



Management Directive 715 Report

Fiscal Year 2017

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Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code (xxxx)	FIPS Code (xxxx)
U.S. Environmental Protection Agency		1200 Pennsylvania Avenue, NW	Washington	D.C.	20460	EPO0	6800

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees reported between October 1, 2016 and June 30, 2017	14,869	878	15,747

Part C – Head of Agency and Agency Officials

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
<i>Head of Agency</i>	Scott Pruitt	Administrator

Agency Leadership	Name	Title
<i>Head of Agency Designee</i>	Helena Wooden-Aguilar	Acting Deputy Chief of Staff

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (202-564-xxxx)	Email Address
Principal EEO Director/Official	Tanya Lawrence	Acting Director, Office of Civil Rights	0905	SES	x2916	Lawrence.Tanya@epa.gov
	Khesha Reed	Acting Deputy Director, Office of Civil Rights			202-566-0594	
Affirmative Employment Program Manager	Tina Lancaster	Assistant Director, Affirmative Employment, Analysis, and Accountability Staff	0260	GS-15	x8151	Lancaster.Tina@epa.gov
Complaint Processing Program Manager	Cynthia Darden	Assistant Director Employee Complaint Resolution Staff, Title VII	0260	GS-15	x1587	Darden.Cynthia@epa.gov
Diversity & Inclusion Officer	Bisa Cunningham	Director, Diversity, Recruitment, and Employee Services Division	0201	GS-15	x6635	Cunningham.Bisa@epa.gov
Hispanic Program Manager (SEPM)	Christopher Emanuel	EEO Manager/ National Disability Employment Program	0260	GS-14	x7286	Emanuel.Christopher@epa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (202-564-xxxx)	Email Address
Women's Program Manager (SEPM)	Christopher Emanuel	EEO Manager / National Disability Employment Program	0260	GS-14	x7286	Emanuel.Christopher@epa.gov
Disability Program Manager (SEPM)	Christopher Emanuel	EEO Manager/ National Disability Employment Program	0260	GS-14	x7286	Emanuel.Christopher@epa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (202-564-xxxx)	Email Address
Special Placement Program Coordinator (Individuals with Disabilities)	Christopher Emanuel	EEO Manager/ National Disability Employment Program	0260	GS-14	x7287	Emanuel.Christopher@epa.gov
Reasonable Accommodation Program Manager	Amanda Sweda	National Reasonable Accommodations Coordinator	0260	GS-14	202-566-0678	Sweda.Amanda@epa.gov
Anti-Harassment Program Manager	Randolph Ferrell	Program Manager, "Order 4711" Anti-Harassment	0201	GS-14	x1927	Ferrell.Randolph@epa.gov
ADR Program Manager	Norwood Dennis	OCR ADR Coordinator	0260	GS-14	919-541-4249	Dennis.Norwood@epa.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (202-564-xxxx)	Email Address
Principal MD-715 Preparer	Jerome King	EEO Manager, National LGBT, Black, NACE, and EFEDs Program	0260	GS-14	x7429	King.Jerome@epa.gov
Other EEO Staff	Kristin Tropp	Assistant National Reasonable Accommodations Coordinator	0343	GS-12	202-559-0006	Tropp.Kristin@epa.gov
	Renee Clark	EEO Specialist/Team Lead, Title VII	0260	GS-14	x7269	Clark.Renee@epa.gov
	Mirza Baig	EEO Manager/ API, AI/AN, Data Coordinator	0260	GS-14	x7288	Baig.Mirza@epa.gov

Part D – Components and Mandatory Documents

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the Agency (e.g., bureaus, regions, etc.).

If the Agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code	FIPS Codes
Headquarters Program Offices in Washington, DC					
Office of the Administrator	Washington	DC		EP00AM	6800
Office of Administration and Resources Management	Washington	DC		EP00HG	6800
Office of Air and Radiation	Washington	DC		EP00LA	6800
Office of the Chief Financial Officer	Washington	DC		EP00FJ	6800
Office of Enforcement and Compliance Assurance	Washington	DC		EP00BE	6800
Office of General Counsel	Washington	DC		EP00CN	6800
Office of the Inspector General	Washington	DC		EP00DP	6800
Office of International and Tribal Affairs	Washington	DC		EP00EL	6800
Office of Environmental Information	Washington	DC		EP00GH	6800
Office of Chemical, Safety and Pollution Prevention	Washington	DC		EP00MC	6800

Subordinate Component	City	State	Country (Optional)	Agency Code	FIPS Codes
Office of Research and Development	Washington	DC		EP00NF	6800
Office of Land and Emergency Management	Washington	DC		EP00KD	6800
Office of Water	Washington	DC		EP00JB	6800
Human Resources Support					
Shared Service Centers	Research Triangle Park	NC		EP00HG	6800
Shared Service Centers	Cincinnati	OH		EP00HG	6800
Shared Service Centers	Las Vegas	NV		EP00HG	6800
Regional Offices					
Region 1	Boston	MA		EP00Q1	6800
Region 2	New York	NY		EP00R2	6800
Region 3	Philadelphia	PA		EP00S3	6800
Region 4	Atlanta	GA		EP00T4	6800
Region 5	Chicago	IL		EP00U5	6800
Region 6	Dallas	TX		EP00V6	6800

Subordinate Component	City	State	Country (Optional)	Agency Code	FIPS Codes
Region 7	Lenexa	KS		EP00W7	6800
Region 8	Denver	CO		EP00X8	6800
Region 9	San Francisco	CA		EP00Y9	6800
Region 10	Seattle	WA		EP00ZX	6800
Program Labs					
OAR/ORIA/NAREL	Montgomery	AL		EP00LA	6800
OAR/ORIA/NVFEL:	Ann Arbor	MI		EP00LA	6800
OAR/ORIA/NCRFO	Las Vegas	NV		EP00LA	6800
ORD, NRM Research Lab	Ada	OK		EP00NF	6800
ORD/NERL	Athens	GA		EP00NF	6800
ORD/NHEER Labs	Narragansett	RI		EP00NF	6800
	Gulf Breeze	FL		EP00NF	6800
	Duluth	MN		EP00NF	6800
	Corvallis	OR		EP00NF	6800

Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the Agency must submit these documents with its MD-715 report.

Did the Agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	YES	
EEO Policy Statement	YES	The Policy issued in FY16 remains in effect.
Agency’s Strategic Plan	YES	FY 2018 – FY 2022 EPA Strategic Plan was finalized February 12, 2018. The Strategy was drafted in FY17.
Anti-Harassment Policy and Procedures	YES	The procedures that were issued in FY16 are still in effect
Reasonable Accommodation Procedures	YES	The Agency has two RA procedures: the American Federation of Government Employees (AFGE) National Reasonable Accommodation Procedures (NRAP) and the EPA Reasonable Accommodation Procedures.
Personal Assistance Services Procedures	YES	An addendum to meet new 501 Rule and EEOC guidance was drafted in FY18. A memo outlining the plan to finalize the addendum is included as an Appendix.
Alternative Dispute Resolution Procedures	YES	ADR and Workplace Resolution is marketed to all employees on the OHR intranet webpage and link at https://workplace.epa.gov/facilitation-mediation/). An ADR program was piloted for the EEO informal complaint process in FY16, which has been extended through FY17.

In the table below, the Agency may decide whether to submit these documents with its MD-715 report.

Did the Agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	YES	
Disabled Veterans Affirmative Action Program (DVAAP) Report	YES	The FY 2016 DVAAP Report and FY 2017 DVAAP Plan are included as Appendices.
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	NO	The Agency utilizes alternatives such as the Diversity and Inclusion Strategic Plan (DISP), Plan for Addressing Unconscious Bias, and Agency Memoranda of Understanding (MOUs) (e.g., Rochester Institute of Technology/National Technical Institute for the Deaf (RIT/NTID) MOU), for increasing awareness of employment opportunities for Individuals with Disabilities.
Diversity and Inclusion Plan under Executive Order 13583	YES	The FY 2017-2021 DISP was issued January 13, 2017.
Diversity Policy Statement	NO	The Agency drafted a new statement anticipated for issuance in FY18.
Human Capital Strategic Plan (HCSP)	NO	OPM informed all federal Agency Chief Human Capital Officers that the requirement to modernize/reduce HC has been waived as of January 16, 2016.
EEO Strategic Plan	NO	The Agency will consider a new plan after all reshaping efforts have been considered and implemented.
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	YES	

Part E – Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to complete Part E.2 to E.5.

Part E.1 - Executive Summary: Mission

Introduction

This Federal Agency Annual Equal Employment Opportunity Program Status Report for Fiscal Year 2017 (FY17) outlines the U.S. Environmental Protection Agency (EPA or Agency) Equal Employment Opportunity (EEO) Program activities, as required by the U.S. Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715). The report highlights the EPA's accomplishments in establishing and maintaining a model EEO program.

The U.S. Environmental Protection Agency Mission

The EPA's mission is to protect human health and the environment. Fostering and maintaining a highly-skilled, diverse, and engaged workforce through EEO is essential to fulfilling our mission to protect human health and the environment, including our commitment to the American people. The following priorities are at the heart of the EPA's purpose: improving air quality, providing for clean and safe water, revitalizing land and preventing contamination, and ensuring the safety of chemicals in the marketplace.

Part E.2 - Executive Summary: Essential Element A-F

Model EEO Program - Essential Elements

The EPA Office of Civil Rights (OCR) conducted an annual self-assessment along with an analysis of the EPA's workforce to identify triggers and coordinate planned activities to eliminate any potential discrimination. To most efficiently and effectively accomplish this, OCR coordinated several partnerships. Its primary partnerships included many offices and programs in the Office of Administration and Resources Management (OARM). Specific partners include the Shared Services Centers (SSCs) and the Office of Human Resources (OHR). The overarching partnership with OARM is critical to the Agency's Diversity and Inclusion Strategic Plan and effective management of human, financial and physical resources, as well as the data access to employee and applicant characteristics related to race, national origin (RNO) and disability¹. Moreover, OCR consulted with the Office of General Counsel (OGC) for legal sufficiency review of the Federal Agency Annual EEO Program Status Report. Additionally, OCR worked closely with regional EEO Officers and Deputy Civil Rights Officials in regional and programmatic offices to assess the Agency's EEO program and implement plans. OCR also relied on support from senior managers in the Administrator's Office to achieve a model EEO program.

The Agency reviewed its EEO and personnel programs and policies, and evaluated their performance considering the following elements that enhance the effectiveness of its EEO program. The results within the following six elements serve as the organizing principles by which the EPA can assess and improve its program.

Essential Element A – Demonstrated Commitment from Agency Leadership

Element A identifies areas where the Agency head has communicated a commitment to equal employment opportunity and a discrimination-free workplace.

The EPA is dedicated to the principles of EEO and maintaining a successful EEO Program. This commitment is seen at all levels of the Agency from senior executives, managers and supervisors to employees. The effort to

¹ For purposes of this report, the EPA incorporated the Office of Personnel Management (OPM) definition of workforce diversity which refers to a collection of individual attributes that, together, help the Agency pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from, where they have lived and their differences of thought and life experiences. OPM further defines inclusion as a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging; and inclusive diversity as a set of behaviors that promote collaboration amongst a diverse group.

demonstrate this commitment includes, but is not limited to activities that help maintain an environment free from discrimination, retaliation, and harassment.

In addition to Gold, Silver and Bronze awards that recognize individual or team efforts in any area, the Agency also grants the *Suzanne E. Olive Award for Exemplary Leadership in National EEO* and the *Vivian Malone Jones Legacy Award*. The Olive Award annually recognizes individuals and/or groups for their significant contributions to EEO and civil rights and diversity and inclusion while advancing the Administrator's mission of a high-performing organization. The Malone Legacy Award annually recognizes an individual who has demonstrated consistent integrity and regular contributions to leadership, diversity, social justice (affirmative action, civil rights, and environmental justice) in the Agency or in the community at large, through personal leadership, mentoring, and/or program management. In addition, the OCR Director serves as an ex-officio member to the Agency's National Honor Awards Review Panel. The Panel evaluates award nominations and makes recommendations on final awardees.

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

Element B identifies the structure of the EPA EEO programs that help to maintain a workplace that is free from discrimination while supporting the Agency's strategic mission of a high performing organization.

The Agency's Core Mission is to deliver real results to provide Americans with clean air, land, and water. To improve efficiency and effectiveness, the Agency's Strategic Plan commits to developing, and maintaining a highly-skilled, diverse, and engaged workforce.

Additionally, the EPA has committed to the integration of EEO into several other critical areas of management to include, but not be limited to, the following:

- **Reporting Structure:** The OCR Director has appropriate authority and resources to effectively carry out a successful EEO program and reports day-to-day operations to the Deputy Chief of Staff to ensure accountability throughout the EPA. OCR provides technical guidance in the implementation of EEO programs at the national level, including action plans in accordance with MD-715 guidance. Regional EEO Officers report directly to their respective Regional Administrators/Deputy Regional Administrators.
- **Communication:** In FY17, the annual MD-715 report, covering FY16 activities, was made available and posted on the Agency's internal website. The OCR Director attends weekly senior management meetings to inform top management officials of the effectiveness, efficiency, and legal compliance of the Agency's EEO program. In addition, OCR collaborates with OARM on planned activities to address identified triggers and eliminate potential barriers.
- **Self-Identification of the Workforce:** The EPA committed to a re-survey initiative of its workforce in FY17. OHR encouraged all employees to self-identify or update their information using descriptions from the Office of Personnel Management's revised Standard Form 256 - Self Identification of Disability through Employee Express, <https://www.employeeexpress.gov/>. OHR posted virtual flyers, banners, issued reminders to supervisors, and published articles in the EPA Newsletter regarding this initiative.

The Agency continued implementation of its pilot program to provide a tool for employees to voluntarily self-disclose their sexual orientation and gender identity (SOGI). Employee Express was also updated to allow EPA employees to voluntarily provide this information. Results indicated 216 (1.43%) of 15,093 employees provided SOGI information in FY17.

- **Special Emphasis Programs:** The EPA Special Emphasis Programs (SEPs) support equal opportunities throughout the Agency to include areas within the employment life cycle: outreach and recruitment, hiring, advancement, training, and awards/promotions. By establishing and utilizing SEPs and engaging with affinity groups, the EPA continued to raise employee awareness of EEO and diversity and inclusion while demonstrating the Agency's commitment to a model EEO workplace. Agency managers and supervisors supported SEPs by identifying programmatic level SEP Managers (SEPMs) to implement their local level SEPs. The Agency engaged up to 125 SEPMs to assist in the planning of activities related to MD-715 as well as diversity and inclusion initiatives.

- **Employee Viewpoint:** Managers and supervisors support employee engagement as a resource to gain more context about employee perspectives and ideas to improve employee satisfaction. The EPA gathers employee opinions through tools including the OPM Employee Viewpoint Survey, the Annual Employee Survey, and other documents that report employee engagement, such as the Partnership for Public Service and Deloitte - Best Places to Work in the Federal Government® rankings. A SharePoint site was created to disseminate all communication and results for the surveys.
- **Barrier Analysis Team:** In FY16, OCR proposed the development of a National Barrier Analysis Team with a cross-functional, program, regional, and multi-grade structure designed to provide senior leadership with comprehensive and long-term analyses and insights into the EPA's workforce processes, including recruitment and retention. In FY17 this team engaged in sustained and systematic inquiry into anomalies (triggers) as they relate to workplace policies, procedures, and practices, with a focus on identifying barriers to diversity, inclusion, and equal opportunity, and devising plans to eliminate any identified barriers.
- **Talent Hub:** The Agency explored optional resources and methods to achieve a model EEO program, such as the continued use of Talent Hub for full- and part-time details and short-term projects and other shared resources to maintain its EEO programs. The Talent Hub website grants all employees access to advancement and internal/external opportunities. In FY17, SES positions were added to Talent Hub.

Efforts to streamline plans and activities that improve EEO include national efforts to increase the use of hiring panels and special hiring authorities (i.e., Schedule A and disabled veterans). These efforts extend to the enhancement of career-developing opportunities; employee engagement; and the roles and responsibilities of SEPMs as they pertain to affirmative program initiatives, i.e., outreach, recruitment, and leveraging internal and external partnerships and alliances. The Agency develops and maintains partnerships and alliances with diverse professional organizations and educational institutions. The Agency leverages these relationships to broaden its public outreach/recruitment strategy. In FY17, partner organizations included, among others: Association of Latino Professionals in Finance and Accounting; Pan-Asian Leaders in Finance and Accounting; Hispanic Bar Association of the District of Columbia; Hispanic National Bar Association; National Association of Asian MBAs; National Association of Black Accountants; National Bar Association; National Black MBA Association; South Asian Bar Association of Washington, D.C.; Women's Bar Association of the District of Columbia; Diverse Partners Network; and the Thurgood Marshall College Fund.

The Agency developed and published the FY 2017 – 2021 Diversity and Inclusion Strategic Plan (D/I Plan). The D/I Plan was strategically implemented to strengthen management of Agency outreach, diversity and inclusion efforts, including development of a strategy to safeguard against unconscious bias in the hiring and selection process. The D/I Plan serves to support and facilitate education, outreach and training on diversity and inclusion by:

- Featuring numerous initiatives, including employing culture change strategies, such as the New Inclusion Quotient (New IQ) Initiative and Diversity and Inclusion Dialogues.
- Implementing a vehicle to track the annual D/I Plan.
- Most importantly to MD-715, incorporating several objectives to eliminating any potential barriers to employment (potential barriers for Schedule A hires and career development), and tracking and monitoring areas within the employment life cycles (e.g., career development to the SES).

The Agency's lead EEO offices, OHR and OCR, work collaboratively to engage other partners, such as the Agency's Diversity and Inclusion Advisory Committee (DIAC), to incorporate and implement EEO and D/I strategic priorities into the FY 2017-2021 Roadmap and Implementation Plan - June 2017. The results of the first year were reported to the DIAC senior executive members in September 2017.

- OHR, in conjunction with OCR, completed a strategic plan for mitigating bias on September 30, 2017. This strategy included:
 - Employing culture change strategies, such as the New Inclusion Quotient (New IQ) Initiative and Diversity and Inclusion Dialogues; and

- Providing training and education on cultural competency, implicit bias awareness, and inclusion learning for all employees.

Although the Agency conducted minimal recruitment in FY17, it continued to work with partners in diverse professional organizations and educational institutions. The Agency measured its overall success this year through the assessment of recruitment strategies and existing tools intended to increase equal employment opportunity. For example:

- **Memoranda of Understanding (MOUs):** The EPA reviewed existing MOUs with Minority Serving Institutions (MSIs) to plan effective outreach opportunities. The review process resulted in the following engagement: 1) the renewal of the MOU with the Vermont Law School on Distant Learning for the advancement of environmental education between the Vermont Law School and MSIs; 2) the renewal of the Gallaudet University MOU; 3) the extension of the Howard University MOU; and 4) the creation of the Rochester Institute of Technology/National Technical Institute for the Deaf MOU. The review and renewal of MOUs affords an opportunity for the EPA to expand its outreach activities, disseminate information on careers at the EPA, and increases interactions with the next generation of potential Agency employees. Additionally, during the first quarter of FY17, the EPA signed a MOU with UMASS Boston to expand upon the existing relationship that results in sharing publicly available information about potential employment and experiential opportunities with minority and low income students interested in environmental careers. This MOU also facilitates the EPA's ability to recruit from a talented and diverse pool of students for future vacancies as they become available.
- **Communications and Tracking:** OHR, along with OCR, assessed the internal communication and tracking methods used in monitoring areas of affirmative promotion of EEO, including streamlining efforts to capture data on outreach, professional development, employee engagement, and retention. OHR and OCR continued efforts to collaborate on strategies related to promoting EEO. Strategic focus remained on cross-communication, creating an internal and external exchange of information, and standardizing reporting requirements, such as the MD-715, Federal Equal Opportunity Recruitment Program (FEORP), Disabled Veterans Affirmative Action Program (DVAAP), and other annual reports that require the collection of workforce data and analysis.

Essential Element C - Management and Program Accountability

Element C identifies areas where the Administrator's Office holds managers, supervisors, and EEO officials responsible for the effective implementation of the Agency's EEO Program and Plan.

- **Diversity Civil Rights Officials (DCROs):** The Agency appoints a minimum of twenty-three (23) DCROs who provide leadership and effective implementation of the EPA's Civil Rights Programs and Plans, including diversity and inclusion, consistent with Agency policy and directives. DCROs ensure accountability of Equal Employment Opportunity Officers and national civil rights efforts and oversight of EEO programs and deficiencies within their respective offices. In FY17, DCROs engaged their respective program offices and regions in conducting a self-assessment against the essential elements of a model EEO program.

DCROs also supported EEO practitioners and SEPMS with annual training (e.g., the EPA personnel database system on EEO, managed by the U.S. Department of the Interior (DOI) Oracle Business Intelligence Enterprise Edition (OBIEE)). Additionally, DCROs ensured active engagement on EEO complaints of discrimination and reasonable accommodations within their respective program offices.

- **Reasonable Accommodations Program and Procedures/Personal Assistance Services:** Through the EPA SSCs, job applicants can request and receive reasonable accommodations during the application and placement processes. The National Reasonable Accommodation Coordinator (NRAC) coordinates updates, such as the release of the Section 501 Affirmative Action Plan specific to reasonable accommodations and personal assistance services to the EPA Local Reasonable Accommodation Coordinators (LORACs).

In FY17, the Agency processed 343 of the 356 RA requests (or 96.3%) within the applicable timeframes identified in both the American Federation of Government Employees (AFGE) National Reasonable Accommodation Procedures (NRAP) and the EPA Reasonable Accommodation Procedures. The

Agency has attained the 90% or greater processing rate for the *seventh* consecutive year in compliance with the requirements outlined in MD-715.

- ***Diversity and Inclusion Advisory Committee (DIAC):*** The DIAC launched a new structure in FY17 to strengthen its platform of engagement around plans and activities that support EEO and diversity and inclusion and to evaluate the committee's effectiveness by identifying appropriate goals and objectives with metrics to measure outcomes.
- ***Employee Engagement Advisory Committees:*** In response to the Federal Employee Viewpoint Survey, various EPA program offices and regions established Employee Engagement Committees. These committees have diverse participation, including members of related groups, such as SEPs. In November 2016, the EPA established the Employee Engagement Community of Practice (ECoP), led by OHR's Workforce Planning Branch. The ECoP was established to promote information sharing, dialog and collaboration among program and regional offices. Members meet monthly to discuss issues and exchange ideas on furthering employee engagement and creating healthy workplaces. The ECoP provides a forum for members to share success stories and lessons learned. Members report the ECoP has enhanced problem solving, promoted knowledge exchange and fostered the implementation of new ideas that have brought about positive change. The EPA's 2017 EVS results reveal that Agency scores rose in nearly all major employee engagement and satisfaction categories. A SharePoint site was also created to host ECoP documents and resources that include EVS data and FAQs, office engagement action plans, and ideas for marketing and promoting EVS participation and best practices.
- ***Performance Measures:*** Performance plans include language for commitment to EEO principles and practices to ensure a workplace that is free from all forms of discrimination, including harassment. As a standing practice, EPA Senior Executives and general schedule (GS) 13-15 supervisors and managers are rated on performance standards that ensure development and promote success of EPA EEO and diversity and inclusion initiatives.
- ***Training:*** The EPA tracked and monitored participation and completion of required EEO trainings (e.g., *Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act)*). In FY17, new employees in their first 90 days of on-boarding were required to complete the training (98.62% completion rate). In addition, newly promoted supervisors were provided EEO related materials and training during the EPA Successful Leaders Program.
- ***Review of Potential Systemic Barriers:*** OHR and OCR continued their partnership to identify strategic areas to assess programs, policies, and procedures that may have systemic barriers impacting full participation in areas such as application and selection processes, career development, and training. Additional efforts included the continued education of SEPs on how they may expand their programmatic roles and responsibilities.
- ***Recruitment of Persons with Disabilities (PWDs) and Persons with Targeted Disabilities (PWTDs):*** OHR and OCR attended an annual federal inter-agency meeting sponsored by the U.S. Department of Labor, EEOC, OPM, and the White House on hiring PWDs, including best practices on the dissemination of job announcements among PWDs. OHR and OCR collaborated to share this information with EPA management, increasing their awareness of the various hiring authorities (e.g., Schedule A, conversion of Schedule A employees to the competitive service, and recruitment sources for PWD, PWTD, and disabled veterans) for PWDs and PWTDs. Additionally, OHR and OCR continued their partnership to enhance the Agency's PWD resume database.

Essential Element D – Proactive Prevention

Element D identifies the Agency's early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.

- ***Selective Placement Program Coordinator (SPPC):*** The Selective Placement Program Coordinator (SPPC) helps Agency management recruit, hire and accommodate people with disabilities. In FY17, OHR and OCR expanded efforts to appropriately respond to job seekers who need further assistance on disability-related questions by sharing the role of Selective Placement Program Coordinators

(SPPCs)/Disability Employment Program Coordinators (DEPCs). OPM has updated their Federal Agency wide SPPC Directory to include EPA SPPCs.

- ***Sign Language Interpreter Program:*** The EPA is committed to providing quality sign language interpreting services to its Deaf and Hard of Hearing (D/HH) employees, job applicants, and the public attending EPA events. These services enable EPA employees and job applicants to perform the essential duties of their job and have full access to EPA employment opportunities. OHR initiated efforts to strengthen the contract procedures associated with the Sign Language Interpreter Program by forming a working group to collaborate with the EPA OCR National Reasonable Accommodation Program and OGC. This working group was tasked to develop procedures that would enable users of the EPA headquarters Sign Language Interpretation Services contract to identify personal preferences when requesting services. The procedures developed:
 - Ensure a consistent process for indicating personal preferences and receiving sign language interpretation services; and
 - Improve the ability for users of the contract to:
 - identify their support requirements;
 - identify key behaviors, skills and knowledge that an interpreter must have to effectively support communication;
 - identify Preferred Providers they wish to work with;
 - provide feedback on their experience using the contract and the interpreters they work with; and
 - identify interpreters they do not want to work with.

Prior to implementation of the procedures, OHR conducted a pilot (September through December 2017) to gather additional input from D/HH employees at EPA headquarters and to:

- understand the impact of the draft procedures on the user community;
- provide an opportunity for users of the contract to identify needed improvements;
- identify any additional resources and tools that were needed to support understanding and/or execution of the procedures; and
- recommended a roll-out strategy.

The EPA stresses awareness by offering free seminars (e.g., “Interacting and Working with Individuals who are Deaf and Hard of Hearing” conducted on May 17, 2017) that provide useful information to employees for appropriate interactions with D/HH individuals in the local community and workplace.

- ***EPA Procedures for Addressing Workplace Harassment:*** The Agency offered federal employees and non-federal staff Anti-Harassment Procedures training (*Procedures for Addressing Allegations of Workplace Harassment - EPA Order 4711*). Additionally, in FY17 OGC’s Employment Law Practice Group (ELPG) conducted eight EEO & anti-harassment training sessions for Agency supervisors. These sessions, with a total of over 500 attendees, covered a variety of topics including reasonable accommodations and EPA Order 4711. ELPG also conducted anti-harassment training for Agency interns. During FY17, 610 fall, spring and summer interns were trained.
- ***Diversity Ally Pledge:*** In FY17, EPA SEPs teamed up to leverage senior management support on the expansion of the Lesbian, Gay, Bisexual and Transgender Ally Pledge, piloted in the previous year. This Agency-wide expansion encourages employees to pledge their support to not only the LGBT community, but to any EEO group. The Diversity Ally Pledge mission is to provide a place where employees can promise their support for the cultivation of unique voices and perspectives working collaboratively. The objective also fosters an inclusive and diverse work environment to enhance employee engagement. The Diversity Ally Pledge initiative is the first step in addressing a key diversity milestone.

- **Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act):** In FY17, 98.62% of new EPA employees participated in No FEAR Act training. The next biennial period for all EPA employees to take No FEAR training is scheduled for FY18.

Essential Element E – Efficiency

Element E requires the Agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the Agency’s EEO programs and an efficient and fair dispute resolution process.

- **Informal EEO Complaints of Discrimination:** The EPA’s success in meeting processing times include the following areas: timely fact-finding for informal complaints of discrimination, the number of ADR acceptance responses, and increased resolution rates with and without ADR. Participation rates increased from 47% in FY16 to 56% in FY17. In FY17, 47.3% of all cases were resolved, and 45.8% of ADR cases were resolved. However, rates for ADR offers for informal EEO complaints of discrimination decreased from 96% in FY16 to 86.1% in FY17.
- **EEO Training for Counselors:** In FY17, the EEO Counselor Training Committee identified and/or delivered fourteen (14) 1.0 to 1.5-hour training sessions as re-certification opportunities. In FY17, 16 collateral-duty EEO Counselors earned 135.0 credit hours. In addition, 19 full-time EEO employees also participated in the training sessions and additional training and received 313.0 credit hours.
- **Continuous Improvement:** In FY17, a Chief of Operations (COO) was appointed to lead the Agency’s transformation to an organization of continuous improvement. The COO began deploying a Lean Management System (LMS) to reduce waste and maximize value-added work. In FY18, the LMS has begun to create more effective ways to better serve the EPA’s customers while freeing up the capacity of EPA employees to achieve the Agency’s mission. Specific workforce measures that highlight areas of interest identified through barrier analysis will be routinely reported and tracked by senior managers. Measures related to the EPA’s EEO programs include complaint investigation time, final agency decision volume, and reasonable accommodation decision time. Tracking these metrics more closely will provide opportunities for further improving EPA’s performance.

Essential Element F – Responsiveness and Legal Compliance

Element F requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

The EPA continued to focus on compliance with the EEO laws and EEOC regulations, policy guidance, and other written guidance. Plans for addressing newly identified gaps from prior fiscal years are further discussed in Part H of this report. (See *EEO Plan for Attaining the Essential Elements of a Model EEO Program*.)

- The total number of investigations completed in FY17 increased by 17%. The Agency completed 59 investigations in FY16 and completed 69 in FY17.

OCR reduced the docket of final agency decisions, using OCR staff attorneys, detailees, and Agency volunteers.

Part E.3 - Executive Summary: Workforce Analyses

The EPA analyzed cumulative workforce profile data from October 1, 2016 through June 30, 2017 to identify any triggers that may require further inquiry as to the existence of barriers to equal employment opportunities for an employee group based on race and national origin (RNO), sex, or disability. The Agency's plans to complete barrier analyses are included with this EEO Program Status Report where necessary. The EPA's total workforce consists of permanent and temporary employees. The workforce distribution by disability includes: permanent and temporary employees, employees with "no disability," "with a disability," "with a targeted disability," and those who "did not identify" any disability. In the MD-715 report, when comparisons are made, only the triggers with statistical significant decreases or increases are noted. In the Appendices, the triggers are highlighted.

Total Workforce

As of June 30, 2017, the EPA's total workforce consisted of a total of 15,747 employees, of which 14,869 (94.4%) were full-time/part-time permanent (permanent with status) employees, and 878 (5.6%) were temporary (temporary or term appointment having no permanent status) employees. In comparison, as of June 30, 2016, the EPA employed a total of 15,742 employees, of which 14,732 (93.58%) were full-time/part-time permanent employees and 1,010 (6.42%) were temporary employees. Between June 30, 2016 and June 30, 2017, there was an increase of 137 (+0.93%) full-time/part-time permanent employees, and a decrease of 132 (-13.07%) temporary employees, for a total net increase in FY17 of 5 (+0.03%) employees in the total workforce.²

As of June 30, 2017, males comprised 7,693 (48.85%) of the total workforce, which is below the 2010 National Civilian Labor Force (CLF)³ benchmark of 51.84%. Females comprised 8,054 (51.15%) of the EPA's total workforce, which is above the 2010 CLF benchmark of 48.16%. In comparison, as of June 30, 2016, males comprised 7,694 (48.88%) and females comprised 8,048 (51.12%) of the EPA's total workforce. Between June 30, 2016 and June 30, 2017, the number of male employees decreased by 1 (-0.01%) while the number of female employees increased by 6 (0.07%). (See *Appendices for FY17 Workforce Data Table A-1.*)

As of June 30, 2017, there were a total of 1,185 (7.53%) persons with disabilities (PWD) in the EPA's permanent and temporary workforce. This number represented an increase of 13 (1.11%) PWD from FY16. As a subset of PWD, there were 303 (1.92%) persons with targeted disabilities (PWTD) in EPA's permanent and temporary workforce as of June 30, 2017. In comparison, there were 345 (2.19%) PWTD in EPA's workforce as of June 30, 2016, a decrease of 42 (-12.17%) employees, and 364 (2.34%) PWTD as of June 30, 2015, a decrease of 19 (-5.2%) employees.

As of:	PWTD (#/% of Workforce)	#/% Decrease from Prior Year
June 30, 2017	303 (1.92%)	42 (12.17%)
June 30, 2016	345 (2.19%)	19 (5.2%)
June 30, 2015	364 (2.34%)	

Snapshot 1 below displays the disability status in the third quarter (June 30th) for the EPA total workforce in FY17 as compared to EEOC's Federal Benchmarks of 12% for PWD and 2.00% for PWTD:

² The EPA recognizes that fiscal year to fiscal year data may contain some known or suspected limitations based on when employee EEO data was uploaded into the EEOC tables that may impact the year-to-year analysis. Objective and valid interpretation of the results requires that the underlying analysis recognizes and acknowledges the degree of reliability and integrity of the data.

³ The 2010 Civilian Labor Force (CLF) is the national labor force and is derived from the Bureau of Labor Statistics (BLS) Current Population Survey (CPS). In comparison, the Relevant Civilian Labor Force (RCLF) is the CLF data that are directly comparable (or relevant) to the occupational population being considered in the federal workforce. For purposes of this report, which provides Agency data at the national level, the CLF benchmarks are used.

Snapshot 1

EPA FY17 Total Workforce (Permanent/Temporary) Percentages (%) For Persons with Disabilities/Persons with Targeted Disabilities						
June 30, 2017 Total Workforce (Permanent/Temporary)	Non-Disabled	Non-Identified	Disabled	EEOC Disabled Federal Benchmark	Targeted Disabled (Subset of Disabled)	EEOC Targeted Disabled Federal Benchmark
15,747	89.36%	3.12%	7.53%	12.0%	1.92%	2.00%

Permanent Workforce (excluding temporary employees)

The permanent employee workforce identified in *Snapshot 2* reflects an area where the EPA can undertake a wide-range of barrier analyses to identify triggers and potential barriers and develop and execute plans to eliminate any identified barriers. The EPA’s temporary employee workforce does not comprise a significant portion of its total workforce; therefore, an examination of EEO data relating to these employees may not assist the Agency in identifying any meaningful disparities resulting from barriers to equal opportunity. It is recognized that temporary employees will not experience the same career progression as the permanent workforce, and certain data, such as promotion rates, may not be relevant to temporary employees.

Interpretation of *Snapshot 2* exhibiting the EPA permanent workforce will provide a diagnostic tool to focus on meaningful disparities and areas where potential barriers may exist and may require closer attention. (See *Appendices for FY17 Table A-1.*)

Snapshot 2

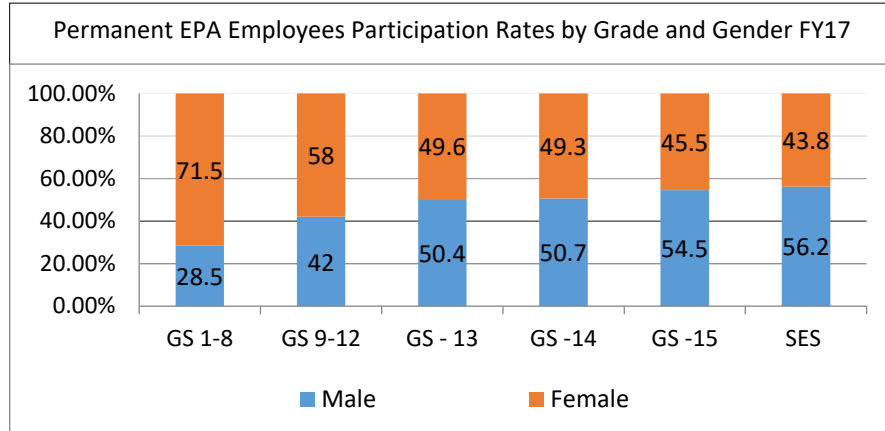
EPA Permanent FY17 Workforce % Compared to 2010 Civilian Labor Force (%)						
RNO	Total EPA %	National CLF %	Male EPA %	Male CLF %	Female EPA %	Female CLF %
Hispanic or Latino	7.01	9.96	3.14	5.17	3.87	4.79
White	66.36	72.36	35.71	38.33	30.65	34.03
Black or African American	17.86	12.02	5.01	5.49	12.85	6.53
Asian	7.0	3.9	3.33	1.97	3.67	1.93
Native Hawaiian/Pacific Islander	0.11	0.14	0.05	0.07	0.06	0.07
American Indian/Alaska Native	1.06	1.08	0.47	0.55	0.59	0.53
Two or More Races	0.51	0.54	0.17	0.26	0.34	0.28

The EEOC and OPM provided further guidance in FY17 that instructed all federal agencies to conduct a root cause analysis of their Hispanic workforce. Although there may be less than expected rates of participation for other demographics, the EPA focused its efforts this year in conducting barrier analysis for Hispanic males and females.

Participation by Grade Level

Snapshot 3 highlights the 3rd Quarter FY17 full-time/part-time permanent workforce participation rates at each grouped grade level compared to EPA gender participation rates. The EPA workforce participation rates at the GS 1-8 level is 3.49%, of which 71.5% are female. The EPA workforce participation rates at the GS 9-12 level is 19.00%, of which 58.0% are female. Notably, female participation rates are higher than male participation rates at the lower grade levels (<GS 12), while male participation rates are highest at the senior grade levels (GS 12>), toward the SES level. (See *Appendices for Table A4-1.*)

Snapshot 3



When comparing participation rates for RNO groups at mid and senior grade levels (GS 9 – SES) to their participation rates in the EPA permanent workforce, the Agency identified groups with less than anticipated participation rates. *Snapshot 4* identifies low participation rates by RNO and gender in grades GS-09 to SES. (See *Appendices for Table A-1 and A-4-1.*)

Snapshot 4

RNO/Gender Participation in Grade Level is Lower than RNO Rates of Participation in Permanent Workforce		
GRADE	RNO Males	RNO Females
GS-09	White	N/A
GS-10	N/A	N/A
GS-11	White	N/A
GS-12	White	N/A
GS-13	N/A	White, Black
GS-14	Black	Hispanic, Black
GS-15	Black, Asian	Hispanic, Black, Asian, American Indian/Alaska Native
GS-SES	N/A	Black, Asian

The Agency further analyzed the less than expected participation rates represented by the permanent EPA workforce of the following seven EPA Mission Critical Occupations (MCO): Environmental Protection Specialist (0028), Miscellaneous Administrative and Program Specialist (0301), Management/Program Analyst (0343), General Biological Science (0401), Environmental Engineer (0819), General Attorney (0905), and Physical/Environmental Scientist (1301). These seven MCOs represent 67.38% of the EPA’s full-time/part-time permanent workforce (14,869). For this report, the Agency will use MCO to represent the seven major occupations referenced in previous reports. (See *Appendices for Table A-6.*)

Snapshot 5

RNO/Gender Participation by EPA MCO Lower than RNO Rates of Participation in Permanent Workforce	
EPA MCOs	RNO and Gender
Environmental Protection Specialist (0028):	White Males and Native Hawaiian/Pacific Islander Males.
General Administrative (0301):	Hispanic Males, White Males and Females, Asian Pacific Islander Males and Females, Native Hawaiian/Pacific Islander Females, American Indian/Alaska Native Females, and Two or More Races Males.

Management Analyst (0343):	Hispanic Males, White Males, Asian Pacific Islander Males, and Native Hawaiian/Pacific Islander Males and Females.
Biologist (0401):	Hispanic Males White Males, Native Hawaiian/Pacific Islander Males and Females, American Indian/Alaska Native Males and Two or More Races Males.
Environmental Engineering (0819):	White Males, Native Hawaiian/Pacific Islander Females, American Indian/Alaska Native Males, and Two or More Races Males.
Attorney (0905):	*
General Physical Science (1301):	White Males, Asian Pacific Islander Males and Females, Native Hawaiian/Pacific Islander Females, American Indian/Alaska Native Females, and Two or More Races Males.

* RNO and sex data for 0905 Attorneys not tracked in FY17 using the same procedures as other job series due to the unique selection process for excepted service positions.

Applicant Flow Data

Although GS 0905 General Attorneys constitute one of EPA’s MCOs, applicant flow data is captured using a separate internal method due to the excepted service selection process. Therefore, the EPA developed a pilot to collect and track applicant flow data for this occupation in accordance with EEOC guidance and expects to have its first available data in FY18.

