



Management Directive 715
Report Appendix A (Tables)
Fiscal Year 2021

U.S. Environmental Protection Agency

Protecting Human Health & the Environment

Appendix A.1 – Workforce Data Tables (A) FY21

Table A-1: Total Workforce – Ratios

10/01/2020 to 09/30/2021

	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	None Specified Male	None Specified Female
Total Workforce #	14,946	7,096	7,850	497	618	5,096	4,647	791	1,729	565	669	8	9	76	75	39	67	24	36
Total Workforce %	100%	47.48%	52.52%	3.33%	4.13%	34.10%	31.09%	5.29%	11.57%	3.78%	4.48%	0.05%	0.06%	0.51%	0.50%	0.26%	0.49%	0.16%	0.24%
Permanent Workforce #	14,241	6,687	7,554	485	608	4,768	4,439	766	1,696	535	633	7	9	74	71	36	66	16	32
Permanent Workforce %	100%	46.96%	53.04%	3.41%	4.27%	33.48%	31.17%	5.38%	11.91%	3.76%	4.44%	0.05%	0.06%	0.52%	0.50%	0.25%	0.46%	0.11%	0.22%
Temporary Workforce #	705	409	296	12	10	328	208	25	33	30	36	1	2	4	3	1	8	4	
Temporary Workforce %	100%	58.01%	41.99%	1.70%	1.42%	46.52%	29.50%	3.55%	4.68%	4.26%	5.11%	0.14%	0.28%	0.57%	0.43%	0.14%	1.13%	0.57%	

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 10/25/2021
U.S. EPA

Table A-2: Workforce by Component

10/01/2020 to 09/30/2021

Permanent Workforce

Organizational Component	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		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
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%	
Region 02 New York, NY (SB)	# 730	355	375	59	77	236	196	22	47	35	47	0	1	2	2	1	5	
	% 100%	48.63%	51.37%	8.08%	10.55%	32.33%	26.85%	3.01%	6.44%	4.79%	6.44%	0.00%	0.14%	0.27%	0.27%	0.14%	0.68%	
Region 01 Boston, MA (SB)	# 517	241	276	15	22	195	214	13	17	15	21	0	0	2	0	1	2	
	% 100%	46.62%	53.38%	2.90%	4.26%	37.72%	41.39%	2.51%	3.29%	2.90%	4.06%	0.00%	0.00%	0.39%	0.00%	0.19%	0.39%	
Region 03 Philadelphia, PA (SB)	# 717	313	404	21	32	231	273	31	74	27	20	1	0	0	2	2	3	
	% 100%	43.65%	56.35%	2.93%	4.46%	32.22%	38.08%	4.32%	10.32%	3.77%	2.79%	0.14%	0.00%	0.00%	0.28%	0.28%	0.42%	
Region 04 Atlanta, GA (SB)	# 830	384	446	27	24	256	199	77	201	20	14	0	0	2	2	2	6	
	% 100%	46.27%	53.73%	3.25%	2.89%	30.84%	23.98%	9.28%	24.22%	2.41%	1.69%	0.00%	0.00%	0.24%	0.24%	0.24%	0.72%	
Region 05 Chicago, IL (SB)	# 987	445	542	29	42	333	325	44	129	35	37	0	1	3	3	1	5	
	% 100%	45.09%	54.91%	2.94%	4.26%	33.74%	32.93%	4.46%	13.07%	3.55%	3.75%	0.00%	0.10%	0.30%	0.30%	0.10%	0.51%	
Region 06 Dallas, TX (SB)	# 688	344	344	56	56	197	145	53	109	29	27	0	0	7	5	2	2	
	% 100%	50.00%	50.00%	8.14%	8.14%	28.63%	21.08%	7.70%	15.84%	4.22%	3.92%	0.00%	0.00%	1.02%	0.73%	0.29%	0.29%	
Region 07 Lenexa, KS (SB)	# 484	234	250	13	18	188	177	11	37	11	11	0	0	9	6	2	1	
	% 100%	48.35%	51.65%	2.69%	3.72%	38.84%	36.57%	2.27%	7.64%	2.27%	2.27%	0.00%	0.00%	1.86%	1.24%	0.41%	0.21%	
Region 08 Denver, CO (SB)	# 490	225	265	23	26	170	201	12	21	17	13	1	0	0	3	2	1	
	% 100%	45.92%	54.08%	4.69%	5.31%	34.69%	41.02%	2.45%	4.29%	3.47%	2.65%	0.20%	0.00%	0.00%	0.61%	0.41%	0.20%	
Region 09 San Francisco, CA (SB)	# 709	297	412	36	48	196	209	17	40	40	100	1	2	4	9	3	4	
	% 100%	41.89%	58.11%	5.08%	6.77%	27.64%	29.48%	2.40%	5.64%	5.64%	14.10%	0.14%	0.28%	0.56%	1.27%	0.42%	0.56%	
Region 10 Seattle WA (SB)	# 523	229	294	17	24	167	211	11	13	27	36	1	1	5	6	1	3	
	% 100%	43.79%	56.21%	3.25%	4.59%	31.93%	40.34%	2.10%	2.49%	5.16%	6.88%	0.19%	0.19%	0.96%	1.15%	0.19%	0.57%	

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Table A-2: Workforce by Component

