time-Off Awards 31 - 40 hours: Awards Given #	831	326	505	14	38	272	362	15	49	19	44	1	0	4	1	1	11
Time-Off Awards 31 - 40 hours: Awards Given %	100	39.23	60.77	1.68	4.57	32.73	43.56	1.81	5.90	2.29	5.29	0.12	0.00	0.48	0.12	0.12	1.32
Time-Off Awards 31 - 40 Hours: Total Hours #	31925	12530	19395	548	1432	10478	13920	555	1875	713	1723	40	0	156	36	40	409
Time-Off Awards 31 - 40 Hours: Average Hours #	38	38	38	39	37	38	38	37	38	37	39	40	0	39	36	40	37
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	3208	1306	1902	112	154	897	1143	165	383	106	168	0	8	17	23	9	23
Cash Awards \$500 and Under: Awards Given %	100	40.71	59.29	3.49	4.80	27.96	35.63	5.14	11.94	3.30	5.24	0.00	0.25	0.53	0.72	0.28	0.72
Cash Awards \$500 and Under: Total Amount \$	1190495	489051	701444	39407	57209	341906	426463	58725	135516	38688	62843	0	3187	6825	8286	3500	7940
Cash Awards \$500 and Under: Average Amount \$	371.1	374.46	368.79	351.85	371.49	381.17	373.11	355.91	353.83	364.98	374.07	0	398.38	401.47	360.26	388.89	345.22
Cash Awards: \$501 - \$999: Awards Given #	1122	445	677	25	46	300	384	68	156	35	64	1	1	6	8	10	18
Cash Awards: \$501 - \$999: Awards Given %	100	39.66	60.34	2.23	4.10	26.74	34.22	6.06	13.90	3.12	5.70	0.09	0.09	0.53	0.71	0.89	1.60
Cash Awards: \$501 - \$999: Total Amount \$	822688	325935	496753	18095	33775	220297	282482	49693	113776	25429	46645	750	750	4298	6666	7373	12659
Cash Awards: \$501 - \$999: Average Amount \$	733	732	733	723	734	734	735	730	729	726	728	750	750	716	833	737	703
Cash Awards: \$1000 - \$1999: Awards Given #	3079	1348	1731	110	143	865	956	210	411	129	156	3	3	11	17	20	45
Cash Awards: \$1000 - \$1999: Awards Given %	100	43.78	56.22	3.57	4.64	28.09	31.05	6.82	13.35	4.19	5.07	0.10	0.10	0.36	0.55	0.65	1.46
Cash Awards: \$1000 - \$1999: Total Amount \$	4238555	1857998	2380557	158693	197527	1186702	1312135	285445	569207	182174	214266	4200	4800	14958	24492	25826	58130
Cash Awards: \$1000 - \$1999: Average Amount \$	1376	1378	1375	1442	1381	1371	1372	1359	1384	1412	1373	1400	1600	1359	1440	1291	1291

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Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$2000 - \$2999: Awards Given #	4420	2050	2370	151	207	1443	1295	237	576	172	228	3	4	28	26	16	34
Cash Awards: \$2000 - \$2999: Awards Given %	100	46.38	53.62	3.42	4.68	32.65	29.30	5.36	13.03	3.89	5.16	0.07	0.09	0.63	0.59	0.36	0.77
Cash Awards: \$2000 - \$2999: Total Amount \$	10626632	4928730	5697902	366987	506770	3479955	3127155	562127	1363567	410514	549728	6924	9830	63438	59599	38785	81253
Cash Awards: \$2000 - \$2999: Average Amount \$	2404	2404	2404	2430	2448	2411	2414	2371	2367	2386	2411	2308	2457	2265	2292	2424	2389
Cash Awards: \$3000 - \$3999: Awards Given #	3489	1588	1901	124	145	1172	1182	139	376	120	154	2	1	20	20	11	23
Cash Awards: \$3000 - \$3999: Awards Given %	100	45.51	54.49	3.55	4.16	33.59	33.88	3.98	10.78	3.44	4.41	0.06	0.03	0.57	0.57	0.32	0.66
Cash Awards: \$3000 - \$3999: Total Amount \$	11662621	5299277	6363344	416472	482477	3919255	3966270	458610	1245336	396998	520063	6800	3087	66492	68011	34650	78100
Cash Awards: \$3000 - \$3999: Average Amount \$	3342	3337	3347	3358	3327	3344	3355	3299	3312	3308	3377	3400	3087	3324	3400	3150	3395
Cash Awards: \$4000 - \$4999: Awards Given #	1860	936	924	61	68	726	599	82	170	57	76	0	2	7	5	3	4
Cash Awards: \$4000 - \$4999: Awards Given %	100	50.32	49.68	3.28	3.66	39.03	32.20	4.41	9.14	3.06	4.09	0.00	0.11	0.38	0.27	0.16	0.22
Cash Awards: \$4000 - \$4999: Total Amount \$	8208851	4124408	4084443	267092	294836	3207456	2661651	359972	746051	245639	334858	0	8500	30850	20807	13399	17740
Cash Awards: \$4000 - \$4999: Average Amount \$	4413	4406	4420	4378	4335	4417	4443	4389	4388	4309	4406	0	4250	4407	4161	4466	4435
Cash Awards: \$5000 or more: Awards Given #	515	256	259	18	9	196	187	22	50	19	10	0	0	1	2	0	1
Cash Awards: \$5000 or more: Awards Given %	100	49.71	50.29	3.50	1.75	38.06	36.31	4.27	9.71	3.69	1.94	0.00	0.00	0.19	0.39	0.00	0.19
Cash Awards: \$5000 or more: Total Amount \$	5887014	2986678	2900336	226586	116561	2304733	2135626	252239	510290	189411	106919	0	0	13709	25540	0	5400
Cash Awards: \$5000 or more: Average Amount \$	11431	11666	11198	12588	12951	11758	11420	11465	10205	9969	10691	0	0	13709	12770	0	5400
OTHER AWARDS																	
Total QSI Awards #	368	145	223	11	20	108	139	8	37	17	19	0	0	1	5	0	3
Total QSI Awards %	100	39.40	60.60	2.99	5.43	29.35	37.77	2.17	10.05	4.62	5.16	0.00	0.00	0.27	1.36	0.00	0.82