The data in *Snapshot 5* were used to analyze applicant flow data for the EPA MCOs except for GS 0905 General Attorneys. In addition, the Agency applicant flow data source was used to analyze the less than expected rates of participation found within two occupations: Environmental Protection Specialist (0028) and the Environmental Engineer (0819). Since RNO is analyzed in the application flow data, selections from applicants who did not self-identify their RNO were not included. (See *Appendices for Table A-7.*)

Environmental Protection Specialist (0028)

The EPA received a total of 1,232 applications for the Environmental Protection Specialist positions in FY17. Of those applicants, 831, or 67.5%, voluntarily self-identified their RNO. In addition, there were 591, or 48.0%, applicants who self-identified and met the basic qualifications for the position. Of those who self-identified their RNO and qualified for the position, 57 were selected. *Snapshot 6* shows a demographic breakdown of those individuals who voluntarily self-identified their RNO and sex and applied, qualified, and selected for the Environmental Protection Specialist positions. (See *Appendices for Table A-7*)

Hispanic Males and Two or More Races Females were qualified at a statistically lower rate than they applied. Hispanic Females, Black Females and Asian Males were selected at a significantly lower rate than their qualification rates. Regarding selections, there were no Native Hawaiian/Pacific Islander Males, American Indian/Alaska Native Males and Two or More Races Males and Females who were selected.

Snapshot 6

FY17 Applicant Flow Data - Environmental Protection Specialist (0028)									
RNO Group	# of Individuals Voluntarily Self-Identified			# of Individuals Voluntarily Self-Identified/Basic Qualifications			#/% of Individuals Self-Identified/Selected		
	Total (831)	Male	Female	Total (591)	Male	Female	Total (57)	Male	Female
Hispanic	125 (15.04%)	62 (7.46%)	63 (7.58%)	82 (13.87%)	37 (6.26%)	45 (7.61%)	6 (10.53%)	4 (7.02%)	2 (3.51%)

White	454 (54.64%)	255 (30.69%)	199 (23.95%)	343 (58.04%)	192 (32.49%)	151 (25.55%)	38 (66.66%)	17 (29.82%)	21 (36.84%)
Black	148 (17.81%)	66 (7.94%)	82 (9.87%)	98 (16.58%)	46 (7.78%)	52 (8.80%)	5 (8.77%)	3 (5.26%)	2 (3.51%)
Asian	66 (7.94%)	41 (4.93%)	25 (3.01%)	48 (8.13%)	30 (5.08%)	18 (3.05%)	6 (10.53%)	2 (3.51%)	4 (7.02%)
Native Hawaiian/Pacific Islander	7 (0.84%)	3 (0.36%)	4 (0.48%)	4 (0.68%)	1 (0.17%)	3 (0.51%)	1 (1.75%)	0 (0%)	1 (1.75%)
American Indian/Alaska Native	18 (2.16%)	9 (1.08%)	9 (1.08%)	12 (1.86%)	4 (0.68%)	7 (1.18%)	1 (1.75%)	0 (0%)	1 (1.75%)
Two or More Races	13 (1.58%)	9 (1.08%)	4 (0.48%)	5 (0.85%)	5 (0.85%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Environmental Engineer (0819)

The EPA received a total of 1,832 applications for the Environmental Engineer positions in FY17. Of those applicants, 1,373, or 74.9%, voluntarily self-identified their RNO. In addition, there were 1,093, or 59.7%, applicants who self-identified and met the basic qualifications for the position. Of those who self-identified their RNO and qualified for the position, 87 were selected. *Snapshot 7* shows a demographic breakdown of those individuals who voluntarily self-identified their RNO and sex and applied, qualified, and were selected for Environmental Engineer positions. (See Appendices for Table A-7.)

The selection rates for Hispanic Males, Black Females, and Asian Males was significantly lower than their Qualification rates. White Males self-identified at a rate significantly lower than their application rate, and Black Males were qualified at a rate significantly below their application rate. Additionally, Black Females, Asian Males, Native Hawaiian/Pacific Islander Females and Males, and Two or More Races Males were not selected. Overall, the rates of all Males who self-identified, were qualified and were selected was significantly lower than the CLF, while the rates for Females overall was higher than the CLF.

Snapshot 7

FY17 Applicant Flow Data - Environmental Engineer (0819)									
RNO Group	#/% of Individuals Voluntarily Self-Identified/Applied			#/% of Individuals Self-Identified/Basic Qualifications			#/% of Individuals Self-Identified/Selected		
	Total (1373)	Male	Female	Total (1093)	Male	Female	Total (87)	Male	Female
Hispanic	131 (9.54%)	77 (5.61%)	54 (3.93%)	108 (9.88%)	66 (6.04%)	42 (3.84%)	4 (4.60%)	1 (1.15%)	3 (3.45%)
White	888 (64.67%)	516 (37.58%)	372 (27.09%)	722 (66.05%)	404 (36.96%)	318 (29.09%)	73 (83.91%)	34 (39.08%)	39 (44.32%)
Black	170 (12.39%)	108 (7.87%)	62 (4.52%)	116 (10.61%)	68 (6.22%)	48 (4.39%)	3 (3.45%)	3 (3.45%)	0 (0%)
Asian	157 (11.44%)	91 (6.63%)	66 (4.81%)	120 (11.53%)	72 (6.59%)	54 (4.94%)	4 (4.60%)	0 (0%)	4 (4.60%)
Native Hawaiian/Pacific Islander	3 (0.22%)	3 (0.22%)	0 (0%)	3 (0.27%)	3 (0.27%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
American Indian/Alaska Native	16 (1.17%)	10 (0.73%)	6 (0.44%)	11 (1.01%)	6 (0.55%)	5 (0.46%)	2 (2.30%)	1 (1.15%)	1 (1.15%)
Two or More Races	8 (0.59%)	6 (0.44%)	2 (0.15%)	7 (0.64%)	5 (0.46%)	2 (0.18%)	1 (1.15%)	0 (0%)	1 (1.15%)

New Hires

The EPA had a total (permanent/temporary) of 876 new hires in FY17. Of the total, 691 (78.9%) were permanent new hires, 337 (48.8%) were Males, and 354 (51.2 %) were Females. There was a total of 185 temporary new hires, of which 108 (58.38%) were Males, and 77 (41.62%) were Females. (See Appendices for Table A-8.)

Of the 691 permanent new hires, 76 (11.0%) had a disability and 7(1.01%) had a targeted disability. Of the 185 temporary new hires, 16 (8.65%) had a disability and 2 (1.08%) had a targeted disability. EEOC has provided federal agencies an ongoing Federal benchmark of 12% for PWD and 2% for PWTD within the workforce. *Snapshot 8* reflects the RNO and disability demographics of new hires that had rates lower than their CLF rates (e.g., Hispanic Males, and White Males and Females). (See Appendices for Table B-8.)

Snapshot 8

FY17 New Hires by RNO, Gender, and Disability Status																		
FY17New EPA Hires by Type		All	Hispanic		White		Black or African American		Asian		Native Hawaiian/Pacific Islander		American Indian/Alaska Native		Two or More Races		Disabilities	
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	PWD	PWTD
Permanent New Hires	#	691	21	37	244	214	40	66	23	24	1	1	4	7	2	1	76	7
	%	100	3.04	5.35	35.31	30.97	5.79	9.55	3.33	3.47	0.14	0.14	0.58	1.01	0.29	0.14	11.00	1.01
Temporary New Hires	#	185	9	2	79	57	8	11	9	5	0	0	1	0	0	1	16	2
	%	100	4.86	1.08	42.70	30.81	4.32	5.95	4.86	2.70	0.0%	0.0%	0.54	0.00%	0.00	0.54	8.65	1.08
2010 CLF	%	100	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28	Total 9.58	Total 1.64

*Note – Disclosure of RNO is voluntary; therefore, the totals and percentages by RNO and gender do not sum to the “All” column.

Separations

During FY17 and when compared to representation in the total permanent workforce, the **voluntary** separation rates were higher for the following demographics: White Males; Black Males and Females; Native Hawaiian/Pacific Islander Males; and American Indian/Alaska Native Males and Females. During FY17 and when compared to representation in the CLF, the **involuntary** separation rates were higher for the following demographics: White Males, Black Males and Females, and Two or More Races Males. The voluntary and involuntary separation rates for both PWD and PWTD during FY17 was higher than the representative CLF rates; a barrier analysis is needed to determine the root cause. (See Appendices for Table A-14 and B-14.)

Snapshot 9

FY17 Separations by RNO, Gender, and Disability Status			
RNO/Disability/Gender	Type of Separation: Voluntary	Type of Separation: Involuntary	Benchmark: Total Permanent Workforce
(All)	621 (97.34%)	17 (2.66%)	
Hispanic Male	1.77%	0.0%	3%
Hispanic Female	2.09%	0.0%	4%
White Male	39.45%	41.18%	36%
White Female	28.99%	11.76%	31%
Black Male	5.64%	17.65%	5%
Black Female	14.81%	23.53%	13%
Asian Male	2.25%	0.0%	3%
Asian Female	3.22%	0.0%	4%
Native Hawaiian/Pacific Islander Male	0.16%	0.0%	0%

Native Hawaiian/Pacific Islander Female	0.0%	0.0%	0%
American Indian/Alaska Native Male	0.64%	0.0%	0%
American Indian/Alaska Native Female	0.64%	0.0%	1%
Two or More Races Male	0.0%	5.88%	0%
Two or More Races Female	0.32%	0.0%	0%
PWD – All	9.97%	3.05%	7.64%
PWTD - All	17.65%	5.88%	2.00%

Part F – Certification of Establishment of Continuing Equal Employment Opportunity Programs

<p>EEOC FORM 715-01 PART F</p>	<p>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM EPA STATUS REPORT</p>
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Certification of Establishment of
Continuing Equal Employment Opportunity Programs

I, Tanya Lawrence, Acting Director of the Office of Civil Rights, am the Principal EEO Director/ Official for the U.S. Environmental Protection Agency.

EPA 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 standard 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 the Federal Agency Annual EEO Program Status Report.

EPA has also analyzed its workforce 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.

Tanya Lawrence, Acting Director April 30, 2018
Signature of Principal EEO Director/Official **Date**



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



[Signature] April 30, 2018
Signature of Agency Head or Agency Head Designee **Date**

Part G – Self-Assessment Towards a Model EEO Program Checklist



Essential Element A: Demonstrated Commitment from Agency Leadership



This element requires the Agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.

	 Compliance Indicator  Measures	A.1 – The Agency issues an effective, up-to-date EEO policy statement	Measure Met? (Yes/No/NA)	Comments
1	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)]	NO	An updated EEO policy statement has not been issued. However, the 2016 policy remains in effect and is posted on OCR’s website. https://www.epa.gov/ocr/2016-eeo-policy-statement
2	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)]	YES	Existing Agency policy, issued in FY16, addresses the identified bases.

	 Compliance Indicator  Measures	A.2 – The Agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
	A.2.a	Does the Agency disseminate the following policies and procedures to all employees:		
3	A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	YES	
4	A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	YES	
	A.2.b	Does the Agency prominently post the following information throughout the workplace and on its public website:		



5	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)]	YES	
6	A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	YES	
7	A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	YES	https://www.epa.gov/ocr/reasonable-accommodation##unionprocedures
	A.2.c	Does the Agency inform its employees about the following topics:		
8	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.	YES	Employees are informed through various trainings (i.e., New Employee, No FEAR Act, Supervisory Leadership Program) annually, biannually ongoing.
9	A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	YES	Employees are informed through various trainings (i.e., New Employee, No FEAR Act, Supervisory Leadership Program) annually, biannually, ongoing. Information regarding the ADR process is also provided if an employee files an informal or formal complaint.
10	A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	YES	Employees are informed through various trainings (i.e., New Employee, No FEAR Act, Supervisory Leadership Program) annually, biannually, ongoing.
11	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.	YES	Employees are informed through various trainings (i.e., New Employee, No FEAR Act, Supervisory Leadership Program) annually, biannually, ongoing.



	 Compliance Indicator  Measures	A.2 – The Agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
12	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.	YES	Employees are informed through various trainings (i.e., New Employee, No FEAR Act, Supervisory Leadership Program) annually, biannually, ongoing.



	 Compliance Indicator  Measures	A.3 – The Agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments
13	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.	YES	The Agency recognizes employees, supervisors, managers, and units (e.g., the Susan E. Olive National Award for Exemplary Leadership in Equal Employment Opportunity).
14	A.3.b	Does the Agency utilize the Federal Employee Viewpoint Survey (FEVS) or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	YES	The Agency utilized the FY16 FEVS to address unconscious bias (UB) and piloted activities to mitigate UB through the Agency's Diversity and Inclusion Strategic Plan and MD-715.



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



This element requires that the Agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the Agency’s strategic mission.



	 Compliance Indicator  Measures	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.	Measure Met? (Yes/No/NA)	Comments
15	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)]	YES	There is a direct reporting chain to the Office of the Administrator. The EEO Director has the opportunity to raise EEO concerns with senior leadership.
16	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.	NA	
17	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)]	YES	
18	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]	YES	The EEO Director relays EEO related guidance through the following vehicles: Chief of Staff, Office of General Counsel, Deputy Civil Rights Officials and Equal Employment Opportunity Officers (Regional).
19	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.	NO	Due to the leadership transition, the Agency's Head and senior management officials did not receive the "State of the Agency's EEO" from the EEO Director. The FY16 MD-715 report was made available and posted on the Agency’s internal website. Please see Part H-1 for further explanation.

	 Compliance Indicator  Measures	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.	Measure Met? (Yes/No/NA)	Comments
20	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)]	YES	The EEO Director attends weekly Agency wide senior staff meetings. The EEO Director also attends monthly meetings of all Office Directors in the Administrator's Office.

	 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments
21	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)]	YES	
22	B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	YES	
23	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.]	YES	
24	B.2.d	Is the EEO Director responsible for overseeing the timely issuing final Agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	YES	
25	B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	YES	
26	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)]	YES	



	 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments
27	B.2.g	If the Agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	YES	



	 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
28	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)]	YES	
29	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.	YES	Agency EEO principles are included in the Diversity and Inclusion Strategic Plan FYs 2017 - 2021 (See Appendices); for example, management and program accountability.



	 Compliance Indicator  Measures	B.4 - The Agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments
	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:		
30	B.4.a.1	to conduct a self-assessment of the Agency for possible program deficiencies? [see MD-715, II(D)]	YES	
31	B.4.a.2	to enable the Agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	YES	

32	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)]	YES	
33	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.	YES	
34	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)]	YES	
35	B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	YES	
36	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.	YES	
37	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]	YES	
38	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]	YES	
39	B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	YES	

40	B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	YES	
41	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)]	NO	The Agency apportions its civil rights appropriations among the EEO office, the External Civil Rights Compliance Office (Title VI), and the 10 regional offices.
42	B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	YES	
43	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?	YES	
44	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?	YES	



	 Compliance Indicator	B.5 – The Agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met?	Comments
	 Measures		(Yes/No/NA)	
	B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the Agency EEO program:		
45	B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	YES	
46	B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	YES	
47	B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	YES	
48	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)]	YES	The Agency offers a variety of training opportunities through its EPA eLearning Skillport platform as well as webinars and in-person classes.



	 Compliance Indicator  Measures	B.5 – The Agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments
49	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)]	YES	



	 Compliance Indicator  Measures	B.6 – The Agency involves managers in the implementation of its EEO program	Measure Met? (Yes/No/NA)	Comments
50	B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	YES	
51	B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	YES	
52	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]	YES	
53	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)]	YES	



Essential Element C: Management and Program Accountability



This element requires the Agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the Agency's EEO Program and Plan.



	 Compliance Indicator  Measures	C.1 – The Agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments
54	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.	YES	The Agency requested all program and regional offices to participate in completing an annual Part G self-assessment to identify program level deficiencies. Each office also meets with OCR quarterly to assess progress.
55	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.	YES	The Agency engaged all program and regional offices in the annual self-assessment to help identify efforts to remove potential barriers from the workplace.
56	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)]	YES	



	 Compliance Indicator  Measures	C.2 – The Agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
57	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)]	YES	The Agency's Procedures for Addressing Allegations of Workplace Harassment were issued on November 20, 2016.



	 Compliance Indicator  Measures	C.2 – The Agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
58	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]	YES	
59	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)]	YES	
60	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)]	YES	
61	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.]	YES	
62	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 <u>Complainant v. Dep’t of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep’t of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If “no”, please provide the percentage of timely-processed inquiries in the comments column.	YES	
63	C.2.a.6	Does the Agency’s training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	YES	The Agency developed Anti-Harassment training referencing disability based directly from the foundational training offered by EEOC.



	 Compliance Indicator  Measures	C.2 – The Agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
64	C.2.b	Has the Agency established disability reasonable accommodation (RA) procedures that comply with EEOC’s regulations and guidance? [see 29 CFR 1614.203(d)(3)]	YES	The Agency has two reasonable accommodations procedures with very similar processes (the American Federation of Government Employees - AFGE and the Non-AFGE for all others regardless of bargaining status). An addendum is being finalized to comply with the new Section 501 rule.
65	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)]	YES	The Agency head holds the National Reasonable Accommodation Coordinator (NRAC) at Headquarters and Local Official Reasonable Accommodation Coordinator (LORAC) in the Regions responsible for effective implementation of disability accommodations.
66	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)]	YES	
67	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)]	YES	
68	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)]	YES	EPA procedures for AFGE members indicate processing times. The Agency is currently finalizing an addendum to the EPA national reasonable accommodation procedures that will establish timelines for all employees (see Appendices).



	 Compliance Indicator  Measures	C.2 – The Agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
69	C.2.b.5	Does the Agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)]. If “no”, please provide the percentage of timely-processed requests in the comments column.	YES	The Agency processed requests timely at a rate of 96.3% in FY17. A rate of over 90% has been maintained for over 6 years.
70	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)]	YES	Employees can request PAS under the current reasonable accommodation procedures.
71	C.2.c.1	Does the Agency post its procedures for processing requests for Personal Assistance Services (PAS) on its public website? [see 29 CFR § 1614.203(d)(5)(v)]. If “yes”, please provide the internet address in the comments column.	NO	The EPA’s current procedures for requesting RA requests are posted at: https://www.epa.gov/nod/e/38461/view##unionprocedures . Those employees requesting PAS can use these same procedures. Please see Part H-2 for further explanation.



	 Compliance Indicator  Measures	C.3 - The Agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity	Measure Met? (Yes/No/NA)	Comments
72	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?	YES	
	C.3.b	Does the Agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
73	C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	YES	



	 Compliance Indicator  Measures	C.3 - The Agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity	Measure Met? (Yes/No/NA)	Comments
74	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)]	YES	
75	C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	YES	
76	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]	YES	
77	C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	YES	
78	C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	YES	
79	C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	YES	
80	C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	YES	
81	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)]	YES	
82	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)]	NA	EEO Director did not identify any manager that failed their EEO responsibilities.

	 Compliance Indicator  Measures	C.3 - The Agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity	Measure Met? (Yes/No/NA)	Comments
83	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)]	NA	In FY17 the EEO Director did not recommend any remedial or disciplinary actions.

	 Compliance Indicator  Measures	C.4 – The Agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
84	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)]	NO	Please see Part H-3 for further explanation.
85	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]	YES	
86	C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	YES	
87	C.4.d	Does the HR office provide the EEO office timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	YES	



	 Compliance Indicator  Measures	C.4 – The Agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
	C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
88	C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	YES	
89	C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	YES	
90	C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	YES	
91	C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	YES	
92	C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	YES	



	 Compliance Indicator  Measures	C.5 – Following a finding of discrimination, the Agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments
93	C.5.a	Does the Agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)	YES	
94	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.	NA	The Agency has had no disciplined/sanctioned individuals in FY17.
95	C.5.c	If the Agency has a finding of discrimination (or settles cases in which a finding was likely), does the Agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	NA	There were no findings in FY17.



	 Compliance Indicator  Measures	C.6 – The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
96	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.	YES	A meeting of Diversity Civil Rights Officials (management officials from each program office and region with broad oversight) is scheduled monthly.
97	C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	YES	



Essential Element D: Proactive Prevention



This element requires the Agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.

	 Compliance Indicator  Measures	D.1 – The Agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments
98	D.1.a	Does the Agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	YES	
99	D.1.b	Does the Agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	YES	
100	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)]	NO	The Agency utilizes exit survey for employees; however, it does not include relevant questions. Please see Part H-4 for further explanation.

	 Compliance Indicator  Measures	D.2 – The Agency identifies areas where barriers may exclude EEO groups (reasonable basis to act).	Measure Met? (Yes/No/NA)	Comments
101	D.2.a	Does the Agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	YES	
102	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)]	YES	



	 Compliance Indicator  Measures	D.2 – The Agency identifies areas where barriers may exclude EEO groups (reasonable basis to act).	Measure Met? (Yes/No/NA)	Comments
103	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)]	YES	
104	D.2.d	Does the Agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	YES	The Agency uses the following sources to find barriers: FEVS, EPA Form 462, i-Complaints, reasonable accommodation program data, special emphasis programs, advisory councils, affinity groups, and program evaluations.



	 Compliance Indicator  Measures	D.3 – The Agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments
105	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)]	YES	
106	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)]	NA	No barriers were identified in FY17.
107	D.3.c	Does the Agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	YES	



	 Compliance Indicator  Measures	D.4 – The Agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	Measure Met? (Yes/No/NA)	Comments
108	D.4.a	Does the Agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	NO	As this is a newly identified requirement by EEOC, the affirmative action plan developed from Part J will be posted on the public website in FY19.
109	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)] If so, what?	YES	The Agency conducts outreach with various disability source groups to include colleges and universities, job fairs and events, and disabled veterans.
110	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)]	YES	To ensure responses are properly fielded, the Agency identified a Disability Employment Program Coordinator for both the Office of Human Resources and the Office of Civil Rights.
111	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)]	YES	The Agency promotes the use of special hiring authorities to all hiring officials as their first option to consider when filling a vacancy.



Essential Element E: Efficiency



This element requires the Agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the Agency's EEO programs and an efficient and fair dispute resolution process.



	 Compliance Indicator  Measures	E.1 - The Agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
112	E.1.a	Does the Agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	YES	
113	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)?	YES	
114	E.1.c	Does the Agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	YES	
115	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(l)? If so, please provide the average processing time in the comments.	YES	Acceptance/dismissal letters are issued in an average of 16 days
116	E.1.e	Does the Agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	YES	
117	E.1.f	Does the Agency timely complete investigations, pursuant to 29 CFR §1614.108?	NO	See Part H-5 for further details.
118	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)?	YES	
119	E.1.h	When the complainant does not request a hearing, does the Agency timely issue the final Agency decision, pursuant to 29 CFR §1614.110(b)?	NO	In FY17, the Agency had not consistently issued final agency decisions in a timely manner, which was resolved in the second quarter of FY18. Please see



	 Compliance Indicator  Measures	E.1 - The Agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
				Part H-5 for further explanation.
120	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)?	YES	
121	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.	YES	If the Agency receives a work product deemed of poor quality, it is not accepted and returned for rework.
122	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)]	YES	
123	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)]	YES	



	 Compliance Indicator  Measures	E.2 - The Agency has a neutral EEO policy.	Measure Met? (Yes/No/NA)	Comments
124	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)]	YES	
125	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.	YES	The Civil Rights Law Practice Group conducts legal sufficiency reviews and is separate from the agency representatives in the employment law practice group.

	 Compliance Indicator  Measures	E.2 - The Agency has a neutral EEO policy.	Measure Met? (Yes/No/NA)	Comments
126	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)]	NA	
127	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)]	YES	
128	E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)	YES	

	 Compliance Indicator  Measures	E.3 - The Agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
129	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)]	YES	
130	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)]	YES	
131	E.3.c	Does the Agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	YES	ADR participation rates increased from 47% in FY16 to 56% in FY17, which is above the EEOC goal of 50%.
132	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)]	YES	
133	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)]	YES	



	 Compliance Indicator  Measures	E.3 - The Agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
134	E.3.f	Does the Agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	YES	

	 Compliance Indicator  Measures	E.4 – The Agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
	E.4.a	Does the Agency have systems in place to accurately collect, monitor, and analyze data including:		
135	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)]	YES	
136	E.4.a.2	The race, national origin, sex, and disability status of Agency employees? [see 29 CFR §1614.601(a)]	YES	
137	E.4.a.3	Recruitment activities? [see MD-715, II(E)]	NO	Please see Part H-6 for further explanation.
138	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)]	NO	Please see Part H-6 for further explanation.
139	E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	YES	
140	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]	YES	
141	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]	YES	EPA has a system to encourage all employees to self-identify or update their information through Employee Express

	 Compliance Indicator  Measures	E.5 – The Agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
142	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.	YES	Trends related to timely completion of investigations and timely issuance of FADs led the Agency to look to other Agencies for best practices.
143	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.	YES	EPA considered other agency best practices through EEOC for processing complaints of discrimination resulting in a consult with GSA. GSA representatives discussed their LEAN process, which resulted in significant improvements with timeliness within EEO programs.
144	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)]	YES	

Essential Element F: Responsiveness and Legal Compliance

This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

	 Compliance Indicator  Measures	F.1 – The Agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
145	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)]	YES	
146	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)]	YES	
147	F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	YES	
148	F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	YES	
149	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)]	YES	

Part H – Plan to Correct Deficiencies

Part H-1

Part H-1: Essential Element B: Integration of EEO into the Agency’s Strategic Mission – Compliance
Indicator 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.

Statement of Model Program Essential Element Deficiency:	Part G Compliance Indicator/Measure 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? The Agency’s EEO State of the Agency was not conducted timely in FY17.
Objective:	To conduct an annual State of the Agency briefing with the Agency head or delegate and senior management officials in FY18.
Responsible Official:	Office of the Administrator (AO) Acting Director, Office of Civil Rights (OCR) Assistant Director, Office of Civil Rights, Affirmative Employment, Analysis and Accountability Program (AEAA) Assistant Director, Office of Civil Rights, Employment Complaints Resolution Staff (ECRS) National Reasonable Accommodation Coordinator (NRAC), OCR
Date Objective Initiated:	January 30, 2018
Target Date for Completion of Objective:	October 30, 2018

Planned Activities Toward Completion of Objective	Target Date
1. The OCR will begin to draft a briefing, in consultation with OGC, covering the six essential elements and the status of the barrier analysis processes while preparing to submit the MD-715 to EEOC.	May 31, 2018
2. The OCR will deliver briefings in FY18 for Agency stakeholders: (e.g., Office of General Counsel (OGC), Civil Rights and Finance Law Office (CRFLO), Office of Administration and Resources Management (OARM), Office of Human Resources (OHR), Diversity, Recruitment, and Employee Services Division (DRES), Deputy Civil Rights Officials (DCROs)).	September 30, 2018

Report of Accomplishments and Modifications to Objective:

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Part H-2

Part H-2: Essential Element C: Management and Program Accountability – Compliance Indicator C.2 - The Agency has established procedures to prevent all forms of EEO discrimination.

Statement of Model Program Essential Element Deficiency:	Part G Compliance Indicator C.2.c.1 – Does the Agency post its procedures for processing requests for Personal Assistance Services (PAS) on its public website? [see 29 C.F.R. § 1614.203(d)(5)(v)] The Agency Personal Assistance Service procedures were not developed to post in FY17.
Objective:	To develop, implement and post publicly procedures for PAS.
Responsible Official:	Director, Office of Civil Rights (OCR) Assistant Director, Office of Civil Rights, Employment Complaints Resolution Staff (ECRS) National Reasonable Accommodation Coordinator, OCR Office of Administration and Resources Management, Labor and Employee Relations Division (LER)
Date Objective Initiated:	January 30, 2018
Target Date for Completion of Objective:	January 30, 2019

Planned Activities Toward Completion of Objective	Target Date
1. OCR and LER, in consultation and coordination with OGC, will develop a proposal for the EPA PAS.	March 30, 2018
2. OCR and LER, in consultation and coordination with OGC, will ensure all EPA stakeholder (i.e., EPA Unions) concerns are considered prior to finalizing the EPA PAS.	December 30, 2018
3. OCR will issue the EPA PAS to all employees and applicants; and post to the internal and external facing webpages.	January 30, 2019

Report of Accomplishments and Modifications to Objective:

Part H-3

Part H-3: Essential Element C: Management and Program Accountability – Compliance Indicator C.4 - The Agency ensures effective coordination between its EEO programs and Human Resources (HR) program.

Statement of Model Program Essential Element Deficiency:	Part G Compliance Indicator C.4.a – Do the HR Director and the EEO Director meet regularly to assess whether personnel program, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 C.F.R. § 1614.102(a)(2)] The HR and EEO Directors did not conduct regular meetings in FY17.
Objective:	To ensure standing EEO/HR meetings occur a minimum of three times a year.
Responsible Official:	Director, Office of Civil Rights (OCR) Director, Office of Human Resources (OHR)
Date Objective Initiated:	January 30, 2018
Target Date for Completion of Objective:	May 31, 2018

Planned Activities Toward Completion of Objective	Target Date
1. OCR and OHR will establish a regular meeting schedule within 30 days of this annual report.	May 31, 2018

Report of Accomplishments and Modifications to Objective:

Part H-4

Part H-4: Essential Element D: Proactive Prevention – Compliance Indicator D.1 - The Agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.

Statement of Model Program Essential Element Deficiency:	Part G Compliance Indicator 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 C.F.R. § 1614.203(d)(1)(iii)] Existing Agency exit interviews/surveys do not include recruitment, hiring, inclusion, retention and advancement improvement questions directly related to individuals with disabilities.
Objective:	To create an additional mechanism to the exit interviews and surveys that will incorporate employment and career development improvement questions for individuals with disabilities.
Responsible Official:	Director, Office of Civil Rights (OCR) Director, Office of Human Resources (OHR) Director, Policy, Planning and Training Division (PPTD)
Date Objective Initiated:	January 30, 2018
Target Date for Completion of Objective:	January 30, 2019

Planned Activities Toward Completion of Objective	Target Date
1. OHR/PPTD will develop exit interview questions on how the agency could improve the recruitment, hiring, inclusion, and advancement of individuals with disabilities.	June 30, 2018
2. OHR/PPTD will provide a comprehensive plan of implementation for all exit interviews and surveys to all managers, supervisors, and employees.	June 30, 2018
3. OHR/PPTD will coordinate with OCR on a schedule to receive data that will contribute to Agency barrier analyses (e.g., individuals with disabilities).	June 30, 2018
4. OHR/PPTD will provide, to OCR, the raw data, a comprehensive analysis, and summary of exit interviews and survey results which will serve as a data sample for Agency barrier analysis by June each year.	September 30, 2018

Report of Accomplishments and Modifications to Objective:

Part H-5

Part H-5: Essential Element E: Efficiency - Compliance Indicator E.1 – The Agency maintains an efficient, fair, and impartial complaint resolution process.

Statement of Model Program Essential Element Deficiency:	Part G Compliance Indicator E.1.f - Does the Agency timely complete investigations, pursuant to 29 CFR §1614.108? Part G Compliance Indicator E.1.h (former Part G: Q. 119) - When the complainant does not request a hearing, does the Agency timely issue the final Agency decision, pursuant to 29 CFR §1614.110(b)? All of the Agency investigations and Final Agency Decisions (FADs) were not timely issued in FY17.
Objective:	To ensure the EPA completes timely investigations and issues timely and legally sufficient Final Agency Decisions.
Responsible Official	Director, Office of Civil Rights (OCR) Assistant Director, Employment Complaints Resolution Staff (ECRS), OCR
Date Objective Initiated	March 1, 2011
Target Date for Completion of Objective	September 30, 2018

Planned Activities Toward Completion of Objective	Target Date
1. Staffing of the OCR Attorney-Advisor positions places priority on issuing a minimum of 60% of the FADs within the required timeframe.	June 30, 2018 MODIFIED
2. Employment Complaints Resolution Staff (ECRS) will continue to utilize the newly created FAD Management Plan to assess the docket.	June 30, 2018 MODIFIED
3. ECRS will utilize its Inter-Agency Agreements and Contractors to strategically reduce its active docket on a continual basis.	June 30, 2018 MODIFIED

Report of Accomplishments and Modifications to Objective:

Accomplishments are indicated by their corresponding Planned Action above:

Activity 1: In FY17, OCR conducted preliminary activities to review key practices in preparation for a LEAN Kaizen event in FY18. For example, OCR conducted a LEAN Kaizen event for investigations and identified opportunities to frame accepted claims so that investigations and FADs focus on core issues and are completed within timely, acceptable timeframes.

MODIFICATION to Activity 1: OCR, along with OGC, will reduce the time to draft and review FADs by implementing a LEAN Management System project that evaluates each step of the FAD

development and review process, and identifies activities that create a more efficient and timely workflow.

Activity 2: OCR discontinued its use of the FAD management plan in FY17. In FY17, OCR and OGC jointly developed FAD templates or models to achieve consistency and efficiency in the drafting of FADs. As a result, the Agency reduced the overall docket by approximately 40% before September 30, 2017. Note: By the date of this report, the Agency eliminated the overall docket of untimely FADs.

MODIFICATION to Activity 2: OCR and OGC jointly developed and implemented a plan to resolve the docket of untimely FADs, using volunteers from within EPA to draft and review FADs on an expedited schedule.

Activity 3: In FY17, OCR stopped using external parties to draft FADs, and used EPA employees to draft FADs.

MODIFICATION to Activity 3: ECRS will utilize EPA employees to draft FADs and strategically reduce its active docket in FY18.

It is anticipated that the above activities will be completed when the Agency reports the results of the implementation of the LEAN project for the FAD development and review project in the FY18 MD-715 report.

Part H-6

Part H-6: Essential Element E: Efficiency – Compliance Indicator E.4. The Agency has effective and accurate data collection systems in place to evaluate its EEO program.

Statement of Model Program Essential Element Deficiency:	Part G Compliance Indicator E.4.a.3 and E.4.a.4 (former Part G: Q-100) - Does the Agency have effective and accurate data collection systems in place to accurately collect, monitor, and analyze data including: recruitment activities; external and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status?
Objective:	To create processes that allow the Agency to document, share and evaluate the implementation and reporting of recruitment activities that increase participation rates for diverse applicant pools.
Responsible Official	Principal Deputy Assistant Administrator, Office of Administration & Resources Management (OARM) Director, Office of Civil Rights (OCR) Director, Office of Human Resources (OHR) Deputy Civil Rights Officials (DCROs)
Date Objective Initiated	November 1, 2013
Target Date for Completion of Objective	December 31, 2018

Planned Activities Toward Completion of Objective	Target Date
1. OCR will collaborate with the OARM to identify an alternative method(s) or tool that will allow the Agency to examine the hiring processes in major occupations where lower-than-anticipated application, qualification, and selection rates are identified.	December 31, 2018 DISCONTINUED
2. a. OCR will collaborate with the OARM and Shared Service Centers to assess whether EPA position descriptions accurately reflect the job duties of major occupations, including those where lower-than-anticipated application, qualification, and selection rates are identified. b. OCR will also collaborate with OHR to evaluate the effectiveness of OHR's strategic recruitment plan and guidance document and make necessary modifications.	December 31, 2018 COMPLETED (a)
3. OCR will collaborate with OHR to evaluate the data from the Management Hiring Satisfaction Survey to determine whether there are any procedural triggers associated with the development of vacancy announcements and outreach efforts.	December 31, 2018 DISCONTINUED
4. OCR will collaborate with the Office of Enforcement and Compliance Assurance (OECA), OGC, OHR, to create a process to collect, retain, and analyze applicant flow data for Series 0905 Attorney positions.	December 31, 2018 DISCONTINUED

Report of Accomplishments and Modifications to Objective:

Accomplishments are indicated by their corresponding Planned Action above:

Activity 1 DISCONTINUED. The Agency experienced limited hiring opportunities overall in FY17 presenting a challenge for meeting Activity 1. The Agency will consider this planned activity when completing the future barrier analysis on Hispanic employment.

Activity 2.a. COMPLETED. The Agency ensured that program offices reviewed their existing position descriptions respective to actual staffed positions (this included those with lower than anticipated rates of participation). The SSCs state that, in order for a position to be classified under a given occupational series, the SSC worked with the manager to ensure that the position description meets the requisite position standards prescribed by OPM. SSC states that the Agency is consistently updating position descriptions.

Activity 2.b. The Agency implements a recruitment program that includes the use of tools such as: Federal Equal Opportunity Recruitment Program Plan Accomplishment Report (FEORP), Disabled Veterans Affirmative Action Program (DVAAP), Diversity and Inclusion Strategic Plan (DISP), Minority Serving Institutions (MSI), Pathways, Student volunteer opportunities posted on Career.gov and EPA.gov websites, Memorandum of Understanding (MOUs), and the EPA Talent Hub, which promotes and encourages employees to apply for temporary full-time detail assignments, part-time projects/special assignments, temporary promotions, SES rotations and other developmental assignments. Although the Agency determines applicant, qualification and separation flow by analyzing MD-715 workforce data tables, there are other systems to measure recruitment such as the Quarterly Diversity Dashboard Reports.

OHR and OCR proffered the development of a resume database that will track applicant data related to Schedule A hiring authority, veterans and disabled veterans, schools recruited, as a path to evaluating the effectiveness of strategic recruitment plans and guidance. The development of this system is anticipated to have more than one outcome. The system data will provide a means to measure recruitment activities; deliver an automated searchable system for hiring managers and improve their awareness, access and response rates in the hiring process; and increase hiring rates among diverse applicants. This effort will create a data collection system that can assist in the evaluation of recruitment activities on major occupations, including those where lower-than-

anticipated application, qualification, and selection rates are identified. The first phase of this project is set for second quarter FY18.

Activity 3 (DISCONTINUED). The Agency experienced limitations in its overall resources in FY17 which presented challenges for meeting Activity 1 and 3. Therefore, the Agency will consider this planned activity when completing the future barrier analysis on Hispanic employment.

Activity 4 (DISCONTINUED): In FY17, OGC was able to collect application and qualification rates for law clerks and new attorneys in FY17. However, OGC concluded that their data was insufficient when they identified an error in the self-reporting process resulting in inconclusive analysis. OGC, OECA, and all other offices that hire attorneys will focus on new data obtained in the next round of hiring to assess its selection rates. Therefore, the Agency will consider this planned activity when completing the future mandated barrier analysis on Hispanic employment.

The Agency will remove Activity 1, 3 and 4 from this Part H-11 and refocus its effort within the Hispanic employment barrier analysis Part H-5. Therefore, this Part H will only continue tracking activities.

Part H-7

Part H-7: Essential Element D: Proactive Prevention

Statement of Model Program Essential Element Deficiency:	The Agency will conduct a thorough barrier analysis of Hispanics in the EPA Workforce. This action item resulted from an EEOC/OPM 2017 mandate for all federal agencies to conduct barrier analysis on Hispanics.
Objective:	<i>Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce</i> , the Agency will analyze data for Hispanic/Latino employees and applicants, to identify possible triggers and barriers related to retention and upward mobility (where there is a less than anticipated participation rate for Hispanic/Latino employees) for GS-12 through the Senior Executive Service (SES) level.
Responsible Official	Acting Assistant Administrator, Office of Administration & Resource Management (OARM) Director, Office of Human Resources (OHR) Director, Diversity, Recruitment, & Employee Services Division (DRESO) Director, Office of Civil Rights (OCR) Assistant Director of the Office of Civil Rights, Affirmative Employment Analysis and Accountability Program
Date Objective Initiated	January 18, 2017
Target Date for Completion of Objective	September 30, 2018

Planned Activities Toward Completion of Objective:	Target Date (Must Be Specific)
1. OCR, along with OARM and Shared Service Centers will implement a strategy to address a more focused barrier analysis related to Hispanic employment. (Pursuant the joint OPM and EEOC Hispanic Council on Federal Employment (HCFE) Memo.	January 31, 2018 COMPLETED
2. OCR, OARM, OHR, DRESO and the Shared Service Centers will conduct a barrier analysis on the employment life cycle for Hispanics that may include the following critical elements. a. Identify triggers and potential barriers to the employment in the EPA workforce at the GS-12 through the SES levels. b. Focused EPA outreach events. c. Applicant flow based on recruitment efforts showing the representation at each stage of the recruitment/hiring process compared to the overall Agency applicant flow. d. Hiring/selections at the GS-12 through the SES level compared to the corresponding CLF and Agency benchmarks. e. Promotions and separations (voluntary and involuntary) compared to	November 30, 2017 COMPLETED

<p>overall promotions/separations.</p> <p>f. Career tracks that lead to the SES within the Agency; as well, representation at the GS-12 through SES in the career tracks as predominantly leading to SES.</p> <p>g. The EPA leadership development programs compared to overall employee participation.</p> <p>h. Federal Employment Viewpoint Survey by demographics to determine where further investigation is required.</p>	
<p>3. OCR, OARM, OHR, DRES D and the Shared Service Centers will determine new strategies to strengthen pipelines and improve retention and upward mobility for Hispanic employees (e.g., a narrative on targeted outreach, internships, mentoring, rotational assignments, awards/recognitions, and leadership accountability measures).</p>	<p>September 2018</p>
<p>4. OCR, OARM, OHR, and DRES D, will develop a summary of best practices that resulted in the success or improvement in Hispanic employment, retention programs, and promotion opportunities.</p>	<p>September 2018</p>

Report of Accomplishments and Modifications to Objective:

Accomplishments are indicated by their corresponding Planned Action above:

Activity No. 1: OCR developed a strategy to present to Agency partners a proposed integrated framework for executing the EEOC planned activity #2 specifying a barrier analysis for Hispanics. This plan leverages the unique functions of the following offices: OARM, OHR, DRES D, Training Branch and Shared Service Centers. These are the program offices that maintain access of the required data, processes, procedures, and/or programs that assist in the coordinated implementation of analysis. In addition, the OCR engaged contract support from a third party to assist in development of this process.