OFC INSPECTOR GENERAL (SB)	#	268	128	140	9	8	75	72	31	46	9	14	0	0	3	0	1	0
	%	100%	47.76%	52.24%	3.36%	2.99%	27.99%	26.87%	11.57%	17.16%	3.36%	5.22%	0.00%	0.00%	1.12%	0.00%	0.37%	0.00%
OFFICE OF WATER (SB)	#	559	231	328	13	24	173	208	26	61	16	31	0	0	2	1	1	3
	%	100%	41.32%	58.68%	2.33%	4.29%	30.95%	37.21%	4.65%	10.91%	2.86%	5.55%	0.00%	0.00%	0.36%	0.18%	0.18%	0.54%
OFC CHIEF FINCL OFCR (SB)	#	316	148	168	4	8	81	77	37	69	22	10	1	0	0	2	3	2
	%	100%	46.84%	53.16%	1.27%	2.53%	25.63%	24.37%	11.71%	21.84%	6.96%	3.16%	0.32%	0.00%	0.00%	0.63%	0.95%	0.63%
OFC RESEARCH & DEVELOP (SB)	#	1465	764	701	20	26	614	513	49	92	67	58	0	0	12	9	2	3
	%	100%	52.15%	47.85%	1.37%	1.77%	41.91%	35.02%	3.34%	6.28%	4.57%	3.96%	0.00%	0.00%	0.82%	0.61%	0.14%	0.20%
OFC INTERNTNL & TRIB AF (SB)	#	59	28	31	2	5	18	12	3	12	3	1	0	0	1	1	1	0
	%	100%	47.46%	52.54%	3.39%	8.47%	30.51%	20.34%	5.08%	20.34%	5.08%	1.69%	0.00%	0.00%	1.69%	1.69%	1.69%	0.00%
OFC OF GENERAL COUNSEL (SB)	#	238	89	149	1	7	70	92	11	35	6	14	0	0	1	1	0	0
	%	100%	37.39%	62.61%	0.42%	2.94%	29.41%	38.66%	4.62%	14.71%	2.52%	5.88%	0.00%	0.00%	0.42%	0.42%	0.00%	0.00%
OFC OF LAND & EMER MGMT (SB)	#	460	199	261	9	14	138	162	30	68	17	12	0	1	4	1	1	3
	%	100%	43.26%	56.74%	1.96%	3.04%	30.00%	35.22%	6.52%	14.78%	3.70%	2.61%	0.00%	0.22%	0.87%	0.22%	0.22%	0.65%
OFC OF ENVIRNMTL INFO (SB)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
OFC ENF & COMPL ASSURAN (SB)	#	621	339	282	29	26	269	170	27	60	11	18	0	0	3	2	0	6
	%	100%	54.59%	45.41%	4.67%	4.19%	43.32%	27.38%	4.35%	9.66%	1.77%	2.90%	0.00%	0.00%	0.48%	0.32%	0.00%	0.97%
OFC OF ADMINISTRATOR (SB)	#	343	135	208	13	15	87	84	27	88	8	19	0	0	0	2	0	0
	%	100%	39.36%	60.64%	3.79%	4.37%	25.36%	24.49%	7.87%	25.66%	2.33%	5.54%	0.00%	0.00%	0.00%	0.58%	0.00%	0.00%
OFFICE OF CS AND PP (SB)	#	1081	474	607	33	40	315	340	69	153	50	64	0	1	4	5	3	4
	%	100%	43.85%	56.15%	3.05%	3.70%	29.14%	31.45%	6.38%	14.15%	4.63%	5.92%	0.00%	0.09%	0.37%	0.46%	0.28%	0.37%
OFC OF MISS SUPT (SB)	#	1009	476	533	31	36	279	220	136	234	20	26	2	2	3	7	5	8
	%	100%	47.18%	52.82%	3.07%	3.57%	27.65%	21.80%	13.48%	23.19%	1.98%	2.58%	0.20%	0.20%	0.30%	0.69%	0.50%	0.79%
OFC AIR AND RADIATION (SB)	#	1099	593	506	25	30	480	339	29	90	50	40	0	0	7	2	2	5
	%	100%	53.96%	46.04%	2.27%	2.73%	43.68%	30.85%	2.64%	8.19%	4.55%	3.64%	0.00%	0.00%	0.64%	0.18%	0.18%	0.45%
Total	#	14193	6671	7522	485	608	4768	4439	766	1696	535	633	7	9	74	71	36	66
	%	100%	47.00%	53.00%	3.42%	4.28%	33.59%	31.28%	5.40%	11.95%	3.77%	4.46%	0.05%	0.06%	0.52%	0.50%	0.25%	0.47%

SOURCE: DATAMART

PAY PERIOD: 202121

DATE: 12/03/2021

U.S. EPA

Table A-3: Occupational Categories – Distribution by Race / Ethnicity & Sex
10/01/2020 to 09/30/2021

Permanent Workforce

	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	None Specified Male	None Specified Female
Executive/Senior Level (Grades 15+) #	1,341	687	654	52	36	534	448	60	117	33	47			6	5		1	2	
Executive/Senior Level (Grades 15+) %	9.42%	10.27%	8.66%	3.88%	2.68%	39.82%	33.41%	4.47%	8.72%	2.46%	3.50%			0.45%	0.37%		0.07%	0.15%	
Mid-Level (Grades 13-14) #	516	249	267	25	19	184	174	26	49	11	22			3	3				
Mid-Level (Grades 13-14) %	3.62%	3.72%	3.53%	4.84%	3.68%	35.66%	33.72%	5.04%	9.50%	2.13%	4.26%			0.58%	0.58%				
Other #	2,800	965	1,835	66	141	572	753	240	803	61	84	2	3	10	16	10	26	4	9
Other %	19.66%	14.43%	24.29%	2.36%	5.04%	20.43%	26.89%	8.57%	28.68%	2.18%	3.00%	0.07%	0.11%	0.36%	0.57%	0.36%	0.93%	0.14%	0.32%
OFFICIALS & MANAGERS Total #	4,657	1,901	2,756	143	196	1,290	1,375	326	969	105	153	2	3	19	24	10	27	6	9
OFFICIALS & MANAGERS Total %	32.70%	28.43%	36.48%	3.07%	4.21%	27.70%	29.53%	7.00%	20.81%	2.25%	3.29%	0.04%	0.06%	0.41%	0.52%	0.21%	0.58%	0.13%	0.19%
7. Operatives #	2	2						2											
7. Operatives %	0.01%	0.03%						100.00%											
8. Laborers and Helpers #	1	1						1											
8. Laborers and Helpers %	0.01%	0.01%						100.00%											
9. Service Workers #	187	143	44	9	2	111	33	12	5	5	2			5			1	1	1
9. Service Workers %	1.31%	2.14%	0.58%	4.81%	1.07%	59.36%	17.65%	6.42%	2.67%	2.67%	1.07%			2.67%			0.53%	0.53%	0.53%
2. Professionals #	8,976	4,522	4,454	325	375	3,290	2,918	404	601	417	462	5	5	49	44	24	31	8	18
2. Professionals %	63.03%	67.62%	58.96%	3.62%	4.18%	36.65%	32.51%	4.50%	6.70%	4.65%	5.15%	0.06%	0.06%	0.55%	0.49%	0.27%	0.35%	0.09%	0.20%
3. Technicians #	104	63	41		1	49	31	7	6	4	2			1	1	2			
3. Technicians %	0.73%	0.94%	0.54%		0.96%	47.12%	29.81%	6.73%	5.77%	3.85%	1.92%			0.96%	0.96%	1.92%			
5. Administrative Support Workers #	274	44	230	7	30	20	73	13	99	3	14		1		2		7	1	4
5. Administrative Support Workers %	1.92%	0.66%	3.04%	2.55%	10.95%	7.30%	26.64%	4.74%	36.13%	1.09%	5.11%		0.36%		0.73%		2.55%	0.36%	1.46%
6. Craft Workers #	1	1				1													
6. Craft Workers %	0.01%	0.01%				100.00%													
None #	39	10	29	1	4	7	9	1	16	1									
None %	0.27%	0.15%	0.38%	2.56%	10.26%	17.95%	23.08%	2.56%	41.03%	2.56%									
Other Total #	9,584	4,786	4,798	342	412	3,478	3,064	440	727	430	480	5	6	55	47	26	39	10	23
Other Total %	67.30%	71.57%	63.52%	3.57%	4.30%	36.29%	31.97%	4.59%	7.59%	4.49%	5.01%	0.05%	0.06%	0.57%	0.49%	0.27%	0.41%	0.10%	0.24%
GRAND TOTAL #	14,241	6,687	7,554	485	608	4,768	4,439	766	1,696	535	633	7	9	74	71	36	66	16	32
GRAND TOTAL%	100.00%	100.00%	100.00%	3.41%	4.27%	33.48%	31.17%	5.38%	11.91%	3.76%	4.44%	0.05%	0.06%	0.52%	0.50%	0.25%	0.46%	0.11%	0.22%