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	14374	12285	752	1337	265	7	12	56	18	2	26	9	25	5	98	1	6
Total Workforce: Prior FY %	100	85.47	5.23	9.30	1.84	0.05	0.08	0.39	0.13	0.01	0.18	0.06	0.17	0.03	0.68	0.01	0.04
Total Workforce: Current FY #	14721	12076	874	1771	352	13	17	75	23	4	35	10	27	7	132	1	8
Total Workforce: Current FY %	100	82.03	5.94	12.03	2.39	0.09	0.12	0.51	0.16	0.03	0.24	0.07	0.18	0.05	0.90	0.01	0.05
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	347	-209	122	434	87	6	5	19	5	2	9	1	2	2	34	0	2
Total Workforce: Ratio Change %	0.00	-3.44	0.71	2.73	0.55	0.04	0.04	0.12	0.03	0.02	0.06	0.01	0.01	0.02	0.22	0.00	0.01
Total Workforce: Net Change %	2.41	-1.70	16.22	32.46	32.83	85.71	41.67	33.93	27.78	100.00	34.62	11.11	8.00	40.00	34.69	0.00	33.33
EMPLOYEE GAINS																	
Total Workforce: New Hires #	1419	957	206	256	51	6	4	10	3	0	3	0	2	1	21	0	1
Total Workforce: New Hires %	100	67.44	14.52	18.04	3.59	0.42	0.28	0.70	0.21	0.00	0.21	0.00	0.14	0.07	1.48	0.00	0.07
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	21	10	2	9	3	0	3	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	100	47.62	9.52	42.86	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	235	177	20	38	6	0	0	2	0	0	0	0	1	2	1	0	0
Total Workforce: Resignation %	100	75.32	8.51	16.17	2.55	0.00	0.00	0.85	0.00	0.00	0.00	0.00	0.43	0.85	0.43	0.00	0.00
Total Workforce: Retirement #	601	529	18	54	9	0	0	2	2	0	2	1	1	0	1	0	0
Total Workforce: Retirement %	100	88.02	3.00	8.99	1.50	0.00	0.00	0.33	0.33	0.00	0.33	0.17	0.17	0.00	0.17	0.00	0.00
Total Workforce: Other Separations #	273	205	36	32	9	2	0	0	0	0	0	0	1	0	6	0	0
Total Workforce: Other Separations %	100	75.09	13.19	11.72	3.30	0.73	0.00	0.00	0.00	0.00	0.00	0.00	0.37	0.00	2.20	0.00	0.00
Total Workforce: Total Separations #	1130	921	76	133	27	2	3	4	2	0	2	1	3	2	8	0	0
Total Workforce: Total Separations %	100	81.50	6.73	11.77	2.39	0.18	0.27	0.35	0.18	0.00	0.18	0.09	0.27	0.18	0.71	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	13942	11944	711	1287	257	6	11	55	18	2	25	9	24	5	95	1	6
Permanent Workforce: Prior FY %	100	85.67	5.10	9.23	1.84	0.04	0.08	0.39	0.13	0.01	0.18	0.06	0.17	0.04	0.68	0.01	0.04
Permanent Workforce: Current FY #	14142	11655	798	1689	336	12	16	73	23	4	35	10	26	7	121	1	8
Permanent Workforce: Current FY %	100	82.41	5.64	11.94	2.38	0.08	0.11	0.52	0.16	0.03	0.25	0.07	0.18	0.05	0.86	0.01	0.06
Permanent Workforce: Difference #	200	-289	87	402	79	6	5	18	5	2	10	1	2	2	26	0	2
Permanent Workforce: Ratio Change %	0.00	-3.26	0.54	2.71	0.54	0.04	0.03	0.13	0.03	0.02	0.07	0.01	0.01	0.01	0.18	0.00	0.02
Permanent Workforce: Net Change %	1.43	-2.42	12.24	31.24	30.74	100.00	45.45	32.73	27.78	100.00	40.00	11.11	8.33	40.00	27.37	0.00	33.33
EMPLOYEE GAINS																	

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Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
Temporary Workforce: Other Separations #	43	34	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	79.07	9.30	11.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	153	115	14	24	3	0	0	1	0	0	0	0	1	0	1	0	0
Temporary Workforce: Total Separations %	100	75.16	9.15	15.69	1.96	0.00	0.00	0.65	0.00	0.00	0.00	0.00	0.65	0.00	0.65	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
EMPLOYEE GAINS																	
EMPLOYEE LOSSES																	