The plan incorporated the use of EEOC’s Hispanic Barrier Analysis Guide to explore each area of the employment life cycle (e.g., recruitment/outreach, hiring, training and career development, promotions/awards, separations). The plan also utilized other sources such as: a) input from EPA’s 23 Regions and AAships; b) the FEORP; and, c) the Employee Viewpoint Survey.

The plan’s objective was to create a path forward in developing effective strategies that strengthen pipelines, improve retention and upward mobility for Hispanics; as well, identify best practices resulting in success or improvement in Hispanic employment, retention and promotions.

Activity No. 2. OCR continued a barrier-analysis process in FY 17 to identify potential triggers for Hispanics in all phases of the employment life cycle. A Part I EEO Plan to Eliminate Identified Barriers was created for this report identifying the Statement of Condition that was a trigger for a potential barrier.

Part I - EEO Plan to Eliminate Identified Barrier for Race, Sex, and National Origin

The Agency’s statistical analysis of workforce data highlights significant differences in values. In the report, when comparisons are made, only the triggers with statistically significant decreases or increases are noted. In the Appendices, the triggers are highlighted.

Part I-1: Applicant and Hires for Major Occupations

<p>Statement of Condition That Was a Trigger for A Potential Barrier:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Analysis of the Agency’s applicant data flow (applicants, qualified, and selected) in certain major occupations and permanent versus temporary compared to the Civilian Labor Force (CLF) revealed instances of lower than expected rates of participation.</p>
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<p>Barrier Analysis:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Applicant and Hires for Major Occupations (Table A-7)</p> <p>The EPA reviewed the statistical data associated with new hires in Table A-7 for employees in six of seven major occupations compared to their CLF in FY17 along with identifying significant trends. Although the comprehensive list of FY17 RNO and sex groups with triggers is provided in the table below, selected trends are highlighted as primary illustrations.</p> <p>The six major occupations reviewed are:</p> <ol style="list-style-type: none"> 1. 0028 Environmental Protection Specialist, 2. 0301 Miscellaneous Administrative and Program Specialist, 3. 0343 Management/Program Analyst, 4. 0401 General Biological Science (Research), 5. 0819 Environmental Engineer (Research), 6. 1301 Physical/Environmental Scientist (Research). <p>Although 0905 General Attorneys constitutes the seventh EPA major occupation, RNO and sex data is not tracked using the same procedures due to the unique selection process for excepted service positions. The EPA has developed a new process to collect this data in accordance with EEOC MD-715 guidance. In FY’s 16 and 17, data was collected; however, the data was too limited for a comprehensive analysis for this report.⁴</p> <p>The following provides an analysis of the hiring process by race/ethnicity and sex and includes the following subsets: those who voluntarily self-identified; those who self-identified and qualified; and those who self-identified, qualified, and were selected. Based on gender, the EPA identified the following triggers (highlighted in yellow in Table A-7) by comparing the CLF and application rates of those who voluntarily self-identified.</p> <ul style="list-style-type: none"> • For six of the seven major occupations at the EPA, the percent of males that voluntarily self-identified, qualified, and/or was selected is significantly less than their relevant benchmark. There was a lower
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⁴ OCR and OHR will collaborate with the appropriate offices to create a process to collect, retain, and analyze applicant flow data for Series 0905 Attorney positions.

than expected application, qualification, and selection rate for females that voluntarily self-identified and qualified for one major occupation – 0301.

- The percentages of qualified Hispanic or Latino males are significantly less than the percentages of those who voluntarily self-identified for two major occupations: 0028 and 0401. The percentage of selected Hispanic or Latino males is significantly less than the percentage of those who qualified for one major occupation – 0819. The percentage of qualified Hispanic or Latino females is significantly less than the percentage voluntarily self-identifying for one major occupation – 0301.
- The percentage of White male applicants that voluntarily self-identified is significantly less than the occupational CLF for all seven of the major occupations. The same is true for White females in four of the seven major occupations: 0301, 0343, 0401, and 1301.
- The percentage of qualified Black or African American males is significantly less than the percentage that voluntarily self-identified for one major occupation - 0819. The percentage of qualified Black or African American females is significantly less than the percentage of those voluntarily self-identified for major occupation 0301, and the percentage of Black or African American females selected is significantly less than the percentage qualified for major occupations 0401 and 0819.
- For Asian males, the percentage of applicants selected is significantly less than the percentage qualified for two major occupations – 0819 and 1301. For Asian females, the percentage of applicants voluntarily self-identifying is significantly less than the occupational CLF for two major occupations: 0301 and 1301.
- For American Indian or Alaska Native males, the percentage of qualified applicants is significantly less than the percentage of applicants who voluntarily self-identified for two major occupations: 0401 and 0905.
- The percentage of qualified males of two or more races is significantly less than the percentage that voluntarily self-identified for one major occupation - 0028. The same is also true for females of two or more races for major occupation 0401.

Table A-7: Applicants and Hires Significantly Below Benchmarks by Major Occupation

FY17 Applicants and Hires	Race, National Origin and Sex
<i>0028 – Environmental Protection Specialist</i>	
Voluntarily Identified Applicants	White Males
Qualified of those Identified	Hispanic Males, Two or More Races Females
Selected of those Qualified	n/a
<i>0301 – Misc. Administration and Program Specialist</i>	
Voluntarily Identified Applicants	White Males, White Females, Asian Females
Qualified of those Identified	Hispanic Females, Black Females

Selected of those Qualified	n/a
<i>0343 – Management/Program Analyst</i>	
Voluntarily Identified Applicants	White Males, White Females
Qualified of those Identified	n/a
Selected of those Qualified	n/a
<i>0401 – General Biological Science</i>	
Voluntarily Identified Applicants	White Males, White Females
Qualified of those Identified	White Males, Hispanic Males, American Indian/Alaska Native Males, Two or More Races Males
Selected of those Qualified	Black Females
<i>0819 – Environmental Engineer</i>	
Voluntarily Identified Applicants	White Males
Qualified of those Identified	Black Males
Selected of those Qualified	Hispanic Males, Black Females, Asian Males
<i>1301 – Physical Scientist/Environmental Scientist</i>	
Voluntarily Identified Applicants	White Males
Qualified of those Identified	American Indian/Alaska Native Males
Selected of those Qualified	N/A

The EPA has not identified any specific barriers to equal employment opportunity at this time but continues its investigative process, including barrier analysis specific to Hispanics in FY17. The EPA has several activities, which are detailed within the planned activities below, to identify a potential cause of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

The EPA will use these triggers to examine whether barriers to equal employment opportunity exist. The EPA will further examine whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to be selected at rates less than anticipated for major occupation positions. The EPA has activities, which are detailed within the planned activities below, to identify a potential cause of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

<p>Statement of Identified Barrier: Provide a succinct statement of EPA policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.</p>
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<p>Objective: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Although a direct barrier has not been identified, the EPA implemented activities over the last two years for the purposes of enhancing applicant flow for all groups that reflect less-than-anticipated application, qualification, and selection rates. These activities include the following:</p> <ul style="list-style-type: none"> • Provided Agency-wide SEPM training related to diversity, inclusion and equal employment opportunities; redeveloped the EPA SEPM Guide; created a SEPM Orientation Training for all newly appointed SEPMs; and updated all Advisory Councils By-Laws to reflect OCR and DRESA commitments; • DRESA continually enhances its tools that will track centrally coordinated recruitment activities – recruitment calendar; and, • Incorporated the relevant CLF data into the Diversity Dashboard to increase the utilization of the Diversity Dashboard in developing and monitoring the effectiveness of targeted outreach strategies. <p>The EPA’s application, qualification, and selection rates suggest that the EPA should examine the selection process for major occupational series to determine whether any Agency policy, practice or procedure is causing lower than anticipated selection rates for certain RNO and gender groups. Additionally, the EPA will monitor retention of the existing workforce as the Agency continues with reshaping efforts and will eliminate, when possible, any identified barriers to equal opportunity.</p>
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<p>Responsible Officials:</p>	<p>Acting Assistant Administrator, Office of Administration & Resources Management Director, Office of Human Resources Director, Office of Civil Rights Deputy Civil Rights Officials</p>
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<p>Date Objective Initiated:</p>	<p>February 15, 2011</p>
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<p>Target Date for Completion of Objective:</p>	<p>September 30, 2018</p>
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Planned Activities Toward Completion of Objective:	Target Date (Must Be Specific)
1. OCR will collaborate with OARM to identify an alternative method(s) or tool(s) that will allow the Agency to examine the hiring processes in major occupations where lower than anticipated application, qualification, and selection rates are identified.	September 30, 2018
2. OCR will collaborate with the OARM and SSCs to assess whether EPA position descriptions accurately reflect the job duties of major occupations where lower-than-anticipated application, qualification, and selection rates are identified.	September 30, 2018
3. DRES D will evaluate the effectiveness of the Agency’s national strategic recruitment plan and guidance document to make necessary modifications or changes that will target less than expected application, qualification, and selection rates	September 30, 2018
4. OHR will coordinate and collaborate with OCR to evaluate the data from the identified alternative method(s) or tool(s) that will allow the Agency to examine its hiring process to determine whether there are any procedural barriers associated with the development of vacancy announcements and outreach efforts.	September 30, 2018
5. OCR will collaborate and coordinate with Regions and Programs/Offices that employ series 0905 Attorneys to develop and implement a process to collect, retain, and analyze applicant flow data for those positions.	September 30, 2018

Report of Accomplishments and Modifications to Objective:
<p>Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity.</p>
<p>Activity No 1. OCR’s efforts to examine the hiring processes in major occupations will continue. OCR examines EPA hiring processes annually. In FY17, the following tasks were included:</p> <ul style="list-style-type: none"> • Analyzed data to identify and determine which Regions had hired the most major occupation positions; • Worked with the Regions and hiring officials to obtain hiring information; • Retrieved new hire data to identify the series, grade and office of the new hires; • Conducted an in-depth root cause analysis to determine Hispanic Males/Females application, qualification, and selection rate deficiencies; • Collaborated with OARM and other offices to identify most recent hires; • Collaborated with DRES D to provide a resume database to capture resumes of applicants with disabilities; • Provided Agency-wide SEPM training related to diversity, inclusion and equal employment opportunities; redeveloped the EPA SEPM Handbook; created a SEPM Orientation Training for all newly appointed SEPMs; and updated all Advisory Councils By-Laws to reflect OCR and DRES D commitments; • DRES D continually enhances its tools that will track centrally coordinated recruitment activities – recruitment calendar; and, • Incorporated the relevant CLF data into the Diversity Dashboard to increase the utilization of the Diversity Dashboard in developing and monitoring the effectiveness of targeted outreach strategies.

Report of Accomplishments and Modifications to Objective:

OCR's efforts to examine the hiring process continue; therefore, the planned activity was amended and extended.

Activity No 2. (Clarity to the Task Defined) The EPA's SSCs continue to update their archives of position descriptions, including major occupations. OCR will collaborate with OARM to assess whether position descriptions accurately reflect the job duties of major occupations where lower than anticipated application, qualification, and selection rates are identified.

Activity No 3. OCR and OHR along with the SSC continued to draft and develop a management hiring survey that can be presented to senior management across the Agency. Several questions have been drafted. However, due to several office realignments, this activity has been placed on hold, and an alternative method or tool for examining the hiring process is scheduled to be completed in FY18.

Activity No 4. OCR collaborated with OGC to assess methods of collecting application, qualification, and selection rates by RNO for Attorney 0905 series. OGC to date has piloted two job announcements through USAJobs, giving OCR the ability to successfully collect the application and qualification rates. OCR and OGC will continue to assess the reliability of this data collection method to meet the FY18 goal.

Part I-2: Internal Competitive Promotions

<p>Statement of Condition That Was a Trigger for A Potential Barrier:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Data comparisons between the application, qualification, and selection rates for internal competitive promotions in Agency’s seven major occupations revealed instances of lower than expected application, qualification, and/or selection rates.</p>
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<p>Barrier Analysis:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The EPA reviewed the statistical data associated with internal competitive promotions (Table A-9) for employees in six of seven major occupations and the application, qualification, and selection rates for the seven major occupations - distribution by race/ethnicity and sex (Table A-6), which is a proxy for the relevant application pool rate and is used for purposes of this report only. In addition, the EPA conducted a four-year review that includes FY14 - FY17. Although the exhaustive list of triggers is provided in each personnel transaction section, certain triggers were highlighted for illustrative purposes.</p> <p>The seven major occupations are:</p> <ol style="list-style-type: none"> 1. 0028 Environmental Protection Specialist, 2. 0301 Miscellaneous Administrative and Program Specialist, 3. 0343 Management/Program Analyst, 4. 0401 General Biological Science (Research), 5. 0819 Environmental Engineer (Research), 6. 0905 General Attorney, and 7.1301 Physical/Environmental Scientist (Research) <p>Although 0905 General Attorneys constitute one of the EPA’s major occupations, RNO and gender data is not tracked due to the unique selection process for excepted service positions. The EPA is developing a process to collect this data in accordance with EEOC MD-715 guidance. In FY17, the OCR along with OGC collected preliminary data; however, the data was too limited for comprehensive analysis.</p> <p>Application</p> <p>For internal competitive promotions, the EPA identified application rate triggers by comparing the application, qualification, and selection rates of groups in major occupations by race, national origin, and sex (Table A-6) and application rates of the respective populations (Table A-9). The EPA recognizes that not every person in a major occupation may apply for an internal competitive promotion, but the EPA elected to use this as a proxy for the application rate for purposes of this report only.</p> <ul style="list-style-type: none"> • In FY17, overall application rate triggers decreased compared to FY16 for Hispanic Males and Females, Black Males and Females, Asian Females, Native Hawaiian/Pacific Islander Males and American Indian/Alaska Native Males.
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- However, the application rates for White Males, White Females, and American Indian/ Alaska Native Females remained lower than anticipated. Specifically, for the third year, White Males had application rate triggers in three major occupational series: 0028 Environmental Protection Specialist; 0301 Misc. Administration & Program Specialist; 0401 General Biological Science (Research); 0819 Environmental Engineer; and 1301 Physical/Environmental Scientist.

During FY17, the following chart details the specific RNO and gender groups that applied for internal competitive promotions at rates lower than their representation in the relevant occupations:

Table A-9: Application Rates for Internal Competitive Promotions for Major Occupations Significantly Below Benchmarks

Race, National Origin and Sex	Occupational Series
Hispanic Males	0819
Hispanic Females	0819
White Males	0028, 0301, 0343, 0401, 1301
White Females	0028, 0301, 0401, 0810, 1301
Black Males	0819
Black Females	0028, 0301, 0343, 0819
Asian Males	0301, 0819
Asian Females	0401
Native Hawaiian/Pacific Islander Males	0301, 0819
Native Hawaiian/Pacific Islander Females	0819
American Indian/Alaska Native Males	0343, 0401, 0819, 1301
American Indian/Alaska Native Females	0401, 1301
Two or More Races Males	0819
Two or More Races Females	0401,1301

The EPA will examine whether barriers to equal employment opportunity exist using the triggers. The EPA will analyze whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to apply for promotions in major occupations at rates that are less than anticipated. The EPA has planned activities, which are detailed below, to

identify potential causes of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Qualification

For internal competitive promotions, the EPA identified qualification rate triggers by comparing the application and qualification rates (**Table A-9**) of the respective populations. In FY17, the qualification rate triggers increased as compared to FY16.

However, during FY17, there were no triggers for the following groups: White Males and Females; Black Males and Females; Asian Females, and NH/PI Males.

The following chart details the specific RNO and gender groups that were deemed qualified for major occupation positions at rates lower than their application rates:

Table A-9: Qualification Rates for Internal Competitive Promotions for Major Occupations Significantly Below Benchmarks

Race, National Origin and Sex	Occupational Series
Hispanic Males	0028, 0819, 1301
Hispanic Females	0028, 0301, 0343, 0401, 1301
Asian Males	0301, 0343
Native Hawaiian/Pacific Islander Females	0301, 0343
American Indian/Alaska Native Males	0028, 0401,
American Indian/Alaska Native Females	0301, 0343,
Two or More Race Males	0028, 0343, 1301
Two or More Race Females	0028

The EPA will examine whether barriers to equal employment opportunity exist using the triggers. The EPA will further determine whether there are Agency policies or practices that may cause certain race/national origin and sex groups to be deemed qualified at rates that are less than their application rate for major occupation internal promotions. The EPA has planned activities, which are detailed below, to identify potential causes of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Selection

For internal competitive promotions, the EPA identified selection rate triggers by comparing the qualification and selection rates (**Table A-9**) of the respective populations.

In FY17, the selection rates of White Males were higher than their qualification rates in all major occupations except 0301 Miscellaneous Administration and Program Specialist, 0401 Biologists and 1301 Physical/Environmental Scientist. However, in FY16, White Males had selection rate higher than their

qualification rates in three major occupations: 0028 Environmental Protection Specialist, 0343 Management/Program Specialist, and 0819 Environmental Engineer.

For the fourth year in a row, triggers associated with the selection rates lower than their qualification rates have existed for the following:

- Hispanic Males in major occupation 0819 Environmental Engineer;
- White Males in major occupation 0301 Miscellaneous Administration and Program Specialist;
- Black Males in major occupation 0301 Miscellaneous Administration and Program Specialist;
- Asian Males in major occupation 0343 Management/Program Analyst;
- Asian Females in major occupation 0401 General Biological Science; and
- American Indian Males in major occupations 0028 Environmental Protection Specialist and 0401 General Biological Science occupational series.

(Source: **Table A-6** and **Table A-9**)

The following chart details the specific RNO and gender groups that are selected for major occupation positions during FY17 at rates lower than their qualification rates:

Table A-9: Selection Rates for Internal Competitive Promotions for Major Occupations Significantly Below Benchmarks

Race, National Origin and Sex	Occupational Series
Hispanic Males	0301, 0343, 0819
Hispanic Females	0028, 0301, 0819, 1301
White Males	0343, 1301
White Females	0301
Black Males	0301, 0343, 0401, 0819, 1301,
Black Females	0028, 0301, 0343, 0401, 0819, 1301
Asian Males	0028, 0301, 0401, 0819, 1301
Asian Females	0343, 0401, 0819, 1301
Native Hawaiian/Pacific Islander Females	0301
American Indian/Alaska Native Males	0028, 0301, 0401, 0819
American Indian/Alaska Native Females	0301, 0401, 0819
Two or More Races Males	0028, 0301, 0343, 0401, 0819
Two or More Races Females	0028, 0401

	<p>The EPA will examine whether barriers to equal employment opportunity exist using the triggers. The EPA will determine whether there are Agency policies or practices that may cause certain race/national origin and sex groups to be selected at rates that are less than their qualification rate for major occupation internal promotions. The EPA has planned activities, which are detailed below, to identify potential causes of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.</p>
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<p>Statement of Identified Barrier: Provide a succinct statement of EPA policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.</p>
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<p>Objective: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The EPA continues to evaluate whether any specific Agency policy, practice, or procedure is causing any of the identified lower than expected application, qualification, and selection rates. In FY17, The EPA implemented several initiatives to foster a work environment that nurtures and advances the talents, drive, and interests of all employees. These initiatives are also being used to determine what may have caused the less than anticipated application, qualification, and selection rates.</p> <p>Nonetheless, the EPA’s application, qualification, and selection rates suggest that the Agency should closely examine: 1) its solicitation and career development policies, practices and procedures for the 0819 Environmental Engineer occupational series to determine whether any Agency policy, practice or procedure is causing certain race/national origin and gender groups less than anticipated application rates; 2) its qualification policies and practices for the 0028 Environmental Protection Specialist, 0819 Environmental Engineer, and 1301 Physical Scientist occupational series to determine whether any Agency policy, practice or procedure is causing certain race/national origin and gender groups less than anticipated qualification rates; and 3) its selection policies and practices for all major occupational series to determine whether any Agency policy, practice or procedure is causing certain race/national origin and gender groups less than anticipated selection rates for positions.</p> <p>The EPA will continue its analysis of the application, qualification and selection policies and practices associated with the above-identified lower-than-expected qualification and selection rates for several occupational series.</p>
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<p>Responsible Officials:</p>	<p>Acting Assistant Administrator, Office of Administration & Resources Management</p> <p>Director, Office of Civil Rights</p> <p>Director, Office of Human Resources</p>
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	Deputy Civil Rights Officials
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Date Objective Initiated:	February 15, 2011
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Target Date for Completion of Objective:	September 30, 2018
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Planned Activities Toward Completion of Objective:	Target Date (Must Be Specific)
1. OCR will collaborate with OARM to identify an alternative method(s) or tool(s) which allow the Agency to examine the hiring processes (internal promotions) in major occupations where lower-than-anticipated application, qualification, and selection rates are identified (Activity 1).	September 30, 2018
2. OCR will collaborate with the OARM to create a tool or process to collect relevant applicant pool data (Activity 2).	Completed September 2016
3. OARM will regularly provide OCR with OPM data from quarterly management hiring satisfaction surveys to review against any potential barrier associated in the hiring process (Activity 3).	September 30, 2018
4. OCR will collaborate with OARM to evaluate the effectiveness of its strategic recruitment plan and guidance document and make necessary modifications or changes. Amended to: DRESA will evaluate the effectiveness of the Agency's national strategic recruitment plan and guidance document to make necessary modifications or changes that will target less than expected application, qualification, and selection application, qualification, and selection rates (Activity 4).	September 30, 2018
5. OCR will collaborate and coordinate with Regions and Programs/Offices that employ series 0905 Attorneys to develop and implement a process to collect, retain, and analyze applicant flow data for series 0905 Attorney positions (Activity 5).	September 30, 2018
6. OCR will collaborate with OARM to create a tool to assess effectiveness of career development activities.	September 30, 2018

Report of Accomplishments and Modifications to Objective:

Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity.

Activity No 1. OCR's efforts to examine the hiring processes in major occupations continued in FY17. Further tasks were achieved as follows:

- Analyzed data to identify Regions with the highest hiring (internal promotion) rates related to the EPA's major occupations;
- Collaborated with Regions and most hiring officials to obtain hiring information;
- Retrieved data to identify the series, grade and office of the new hires (internal promotions);
- Reviewed and streamlined survey questions that were developed for the manager's survey; and
- Collaborated with OARM and other offices to identify most recent hires.

Further collaboration is expected with OARM. OCR's efforts to examine the hiring process continues, therefore, the planned activity was amended and extended.

Activity No 3 OHR/DRES and SSC will extend the activity period as ongoing. As an alternative to developing an internal hiring survey, the Agency will consider the use of OPM's Federal-wide hiring survey broken down by Agency to conduct quarterly analysis on the hiring process.

Activity No 4. Because of several office realignments and changes in leadership, this activity continues as new leadership of the OHR and DRES programs assess the Agency's needs, triggers and required direction. OCR and OHR will identify triggers that will lead to a potential barrier analysis.

Activity No 5. The Agency assessed methods of collecting application, qualification, and selection rates by RNO for Attorney 0905 series. To date, two job announcements have been piloted through USAJobs, resulting in the ability to successfully collect the application and qualification rates. The Agency will continue to assess the reliability of this data collection method to meet the FY18 goal.

Part I-3: Senior Grades

<p>Statement of Condition That Was a Trigger for A Potential Barrier:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Data comparisons between the respective feeder pools (one grade below the grade being analyzed) and application, qualification, and selection rates revealed instances of lower-than-expected application, qualification and/or selection rates.</p>
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<p>Barrier Analysis:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The EPA reviewed the statistical data associated with internal selections for senior level positions (Table A-11) and the application, qualification, and selection rates for general schedule grades by race/national origin and sex (Table A4-1), which is a proxy for the relevant application pool and is used for purposes of this report only. Examples of triggers are provided below in each personnel transaction section.</p> <p>Application</p> <p>For the senior grades, the EPA identified application rate triggers by comparing the application, qualification, and selection rate of the respective populations at the next lower grade (e.g. the feeder pool for GS-13 Hispanic Females is their overall representation at the GS-12 level) (Table A4-1) and application rates (Table A-11) of the respective populations.</p> <p>The following chart details the specific RNO and gender groups that applied for senior grade positions at rates lower than their representation in the relevant feeder pool.</p> <p><i>Table A-11: Application Rates for Senior Grade Positions Significantly Below Benchmarks</i></p> <table border="1" data-bbox="597 1192 1419 1850"> <thead> <tr> <th>Race, National Origin and Sex</th> <th>Grade Levels</th> </tr> </thead> <tbody> <tr> <td>White Males</td> <td>GS -13</td> </tr> <tr> <td>White Females</td> <td>GS-14, GS-15</td> </tr> <tr> <td>Black Males</td> <td>GS-13, GS-14</td> </tr> <tr> <td>Black Females</td> <td>GS-14</td> </tr> <tr> <td>Asian Males</td> <td>GS-13, GS-14</td> </tr> <tr> <td>Asian Females</td> <td>GS-13, GS-14</td> </tr> <tr> <td>Hispanic Males</td> <td>GS-13, GS-14</td> </tr> <tr> <td>Hispanic Females</td> <td>GS-13, GS-14</td> </tr> <tr> <td>Native Hawaiian/Pacific Islander Males</td> <td>GS-13, GS-14</td> </tr> <tr> <td>Native Hawaiian/Pacific Islander Females</td> <td>GS-13, GS-14</td> </tr> <tr> <td>American Indian/Alaska Native Males</td> <td>GS-13, GS-14</td> </tr> </tbody> </table>	Race, National Origin and Sex	Grade Levels	White Males	GS -13	White Females	GS-14, GS-15	Black Males	GS-13, GS-14	Black Females	GS-14	Asian Males	GS-13, GS-14	Asian Females	GS-13, GS-14	Hispanic Males	GS-13, GS-14	Hispanic Females	GS-13, GS-14	Native Hawaiian/Pacific Islander Males	GS-13, GS-14	Native Hawaiian/Pacific Islander Females	GS-13, GS-14	American Indian/Alaska Native Males	GS-13, GS-14
Race, National Origin and Sex	Grade Levels																								
White Males	GS -13																								
White Females	GS-14, GS-15																								
Black Males	GS-13, GS-14																								
Black Females	GS-14																								
Asian Males	GS-13, GS-14																								
Asian Females	GS-13, GS-14																								
Hispanic Males	GS-13, GS-14																								
Hispanic Females	GS-13, GS-14																								
Native Hawaiian/Pacific Islander Males	GS-13, GS-14																								
Native Hawaiian/Pacific Islander Females	GS-13, GS-14																								
American Indian/Alaska Native Males	GS-13, GS-14																								

American Indian/Alaska Native Females	GS-13, GS-14
Two or More Races Males	GS-13, GS-14
Two or More Races Female	GS-13, GS-14

The EPA will examine whether barriers to equal employment opportunity exist using these triggers. The EPA will assess whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to apply for senior grade positions at rates that are less than anticipated. The EPA has planned activities, which are detailed below, to identify potential causes of these triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Qualification

For the senior grades, the EPA identified qualification rate triggers by comparing application and qualification rates (**Table A-11**) of the respective populations.

The following chart details the specific RNO and gender groups that were found qualified at levels below their respective application rates:

Table A-11: Qualification Rates for Senior Grade Positions Significantly Below Benchmarks

Race, National Origin and Sex	Grade
Hispanic Females	GS-14
White Males	GS-14 and GS-15
Black Males	GS-13
Black Females	GS-13
Asian Males	GS-15
American Indian/Alaska Native Males	GS-13 and GS-14
American Indian/Alaska Native Females	GS-13
Two or More Races Males	GS-14

The EPA will examine whether barriers to equal employment opportunities exist using these triggers. The EPA will further assess whether there are Agency policies, practices, or procedures that may cause certain RNO and gender groups to be qualified for Senior Grade positions at rates that are less than anticipated. The EPA has planned activities, which are detailed below, to identify a potential cause of these triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Selection

For the senior grades, the EPA identified selection rate triggers by comparing application and qualification rates (**Table A-11**) of the respective populations.

Asian Males at the GS-13 level were the only RNO and gender group who were selected at a rate that was statistically below their respective qualification rate. However, it should be noted that all RNO and gender groups were

	<p>selected at levels below their qualification rates even though the differences were not statistically significant: Hispanic Male; Hispanic Female; White Male; White Female; Black Male; Black Female; Asian Female; Native Hawaiian/Pacific Islander Males; Native Hawaiian/Pacific Islander Females; American Indian/Alaska Native Male; American Indian/Alaska Native Female; Two or More Races Male; and Two or More Races Female.</p> <p>The EPA will examine whether barriers to equal employment opportunities exist using these triggers. The EPA will assess whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to be selected for senior grade positions at rates that are less than anticipated. The EPA has planned several activities, which are detailed below, to identify a potential cause of these triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.</p>
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<p>Statement of Identified Barrier: Provide a succinct statement of EPA policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.</p>
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<p>Objective: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The EPA annually evaluates impact of a specific Agency policy, practice, or procedure which may cause any of the identified lower than expected application, qualification, and selection rates in the multi-year trends described. In FY17, the EPA implemented several initiatives to foster a work environment that nurtures and advances the talents, drive, and interests of employees. These initiatives are also being used to determine what may have caused the less than anticipated application, qualification, and selection rates.</p> <p>The EPA’s application, qualification, and selection rates suggest that it should examine: 1) its solicitation and career development policies, practices and procedures for the GS-13 level to determine whether any Agency policy, practice or procedure is causing less than anticipated application rates for certain RNO and gender groups; 2) its qualification policies and practices for the GS-13 level to determine whether any Agency policy, practice or procedure is causing less than anticipated qualification rates for certain RNO and gender groups; and 3) its selection policies and practices for the GS-12, GS-13, GS-14, and GS-15 levels to determine whether any Agency policy, practice, or procedure is causing less than anticipated selection rates for certain RNO and gender groups.</p> <p>To identify potential barriers, the EPA will analyze the application, qualification and selection policies and practices associated with the identified less than anticipated application, qualification and selection rates for GS-12 through GS-15 levels.</p>
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Responsible Officials:	Acting Assistant Administrator, Office of Administration and Resources Management Director, Office of Human Resources Director, Office of Civil Rights Deputy Civil Rights Officials
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Date Objective Initiated:	February 15, 2011
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Target Date for Completion of Objective:	September 30, 2018
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Planned Activities Toward Completion of Objective:	Target Date (Must Be Specific)
1. OCR will collaborate with OARM to create a tool or process to collect relevant applicant pool data.	September 30, 2018
2. OHR will coordinate and collaborate with OCR to evaluate the data from the examination of the hiring process to determine whether there are any procedural barriers associated with the development of vacancy announcements and outreach efforts.	September 30, 2018
3. OCR will collaborate with OARM to create a tool or process to assess effectiveness of career development activities.	September 30, 2018
4. OCR will collaborate with OARM to create a tool or process to evaluate the distribution of awards.	September 30, 2018

Report of Accomplishments and Modifications to Objective:
<p>Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity.</p> <p>Activity No. 1. OCR's efforts to examine hiring processes will continue with the assistance of OHR and SSC. The planned activity was amended and extended.</p> <p>Activity No 2. OHR/DRES, SSC, along with OCR, will consider alternatives to developing an internal hiring process survey. The Agency will consider the use of OPM's Federal-wide hiring survey broken down by Agency, to conduct quarterly analysis on the hiring process.</p> <p>Activity No 3. OARM continued its effort to launch the new learning management system in FY17 which will increase tracking of activities related to EPA employee career development. In FY17 due to many reshaping and organizational changes this planned activity was extended to FY18. OCR and DRES will continue to provide guidance to OARM on this initiative.</p>

Report of Accomplishments and Modifications to Objective:

Activity No 4. This planned activity was captured within the umbrella of identifying strategies that will mitigate unconscious bias. OHR, along with OCR, developed several areas to implement strategies that will mitigate unconscious bias, which included EPA processes in deciding awards recipients. The proposal included evaluation of the OARM National Honor Awards process as the first pilot. In FY17, the workgroup was informed that due to the timing of the award process, the workgroup would not have a key component of the process to analyze – standard applicant criteria and selection. Nominees had already been selected and tracking of the nominees, qualifications and selections at the program office level had not been collected. Therefore, the workgroup will consider other alternatives.

Part I-4: Senior Executive Service (SES)

<p>Statement of Condition That Was a Trigger for A Potential Barrier:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>The Agency has not acquired detailed information on internal applicants to SES vacancies to conduct a comprehensive analysis of the SES workforce.</p> <p>The Agency collected the FY17 workforce application, qualification, and selection rates for the SES, which are graphically represented below.</p> <div data-bbox="613 420 1453 1071"> <table border="1"> <caption>Senior Executive Service at EPA FY 2017</caption> <thead> <tr> <th>Race/National Origin (RNO) and Sex</th> <th>Application, qualification, and selection Rate %</th> </tr> </thead> <tbody> <tr><td>Hispanic Male</td><td>3.02</td></tr> <tr><td>Female Hispanic</td><td>2.26</td></tr> <tr><td>White Male</td><td>46.42</td></tr> <tr><td>White Female</td><td>34.34</td></tr> <tr><td>Black Male</td><td>4.91</td></tr> <tr><td>Black Female</td><td>6.04</td></tr> <tr><td>Asian Male</td><td>1.51</td></tr> <tr><td>Asian Female</td><td>0.75</td></tr> <tr><td>American Indian Male</td><td>1</td></tr> <tr><td>American Indian Female</td><td>1</td></tr> <tr><td>Native Haw Pa Male</td><td>0</td></tr> <tr><td>Native Haw Pa Female</td><td>0</td></tr> <tr><td>2 or More Male</td><td>0</td></tr> <tr><td>2 or More Female</td><td>0</td></tr> </tbody> </table> </div>	Race/National Origin (RNO) and Sex	Application, qualification, and selection Rate %	Hispanic Male	3.02	Female Hispanic	2.26	White Male	46.42	White Female	34.34	Black Male	4.91	Black Female	6.04	Asian Male	1.51	Asian Female	0.75	American Indian Male	1	American Indian Female	1	Native Haw Pa Male	0	Native Haw Pa Female	0	2 or More Male	0	2 or More Female	0
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2 or More Male	0																														
2 or More Female	0																														

<p>Barrier Analysis:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Agency must collect and analyze detailed information on internal applicants to SES vacancies before it can determine whether any policy, practice or procedure has caused the application, qualification, and selection rates illustrated above for the SES workforce data.</p> <p>The EPA has planned several activities to promote our examination of internal SES data, which are detailed below.</p>
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<p>Statement of Identified Barrier:</p> <p>Provide a succinct statement of EPA policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.</p>
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<p>Objective:</p> <p>State the alternative or revised</p>	<p>The EPA will continue to collect and analyze more detailed information on internal applicants to SES vacancies in FY18. Without that information, the</p>
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Agency policy, procedure or practice to be implemented to correct the undesired condition.	EPA cannot identify a specific hiring or promotion process policy, practice, or procedure that may be impacting the representation of any group in the SES. To identify triggers and potential barriers, the EPA will continue its efforts to enhance its automated data capture capabilities for internal SES hires.
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Responsible Officials:	Acting Assistant Administrator, Office of Administration and Resources Management Director, Office of Civil Rights Director, Office of Human Resources Deputy Civil Rights Officials
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Date Objective Initiated:	October 1, 2013
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Target Date for Completion of Objective:	December 30, 2018
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Planned Activities Toward Completion of Objective:	Target Date (Must Be Specific)
1. OCR will collaborate with OARM to develop a process for collecting and analyzing more detailed information on internal applicants to SES vacancies in accordance with the requirements of MD-715.	December 31, 2018 REMOVED
2. OCR will collaborate with OHR to collect and analyze applicant flow data for internal applicants for SES vacancies.	December 31, 2018 REMOVED
3. OHR will launch a learning management system to track Agency employees' participation in career development activities, including trainings, details, and e-learning, to determine whether participation in such programs impacts the probability that individuals will apply for and qualify for senior grade positions.	November 30, 2018 COMPLETED
4. OHR will ensure full implementation of the new learning management system.	December 31, 2018
5. OHR will create a tool or process to assess effectiveness of career development activities in the learning management system.	December 31, 2018 REMOVED
6. OHR/Executive Resources Division (ERD), will provide ongoing training to Agency employees interested in applying to the SES. This will include panel discussions with current Agency SES managers to develop those in the feeder pool.	September 2017 REMOVED

Report of Accomplishments and Modifications to Objective:

Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity.

Activity No 1. Development of a process for collecting and analyzing more detailed information on internal applicants to SES vacancies was deferred considering the Agency's continued organizational reshaping efforts and review of resources. (REMOVED)

Activity No 2. Efforts to collect and analyze applicant flow data for internal applicants for SES vacancies were deferred considering the Agency's continued organizational reshaping efforts and review of resources. (REMOVED)

Activity No 3. Internal EPA Coaches delivered individual career and leadership coaching for approximately 100 employees and managers across the Agency, averaging 8 to 10 hours of one-on-one coaching per employee.

The Training Branch delivered "SES 101" and "Using the CCAR Model for Career Development" for over 100 employees in the Emerging Leaders Network, Hispanic Employment Managers and Presidential Management Fellows groups.

In conjunction with the Presidential Management Fellows, the OHR delivered a Leadership Advantage Training pilot where 50 employees participated. The pilot included a series of 10 lunch 'n learn workshops on SES (ECQ) competencies facilitated by the participants themselves.

The Training Branch also delivered multiple Individual Development Planning workshops for employees interested in advancing their careers.

For the last two years, the Agency has participated in an inter-agency training program for senior managers aimed at opportunities for the SES. Internal applicants for the FY18 Career Development Program administered via the Department of Interior were selected in FY17. Of the 25 candidates, 16 are EPA employees at the GS 14-15 ranks. Eleven of the EPA participants are female, and five are male.

Activity No 4. Implementation of the new learning management system known as FED Talent is in its final phase of deployment in calendar year 2018.

Activity No. 5. Although FED Talent has yet to be officially launched, the EPA established a process to assess effectiveness of career development activities within existing tools such as Talent Hub. Talent Hub, a one-stop shop for opportunities, was developed for assessing the effectiveness of career opportunities for employees to the Senior Executive Service. Employee participation includes GS-7 – GS-15 and SES. Implementation for this module is expected in FY18. The Agency will develop a similar system for the FED Talent. (REMOVED)

Activity No 6. Ongoing training workshops such as Individual Development Planning facilitated by the EPA Training Branch were provided to Agency employees interested in applying to the SES. The Training Branch delivered multiple sessions for employees interested in advancing their careers to the Senior Grades. OHR and OCR management partnered to deliver a session on the EPA's Diversity and Inclusion strategies and challenges to a group of 25 participants in the EPA's 2015 SES Candidate Development Program. Leveraging Diversity is one of the Agency's priority competencies for executives. As the Agency continues to implement its organizational reshaping to include its workforce, ERD will reassess resources and plans to assist in the development of qualified internal applicants to senior grades, including SES. (REMOVED)

Part I-5: Lower Than Expected Rates of Participation for Hispanics

<p>Statement of Condition That Was a Trigger for A Potential Barrier:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>In FY17, and consistent with the last two (2) years, Hispanics participated at lower than expected rates in various workforce employment areas when compared to their appropriate comparators to include the Civilian Labor Force and Agency’s permanent workforce.</p>
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<p>Barrier Analysis:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The EPA has not identified any barriers and is still conducting root cause analysis. The Agency workforce EEO Tables were reviewed against the relevant comparators indicating the following triggers that require further investigation.</p> <p>Expected representation rates for Hispanic Males and Females in the EPA’s total workforce (which includes permanent/temporary) were lower for the past four fiscal years compared to their expected rates in the CLF. These results are also consistent in the separate analysis of the EPA’s permanent workforce and temporary workforce. Table A-1 is included below and provides data on the representation rates for this population for FY14 through FY17.</p> <p><i>Table A-1: Total Agency Workforce, Permanent and Temporary, for FY14-FY17</i></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th rowspan="2">Total Workforce (Permanent and Temporary)</th> <th colspan="2">Fiscal Year (FY)</th> <th rowspan="2">EPA Total Workforce</th> <th rowspan="2">Hispanic Male</th> <th rowspan="2">Hispanic Female</th> </tr> <tr> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td rowspan="2">FY14</td> <td>#</td> <td></td> <td>15905</td> <td>457</td> <td>543</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>2.87%</td> <td>3.41%</td> </tr> <tr> <td rowspan="2">FY15</td> <td>#</td> <td></td> <td>15566</td> <td>452</td> <td>543</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>2.90%</td> <td>3.49%</td> </tr> <tr> <td rowspan="2">FY16</td> <td>#</td> <td></td> <td>15742</td> <td>467</td> <td>557</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>2.97%</td> <td>3.54%</td> </tr> <tr> <td rowspan="2">FY17</td> <td>#</td> <td></td> <td>15747</td> <td>481</td> <td>584</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>3.05%</td> <td>3.71%</td> </tr> <tr> <td>CLF 2010 (Benchmark)</td> <td>%</td> <td></td> <td>100%</td> <td>5.17%</td> <td>4.79%</td> </tr> </tbody> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th rowspan="2">Total Workforce (Permanent)</th> <th colspan="2">Fiscal Year (FY)</th> <th rowspan="2">EPA Permanent Workforce</th> <th rowspan="2">Hispanic Male</th> <th rowspan="2">Hispanic Female</th> </tr> <tr> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td rowspan="2">FY14</td> <td>#</td> <td></td> <td>14976</td> <td>441</td> <td>532</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>2.94%</td> <td>3.55%</td> </tr> <tr> <td rowspan="2">FY15</td> <td>#</td> <td></td> <td>14620</td> <td>441</td> <td>531</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>3.02%</td> <td>3.63%</td> </tr> <tr> <td rowspan="2">FY16</td> <td>#</td> <td></td> <td>14732</td> <td>456</td> <td>546</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>3.10%</td> <td>3.71%</td> </tr> <tr> <td rowspan="2">FY17</td> <td>#</td> <td></td> <td>14869</td> <td>467</td> <td>576</td> </tr> <tr> <td>%</td> <td></td> <td>100%</td> <td>3.14%</td> <td>3.87%</td> </tr> <tr> <td>CLF 2010 (Benchmark)</td> <td>%</td> <td></td> <td>100%</td> <td>5.17%</td> <td>4.79%</td> </tr> </tbody> </table> <p>The percent of Hispanic Males is significantly lower in 15 EPA program offices and regions compared to the CLF. The percent of Hispanic Females is significantly lower in 8 program offices and regions compared to the CLF. <i>See: Table A-2 Total Permanent Workforce by Component.</i></p> <p>Hispanic Males have significantly lower representation in occupational categories at the <i>Other - Officials and Managers and Administrative Support</i></p>	Total Workforce (Permanent and Temporary)	Fiscal Year (FY)		EPA Total Workforce	Hispanic Male	Hispanic Female			FY14	#		15905	457	543	%		100%	2.87%	3.41%	FY15	#		15566	452	543	%		100%	2.90%	3.49%	FY16	#		15742	467	557	%		100%	2.97%	3.54%	FY17	#		15747	481	584	%		100%	3.05%	3.71%	CLF 2010 (Benchmark)	%		100%	5.17%	4.79%	Total Workforce (Permanent)	Fiscal Year (FY)		EPA Permanent Workforce	Hispanic Male	Hispanic Female			FY14	#		14976	441	532	%		100%	2.94%	3.55%	FY15	#		14620	441	531	%		100%	3.02%	3.63%	FY16	#		14732	456	546	%		100%	3.10%	3.71%	FY17	#		14869	467	576	%		100%	3.14%	3.87%	CLF 2010 (Benchmark)	%		100%	5.17%	4.79%
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Workers categories when compared to the Agency’s total permanent workforce. Hispanic Females have significantly lower representation in the *Executive and Senior levels (GS 15 and above)* when compared to the Agency’s total permanent workforce. See: **Table A-3 Occupational Categories**.