SOURCE: OBIEE v1

PAY PERIOD: 202121

DATE: 10/25/2021

U.S. EPA

Table A-4: Participation Rates for General Schedule Grades
10/01/2020 to 09/30/2021
Permanent Workforce

	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	None Specified Male	None Specified Female
GS-03 #	8	2	6				5	2			1								
GS-03 %	100.00%	25.00%	75.00%				62.50%	25.00%			12.50%								
GS-04 #	80	29	51	4	3	17	33	4	4	3	9			1			1		1
GS-04 %	100.00%	36.25%	63.75%	5.00%	3.75%	21.25%	41.25%	5.00%	5.00%	3.75%	11.25%			1.25%			1.25%		1.25%
GS-05 #	38	10	28	1	3	7	11		7	1	6					1			1
GS-05 %	100.00%	26.32%	73.68%	2.63%	7.89%	18.42%	28.95%		18.42%	2.63%	15.79%					2.63%			2.63%
GS-06 #	13	2	11		3	2	3		4										1
GS-06 %	100.00%	15.38%	84.62%		23.08%	15.38%	23.08%		30.77%										7.69%
GS-07 #	263	90	173	12	22	45	85	16	41	13	22			2			1	2	2
GS-07 %	100.00%	34.22%	65.78%	4.56%	8.37%	17.11%	32.32%	6.08%	15.59%	4.94%	8.37%			0.76%			0.38%	0.76%	0.76%
GS-08 #	68	6	62		8	3	14	3	32		3						4		1
GS-08 %	100.00%	8.82%	91.18%		11.76%	4.41%	20.59%	4.41%	47.06%		4.41%						5.88%		1.47%
GS-09 #	605	226	379	16	40	152	199	31	98	22	27		1	2	6	1	4	2	4
GS-09 %	100.00%	37.36%	62.64%	2.64%	6.61%	25.12%	32.89%	5.12%	16.20%	3.64%	4.46%		0.17%	0.33%	0.99%	0.17%	0.66%	0.33%	0.66%
GS-10 #	39	24	15			19	9	3	3	1	1			1	1				1
GS-10 %	100.00%	61.54%	38.46%			48.72%	23.08%	7.69%	7.69%	2.56%	2.56%			2.56%	2.56%				2.56%
GS-11 #	710	280	430	20	31	182	233	47	113	28	39			3	1		6		7
GS-11 %	100.00%	39.44%	60.56%	2.82%	4.37%	25.63%	32.82%	6.62%	15.92%	3.94%	5.49%			0.42%	0.14%		0.85%		0.99%
GS-12 #	1,812	741	1,071	59	114	454	538	129	311	85	70	1	4	5	14	6	14	2	6
GS-12 %	100.00%	40.89%	59.11%	3.26%	6.29%	25.06%	29.69%	7.12%	17.16%	4.69%	3.86%	0.06%	0.22%	0.28%	0.77%	0.33%	0.77%	0.11%	0.33%
GS-13 #	5,599	2,758	2,841	210	234	1,916	1,651	321	639	241	261	2	3	40	25	23	21	5	7
GS-13 %	100.00%	49.26%	50.74%	3.75%	4.18%	34.22%	29.49%	5.73%	11.41%	4.30%	4.66%	0.04%	0.05%	0.71%	0.45%	0.41%	0.38%	0.09%	0.13%
GS-14 #	2,630	1,280	1,350	87	87	982	857	123	272	70	109	2		11	16	3	8	2	1
GS-14 %	100.00%	48.67%	51.33%	3.31%	3.31%	37.34%	32.59%	4.68%	10.34%	2.66%	4.14%	0.08%		0.42%	0.61%	0.11%	0.30%	0.08%	0.04%
GS-15 #	2,068	1,074	994	61	54	864	695	73	152	61	79	2	1	8	6	2	7	3	
GS-15 %	100.00%	51.93%	48.07%	2.95%	2.61%	41.78%	33.61%	3.53%	7.35%	2.95%	3.82%	0.10%	0.05%	0.39%	0.29%	0.10%	0.34%	0.15%	
Other (unspecified) #	38	26	12	1		21	10	1		3	2								
Other (unspecified) %	100.00%	68.42%	31.58%	2.63%		55.26%	26.32%	2.63%		7.89%	5.26%								
SES #	266	135	131	14	9	103	96	10	20	7	4			1	2				
SES %	100.00%	50.75%	49.25%	5.26%	3.38%	38.72%	36.09%	3.76%	7.52%	2.63%	1.50%			0.38%	0.75%				
Total #	14,237	6,683	7,554	485	608	4,767	4,439	763	1,696	535	633	7	9	74	71	36	66	16	32
Total %	100.00%	46.94%	53.06%	3.41%	4.27%	33.48%	31.18%	5.36%	11.91%	3.76%	4.45%	0.05%	0.06%	0.52%	0.50%	0.25%	0.46%	0.11%	0.22%

Source: OBIEE v1; Pay Period: 202121; Date: 10/25/2021; U.S. EPA

Table A-6: Participation Rates for Major Occupations - Distribution by Race / Ethnicity & Sex
10/01/2020 to 09/30/2021