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TOTAL WORKFORCE (Participation Rate)																		
Total Workforce: Prior FY #	14374	13037	12285	752	1337	265	7	12	56	18	2	26	9	25	5	98	1	6
Total Workforce: Prior FY %	100	90.70	85.47	5.23	9.30	1.84	0.05	0.08	0.39	0.13	0.01	0.18	0.06	0.17	0.03	0.68	0.01	0.04
Total Workforce: Current FY #	14721	12950	12076	874	1771	352	13	17	75	23	4	35	10	27	7	132	1	8
Total Workforce: Current FY %	100	87.97	82.03	5.94	12.03	2.39	0.09	0.12	0.51	0.16	0.03	0.24	0.07	0.18	0.05	0.90	0.01	0.05
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	347	-87	-209	122	434	87	6	5	19	5	2	9	1	2	2	34	0	2
Total Workforce: Ratio Change %	0.00	-2.73	-3.44	0.71	2.73	0.55	0.04	0.04	0.12	0.03	0.02	0.06	0.01	0.01	0.02	0.22	0.00	0.01
Total Workforce: Net Change %	2.41	-0.67	-1.70	16.22	32.46	32.83	85.71	41.67	33.93	27.78	100.00	34.62	11.11	8.00	40.00	34.69	0.00	33.33
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	1419	1163	957	206	256	51	6	4	10	3	0	3	0	2	1	21	0	1
Total Workforce: New Hires %	100	81.96	67.44	14.52	18.04	3.59	0.42	0.28	0.70	0.21	0.00	0.21	0.00	0.14	0.07	1.48	0.00	0.07
EMPLOYEE LOSSES (Inclusion Rate)																		
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	21	12	10	2	9	3	0	3	0	0	0	0	0	0	0	0	0	0
Total Workforce: Removal %	0.14	0.09	0.08	0.23	0.51	0.85	0.00	17.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	235	197	177	20	38	6	0	0	2	0	0	0	0	1	2	1	0	0
Total Workforce: Resignation %	1.60	1.52	1.47	2.29	2.15	1.70	0.00	0.00	2.67	0.00	0.00	0.00	0.00	3.70	28.57	0.76	0.00	0.00
Total Workforce: Retirement #	601	547	529	18	54	9	0	0	2	2	0	2	1	1	0	1	0	0
Total Workforce: Retirement %	4.08	4.22	4.38	2.06	3.05	2.56	0.00	0.00	2.67	8.70	0.00	5.71	10.00	3.70	0.00	0.76	0.00	0.00
Total Workforce: Other Separations #	273	241	205	36	32	9	2	0	0	0	0	0	0	1	0	6	0	0
Total Workforce: Other Separations %	1.85	1.86	1.70	4.12	1.81	2.56	15.38	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	4.55	0.00	0.00
Total Workforce: Total Separations #	1130	997	921	76	133	27	2	3	4	2	0	2	1	3	2	8	0	0
Total Workforce: Total Separations %	7.68	7.70	7.63	8.70	7.51	7.67	15.38	17.65	5.33	8.70	0.00	5.71	10.00	11.11	28.57	6.06	0.00	0.00
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	13942	12655	11944	711	1287	257	6	11	55	18	2	25	9	24	5	95	1	6
Permanent Workforce: Prior FY %	100	90.77	85.67	5.10	9.23	1.84	0.04	0.08	0.39	0.13	0.01	0.18	0.06	0.17	0.04	0.68	0.01	0.04
Permanent Workforce: Current FY #	14142	12453	11655	798	1689	336	12	16	73	23	4	35	10	26	7	121	1	8
Permanent Workforce: Current FY %	100	88.06	82.41	5.64	11.94	2.38	0.08	0.11	0.52	0.16	0.03	0.25	0.07	0.18	0.05	0.86	0.01	0.06
Permanent Workforce: Difference #	200	-202	-289	87	402	79	6	5	18	5	2	10	1	2	2	26	0	2
Permanent Workforce: Ratio Change %	0.00	-2.71	-3.26	0.54	2.71	0.54	0.04	0.03	0.13	0.03	0.02	0.07	0.01	0.01	0.01	0.18	0.00	0.02
Permanent Workforce: Net Change %	1.43	-1.60	-2.42	12.24	31.24	30.74	100.00	45.45	32.73	27.78	100.00	40.00	11.11	8.33	40.00	27.37	0.00	33.33
EMPLOYEE GAINS (Participation Rate)																		

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Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Temporary Workforce: Other Separations #	43	38	34	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	7.43	7.65	8.08	5.26	6.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	153	129	115	14	24	3	0	0	1	0	0	0	0	1	0	1	0	0
Temporary Workforce: Total Separations %	1.04	1.00	0.95	1.60	1.36	0.85	0.00	0.00	1.33	0.00	0.00	0.00	0.00	3.70	0.00	0.76	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate)																		
EMPLOYEE GAINS (Participation Rate)																		
EMPLOYEE LOSSES (Inclusion Rate)																		

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
501 Goal %				12.00	2.00												
EP00 #	14142	11655	798	1689	336	12	16	73	23	4	35	10	26	7	121	1	8
EP00 %	100	82.41	5.64	11.94	2.38	0.08	0.11	0.52	0.16	0.03	0.25	0.07	0.18	0.05	0.86	0.01	0.06

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate)