There are significantly fewer Hispanic Males in the GS-8 grade level compared to their representation in the EPA permanent workforce. There are significantly fewer Hispanic Females in the GS-14 and GS-15 grade level compared to their representation in the EPA permanent workforce. There are other grade levels, including the SES level, that indicate participation at a percentage lower than its representation in the permanent workforce, but there is no statistical significance. See: **Table A4-1 Participation Rates by GS-Grade Level**.

Table A4-1: Participation Rates for GS Grade Level by Race and Sex (FY15- 17)

Race National Origin	Grade	FY15	FY16	FY17
Hispanics Males	GS 12	2.92	2.93	2.57*
	GS 13			3.64*
	GS 14	2.71	2.74	3.08*
	GS 15	2.94	2.91	2.77*
	SES	2.94	2.97	3.02*
	FY Benchmark (EPA Perm. Workforce)	3.02	3.09	3.14
Hispanic Females	GS 12			5.52*
	GS 13			3.89*
	GS 14	2.31	2.44	2.64
	GS 15	2.30	2.24	2.33
	SES	1.10	1.86	2.26*
	FY Benchmark (EPA Perm. Workforce)	3.63	3.70	3.87

*There are no triggers at these Grade levels for Hispanics

The number of EPA employees in wage grade positions (permanent or temporary) is too small for this analysis. See: **Table A5-1 Participation Rates for Wage Grades (permanent and temporary)**.

Hispanic Males and Females participated in most mission critical occupations at rates above the Occupational CLF rate. However, for the General Administrative occupation, Series 0301, participation rates for both Hispanic Males and Hispanic Females were lower than the Occupational CLF. Additionally, in the Management Analysis occupation, Series 0343, and the Biologist occupation, Series 0401, the participation rate for Hispanic Males was below the Occupational CLF. See: **Table A-6 Participation by Major Occupation (MCO)**.

Applicant and Hires snapshot data indicate that Hispanic Males and Females who *applied* and *voluntarily identified* did so at rates higher than their representation in the CLF for all MCOs. However, the percentages of *qualified* Hispanic Males were significantly less than those who voluntarily self-identified for two MCOs – 0028 Environmental Protection Specialist and 0401 Biologist. Hispanic Males were *selected* at rates significantly less than their qualifications rates in one MCO – 0819 Environmental Engineer. Additionally, Hispanic Females *qualified* at rates significantly less than the percentage of those who voluntarily self-identified for one MCO – 0301 Miscellaneous Administration and Program Specialist. See: **Table A-7 Applicants and Hires for Major Occupations**.

When considering upward mobility to management positions, the percentage of Hispanic Males newly hired in FY17 for permanent positions and for the overall EPA workforce were both significantly lower than their representations in the CLF. Hispanic Females newly hired in FY17 into temporary positions was also lower than their representation in the CLF. New hires were not compared to Qualified External Applicants (voluntary applicant pool) for this analysis. *See: Table A-8 New Hires by Type of Appointment.*

In FY17, Hispanic Males qualified for internal competitive promotions at rates significantly lower than expected compared to the respective percentage of internal applicants in one major occupation – 0343 Management/ Program Analyst. Hispanic Females applied for internal competitive promotions at rates significantly lower than those in the respective relevant applicant pool in one MCO - 0819 Environmental Engineer. *See: Table A-9 Selections for Internal Competitive Promotions for Major Occupations.*

Internal applications for promotion to senior-level GS-13 and GS-14 positions, were received at rates significantly lower than the relevant applicant pool for both Hispanic Males and Females. Compared to those who applied for GS-14 positions, there are significantly fewer qualified Hispanic Females. However, there were no significant differences for either Hispanic Males or Females for those selected compared to those who are qualified for GS-13, GS 14, and GS-15 promotions. *See: Table A-11 Internal Selections for Senior Level Positions.*

Although employee training is encouraged and available through a variety of programs offered to all employees, tracking of applicants in each developmental channel – internships, fellowships, mentoring, coaching, training, details and other career development programs – remains decentralized and largely anecdotal. There is limited data available for career development. The Agency will continue its effort in formulating a process to track applicants and selectees for all career development programs.

Hispanic Males, on average, received fewer hours than the rest of the EPA workforce that received time-off awards in excess of 9 hours. *See: Table A-13 Employee Recognition and Awards.*

There were no significant findings in the types of separations for Hispanic Males or Females. The primary separation type for Hispanic Males and Females was voluntary retirement, while resignation was the second most frequent cause.

When reviewing data from the EPA Viewpoint Survey, Hispanics participate at lower rates in the Agency’s overall total and permanent workforce when compared to their representation in the CLF.

Statement of Identified Barrier: Provide a succinct statement of EPA policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.
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Objective: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	The EPA continues to evaluate whether any specific Agency policy, practice, or procedure is causing any of the identified lower than expected participation rates for Hispanics.
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Responsible Officials:	Acting Assistant Administrator, Office of Administration & Resources Management Director, Office of Human Resources Director, Office of Civil Rights Deputy Civil Rights Officials
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Date Objective Initiated:	February 15, 2011
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Target Date for Completion of Objective:	September 30, 2018
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Planned Activities Toward Completion of Objective:	Target Date (Must Be Specific)
1. OCR will collaborate with OARM to identify an alternative method(s) or tool(s) that will allow the Agency to examine the hiring processes in major occupations where lower than anticipated application, qualification, and selection rates are identified.	September 30, 2018
2. OCR will collaborate with the OARM and SSCs to assess whether EPA position descriptions accurately reflect the job duties of major occupations where lower-than-anticipated application, qualification, and selection rates are identified.	September 30, 2018
3. OCR will collaborate with OHR to evaluate the effectiveness of its strategic recruitment plan and guidance document and make necessary modifications or changes.	September 30, 2018

<p>4. OHR will coordinate and collaborate with OCR to evaluate the data from the identified alternative method(s) or tool(s) that will allow the Agency to examine its hiring process to determine whether there are any procedural barriers associated with the development of vacancy announcements and outreach efforts.</p>	<p>September 30, 2018</p>
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Report of Accomplishments and Modifications to Objective:

Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity.

Activity No 1. OCR’s efforts to examine the hiring processes in major occupations will continue. OCR examines the EPA hiring processes annually. In FY17, the following steps were included:

- Analyzed data to identify and determine which Regions had hired the most major occupation positions;
- Worked with the Regions and hiring officials to obtain hiring information.

OCR’s efforts to examine the hiring process continue; therefore, the planned activity was amended and extended.

Activity No 2. (Clarity to the Task Defined) The EPA’s SSCs continue to update their archives of position descriptions including major occupations. OCR will collaborate with OARM to assess whether position descriptions accurately reflect the job duties of major occupations where lower than anticipated application, qualification, and selection rates are identified.

Activity No 3. OCR and OHR along with the SSC continue to draft and develop a management hiring survey that can be presented to senior management across the Agency. Several questions have been drafted. However, due to several office realignments, this activity has been placed on hold and an alternative method or tool for examining the hiring process is scheduled to be completed in FY18.

Activity No 4. OCR collaborated with OGC to assess methods of collecting application, qualification, and selection rates by RNO for Attorney 0905 series. OGC to date has piloted two job announcements through USA Jobs, giving OCR the ability to successfully collect the application and qualification rates. OCR and OGC will continue to assess the reliability of this data collection method to meet the FY18 goal.

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 plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and 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) Yes No
 - b. Cluster GS-11 to SES (PWD) Yes No

In FY17, PWD in GS 1-10 Cluster of the permanent workforce participate at 15.49%, a higher rate than the expected 12% benchmark, indicating no trigger.

PWD in GS-11 to SES Cluster of the permanent workforce participate at 7.04%, a lower rate than the expected 12% benchmark, indicating a trigger.

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) Yes No
 - b. Cluster GS-11 to SES (PWTD) Yes No

In FY17, PWTD in GS 1-10 Cluster of the permanent workforce participate at 4.58% which is at a higher rate than the expected 2% benchmark, indicating no trigger.

PWTD in GS-11 to SES Cluster of the permanent workforce participate at 1.79% which is at a lower rate than the expected 2% benchmark, indicating a trigger.

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

The Agency utilizes the EEOC's 12% and 2% benchmarks for PWD and PTWD, respectively, as targets. To communicate these goals along with additional information on PWD/PWTD, the Agency encouraged Regions and Program Offices to include hiring and the use of Schedule A hiring authorities in their program level MD-715 planned activities. In addition, the Agency held a minimum of five (5) briefings/trainings of federal agency disability hiring tools (e.g., Schedule A, Workforce Recruitment Program (WRP), The ABCs of Reasonable Accommodation, and Computer/Electronic Accommodation Program-CAP) for approximately 279 managers and supervisors and Equal Employment Opportunity Officers.

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.

Yes No

N/A

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	
Processing applications from PWD and PWTDD	2	0	0	Kristen Arel and Anthony Napoli, Disability Recruitment Program Managers, Office of Human Resources arel.kristen@epa.gov napoli.anthony@epa.gov
Answering questions from the public about hiring authorities that take disability into account	3	0	0	Kristen Arel and Anthony Napoli, Disability Recruitment Program Managers, Office of Human Resources; Christopher Emanuel, Disability Program Manager, Office of Civil Rights arel.kristen@epa.gov napoli.anthony@epa.gov emanuel.christopher@epa.gov
Processing reasonable accommodation requests from applicants and employees	2	0	22	Amanda Sweda Reasonable Accommodation Coordinator, and Kristin Tropp, Assistant Reasonable Accommodation Coordinator, Office of Civil Rights sweda.amanda@epa.gov tropp.kristin@epa.gov
Section 508 Compliance	1	0	0	Darlene Boerlage, 508 Coordinator, Office of Environmental Information boerlage.darlene@epa.gov
Special Emphasis Program for PWD and PWTDD	3	0	0	Christopher Emanuel, Disability Program Manager, Office of Civil Rights emanuel.christopher@epa.gov Kristen Arel and Anthony Napoli, Disability Recruitment Program Managers, Office of Human Resources arel.kristen@epa.gov napoli.anthony@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.

Yes No

The Agency has provided disability program staff with sufficient training to carry out their roles and responsibilities in FY17. Trainings included, but is not limited to:

1. No FEAR Act training.
2. EEOC Section 501 Affirmative Action Plan for the Employment of Individuals with Disabilities/Targeted Disabilities; instructional guidance; and the new Part J requirements.
3. Excel Training Conference 2017 - MD-715/Disability and Reasonable Accommodation Track
4. EPA systems (e.g., Datamart, OBIEE, One Drive).
5. Refresher trainings (e.g., 29 CFR 1614.203 (e), 29 CFR 1614.203 (d)(7) of the Rehabilitation Act)

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.

Yes No

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. The Agency's statistical analysis of workforce data highlights significant differences in values. In the report, when comparisons are made, only the triggers with statistically significant decreases or increases are noted. In the Appendices, the triggers are highlighted.

A. Plan to Identify Job Applicants with Disabilities

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

In FY17, the Agency utilized a variety of programs and resources to identify qualified job applicants with disabilities including those with targeted disabilities which include, but are not limited to:

- Office of Personnel Management (OPM) has a Blanket Purchase Agreement (BPA) with Bender Consulting firm, which maintains a list of Schedule A applicants
- Veteran Employment Programs (e.g., Operations War Fighter, Wounded Warrior, Safe Harbor)
- Workforce Recruitment Program
- Special Emphasis Program Managers and Advisory Council
- Volunteer Student Programs
- Special Placement Program Coordinators (SPPC)/Disability Recruitment and Program Managers
- Pathways-Presidential Management Fellows (PMF) Program
- Pathways-Interns/Recent Graduates

In addition, the Agency has established a number of memoranda of understanding (MOUs). For example, OHR signed MOUs with the Rochester Institute of Technology/National Technical Institute for the Deaf (RIT/NTID) and Gallaudet University for the Deaf to help ensure that people with disabilities are aware of all employment opportunities in the agency.

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.

The Agency uses all available and appropriate hiring authorities to recruit and hire. Examples where PWD and PWTD are considered:

- Excepted Service, Schedule A: 5 Code of Federal Regulations (C.F.R.) section 213.3102(u)
- Disabled Veterans Affirmative Action Program (DVAAP)
- Veterans Recruitment Appointments (VRA)

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.

The Agency determines eligibility for individuals who apply using special hiring authorities such as Schedule A using the following process:

- The Agency's Shared Service Centers (SSCs) review all incoming applicants who submit Schedule A documentation designating their disability status pursuant to special hiring authority Schedule A (5 C.F.R.213.3102 (u)).
- The SSCs screen all applicants for minimum qualifications/selective factors to determine eligibility for noncompetitive, Schedule A appointments. A qualified person must have an intellectual disability, a

severe physical disability, or a psychiatric disability and must obtain a certification letter from an appropriate healthcare practitioner or disability benefit provider (e.g., a State Vocational Rehabilitation Office, the Department of Veterans Affairs) to be eligible for appointment under these special authorities.

- Disabled veterans with disability ratings of 30% or more may be considered under multiple special hiring programs.

Once eligibility is determined, the HR specialist notifies the hiring manager in accordance with applicable regulations for further consideration. Agency SSC and HR specialists, along with the SPPC, work closely with each hiring official using various communication methods to ensure that all pre- and post-appointment procedures are carried out and that applicants meet all legal and regulatory requirements for EPA position(s). The process also includes the following:

- Candidates may be selected and appointed with or without the typical formal interview process; however, the Agency recommends best practice of conducting an interview.
- A hiring manager may fill the position based on the applicant's ability to perform the duties of the position as described in the position description. They can be hired on a: 1) temporary position with a Not to Exceed (NTE) date; 2) non-temporary position with a NTE date; or 3) non-temporary excepted service position. After two years of successful performance on the job, they may be non-competitively converted to a permanent appointment.
- The hiring manager notifies the SSC of their selection, and the SSC extends an official offer based on the vacancies selection factors, determining start date based upon dialogue with the manager and selectee.
- Once an offer has been extended and prior to the entry-on-duty, a manager will discuss and verify with the selected individual on the need for any accommodation.

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.

Yes

No

N/A

In FY17, the Agency provided ongoing disability training to its hiring managers using various educational methods. These methods include coaching/mentoring, small program office discussions, instructional, on-the-job and online training (e.g., Skillport "Accessibility and Section 508 Awareness," "Reasonable Accommodation for the Federal Workplace," and "EEO and Preventing Discrimination in the Workplace"). Facilitated trainings capture the basic principles of disability awareness, laws and regulations, special hiring authorities (Schedule A), sources for job applicants, Computer Electronic/Accommodation Program (CAP), internal reasonable accommodation program and procedures, and sensitivity/cultural awareness (i.e., Disability Etiquette).

The Agency has established plans to develop additional tools for its disability program staff and managers and supervisors to identify potential PWD/PWTD and veteran qualified applicants and students. Training on how to operate and maintain an internal resume database for Schedule A applicants will follow.

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.

In FY17, the Agency and the (RIT/NTID) signed a MOU. Through this MOU, the EPA and RIT/NTID intend to collaborate in various ways, such as, the advancement of environmental education to improve awareness of national employment opportunities and other opportunities for individuals with disabilities. Additionally, the Agency's Office of Environmental Information (OEI) established an EPA-wide MOU with Gallaudet University.

This MOU will increase the cooperation between Gallaudet and the Agency in areas of mutual interest, including promoting equal opportunity in higher education, contributing to the university’s capacity to provide high-quality education, and encouraging the participation of the university in EPA programs. Gallaudet students will also be given notice of publicly available career opportunities at the Agency, through paid and unpaid internships. The Agency has also maintained the use of other programs, such as the WRP sponsored by the Department of Defense and the Department of Labor.

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) Yes No
 - b. New Hires for Permanent Workforce (PWTD) Yes No

Table B-8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Disability
Source: EPA Datamart database

The new hire rate for EPA PWD in the permanent workforce is 11.00%, slightly below the 12% benchmark indicating a trigger.

The new hire rate for EPA PWTD in the permanent workforce is 1.01% indicating a trigger when compared to the 2% benchmark.

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.
 - a. New Hires for MCO (PWD) Yes No
 - b. New Hires for MCO (PWTD) Yes No

The Agency official EEO workforce data tables prior to FY18 do not display the exact format for New Hires by MCO. In FY18, the Agency plans to re-develop its MD-715 tables to meet the new EEOC MD-715 guidance.

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.
 - a. Qualified Applicants for MCO (PWD) Yes No
 - b. Qualified Applicants for MCO (PWTD) Yes No

Table B-9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major/Mission Critical Occupations by Disability
Source: EPA Datamart database

In using the relevant applicant pool in Table 6 as the benchmark when analyzing PWD and PWTD against the six mission critical occupations, the following statistically significant triggers were identified:

MCO	PWD		Triggers	PWTD		Triggers
	Table 6 Relevant Applicant Pool	Table 9 Qualified Internal Applicant		Table 6 Relevant Applicant Pool	Table 9 Qualified Internal Applicant	
(0028) Environmental Protection	7.45%	2.70%	No	1.83%	0.77%	Yes
(0301) Misc. Administration and Program Specialist	10.02%	4.88%	Yes	2.04%	2.44%	No

(0343) Management/Program Analyst	9.24%	3.55%	No	3.27%	0.59%	No
(0401) Biologist	5.99%	2.16%	No	0.91%	0.43%	No
(0819) Environmental Engineer	6.40%	2.52%	Yes	1.71%	0.00%	No
(0905) Attorney*	-	-	N/A	-	-	N/A
(1301) Physical Scientist/Environmental Scientist	5.49%	0.00%	No	1.30%	0.00%	No

*Although the Agency has developed an internal tracking system for applicant flow specific to the (0905) Attorney, a gap prevented linking the qualification and selection data to the applicant data for FY17. The Agency anticipates a correction for FY18.

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.
- a. Promotions for MCO (PWD) Yes No
- b. Promotions for MCO (PWTD) Yes No

Table B-9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability

Source: EPA Datamart and Monster systems

The qualified applicant pool in Table 9 and participation by occupations in Table 6 were used as the benchmark when analyzing PWD and PWTD against seven major occupations, the following statistically significant triggers were identified:

MCO	PWD			Triggers	PWTD			Triggers
	Table 6 Participation	Table 9 Qualified Internal Applicant	Table 9 Selections	Yes/No	Table 6 Participation	Table 9 Qualified Internal Applicant	Table 9 Selections	Table 9 Qualified Internal Applicant
(0028) Environmental Protection	7.45%	2.93%	0.00%	Yes	1.83%	1.60%	0.00%	Yes
(0301) Misc. Administration and Program Specialist	10.02%	13.93%	6.25%	Yes	2.04%	9.43%	6.25%	No
(0343) Management/Program Analyst	9.24%	3.77%	0.00%	Yes	3.27%	1.37%	0.00%	Yes
(0401) General Biological	5.99%	2.52%	1.64%	Yes	0.91%	0.28%	0.00%	Yes
(0819) Environmental Engineer	4.94%	6.09%	2.70%	Yes	0.58%	0.43%	0.00%	Yes
(0905) Attorney*	-	-	-	N/A	-	-	-	N/A
(1301) Physical Scientist/ Environmental Scientist	5.49%	0.00%	0.00%	No	1.30%	0.00%	0.00%	No

**Although the Agency has developed an internal tracking system for applicant flow specific to the (0905) Attorney, a gap prevented linking the qualification and selection data to the applicant data for FY17. The Agency anticipates a correction for FY18.

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.

The Agency ensures awareness of advancement and internal/external opportunities where all employees can increase knowledge and skill using the Talent Hub website (a centralized experiential learning resource to a range of career development opportunities available across the agency) and job sharing. Employees at all levels are made aware using various methods of marketing (e.g., email, office announcement, intranet, newsletters). Additionally, the Agency offers opportunities that include, but are not limited to, fee/non-fee based in-person/online training. Employees, at all levels, are encouraged to participate in skill building training that will expand their opportunities to advance. In addition, courses related to federal employment search through USAJOBS, resume writing, and improving interviewing skills are available.

The Agency increases awareness of areas where employees may advance through:

Customer Service Visits: The OHR, in conjunction with the OCR, have continued to partner and explore new strategies to maintain a diverse and inclusive workplace free from discrimination and retaliation. As a continued effort to provide customer service through technical assistance, the two offices plan to schedule EEO/diversity and inclusion customer service visits and a roadshow in FY18. The roadshow will be an opportunity to educate managers about ways to advance and retain employees with disabilities and to provide information about the Schedule A hiring authority as well as stressing the importance of conversion.

Opportunities to Implement Strategies to Mitigate Unconscious Bias: In FY17, the EPA finalized its 2018-2022 Strategy for Mitigating Unconscious Bias (MUB) in the human resources selection process. To create the MUB Strategy, the Agency collected benchmark data on existing mitigation strategies being implemented within the EPA and on mitigation strategies being conducted by other Federal agencies. The Agency also reviewed current literature on best practices regarding mitigating unconscious bias in the human resources selection process. The MUB Strategy aligns with the EPA's 2017-2021 Diversity and Inclusion Strategic Plan; Executive Order 13583 – *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce* and the Report on Reducing the Impact of Bias in the STEM Workforces released in November 2016 jointly by the U.S. Office of Personnel Management (OPM) and the White House Office of Science & Technology Policy.

For the purposes of the MUB Strategy, the selection process includes any human resources process or decision made regarding recruitment, hiring, promotion, awards, development, advancement, and retention. The MUB Strategy is also designed to help EPA employees learn to recognize and mitigate the potential for unconscious bias that may exist in the workplace.

The MUB Strategy is designed to raise awareness among the EPA leaders, managers, and supervisors as well as other EPA personnel about the presence and impact of unconscious bias and offer a toolkit of proven strategies to mitigate it. To get from awareness to action, the MUB Strategy offers a three-phased approach of assessing, mitigating, and implementing actions to help reduce unconscious bias at the individual and organizational levels.

The overarching goals of the EPA's strategy to reduce unconscious bias are:

- Reduce unconscious bias in the EPA's HR selections process.
- Build unconscious bias awareness and mitigation skills among EPA employees.
- Identify and begin measuring the effectiveness of strategies to mitigate unconscious bias in the HR selection process throughout the EPA.

The scope of the strategy is specifically focused on HR selection, whether it be in the early stages of the employee's career lifecycle such as selection in recruitment and hiring, or later stages like selection for promotions that increase retention.

As part of the Agency's strategy, pilots designed to ensure transparency in existing Agency process regarding career advancement and development will be undertaken in FY18. Further, the Agency created a Blanket Purchase Agreement for diversity and inclusion activities surrounding training, data analytics, and consultative services to support Agency offices and regions.

Diversity and Inclusion Strategic Plan: The U.S. Environmental Protection Agency's 2017-2021 Diversity and Inclusion Strategic Plan (DISP) guides the Agency's efforts in sustaining the EPA as a leader in creating and maintaining a high-performing workforce that embraces diversity and inclusion and empowers all employees to achieve their full potential. The multi-year plan outlines goals, priorities and specific action items and measures developed by senior leadership and the EPA Human Resources community and concurred upon by the EPA's Diversity and Inclusion Advisory Committee (DIAC), a subcommittee of the Human Resources Council.

Goal 1 of the Plan is to diversify the federal workforce through active engagement of leadership. Action items under this goal include the following:

- The EPA's senior leaders will conduct regular informational sessions open to all employees to share information on training and career development opportunities and resources.
- The EPA's OARM will ensure that all hiring managers receive training on the use of appropriate hiring authorities and flexibilities.
- The EPA will review participation in leadership development programs and develop strategies to eliminate any barriers to participation.

Goal 2 of the Plan is to include and engage everyone in the workplace. The action item under this goal is as follows:

- The EPA's leaders and managers will use the EPA Talent Hub to promote and encourage all employees to apply for temporary full-time detail assignments, part-time projects/special assignments, temporary promotions, SES rotations and other developmental assignments.

Goal 3 of the Plan is to optimize inclusive diversity efforts using data-driven approaches. Action items under the goal include the following:

- The EPA will utilize the MD-715 reports, applicant flow data, and focus groups to identify actions that can be taken to address any potential barriers to career development and advancement identified by the Agency.
- The EPA's senior leaders will use the results of the annual Employee Viewpoint Surveys and other workforce feedback to be responsive to employees' concerns regarding opportunities for employee training, development and advancement.

Stepping Up to Supervision: The Stepping Up to Supervision workshop is open to all employees who may be interested in learning about the roles and responsibilities of formal leaderships. This is made available to PWD, including PWTDD. Each participant receives formal feedback through a multi-rater 360 assessment and is encouraged to build a development plan to help map their learning plans toward their career goals and objectives.

The EPA Successful Leader's Program: The EPA Successful Leader's Program is the Agency's mandatory program for newly promoted or hired supervisors and managers. The program contains information regarding the various hiring authorities, such as Schedule A, to reach a wide range of candidates. This is made available to PWD, including PWTDD.

Miscellaneous: The EPA also offers a wide range of learning opportunities to employees across the Agency to address a wide variety of competencies to close skill gaps and open opportunities for employees with disabilities, targeted disabilities and others to participate.

The Agency is in the process of implementing the Learning Management System (LMS) FedTalent and hopes to have it in place by July 2018. The system will allow organizations to pull reports to show the type of learning opportunities employees are engaging in and their status (when noted).

B. Career Development Opportunities

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

Employee training is encouraged and available through a variety of programs offered to all employees. Training promotes professional and personal development. Please see above write-up regarding EPA programs/activities that the Agency encourages and promotes for career development for all employees, including PWD/PWTD.

Employees with disabilities are actively encouraged to apply to these developmental opportunities. Opportunities are advertised locally and through the EPA University and the Agency's network of training officers and coordinators. Tracking of applicants in each developmental channel – internships, fellowships, mentoring, coaching, training, details and other career development programs – remains decentralized and largely anecdotal as of the writing of this report. The Agency does track employees selected for training and details through its established HR systems of record and has other mechanisms in place for limited tracking of employees selected for mentoring, fellowships and coaching.

In response to the MD-715 new guidance, the Agency will begin the process of developing Agency-wide tables beginning with the FY18 MD-715 report. The tables will include data concerning the career development opportunities that require competition and/or supervisory recommendation/approval to participate.

In July 2018, the Agency will launch its first Agency-wide LMS, currently known as FedTalent. FedTalent will interface with the Agency's HR system of record (FPPS), thereby allowing the Agency to more easily track selectees in its training and coaching programs. However, there are no features of the LMS that will allow for tracking of applicants. Given this inherent constraint in the LMS, the Agency is considering other tools at its disposal for capturing applicant data.

Internship Programs: The Agency's internship programs are decentralized. While the Agency's new LMS could be used to provide a list of current employees who were enrolled in an internship program, it is not clear whether the LMS would be able to capture information about employees who apply for internship opportunities. OHR and the SSCs will coordinate to collect internship program data for applicants and selectees in the future.

Fellowship Programs: *OHR captures applicant and selection data for LEGIS Fellows, Capitol Hill fellows and Presidential Management Fellows (PMFs) programs only. The issues listed above for internship programs also apply to fellowship programs. DRES and Policy, Planning and Training Division (PPTD) collect information about LEGIS Fellows, Capitol Hill Fellows and PMFs. SSCs may also have some fellowship program data for applicants and selectees, depending on the program.

Mentoring Programs: *The Agency's mentoring programs are managed locally. The largest mentoring program, the Learners and Leaders Collaborative Mentoring Program (LLCMP), captures mentor/mentee matches. Local human resources or program management offices may have some mentoring data for applicants and selectees, depending on the program.

Coaching Programs: *OHR's Training Branch offers coaching services to all participants in the Agency's Stepping Up to Supervision courses, in addition to ad hoc coaching services as requested. Coachees are self-selected – there is no formal application or selection process for becoming a coachee. The LMS will be able to track coaching recipients if the Agency decides it wants to do so.

Training Programs: The Agency's LMS will be able to capture employees selected to participate in training. There is no feature in the LMS that captures applicant information.

Detail Programs: OHR and the SSCs will coordinate to collect data for applicants and selectees in the future.

Other Career Development Programs: N/A

* Indicates limited availability in tracking participation rates for PWD/PWTD.

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 (%)
Internship Programs	-	-	-	-	-	-
Fellowship Programs	-	-	-	-	-	-
Mentoring Programs	-	-	-	-	-	-
Coaching Programs	-	-	-	-	-	-
Training Programs	-	-	-	-	-	-
Detail Programs	-	-	-	-	-	-
Other Career Development Programs	-	-	-	-	-	-

Agency response: The Agency will have the capability to collect certain data beginning in FY18 through FedTalent.

1. 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.

- a. Applicants (PWD) Yes No
- b. Selections (PWD) Yes No

The Agency data is unavailable for FY17 to determine triggers for all EEO groups. The current manual LMS for all employees, including PWD/PWTD, does not populate into the former **Table A/B-12 CAREER DEVELOPMENT Distributed by Disability**. The Agency will enhance its capability to collect certain data beginning in FY18 through the new FedTalent and anticipates further development to ensure data captured includes PWD/PWTD.

There is limited tracking information for PWD/PWTD.

2. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. Applicants (PWTD) Yes No
- b. Selections (PWTD) Yes No

The Agency data is unavailable for FY17 to determine triggers for all EEO groups. The current manual learning management system for all employees, including PWD/PWTD, does not populate into the former **Table A/B-12 CAREER DEVELOPMENT Distributed by Disability**. The Agency will enhance its capability to collect certain data beginning in FY18 through the new FedTalent and anticipates further development to ensure data captured includes PWD/PWTD.

There is limited tracking information for PWD/PWTD.

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) Yes No
- b. Awards, Bonuses, & Incentives (PWTD) Yes No

TABLE B-13 – Employee Recognition and Awards – Distribution by Disability (permanent workforce)
TABLE B-1 – Total Workforce – Distribution by Disability
Source: EPA Datamart database

The Agency used the inclusion rate for each EEO group as a benchmark when analyzing combined employee awards (time off and cash awards). The following triggers were identified:

FY17 Time Off and Cash Awards	Persons without Disability (Pw/oD)	Inclusion Rate for EEO Group	EPA Total Permanent Workforce Inclusion Rate/Benchmark	Trigger
Formula	[Subtract the Total # of PWD recipients from the Total # of EPA Recipients]	Inclusion Rate [Divide the Total # of PWD or PWTD into their total # in the EPA permanent workforce]	Benchmark-Inclusion Rate [Divide the Pw/oD receiving awards into their respective # in Perm Workforce]	[Triggers exist if Inclusion rate for PWD or PWTD is less than Inclusion rate for Pw/oD]
PWD	12623-930= 11693	930/1136 = 81.87%	11693/13733 = 85.14%	Yes
PWTD		234/297 = 78.79%		Yes

However, when these categories were analyzed separately, Time Off Awards (<9 hours) indicated triggers for PWTD while Time Off Awards (>9 hours) indicate triggers for both PWD/PWTD when compared to their inclusion rates. (See table below.)

FY17 Time Off Awards	Persons without Disability (Pw/oD)	Inclusion Rate for EEO Group	EPA Total Permanent Workforce Inclusion Rate/Benchmark	Trigger
Formula	[Subtract the Total # of PWD recipients from the Total # of EPA Recipients]	Inclusion Rate [Divide the Total # of PWD or PWTD recipients by their total # in the EPA permanent workforce]	Benchmark-Inclusion Rate [Divide the Pw/oD # receiving awards into their respective # in Perm Workforce]	[Triggers exist if Inclusion rate for PWD or PWTD is less than Inclusion rate for Pw/oD]
PWD <9hrs	2191-164= 2027	164/1136 = 14.44%	2027/13733 = 14.76%	No
PWTD <9hrs		41/297 = 13.80%		Yes
PWD >9hrs	2192-172= 2020	172/1136= 15.14%	2020/13733 = 14.71%	Yes
PWTD >9hrs		46/297= 15.49%		Yes

Additionally, analysis for Cash Awards (<\$500) resulted in no triggers for PWD/PWTD, while Cash Awards (>\$500) indicated triggers for both PWD/PWTD when compared to their inclusion rates. (See table below.)

FY17 Cash Awards	Persons without Disability (Pw/oD)	Inclusion Rate for EEO Group	EPA Total Permanent Workforce Inclusion Rate/Benchmark	Trigger
Formula	[Subtract the Total # of PWD recipients from the Total # of EPA Recipients]	Inclusion Rate [Divide the Total # of PWD or PWTD recipients by their total # in the EPA permanent workforce]	Benchmark-Inclusion Rate [Divide the Pw/oD # receiving awards into their respective # in Perm Workforce]	[Triggers exist if Inclusion rate for PWD or PWTD is less than Inclusion rate for Pw/oD]
PWD Cash<500	1647-144= 1503	144/1136 = 12.68%	1503/13733 = 10.94%	No
PWTD Cash<500		30/297 = 10.10%		No
PWD Cash>500	6593-450= 6143	450/1136= 39.61%	6143/13733 = 44.73%	Yes
PWTD Cash>500		117/297= 39.39%		Yes

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) Yes No
- b. Pay Increases (PWTD) Yes No

TABLE B-13 – Employee Recognition and Awards – Distribution by Disability (permanent workforce)

TABLE B-1 – Total Workforce – Distribution by Disability

Source: EPA Datamart database

The Agency used the inclusion rate for each EEO group as a benchmark comparison when analyzing quality step increases. The following triggers were identified:

FY17 Quality Step Increase	Persons without Disability (Pw/oD)	Inclusion Rate for EEO Group	EPA Total Permanent Workforce Inclusion Rate/Benchmark	Trigger
Formula	[Subtract the Total # of PWD recipients from the Total # of EPA Recipients]	Inclusion Rate [Divide the Total # of PWD or PWTD recipients by their total # in the EPA permanent workforce]	Benchmark-Inclusion Rate [Divide the Pw/oD # receiving awards into their respective # in Perm Workforce]	[Triggers exist if Inclusion rate for PWD or PWTD is less than Inclusion rate for Pw/oD]
PWD	173-11= 162	11/1136 = 0.97%	162/13733 = 1.18%	Yes
PWTD		2/297= 0.67%		Yes

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) Yes No N/A
- b. Other Types of Recognition (PWTD) Yes No N/A

TABLE B-13 – Employee Recognition and Awards – Distribution by Disability (permanent workforce) TABLE B-1 – Total Workforce – Distribution by Disability <i>Source: EPA Datamart database</i>				
The Agency used the inclusion rate for each EEO group as a benchmark when analyzing SES Performance Awards. The following triggers were identified:				
FY17 SES Performance Awards	Persons without Disability (Pw/oD)	Inclusion Rate for EEO Group	EPA Total Permanent Workforce Inclusion Rate/Benchmark	Trigger
Formula	[Subtract the Total # of PWD recipients from the Total # of EPA Recipients]	Inclusion Rate [Divide the Total # of PWD or PWTD recipients by their total # in the EPA permanent workforce]	Benchmark-Inclusion Rate [Divide the Pw/oD # receiving awards into their respective # in Perm Workforce]	[Triggers exist if Inclusion rate for PWD or PWTD is less than Inclusion rate for Pw/oD]
PWD	192-10= 182	10/1136 = 0.88%	182/13733 = 1.32%	Yes
PWTD		0/297= 0.00%		Yes

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.

- a. SES
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No

Table B-11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, and SES) POSITIONS by PWD

The Agency used Table B-11 to analyze the applicant flow of internal applicants and/or selections for promotions by grade and PWD to the senior level (analysis included grades 13-15, SES excluded). In FY18, the Agency plans to improve tracking capability for SES across all EEO categories, pursuant to EEOCs MD-715 EEO workforce tables requirements.

PWD applicants qualify at rates lower than they apply for all GS grade levels, except for GS-14. Of those qualified, PWD are internally selected at rates lower than they are qualified for grade level GS-13. Analysis to identify triggers using Table B-11 are displayed below:

Senior Grade Level	PWD				
	APPL POOL	QUAL. INTERNAL APPL	Triggers Yes/No	INTERNAL SELECTION	Triggers Yes/No
GS-13	4.82%	3.74%	Yes	1.32%	Yes
GS-14	3.77%	3.62%	No	1.59%	No
GS-15	4.22%	2.92%	Yes	0.00%	No
SES	N/A	N/A	N/A	N/A	N/A

2. 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.

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

Table B-11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, and SES) POSITIONS by PWTD

The Agency used Table B-11 to analyze the applicant flow of internal applicants and/or selections for promotions by grade and PWD to the senior level (analysis included grades 13-15, SES excluded). In FY18, the Agency plans to improve tracking capability for SES across all EEO categories pursuant to EEOCs MD-715 EEO workforce tables requirements.

PWTD applicants qualify at rates lower than their relevant applicant pool for grade level GS-13. Of those qualified, there are no triggers indicated for selection rates of PWTD for GS-13 through GS-15 grade levels. Analysis to identify triggers using Table B-11 are displayed below:

Senior Grade Level	PWTD				
	APPL POOL	QUAL. INTERNAL APPL	Triggers Yes/No	INTERNAL SELECTION	Triggers Yes/No
GS-13	1.61%	0.88%	Yes	0.00%	No
GS-14	1.10%	0.98%	No	0.79%	No
GS-15	2.98%	2.63%	No	0.00%	No
SES	NA	NA	NA	NA	NA

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.

- a. New Hires to SES (PWD) Yes No
- b. New Hires to GS-15 (PWD) Yes No
- c. New Hires to GS-14 (PWD) Yes No
- d. New Hires to GS-13 (PWD) Yes No

In FY17, the Agency could not identify any trigger using the existing EEO-MD-715 Table B-11. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the Department of Interior/Interior Business Center (DOI/IBC) and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data /snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining these snapshots in FY18 to continue its analysis.

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.

- b. New Hires to SES (PWTD) Yes No
- c. New Hires to GS-15 (PWTD) Yes No
- d. New Hires to GS-14 (PWTD) Yes No
- e. New Hires to GS-13 (PWTD) Yes No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-11. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

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.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No
- b. Managers
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Yes No
 - ii. Internal Selections (PWD) Yes No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-9. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

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.
- a. Executives
 - i. Qualified Internal Applicants (PWTD) Yes No
 - ii. Internal Selections (PWTD) Yes No
 - b. Managers
 - i. Qualified Internal Applicants (PWTD) Yes No
 - ii. Internal Selections (PWTD) Yes No
 - c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Yes No
 - ii. Internal Selections (PWTD) Yes No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-9. This table does not include a snapshot to meet EEOC’s new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

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.
- a. New Hires for Executives (PWD) Yes No
 - b. New Hires for Managers (PWD) Yes No
 - c. New Hires for Supervisors (PWD) Yes No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-8. This table does not include a snapshot to meet EEOC’s new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

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.
- a. New Hires for Executives (PWTD) Yes No
 - b. New Hires for Managers (PWTD) Yes No
 - c. New Hires for Supervisors (PWTD) Yes No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-8. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a 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 personal 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.

Yes No N/A

There were 11 Schedule A employee conversions in FY17. The Agency established a tickler system to notify its managers and supervisors of Schedule A employees eligible for conversion.