Permanent Workforce

Occupational Series / Description	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	None Specified Male	None Specified Female
ENVIRONMENTAL PROTECTION SPECIALIST (0028) #	1,574	600	974	50	93	440	599	58	197	30	64		2	15	17	6	1	1	1
ENVIRONMENTAL PROTECTION SPECIALIST (0028) %	100.00%	38.12%	61.88%	3.18%	5.91%	27.95%	38.06%	3.68%	12.52%	1.91%	4.07%		0.13%	0.95%	1.08%	0.38%	0.06%	0.06%	0.06%
MISCELLANEOUS ADMIN & PROGRAM (0301) #	428	145	283	13	34	86	106	29	130	12	3			3	3	1	5	1	2
MISCELLANEOUS ADMIN & PROGRAM (0301) %	100.00%	33.88%	66.12%	3.04%	7.94%	20.09%	24.77%	6.78%	30.37%	2.80%	0.70%			0.70%	0.70%	0.23%	1.17%	0.23%	0.47%
MANAGEMENT & PROGRAM ANALYSIS (0343) #	1,388	445	943	26	57	299	438	82	380	24	49	2		6	6	5	11	1	2
MANAGEMENT & PROGRAM ANALYSIS (0343) %	100.00%	32.06%	67.94%	1.87%	4.11%	21.54%	31.56%	5.91%	27.38%	1.73%	3.53%	0.14%		0.43%	0.43%	0.36%	0.79%	0.07%	0.14%
GENERAL NATURAL RESOURCES MANAGEMENT (0401) #	1,492	661	831	46	48	513	604	44	91	52	73			5	5	1	4		6
GENERAL NATURAL RESOURCES MANAGEMENT (0401) %	100.00%	44.30%	55.70%	3.08%	3.22%	34.38%	40.48%	2.95%	6.10%	3.49%	4.89%			0.34%	0.34%	0.07%	0.27%		0.40%
ENVIRONMENTAL ENGINEERING (0819) #	1,486	869	617	97	72	587	373	65	72	107	89		2	8	4	4	3	1	2
ENVIRONMENTAL ENGINEERING (0819) %	100.00%	58.48%	41.52%	6.53%	4.85%	39.50%	25.10%	4.37%	4.85%	7.20%	5.99%		0.13%	0.54%	0.27%	0.27%	0.20%	0.07%	0.13%
GENERAL ATTORNEY (0905) #	980	426	554	32	38	345	394	21	51	23	59	1		2	5		5	2	2
GENERAL ATTORNEY (0905) %	100.00%	43.47%	56.53%	3.27%	3.88%	35.20%	40.20%	2.14%	5.20%	2.35%	6.02%	0.10%		0.20%	0.51%		0.51%	0.20%	0.20%
GENERAL PHYSICAL SCIENCE (1301) #	2,117	1,137	980	76	79	911	721	58	73	80	91			11	7	1	6		3
GENERAL PHYSICAL SCIENCE (1301) %	100.00%	53.71%	46.29%	3.59%	3.73%	43.03%	34.06%	2.74%	3.45%	3.78%	4.30%			0.52%	0.33%	0.05%	0.28%		0.14%
Total #	9,465	4,283	5,182	340	421	3,181	3,235	357	994	328	428	3	4	50	47	18	35	6	18
Total %	100.00%	45.25%	54.75%	3.59%	4.45%	33.61%	34.18%	3.77%	10.50%	3.47%	4.52%	0.03%	0.04%	0.53%	0.50%	0.19%	0.37%	0.06%	0.19%

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 10/25/2021
U.S. EPA

Table A-7: Applicants & Hires for Major Occupations by Race / Ethnicity and Sex
10/01/2020 to 09/30/2021