Occupational Categories	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
1. Management																	
Executives #	1510	1352	39	119	16	0	1	5	2	1	0	1	3	0	3	0	0
Executives %	100	89.54	2.58	7.88	1.06	0.00	0.07	0.33	0.13	0.07	0.00	0.07	0.20	0.00	0.20	0.00	0.00
Managers #	573	508	20	45	10	0	0	2	2	1	3	0	0	0	2	0	0
Managers %	100	88.66	3.49	7.85	1.75	0.00	0.00	0.35	0.35	0.17	0.52	0.00	0.00	0.00	0.35	0.00	0.00
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Management #	2083	1860	59	164	26	0	1	7	4	2	3	1	3	0	5	0	0
Total Management %	100	89.29	2.83	7.87	1.25	0.00	0.05	0.34	0.19	0.10	0.14	0.05	0.14	0.00	0.24	0.00	0.00
2. Professionals #	11523	9392	701	1430	293	11	15	62	19	2	31	9	21	4	110	1	8
Professionals %	100	81.51	6.08	12.41	2.54	0.10	0.13	0.54	0.16	0.02	0.27	0.08	0.18	0.03	0.95	0.01	0.07
3. Technicians #	99	76	5	18	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians %	100	76.77	5.05	18.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4. Sales Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Workers #	196	134	15	47	14	1	0	3	0	0	1	0	1	3	5	0	0
Administrative Workers %	100	68.37	7.65	23.98	7.14	0.51	0.00	1.53	0.00	0.00	0.51	0.00	0.51	1.53	2.55	0.00	0.00
6. Craft Workers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers #	197	166	16	15	2	0	0	0	0	0	0	0	1	0	1	0	0
Service Workers %	100	84.26	8.12	7.61	1.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.51	0.00	0.00

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
All Other (Unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	13809	11362	785	1662	333	12	16	71	23	4	35	10	25	7	121	1	8
Total GS Employees %	100	82.28	5.68	12.04	2.41	0.09	0.12	0.51	0.17	0.03	0.25	0.07	0.18	0.05	0.88	0.01	0.06
SES #	280	249	7	24	2	0	0	2	0	0	0	0	0	0	0	0	0
SES %	100	88.93	2.50	8.57	0.71	0.00	0.00	0.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	23	20	1	2	1	0	0	0	0	0	0	0	1	0	0	0	0
Other Senior Pay %	100	86.96	4.35	8.70	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00	0.00	0.00
Total Senior Pay #	303	269	8	26	3	0	0	2	0	0	0	0	1	0	0	0	0
Total Senior Pay %	100	88.78	2.64	8.58	0.99	0.00	0.00	0.66	0.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	0.00

Table B5P: SALARY - Distribution by Disability (Participation Rate)

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	69	37	6	26	11	3	0	1	1	0	0	0	0	3	3	0	0
\$40,001-\$50,000 %	100	53.62	8.70	37.68	15.94	4.35	0.00	1.45	1.45	0.00	0.00	0.00	0.00	4.35	4.35	0.00	0.00
\$50,001-\$60,000 #	204	121	34	49	9	2	0	1	0	0	1	0	0	1	4	0	0
\$50,001-\$60,000 %	100	59.31	16.67	24.02	4.41	0.98	0.00	0.49	0.00	0.00	0.49	0.00	0.00	0.49	1.96	0.00	0.00
\$60,001-\$70,000 #	527	362	58	107	23	1	2	4	1	0	2	1	2	0	9	0	1
\$60,001-\$70,000 %	100	68.69	11.01	20.30	4.36	0.19	0.38	0.76	0.19	0.00	0.38	0.19	0.38	0.00	1.71	0.00	0.19
\$70,001-\$80,000 #	612	436	60	116	23	0	4	3	1	0	3	0	1	0	11	0	0
\$70,001-\$80,000 %	100	71.24	9.80	18.95	3.76	0.00	0.65	0.49	0.16	0.00	0.49	0.00	0.16	0.00	1.80	0.00	0.00
\$80,001-\$90,000 #	823	614	83	126	26	0	1	4	1	0	1	0	2	0	17	0	0
\$80,001-\$90,000 %	100	74.61	10.09	15.31	3.16	0.00	0.12	0.49	0.12	0.00	0.12	0.00	0.24	0.00	2.07	0.00	0.00
\$90,001-\$100,000 #	715	526	60	129	21	1	2	2	2	0	2	0	0	0	12	0	0
\$90,001-\$100,000 %	100	73.57	8.39	18.04	2.94	0.14	0.28	0.28	0.28	0.00	0.28	0.00	0.00	0.00	1.68	0.00	0.00
\$100,001-\$110,000 #	1244	968	91	185	31	1	1	6	2	0	5	1	4	1	10	0	0
\$100,001-\$110,000 %	100	77.81	7.32	14.87	2.49	0.08	0.08	0.48	0.16	0.00	0.40	0.08	0.32	0.08	0.80	0.00	0.00
\$110,001-\$120,000 #	1601	1264	115	222	49	0	1	15	5	0	6	1	2	0	17	0	2
\$110,001-\$120,000 %	100	78.95	7.18	13.87	3.06	0.00	0.06	0.94	0.31	0.00	0.37	0.06	0.12	0.00	1.06	0.00	0.12
\$120,001-\$130,000 #	1791	1515	81	195	40	0	1	11	2	1	5	1	5	1	11	0	2
\$120,001-\$130,000 %	100	84.59	4.52	10.89	2.23	0.00	0.06	0.61	0.11	0.06	0.28	0.06	0.28	0.06	0.61	0.00	0.11
\$130,001-\$140,000 #	2107	1822	76	209	44	3	2	12	1	1	4	2	2	1	14	1	1
\$130,001-\$140,000 %	100	86.47	3.61	9.92	2.09	0.14	0.09	0.57	0.05	0.05	0.19	0.09	0.09	0.05	0.66	0.05	0.05
\$140,001-\$150,000 #	936	835	38	63	16	1	0	4	2	0	1	0	1	0	5	0	2
\$140,001-\$150,000 %	100	89.21	4.06	6.73	1.71	0.11	0.00	0.43	0.21	0.00	0.11	0.00	0.11	0.00	0.53	0.00	0.21
\$150,001-\$160,000 #	1013	907	22	84	20	0	2	4	2	1	4	2	0	0	5	0	0
\$150,001-\$160,000 %	100	89.54	2.17	8.29	1.97	0.00	0.20	0.39	0.20	0.10	0.39	0.20	0.00	0.00	0.49	0.00	0.00
\$160,001-\$170,000 #	819	737	32	50	7	0	0	2	1	0	0	0	2	0	2	0	0