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) Yes No
 - b. Involuntary Separations (PWD) Yes No

Table B-14 - Separations by Type of Separation - Distribution by PWD - Permanent Workforce

Source: EPA Datamart database

The Agency used Table B-14 to analyze the Separations by Type (voluntary/involuntary) by distribution of PWD/PWTD. PWD/PWTD separated at higher rates compared to their inclusion rate/benchmark for all types. Analysis to identify triggers using Table B-14 are displayed below:

FY17 Separations	Persons without Disability (Pw/oD)	Inclusion Rate for EEO Group	EPA Total Permanent Workforce Inclusion Rate/Benchmark	Trigger
Formula	[Subtract the Total # of PWD from the Total # of EPA]	Inclusion Rate [Divide the Total # of PWD or PWTD by their total # in the EPA permanent workforce]	Benchmark-Inclusion Rate [Divide the Pw/oD # receiving awards into their respective # in Perm Workforce]	[Triggers exist if Inclusion rate for PWD or PWTD is higher than Inclusion rate for Pw/oD]
PWD Voluntary	622-62 = 560	62/1136 = 5.46%	560/13733 = 4.08%	Yes
PWD Involuntary	17-3 = 14	3/1136 = 0.26%	14/13733 = 0.10%	Yes

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) Yes No
- b. Involuntary Separations (PWTD) Yes No

Table B-14 - Separations by Type of Separation - Distribution by PWD - Permanent Workforce

Source: EPA Datamart database

The Agency used Table B-14 to analyze the Separations by Type (voluntary/involuntary) by distribution of PWD/PWTD. PWD/PWTD separated at higher rates compared to their inclusion rate/benchmark for all types. Analysis to identify triggers using Table B-14 are displayed below:

FY 2017 Separations	Persons without Disability (Pw/oD)	Inclusion Rate for EEO Group	EPA Total Permanent Workforce Inclusion Rate/Benchmark	Trigger
Formula	[Subtract the Total # of PWD from the Total # of EPA]	Inclusion Rate [Divide the Total # of PWD or PWTD by their total # in the EPA permanent workforce]	Benchmark-Inclusion Rate [Divide the Pw/oD # receiving awards into their respective # in Perm Workforce]	[Triggers exist if Inclusion rate for PWD or PWTD is higher than Inclusion rate for Pw/oD]
PWTD Voluntary	622-19 = 603	19/297 = 6.40%	603/13733 = 4.39%	Yes
PWTD Involuntary	17-1 = 16	1/297 = 0.34%	16/13733 = 0.12%	Yes

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 primary data source analyzed was the EPA EEO workforce data tables. Although the Agency conducts exit surveys using Survey Monkey (a link provided within the online EPA Exit Checklist), the existing survey did not identify the employee’s disability status or include questions on how the Agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities. The Agency plans to re-examine its exit survey as part of the human capital enterprise risk effort. The EPA’s plan is to streamline the agency survey followed by the formation of a sub-workgroup to review and update, as needed. OHR, as the lead, will partner with EPA OCR-AEAA and OHR-DRESA to be a part of the sub-workgroup to identify recommendations for its redevelopment, tracking and monitoring, and voluntary identifiers, such as PWD and PWTD status. The Agency anticipates developing these plans beginning in FY18.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 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.

EPA has a link to its accessibility statement available in the footer on EPA public webpages that notifies employees, applicants, and visitors about Section 508. The link takes viewers to the statement at this page: <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.

In FY17, the Agency did not have information regarding the Architectural Barriers Act on the public website. The Agency plans to add this information to the existing Accessibility page (<https://www.epa.gov/accessibility>).

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 EPA Section 508 program delivered eight (8) webinar-based trainings in FY17 to include topics such as: introduction to Section 508, Accessible Word documents, accessible websites, accessible PDFs, and accessible PowerPoint. The Agency also introduced a new training course on how to conduct accessible meetings. All the Section 508 training courses are recorded and available on demand internally at: <http://intranet.epa.gov/accessibility>.

The Section 508 Program and Section 508 Executive Council developed a three-phase assessment plan of the Agency's enterprise-wide information and communication technology (ICT) to ensure it is 508 compliant and interoperable with Assistive Technology (AT) used at the Agency (e.g. People Plus, Skillport, Talent Hub portal).

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 tracked if a request was processed within applicable timeframes but did not track average timeframes for all 356 reasonable accommodation requests in FY17. However, the Agency added this metric to its tracking tools for FY18 and is currently tracking the average timeframe for all requests.

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.

In FY17, the Agency demonstrated efficiency of its reasonable accommodations programs by processing 343 of the 356 requests (or 96.3%) within the timeframes identified in both the AFG National Reasonable Accommodation Procedures (NRAP) and the EPA Reasonable Accommodation Procedures. The Agency has attained the 90% or greater processing rate for the *seventh* consecutive year in compliance with the requirements outlined in MD-715.

The RA Program was also successful in delivering training to 185 participants, including managers/supervisors and employees as well as new/current Local Reasonable Accommodation Coordinators.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 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.

Employees with targeted disabilities may request PAS at any time through the Agency's two existing reasonable accommodation procedures, and those requests are processed in accordance to the timeframes outlined in the procedures.

In FY18, the Agency will post an addendum to the reasonable accommodation procedures on the Agency website to explain further how to request PAS. Additionally, the National Reasonable Accommodation Program will incorporate information about PAS in the reasonable accommodation training to managers/supervisors and employees.

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?
Yes No N/A
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?
Yes No N/A
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.

The Agency had no findings of discrimination alleging harassment based on disability status within the last fiscal year.

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?
Yes No N/A
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?
Yes No N/A
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.

The Agency had no findings of discrimination involving the failure to provide a reasonable accommodation within the last fiscal year.

Section VII: Identification and Removal of Barriers

Proactive Prevention - 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.

- Has the Agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?
Yes No
- Has the Agency established a plan to correct the barrier(s) involving PWD and/or PWTD?
Yes No N/A
- 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.

Trigger 1	Inability to identify triggers using the existing EPA MD-715 workforce tables (Datamart and Monster).	
Barrier(s)	Insufficient EEO workforce tables that do not meet the new EEOC guidance on triggers and barrier analysis for persons with disabilities and targeted disabilities.	
Objective(s)	Ensure that EPA EEO workforce tables reflect EEOCs new formatting requirements to help identify triggers and conduct barrier analysis for PWD/PWTD (i.e., new hires by grades and occupations, career development for PWD/PWTD by grades and occupations).	
Responsible Official(s)	Director, ITD/OHR Director, OCR Assistant Director, AEAA/OCR Shared Service Centers Department of Interior/Interagency Business Center (Monster/Datamart) EEOC/OPM	
Performance Standards Address the Plan? (Yes or No)		No
Barrier Analysis Process Completed? (Yes or No)		No
Barrier(s) Identified? (Yes or No)		No
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	EPA's existing EEO workforce tables were reviewed resulting in limited analysis to meet Part J requirements.
Complaint Data (Trends)	Yes	EPA's EEO Form 462 was reviewed.
Grievance Data (Trends)	N/A	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	EPA's EEO Form 462 was reviewed.
Climate Assessment Survey (e.g., FEVS)	N/A	
Exit Interview Data	Yes	EPA's existing Exit Surveys were reviewed resulting in limited analysis to meet Part J requirements.
Focus Groups	N/A	
Interviews	N/A	

Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	N/A			
Other (Please Describe)	N/A			
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
1/30/2018	OCR, with PPTD/OHR will discuss the Agency's plans to track the applicant flow of career development program; and incorporate those data into the new EEOC MD-715 tables A/B 7 and 8.	Yes		1/22/2018
02/28/2018	OCR, with systems partners - ITD/OHR and the Department of Interior/Internal Business Center (DOI/IBC) will begin coordination of planned activities to address EEOC new guidance on workforce data.	Yes		02/16/2018
04/26/2018	OCR, with systems partners - ITD/OHR and the Department of Interior/Internal Business Center (DOI/IBC) will discuss reasonable options.	Yes		04/26/2018
05/30/2018	OCR, with PPTD/OHR will identify specific system changes (e.g., Talent Hub; Fed Talent; local level tracking systems) to meet the required output for the career development program	Yes		
05/30/2018	OHR/ITD and DOI/IBC will identify specific system changes to meet the required output (Tables A/B 1-9).	Yes		
05/30/2018	OHR/ITD and MONSTER will identify specific system changes to meet the required output (Tables A/B 1-9).	Yes		
09/30/2018	The agency will seek assistance from DOI/IBC to complete all system requirements necessary to meet OPM and EEOC's new guidance for workforce tables.	N/A		
10/30/2018	OHR and OCR will test new systems for data output.	Yes		
10/30/2018	OCR will confirm appropriate output and begin use for FY19.	Yes		
Fiscal Year	Accomplishments			

Trigger 2	PWD/PWTD separation rates are higher than their participation rates in the EPA total workforce.
Barrier(s)	The Agency's current exit survey does not capture EEO demographic status. The current exit survey is standard across the Agency.
Objective(s)	Create an effective exit survey tool that collects voluntary EEO demographic status to contribute to the Agency's barrier analysis of all EEO demographic groups.
Responsible Official(s)	Director, OHR Director, PPTD/OHR Director, DRES/OHR Director, OCR

	Assistant Director, AEAA/OCR			
Performance Standards Address the Plan? (Yes or No)		No		
Barrier Analysis Process Completed? (Yes or No)		No		
Barrier(s) Identified? (Yes or No)		No		
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected		
Workforce Data Tables	Yes	EPAs existing EEO workforce tables were reviewed resulting in limited analysis to meet Part J requirements.		
Complaint Data (Trends)	Yes	EPA's EEO Form 462 was reviewed.		
Grievance Data (Trends)	No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	None reported		
Climate Assessment Survey (e.g., FEVS)	N/A			
Exit Interview Data	Yes	EPA's existing Exit Surveys were reviewed resulting in limited analysis to meet Part J requirements.		
Focus Groups	No			
Interviews	No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	N/A			
Other (Please Describe)	N/A			
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
6/30/2018	OHR/PPTD will develop questions related to all areas of employment and career development, and incorporate them into exit interviews and surveys for all EEO groups, including individuals with disabilities.	Yes		
6/30/2018	OHR/PPTD will provide a comprehensive plan of implementation for all exit interviews and surveys to all managers, supervisors, and employees.	Yes		
6/30/2018	OHR/PPTD will coordinate with OCR on a schedule to receive quarterly data that will contribute to Agency barrier analyses (e.g., individuals with disabilities).	Yes		
9/30/2018	OHR/PPTD will provide, to OCR, the raw data, a comprehensive analysis, and summary of exit interviews and survey results which will serve as a data sample for Agency barrier analysis by June each year.	Yes		
Fiscal Year	Accomplishments			

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

N/A

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

In FY17, OHR, as the lead on data systems, responded to OCR's request to revisit the formatting of MD-715 EEO workforce data Tables A/B to meet EEOC's new FY17 guidance for Part J and other related MD-715 parts. This led to OCR coordinating a meeting between ITD/OHR and DOI/IBC to understand the internal system requirements (i.e., coding) necessary to obtain the appropriate output of some new MD-715 EEO workforce data tables. Simultaneously ITD/OHR consulted with Monster to modify its existing Statement of Work so the Agency can meet the requirements to collect applicant flow for all EEO groups, including PWD/PWTD.

In addition, PPTD/OHR responded to the new EEOC guidance which requires the Agency to capture applicant flow in its career development program. The Agency recognizes that its current systems (LMS and those managed locally) are limited in their ability to capture this type of data. PPTD/OHR will look for other channels for obtaining this data. The options presented in the interim are as follows:

1. Request local human resources and program management offices to track the applicant, qualification, referred, and selectee data for all career development programs.
2. Request TalentHub system expansion to capture applicant flow on all details, internships, fellowships and other developmental programs.

3. 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 new FY18 planned activities outlined above are intended to address data tracking details for career development, and other areas of the employment life cycle, including applicant flow.

EPA FY17 Highlights for PWD/PWTD

The National Disability Employment Program Manager (DEPM), along with the Office of Environmental Information (OEI) and OHR, co-sponsored the National Disability Employment Awareness Month Program (NDEAM). This training was conducted by the DEPM, Autism SPEAKS, Al-Mohamed, and the Department of Labor (DOL), Office of Disability Employment Program (ODEP). Various other briefings were presented at staff meetings and technical assistance visits throughout the year.

Additionally, Agency-wide training was provided to EPA SEPMs on: MD-715 applicant flow data for PWTD hires; "*SEPMs: How You Can Conduct a 20-Minute Briefing/Brown-Bag Training on Disability Hiring Tools to Hiring Managers.*" which included sources such as the WRP and the special hiring authorities.

Memorandum of Understanding Between the EPA and the Rochester Institute of Technology/National Technical Institute

In FY17, the OHR supported Region 2 in establishing a MOU with the Rochester Institute of Technology/National Technical Institute for the Deaf (RIT/NTID). The MOU with RIT/NTID was finalized and signed in September 2017. This partnership lead to developing a workgroup that would manage implementation of the MOU. Its purpose is to increase cooperation between the colleges and the EPA in areas of mutual interest, including promoting equal opportunity in higher education, contributing to the college's capacity to provide high-quality education, and encouraging the participation of the RIT/NTID colleges in the EPA programs. This MOU also allows for RIT/NTID and the EPA to work closely together to increase awareness of career opportunities in the Agency through paid and unpaid internships.

Memorandum of Understanding Between the EPA and Gallaudet University

OHR supported the OEI in establishing an MOU with Gallaudet University. The MOU will increase cooperation between Gallaudet and the EPA in areas of mutual interest, including promoting equal opportunity in higher education, contributing to the college's capacity to provide high-quality education, and encouraging the participation of the college in EPA programs. This MOU also allows for Gallaudet and the EPA to work closely together to increase awareness of career opportunities in the Agency through paid and unpaid internships.

Memorandum of Understanding Between the EPA and the University of Massachusetts Boston

During the first quarter of FY17, EPA Region 1 signed a MOU with the University of Massachusetts Boston to expand upon the existing relationship that increases awareness of potential employment and experiential opportunities to students interested in environmental careers. This MOU also facilitates the EPA's ability to recruit from a talented and diverse pool of students for future vacancies as they become available.

Strengthened Contract Procedures Associated with the Sign Language Interpreter Program

The EPA is committed to providing quality sign language interpreting services to its D/HH employees, job applicants, and the general public attending EPA events. These services enable EPA employees to perform the essential duties of their job and job applicants to have full access to EPA employment opportunities. EPA also provides sign language interpretation services to enable the general public to engage in EPA-facilitated informational and educational events. The Sign Language Interpretation Services Contract for EPA headquarters is managed by the OHR. During FY17, OHR formed a working group to collaborate with the EPA OCR's National Reasonable Accommodation Program and the Office of General Counsel (OGC) to develop procedures to enable users of the EPA headquarters sign language interpretation services contract to identify personal preferences when requesting services. The procedures:

- Ensure a consistent process for indicating personal preferences and receiving sign language interpretation services; and
- Improve the ability for users of the contract to:
 - Identify support requirements;
 - Identify key behaviors, skills and knowledge that an interpreter must have to effectively support communication;
 - Identify Preferred Providers that they wish to work with;
 - Provide feedback on their experience using the contract and the interpreters they work with; and
 - Identify interpreters that they do not want to work with.

Before implementing the procedures, OHR conducted a pilot from September through December 2017 to gather additional input from D/HH employees at EPA headquarters and to:

- Understand the impact of the draft procedures on the user community;
- Provide an opportunity for users of the contract to identify needed improvements;
- Identify any additional resources that are needed to support understanding and/or execution of the procedures; and
- Determine a recommended roll-out strategy.

Disabled Veterans Affirmative Action Program (DVAAP)

During FY17, the EPA was granted and utilized its Voluntary Early Retirement Authority (VERA) and offered Voluntary Separation Incentive Payments (VSIP). As a result of VERA/VSIP, the Agency lost 560 permanent employees during FY17. Despite the loss of permanent employees and the decrease in recruiting activities across the Agency, the total number of newly hired disabled veterans in FY17 in the EPA, including those who are 30% or more disabled, represented approximately 16% (99) of all new hires (876).

At the end of FY17, the total number of disabled veterans who were 30% or more disabled in the EPA workforce represented 2.5% (357) of the Agency's permanent workforce. At the end of FY17, the total number of all disabled veterans in the EPA, including those who were 30% or more disabled, represented 3.7% (529) of the Agency's permanent workforce.

With the creation and establishment in the OHR of a Veterans Employment Program in response to the Executive Order, *Increasing the Opportunities for Veterans to be Employed by the Federal Government*, the EPA supports

increasing the number of disabled veterans as a percentage of the new hires in its workforce. Recruitment methods employed during FY17 included:

- Creating a fillable template flyer that advertises positions seeking 30% or more disabled veterans on Facebook (Feds Hire Vets page) and through Twitter;
- Working jointly with internal and external stakeholders; including selective placement program staff concerned with affirmative action for the disabled, the Veteran's Employee Service of the DOL, state and local employment agencies, private veteran's assistance centers, outreach units from defense organizations, and other federal agencies, to identify qualified applicants for vacant Agency positions;
- Working with the Veterans' Affairs Vocational Rehabilitation and Employment Program to explore on-the-job training programs for disabled veterans and spouses;
- Leveraging skills banks and applicant pools;
- Hosting Federal career information panels and seminars;
- Using re-employment priority lists; and
- Using EPA databases and mailing lists that include veteran organizations.

Career development training is made available to all employees, including disabled veterans. These training opportunities are available in person or online. Some have a fee associated with them, and some are made available at no charge. Employees are encouraged to use the training to increase their knowledge of their current positions and support them in career advancement. Additionally, courses related to finding federal employment, resume writing and improving interviewing skills are available.

The Veterans Employment Program Officer within the OHR:

- Provided guidance and instructions to program and regional offices (local levels);
- Devoted adequate resources to the program;
- Informed local Agency officials of their program responsibilities;
- Coordinated with the OHR Director in reviewing and approving the annual accomplishments report for timely submission to OPM, Human Resources Officers and Program Management Officers throughout the Agency, where appropriate;
- Developed local recruiting program and plans based on guidelines and expectations set by the Agency's Veteran's Employment Program Officer;
- Interpreted legislation, regulations, and policy pertinent to affirmative action and selective placement to explain and support the use of competitive procedures and special appointing authorities to employ qualified disabled veterans;
- Utilized both internal and external recruiting sources to increase hiring of disabled veterans;
- Ensured that vacancy announcements contained the required statements concerning veterans' preference, the Veterans Employment Opportunities Act, and reasonable accommodations as appropriate;
- Evaluated local progress in meeting goals and submitted appropriate reports to the Veteran Employment Program Officer;
- Created awareness among all managers and supervisors of their affirmative action responsibilities under the provisions of this program, and special appointing authorities available for use under this program; and
- Appointed or designated, on a full-time or collateral basis, a Veterans Coordinator who:
 1. Advocated hiring, placement, and advancement of qualified disabled veterans.

2. Responded to requests for information on the DVAAP Plan and related activities from the Veterans Employment Program Officer and to requests from external customers.

Resurvey of the Workforce Campaign

The EPA is committed to be a model employer of individuals with disabilities. Accordingly, during August – September 2017, OHR led an initiative to re-survey the EPA workforce and encouraged all employees to self-identify or update their information using the OPM’s revised Standard Form 256-Self Identification of Disability through Employee Express, <https://www.employeeexpress.gov/>. OHR posted virtual flyers, banners, issued reminders to supervisors and published articles in the EPA newsletter regarding this initiative.

EPA 2017 – 2021 Diversity and Inclusion Strategic Plan (DISP)

The DISP was published to strengthen the management of the Agency’s outreach, diversity and inclusion efforts, including development of a strategy to safeguard against unconscious bias in the hiring and selection process.

- Issued the EPA’s 2017-2021 Diversity and Inclusion Strategic Plan, which serves to support and facilitate education, outreach and training on diversity and inclusion, was drafted and implemented.
 - The DISP features numerous initiatives, including employing culture change strategies, such as the New Inclusion Quotient (New IQ) initiative and diversity and inclusion dialogues that will be implemented in support of the plan.
 - The implementation of such initiatives is being tracked via an annual roadmap and implementation plan.
 - OHR worked with the DIAC to draft and implement the FY17 Roadmap and Implementation Plan in June 2017. The results were reported out during the September 28, 2017 DIAC meeting.
- OHR, in conjunction with the OCR, completed a Strategic Plan for Mitigating Bias in EPA by September 30, 2017. The strategy includes:
 - Employing culture change strategies, such as the New IQ initiative and diversity and inclusion dialogues; and
 - Providing training and education on cultural competency, implicit bias awareness, and inclusion learning for all employees.

Free Seminar: “Interacting and Working with Individuals who are Deaf and Hard of Hearing”

On May 17, 2017, OHR sponsored a free presentation, open to EPA headquarters employees titled: “Interacting and Working with Individuals who are Deaf and Hard of Hearing.” This presentation provided attendees with a foundation for appropriate interactions with deaf people in the local community and workplace.

Affirmative Employment Accountability and Analysis

In FY17, the National Disability Program Manager worked with the EEO Officers and Program Management Officers to provide guidance and information on their MD-715 action plans and MD-715 Part J submissions related to PWD/PWTD data in their regions and program offices. This effort was undertaken to explore possible attitudinal or institutional barriers that may contribute to the increased separations rates of PWTD.

Manager and Supervisor Awareness

Efforts to increase manager and supervisor awareness of individuals with disabilities included the following:

- Promoted Schedule A hiring by providing trainings to bring awareness to EPA hiring managers and supervisors about hiring, converting and promoting more qualified employees with disabilities.
- Conducted Schedule A training curriculum to help EPA hiring managers and supervisors learn about the hiring process and how employees hired on Schedule A may be converted to permanent status. Other training provided throughout the year covered topics such as unconscious bias and attitudinal barriers, stereotypical assumptions/thinking, and perceptions based on a person’s appearance that may lead a reviewer to question the ability of applicants with disabilities to perform the duties of the job.

- The National Disability Program Manager provided EPA-wide training to the SEPMS on the MD-715 applicant flow data on hires and separations of PWTD at the EPA.

Reasonable Accommodation Program

In FY17, the EPA finalized the design and functionality of the Reasonable Accommodation Management System (RAMS), which will enable OCR to analyze disability related RA data, identify trends, and provide metrics in real time. A template for travel-related RA requests was also developed to meet GSA requirements. The EPA reinitiated the monthly reporting of RA numbers to AFGE consistent with the negotiated RA procedures. During FY17, the Agency processed a total of 356 requests for a reasonable accommodation. The following is a summary and analysis of these requests:

- A total of 307 of the 356 requests (or 86.2%) were processed and concluded in FY17:
 - 253 of the 356 (or 71.1%) were approved;
 - 4 of the 356 (or 1.1%) were denied;
 - 32 of the 356 (or 9.0%) were withdrawn by the employee;
 - 3 of the 356 (or 0.8%) were denied under RA but with some relief offered outside of the RA process; and
 - 15 of the 356 (or 4.2%) closed.
- A total of 49 of the 356 (or 13.8%) remain in pending status:
 - 232 of the 356 (or 65.2%) were AFGE requests;
 - 122 of the 356 (or 34.3%) were non-AFGE requests (other unions, management, non-bargaining status);
 - 5 of the 356 (or 1.4%) were requests from new employees; and
 - 2 of the 356 (or 0.6%) were applicants.
- In addition to tracking the number of new requests received, the RA Program also began tracking inquiries on existing RAs and other RA-related questions and actions (e.g., disability retirement, affidavits, updating a new manager on an employee's RA in place, etc.) The National RA Program received 527 inquiries in FY17.
- The RA Program delivered training to 185 participants, including OEI and OLEM management, OARM employees and management, PMOs/HROs as well as our new/current Local Reasonable Accommodation Coordinators.
- The Agency processed 343 of the 356 requests (or 96.3%) within the timeframes identified in both the AFGE National Reasonable Accommodation Procedures (NRAP) and the EPA Reasonable Accommodation Procedures. The Agency has attained the 90% or greater processing rate for the seventh consecutive year in compliance with the requirements outlined in MD-715.

The AFGE NRAP requires the Agency to make a decision regarding an employee's request within 25 days of the request, absent extenuating circumstance. The EPA RA Procedures require the Agency to make a decision regarding an employee's request within 10 days of the request, also absent extenuating circumstance. If any extenuating circumstance exists, both sets of procedures, as well as guidance from EEOC, allow for a reasonable extension to the established timelines. Extenuating circumstances may include, but not limited to:

- Management Decision Maker (DM) requests and extension of the timeline;
- Employee requests an extension of the timeline;
- Employee and/or DM are unable to meet to discuss the request due to scheduling problems for one or both;
- Employee is out on extended leave;
- Waiting for a response from the Department of Defense/Computer Electronic Accommodation Program for approval/denial; and
- Waiting for medical information to be submitted by a health care professional.

The RA Program effectively manages and monitors the EPA partnership agreement with the Department of Defense/Computer Electronic Accommodation Program to ensure that appropriate referrals are made.

Section 508

EPA's Section 508 Executive Council is comprised of senior leaders from across the Agency. The Executive Council is responsible for guiding the Agency's Section 508 program as it strives to improve EPA's adherence to Section 508 and implement the refreshed Section 508 information and communication technology (ICT) standards. In FY17, the Executive Council met quarterly to provide leadership to the Section 508 program. The Section 508 Program held two community forums to raise awareness and provide stakeholders information on Section 508 issues, concerns and resolutions.

In FY17, the Section 508 program delivered 8 webinar-based trainings on five topics including; Introduction to Section 508, Accessible Word documents, accessible websites, Accessible PDFs, and Accessible PowerPoint. A new training course was also developed on how to conduct accessible meetings. All the Section 508 training courses were recorded and are available on demand at: <http://intranet.epa.gov/accessibility>.

In FY17, the Section 508 program held two meetings with the Agency Section 508 Liaisons to provide training, outreach, and updates on the newly revised Section 508 standards and the requirements for complying with the standards. Each program and regional office has a Section 508 Liaison to help EPA staff with Section 508 requirements and activities. Section 508 Liaisons support the Section 508 program and respond to questions and issues for their respective offices.

The Section 508 intranet site was updated and expanded to include Quick Reference Guides and other resources to help EPA staff meet Section 508 and accessibility requirements at: <http://intranet.epa.gov/accessibility>.

APPENDIX: EPA DATA TABLES

Table A-1

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																			
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex																			
Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY																
			Hispanic or Latino					Non-Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
TOTAL																			
FY14	#	15905	7824	8081	457	543	5982	4805	733	2023	505	520	7	9	42	64	98	117	
	%	100%	49.19%	50.81%	2.87%	3.41%	37.61%	30.21%	4.61%	12.72%	3.18%	3.27%	0.04%	0.06%	0.26%	0.40%	0.62%	0.74%	
FY15	#	15566	7642	7924	452	543	5820	4725	736	1973	530	544	8	11	71	83	25	45	
	%	100%	49.09%	50.91%	2.90%	3.49%	37.39%	30.35%	4.73%	12.68%	3.40%	3.49%	0.05%	0.07%	0.46%	0.53%	0.16%	0.29%	
FY16	#	15742	7694	8048	467	557	5813	4798	770	1973	536	573	8	8	74	84	24	49	
	%	100%	48.88%	51.12%	2.97%	3.54%	36.93%	30.48%	4.89%	12.53%	3.40%	3.64%	0.05%	0.05%	0.47%	0.53%	0.15%	0.31%	
FY17	#	15747	7693	8054	481	584	5787	4800	768	1936	543	575	9	9	74	88	26	51	
	%	100%	48.85%	51.15%	3.05%	3.71%	36.75%	30.48%	4.88%	12.29%	3.45%	3.65%	0.06%	0.06%	4.70%	5.60%	0.17%	3.20%	
CLF 2010 (Benchmark)	%	100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
Org CLF	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Alternate Benchmark	%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Difference	#	5	-1	6	14	27	-26	2	-2	-37	7	2	1	1	0	4	2	2	
Ratio Change	%	0.00%	-0.02%	0.02%	0.09%	0.17%	-0.18%	0.00%	-0.01%	-0.24%	0.04%	0.01%	0.01%	0.01%	0.00%	0.03%	0.01%	0.01%	
Net Change	%	0.03%	-0.01%	0.07%	3.00%	4.85%	-0.45%	0.04%	-0.26%	-1.88%	1.31%	0.35%	12.50%	12.50%	4.76%	8.33%	4.08%		
PERMANENT																			
FY14	#	14976	7224	7752	441	532	5479	4552	709	1988	460	494	6	8	37	63	92	115	
	%	100%	48.24%	51.76%	2.94%	3.55%	36.59%	30.40%	4.73%	13.27%	3.07%	3.30%	0.04%	0.05%	0.25%	0.42%	0.61%	0.77%	
FY15	#	14620	7051	7569	441	531	5320	4461	710	1930	485	509	7	10	65	83	23	45	
	%	100%	48.23%	51.77%	3.02%	3.63%	36.39%	30.51%	4.86%	13.20%	3.32%	3.48%	0.05%	0.07%	0.44%	0.57%	0.16%	0.31%	
FY16	#	14732	7070	7662	456	546	5289	4510	741	1932	485	529	7	8	69	83	22	49	
	%	100%	47.99%	52.01%	3.10%	3.71%	35.90%	30.61%	5.03%	13.11%	3.29%	3.59%	0.05%	0.05%	0.47%	0.56%	0.15%	0.33%	
FY17	#	14869	7123	7746	467	576	5309	4558	745	1910	495	545	8	9	70	88	25	51	
	%	100%	47.91%	52.09%	3.14%	3.87%	35.71%	30.65%	5.01%	12.85%	3.33%	3.67%	0.05%	0.06%	0.47%	0.59%	0.17%	0.34%	
CLF 2010 (Benchmark)	%	100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
Difference	#	137	53	84	11	30	20	48	4	-22	10	16	1	1	1	5	3	2	
Ratio Change	%	0%	-0.09%	0.09%	0.05%	0.17%	-0.20%	0.04%	-0.02%	-0.27%	0.04%	0.07%	0.01%	0.01%	0.00%	0.03%	0.02%	0.01%	
Net Change	%	0.93%	0.75%	1.10%	2.41%	5.49%	0.38%	1.06%	0.54%	-1.14%	2.06%	3.02%	14.29%	12.50%	1.45%	6.02%	13.64%	4.08%	
TEMPORARY																			
FY14	#	929	600	329	16	11	503	253	24	35	45	26	1	1	5	1	6	2	
	%	100%	64.59%	35.41%	1.72%	1.18%	54.14%	27.23%	2.58%	3.77%	4.84%	2.80%	0.11%	0.11%	0.54%	0.11%	0.65%	0.22%	
FY15	#	946	591	355	11	12	500	264	26	43	45	35	1	1	6	0	2	0	
	%	100%	62.47%	37.53%	1.16%	1.27%	52.85%	27.91%	2.75%	4.55%	4.76%	3.70%	0.11%	0.11%	0.63%	0%	0.21%	0%	
FY16	#	1010	624	386	11	11	524	288	29	41	51	44	1	0	5	1	2	0	
	%	100%	61.78%	38.22%	1.09%	1.09%	51.88%	28.51%	2.87%	4.06%	5.05%	4.36%	0.10%	0%	0.50%	0.10%	0.20%	0%	
FY17	#	878	570	308	14	8	478	242	23	26	48	30	1	0	4	0	1	0	
	%	100%	64.92%	35.08%	1.59%	0.91%	54.44%	27.56%	2.62%	2.96%	5.47%	3.42%	0.11%	0%	0.46%	0%	0.11%	0%	
CLF 2010 (Benchmark)	%	100%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
Difference	#	-132	-54	-78	3	-3	-46	-46	-6	-15	-3	-14	0	0	-1	-1	-1	0	
Ratio Change	%	0%	3.14%	-3.14%	0.51%	-0.18%	2.56%	-0.95%	-0.25%	-1.10%	0.42%	-0.94%	0.01%	0.00%	-0.04%	-0.10%	-0.08%	0.00%	
Net Change	%	-13.07%	-8.65%	-20.21%	27.27%	-27.27%	-8.78%	-15.97%	-20.69%	-36.59%	-5.88%	-31.82%	0.00%	0%	-20.00%	-100.00%	-50.00%	0%	

Source: Datamart
Download Date: 09/14/2017

Total, Permanent, and Temporary WORKFORCE Compared to CLF (p-values)																		
TOTAL WORKFORCE (p-values)																		
FY14 to CLF			0.000	1.000	0.000	0.000	0.032	0.000	0.000	1.000	1.000	1.000	0.135	0.326	0.000	0.013	1.000	1.000
FY15 to CLF			0.000	1.000	0.000	0.000	0.008	0.000	0.000	1.000	1.000	1.000	0.241	0.592	0.060	0.551	0.006	0.623
FY16 to CLF			0.000	1.000	0.000	0.000	0.000	0.000	0.000	1.000	1.000	1.000	0.230	0.230	0.094	0.554	0.003	0.796
FY17 to CLF			0.000	1.000	0.000	0.000	0.000	0.000	0.000	1.000	1.000	1.000	0.338	0.338	0.094	0.714	0.008	0.867
PERMANENT WORKFORCE (p-values)																		
FY14 to CLF			0.000	1.000	0.000	0.000	0.000	0.000	0.000	1.000	1.000	1.000	0.102	0.281	0.000	0.033	1.000	1.000
FY15 to CLF			0.000	1.000	0.000	0.000	0.000	0.000	0.000	1.000	1.000	1.000	0.200	0.554	0.044	0.756	0.006	0.766
FY16 to CLF			0.000	1.000	0.000	0.000	0.000	0.000	0.007	1.000	1.000	1.000	0.193	0.299	0.097	0.735	0.003	0.898
FY17 to CLF			0.000	1.000	0.000	0.000	0.000	0.000	0.005	1.000	1.000	1.000	0.289	0.408	0.103	0.863	0.013	0.933
TEMPORARY WORKFORCE (p-values)																		
FY14 to CLF			1.000	0.000	0.000	0.000	1.000	0.000	0.000	0.000	1.000	0.974	0.861	0.861	0.597	0.043	0.988	0.518
FY15 to CLF			1.000	0.000	0.000	0.000	1.000	0.000	0.000	0.006	1.000	1.000	0.857	0.857	0.732	0.007	0.554	0.070
FY16 to CLF			1.000	0.000	0.000	0.000	1.000	0.000	0.000	0.000	1.000	1.000	0.842	0.493	0.519	0.030	0.512	0.059
FY17 to CLF			1.000	0.000	0.000	0.000	1.000	0.000	0.000	0.000	1.000	0.999	0.873	0.541	0.471	0.009	0.334	0.085

Table B-1

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)															
Table B1 - Total Workforce - Distribution by Disability															
Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	Not Identified	-1 (06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32- 38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation / Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
TOTAL WORKFORCE - Permanent and Temporary															
FY14	#	15905	14491	292	1122	378	27	43	12	188	14	27	7	57	3
	%	100%	91.11%	1.84%	7.05%	2.38%	0.17%	0.27%	0.08%	1.18%	0.09%	0.17%	0.04%	0.36%	0.02%
FY15	#	15566	14115	319	1132	364	28	43	11	172	14	29	6	59	2
	%	100%	90.68%	2.05%	7.27%	2.34%	0.18%	0.28%	0.07%	1.10%	0.09%	0.19%	0.04%	0.38%	0.01%
FY16	#	15741	14168	401	1172	345	27	37	9	152	13	28	6	71	2
	%	100%	90.01%	2.55%	7.45%	2.19%	0.17%	0.24%	0.06%	0.97%	0.08%	0.18%	0.04%	0.45%	0.01%
FY17	#	15747	14071	491	1185	303	23	35	8	121	7	27	4	76	2
	%	100%	89.36%	3.12%	7.53%	1.92%	0.15%	0.22%	0.05%	0.77%	0.04%	0.17%	0.03%	0.48%	0.01%
Federal Goal	#				12.00%	2.00%									
Difference	#	6	-97	90	13	-42	-4	-2	-1	-31	-6	-1	-2	5	0
Ratio Change	%	0.00%	-0.65%	0.57%	0.08%	-0.27%	-0.03%	-0.01%	-0.01%	-0.20%	-0.04%	-0.01%	-0.01%	0.03%	0.00%
Net Change	%	0.04%	-0.68%	22.44%	1.11%	-12.17%	-14.81%	-5.41%	-11.11%	-20.39%	-46.15%	-3.57%	-33.33%	7.04%	0.00%
PERMANENT WORKFORCE															
FY14	#	14976	13646	249	1081	372	26	43	12	185	14	26	7	56	3
	%	100%	91.12%	1.66%	7.22%	2.48%	0.17%	0.29%	0.08%	1.24%	0.09%	0.17%	0.05%	0.37%	0.02%
FY15	#	14620	13262	267	1091	359	28	43	11	170	14	27	6	58	2
	%	100%	90.71%	1.83%	7.46%	2.46%	0.19%	0.29%	0.08%	1.16%	0.10%	0.18%	0.04%	0.40%	0.01%
FY16	#	14722	13276	323	1123	338	26	37	9	151	13	26	6	68	2
	%	100%	90.18%	2.19%	7.63%	2.30%	0.18%	0.25%	0.06%	1.03%	0.09%	0.18%	0.04%	0.46%	0.01%
FY17	#	14869	13325	408	1136	297	23	35	8	120	7	25	4	73	2
	%	100%	89.62%	2.74%	7.64%	2.00%	0.15%	0.24%	0.05%	0.81%	0.05%	0.17%	0.03%	0.49%	0.01%
Federal Goal	#				12.00%	2.00%									
Difference	#	147	49	85	13	-41	-3	-2	-1	-31	-6	-1	-2	5	0
Ratio Change	%	0.00%	-0.56%	0.55%	0.01%	-0.30%	-0.02%	-0.02%	-0.01%	-0.22%	-0.04%	-0.01%	-0.01%	0.03%	0.00%
Net Change	%	1.00%	0.37%	26.32%	1.16%	-12.13%	-11.54%	-5.41%	-11.11%	-20.53%	-46.15%	-3.85%	-33.33%	7.35%	0.00%
TEMPORARY WORKFORCE															
FY14	#	929	845	43	41	6	1	0	0	3	0	1	0	1	0
	%	100%	90.96%	4.63%	4.41%	0.65%	0.11%	0.00%	0.00%	0.32%	0.00%	0.11%	0.00%	0.11%	0.00%
FY15	#	946	853	52	41	5	0	0	0	2	0	2	0	1	0
	%	100%	90.17%	5.50%	4.33%	0.53%	0.00%	0.00%	0.00%	0.21%	0.00%	0.21%	0.00%	0.11%	0.00%
FY16	#	1019	892	78	49	7	1	0	0	1	0	2	0	3	0
	%	100%	87.54%	7.65%	4.81%	0.69%	0.10%	0.00%	0.00%	0.10%	0.00%	0.20%	0.00%	0.29%	0.00%
FY17	#	878	746	83	49	6	0	0	0	1	0	2	0	3	0
	%	100%	84.97%	9.45%	5.58%	0.68%	0.00%	0.00%	0.00%	0.11%	0.00%	0.23%	0.00%	0.34%	0.00%
Federal Goal	#				12.00%	2.00%									
Difference	#	-141	-146	5	0	-1	-1	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	-2.57%	1.80%	0.77%	0.00%	-0.10%	0.00%	0.00%	0.02%	0.00%	0.03%	0.00%	0.05%	0.00%
Net Change	%	-13.84%	-16.37%	6.41%	0.00%	-14.29%	-100.00%	0%	0%	0.00%	0%	0.00%	0%	0.00%	0%

Source: Datamart
Download Date:
09/14/2017

TOTAL WORKFORCE - Permanent and Temporary Workforce Compared to Disability Goals(p-values)															
FY14 to Goal					0.000	1.000									
FY15 to Goal					0.000	0.999									
FY16 to Goal					0.000	0.958									
FY17 to Goal					0.000	0.259									
PERMANENT WORKFORCE (p-values)															
FY14 to Goal					0.000	1.000									
FY15 to Goal					0.000	1.000									
FY16 to Goal					0.000	0.995									
FY17 to Goal					0.000	0.507									
TEMPORARY WORKFORCE (p-values)															
FY14 to Goal					0.000	0.001									
FY15 to Goal					0.000	0.000									
FY16 to Goal					0.000	0.001									
FY17 to Goal					0.000	0.001									