Permanent Workforce

Job Title/Series	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female
0028 Environmental Protection Specialist Total Received #	6054																
0028 Voluntarily Identified #	4422	2432	1990	248	244	1325	924	554	588	229	171	7	5	45	29	24	29
0028 Voluntarily Identified %	100%	55.00%	45.00%	5.61%	5.52%	29.96%	20.90%	12.53%	13.30%	5.18%	3.87%	.16%	.11%	1.02%	.66%	.54%	.66%
0028 Qualified of those Identified #	3337	1753	1584	165	192	996	766	365	441	177	135	4	5	33	22	13	23
0028 Qualified of those Identified %	100%	52.53%	47.47%	4.94%	5.75%	29.85%	22.95%	10.94%	13.22%	5.30%	4.05%	.12%	.15%	.99%	.66%	.39%	.69%
0028 Selected of those Identified #	51	21	30	0	5	13	18	7	5	1	1	0	0	0	1	0	0
0028 Selected of those Identified %	100%	41.18%	58.82%	.00%	9.80%	25.49%	35.29%	13.73%	9.80%	1.96%	1.96%	.00%	.00%	.00%	1.96%	.00%	.00%
0028 CLF 2010 %		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%
0301 Misc Administration and Program Specialist Total Received #	1382																
0301 Voluntarily Identified #	1018	446	572	56	58	208	180	115	270	57	39	0	3	6	9	4	13
0301 Voluntarily Identified %	100%	43.81%	56.19%	5.50%	5.70%	20.43%	17.68%	11.30%	26.52%	5.60%	3.83%	.00%	.29%	.59%	.88%	.39%	1.28%
0301 Qualified of those Identified #	674	271	403	34	44	134	131	58	180	37	33	0	2	5	4	3	9
0301 Qualified of those Identified %	100%	40.21%	59.79%	5.04%	6.53%	19.88%	19.44%	8.61%	26.71%	5.49%	4.90%	.00%	.30%	.74%	.59%	.45%	1.34%
0301 Selected of those Identified #	17	6	11	0	3	2	4	1	3	2	0	0	1	0	0	1	0
0301 Selected of those Identified %	100%	35.29%	64.71%	.00%	17.65%	11.76%	23.53%	5.88%	17.65%	11.76%	.00%	.00%	5.88%	.00%	.00%	5.88%	.00%
0301 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%
0343 Management/Program Analyst Total Received #	7387																
0343 Voluntarily Identified #	5442	2538	2904	297	291	1150	939	801	1347	228	238	5	4	19	20	38	65
0343 Voluntarily Identified %	100%	46.64%	53.36%	5.46%	5.35%	21.13%	17.25%	14.72%	24.75%	4.19%	4.37%	.09%	.07%	.35%	.37%	.70%	1.19%
0343 Qualified of those Identified #	3981	1796	2185	208	213	836	737	548	961	162	207	4	4	12	16	26	47
0343 Qualified of those Identified %	100%	45.11%	54.89%	5.22%	5.35%	21.00%	18.51%	13.77%	24.14%	4.07%	5.20%	.10%	.10%	.30%	.40%	.65%	1.18%
0343 Selected of those Identified #	59	15	44	1	4	6	18	6	17	1	4	0	0	0	0	1	1
0343 Selected of those Identified %	100%	25.42%	74.58%	1.69%	6.78%	10.17%	30.51%	10.17%	28.81%	1.69%	6.78%	.00%	.00%	.00%	.00%	1.69%	1.69%
0343 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%
0401 General Biological Science (RESEARCH) Total Received #	18640																
0401 Voluntarily Identified #	13620	7041	6579	639	674	3844	3795	960	999	1471	896	16	9	67	113	44	93
0401 Voluntarily Identified %	100%	51.70%	48.30%	4.69%	4.95%	28.22%	27.86%	7.05%	7.33%	10.80%	6.58%	.12%	.07%	.49%	.83%	.32%	.68%
0401 Qualified of those Identified #	12092	6126	5966	558	590	3384	3465	793	867	1290	849	13	9	59	106	29	80
0401 Qualified of those Identified %	100%	50.66%	49.34%	4.61%	4.88%	27.99%	28.66%	6.56%	7.17%	10.67%	7.02%	.11%	.07%	.49%	.88%	.24%	.66%
0401 Selected of those Identified #	244	95	149	9	7	61	107	10	13	13	17	0	0	1	2	1	3
0401 Selected of those Identified %	100%	38.93%	61.07%	3.69%	2.87%	25.00%	43.85%	4.10%	5.33%	5.33%	6.97%	.00%	.00%	.41%	.82%	.41%	1.23%
0401 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	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female
0819 Environmental Engineer (RESEARCH) Total Received #	3094																
0819 Voluntarily Identified #	2187	1292	895	100	134	719	498	197	146	241	79	3	7	27	15	5	16
0819 Voluntarily Identified %	100%	59.08%	40.92%	4.57%	6.13%	32.88%	22.77%	9.01%	6.68%	11.02%	3.61%	.14%	.32%	1.23%	.69%	.23%	.73%
0819 Qualified of those Identified #	1704	972	732	77	112	545	409	135	107	192	70	2	6	18	12	3	16
0819 Qualified of those Identified %	100%	57.04%	42.96%	4.52%	6.57%	31.98%	24.00%	7.92%	6.28%	11.27%	4.11%	.12%	.35%	1.06%	.70%	.18%	.94%
0819 Selected of those Identified #	58	29	29	3	2	15	21	1	6	8	0	0	0	2	0	0	0
0819 Selected of those Identified %	100%	50.00%	50.00%	5.17%	3.45%	25.86%	36.21%	1.72%	10.34%	13.79%	.00%	.00%	.00%	3.45%	.00%	.00%	.00%
0819 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%
0905 Attorney Total Received #	4768																
0905 Voluntarily Identified #	3135	1659	1476	194	152	1085	784	263	339	85	197	1	0	8	4	23	0
0905 Voluntarily Identified %	100%	52.92%	47.08%	6.19%	4.85%	34.61%	25.01%	8.39%	10.81%	2.71%	6.28%	.03%	.00%	.26%	.13%	.73%	.00%
0905 Qualified of those Identified #	2596	1353	1243	160	119	902	682	195	272	71	167	1	0	7	3	17	0
0905 Qualified of those Identified %	100%	52.12%	47.88%	6.16%	4.58%	34.75%	26.27%	7.51%	10.48%	2.73%	6.43%	.04%	.00%	.27%	.12%	.65%	.00%
0905 Selected of those Identified #	32	11	21	2	3	9	14	0	2	0	2	0	0	0	0	0	0
0905 Selected of those Identified %	100%	34.38%	65.63%	6.25%	9.38%	28.13%	43.75%	.00%	6.25%	.00%	6.25%	.00%	.00%	.00%	.00%	.00%	.00%
0905 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%
1301 Physical/Environmental Scientist (RESEARCH) Total Received #	4762																
1301 Voluntarily Identified #	3384	1834	1550	177	168	1093	926	222	221	304	154	8	2	22	52	8	27
1301 Voluntarily Identified %	100%	54.20%	45.80%	5.23%	4.96%	32.30%	27.36%	6.56%	6.53%	8.98%	4.55%	.24%	.06%	.65%	1.54%	.24%	.80%
1301 Qualified of those Identified #	2813	1544	1269	139	123	952	776	184	180	245	116	2	2	16	45	6	27
1301 Qualified of those Identified %	100%	54.89%	45.11%	4.94%	4.37%	33.84%	27.59%	6.54%	6.40%	8.71%	4.12%	.07%	.07%	.57%	1.60%	.21%	.96%
1301 Selected of those Identified #	124	57	67	8	6	39	43	4	9	6	7	0	0	0	1	0	1
1301 Selected of those Identified %	100%	45.97%	54.03%	6.45%	4.84%	31.45%	34.68%	3.23%	7.26%	4.84%	5.65%	.00%	.00%	.00%	.81%	.00%	.81%
1301 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%

SOURCE: MONSTER
PAY PERIOD: 202121
DATE: 12/03/2021
U.S. EPA

Table A-8: New Hires - Distribution by Race / Ethnicity & Sex
 10/01/2020 to 09/30/2021

Total Workforce

Employment Tenure	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	8) None Male	8) None Female
Permanent Workforce #	1031	459	572	25	35	298	336	62	98	52	75	10	5	5	7	7	16
Permanent Workforce %	100.00%	44.52%	55.48%	2.42%	3.39%	28.90%	32.59%	6.01%	9.51%	5.04%	7.27%	0.97%	0.48%	0.48%	0.68%	0.68%	1.55%
Temporary Workforce#	274	132	142	9	10	87	84	17	25	14	21	2	2	1		2	
Temporary Workforce %	100.00%	48.18%	51.82%	3.28%	3.65%	31.75%	30.66%	6.20%	9.12%	5.11%	7.66%	0.73%	0.73%	0.36%		0.73%	
Total #	1305	591	714	34	45	385	420	79	123	66	96	12	7	6	7	9	16
Total %	100.00%	45.29%	54.71%	2.61%	3.45%	29.50%	32.18%	6.05%	9.43%	5.06%	7.36%	0.92%	0.54%	0.46%	0.54%	0.69%	1.23%