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Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
\$160,001-\$170,000 %	100	89.99	3.91	6.11	0.85	0.00	0.00	0.24	0.12	0.00	0.00	0.00	0.24	0.00	0.24	0.00	0.00
\$170,001-\$180,000 #	1373	1239	33	101	13	0	0	2	2	1	1	2	4	0	1	0	0
\$170,001-\$180,000 %	100	90.24	2.40	7.36	0.95	0.00	0.00	0.15	0.15	0.07	0.07	0.15	0.29	0.00	0.07	0.00	0.00
\$180,001 and Greater #	302	268	9	25	3	0	0	2	0	0	0	0	1	0	0	0	0
\$180,001 and Greater %	100	88.74	2.98	8.28	0.99	0.00	0.00	0.66	0.00	0.00	0.00	0.00	0.33	0.00	0.00	0.00	0.00

Table B6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
ENVIRONMENTAL PROTECTION SPECIALIST (0028) #	1513	1270	60	183	40	2	0	9	6	1	5	0	3	1	12	0	1
ENVIRONMENTAL PROTECTION SPECIALIST (0028) %	100	83.94	3.97	12.10	2.64	0.13	0.00	0.59	0.40	0.07	0.33	0.00	0.20	0.07	0.79	0.00	0.07
AD-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	13	8	2	3	2	2	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	61.54	15.38	23.08	15.38	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	46	28	9	9	4	0	0	0	0	0	1	0	0	0	2	0	1
GS-09 %	100	60.87	19.57	19.57	8.70	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00	0.00	4.35	0.00	2.17
GS-11 #	61	46	5	10	3	0	0	1	0	0	1	0	0	0	1	0	0
GS-11 %	100	75.41	8.20	16.39	4.92	0.00	0.00	1.64	0.00	0.00	1.64	0.00	0.00	0.00	1.64	0.00	0.00
GS-12 #	214	160	14	40	7	0	0	0	3	0	1	0	0	0	3	0	0
GS-12 %	100	74.77	6.54	18.69	3.27	0.00	0.00	0.00	1.40	0.00	0.47	0.00	0.00	0.00	1.40	0.00	0.00
GS-13 #	680	572	20	88	13	0	0	5	1	0	1	0	1	1	4	0	0
GS-13 %	100	84.12	2.94	12.94	1.91	0.00	0.00	0.74	0.15	0.00	0.15	0.00	0.15	0.15	0.59	0.00	0.00
GS-14 #	292	268	7	17	8	0	0	2	2	1	1	0	0	0	2	0	0
GS-14 %	100	91.78	2.40	5.82	2.74	0.00	0.00	0.68	0.68	0.34	0.34	0.00	0.00	0.00	0.68	0.00	0.00
GS-15 #	203	186	3	14	2	0	0	1	0	0	0	0	1	0	0	0	0
GS-15 %	100	91.63	1.48	6.90	0.99	0.00	0.00	0.49	0.00	0.00	0.00	0.00	0.49	0.00	0.00	0.00	0.00
SL-00 #	3	1	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0
SL-00 %	100	33.33	0.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00
GENERAL ADMINISTRATIVE (0301) #	415	327	29	59	11	0	0	1	0	0	2	0	1	0	7	0	0
GENERAL ADMINISTRATIVE (0301) %	100	78.80	6.99	14.22	2.65	0.00	0.00	0.24	0.00	0.00	0.48	0.00	0.24	0.00	1.69	0.00	0.00
AD-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ES-00 #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	2	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-07 %	100	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00
GS-09 #	27	16	5	6	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	59.26	18.52	22.22	3.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.70	0.00	0.00
GS-11 #	52	38	4	10	2	0	0	0	0	0	0	0	0	0	2	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
GS-09 #	80	57	10	13	2	0	1	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	71.25	12.50	16.25	2.50	0.00	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.25	0.00	0.00
GS-11 #	120	88	12	20	3	0	1	0	0	0	1	0	0	0	1	0	0
GS-11 %	100	73.33	10.00	16.67	2.50	0.00	0.83	0.00	0.00	0.00	0.83	0.00	0.00	0.00	0.83	0.00	0.00
GS-12 #	349	277	26	46	8	0	1	0	0	0	2	0	0	0	5	0	0
GS-12 %	100	79.37	7.45	13.18	2.29	0.00	0.29	0.00	0.00	0.00	0.57	0.00	0.00	0.00	1.43	0.00	0.00
GS-13 #	616	511	49	56	7	0	2	3	1	0	0	0	0	0	1	0	0
GS-13 %	100	82.95	7.95	9.09	1.14	0.00	0.32	0.49	0.16	0.00	0.00	0.00	0.00	0.00	0.16	0.00	0.00
GS-14 #	210	186	11	13	2	0	0	1	0	1	0	0	0	0	0	0	0
GS-14 %	100	88.57	5.24	6.19	0.95	0.00	0.00	0.48	0.00	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	188	173	7	8	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-15 %	100	92.02	3.72	4.26	0.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.53	0.00	0.00
RF-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RF-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RF-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RF-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SL-00 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SL-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST-00 #	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	83.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ENVIRONMENTAL ENGINEERING (0819) #	1402	1227	46	129	21	0	0	11	1	0	2	2	0	0	5	0	0
ENVIRONMENTAL ENGINEERING (0819) %	100	87.52	3.28	9.20	1.50	0.00	0.00	0.78	0.07	0.00	0.14	0.14	0.00	0.00	0.36	0.00	0.00
GM-14 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GM-14 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	14	10	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	71.43	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	39	32	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	82.05	10.26	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	45	38	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	84.44	2.22	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	159	123	10	26	4	0	0	2	0	0	1	0	0	0	1	0	0
GS-12 %	100	77.36	6.29	16.35	2.52	0.00	0.00	1.26	0.00	0.00	0.63	0.00	0.00	0.00	0.63	0.00	0.00
GS-13 #	752	658	28	66	13	0	0	7	0	0	1	1	0	0	4	0	0
GS-13 %	100	87.50	3.72	8.78	1.73	0.00	0.00	0.93	0.00	0.00	0.13	0.13	0.00	0.00	0.53	0.00	0.00