Table A-2

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																			
Table A2 - Permanent Workforce By Component - Distribution by Race/Ethnicity and Sex																			
ORGANIZATIONAL COMPONENT	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino						Non-Hispanic or Latino				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
#	781	392	389	61	75	272	207	23	56	34	46	0	2	2	2	0	1		
%	100%	50.19%	49.81%	7.81%	9.60%	34.83%	26.50%	2.94%	7.17%	4.35%	5.89%	0.00%	0.26%	0.26%	0.26%	0.00%	0.13%		
#	560	265	295	13	19	219	238	16	20	15	13	0	0	1	3	1	2		
%	100%	47.32%	52.68%	2.32%	3.39%	39.11%	42.50%	2.86%	3.57%	2.68%	2.32%	0.00%	0.00%	0.18%	0.54%	0.18%	0.36%		
#	824	368	456	19	32	282	314	43	88	22	18	1	0	0	4	1	0		
%	100%	44.66%	55.34%	2.31%	3.88%	34.22%	38.11%	5.22%	10.68%	2.67%	2.18%	0.12%	0.00%	0.00%	0.49%	0.12%	0.00%		
#	909	437	472	26	19	298	213	85	222	24	12	0	0	2	2	2	4		
%	100%	48.07%	51.93%	2.86%	2.09%	32.78%	23.43%	9.35%	24.22%	2.64%	1.32%	0.00%	0.00%	0.22%	0.22%	0.22%	0.44%		
#	1067	502	565	28	38	389	307	48	174	34	35	0	0	2	6	1	5		
%	100%	47.05%	52.95%	2.62%	3.56%	36.46%	28.77%	4.50%	16.31%	3.19%	3.28%	0.00%	0.00%	0.19%	0.56%	0.09%	0.47%		
#	734	379	355	59	57	229	150	52	121	32	22	0	0	6	3	1	2		
%	100%	51.63%	48.37%	8.04%	7.77%	31.20%	20.44%	7.08%	16.49%	4.36%	3.00%	0.00%	0.00%	0.82%	0.41%	0.14%	0.27%		
#	507	257	250	14	17	212	176	12	43	11	6	0	0	8	7	0	1		
%	100%	50.69%	49.31%	2.76%	3.35%	41.81%	34.71%	2.37%	8.48%	2.17%	1.18%	0.00%	0.00%	1.58%	1.38%	0.00%	0.20%		
#	516	248	268	26	28	196	201	11	19	13	16	2	0	0	2	0	2		
%	100%	48.06%	51.94%	5.04%	5.43%	37.98%	38.95%	2.13%	3.68%	2.52%	3.10%	0.39%	0.00%	0.00%	0.39%	0.00%	0.39%		
#	726	322	404	33	47	228	211	17	41	33	93	2	1	5	9	4	2		
%	100%	44.35%	55.65%	4.55%	6.47%	31.40%	29.06%	2.34%	5.65%	4.55%	12.81%	0.28%	0.14%	0.69%	1.24%	0.55%	0.28%		
#	540	234	306	14	19	180	230	9	13	23	32	1	2	5	7	2	3		
%	100%	43.33%	56.67%	2.59%	3.52%	33.33%	42.59%	1.67%	2.41%	4.26%	5.93%	0.19%	0.37%	0.93%	1.30%	0.37%	0.56%		
#	269	136	133	11	9	88	64	26	45	7	14	1	0	2	1	1	0		
%	100%	50.56%	49.44%	4.09%	3.35%	32.71%	23.79%	9.67%	16.73%	2.60%	5.20%	0.37%	0.00%	0.74%	0.37%	0.37%	0.00%		
#	573	243	330	11	21	191	212	20	67	18	27	0	0	2	1	1	2		
%	100%	42.41%	57.59%	1.92%	3.66%	33.33%	37.00%	3.49%	11.69%	3.14%	4.71%	0.00%	0.00%	0.35%	0.17%	0.17%	0.35%		
#	307	134	173	3	8	81	77	30	72	20	11	0	0	0	2	0	3		
%	100%	43.65%	56.35%	0.98%	2.61%	26.38%	25.08%	9.77%	23.45%	6.51%	3.58%	0.00%	0.00%	0.00%	0.65%	0.00%	0.98%		
#	1561	849	712	22	29	716	516	37	101	60	51	0	0	13	12	1	3		
%	100%	54.39%	45.61%	1.41%	1.86%	45.87%	33.06%	2.37%	6.47%	3.84%	3.27%	0.00%	0.00%	0.83%	0.77%	0.06%	0.19%		
#	75	31	44	4	8	20	20	3	13	3	3	0	0	0	0	1	0		
%	100%	41.33%	58.67%	5.33%	10.67%	26.67%	26.67%	4.00%	17.33%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	1.33%	0.00%		
#	226	99	127	3	7	78	79	8	29	10	11	0	0	0	1	0	0		
%	100%	43.81%	56.19%	1.33%	3.10%	34.51%	34.96%	3.54%	12.83%	4.42%	4.87%	0.00%	0.00%	0.00%	0.44%	0.00%	0.00%		
#	494	220	274	11	14	165	176	27	72	12	9	0	0	4	1	1	2		
%	100%	44.53%	55.47%	2.23%	2.83%	33.40%	35.63%	5.47%	14.57%	2.43%	1.82%	0.00%	0.00%	0.81%	0.20%	0.20%	0.40%		
#	337	166	171	12	10	111	66	34	81	5	10	1	1	1	1	2	2		
%	100%	49.26%	50.74%	3.56%	2.97%	32.94%	19.58%	10.09%	24.04%	1.48%	2.97%	0.30%	0.30%	0.30%	0.30%	0.59%	0.59%		
#	715	374	341	30	30	293	202	31	80	13	21	0	1	6	1	1	6		
%	100%	52.31%	47.69%	4.20%	4.20%	40.98%	28.25%	4.34%	11.19%	1.82%	2.94%	0.00%	0.14%	0.84%	0.14%	0.14%	0.84%		
#	333	132	201	8	9	89	89	30	91	5	9	0	0	0	2	0	1		
%	100%	39.64%	60.36%	2.40%	2.70%	26.73%	26.73%	9.01%	27.33%	1.50%	2.70%	0.00%	0.00%	0.00%	0.60%	0.00%	0.30%		
#	985	450	535	23	37	309	289	62	155	51	45	0	0	4	6	1	3		
%	100%	45.69%	54.31%	2.34%	3.76%	31.37%	29.34%	6.29%	15.74%	5.18%	4.57%	0.00%	0.00%	0.41%	0.61%	0.10%	0.30%		
#	690	274	416	16	18	158	169	85	204	11	11	0	2	2	8	2	4		
%	100%	39.71%	60.29%	2.32%	2.61%	22.90%	24.49%	12.32%	29.57%	1.59%	1.59%	0.00%	0.29%	0.29%	1.16%	0.29%	0.58%		
#	1127	607	520	20	25	505	352	36	103	39	30	0	0	5	7	2	3		
%	100%	53.86%	46.14%	1.77%	2.22%	44.81%	31.23%	3.19%	9.14%	3.46%	2.66%	0.00%	0.00%	0.44%	0.62%	0.18%	0.27%		
#	14856	7119	7737	467	576	5309	4558	745	1910	495	545	8	9	70	88	25	51		
%	100%	47.92%	52.08%	3.14%	3.88%	35.74%	30.68%	5.01%	12.86%	3.33%	3.67%	0.05%	0.06%	0.47%	0.59%	0.17%	0.34%		
2010 CLF	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%		

Key: (D) Department; (B) Bureau; (SB) Sub Bureau; (ORG) Organization
Source: Datamart
Download Date: 09/14/2017

Permanent Workforce by Component Compared to CLF (p-values)																	
Region 02 New York, NY (SB)	0.185	0.834	0.999	1.000	0.024	0.000	0.001	0.789	1.000	1.000	0.579	0.982	0.197	0.218	0.131	0.357	
Region 01 Boston, MA (SB)	0.018	0.986	0.001	0.068	0.664	1.000	0.002	0.002	0.908	0.801	0.676	0.676	0.187	0.654	0.572	0.792	
Region 03 Philadelphia, PA (SB)	0.000	1.000	0.000	0.126	0.008	0.994	0.403	1.000	0.936	0.752	0.886	0.562	0.011	0.557	0.368	0.099	
Region 04 Atlanta, GA (SB)	0.012	0.990	0.000	0.000	0.000	0.000	1.000	1.000	0.937	0.107	0.529	0.529	0.124	0.140	0.579	0.885	
Region 05 Chicago, IL (SB)	0.001	0.999	0.000	0.031	0.110	0.000	0.085	1.000	0.997	0.999	0.474	0.474	0.068	0.662	0.235	0.918	
Region 06 Dallas, TX (SB)	0.466	0.563	1.000	1.000	0.000	0.000	0.972	1.000	1.000	0.982	0.598	0.598	0.886	0.455	0.431	0.662	
Region 07 Lenexa, KS (SB)	0.315	0.716	0.006	0.074	0.951	0.647	0.000	0.965	0.699	0.142	0.701	0.701	0.998	0.994	0.267	0.585	
Region 08 Denver, CO (SB)	0.046	0.962	0.498	0.786	0.455	0.991	0.000	0.003	0.854	0.975	0.994	0.697	0.058	0.485	0.261	0.823	
Region 09 San Francisco, CA (SB)	0.000	1.000	0.254	0.983	0.000	0.002	0.000	0.189	1.000	1.000	0.985	0.907	0.787	0.994	0.957	0.668	
Region 10 Seattle WA (SB)	0.000	1.000	0.002	0.096	0.009	1.000	0.000	0.000	1.000	1.000	0.941	0.993	0.920	0.991	0.833	0.933	
OFC INSPECTOR GENERAL (SB)	0.357	0.688	0.261	0.167	0.033	0.000	0.998	1.000	0.836	1.000	0.984	0.828	0.814	0.583	0.845	0.470	
OFFICE OF WATER (SB)	0.000	1.000	0.000	0.120	0.007	0.938	0.017	1.000	0.979	1.000	0.669	0.669	0.389	0.193	0.561	0.782	
OFC CHIEF FINCL OFCR (SB)	0.002	0.998	0.000	0.040	0.000	0.000	0.999	1.000	1.000	0.983	0.807	0.807	0.184	0.777	0.450	0.989	
OFC RESEARCH & DEVELOP (SB)	0.979	0.024	0.000	0.000	1.000	0.216	0.000	0.488	1.000	1.000	0.335	0.335	0.946	0.923	0.087	0.364	
OFC INTERNTL & TRIB AF (SB)	0.044	0.974	0.653	0.990	0.023	0.109	0.405	1.000	0.939	0.943	0.949	0.949	0.661	0.671	0.983	0.810	
OFC OF GENERAL COUNSEL (SB)	0.009	0.994	0.002	0.148	0.133	0.644	0.123	1.000	0.994	0.998	0.854	0.854	0.288	0.663	0.555	0.531	
OFC OF LAND & EMER MGMT (SB)	0.001	1.000	0.001	0.021	0.013	0.788	0.541	1.000	0.818	0.517	0.708	0.708	0.861	0.263	0.632	0.838	
OFC OF ENVIRNMTL INFO (SB)	0.184	0.844	0.109	0.068	0.023	0.000	1.000	1.000	0.347	0.935	0.976	0.976	0.446	0.466	0.941	0.930	
OFC ENF																	

Table B-2

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)															
Table B2 - Permanent Workforce by Component - Distribution by Disability															
ORGANIZATIONAL COMPONENT	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Federal Goal	%			12.00%	2.00%										
#	781	714	15	52	17	4	3	0	7	0	1	0	2	0	
Region 02 New York, NY (SB)	%	100%	91.42%	1.92%	6.66%	2.18%	0.51%	0.38%	0.00%	0.90%	0.00%	0.13%	0.00%	0.26%	0.00%
#	557	508	12	37	9	1	2	0	1	0	1	0	3	1	
Region 01 Boston, MA (SB)	%	100%	91.20%	2.15%	6.64%	1.62%	0.18%	0.36%	0.00%	0.18%	0.00%	0.18%	0.00%	0.54%	0.18%
#	824	742	27	55	16	1	1	1	8	0	1	0	4	0	
Region 03 Philadelphia, PA (SB)	%	100%	90.05%	3.28%	6.67%	1.94%	0.12%	0.12%	0.12%	0.97%	0.00%	0.12%	0.00%	0.49%	0.00%
#	907	813	14	80	14	0	2	1	4	0	2	0	5	0	
Region 04 Atlanta, GA (SB)	%	100%	89.64%	1.54%	8.82%	1.54%	0.00%	0.22%	0.11%	0.44%	0.00%	0.22%	0.00%	0.55%	0.00%
#	1064	960	22	82	29	0	4	1	7	1	3	1	11	1	
Region 05 Chicago, IL (SB)	%	100%	90.23%	2.07%	7.71%	2.73%	0.00%	0.38%	0.09%	0.66%	0.09%	0.28%	0.09%	1.03%	0.09%
#	733	644	12	77	12	2	2	0	4	0	1	0	3	0	
Region 06 Dallas, TX (SB)	%	100%	87.86%	1.64%	10.50%	1.64%	0.27%	0.27%	0.00%	0.55%	0.00%	0.14%	0.00%	0.41%	0.00%
#	507	429	20	58	18	5	0	0	4	2	1	1	5	0	
Region 07 Lenexa, KS (SB)	%	100%	84.62%	3.94%	11.44%	3.55%	0.99%	0.00%	0.00%	0.79%	0.39%	0.20%	0.20%	0.99%	0.00%
#	515	455	15	45	16	0	2	0	7	0	1	0	6	0	
Region 08 Denver, CO (SB)	%	100%	88.35%	2.91%	8.74%	3.11%	0.00%	0.39%	0.00%	1.36%	0.00%	0.19%	0.00%	1.17%	0.00%
#	726	661	12	53	8	0	1	1	1	0	1	0	4	0	
Region 09 San Francisco, CA (SB)	%	100%	91.05%	1.65%	7.30%	1.10%	0.00%	0.14%	0.14%	0.14%	0.00%	0.14%	0.00%	0.55%	0.00%
#	538	491	12	35	10	0	0	0	8	1	0	0	1	0	
Region 10 Seattle WA (SB)	%	100%	91.26%	2.23%	6.51%	1.86%	0.00%	0.00%	0.00%	1.49%	0.19%	0.00%	0.00%	0.19%	0.00%
#	269	244	5	20	3	0	0	0	3	0	0	0	0	0	
OFC INSPECTOR GENERAL (SB)	%	100%	90.71%	1.86%	7.43%	1.12%	0.00%	0.00%	0.00%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%
#	573	525	18	30	13	1	1	0	2	0	3	0	6	0	
OFFICE OF WATER (SB)	%	100%	91.62%	3.14%	5.24%	2.27%	0.17%	0.17%	0.00%	0.35%	0.00%	0.52%	0.00%	1.05%	0.00%
#	306	275	10	21	4	0	0	0	3	0	0	0	1	0	
OFC CHIEF FINCL OFCR (SB)	%	100%	89.87%	3.27%	6.86%	1.31%	0.00%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.33%	0.00%
#	1557	1410	47	100	36	1	8	1	19	0	2	1	4	0	
OFC RESEARCH & DEVELOP (SB)	%	100%	90.56%	3.02%	6.42%	2.31%	0.06%	0.51%	0.06%	1.22%	0.00%	0.13%	0.06%	0.26%	0.00%
#	75	67	2	6	2	1	0	0	0	0	1	0	0	0	
OFC INTERNTL & TRIB AF (SB)	%	100%	89.33%	2.67%	8.00%	2.67%	1.33%	0.00%	0.00%	0.00%	0.00%	1.33%	0.00%	0.00%	0.00%
#	227	205	6	16	1	0	0	0	1	0	0	0	0	0	
OFC OF GENERAL COUNSEL (SB)	%	100%	90.31%	2.64%	7.05%	0.44%	0.00%	0.00%	0.00%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%
#	495	453	11	31	10	0	0	0	1	5	0	2	0	2	
OFC OF LAND & EMER MGMT (SB)	%	100%	91.52%	2.22%	6.26%	2.02%	0.00%	0.00%	0.20%	1.01%	0.00%	0.40%	0.00%	0.40%	0.00%
#	337	277	16	44	10	1	2	0	1	0	2	0	4	0	
OFC OF ENVIRNMTL INFO (SB)	%	100%	82.20%	4.75%	13.06%	2.97%	0.30%	0.59%	0.00%	0.30%	0.00%	0.59%	0.00%	1.19%	0.00%
#	716	668	18	30	11	1	3	0	5	0	1	0	1	0	
OFC ENF & COMPL ASSURAN (SB)	%	100%	93.30%	2.51%	4.19%	1.54%	0.14%	0.42%	0.00%	0.70%	0.00%	0.14%	0.00%	0.14%	0.00%
#	334	292	9	33	11	1	1	1	4	1	1	0	2	0	
OFC OF ADMINISTRATOR (SB)	%	100%	87.43%	2.69%	9.88%	3.29%	0.30%	0.30%	0.30%	1.20%	0.30%	0.30%	0.00%	0.60%	0.00%
#	981	863	40	78	24	3	1	1	13	1	0	0	5	0	
OFFICE OF CS AND PP (SB)	%	100%	87.97%	4.08%	7.95%	2.45%	0.31%	0.10%	0.10%	1.33%	0.10%	0.00%	0.00%	0.51%	0.00%
#	685	564	43	78	10	1	1	0	5	0	1	0	2	0	
OFC ADMIN & RES MGMT (SB)	%	100%	82.34%	6.28%	11.39%	1.46%	0.15%	0.15%	0.00%	0.73%	0.00%	0.15%	0.00%	0.29%	0.00%
#	1120	1023	25	72	11	0	1	0	8	0	0	1	1	0	
OFC AIR AND RADIATION (SB)	%	100%	91.34%	2.23%	6.43%	0.98%	0.00%	0.09%	0.00%	0.71%	0.00%	0.00%	0.09%	0.09%	0.00%
#	14827	13283	411	1133	295	23	35	8	120	6	25	4	72	2	
Total	%	100%	89.59%	2.77%	7.64%	1.99%	0.16%	0.24%	0.05%	0.81%	0.04%	0.17%	0.03%	0.49%	0.01%

Source: Datamart
Download Date: 09/14/2017

KEY:
(D) Department (SB) Sub Bureau
(B) Bureau (ORG) Organization

Permanent Workforce by Component Compared to Disability Goals (p-values)		
Region 02 New York, NY (SB)	0.000	0.696
Region 01 Boston, MA (SB)	0.000	0.323
Region 03 Philadelphia, PA (SB)	0.000	0.518
Region 04 Atlanta, GA (SB)	0.001	0.196
Region 05 Chicago, IL (SB)	0.000	0.959
Region 06 Dallas, TX (SB)	0.116	0.294
Region 07 Lenexa, KS (SB)	0.381	0.992
Region 08 Denver, CO (SB)	0.011	0.967
Region 09 San Francisco, CA (SB)	0.000	0.046
Region 10 Seattle WA (SB)	0.000	0.488
OFC INSPECTOR GENERAL (SB)	0.010	0.213
OFFICE OF WATER (SB)	0.000	0.739
OFC CHIEF FINCL OFCR (SB)	0.002	0.267
OFC RESEARCH & DEVELOP (SB)	0.000	0.835
OFC INTERNTL & TRIB AF (SB)	0.189	0.810
OFC OF GENERAL COUNSEL (SB)	0.010	0.057
OFC OF LAND & EMER MGMT (SB)	0.000	0.596
OFC OF ENVIRNMTL INFO (SB)	0.756	0.921
OFC ENF & COMPL ASSURAN (SB)	0.000	0.231
OFC OF ADMINISTRATOR (SB)	0.133	0.961
OFFICE OF CS AND PP (SB)	0.000	0.866
OFC ADMIN & RES MGMT (SB)	0.336	0.194
OFC AIR AND RADIATION (SB)	0.000	0.006

Table A-3

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																		
Table A3-1 - Occupational Categories - Distribution by Race/Ethnicity and Sex																		
Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	1362	752	610	45	34	609	435	59	104	30	31	1	0	8	4	0	2
	%	100%	55.21%	44.79%	3.30%	2.50%	44.71%	31.94%	4.33%	7.64%	2.20%	2.28%	0.07%	0.00%	0.59%	0.29%	0.00%	0.15%
Mid-Level (Grades 13-14)	#	488	256	232	19	13	200	153	26	44	10	17	0	0	1	4	0	1
	%	100%	52.46%	47.54%	3.89%	2.66%	40.98%	31.35%	5.33%	9.02%	2.05%	3.48%	0.00%	0.00%	0.20%	0.82%	0.00%	0.20%
First-Level (Grades 12 and Below)	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	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%
Other	#	2796	891	1905	56	122	559	782	201	879	55	84	1	2	9	18	10	18
	%	100%	31.87%	68.13%	2.00%	4.36%	19.99%	27.97%	7.19%	31.44%	1.97%	3.00%	0.04%	0.07%	0.32%	0.64%	0.36%	0.64%
Officials And Managers - TOTAL	#	4647	1899	2748	120	169	1368	1371	286	1027	95	132	2	2	18	26	10	21
	%	100%	40.87%	59.13%	2.58%	3.64%	29.44%	29.50%	6.15%	22.10%	2.04%	2.84%	0.04%	0.04%	0.39%	0.56%	0.22%	0.45%
2. Professionals																		
	#	9444	4927	4517	329	353	3735	3006	413	681	386	395	5	5	46	53	13	24
	%	100%	52.17%	47.83%	3.48%	3.74%	39.55%	31.83%	4.37%	7.21%	4.09%	4.18%	0.05%	0.05%	0.49%	0.56%	0.14%	0.25%
3. Technicians																		
	#	118	68	50	1	6	54	33	7	7	4	2	0	0	1	2	1	0
	%	100%	57.63%	42.37%	0.85%	5.08%	45.76%	27.97%	5.93%	5.93%	3.39%	1.69%	0.00%	0.00%	0.85%	1.69%	0.85%	0.00%
4. Sales Workers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers																		
	#	419	63	356	6	40	32	107	21	182	4	14	0	1	0	7	0	5
	%	100%	15.04%	84.96%	1.43%	9.55%	7.64%	25.54%	5.01%	43.44%	0.95%	3.34%	0.00%	0.24%	0.00%	1.67%	0.00%	1.19%
6. Craft Workers																		
	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	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
	%	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
	%	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																		
	#	192	144	48	10	4	108	37	13	3	6	2	1	1	5	0	1	1
	%	100%	75.00%	25.00%	5.21%	2.08%	56.25%	19.27%	6.77%	1.56%	3.13%	1.04%	0.52%	0.52%	2.60%	0.00%	0.52%	0.52%
TOTAL WORKFORCE (benchmark)	#	14810	7088	7722	466	575	5283	4550	741	1907	495	542	8	9	70	88	25	51
	%	100%	47.86%	52.14%	3.15%	3.88%	35.67%	30.72%	5.00%	12.88%	3.34%	3.66%	0.05%	0.06%	0.47%	0.59%	0.17%	0.34%

Source: Datamart

Download Date: 09/14/2017

Occupational Categories compared to EPA Workforce (p-values)																		
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)			1.000	0.000	0.667	0.003	1.000	0.842	0.140	0.000	0.009	0.002	0.832	0.437	0.799	0.094	0.100	0.153
Mid-Level (Grades 13-14)			0.981	0.023	0.858	0.096	0.993	0.639	0.676	0.005	0.064	0.480	0.768	0.743	0.329	0.832	0.438	0.499
First-Level (Grades 12 and Below)			0.521	1.000	0.969	0.961	0.643	1.000	0.950	0.871	0.967	0.963	0.999	0.999	0.995	0.994	0.998	0.997
Other			0.000	1.000	0.000	0.912	0.000	0.001	1.000	1.000	0.000	0.033	0.554	0.757	0.151	0.690	0.991	0.995
Officials And Managers - TOTAL			0.000	1.000	0.013	0.204	0.000	0.037	1.000	1.000	0.000	0.001	0.541	0.464	0.234	0.428	0.831	0.911
2. Professionals																		
			1.000	0.000	0.970	0.243	1.000	0.990	0.002	0.000	1.000	0.996	0.598	0.488	0.619	0.370	0.279	0.074
3. Technicians																		
			0.987	0.021	0.111	0.824	0.991	0.295	0.761	0.011	0.640	0.190	0.938	0.931	0.892	0.966	0.983	0.666
4. Sales Workers																		
			1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000
5. Administrative Support Workers																		
			0.000	1.000	0.022	1.000	0.000	0.011	0.561	1.000	0.002	0.429	0.797	0.973	0.137	0.996	0.493	0.996
6. Craft Workers																		
			1.000	0.479	0.969	0.961	1.000	0.693	0.950	0.871	0.967	0.963	0.999	0.999	0.995	0.994	0.998	0.997
7. Operatives																		
			1.000	0.229	0.938	0.924	0.414	0.480	1.000	0.759	0.934	0.928	0.999	0.999	0.991	0.988	0.997	0.993
8. Laborers and Helpers																		
			1.000	0.479	0.969	0.961	0.643	0.693	1.000	0.871	0.967	0.963	0.999	0.999	0.995	0.994	0.998	0.997
9. Service Workers																		
			1.000	0.000	0.958	0.130	1.000	0.000	0.897	0.000	0.538	0.027	0.995	0.994	1.000	0.318	0.958	0.858

Table B-3

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)															
Table B3-1 - Occupational Categories - Distribution by Disability - Permanent Workforce															
Occupational Category	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
1. Officials and Managers															
Executive/Senior Level (Grades 15 and Above)	#	1363	1264	34	65	10	0	4	0	4	0	1	0	1	0
	%	100%	92.74%	2.49%	4.77%	0.73%	0.00%	0.29%	0.00%	0.29%	0.00%	0.07%	0.00%	0.07%	0.00%
Mid-Level (Grades 13-14)	#	489	468	4	17	5	0	1	1	1	0	1	0	1	0
	%	100%	95.71%	0.82%	3.48%	1.02%	0.00%	0.20%	0.20%	0.20%	0.00%	0.20%	0.00%	0.20%	0.00%
First-Level (Grades 12 and Below)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other	#	2801	2401	99	301	83	6	10	2	34	3	7	0	20	1
	%	100%	85.72%	3.53%	10.75%	2.96%	0.21%	0.36%	0.07%	1.21%	0.11%	0.25%	0.00%	0.71%	0.04%
Officials And Managers - TOTAL	#	4654	4134	137	383	98	6	15	3	39	3	9	0	22	1
	%	100%	88.83%	2.94%	8.23%	2.11%	0.13%	0.32%	0.06%	0.84%	0.06%	0.19%	0.00%	0.47%	0.02%
2. Professionals															
	#	9449	8555	249	645	159	10	15	4	71	4	10	1	43	1
	%	100%	90.54%	2.64%	6.83%	1.68%	0.11%	0.16%	0.04%	0.75%	0.04%	0.11%	0.01%	0.46%	0.01%
3. Technicians															
	#	118	100	4	14	4	1	0	0	2	0	0	0	1	0
	%	100%	84.75%	3.39%	11.86%	3.39%	0.85%	0.00%	0.00%	1.69%	0.00%	0.00%	0.00%	0.85%	0.00%
4. Sales Workers															
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
5. Administrative Support Workers															
	#	419	326	14	79	33	6	5	1	6	0	5	3	7	0
	%	100%	77.80%	3.34%	18.85%	7.88%	1.43%	1.19%	0.24%	1.43%	0.00%	1.19%	0.72%	1.67%	0.00%
6. Craft Workers															
	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	0%	0%	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
	%	100%	100%	0%	0%	0%	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
	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers															
	#	193	183	4	6	1	0	0	0	1	0	0	0	0	0
	%	100%	94.82%	2.07%	3.11%	0.52%	0.00%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goal	#				12.00%	2.00%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Source: B3-1
Download Date: 09/14/2017

Permanent Workforce by Occupational Categories Compared to Disability Goals (p-values)		
1. Officials and Managers		
Executive/Senior Level (Grades 15 and Above)		0.000
Mid-Level (Grades 13-14)		0.000
First-Level (Grades 12 and Below)		0.880
Other		0.021
Officials And Managers - TOTAL		0.000
2. Professionals		
		0.000
3. Technicians		
		0.553
4. Sales Workers		
		1.000
5. Administrative Support Workers		
		1.000
6. Craft Workers		
		0.880
7. Operatives		
		0.774
8. Laborers and Helpers		
		1.000
9. Service Workers		
		0.000

Table A4-1

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																	
Table A4-1: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce																	
GS/GM, SES AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	7	4	3	0	2	1	1	1	2	0	1	0	0	0	0	0
	%	100%	57.14%	42.86%	0.00%	28.57%	14.29%	14.29%	28.57%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	4	2	2	0	0	0	0	2	2	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	6	2	4	0	1	1	0	0	1	1	1	0	0	0	1	0
	%	100%	33.33%	66.67%	0.00%	16.67%	16.67%	0.00%	0.00%	16.67%	16.67%	16.67%	0.00%	0.00%	0.00%	16.67%	0.00%
GS-04	#	55	26	29	1	2	22	18	3	4	0	3	0	0	2	0	0
	%	100%	47.27%	52.73%	1.82%	3.64%	40.00%	32.73%	5.45%	7.27%	0.00%	5.45%	0.00%	0.00%	3.64%	0.00%	0.00%
GS-05	#	40	19	21	0	3	13	5	5	13	1	0	0	0	0	0	0
	%	100%	47.50%	52.50%	0.00%	7.50%	32.50%	12.50%	12.50%	32.50%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	21	7	14	2	3	4	4	0	7	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	9.52%	14.29%	19.05%	19.05%	0.00%	33.33%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	264	76	188	9	20	50	91	14	65	2	8	0	0	1	1	3
	%	100%	28.79%	71.21%	3.41%	7.58%	18.94%	34.47%	5.30%	24.62%	0.76%	3.03%	0.00%	0.00%	0.38%	0.38%	1.14%
GS-08	#	104	7	97	0	12	5	26	2	51	0	3	0	0	0	1	4
	%	100%	6.73%	93.27%	0.00%	11.54%	4.81%	25.00%	1.92%	49.04%	0.00%	2.88%	0.00%	0.00%	0.96%	0.00%	3.85%
GS-09	#	530	172	358	20	39	110	182	24	99	15	27	0	2	1	8	1
	%	100%	32.45%	67.55%	3.77%	7.36%	20.75%	34.34%	4.53%	18.68%	2.83%	5.09%	0.00%	0.38%	0.19%	1.51%	0.38%
GS-10	#	57	26	31	0	0	20	20	4	7	1	2	0	0	1	2	0
	%	100%	45.61%	54.39%	0.00%	0.00%	35.09%	35.09%	7.02%	12.28%	1.75%	3.51%	0.00%	0.00%	1.75%	3.51%	0.00%
GS-11	#	598	235	363	14	26	156	179	36	127	23	23	1	1	3	2	5
	%	100%	39.30%	60.70%	2.34%	4.35%	26.09%	29.93%	6.02%	21.24%	3.85%	3.85%	0.17%	0.17%	0.50%	0.33%	0.84%
GS-12	#	1867	712	1155	48	103	464	562	126	377	66	87	1	3	6	16	7
	%	100%	38.14%	61.86%	2.57%	5.52%	24.85%	30.10%	6.75%	20.19%	3.54%	4.66%	0.05%	0.16%	0.32%	0.86%	0.37%
GS-13	#	6023	3041	2982	219	234	2192	1743	330	721	244	235	1	1	39	29	19
	%	100%	50.49%	49.51%	3.64%	3.89%	36.39%	28.94%	5.48%	11.97%	4.05%	3.90%	0.02%	0.02%	0.65%	0.48%	0.32%
GS-14	#	2692	1364	1328	83	71	1084	881	110	260	75	91	3	1	8	18	6
	%	100%	50.67%	49.33%	3.08%	2.64%	40.27%	32.73%	4.09%	9.66%	2.79%	3.38%	0.11%	0.04%	0.30%	0.67%	0.22%
GS-15	#	2235	1217	1018	62	52	1012	737	70	157	58	58	2	1	10	7	6
	%	100%	54.45%	45.55%	2.77%	2.33%	45.28%	32.98%	3.13%	7.02%	2.60%	2.60%	0.09%	0.04%	0.45%	0.31%	0.27%
All other (unspecified)	#	42	29	13	0	1	26	10	0	0	3	2	0	0	0	0	0
	%	100%	69.05%	30.95%	0.00%	2.38%	61.90%	23.81%	0.00%	0.00%	7.14%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Executive Service	#	265	149	116	8	6	123	91	13	16	4	2	0	0	1	1	0
	%	100%	56.23%	43.77%	3.02%	2.26%	46.42%	34.34%	4.91%	6.04%	1.51%	0.75%	0.00%	0.00%	0.38%	0.38%	0.00%
TOTAL WORKFORCE (benchmark)	#	14810	7088	7722	466	575	5283	4550	741	1907	495	542	8	9	70	88	51
	%	100%	47.86%	52.14%	3.15%	3.88%	35.67%	30.72%	5.00%	12.88%	3.34%	3.66%	0.05%	0.06%	0.47%	0.59%	0.34%

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Participation Rates by GS Grade compared to EPA Workforce (p-values)																		
GS-01			0.807	0.453	0.799	0.998	0.223	0.314	0.996	0.381	0.979	0.770	0.996	0.996	0.967	0.959	0.988	0.976
GS-02			0.521	0.479	0.969	0.961	0.643	0.693	0.950	0.871	0.967	0.963	0.999	0.999	0.995	0.994	0.998	0.997
GS-03			0.385	0.869	0.825	0.980	0.307	0.111	0.735	0.825	0.985	0.982	0.997	0.996	0.972	0.999	0.990	0.980
GS-04			0.520	0.587	0.480	0.639	0.793	0.685	0.704	0.147	0.154	0.858	0.971	0.967	0.771	0.996	0.911	0.827
GS-05			0.546	0.580	0.278	0.931	0.406	0.007	0.986	1.000	0.612	0.225	0.979	0.976	0.827	0.788	0.935	0.871
GS-06			0.132	0.941	0.973	0.992	0.082	0.179	0.340	0.997	0.845	0.457	0.989	0.987	0.905	0.882	0.965	0.930
GS-07			0.000	1.000	0.679	0.998	0.000	0.916	0.656	1.000	0.007	0.368	0.867	0.852	0.645	0.535	0.640	0.986
GS-08			0.000	1.000	0.036	1.000	0.000	0.122	0.103	1.000	0.029	0.469	0.945	0.939	0.611	0.873	0.839	1.000
GS-09			0.000	1.000	0.831	1.000	0.000	0.967	0.353	1.000	0.306	0.964	0.751	0.996	0.286	0.995	0.938	0.455
GS-10			0.419	0.681	0.162	0.105	0.524	0.806	0.844	0.545	0.428	0.653	0.970	0.966	0.970	0.995	0.908	0.821
GS-11			0.000	1.000	0.155	0.762	0.000	0.356	0.889	1.000	0.792	0.648	0.958	0.948	0.686	0.310	0.918	0.981
GS-12			0.000	1.000	0.084	1.000	0.000	0.290	1.000	1.000	0.706	0.989	0.733	0.972	0.223	0.941	0.177	0.683
GS-13			1.000	0.000	0.985	0.522	0.882	0.001	0.956	0.018	0.999	0.849	0.164	0.120	0.977	0.145	0.969	0.406
GS-14			0.998	0.002	0.454	0.000	1.000	0.988	0.014	0.000	0.057	0.238	0.940	0.513	0.113	0.743	0.059	0.183
GS-15			1.000	0.000	0.172	0.000	1.000	0.990	0.000	0.000	0.025	0.003	0.878	0.606	0.513	0.046	0.479	0.351
SES			0.997	0.004	0.545	0.108	1.000	0.909	0.544	0.000	0.057	0.003	0.867	0.851	0.644	0.533	0.639	0.401

Table B4-1

(From October 1, 2016 to June 30, 2017)

Table B4-1: Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce

Occupational Category	Total	Total by Disability Status					Detail for Targeted Disabilities										
		(04,05) No Disability	Not Identified	-1 (06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism			
	#	7	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	71.43%	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-01	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01	%	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%
GS-02	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02	%	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%
GS-03	#	55	47	1	7	6	0	2	0	1	0	0	2	1	0	0	0
GS-03	%	100%	85.45%	1.82%	12.73%	10.91%	0.00%	3.64%	0.00%	1.82%	0.00%	0.00%	3.64%	1.82%	0.00%	0.00%	0.00%
GS-04	#	40	25	2	13	6	2	0	0	0	0	0	1	3	0	0	0
GS-04	%	100%	62.50%	5.00%	32.50%	15.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	7.50%	0.00%	0.00%	0.00%
GS-05	#	21	10	1	10	4	2	1	0	0	0	1	0	0	0	0	0
GS-05	%	100%	47.62%	4.76%	47.62%	19.05%	9.52%	4.76%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	265	216	10	39	12	3	3	0	1	0	0	0	5	0	0	0
GS-06	%	100%	81.51%	3.77%	14.72%	4.53%	1.13%	1.13%	0.00%	0.38%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%
GS-07	#	104	80	2	22	9	0	0	1	2	0	4	0	2	0	0	0
GS-07	%	100%	76.92%	1.92%	21.15%	8.65%	0.00%	0.00%	0.96%	1.92%	0.00%	3.85%	0.00%	1.92%	0.00%	0.00%	0.00%
GS-08	#	532	424	37	71	12	2	1	0	3	0	0	0	6	0	0	0
GS-08	%	100%	79.70%	6.95%	13.35%	2.26%	0.38%	0.19%	0.00%	0.56%	0.00%	0.00%	0.00%	1.13%	0.00%	0.00%	0.00%
GS-09	#	57	48	2	7	1	0	0	0	1	0	0	0	0	0	0	0
GS-09	%	100%	84.21%	3.51%	12.28%	1.75%	0.00%	0.00%	0.00%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	599	493	35	71	14	1	2	0	5	0	1	0	5	0	0	0
GS-10	%	100%	82.30%	5.84%	11.85%	2.34%	0.17%	0.33%	0.00%	0.83%	0.00%	0.17%	0.00%	0.83%	0.00%	0.00%	0.00%
GS-11	#	1871	1590	76	205	56	4	10	2	21	2	4	1	12	0	0	0
GS-11	%	100%	84.98%	4.06%	10.96%	2.99%	0.21%	0.53%	0.11%	1.12%	0.11%	0.21%	0.05%	0.64%	0.00%	0.00%	0.00%
GS-12	#	6024	5453	145	426	115	7	7	2	57	3	7	0	30	2	0	0
GS-12	%	100%	90.52%	2.41%	7.07%	1.91%	0.12%	0.12%	0.03%	0.95%	0.05%	0.12%	0.00%	0.50%	0.03%	0.00%	0.00%
GS-13	#	2695	2527	46	122	31	1	2	2	13	2	4	0	7	0	0	0
GS-13	%	100%	93.77%	1.71%	4.53%	1.15%	0.04%	0.07%	0.07%	0.48%	0.07%	0.15%	0.00%	0.26%	0.00%	0.00%	0.00%
GS-14	#	2236	2072	36	128	29	1	6	1	16	0	3	0	2	0	0	0
GS-14	%	100%	92.67%	1.61%	5.72%	1.30%	0.04%	0.27%	0.04%	0.72%	0.00%	0.13%	0.00%	0.09%	0.00%	0.00%	0.00%
GS-15	#	42	39	1	2	2	0	1	0	0	0	1	0	0	0	0	0
GS-15	%	100.00%	92.86%	2.38%	4.76%	4.76%	0.00%	2.38%	0.00%	0.00%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified)	#	265	242	11	12	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	%	100.00%	91.32%	4.15%	4.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Source: Datamart

Download Date: 09/14/2017

Table A4-2

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																							
Table A4-2: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce																							
GS/GM, SES AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY																			
				Hispanic or Latino				Non-Hispanic or Latino				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS-01	#	7	4	3	0	2	1	1	2	0	1	0	0	0	0	0	0	0	0				
	%	0.05%	0.06%	0.04%	0.00%	0.35%	0.02%	0.02%	0.27%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
GS-02	#	4	2	2	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0				
	%	0.03%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.27%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
GS-03	#	6	2	4	0	1	1	0	0	1	1	1	1	0	0	0	1	0	0				
	%	0.04%	0.03%	0.05%	0.00%	0.17%	0.02%	0.00%	0.00%	0.05%	0.20%	0.18%	0.00%	0.00%	0.00%	0.00%	1.14%	0.00%	0.00%				
GS-04	#	55	26	29	1	2	22	18	3	4	0	3	0	0	0	0	2	0	0				
	%	0.37%	0.37%	0.38%	0.21%	0.35%	0.42%	0.40%	0.40%	0.21%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%				
GS-05	#	40	19	21	0	3	13	5	5	13	1	0	0	0	0	0	0	0	0				
	%	0.27%	0.27%	0.27%	0.00%	0.52%	0.25%	0.11%	0.67%	0.68%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
GS-06	#	21	7	14	2	3	4	4	0	7	1	0	0	0	0	0	0	0	0				
	%	0.14%	0.10%	0.18%	0.43%	0.52%	0.08%	0.09%	0.00%	0.37%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
GS-07	#	264	76	188	9	20	50	91	14	65	2	8	0	0	1	1	0	3					
	%	1.78%	1.07%	2.43%	1.93%	3.48%	0.95%	2.00%	1.89%	3.41%	0.40%	1.48%	0.00%	0.00%	1.43%	1.14%	0.00%	5.88%					
GS-08	#	104	7	97	0	12	5	26	2	51	0	3	0	0	0	1	0	4					
	%	0.70%	0.10%	1.26%	0.00%	2.09%	0.09%	0.57%	0.27%	2.67%	0.00%	0.55%	0.00%	0.00%	0.00%	1.14%	0.00%	7.84%					
GS-09	#	530	172	358	20	39	110	182	24	99	15	27	0	2	1	8	2	1					
	%	3.58%	2.43%	4.64%	4.29%	6.78%	2.08%	4.00%	3.24%	5.19%	3.03%	4.98%	0.00%	22.22%	1.43%	9.09%	8.00%	1.96%					
GS-10	#	57	26	31	0	0	20	20	4	7	1	2	0	0	1	2	0	0					
	%	0.38%	0.37%	0.40%	0.00%	0.00%	0.38%	0.44%	0.54%	0.37%	0.20%	0.37%	0.00%	0.00%	1.43%	2.27%	0.00%	0.00%					
GS-11	#	598	235	363	14	26	156	179	36	127	23	23	1	1	3	2	2	5					
	%	4.04%	3.32%	4.70%	3.00%	4.52%	2.95%	3.93%	4.86%	6.66%	4.65%	4.24%	12.50%	11.11%	4.29%	2.27%	8.00%	9.80%					
GS-12	#	1867	712	1155	48	103	464	562	126	377	66	87	1	3	6	16	1	7					
	%	12.61%	10.05%	14.96%	10.30%	17.91%	8.78%	12.35%	17.00%	19.77%	13.33%	16.05%	12.50%	33.33%	8.57%	18.18%	4.00%	13.73%					
GS-13	#	6023	3041	2982	219	234	2192	1743	330	721	244	235	1	1	39	29	16	19					
	%	40.67%	42.90%	38.62%	47.00%	40.70%	41.49%	38.31%	44.53%	37.81%	49.29%	43.36%	12.50%	11.11%	55.71%	32.95%	64.00%	37.25%					
GS-14	#	2692	1364	1328	83	71	1084	881	110	260	75	91	3	1	8	18	1	6					
	%	18.18%	50.67%	49.33%	3.08%	2.64%	40.27%	32.73%	4.09%	9.66%	2.79%	3.38%	0.11%	0.04%	0.30%	0.67%	0.04%	0.22%					
GS-15	#	2235	1217	1018	62	52	1012	737	70	157	58	58	2	1	10	7	3	6					
	%	15.09%	17.17%	13.18%	13.30%	9.04%	19.16%	16.20%	9.45%	8.23%	11.72%	10.70%	25.00%	11.11%	14.29%	7.95%	12.00%	11.76%					
Senior Executive Service	#	265	149	116	8	6	123	91	13	16	4	2	0	0	1	1	0	0					
	%	1.79%	2.10%	1.50%	1.72%	1.04%	2.33%	2.00%	1.75%	0.84%	0.81%	0.37%	0.00%	0.00%	1.43%	1.14%	0.00%	0.00%					
All other (unspecified)	#	42	29	13	0	1	26	10	0	0	3	2	0	0	0	0	0	0					
	%	100%	69.05%	30.95%	0.00%	2.38%	61.90%	23.81%	0.00%	0.00%	7.14%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
TOTAL WORKFORCE	#	14810	7088	7722	466	575	5283	4550	741	1907	495	542	8	9	70	88	25	51					
	%	100%	47.86%	52.14%	3.15%	3.88%	35.67%	30.72%	5.00%	12.88%	3.34%	3.66%	0.05%	0.06%	0.47%	0.59%	0.17%	0.34%					