SOURCE: OBIEE v1
 PAY PERIOD: 202121
 DATE: 10/25/2021
 U.S. EPA

Table A-9: Selections for Internal Competitive Promotions for Major Occupations by Race / Ethnicity & Sex

10/01/2020 to 09/30/2021

Permanent Workforce

Job Series of Vacancy	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female
0028 Environmental Protection Specialist Total Applications Received #	196	98	98	18	19	34	32	31	33	7	12	3	0	3	2	2	0
0028 Qualified #	103	40	63	11	12	13	23	10	18	1	10	2	0	3	0	0	0
0028 Qualified %	100%	38.83%	61.17%	10.68%	11.65%	12.62%	22.33%	9.71%	17.48%	0.97%	9.71%	1.94%	0.00%	2.91%	0.00%	0.00%	0.00%
0028 Selected #	17	4	13	1	3	2	8	1	2	0	0	0	0	0	0	0	0
0028 Selected %	100%	23.53%	76.47%	5.88%	17.65%	11.76%	47.06%	5.88%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 Misc Administration and Program Specialist Total Applications Received #	76	35	41	5	7	19	16	5	11	2	2	0	0	3	2	1	3
0301 Qualified #	57	26	31	4	5	15	13	2	8	2	2	0	0	2	1	1	2
0301 Qualified %	100%	45.61%	54.39%	7.02%	8.77%	26.32%	22.81%	3.51%	14.04%	3.51%	3.51%	0.00%	0.00%	3.51%	1.75%	1.75%	3.51%
0301 Selected #	7	2	5	0	1	2	3	0	1	0	0	0	0	0	0	0	0
0301 Selected %	100%	28.57%	71.43%	0.00%	14.29%	28.57%	42.86%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 Management/ Program Analyst Total Applications Received #	463	183	280	17	36	89	119	52	101	19	15	0	0	4	4	2	5
0343 Qualified #	269	95	174	12	19	47	77	19	60	14	12	0	0	2	2	1	4
0343 Qualified %	100%	35.32%	64.68%	4.46%	7.06%	17.47%	28.62%	7.06%	22.30%	5.20%	4.46%	0.00%	0.00%	0.74%	0.74%	0.37%	1.49%
0343 Selected #	47	5	42	0	5	3	20	1	12	1	3	0	0	0	1	0	1
0343 Selected %	100%	10.64%	89.36%	0.00%	10.64%	6.38%	42.55%	2.13%	25.53%	2.13%	6.38%	0.00%	0.00%	0.00%	2.13%	0.00%	2.13%
0401 Biologist/ Life Scientist Total Applications Received #	647	314	333	27	49	180	185	35	61	61	28	1	0	6	0	4	10
0401 Qualified #	415	191	224	17	31	106	129	27	35	36	23	0	0	3	0	2	6
0401 Qualified %	100%	46.02%	53.98%	4.10%	7.47%	25.54%	31.08%	6.51%	8.43%	8.67%	5.54%	0.00%	0.00%	0.72%	0.00%	0.48%	1.45%
0401 Selected #	74	33	41	3	3	21	27	3	5	5	4	0	0	0	0	1	2
0401 Selected %	100%	44.59%	55.41%	4.05%	4.05%	28.38%	36.49%	4.05%	6.76%	6.76%	5.41%	0.00%	0.00%	0.00%	0.00%	1.35%	2.70%

Job Series of Vacancy	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female
0819 Environmental Engineer Total Applications Received #	97	46	51	3	12	29	32	7	4	6	3	0	0	1	0	0	0
0819 Qualified #	55	22	33	3	6	15	24	2	1	2	2	0	0	0	0	0	0
0819 Qualified %	100%	40.00%	60.00%	5.45%	10.91%	27.27%	43.64%	3.64%	1.82%	3.64%	3.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0819 Selected #	19	6	13	0	1	6	11	0	1	0	0	0	0	0	0	0	0
0819 Selected %	100%	31.58%	68.42%	0.00%	5.26%	31.58%	57.89%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 Attorney Total Applications Received #	4	3	1	0	1	2	0	0	0	1	0	0	0	0	0	0	0
0905 Qualified #	4	3	1	0	1	2	0	0	0	1	0	0	0	0	0	0	0
0905 Qualified %	100%	75.00%	25.00%	0.00%	25.00%	50.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 Selected #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0905 Selected %	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1301 Physical Scientist/ Environmental Scientist Total Applications Received #	96	45	51	6	8	21	28	7	7	11	4	0	0	0	1	0	3
1301 Qualified #	56	28	28	3	2	17	19	4	2	4	2	0	0	0	1	0	2
1301 Qualified %	100%	50.00%	50.00%	5.36%	3.57%	30.36%	33.93%	7.14%	3.57%	7.14%	3.57%	0.00%	0.00%	0.00%	1.79%	0.00%	3.57%
1301 Selected #	18	10	8	2	0	8	6	0	1	0	1	0	0	0	0	0	0
1301 Selected %	100%	55.56%	44.44%	11.11%	0.00%	44.44%	33.33%	0.00%	5.56%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SOURCE: MONSTER
 PAY PERIOD: 202121
 DATE: 12/03/2021
 U.S. EPA

Table A-10: Non-Competitive Promotions

10/01/2020 to 09/30/2021

Permanent Workforce

Time In Excess Of Minimum	TOTAL	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	None Specified Male	None Specified Female
< 1 month#	1647	60	80	462	572	89	151	76	111	10	5	5	4	5	17
< 1 month %	100.00%	3.64%	4.86%	28.05%	34.73%	5.40%	9.17%	4.61%	6.74%	0.61%	0.30%	0.30%	0.24%	0.30%	1.03%
1-12 months #	50		4	16	14	4	6	4	2						
1-12 months %	100.00%		8.00%	32.00%	28.00%	8.00%	12.00%	8.00%	4.00%						
13-24 months #	11		1	5	1	2	1	1							
13-24 months %	100.00%		9.09%	45.45%	9.09%	18.18%	9.09%	9.09%							
25 + months #	15	1	1	4	4	2	1	1			1				
25 + months %	100.00%	6.67%	6.67%	26.67%	26.67%	13.33%	6.67%	6.67%			6.67%				
Grand Total #	1723	61	86	487	591	97	159	82	113	10	6	5	4	5	17
Grand Total %	100.00%	3.54%	4.99%	28.26%	34.30%	5.63%	9.23%	4.76%	6.56%	0.58%	0.35%	0.29%	0.23%	0.29%	0.99%