Table B6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
ENVIRONMENTAL PROTECTION SPECIALIST (0028) #	32	21	6	5	2	1	1	0	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL PROTECTION SPECIALIST (0028) %	100	65.63	18.75	15.63	6.25	3.13	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-00 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-00 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	15	10	1	4	2	1	1	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	66.67	6.67	26.67	13.33	6.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	15	10	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	66.67	26.67	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GENERAL ADMINISTRATIVE (0301) #	50	37	8	5	1	0	0	1	0	0	0	0	0	0	0	0	0
GENERAL ADMINISTRATIVE (0301) %	100	74.00	16.00	10.00	2.00	0.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-00 #	13	10	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-00 %	100	76.92	15.38	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	4	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	25.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	83.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	6	3	1	2	1	0	0	1	0	0	0	0	0	0	0	0	0
GS-14 %	100	50.00	16.67	33.33	16.67	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	13	11	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	84.62	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
MANAGEMENT ANALYSIS (0343) #	22	13	4	5	2	0	0	0	0	0	0	0	0	0	2	0	0
MANAGEMENT ANALYSIS (0343) %	100	59.09	18.18	22.73	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09	0.00	0.00
GS-07 #	8	6	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-07 %	100	75.00	0.00	25.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00	0.00
GS-09 #	5	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	40.00	20.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	5	3	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0

Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	4101	3338	238	525	90	3	10	16	8	1	10	2	7	2	29	0	2
Time-Off Awards 1 - 10 hours: Awards Given %	100	81.39	5.80	12.80	2.19	0.07	0.24	0.39	0.20	0.02	0.24	0.05	0.17	0.05	0.71	0.00	0.05
Time-Off Awards 1 - 10 Hours: Total Hours #	31929	26021	1892	4016	672	25	72	95	56	10	82	9	74	20	213	0	16
Time-Off Awards 1 - 10 Hours: Average Hours #	7	7	7	7	7	8	7	5	7	10	8	4	10	10	7	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	1713	1377	111	225	47	0	2	9	7	1	4	2	5	0	17	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	80.39	6.48	13.13	2.74	0.00	0.12	0.53	0.41	0.06	0.23	0.12	0.29	0.00	0.99	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	28459	22938	1817	3704	778	0	31	152	115	16	66	32	83	0	283	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	16	16	16	16	16	0	15	16	16	16	16	16	16	0	16	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	652	535	42	75	19	0	1	5	1	0	0	2	2	1	7	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	82.06	6.44	11.50	2.91	0.00	0.15	0.77	0.15	0.00	0.00	0.31	0.31	0.15	1.07	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	16979	13961	1096	1922	505	0	25	125	50	0	0	54	48	24	179	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	26	26	26	25	26	0	25	25	50	0	0	27	24	24	25	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	831	713	43	75	19	1	1	5	0	0	1	0	2	0	8	0	1
Time-Off Awards 31 - 40 hours: Awards Given %	100	85.80	5.17	9.03	2.29	0.12	0.12	0.60	0.00	0.00	0.12	0.00	0.24	0.00	0.96	0.00	0.12
Time-Off Awards 31 - 40 Hours: Total Hours #	31925	27322	1652	2951	752	40	40	225	0	0	40	0	72	0	295	0	40
Time-Off Awards 31 - 40 Hours: Average Hours #	38	38	38	39	39	40	40	45	0	0	40	0	36	0	36	0	40
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	3208	2631	173	404	94	1	4	20	5	0	9	6	7	2	39	0	1
Cash Awards \$500 and Under: Awards Given %	100	82.01	5.39	12.59	2.93	0.03	0.12	0.62	0.16	0.00	0.28	0.19	0.22	0.06	1.22	0.00	0.03
Cash Awards \$500 and Under: Total Amount \$	1190495	975697	63552	151246	34492	250	1450	6992	1750	0	3450	2350	2150	600	15100	0	400
Cash Awards \$500 and Under: Average Amount \$	371.1	370.85	367.35	374.37	366.94	250	363	349.6	350	0	383	391.67	307.14	300	387.18	0	400
Cash Awards: \$501 - \$999: Awards Given #	1122	886	80	156	31	1	2	9	2	0	3	1	2	0	11	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	78.97	7.13	13.90	2.76	0.09	0.18	0.80	0.18	0.00	0.27	0.09	0.18	0.00	0.98	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	822688	648527	58637	115524	22755	625	1378	6508	1562	0	2150	750	1550	0	8232	0	0
Cash Awards: \$501 - \$999: Average Amount \$	733	731	732	740	734	625	689	723	781	0	716	750	775	0	748	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	3079	2427	207	445	97	1	3	16	8	0	9	5	6	1	44	0	4
Cash Awards: \$1000 - \$1999: Awards Given %	100	78.82	6.72	14.45	3.15	0.03	0.10	0.52	0.26	0.00	0.29	0.16	0.19	0.03	1.43	0.00	0.13
Cash Awards: \$1000 - \$1999: Total Amount \$	4238555	3334320	281352	622883	139222	1980	3875	24275	10325	0	14670	7010	8875	1300	62212	0	4700
Cash Awards: \$1000 - \$1999: Average Amount \$	1376	1373	1359	1399	1435	1980	1291	1517	1290	0	1630	1402	1479	1300	1413	0	1175
Cash Awards: \$2000 - \$2999: Awards Given #	4420	3666	222	532	118	2	4	27	8	1	17	4	10	2	40	1	2
Cash Awards: \$2000 - \$2999: Awards Given %	100	82.94	5.02	12.04	2.67	0.05	0.09	0.61	0.18	0.02	0.38	0.09	0.23	0.05	0.90	0.02	0.05