Participation Rates by GS Grade compared to EPA Workforce (p-values)																		
GS-01		0.807	0.453	0.799	0.998	0.223	0.314	0.996	0.381	0.979	0.770	0.996	0.996	0.967	0.959	0.988	0.976	
GS-02		0.719	0.655	0.880	0.854	0.171	0.230	1.000	0.992	0.873	0.861	0.998	0.998	0.981	0.976	0.993	0.986	
GS-03		0.385	0.869	0.825	0.980	0.307	0.111	0.735	0.825	0.985	0.982	0.997	0.996	0.972	0.999	0.990	0.980	
GS-04		0.520	0.587	0.480	0.639	0.793	0.685	0.704	0.147	0.154	0.858	0.971	0.967	0.771	0.996	0.911	0.827	
GS-05		0.546	0.580	0.278	0.931	0.406	0.007	0.986	1.000	0.612	0.225	0.979	0.976	0.827	0.788	0.935	0.871	
GS-06		0.132	0.941	0.973	0.992	0.082	0.179	0.340	0.997	0.845	0.457	0.989	0.987	0.905	0.882	0.965	0.930	
GS-07		0.000	1.000	0.679	0.998	0.000	0.916	0.656	1.000	0.007	0.368	0.867	0.852	0.645	0.535	0.640	0.986	
GS-08		0.000	1.000	0.036	1.000	0.000	0.122	0.103	1.000	0.029	0.469	0.945	0.939	0.611	0.873	0.839	1.000	
GS-09		0.000	1.000	0.831	1.000	0.000	0.967	0.353	1.000	0.306	0.964	0.751	0.996	0.286	0.995	0.938	0.455	
GS-10		0.419	0.681	0.162	0.105	0.524	0.806	0.844	0.545	0.428	0.653	0.970	0.966	0.970	0.995	0.908	0.821	
GS-11		0.000	1.000	0.155	0.762	0.000	0.356	0.889	1.000	0.792	0.648	0.958	0.948	0.686	0.310	0.918	0.981	
GS-12		0.000	1.000	0.084	1.000	0.000	0.290	1.000	1.000	0.706	0.989	0.733	0.972	0.223	0.941	0.177	0.683	
GS-13		1.000	0.000	0.985	0.522	0.882	0.001	0.956	0.018	0.999	0.849	0.164	0.120	0.977	0.145	0.969	0.406	
GS-14		0.998	0.002	0.454	0.000	1.000	0.988	0.014	0.000	0.057	0.238	0.940	0.513	0.113	0.743	0.059	0.183	
GS-15		1.000	0.000	0.172	0.000	1.000	0.990	0.000	0.000	0.025	0.003	0.878	0.606	0.513	0.046	0.479	0.351	
SES		0.997	0.004	0.545	0.108	1.000	0.909	0.544	0.000	0.057	0.003	0.867	0.851	0.644	0.533	0.639	0.401	

Table B4-2

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)															
Table B4-2: Participation Rates for General Schedule Grades - Distribution by Disability - Permanent Workforce															
Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	Not Identified	-1 (06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
GS-01	#	7	5	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.05%	0.04%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.03%	0.03%	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	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04%	0.05%	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	#	55	47	1	7	6	0	2	0	1	0	0	2	1	0
	%	0.37%	0.35%	0.25%	0.62%	2.02%	0.00%	5.71%	0.00%	0.83%	0.00%	0.00%	50.00%	1.37%	0.00%
GS-05	#	40	25	2	13	6	2	0	0	0	0	0	1	3	0
	%	0.27%	0.19%	0.49%	1.15%	2.02%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	4.11%	0.00%
GS-06	#	21	10	1	10	4	2	1	0	0	0	1	0	0	0
	%	0.14%	0.08%	0.25%	0.88%	1.35%	8.70%	2.86%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%
GS-07	#	265	216	10	39	12	3	3	0	1	0	0	0	5	0
	%	1.79%	1.63%	2.46%	3.44%	4.04%	13.04%	8.57%	0.00%	0.83%	0.00%	0.00%	0.00%	6.85%	0.00%
GS-08	#	104	80	2	22	9	0	0	1	2	0	4	0	2	0
	%	0.70%	0.60%	0.49%	1.94%	3.03%	0.00%	0.00%	12.50%	1.67%	0.00%	16.00%	0.00%	2.74%	0.00%
GS-09	#	532	424	37	71	12	2	1	0	3	0	0	0	6	0
	%	3.59%	3.19%	9.09%	6.26%	4.04%	8.70%	2.86%	0.00%	2.50%	0.00%	0.00%	0.00%	8.22%	0.00%
GS-10	#	57	48	2	7	1	0	0	0	1	0	0	0	0	0
	%	0.38%	0.36%	0.49%	0.62%	0.34%	0.00%	0.00%	0.00%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	599	493	35	71	14	1	2	0	5	0	1	0	5	0
	%	4.04%	3.71%	8.60%	6.26%	4.71%	4.35%	5.71%	0.00%	4.17%	0.00%	4.00%	0.00%	6.85%	0.00%
GS-12	#	1871	1590	76	205	56	4	10	2	21	2	4	1	12	0
	%	12.62%	11.97%	18.67%	18.06%	18.86%	17.39%	28.57%	25.00%	17.50%	28.57%	16.00%	25.00%	16.44%	0.00%
GS-13	#	6024	5453	145	426	115	7	7	2	57	3	7	0	30	2
	%	40.64%	41.06%	35.63%	37.53%	38.72%	30.43%	20.00%	25.00%	47.50%	42.86%	28.00%	0.00%	41.10%	100.00%
GS-14	#	2695	2527	46	122	31	1	2	2	13	2	4	0	7	0
	%	18.18%	19.03%	11.30%	10.75%	10.44%	4.35%	5.71%	25.00%	10.83%	28.57%	16.00%	0.00%	9.59%	0.00%
GS-15	#	2236	2072	36	128	29	1	6	1	16	0	3	0	2	0
	%	15.08%	15.60%	8.85%	11.28%	9.76%	4.35%	17.14%	12.50%	13.33%	0.00%	12.00%	0.00%	2.74%	0.00%
SES	#	265	242	11	12	0	0	0	0	0	0	0	0	0	0
	%	1.79%	1.82%	2.70%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goals					12.00%	2.00%									
All other (unspecified)	#	42	39	1	2	2	0	1	0	0	0	1	0	0	0
	%	0.28%	0.29%	0.25%	0.18%	0.67%	0.00%	2.86%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%
TOTAL	#	14823	13281	407	1135	297	23	35	8	120	7	25	4	73	2
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: Datamart

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Participation Rates by GS Grade compared to Disability Goals (p-values)			
GS-01			0.409 0.868
GS-02			0.600 0.922
GS-03			0.464 0.886
GS-04			0.662 1.000
GS-05			1.000 1.000
GS-06			1.000 1.000
GS-07			0.924 0.997
GS-08			0.997 1.000
GS-09			0.847 0.729
GS-10			0.624 0.684
GS-11			0.487 0.776
GS-12			0.087 0.998
GS-13			0.000 0.328
GS-14			0.000 0.000
GS-15			0.000 0.008
SES			0.000 0.005

Table A5-1

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																		
Table A5-1 - Participation Rates For Wage Grades by Race/Ethnicity and Sex - Permanent Workforce																		
WD/WG, WL/WS & Other Wage Grades	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-05	#	3	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
	%	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%
Grade-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	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%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Source: Datamart
Download Date: 09/14/2017

Table B5-1

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)															
Table B5-1 - Participation Rates For Wage Grades by Disability - Permanent Workforce															
WD/WG, WL/WS & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-03	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Grade-05	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-06	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-07	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-08	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-09	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-10	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-11	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-13	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-14	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Grade-15	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15	%	100%	100%	0%	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Source: Datamart
Download Date: 09/14/2017

Table A-6

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																			
Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce																			
Job Title/Series Agency Rate Occupational CLF	RACE/ETHNICITY																		
	TOTAL EMPLOYEES			Hispanic or Latino		Non- Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Environmental Protection Specialist Occupational CLF	#	2187	868	1319	67	93	660	843	82	272	40	84	0	3	14	19	5	5	
	%	100%	39.69%	60.31%	3.06%	4.25%	30.18%	38.55%	3.75%	12.44%	1.83%	3.84%	0.00%	0.14%	0.64%	0.87%	0.23%	0.23%	
General Administrative Occupational CLF	#	538	168	370	15	29	110	146	30	183	9	8	1	0	2	1	1	3	
	%	100%	31.23%	68.77%	2.79%	5.39%	20.45%	27.14%	5.58%	34.01%	1.67%	1.49%	0.19%	0.00%	0.37%	0.19%	0.19%	0.56%	
Management Analysis Occupational CLF	#	1372	426	946	24	50	300	440	73	399	22	40	0	0	4	10	3	7	
	%	100%	31.05%	68.95%	1.75%	3.64%	21.87%	32.07%	5.32%	29.08%	1.60%	2.92%	0.00%	0.00%	0.29%	0.73%	0.22%	0.51%	
Biologist Occupational CLF	#	1102	524	578	21	34	435	437	30	53	34	44	0	0	4	7	0	3	
	%	100%	47.55%	52.45%	1.91%	3.09%	39.47%	39.66%	2.72%	4.81%	3.09%	3.99%	0.00%	0.00%	0.36%	0.64%	0.00%	0.27%	
Environmental Engineering Occupational CLF	#	1641	1010	631	103	78	704	393	77	72	116	79	1	0	7	6	2	3	
	%	100%	61.55%	38.45%	6.28%	4.75%	42.90%	23.95%	4.69%	4.39%	7.07%	4.81%	0.06%	0.00%	0.43%	0.37%	0.12%	0.18%	
Attorney Occupational CLF	#	1031	482	549	31	38	402	390	21	58	23	49	1	0	4	8	0	6	
	%	100%	46.75%	53.25%	3.01%	3.69%	38.99%	37.83%	2.04%	5.63%	2.23%	4.75%	0.10%	0.00%	0.39%	0.78%	0.00%	0.58%	
General Physical Science Occupational CLF	#	1245	1221	924	76	67	998	680	58	90	74	74	0	0	14	10	1	3	
	%	100%	66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	0.02%	0.01%	0.31%	0.23%	0.22%	0.18%	
	#	1031	482	549	31	38	402	390	21	58	23	49	1	0	4	8	0	6	
	%	100%	60.89%	39.11%	2.36%	1.92%	48.15%	27.82%	1.41%	2.21%	8.20%	6.74%	0.03%	0.00%	0.44%	0.18%	0.30%	0.24%	

Source: Datamart
Download Date: 09/14/2017

Table B-6

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)															
Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce															
Occupational Category	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Environmental Protection Specialist	#	2187	1977	47	163	40	2	8	2	13	1	4	0	9	1
	%	100%	90.40%	2.15%	7.45%	1.83%	0.09%	0.37%	0.09%	0.59%	0.05%	0.18%	0.00%	0.41%	0.05%
General Administrative	#	539	470	15	54	11	0	2	0	3	1	1	0	4	0
	%	100%	87.20%	2.78%	10.02%	2.04%	0.00%	0.37%	0.00%	0.56%	0.19%	0.19%	0.00%	0.74%	0.00%
Management Analysis	#	1375	1217	31	127	45	5	4	2	20	1	4	0	8	1
	%	100%	88.51%	2.25%	9.24%	3.27%	0.36%	0.29%	0.15%	1.45%	0.07%	0.29%	0.00%	0.58%	0.07%
Biologist	#	1102	991	45	66	10	1	3	0	4	0	0	0	2	0
	%	100%	89.93%	4.08%	5.99%	0.91%	0.09%	0.27%	0.00%	0.36%	0.00%	0.00%	0.00%	0.18%	0.00%
Environmental Engineering	#	1641	1517	19	105	28	2	1	0	18	2	1	0	4	0
	%	100%	92.44%	1.16%	6.40%	1.71%	0.12%	0.06%	0.00%	1.10%	0.12%	0.06%	0.00%	0.24%	0.00%
Attorney	#	1032	960	21	51	6	1	1	0	2	1	1	0	0	0
	%	100%	93.02%	2.03%	4.94%	0.58%	0.10%	0.10%	0.00%	0.19%	0.10%	0.10%	0.00%	0.00%	0.00%
General Physical Science	#	2149	1982	49	118	28	1	3	1	11	0	4	0	8	0
	%	100%	92.23%	2.28%	5.49%	1.30%	0.05%	0.14%	0.05%	0.51%	0.00%	0.19%	0.00%	0.37%	0.00%

Source: Datamart
Download Date: 10/14/2017

Participation Rates for Major Occupation Categories (p-values)															
Occupational Category	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Environmental Protection Specialist	#			0.00	0.32										
	%														
General Administrative	#			0.09	0.61										
	%														
Management Analysis	#			0.00	1.00										
	%														
Biologist	#			0.00	0.00										
	%														
Environmental Engineering	#			0.00	0.23										
	%														
Attorney	#			0.00	0.00										
	%														
General Physical Science	#			0.00	0.01										
	%														

Table A-7

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																		
Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
FY17	TOTAL			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Title/Series: 0028 Environmental Protection Specialist																		
Total Received	#	1232																
Voluntarily Identified	#	831	445	386	62	63	255	199	66	82	41	25	3	4	9	9	9	4
	%	100%	53.55%	46.45%	7.46%	7.58%	30.69%	23.95%	7.94%	9.87%	4.93%	3.01%	.36%	.48%	1.08%	1.08%	1.08%	.48%
Qualified of those Identified	#	591	315	276	37	45	192	151	46	52	30	18	1	3	4	7	5	0
	%	100%	53.30%	46.70%	6.26%	7.61%	32.49%	25.55%	7.78%	8.80%	5.08%	3.05%	.17%	.51%	.68%	1.18%	.85%	.00%
Selected of those Identified	#	57	26	31	4	2	17	21	3	2	2	4	0	1	0	1	0	0
	%	100%	45.61%	54.39%	7.02%	3.51%	29.82%	36.84%	5.26%	3.51%	3.51%	7.02%	.00%	1.75%	.00%	1.75%	.00%	.00%
CLF			71.82%	28.18%	2.22%	1.34%	64.84%	23.87%	2.02%	1.58%	1.79%	1.03%	.11%	.01%	60%	.31%	.23%	.05%
Job Title/Series: 0301 Misc Administration and Program Specialist																		
Total Received	#	2290																
Voluntarily Identified	#	1524	757	767	101	80	326	220	256	387	43	40	1	3	13	18	17	19
	%	100%	49.67%	50.33%	6.63%	5.25%	21.39%	14.44%	16.80%	25.39%	2.82%	2.62%	.07%	.20%	.85%	1.18%	1.12%	1.25%
Qualified of those Identified	#	653	359	294	46	24	168	103	108	126	24	23	0	1	8	7	5	10
	%	100%	54.98%	45.02%	7.04%	3.68%	25.73%	15.77%	16.54%	19.30%	3.68%	3.52%	.00%	.15%	1.23%	1.07%	.77%	1.53%
Selected of those Identified	#	20	8	12	1	2	5	2	2	4	0	3	0	0	0	0	0	1
	%	100%	40.00%	60.00%	5.00%	10.00%	25.00%	10.00%	10.00%	20.00%	.00%	15.00%	.00%	.00%	.00%	.00%	.00%	5.00%
CLF			36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	.03%	.05%	.33%	.62%	.26%	.39%
Job Title/Series: 0343 Management/Program Analyst																		
Total Received	#	2482																
Voluntarily Identified	#	1645	810	835	96	86	393	218	243	456	58	45	0	1	10	7	10	22
	%	100%	49.24%	50.76%	5.84%	5.23%	23.89%	13.25%	14.77%	27.72%	3.53%	2.74%	.00%	.06%	.61%	.43%	.61%	1.34%
Qualified of those Identified	#	699	346	353	40	31	180	99	92	196	23	19	0	0	7	1	4	7
	%	100%	49.50%	50.50%	5.72%	4.43%	25.75%	14.16%	13.16%	28.04%	3.29%	2.72%	.00%	.00%	1.00%	.14%	.57%	1.00%
Selected of those Identified	#	47	18	29	2	3	12	12	3	11	1	1	0	0	0	1	0	1
	%	100%	38.30%	61.70%	4.26%	6.38%	25.53%	25.53%	6.38%	23.40%	2.13%	2.13%	.00%	.00%	.00%	2.13%	.00%	2.13%
CLF			58.45%	41.55%	2.46%	2.14%	49.01%	32.56%	3.03%	3.80%	3.33%	2.46%	.02%	.04%	.31%	.32%	.27%	.24%
Job Title/Series: 0401 General Biological Science (RESEARCH)																		
Total Received	#	2532																
Voluntarily Identified	#	1860	970	890	82	101	513	450	143	199	207	130	3	1	16	7	6	2
	%	100%	52.15%	47.85%	4.41%	5.43%	27.58%	24.19%	7.69%	10.70%	11.13%	6.99%	.16%	.05%	.86%	.38%	.32%	.11%
Qualified of those Identified	#	1537	768	769	61	92	401	381	123	173	169	115	3	1	9	5	2	2
	%	100%	49.97%	50.03%	3.97%	5.99%	26.09%	24.79%	8.00%	11.26%	11.00%	7.48%	.20%	.07%	.59%	.33%	.13%	.13%
Selected of those Identified	#	83	45	38	6	3	29	24	3	4	7	6	0	0	0	1	0	0
	%	100%	54.22%	45.78%	7.23%	3.61%	34.94%	28.92%	3.61%	4.82%	8.43%	7.23%	.00%	.00%	.00%	1.20%	.00%	.00%
CLF			52.01%	47.99%	2.44%	2.17%	44.27%	39.48%	1.39%	1.59%	3.17%	4.15%	.05%	.05%	.48%	.35%	.19%	.20%
Job Title/Series: 0819 Environmental Engineer (RESEARCH)																		
Total Received	#	1832																
Voluntarily Identified	#	1373	811	562	77	54	516	372	108	62	91	66	3	0	10	6	6	2
	%	100%	59.07%	40.93%	5.61%	3.93%	37.58%	27.09%	7.87%	4.52%	6.63%	4.81%	.22%	.00%	.73%	.44%	.44%	.15%
Qualified of those Identified	#	1093	624	469	66	42	404	318	68	48	72	54	3	0	6	5	5	2
	%	100%	57.09%	42.91%	6.04%	3.84%	36.96%	29.09%	6.22%	4.39%	6.59%	4.94%	.27%	.00%	.55%	.46%	.46%	.18%
Selected of those Identified	#	87	39	48	1	3	34	39	3	0	0	4	0	0	1	1	0	1
	%	100%	44.83%	55.17%	1.15%	3.45%	39.08%	44.83%	3.45%	.00%	.00%	4.60%	.00%	.00%	1.15%	1.15%	.00%	1.15%
CLF			75.80%	24.20%	2.90%	.90%	62.80%	19.10%	4.20%	1.70%	4.70%	1.90%	.00%	.10%	.30%	.10%	.50%	.20%
Job Title/Series: 0905 Attorney																		
Total Received	#	547																
Voluntarily Identified	#	397	201	196	14	20	139	94	29	58	17	18	0	0	1	1	1	5
	%	100%	50.63%	49.37%	3.53%	5.04%	35.01%	23.68%	7.30%	14.61%	4.28%	4.53%	.00%	.00%	.25%	.25%	.25%	1.26%
Qualified of those Identified	#	383	195	188	14	18	136	90	27	56	17	18	0	0	0	1	1	5
	%	100%	50.91%	49.09%	3.66%	4.70%	35.51%	23.50%	7.05%	14.62%	4.44%	4.70%	.00%	.00%	.00%	.26%	.26%	1.31%
Selected of those Identified	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	%	100%	50.00%	50.00%	.00%	.00%	50.00%	.00%	.00%	.00%	.00%	50.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			66.70%	33.30%	2.52%	1.85%	59.68%	26.68%	2.13%	2.60%	1.82%	1.74%	.02%	.01%	.31%	.23%	.22%	.18%
Job Title/Series: 1301 Physical Scientist/Environmental Scientist																		
Total Received	#	851																
Voluntarily Identified	#	656	416	240	33	31	260	148	51	38	60	17	0	1	9	1	3	4
	%	100%	63.41%	36.59%	5.03%	4.73%	39.63%	22.56%	7.77%	5.79%	9.15%	2.59%	.00%	.15%	1.37%	.15%	.46%	.61%
Qualified of those Identified	#	415	262	153	23	18	158	97	34	24	42	10	0	1	4	1	1	2
	%	100%	63.13%	36.87%	5.54%	4.34%	38.07%	23.37%	8.19%	5.78%	10.12%	2.41%	.00%	.24%	.96%	.24%	.24%	.48%
Selected of those Identified	#	29	12	17	2	1	8	16	2	0	0	0	0	0	0	0	0	0
	%	100.00%	41.38%	58.62%	6.90%	3.45%	27.59%	55.17%	6.90%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%	.00%
CLF			60.89%	39.11%	2.36%	1.92%	48.14%	27.82%	1.41%	2.21%	8.20%	6.74%	.03%	.00%	.44%	.18%	.30%	.24%

(From October 1, 2016 to June 30, 2017)
Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
 Applicants and Hires for Major Occupations (p-values)

	Total		RACE/ETHNICITY															
			Hispanic or Latino				Non-Hispanic or Latino											
			White		Black or African		Asian		Native		American		Two or More Races					
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Job Title/Series: 0028 Environmental Protection Specialist																		
Total Received																		
Voluntarily Identified		0.00	1.00	1.00	1.00	0.00	0.54	1.00	1.00	1.00	1.00	0.99	1.00	0.97	1.00	1.00	1.00	
Qualified of those Identified		0.44	0.62	0.03	0.57	0.97	0.96	0.44	0.07	0.68	0.62	0.20	0.74	0.08	0.78	0.24	0.01	
Selected of those Identified		0.14	0.91	0.72	0.17	0.39	0.98	0.33	0.10	0.43	0.98	0.90	0.97	0.67	0.86	0.60	1.00	
CLF																		
Job Title/Series: 0301 Misc Administration and Program Specialist																		
Total Received																		
Voluntarily Identified		1.00	0.00	1.00	0.16	0.00	0.00	1.00	1.00	0.76	0.02	0.92	0.99	1.00	1.00	1.00	1.00	
Qualified of those Identified		1.00	0.00	0.75	0.01	1.00	0.91	0.44	0.00	0.97	0.98	0.57	0.61	0.95	0.46	0.19	0.86	
Selected of those Identified		0.13	0.94	0.58	0.97	0.59	0.36	0.33	0.66	0.47	1.00	1.00	0.97	0.78	0.80	0.86	0.97	
CLF																		
Job Title/Series: 0343 Management/Program Analyst																		
Total Received																		
Voluntarily Identified		0.00	1.00	1.00	1.00	0.00	0.00	1.00	1.00	0.70	0.79	0.72	0.86	0.98	0.84	0.99	1.00	
Qualified of those Identified		0.59	0.45	0.48	0.13	0.94	0.84	0.06	0.62	0.38	0.55	1.00	0.58	0.98	0.13	0.57	0.21	
Selected of those Identified		0.07	0.96	0.49	0.85	0.56	0.99	0.11	0.29	0.53	0.63	1.00	1.00	0.61	1.00	0.76	0.93	
CLF																		
Job Title/Series: 0401 General Biological Science (RESEARCH)																		
Total Received																		
Voluntarily Identified		0.56	0.46	1.00	1.00	0.00	0.00	1.00	1.00	1.00	1.00	0.99	0.76	0.99	0.67	0.93	0.28	
Qualified of those Identified		0.00	1.00	0.04	1.00	0.00	0.92	0.89	0.97	0.38	0.98	1.00	1.00	0.01	0.35	0.01	1.00	
Selected of those Identified		0.82	0.25	0.96	0.25	0.98	0.85	0.09	0.03	0.29	0.57	0.85	0.95	0.61	0.97	0.89	0.89	
CLF																		
Job Title/Series: 0819 Environmental Engineer (RESEARCH)																		
Total Received																		
Voluntarily Identified		0.00	1.00	1.00	1.00	0.00	1.00	1.00	1.00	1.00	1.00	1.00	0.25	1.00	1.00	0.47	0.48	
Qualified of those Identified		0.00	1.00	0.94	0.42	0.19	1.00	0.00	0.38	0.50	0.72	1.00	1.00	0.13	0.75	0.75	1.00	
Selected of those Identified		0.01	0.99	0.02	0.57	0.71	1.00	0.19	0.02	0.00	0.57	0.78	1.00	0.92	0.95	0.66	0.99	
CLF																		
Job Title/Series: 0905 Attorney																		
Total Received																		
Voluntarily Identified		0.00	1.00	0.92	1.00	0.00	0.10	1.00	1.00	1.00	1.00	0.92	0.96	0.65	0.77	0.78	1.00	
Qualified of those Identified		0.81	0.37	1.00	0.15	0.92	0.43	0.27	0.63	1.00	1.00	1.00	1.00	0.04	1.00	1.00	1.00	
Selected of those Identified		0.74	0.76	0.93	0.91	0.87	0.58	0.86	0.73	0.91	1.00	1.00	1.00	1.00	0.99	0.99	0.97	
CLF																		
Job Title/Series: 1301 Physical Scientist/Environmental Scientist																		
Total Received																		
Voluntarily Identified		0.91	0.10	1.00	1.00	0.00	0.00	1.00	1.00	0.83	0.00	0.82	1.00	1.00	0.67	0.86	0.98	
Qualified of those Identified		0.46	0.61	0.83	0.33	0.16	0.77	0.75	0.56	0.90	0.44	1.00	1.00	0.20	1.00	0.31	0.47	
Selected of those Identified		0.01	1.00	0.79	0.64	0.16	1.00	0.57	0.17	0.04	0.48	1.00	0.93	0.75	0.93	0.93	0.86	
CLF																		

Table B-7

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																		
Table B7: APPLICATIONS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)																		
FY 17	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability [05]	Not Identified [01]	Disability [06-08]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [19]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [82]	Significant Disfigurement [93]	
Schedule A																		
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Voluntarily Identified (Outside of Schedule A Applicants)																		
Applications	#	10974	5936	4598	440	217	9	28	32	12	12	17	9	11	0	105	4	5
	%	100.00%	54.09%	41.90%	4.01%	1.98%	0.08%	0.26%	0.29%	0.11%	0.11%	0.15%	0.08%	0.10%	0.00%	0.96%	0.04%	0.05%
Hires	#	400	210	182	8	1	0	0	0	0	0	1	0	0	0	0	0	1
	%	100.00%	52.50%	45.50%	2.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%
Occupation Series Code (Four Digits): 0028																		
Total Received	#	1330																
Voluntarily Identified	#	1330	630	644	56	31	2	3	9	2	4	4	0	4	0	9	0	0
	%	100.00%	47.37%	48.42%	4.21%	2.33%	0.15%	0.23%	0.68%	0.15%	0.30%	0.30%	0.00%	0.30%	0.00%	0.68%	0.00%	0.00%
Qualified of those Identified	#	908	446	429	33	13	2	0.00220264	2	1	3	2	0	3	0	4	0	0
	%	100.00%	49.12%	47.25%	3.63%	1.43%	0.22%	0.22%	0.22%	0.11%	0.33%	0.22%	0.00%	0.33%	0.00%	0.44%	0.00%	0.00%
Selected of those Identified	#	91	39	51	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	56.04%	1.10%	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%
Occupation Series Code (Four Digits): 0301																		
Total Received	#	2782																
Voluntarily Identified	#	2782	1207	1433	142	65	1	14	7	0	1	6	6	3	0	41	0	0
	%	100.00%	43.39%	51.51%	5.10%	2.34%	0.04%	0.50%	0.25%	0.00%	0.04%	0.22%	0.22%	0.11%	0.00%	1.47%	0.00%	0.00%
Qualified of those Identified	#	1254	542	678	34	16	0	0	4	0	0	1	2	2	0	7	0	0
	%	100.00%	43.22%	54.07%	2.71%	1.28%	0.00%	0.00%	0.32%	0.00%	0.00%	0.08%	0.16%	0.16%	0.00%	0.56%	0.00%	0.00%
Selected of those Identified	#	25	14	10	1	1	0	0	0	0	0	1	0	0	0	0	0	1
	%	100.00%	56.00%	40.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%
Occupation Series Code (Four Digits): 0401																		
Total Received	#	3119																
Voluntarily Identified	#	3119	1821	1199	99	56	3	6	9	2	1	1	0	1	0	25	3	5
	%	100.00%	58.38%	38.44%	3.17%	1.80%	0.10%	0.19%	0.29%	0.06%	0.03%	0.03%	0.00%	0.03%	0.00%	0.80%	0.10%	0.16%
Qualified of those Identified	#	2578	1551	948	79	46	3	0.00116369	7	2	1	1	0	1	0	19	2	5
	%	100.00%	60.16%	36.77%	3.06%	1.78%	0.12%	0.19%	0.27%	0.08%	0.04%	0.04%	0.00%	0.04%	0.00%	0.74%	0.08%	0.19%
Selected of those Identified	#	116	59	55	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.86%	47.41%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupation Series Code (Four Digits): 0819																		
Total Received	#	1860																
Voluntarily Identified	#	1860	1148	638	74	31	2	2	2	3	1	2	1	3	0	18	1	0
	%	100.00%	61.72%	34.30%	3.98%	1.67%	0.11%	0.11%	0.11%	0.16%	0.05%	0.11%	0.05%	0.16%	0.00%	0.97%	0.05%	0.00%
Qualified of those Identified	#	1445	919	475	51	22	2	0.00138408	2	1	0	1	1	2	0	13	1	0
	%	100.00%	63.60%	32.87%	3.53%	1.52%	0.14%	0.07%	0.14%	0.07%	0.00%	0.07%	0.07%	0.14%	0.00%	0.90%	0.07%	0.00%
Selected of those Identified	#	113	73	36	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	64.60%	31.86%	3.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupation Series Code (Four Digits): 0905																		
Total Received	#	966																
Voluntarily Identified	#	966	561	376	29	10	0	0	1	4	4	0	1	0	0	0	0	0
	%	100.00%	58.07%	38.92%	3.00%	1.04%	0.00%	0.00%	0.10%	0.41%	0.41%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Identified	#	934	539	366	29	10	0	0	1	4	4	0	1	0	0	0	0	0
	%	100.00%	57.71%	39.19%	3.10%	1.07%	0.00%	0.00%	0.11%	0.43%	0.43%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupation Series Code (Four Digits): 1301																		
Total Received	#	917																
Voluntarily Identified	#	917	569	308	40	24	1	3	4	1	1	4	1	0	0	12	0	0
	%	100.00%	62.05%	33.59%	4.36%	2.62%	0.11%	0.33%	0.44%	0.11%	0.11%	0.44%	0.11%	0.00%	0.00%	1.31%	0.00%	0.00%
Qualified of those Identified	#	583	360	196	27	16	1	0.00171527	2	1	0	4	1	0	0	7	0	0
	%	100.00%	61.75%	33.62%	4.63%	2.74%	0.17%	0.34%	0.34%	0.17%	0.00%	0.69%	0.17%	0.00%	1.20%	0.00%	0.00%	
Selected of those Identified	#	35	23	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	65.71%	34.29%	0.00%	0.00%	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 PROTECTION AGENCY
 (From October 1, 2016 to June 30, 2017)
Table B7: APPLICATIONS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)

		P-values for differences																
	Total	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [06 - 98]	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 [62]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
Schedule A																		
Applications																		
Hires																		
Voluntarily Identified (Outside of Schedule A Applicants)																		
Applications				0.00	0.45													
Hires				0.02	0.00													
Occupation Series Code (Four Digits): 0028																		
Total Received																		
Voluntarily Identified				0.00	0.83													
Qualified of those Identified				0.08	0.00													
Selected of those Identified				0.14	0.25													
Occupation Series Code (Four Digits): 0301																		
Total Received																		
Voluntarily Identified				0.00	0.91													
Qualified of those Identified				0.00	0.00													
Selected of those Identified				0.85	0.96													
Occupation Series Code (Four Digits): 0401																		
Total Received																		
Voluntarily Identified				0.00	0.23													
Qualified of those Identified				0.26	0.52													
Selected of those Identified				0.30	0.12													
Occupation Series Code (Four Digits): 0819																		
Total Received																		
Voluntarily Identified				0.00	0.17													
Qualified of those Identified				0.05	0.24													
Selected of those Identified				0.63	0.16													
Occupation Series Code (Four Digits): 0905																		
Total Received																		
Voluntarily Identified				0.00	0.01													
Qualified of those Identified				1.00	1.00													
Selected of those Identified				0.94	0.98													
Occupation Series Code (Four Digits): 1301																		
Total Received																		
Voluntarily Identified				0.00	0.92													
Qualified of those Identified				0.75	0.70													
Selected of those Identified				0.18	0.37													

Table A-8

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																		
Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex																		
New Hires Table A-8	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent 2017	#	691	337	354	21	37	244	214	40	66	23	24	1	1	4	7	2	1
	%	100%	48.77%	51.23%	3.04%	5.35%	35.31%	30.97%	5.79%	9.55%	3.33%	3.47%	0.14%	0.14%	0.58%	1.01%	0.29%	0.14%
Temporary 2017	#	185	108	77	9	2	79	57	8	11	9	5	0	0	1	0	0	1
	%	100%	58.38%	41.62%	4.86%	1.08%	42.70%	30.81%	4.32%	5.95%	4.86%	2.70%	0.00%	0.00%	0.54%	0.00%	0.00%	0.54%
TOTAL 2017	#	876	445	431	30	39	323	271	48	77	32	29	1	1	5	7	2	2
	%	100%	50.80%	49.20%	3.42%	4.45%	36.87%	30.94%	5.48%	8.79%	3.65%	3.31%	0.11%	0.11%	0.57%	0.80%	0.23%	0.23%
Nat 2010 CLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

CLF is based on all workers on all Census Population

p-Values for Differences																		
New Hires Table A-8	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Non- Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent 2017	p-value	0.056	0.952	0.005	0.787	0.055	0.048	0.673	0.999	0.994	0.998	0.915	0.915	0.668	0.967	0.732	0.424	
	difference	-3.09%	3.09%	-2.13%	0.56%	-3.02%	-3.06%	0.30%	3.02%	1.36%	1.54%	0.07%	0.07%	0.03%	0.48%	0.03%	-0.14%	
Temporary 2017	p-value	0.968	0.044	0.512	0.006	0.902	0.199	0.309	0.448	0.996	0.850	0.878	0.878	0.729	0.374	0.618	0.904	
	difference	6.52%	-6.52%	-0.31%	-3.71%	4.37%	-3.22%	-1.17%	-0.58%	2.89%	0.77%	-0.07%	-0.07%	-0.01%	-0.53%	-0.26%	0.26%	
TOTAL 2017	p-value	0.276	0.746	0.009	0.356	0.197	0.028	0.533	0.996	1.000	0.998	0.874	0.874	0.648	0.902	0.602	0.556	
	difference	-1.06%	1.06%	-1.75%	-0.34%	-1.46%	-3.09%	-0.01%	2.26%	1.68%	1.38%	0.04%	0.04%	0.02%	0.27%	-0.03%	-0.05%	

Table B-8

**ENVIRONMENTAL PROTECTION AGENCY
(From October 1, 2016 to June 30, 2017)**

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Disability

Type of Appointment	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32- Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Permanent	#	691	541	74	76	7	0	2	0	0	0	0	0	5	0
	%	100%	78.29%	10.71%	11.00%	1.01%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.72%	0.00%
Temporary	#	185	128	41	16	2	0	0	0	0	0	0	2	0	
	%	100%	69.19%	22.16%	8.65%	1.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.08%	0.00%	
Total	#	876	669	115	92	9	0	2	0	0	0	0	7	0	
	%	100%	76.37%	13.13%	10.50%	1.03%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.80%	0.00%	

Type of Appointment		Total by Disability Status			
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability
Permanent	p-value		0.162	0.935	0.034
	difference		-1.29%	-1.00%	-0.99%
Temporary	p-value		1.000	0.633	0.283
	difference		10.16%	-3.35%	-0.92%
Total	p-value		0.859	0.925	0.019
	difference		1.13%	-1.50%	-0.97%