SOURCE: OBIEE v1

PAY PERIOD: 202121

DATE: 10/25/2021

U.S. EPA

Table A-11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) by Race/Ethnicity & Sex

10/01/2020 to 09/30/2021

Permanent Workforce

Senior Level Position	TOTAL	All Males	All Females	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female
GS-13 Total Applications Received #	396	182	214	15	36	83	94	38	64	37	14	3	0	4	3	2	3
GS-13 Total Applications Received %	100%	45.96%	54.04%	3.79%	9.09%	20.96%	23.74%	9.60%	16.16%	9.34%	3.54%	0.76%	0.00%	1.01%	0.76%	0.51%	0.76%
GS-13 Qualified #	210	80	130	9	18	36	65	14	33	19	11	1	0	1	1	0	2
GS-13 Qualified %	100%	38.10%	61.90%	4.29%	8.57%	17.14%	30.95%	6.67%	15.71%	9.05%	5.24%	0.48%	0.00%	0.48%	0.48%	0.00%	0.95%
GS-13 Selected #	81	29	52	3	5	16	31	5	12	5	2	0	0	0	1	0	1
GS-13 Selected %	100%	35.80%	64.20%	3.70%	6.17%	19.75%	38.27%	6.17%	14.81%	6.17%	2.47%	0.00%	0.00%	0.00%	1.23%	0.00%	1.23%
GS-14 Total Applications Received #	967	478	489	51	75	245	240	98	119	63	41	1	0	13	8	7	6
GS-14 Total Applications Received %	100%	49.43%	50.57%	5.27%	7.76%	25.34%	24.82%	10.13%	12.31%	6.51%	4.24%	0.10%	0.00%	1.34%	0.83%	0.72%	0.62%
GS-14 Qualified #	616	285	331	38	45	143	172	51	74	40	31	1	0	8	4	4	5
GS-14 Qualified %	100%	46.27%	53.73%	6.17%	7.31%	23.21%	27.92%	8.28%	12.01%	6.49%	5.03%	0.16%	0.00%	1.30%	0.65%	0.65%	0.81%
GS-14 Selected #	105	35	70	3	8	26	42	3	11	2	6	0	0	0	1	1	2
GS-14 Selected %	100%	33.33%	66.67%	2.86%	7.62%	24.76%	40.00%	2.86%	10.48%	1.90%	5.71%	0.00%	0.00%	0.00%	0.95%	0.95%	1.90%
GS-15 Total Applications Received #	362	165	197	23	22	107	100	21	51	14	14	0	0	0	0	0	10
GS-15 Total Applications Received %	100%	45.58%	54.42%	6.35%	6.08%	29.56%	27.62%	5.80%	14.09%	3.87%	3.87%	0.00%	0.00%	0.00%	0.00%	0.00%	2.76%
GS-15 Qualified #	246	106	140	10	15	77	76	11	32	8	12	0	0	0	0	0	5
GS-15 Qualified %	100%	43.09%	56.91%	4.07%	6.10%	31.30%	30.89%	4.47%	13.01%	3.25%	4.88%	0.00%	0.00%	0.00%	0.00%	0.00%	2.03%
GS-15 Selected #	38	20	18	3	2	15	12	1	4	1	0	0	0	0	0	0	0
GS-15 Selected %	100%	52.63%	47.37%	7.89%	5.26%	39.47%	31.58%	2.63%	10.53%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SOURCE: MONSTER; PAY PERIOD: 202121; DATE: 12/03/2021; U.S. EPA

Table A-13: Employee Recognition and Awards - Distribution by Race/Ethnicity & Sex
10/01/2020 to 09/30/2021

Permanent Workforce

Type of Award	Grand Total	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	8) None Male	8) None Female
Cash Awards - \$100 - \$500 Total #	3279	105	136	1008	1108	151	399	109	174	2	8	22	24	12	13	6	2
Cash Awards - \$100 - \$500 Total %	100.00%	3.20%	4.15%	30.74%	33.79%	4.61%	12.17%	3.32%	5.31%	0.06%	0.24%	0.67%	0.73%	0.37%	0.40%	0.18%	0.06%
Cash Awards - \$100 - \$500 Total Amount	\$9,293,399	\$295,961	\$370,216	\$2,790,490	\$3,202,356	\$405,745	\$1,187,533	\$273,108	\$517,330	\$5,500	\$31,616	\$51,799	\$63,443	\$40,809	\$41,803	\$11,475	\$4,215
Cash Awards - \$100 - \$500 Average Amount	\$2,834	\$2,819	\$2,722	\$2,768	\$2,890	\$2,687	\$2,976	\$2,506	\$2,973	\$2,750	\$3,952	\$2,355	\$2,643	\$3,401	\$3,216	\$1,913	\$2,108
Cash Awards - \$100 - \$500 Total Hours	28,616	814	1,216	8,048	10,991	991	3,665	607	1,554	0	64	262	180	42	108	58	16
Cash Awards - \$100 - \$500 Average Hours	9	8	9	8	10	7	9	6	9	0	8	12	8	4	8	10	8
Cash Awards - \$100 - \$500 Total Benefit	\$521,788	\$5,730	\$22,448	\$137,997	\$197,786	\$16,930	\$93,772	\$23,187	\$14,149	\$0	\$0	\$8,168	\$1,621	\$0	\$0	\$0	\$0
Cash Awards - \$100 - \$500 Average Benefit	\$46	\$18	\$55	\$40	\$50	\$39	\$63	\$52	\$19	\$0	\$0	\$124	\$68	\$0	\$0	\$0	\$0
Cash Awards - \$501 + Total #	13439	442	573	4505	4222	692	1626	494	602	7	9	65	69	36	67	13	17
Cash Awards - \$501 + Total %	100.00%	3.29%	4.26%	33.52%	31.42%	5.15%	12.10%	3.68%	4.48%	0.05%	0.07%	0.48%	0.51%	0.27%	0.50%	0.10%	0.13%
Cash Awards - \$501 + Total Amount	\$39,915,849	\$1,289,357	\$1,539,336	\$13,762,440	\$12,999,094	\$1,912,946	\$4,546,141	\$1,372,053	\$1,711,891	\$16,755	\$25,956	\$178,702	\$196,523	\$98,275	\$194,758	\$35,295	\$36,327
Cash Awards - \$501 + Average Amount	\$2,970	\$2,917	\$2,686	\$3,055	\$3,079	\$2,764	\$2,796	\$2,777	\$2,844	\$2,394	\$2,884	\$2,749	\$2,848	\$2,730	\$2,907	\$2,715	\$2,137
Cash Awards - \$501 + Total Hours	101,514	2,899	5,652	29,403	36,581	4,335	13,206	2,855	4,725	66	52	359	341	152	539	138	211
Cash Awards - \$501 + Average Hours	8	7	10	7	9	6	8	6	8	9	6	6	5	4	8	11	12
Cash Awards - \$501 + Total Benefit	\$748,816	\$15,755	\$35,128	\$213,166	\$314,697	\$16,427	\$101,779	\$18,264	\$30,529	\$0	\$0	\$0	\$0	\$3,071	\$0	\$0	\$0