Environmental Protection Agency

For period covering October 1, 2021 to September 30, 2022.

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Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	10626632	8836649	531090	1258893	273416	4400	9936	64778	19141	2324	40319	8650	22650	4100	90448	2290	4380
Cash Awards: \$2000 - \$2999: Average Amount \$	2404	2410	2392	2366	2317	2200	2484	2399	2392	2324	2371	2162	2265	2050	2261	2290	2190
Cash Awards: \$3000 - \$3999: Awards Given #	3489	3004	158	327	57	2	3	13	5	0	6	3	5	1	19	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	86.10	4.53	9.37	1.63	0.06	0.09	0.37	0.14	0.00	0.17	0.09	0.14	0.03	0.54	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	11662621	10041792	528852	1091977	190535	7465	10152	44552	15350	0	18924	10181	17050	3511	63350	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3342	3342	3347	3339	3342	3732	3384	3427	3070	0	3154	3393	3410	3511	3334	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	1860	1660	63	137	20	2	0	4	1	1	0	1	3	0	6	0	2
Cash Awards: \$4000 - \$4999: Awards Given %	100	89.25	3.39	7.37	1.08	0.11	0.00	0.22	0.05	0.05	0.00	0.05	0.16	0.00	0.32	0.00	0.11
Cash Awards: \$4000 - \$4999: Total Amount \$	8208851	7332560	276455	599836	88797	8207	0	17440	4975	4500	0	4500	14200	0	26025	0	8950
Cash Awards: \$4000 - \$4999: Average Amount \$	4413	4417	4388	4378	4439	4103	0	4360	4975	4500	0	4500	4733	0	4337	0	4475
Cash Awards: \$5000 or more: Awards Given #	515	458	17	40	12	1	1	4	0	1	1	0	2	1	1	0	0
Cash Awards: \$5000 or more: Awards Given %	100	88.93	3.30	7.77	2.33	0.19	0.19	0.78	0.00	0.19	0.19	0.00	0.39	0.19	0.19	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	5887014	5230182	191236	465596	103757	5000	5000	43690	0	6000	18333	0	15734	5000	5000	0	0
Cash Awards: \$5000 or more: Average Amount \$	11431	11419	11249	11639	8646	5000	5000	10922	0	6000	18333	0	7867	5000	5000	0	0
OTHER AWARDS																	
Total QSIs Awarded #	368	309	18	41	10	2	2	2	1	0	1	1	0	0	1	0	0
Total QSIs Awarded %	100	83.97	4.89	11.14	2.72	0.54	0.54	0.54	0.27	0.00	0.27	0.27	0.00	0.00	0.27	0.00	0.00

Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																		
Time-Off Awards 1 - 10 hours: Awards Given #	4101	3576	3338	238	525	90	3	10	16	8	1	10	2	7	2	29	0	2
Time-Off Awards 1 - 10 hours: Awards Given %	29.00	28.72	28.64	29.82	31.08	26.79	25.00	62.50	21.92	34.78	25.00	28.57	20.00	26.92	28.57	23.97	0.00	25.00
Time-Off Awards 1 - 10 Hours: Total Hours #	31929	27913	26021	1892	4016	672	25	72	95	56	10	82	9	74	20	213	0	16
Time-Off Awards 1 - 10 Hours: Average Hours #	7	0	7	7	7	7	8	7	5	7	10	8	4	10	10	7	0	8
Time-Off Awards 11 - 20 hours: Awards Given #	1713	1488	1377	111	225	47	0	2	9	7	1	4	2	5	0	17	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	12.11	11.95	11.81	13.91	13.32	13.99	0.00	12.50	12.33	30.43	25.00	11.43	20.00	19.23	0.00	14.05	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	28459	24755	22938	1817	3704	778	0	31	152	115	16	66	32	83	0	283	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	16	0	16	16	16	16	0	15	16	16	16	16	16	16	0	16	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	652	577	535	42	75	19	0	1	5	1	0	0	2	2	1	7	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	4.61	4.63	4.59	5.26	4.44	5.65	0.00	6.25	6.85	4.35	0.00	0.00	20.00	7.69	14.29	5.79	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	16979	15057	13961	1096	1922	505	0	25	125	50	0	0	54	48	24	179	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	26	1	26	26	25	26	0	25	25	50	0	0	27	24	24	25	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	831	756	713	43	75	19	1	1	5	0	0	1	0	2	0	8	0	1
Time-Off Awards 31 - 40 hours: Awards Given %	5.88	6.07	6.12	5.39	4.44	5.65	8.33	6.25	6.85	0.00	0.00	2.86	0.00	7.69	0.00	6.61	0.00	12.50
Time-Off Awards 31 - 40 Hours: Total Hours #	31925	28974	27322	1652	2951	752	40	40	225	0	0	40	0	72	0	295	0	40
Time-Off Awards 31 - 40 Hours: Average Hours #	38	-1	38	38	39	39	40	40	45	0	0	40	0	36	0	36	0	40
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																		
Cash Awards \$500 and Under: Awards Given #	3208	2804	2631	173	404	94	1	4	20	5	0	9	6	7	2	39	0	1
Cash Awards \$500 and Under: Awards Given %	22.68	22.52	22.57	21.68	23.92	27.98	8.33	25.00	27.40	21.74	0.00	25.71	60.00	26.92	28.57	32.23	0.00	12.50
Cash Awards \$500 and Under: Total Amount \$	1190495	1039249	975697	63552	151246	34492	250	1450	6992	1750	0	3450	2350	2150	600	15100	0	400
Cash Awards \$500 and Under: Average Amount \$	371.1	-3	370.85	367.35	374.37	366.94	250	363	349.6	350	0	383	391.67	307.14	300	387.18	0	400
Cash Awards: \$501 - \$999: Awards Given #	1122	966	886	80	156	31	1	2	9	2	0	3	1	2	0	11	0	0
Cash Awards: \$501 - \$999: Awards Given %	7.93	7.76	7.60	10.03	9.24	9.23	8.33	12.50	12.33	8.70	0.00	8.57	10.00	7.69	0.00	9.09	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	822688	707164	648527	58637	115524	22755	625	1378	6508	1562	0	2150	750	1550	0	8232	0	0
Cash Awards: \$501 - \$999: Average Amount \$	733	-7	731	732	740	734	625	689	723	781	0	716	750	775	0	748	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	3079	2634	2427	207	445	97	1	3	16	8	0	9	5	6	1	44	0	4
Cash Awards: \$1000 - \$1999: Awards Given %	21.77	21.15	20.82	25.94	26.35	28.87	8.33	18.75	21.92	34.78	0.00	25.71	50.00	23.08	14.29	36.36	0.00	50.00
Cash Awards: \$1000 - \$1999: Total Amount \$	4238555	3615672	3334320	281352	622883	139222	1980	3875	24275	10325	0	14670	7010	8875	1300	62212	0	4700
Cash Awards: \$1000 - \$1999: Average Amount \$	1376	-23	1373	1359	1399	1435	1980	1291	1517	1290	0	1630	1402	1479	1300	1413	0	1175
Cash Awards: \$2000 - \$2999: Awards Given #	4420	3888	3666	222	532	118	2	4	27	8	1	17	4	10	2	40	1	2
Cash Awards: \$2000 - \$2999: Awards Given %	31.25	31.22	31.45	27.82	31.50	35.12	16.67	25.00	36.99	34.78	25.00	48.57	40.00	38.46	28.57	33.06	100.00	25.00

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Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	10626632	9367739	8836649	531090	1258893	273416	4400	9936	64778	19141	2324	40319	8650	22650	4100	90448	2290	4380
Cash Awards: \$2000 - \$2999: Average Amount \$	2404	38	2410	2392	2366	2317	2200	2484	2399	2392	2324	2371	2162	2265	2050	2261	2290	2190
Cash Awards: \$3000 - \$3999: Awards Given #	3489	3162	3004	158	327	57	2	3	13	5	0	6	3	5	1	19	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	24.67	25.39	25.77	19.80	19.36	16.96	16.67	18.75	17.81	21.74	0.00	17.14	30.00	19.23	14.29	15.70	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	11662621	10570644	10041792	528852	1091977	190535	7465	10152	44552	15350	0	18924	10181	17050	3511	63350	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3342	3	3342	3347	3339	3342	3732	3384	3427	3070	0	3154	3393	3410	3511	3334	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	1860	1723	1660	63	137	20	2	0	4	1	1	0	1	3	0	6	0	2
Cash Awards: \$4000 - \$4999: Awards Given %	13.15	13.84	14.24	7.89	8.11	5.95	16.67	0.00	5.48	4.35	25.00	0.00	10.00	11.54	0.00	4.96	0.00	25.00
Cash Awards: \$4000 - \$4999: Total Amount \$	8208851	7609015	7332560	276455	599836	88797	8207	0	17440	4975	4500	0	4500	14200	0	26025	0	8950
Cash Awards: \$4000 - \$4999: Average Amount \$	4413	35	4417	4388	4378	4439	4103	0	4360	4975	4500	0	4500	4733	0	4337	0	4475
Cash Awards: \$5000 or more: Awards Given #	515	475	458	17	40	12	1	1	4	0	1	1	0	2	1	1	0	0
Cash Awards: \$5000 or more: Awards Given %	3.64	3.81	3.93	2.13	2.37	3.57	8.33	6.25	5.48	0.00	25.00	2.86	0.00	7.69	14.29	0.83	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	5887014	5421418	5230182	191236	465596	103757	5000	5000	43690	0	6000	18333	0	15734	5000	5000	0	0
Cash Awards: \$5000 or more: Average Amount \$	11431	-208	11419	11249	11639	8646	5000	5000	10922	0	6000	18333	0	7867	5000	5000	0	0
OTHER AWARDS																		
Total QSIs Awarded #	368	327	309	18	41	10	2	2	2	1	0	1	1	0	0	1	0	0
Total QSIs Awarded %	2.60	2.63	2.65	2.26	2.43	2.98	16.67	12.50	2.74	4.35	0.00	2.86	10.00	0.00	0.00	0.83	0.00	0.00