Table A-9

EPA - Environmental Protection Agency (From October 1, 2016 to June 30, 2017)																		
Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex																		
FY 17	TOTAL			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: 0028 Environmental Protection Specialist																		
Total Applications Received	#	263	124	139	14	24	71	59	18	34	15	13	0	2	3	5	3	2
Qualified	#	174	84	90	8	15	49	38	13	20	11	11	0	2	2	4	1	0
	%	100%	48.28%	51.72%	4.60%	8.62%	28.16%	21.84%	7.47%	11.49%	6.32%	6.32%	0.00%	1.15%	1.15%	2.30%	0.57%	0.00%
Selected	#	30	15	15	2	0	10	8	2	2	1	3	0	1	0	1	0	0
	%	100%	50.00%	50.00%	6.67%	0.00%	33.33%	26.67%	6.67%	6.67%	3.33%	10.00%	0.00%	3.33%	0.00%	3.33%	0.00%	0.00%
Relevant Applicant Pool %			39.69%	60.31%	3.06%	4.25%	30.18%	38.55%	3.75%	12.44%	1.83%	3.84%	0.00%	0.14%	0.64%	0.87%	0.23%	0.23%
Job Series of Vacancy: 0301 Misc Administration and Program Specialist																		
Total Applications Received	#	211	107	104	17	14	40	27	45	52	3	4	0	3	2	1	0	3
Qualified	#	31	9	22	2	1	3	10	3	8	1	1	0	1	0	0	0	1
	%	100%	29.03%	70.97%	6.45%	3.23%	9.68%	32.26%	9.68%	25.81%	3.23%	3.23%	0.00%	3.23%	0.00%	0.00%	0.00%	3.23%
Selected	#	12	6	6	1	0	3	1	2	3	0	1	0	0	0	0	0	1
	%	100%	50.00%	50.00%	8.33%	0.00%	25.00%	8.33%	16.67%	25.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%
Relevant Applicant Pool %			31.23%	68.77%	2.79%	5.39%	20.45%	27.14%	5.58%	34.01%	1.67%	1.49%	0.19%	0.00%	0.37%	0.19%	0.19%	0.56%
Job Series of Vacancy: 0343 Management/Program Analyst																		
Total Applications Received	#	239	124	115	23	14	67	36	26	48	5	10	0	1	0	2	3	4
Qualified	#	108	47	61	6	5	28	20	10	28	2	5	0	0	0	0	1	3
	%	100%	43.52%	56.48%	5.56%	4.63%	25.93%	18.52%	9.26%	25.93%	1.85%	4.63%	0.00%	0.00%	0.00%	0.00%	0.93%	2.78%
Selected	#	32	9	23	1	2	5	9	2	9	1	1	0	0	0	1	0	1
	%	100%	28.13%	71.88%	3.13%	6.25%	15.63%	28.13%	6.25%	28.13%	3.13%	3.13%	0.00%	0.00%	0.00%	3.13%	0.00%	3.13%
Relevant Applicant Pool %			31.05%	68.95%	1.75%	3.64%	21.87%	32.07%	5.32%	29.08%	1.60%	2.92%	0.00%	0.00%	0.29%	0.73%	0.22%	0.51%
Job Series of Vacancy: 0401 General Biological Science (RESEARCH)																		
Total Applications Received	#	253	152	101	21	9	76	63	13	21	33	7	0	0	6	1	3	0
Qualified	#	169	96	73	13	8	51	44	11	15	18	5	0	0	3	1	0	0
	%	100%	56.80%	43.20%	7.69%	4.73%	30.18%	26.04%	6.51%	8.88%	10.65%	2.96%	0.00%	0.00%	1.78%	0.59%	0.00%	0.00%
Selected	#	41	25	16	5	2	15	11	2	1	3	1	0	0	0	1	0	0
	%	100%	60.98%	39.02%	12.20%	4.88%	36.59%	26.83%	4.88%	2.44%	7.32%	2.44%	0.00%	0.00%	0.00%	2.44%	0.00%	0.00%
Relevant Applicant Pool %			47.55%	52.45%	1.91%	3.09%	39.47%	39.66%	2.72%	4.81%	3.09%	3.99%	0.00%	0.00%	0.36%	0.64%	0.00%	0.27%
Job Series of Vacancy: 0819 Environmental Engineer																		
Total Applications Received	#	189	88	101	7	2	65	84	3	1	11	12	0	0	1	1	1	1
Qualified	#	108	50	58	5	1	35	47	3	1	7	8	0	0	0	0	0	1
	%	100%	46.30%	53.70%	4.63%	0.93%	32.41%	43.52%	2.78%	0.93%	6.48%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.93%
Selected	#	26	12	14	0	0	11	12	1	0	0	1	0	0	0	0	0	1
	%	100%	46.15%	53.85%	0.00%	0.00%	42.31%	46.15%	3.85%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%
Relevant Applicant Pool %			61.55%	38.45%	6.28%	4.75%	42.90%	23.95%	4.69%	4.39%	7.07%	4.81%	0.06%	0.00%	0.43%	0.37%	0.12%	0.18%
Job Series of Vacancy: 0905 Attorney																		
Total Applications Received	#	3	2	1	0	0	2	0	0	0	1	0	0	0	0	0	0	0
Qualified	#	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %			46.75%	53.25%	3.01%	3.69%	38.99%	37.83%	2.04%	5.63%	2.23%	4.75%	0.10%	0.00%	0.39%	0.78%	0.00%	0.58%
Job Series of Vacancy: 1301 Physical Scientists/Environmental Scientist																		
Total Applications Received	#	64	35	29	2	7	20	16	7	4	4	2	0	0	0	0	2	0
Qualified	#	32	14	18	1	2	7	12	3	2	3	2	0	0	0	0	0	0
	%	100%	43.75%	56.25%	3.13%	6.25%	21.88%	37.50%	9.38%	6.25%	9.38%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	9	3	6	1	0	1	6	1	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	11.11%	0.00%	11.11%	66.67%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %			56.92%	43.08%	3.54%	3.12%	46.53%	31.70%	2.70%	4.20%	3.45%	3.45%	0.00%	0.00%	0.65%	0.47%	0.05%	0.14%

EPA - Environmental Protection Agency
(From October 1, 2016 to June 30, 2017)

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

P-values for differences

	Total			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
				Male	Female	White		Black or African		Asian		Native		American		Two or More Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: 0028 Environmental Protection Specialist																		
Total Applications Received			0.99	0.01	0.98	1.00	0.14	0.00	0.99	0.64	1.00	0.86	1.00	0.99	0.91	0.97	1.00	0.98
Qualified			0.74	0.35	0.32	0.42	0.77	0.43	0.79	0.22	0.81	0.97	1.00	1.00	0.71	0.88	0.27	0.11
Selected			0.66	0.50	0.86	0.05	0.82	0.83	0.61	0.29	0.40	0.90	1.00	0.97	0.68	0.86	0.83	1.00
Relevant Applicant Pool %																		
Job Series of Vacancy: 0301 Misc Administration and Program Specialist																		
Total Applications Received			1.00	0.00	1.00	0.83	0.33	0.00	1.00	0.00	0.53	0.79	0.67	1.00	0.96	0.94	0.67	0.97
Qualified			0.01	1.00	0.53	0.36	0.12	1.00	0.06	0.66	0.94	0.90	1.00	0.94	0.73	0.85	1.00	0.94
Selected			0.99	0.05	0.86	0.61	1.00	0.03	0.95	0.64	0.61	1.00	1.00	0.61	1.00	1.00	1.00	1.00
Relevant Applicant Pool %																		
Job Series of Vacancy: 0343 Management/Program Analyst																		
Total Applications Received			1.00	0.00	1.00	0.97	0.99	0.00	1.00	0.00	0.81	0.91	1.00	1.00	0.50	0.75	1.00	0.99
Qualified			0.01	0.99	0.04	0.33	0.30	0.94	0.30	0.99	0.59	0.74	1.00	0.55	1.00	0.30	0.57	0.96
Selected			0.03	0.99	0.42	0.85	0.09	0.97	0.38	0.72	0.91	0.53	1.00	1.00	1.00	1.00	0.70	0.79
Relevant Applicant Pool %																		
Job Series of Vacancy: 0401 General Biological Science (RESEARCH)																		
Total Applications Received			1.00	0.00	1.00	0.74	0.00	0.00	0.99	0.99	1.00	0.21	1.00	1.00	1.00	0.52	1.00	0.50
Qualified			0.08	0.95	0.39	0.98	0.58	0.77	0.96	0.76	0.08	0.74	1.00	1.00	0.32	1.00	0.04	1.00
Selected			0.79	0.33	0.94	0.70	0.89	0.64	0.47	0.08	0.32	0.65	1.00	1.00	0.43	1.00	1.00	1.00
Relevant Applicant Pool %																		
Job Series of Vacancy: 0819 Environmental Engineer																		
Total Applications Received			0.00	1.00	0.09	0.01	0.01	1.00	0.02	0.00	0.31	0.87	0.89	1.00	0.80	0.84	0.98	0.95
Qualified			0.52	0.59	0.88	0.67	0.31	0.44	1.00	1.00	0.77	0.84	1.00	1.00	0.43	0.43	0.43	1.00
Selected			0.58	0.59	0.24	0.76	0.93	0.71	0.86	0.76	0.14	0.38	1.00	1.00	1.00	1.00	1.00	1.00
Relevant Applicant Pool %																		
Job Series of Vacancy: 0905 Attorney																		
Total Applications Received			0.90	0.45	0.91	0.89	0.94	0.24	0.94	0.84	0.93	0.99	1.00	1.00	0.99	0.98	1.00	0.98
Qualified			1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Selected			0.33	1.00	1.00	1.00	0.33	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Relevant Applicant Pool %																		
Job Series of Vacancy: 1301 Physical Scientist/Environmental Scientist																		
Total Applications Received			0.41	0.69	0.60	1.00	0.01	0.15	1.00	0.87	0.93	0.62	1.00	1.00	0.66	0.74	1.00	0.91
Qualified			0.07	0.98	0.75	0.21	0.09	1.00	0.50	0.69	0.94	1.00	1.00	1.00	1.00	1.00	0.25	1.00
Selected			0.37	0.87	1.00	0.51	0.34	0.99	0.82	0.51	0.36	0.51	1.00	1.00	1.00	1.00	1.00	1.00
Relevant Applicant Pool %																		

Table B-9

EPA - Environmental Protection Agency (From October 1, 2016 to June 30, 2017)																			
Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability																			
FY 17	Total	Total by Disability Status				Detail for Targeted Disabilities													
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [09]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorder [82]	Severe Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]		
Series: 0028 Environmental Protection Specialist																			
Total Applications Received	#	407	163	228	16	10	22	0	1	3	0	0	0	2	0	2	0	0	
	%	100.00%	40.05%	56.02%	3.93%	2.46%	0.00%	0.25%	0.74%	0.00%	0.49%	0.00%	0.00%	0.49%	0.00%	0.49%	0.00%	0.00%	
Qualified	#	259	114	138	7	2	0	0	0	0	1	0	0	1	0	0	0	0	
	%	100.00%	44.02%	53.28%	2.70%	0.77%	0.00%	0.00%	0.00%	0.00%	0.39%	0.00%	0.00%	0.39%	0.00%	0.00%	0.00%	0.00%	
Selected	#	45	20	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	44.44%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool %	%				7.45%	1.83%													
Series: 0301 Misc Administration and Program Specialist																			
Total Applications Received	#	275	120	115	40	22	0	5	1	1	1	2	4	2	0	14	0	0	
	%	100.00%	43.64%	41.82%	14.55%	8.00%	0.00%	1.82%	0.36%	0.00%	0.36%	0.73%	1.45%	0.73%	0.00%	5.09%	0.00%	0.00%	
Qualified	#	41	27	12	2	1	0	0	0	0	0	0	0	1	0	0	0	0	
	%	100.00%	65.85%	29.27%	4.88%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.44%	0.00%	0.00%	0.00%	0.00%	
Selected	#	16	8	7	1	1	0	0	0	0	0	1	0	0	0	0	0	1	
	%	100.00%	50.00%	43.75%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	
Relevant Applicant Pool %	%				10.02%	2.04%													
Series: 0343 Management/Program Analyst																			
Total Applications Received	#	380	147	214	19	6	0	0	1	0	0	1	1	0	0	2	0	1	
	%	100.00%	38.68%	56.32%	5.00%	1.58%	0.00%	0.00%	0.26%	0.00%	0.00%	0.26%	0.26%	0.00%	0.00%	0.53%	0.00%	0.26%	
Qualified	#	169	77	86	6	1	0	0	0	0	0	0	1	0	0	0	0	0	
	%	100.00%	45.56%	50.89%	3.55%	0.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.59%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	46	27	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	58.70%	41.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool %	%				9.24%	3.27%													
Series: 0401 General Biological Science (RESEARCH)																			
Total Applications Received	#	364	135	218	11	2	0	0	1	1	0	0	0	0	0	0	0	0	
	%	100.00%	37.09%	59.89%	3.02%	0.55%	0.00%	0.00%	0.27%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#	232	92	135	5	1	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100.00%	39.66%	58.19%	2.16%	0.43%	0.00%	0.00%	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	61	23	37	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	37.70%	60.66%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool %	%				5.99%	0.91%													
Series: 0819 Environmental Engineer																			
Total Applications Received	#	278	145	118	15	1	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100.00%	52.16%	42.45%	5.40%	0.36%	0.00%	0.00%	0.00%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#	159	85	70	4	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	53.46%	44.03%	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	37	15	21	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	40.54%	56.76%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool %	%				6.40%	1.71%													
Series: 0905 Attorney																			
Total Applications Received	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool %	%				4.94%	0.58%													
Series: 1301 Physical Scientist/Environmental Scientist																			
Total Applications Received	#	82	42	39	1	1	0	1	0	0	0	0	0	0	0	1	0	0	
	%	100.00%	51.22%	47.56%	1.22%	1.22%	0.00%	1.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.22%	0.00%	0.00%	
Qualified	#	39	20	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	51.28%	48.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected	#	12	7	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	58.33%	41.67%	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%	
Relevant Applicant Pool %	%				5.49%	1.30%													

EPA - Environmental Protection Agency
(From October 1, 2016 to June 30, 2017)
Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS for Major Occupations by Disability

P-values for differences

	Total	Total by Disability Status				Detail for Targeted Disabilities											
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [18]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorder [82]	Severe Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Series: 0028 Environmental Protection Specialist																	
Total Applications Received				0.00	0.87												
Qualified				0.08	0.01												
Selected				0.26	0.68												
Relevant Applicant Pool %																	
Series: 0301 Misc Administration and Program Specialist																	
Total Applications Received				0.99	1.00												
Qualified				0.04	0.13												
Selected				0.85	1.00												
Relevant Applicant Pool %																	
Series: 0343 Management/Program Analyst																	
Total Applications Received				0.00	0.03												
Qualified				0.18	0.17												
Selected				0.14	0.73												
Relevant Applicant Pool %																	
Series: 0401 General Biological Science (RESEARCH)																	
Total Applications Received				0.01	0.36												
Qualified				0.17	0.59												
Selected				0.61	0.74												
Relevant Applicant Pool %																	
Series: 0819 Environmental Engineer																	
Total Applications Received				0.30	0.05												
Qualified				0.01	0.43												
Selected				0.77	1.00												
Relevant Applicant Pool %																	
Series: 0905 Attorney																	
Total Applications Received				0.86	0.98												
Qualified				1.00	1.00												
Selected				1.00	1.00												
Relevant Applicant Pool %																	
Series: 1301 Physical Scientist/Environmental Scientist																	
Total Applications Received				0.06	0.71												
Qualified				0.52	0.52												
Selected				1.00	1.00												
Relevant Applicant Pool %																	

Table A-10

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																			
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex																			
Permanent Workforce	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						White		Black or African American		Asian									
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Eligible for Career Ladder Promotions	#	1357	616	741	47	59	424	468	82	134	50	63	1	2	5	7	6	6	4
	%	100%	45.39%	54.61%	3.46%	4.35%	31.25%	34.49%	6.04%	9.87%	3.68%	4.64%	0.07%	0.15%	0.37%	0.52%	0.44%	0.29%	
Time in grade in excess of minimum																			
1-12 Months	#	48	25	23	0	1	15	12	6	7	2	3	0	0	1	0	1	0	0
	%	100%	52.08%	47.92%	0.00%	2.08%	31.25%	25.00%	12.50%	14.58%	4.17%	6.25%	0.00%	0.00%	2.08%	0.00%	2.08%	0.00%	0.00%
13-24 Months	#	6	2	4	0	0	1	3	1	1	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	16.67%	50.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25 + months	#	21	11	10	2	0	8	9	1	1	0	0	0	0	0	0	0	0	0
	%	100%	52.38%	47.62%	9.52%	0.00%	38.10%	42.86%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Source: Datamart
Download Date: 09/14/2017

Permanent Workforce	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino								Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						White		Black or African American		Asian									
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1-12 Months	p-value	0.074	0.074	0.184	0.258	0.123	0.048	0.044	0.095	0.272	0.204	0.967	0.930	0.149	0.779	0.172	0.870		
	% difference	7%	-7%	-3%	-2%	0%	-9%	6%	5%	0%	2%	0%	0%	2%	-1%	2%	0%		
13-24 Months	p-value	0.275	0.275	0.810	0.766	0.288	0.231	0.265	0.352	0.799	0.752	0.996	0.991	0.978	0.969	0.974	0.983		
	% difference	-12%	12%	-3%	-4%	-15%	16%	11%	7%	-4%	-5%	0%	0%	0%	-1%	0%	0%		
25 + months	p-value	0.140	0.140	0.129	0.393	0.142	0.127	0.365	0.259	0.455	0.369	0.985	0.969	0.925	0.896	0.912	0.941		
	% difference	7%	-7%	6%	-4%	7%	8%	-1%	-5%	-4%	-5%	0%	0%	0%	-1%	0%	0%		

Table B-10

EPA - ENVIRONMENTAL PROTECTION AGENCY Pay Period 201715 (From October 1, 2016 to June 30, 2017)															
Table B10 - Non-Competitive Promotions - Time in Grade - By Disability - Permanent Workforce															
Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32- 38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation / Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Total Employees Eligible for Career Ladder Promotions	#	1357	1121	100	136	16	2	3	0	0	0	2	0	9	0
	%	100%	82.61%	7.37%	10.02%	1.18%	0.15%	0.22%	0.00%	0.00%	0.00%	0.15%	0.00%	0.66%	0.00%
Time in Grade Excess of Minimum															
1-12 Months	#	48	37	4	7	1	1	0	0	0	0	0	0	0	0
	%	100%	77.08%	8.33%	14.58%	2.08%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-24 Months	#	6	5	0	1	1	0	0	0	0	0	0	0	1	0
	%	100%	83.33%	0.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%
25 + Months	#	21	19	1	1	1	0	0	0	0	1	0	0	0	0
	%	100%	90.48%	4.76%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%

Source: Datamart
Download Date: 09/14/2017

1-12 Months	p-value	0.198	0.098	0.324
	% difference	1%	5%	1%
13-24 Months	p-value	0.632	0.355	0.067
	% difference	-7%	7%	15%
25 + months	p-value	0.335	0.255	0.195
	% difference	-3%	-5%	4%

Table A-11

Environmental Protection Agency (From October 1, 2016 to June 30, 2017)																		
Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) by Race/Ethnicity and Sex																		
FY 2017	TOTAL			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or		American Indian or		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS - 13																		
Total Applications Received	#	379	200	179	29	20	100	75	37	65	26	12	0	2	7	2	1	3
	%	100%	52.77%	47.23%	7.65%	5.28%	26.39%	19.79%	9.76%	17.15%	6.86%	3.17%	0.00%	0.53%	1.85%	0.53%	0.26%	0.79%
Qualified	#	305	164	141	28	14	84	67	24	45	22	10	0	2	5	1	1	2
	%	100%	53.77%	46.23%	9.18%	4.59%	27.54%	21.97%	7.87%	14.75%	7.21%	3.28%	0.00%	0.66%	1.64%	0.33%	0.33%	0.66%
Selected	#	56	24	32	2	1	18	16	4	9	0	1	0	1	0	3	0	1
	%	100%	42.86%	57.14%	3.57%	1.79%	32.14%	28.57%	7.14%	16.07%	0.00%	1.79%	0.00%	1.79%	0.00%	5.36%	0.00%	1.79%
Relevant Applicant Pool % GS-12		12.61%	10.05%	14.96%	10.30%	17.91%	8.78%	12.35%	17.00%	19.77%	13.33%	16.05%	12.50%	33.33%	8.57%	18.18%	4.00%	13.73%
GS - 14																		
Total Applications Received	#	735	392	343	50	44	215	184	67	79	45	24	0	1	9	6	6	5
	%	100%	53.33%	46.67%	6.80%	5.99%	29.25%	25.03%	9.12%	10.75%	6.12%	3.27%	0.00%	0.14%	1.22%	0.82%	0.82%	0.68%
Qualified	#	687	356	331	47	36	195	182	60	77	44	24	0	0	7	7	3	5
	%	100%	51.82%	48.18%	6.84%	5.24%	28.38%	26.49%	8.73%	11.21%	6.40%	3.49%	0.00%	0.00%	1.02%	1.02%	0.44%	0.73%
Selected	#	90	43	47	6	2	26	32	8	8	2	3	0	0	1	0	0	2
	%	100%	47.78%	52.22%	6.67%	2.22%	28.89%	35.56%	8.89%	8.89%	2.22%	3.33%	0.00%	0.00%	1.11%	0.00%	0.00%	2.22%
Relevant Applicant Pool % GS-13		40.67%	42.90%	38.62%	47.00%	40.70%	41.49%	38.31%	44.53%	37.81%	49.29%	43.36%	12.50%	11.11%	55.71%	32.95%	64.00%	37.25%
GS - 15																		
Total Applications Received	#	277	160	117	24	9	104	63	14	28	8	13	2	1	2	1	6	2
	%	100%	57.76%	42.24%	8.66%	3.25%	37.55%	22.74%	5.05%	10.11%	2.89%	4.69%	0.72%	0.36%	0.72%	0.36%	2.17%	0.72%
Qualified	#	234	126	108	19	8	82	60	11	25	6	12	1	0	2	1	5	2
	%	100%	53.85%	46.15%	8.12%	3.42%	35.04%	25.64%	4.70%	10.68%	2.56%	5.13%	0.43%	0.00%	0.85%	0.43%	2.14%	0.85%
Selected	#	47	25	22	3	0	19	14	1	3	2	5	0	0	0	0	0	0
	%	100%	53.19%	46.81%	6.38%	0.00%	40.43%	29.79%	2.13%	6.38%	4.26%	10.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool % GS-14		18.18%	50.67%	49.33%	3.08%	2.64%	40.27%	32.73%	4.09%	9.66%	2.79%	3.38%	0.11%	0.04%	0.30%	0.67%	0.04%	0.22%

Source: Monster
Download Date: 9/14/2017

P-values for differences

	Total			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native		American		Two or More Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-13																		
Total Applications Received			1.00	1.00	0.05	0.00	1.00	1.00	0.00	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified			0.82	0.25	1.00	0.17	0.88	0.99	0.01	0.01	0.79	0.72	1.00	1.00	0.41	0.35	1.00	0.48
Selected			0.05	0.98	0.08	0.24	0.85	0.93	0.54	0.70	0.01	0.42	1.00	0.97	0.36	1.00	0.82	0.97
GS-14																		
Total Applications Received			1.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified			0.00	1.00	0.65	0.01	0.04	1.00	0.14	0.97	0.96	1.00	1.00	0.07	0.11	1.00	0.00	1.00
Selected			0.24	0.83	0.58	0.13	0.60	0.99	0.62	0.29	0.05	0.61	1.00	1.00	0.77	0.37	0.66	0.98
GS-15																		
Total Applications Received			0.99	0.01	1.00	0.80	0.19	0.00	0.83	0.65	0.63	0.91	1.00	1.00	0.95	0.45	1.00	0.98
Qualified			0.00	1.00	0.31	0.79	0.03	1.00	0.37	0.85	0.36	0.89	0.29	0.16	1.00	1.00	0.64	1.00
Selected			0.52	0.61	0.45	0.16	0.85	0.82	0.31	0.22	0.90	0.98	0.80	1.00	0.64	0.80	0.32	0.64
Relevant Applicant Pool %																		

Table B-11

Environmental Protection Agency (From October 1, 2016 to June 30, 2017)																		
Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, and SES) POSITIONS by Disability																		
FY 17	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [06-98]	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]	
Grade: 13																		
Total Applications Received	#	560	248	285	27	9	0	1	3	1	0	0	0	0	0	5	0	0
	%	100.00%	44.29%	50.89%	4.82%	1.61%	0.00%	0.18%	0.54%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.89%	0.00%	0.00%
Qualified	#	455	203	235	17	4	0	1	2	1	0	0	0	0	1	0	0	
	%	100.00%	44.62%	51.65%	3.74%	0.88%	0.00%	0.22%	0.44%	0.22%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	
Selected	#	76	36	39	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	47.37%	51.32%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool % GS-12					18.06%	18.86%												
Grade: 14																		
Total Applications Received	#	1088	476	571	41	12	1	1	1	1	1	2	2	0	3	0	0	
	%	100.00%	43.75%	52.48%	3.77%	1.10%	0.09%	0.09%	0.09%	0.09%	0.09%	0.18%	0.18%	0.00%	0.28%	0.00%	0.00%	
Qualified	#	1022	440	545	37	10	1	1	1	1	1	2	1	0	2	0	0	
	%	100.00%	43.05%	53.33%	3.62%	0.98%	0.10%	0.10%	0.10%	0.10%	0.10%	0.20%	0.10%	0.00%	0.20%	0.00%	0.00%	
Selected	#	126	56	68	2	1	0	0	0	0	1	0	0	0	0	0	1	
	%	100.00%	44.44%	53.97%	1.59%	0.79%	0.00%	0.00%	0.00%	0.00%	0.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.79%	
Relevant Applicant Pool % GS-13					37.53%	38.72%												
Grade: 15																		
Total Applications Received	#	403	167	219	17	12	0	2	0	1	2	1	1	1	0	4	0	1
	%	100.00%	41.44%	54.34%	4.22%	2.98%	0.00%	0.50%	0.00%	0.25%	0.50%	0.25%	0.25%	0.25%	0.00%	0.99%	0.00%	0.25%
Qualified	#	342	142	190	10	9	0	2	0	1	2	1	0	1	0	2	0	1
	%	100.00%	41.52%	55.56%	2.92%	2.63%	0.00%	0.58%	0.00%	0.29%	0.58%	0.29%	0.00%	0.29%	0.00%	0.58%	0.00%	0.29%
Selected	#	69	35	34	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	50.72%	49.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool % GS-14					10.75%	10.44%												

Source: Datamart
Download Date: 9/14/2017

P-values for differences

	Total	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [06-98]	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]	Severe Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
GS-13																		
Total Applications Received				0.00	0.00													
Qualified				0.02	0.01													
Selected				0.19	0.48													
Relevant Applicant Pool %																		
GS-14																		
Total Applications Received				0.00	0.00													
Qualified				0.23	0.16													
Selected				0.14	0.65													
Relevant Applicant Pool %																		
GS-15																		
Total Applications Received				0.00	0.00													
Qualified				0.01	0.27													
Selected				0.10	0.13													
Relevant Applicant Pool %																		

Table A-13

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)																		
Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex - Permanent Workforce																		
Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						White	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Time-Off Awards - 1-9 hours																		
Total Time-Off Awards Given	#	2191	1000	1191	94	127	712	672	101	286	77	85	0	2	11	13	4	5
	%	100%	45.64%	54.36%	4.29%	5.80%	32.50%	30.67%	4.61%	13.05%	3.51%	3.88%	0.00%	0.09%	0.50%	0.59%	0.18%	0.23%
Total Hours		15027	6921	8106	605	820	4998	4645	687	1947	532	580	0	13	64	64	26	29
Average Hours		7	7	7	6	6	7	7	7	7	7	7	0	7	6	5	7	6
Time-Off Awards - 9+ hours																		
Total Time-Off Awards Given	#	2192	855	1337	48	69	656	865	81	288	60	91	3	1	5	12	2	10
	%	100%	39.01%	60.99%	2.19%	3.15%	29.93%	39.46%	3.70%	13.14%	2.74%	4.15%	0.14%	0.05%	0.23%	0.55%	0.09%	0.46%
Total Hours		52064	19752	32312	930	1434	6497	21724	1737	6445	1378	2156	49	16	126	297	35	216
Average Hours		24	23	24	19	21	24	25	21	22	23	24	16	16	25	25	18	22
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	1647	722	925	39	67	537	591	73	167	57	81	1	0	10	17	4	2
	%	100%	43.84%	56.16%	2.37%	4.07%	32.60%	35.88%	4.43%	10.14%	3.46%	4.92%	0.06%	0.00%	0.61%	1.03%	0.24%	0.12%
Total Amount		\$882,358	\$256,886	\$325,470	\$4,505	\$2,187	\$187,432	\$207,639	\$26,599	\$69,552	\$22,605	\$29,611	\$235	\$0	\$3,225	\$5,792	\$1,785	\$1000
Average Amount		\$354	\$356	\$352	\$372	\$327	\$349	\$351	\$364	\$357	\$397	\$366	\$235	\$0	\$323	\$341	\$446	\$500
Cash Awards - \$501+																		
Total Cash Awards Given	#	6593	3188	3405	196	273	2415	2005	283	786	247	281	4	5	28	37	14	17
	%	100%	48.35%	51.65%	2.97%	4.14%	36.63%	30.41%	4.29%	11.92%	3.75%	4.26%	0.06%	0.08%	0.42%	0.56%	0.21%	0.26%
Total Amount		\$10,865,142	\$5,354,262	\$5,510,880	\$314,577	\$417,659	\$4,139,774	\$3,327,710	\$445,395	\$1,232,157	\$378,189	\$447,593	\$5,485	\$5,950	\$47,867	\$49,536	\$2,1675	\$29,675
Average Amount		\$1,648	\$1,680	\$1,618	\$1,605	\$1,530	\$1,714	\$1,660	\$1,574	\$1,568	\$1,531	\$1,593	\$1,371	\$1,190	\$1,710	\$1,339	\$1,548	\$1,746
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	192	113	79	7	2	93	64	11	11	2	2	0	0	0	0	0	0
	%	100%	58.85%	41.15%	3.65%	1.04%	48.44%	33.33%	5.73%	5.73%	1.04%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		\$2,963,606	\$1,532,525	\$1,031,081	\$82,827	\$23,020	\$1,293,438	\$832,681	\$134,735	\$47,968	\$2,1525	\$27,412	\$0	\$0	\$0	\$0	\$0	\$0
Average Amount		\$13,352	\$13,562	\$13,052	\$11,832	\$11,510	\$13,908	\$13,011	\$12,249	\$13,452	\$10,763	\$13,706	\$0	\$0	\$0	\$0	\$0	\$0
Quality Step Increases(QSI)																		
Total QSIs Awarded	#	173	65	108	3	6	50	71	8	22	3	7	0	0	1	2	0	0
	%	100%	37.57%	62.43%	1.73%	3.47%	28.90%	41.04%	4.62%	12.72%	1.73%	4.05%	0.00%	0.00%	0.58%	1.16%	0.00%	0.00%
Total Benefit		\$559,848	\$212,363	\$347,485	\$10,962	\$17,841	\$164,286	\$231,055	\$24,786	\$72,700	\$9,358	\$23,483	\$0	\$0	\$2,971	\$2,406	\$0	\$0
Average Benefit		\$3,236	\$3,267	\$3,217	\$3,654	\$2,974	\$3,286	\$3,254	\$3,098	\$3,305	\$3,119	\$3,355	\$0	\$0	\$2,971	\$1,203	\$0	\$0

Source: Datamart
Download Date: 09/14/2017

Type of Award	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						White	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off Awards - 1-9 hours	p-value	0.968	0.968	0.335	0.335	0.968	0.968	0.968	0.968	0.968	0.968	0.968	0.000	0.968	0.335	0.003	0.968	0.335
	difference	0.0	0.0	-1.0	-1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-7.0	0.0	-1.0	-2.0	0.0	-1.0
Time-Off Awards - 9+ hours	p-value	0.950	0.998	0.000	0.162	0.998	1.000	0.162	0.629	0.950	0.998	0.000	0.000	1.000	1.000	0.000	0.629	0.629
	difference	-1.0	0.0	-5.0	-3.0	0.0	1.0	-3.0	-2.0	-1.0	0.0	-8.0	-8.0	1.0	1.0	-6.0	-2.0	-2.0
Cash Awards - \$100 - \$500	p-value	0.729	0.677	0.887	0.316	0.636	0.664	0.819	0.741	0.984	0.838	0.000	0.000	0.265	0.519	1.000	1.000	1.000
	difference	2.0	-2.0	18.0	-27.0	-5.0	-3.0	10.0	3.0	43.0	12.0	-119.0	-354.0	-31.0	-13.0	92.0	146.0	146.0
Cash Awards - \$501+	p-value	0.999	0.936	0.880	0.203	1.000	0.996	0.635	0.574	0.211	0.804	0.000	0.000	1.000	0.000	0.363	1.000	1.000
	difference	32.0	-30.0	-43.0	-118.0	66.0	12.0	-74.0	-80.0	-117.0	-55.0	-277.0	-458.0	62.0	-309.0	-100.0	98.0	98.0
Senior Executive Service Perfo	p-value	1.000	0.999	0.992	0.987	1.000	0.999	0.996	1.000	0.961	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	difference	210.0	-300.0	-1520.0	-1842.0	556.0	-341.0	-1103.0	100.0	-2589.0	354.0	-13352.0	-13352.0	-13352.0	-13352.0	-13352.0	-13352.0	-13352.0
Quality Step Increases(QSI)	p-value	0.996	0.994	1.000	0.968	0.997	0.996	0.986	0.997	0.988	0.998	0.000	0.000	0.968	0.001	0.000	0.000	0.000
	difference	31.0	-19.0	418.0	-262.0	50.0	18.0	-138.0	69.0	-117.0	119.0	-3236.0	-3236.0	-265.0	-2033.0	-3236.0	-3236.0	-3236.0

Table B-13

ENVIRONMENTAL PROTECTION AGENCY (From October 1, 2016 to June 30, 2017)															
Table B13 - Employee Recognition and Awards - Distribution by Disability - Permanent Workforce															
Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation / Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb- Spine/ Dwarfism	
Time-Off Awards - 1-9 hours															
#	2191	1967	60	164	41	4	4	0	16	0	6	1	9	1	
Total Time-Off Awards Given	%	100%	89.78%	2.74%	7.49%	1.87%	0.18%	0.18%	0.00%	0.73%	0.00%	0.27%	0.05%	0.41%	0.05%
Total Hours	15027	13583	401	1043	283	20	32	0	110	0	45	4	66	6	
Average Hours	7	7	7	6	7	5	8	0	7	0	8	4	7	6	
Time-Off Awards - 9+ hours															
#	2192	1951	69	172	46	5	6	1	16	0	5	1	12	0	
Total Time-Off Awards Given	%	100%	89.01%	3.15%	7.85%	2.10%	0.23%	0.27%	0.05%	0.73%	0.00%	0.23%	0.05%	0.55%	0.00%
Total Hours	52064	46418	1702	3944	1021	117	113	16	386	0	138	20	231	0	
Average Hours	24	24	25	23	22	23	19	16	24	0	28	20	19	0	
Cash Awards - \$100 - \$500															
#	1647	1449	54	144	30	2	5	1	13	0	2	2	5	0	
Total Cash Awards Given	%	100%	87.98%	3.28%	8.74%	1.82%	0.12%	0.30%	0.06%	0.79%	0.00%	0.12%	0.30%	0.00%	
Total Amount	\$582,356	\$511,267	\$19,478	\$51,611	\$10,953	\$803	\$1,800	\$400	\$4,650	\$0	\$650	\$750	\$1,900	\$0	
Average Amount	\$354	\$353	\$361	\$358	\$365	\$402	\$360	\$400	\$358	0	\$325	\$375	\$380	0	
Cash Awards - \$501+															
#	6593	6001	142	450	117	7	12	4	51	4	13	0	25	1	
Total Cash Awards Given	%	100%	91.02%	2.15%	6.83%	1.77%	0.11%	0.18%	0.06%	0.77%	0.06%	0.20%	0.00%	0.38%	0.02%
Total Amount	\$10,865,142	\$9,985,784	\$207,056	\$672,302	\$182,798	\$7,250	\$26,322	\$5,525	\$77,798	\$5,500	\$22,463	\$0	\$36,890	\$1,050	
Average Amount	\$1,648	\$1,664	\$1,458	\$1,494	\$1,562	\$1,036	\$2,194	\$1,381	\$1,525	\$1,375	\$1,728	0	\$1,476	\$1,050	
Senior Executive Service Performance Awards															
#	192	177	5	10	0	0	0	0	0	0	0	0	0	0	
Total Cash Awards Given	%	100%	92.19%	2.60%	5.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Amount	\$2,563,606	\$2,369,382	\$62,859	\$131,365	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Average Amount	\$13,352	\$13,386	\$12,572	\$13,137	0	0	0	0	0	0	0	0	0	0	
Quality Step Increases(QSI)															
#	173	159	3	11	2	0	0	1	1	0	0	0	0	0	
Total Cash Awards Given	%	100%	91.91%	1.73%	6.36%	1.16%	0.00%	0.00%	0.58%	0.58%	0.00%	0.00%	0.00%	0.00%	
Total Amount	\$559,848	\$511,908	\$9,010	\$38,930	\$7,468	\$0	\$0	\$3,734	\$3,734	\$0	\$0	\$0	\$0	\$0	
Average Amount	\$3,236	\$3,220	\$3,003	\$3,539	\$3,734	0	0	\$3,734	\$3,734	0	0	0	0	0	

Source: Datamart

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Employment Tenure	TOTAL	Total by Disability Status			
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability
Time-Off Awards - 1-9 hours			0.975	0.731	0.975
Time-Off Awards - 9+ hours			0.995	0.960	0.911
Cash Awards - \$100 - \$500			0.904	0.890	0.921
Cash Awards - \$501+			0.710	0.791	0.902
Senior Executive Service Performance Awards			1.000	1.000	N/A
Quality Step Increases(QSI)			0.997	1.000	1.000

Table A-14

ENVIRONMENTAL PROTECTION AGENCY (From October 30, 2016 to June 30, 2017)																			
Table A14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex - Permanent Workforce																			
Type of Separation	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						White	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary 2017	#	621	311	311	11	13	245	180	35	92	14	20	1	0	4	4	0	2	
	%	100%	50.08%	50.08%	1.77%	2.09%	39.45%	28.99%	5.64%	14.81%	2.25%	3.22%	0.16%	0.00%	0.64%	0.64%	0.00%	0.32%	
Involuntary 2017	#	17	11	6	0	0	7	2	3	4	0	0	0	0	0	0	1	0	
	%	100%	64.71%	35.29%	0.00%	0.00%	41.18%	11.76%	17.65%	23.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	
RIF 2017	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Total separation 2017	#	638	322	317	11	13	252	182	38	96	14	20	1	0	4	4	1	2	
	%	100%	50.47%	49.69%	1.72%	2.04%	39.50%	28.53%	5.96%	15.05%	2.19%	3.13%	0.16%	0.00%	0.63%	0.63%	0.16%	0.31%	
Permanent Workforce 2017	#	14810	7088	7722	466	575	5283	4550	741	1907	495	542	8	9	70	88	25	51	
	%	100%	48%	52%	3%	4%	36%	31%	5%	13%	3%	4%	0%	0%	0%	1%	0%	0%	

Type of Separation	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						White	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary 2017	p-value	0.138	0.862	0.989	0.996	0.025	0.842	0.255	0.081	0.958	0.755	0.290	N/A	0.338	0.507	N/A	0.637		
	differenc	2.22%	-2.06%	-1.38%	-1.79%	3.78%	-1.73%	0.64%	1.93%	-1.09%	-0.44%	0.11%	-0.06%	0.17%	0.05%	-0.17%	-0.02%		
Involuntary 2017	p-value	0.125	0.950	N/A	N/A	0.404	0.983	0.050	0.167	N/A	N/A	N/A	N/A	N/A	N/A	0.028	N/A		
	differenc	16.85%	#####	-3.15%	-3.88%	5.51%	#####	12.65%	10.65%	-3.34%	-3.66%	-0.05%	-0.06%	-0.47%	-0.59%	5.71%	-0.34%		
Total separation 2017	p-value	0.095	0.905	0.992	0.997	0.022	0.899	0.150	0.056	0.968	0.794	0.297	N/A	0.356	0.529	0.668	0.652		
	differenc	2.61%	-2.45%	-1.43%	-1.84%	3.83%	-2.19%	0.96%	2.17%	-1.15%	-0.53%	0.11%	-0.06%	0.16%	0.04%	-0.01%	-0.03%		

Source: Datamart

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Table B-14

EPA - ENVIRONMENTAL PROTECTION AGENCY (From October 30, 2016 to June 30, 2017)															
Table B14 - Separations by Type of Separation - Distribution by Disability - Permanent Workforce															
Type of Separation	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	-1 Not Identified	(06-98) Disability	Targeted Disability	(16,19) Deafness	(21,23,25) Blindness	(28,30,32-38) Missing Limbs/ Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	-82 Convulsive Disorder/ Epilepsy	-90 Mental Retardation/ Severe Intellectual Disability	-91 Mental Illness/ Psychiatric Disability	-92 Distortion Limb-Spine/ Dwarfism	
Voluntary 2017	#	622	546	14	62	19	1	1	1	10	0	0	2	4	0
	%	100%	87.78%	2.25%	9.97%	3.05%	0.16%	0.16%	0.16%	1.61%	0.00%	0.00%	0.32%	0.64%	0.00%
Involuntary 2017	#	17	13	1	3	1	0	0	0	0	1	0	0	0	0
	%	100%	76.47%	5.88%	17.65%	5.88%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%
RIF 2017	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Separations 2017	#	639	559	15	65	20	1	1	1	10	1	0	2	4	0
	%	100%	87.48%	2.35%	10.17%	3.13%	0.16%	0.16%	0.16%	1.56%	0.16%	0.00%	0.31%	0.63%	0.00%
Total Workforce 2017	#	14869	13325	408	1136	297	23	35	8	120	7	25	4	73	2
	%	100%	89.62%	2.74%	7.64%	2.00%	0.15%	0.24%	0.05%	0.81%	0.05%	0.17%	0.03%	0.49%	0.01%

Type of Separation	Total	Total by Disability Status		
		(04,05) No Disability	-1 Not Identified	(06-98) Disability
Voluntary 2017	p-value	0.813	0.018	0.044
	difference	-0.49%	2.33%	1.05%
Involuntary 2017	p-value	0.377	0.136	0.290
	difference	3.14%	10.01%	3.88%
RIF 2017				
Total Separations 2017	p-value	0.769	0.011	0.032
	difference	-0.39%	2.53%	1.13%

Source: Datamart

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LIST OF ADDITIONAL APPENDICES

MANDATORY DOCUMENTS

1. EPA Organizational Chart (ending FY17)
2. EEO Policy Statement (existing FY16)
3. EPA Strategic Plan (FY 2018-2022)
4. Anti-Harassment Policy Statement (existing FY16)
5. Anti-Harassment Procedures (existing FY16)
6. Reasonable Accommodations Programs, Policy and Procedures (existing AFGE and All Other Employees)
7. Personal Assistance Services Addendum Memo
8. Alternative Dispute Resolution Program and Policy (link and scanned copy of webpage for reference)

ADDITIONAL DOCUMENTS

9. FEORP 2017 (pilot; issued April 2018)
10. Disabled Veterans Affirmative Action Program (DVAAP) (FY 16 DVAAP Report; FY 17 DVAAP Plan issued December 2, 2017)
11. Diversity and Inclusion Strategic Plan (DISP FY 2017-2021)
12. Employee Viewpoint Survey or Annual Employee Survey

MISCELLANEOUS DOCUMENTS

13. Delegation of Authority to Sign FY2017 EPA Annual Equal Employment Opportunity Program Status Report
14. Section 508 Compliance Webpage
15. EPA Exit Survey 2016-2018