Type of Award	Grand Total	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	8) None Male	8) None Female
Cash Awards - \$501 + Average Benefit	\$19	\$16	\$24	\$14	\$26	\$10	\$20	\$14	\$19	\$0	\$0	\$0	\$0	\$43	\$0	\$0	\$0
Cash Awards < \$100 Total #	46		2	14	17	2	7	2	1						1		
Cash Awards < \$100 Total %	100.00%		4.35%	30.43%	36.96%	4.35%	15.22%	4.35%	2.17%						2.17%		
Cash Awards < \$100 Total Amount	\$87,005		\$1,338	\$27,241	\$40,915	\$1,664	\$11,648	\$1,315	\$1,300						\$1,584		
Cash Awards < \$100 Average Amount	\$1,891		\$669	\$1,946	\$2,407	\$832	\$1,664	\$658	\$1,300						\$1,584		
Cash Awards < \$100 Total Hours	939		44	272	323	74	150	28	24						24		
Cash Awards < \$100 Average Hours	20		22	19	19	37	21	14	24						24		
Cash Awards < \$100 Total Benefit	\$4,084		\$0	\$4,084	\$0	\$0	\$0	\$0	\$0						\$0		
Cash Awards < \$100 Average Benefit	\$22		\$0	\$73	\$0	\$0	\$0	\$0	\$0						\$0		
Other Award Type Total #	8		1	3	2	2											
Other Award Type Total %	100.00%		12.50%	37.50%	25.00%	25.00%											
Other Award Type Total Amount	\$33,650		\$10,450	\$3,700	\$18,150	\$1,350											
Other Award Type Average Amount	\$4,206		\$10,450	\$1,233	\$9,075	\$675											
Other Award Type Total Hours	55		0	20	25	10											
Other Award Type Average Hours	7		0	7	13	5											
Other Award Type Total Benefit	\$0		\$0	\$0	\$0	\$0											
Other Award Type Average Benefit	\$0		\$0	\$0	\$0	\$0											
Quality Step Increase (QSI) Total #	357	12	20	107	129	10	53	10	11			2	1	1	1		
Quality Step Increase (QSI) Total %	100.00%	3.36%	5.60%	29.97%	36.13%	2.80%	14.85%	2.80%	3.08%			0.56%	0.28%	0.28%	0.28%		

Type of Award	Grand Total	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	8) None Male	8) None Female
QSI Total Amount	\$509,221	\$10,478	\$21,929	\$151,804	\$212,257	\$8,645	\$72,722	\$11,730	\$16,456			\$700	\$0	\$2,500	\$0		
QSI Average Amount	\$1,426	\$873	\$1,096	\$1,419	\$1,645	\$865	\$1,372	\$1,173	\$1,496			\$350	\$0	\$2,500	\$0		
QSI Total Hours	2,513	56	160	555	1,068	28	413	38	187			8	0	0	0		
QSI Average Hours	7	5	8	5	8	3	8	4	17			4	0	0	0		
QSI Total Benefit	\$1,279,888	\$43,520	\$71,047	\$389,554	\$469,490	\$35,622	\$174,919	\$36,870	\$41,264			\$7,395	\$3,236	\$3,071	\$3,900		
QSI Average Benefit	\$1,904	\$2,312	\$1,721	\$2,052	\$1,829	\$1,773	\$1,690	\$2,149	\$1,953			\$1,508	\$3,236	\$1,536	\$3,900		
Senior Executive Service (SES) Performance Awards Total #	236	10	7	92	86	12	16	6	5			1	1				
Senior Executive Service (SES) Performance Awards Total %	100.00%	4.24%	2.97%	38.98%	36.44%	5.08%	6.78%	2.54%	2.12%			0.42%	0.42%				
SES Total Amount	\$3,478,049	\$122,396	\$95,326	\$1,360,863	\$1,341,483	\$170,995	\$209,683	\$82,323	\$63,811			\$14,169	\$17,000				
SES Average Amount	\$14,737	\$12,240	\$13,618	\$14,792	\$15,599	\$14,250	\$13,105	\$13,721	\$12,762			\$14,169	\$17,000				
SES Total Hours	273	80	25	60	88	20	0	0	0			0	0				
SES Average Hours	1	8	4	1	1	2	0	0	0			0	0				
SES Total Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			\$0	\$0				
SES Average Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			\$0	\$0				
Time-Off (TO) Awards - 1- 9 hours Total #	3794	157	191	1192	1188	191	485	136	181		4	18	16	7	17	5	6
Time-Off (TO) Awards - 1- 9 hours Total %	100.00%	4.14%	5.03%	31.42%	31.31%	5.03%	12.78%	3.58%	4.77%		0.11%	0.47%	0.42%	0.18%	0.45%	0.13%	0.16%
TO Awards - 1-9 hours Total Amount	\$9,775,315	\$388,837	\$487,203	\$3,095,741	\$3,187,681	\$419,503	\$1,211,508	\$327,179	\$485,382		\$12,698	\$42,062	\$34,903	\$13,421	\$43,255	\$17,170	\$8,772
TO Awards - 1-9 hours Average Amount	\$2,577	\$2,477	\$2,551	\$2,597	\$2,683	\$2,196	\$2,498	\$2,406	\$2,682		\$3,175	\$2,337	\$2,181	\$1,917	\$2,544	\$3,434	\$1,462
TO Awards - 1-9 hours Total Hours	38,458	1,710	1,963	12,236	12,373	1,665	4,450	1,196	2,246		28	148	124	81	143	52	43
TO Awards - 1-9 hours Average Hours	10	11	10	10	10	9	9	9	12		7	8	8	12	8	10	7
TO Awards - 1-9 hours Total Benefit	\$290,661	\$7,899	\$13,819	\$83,896	\$101,421	\$14,431	\$40,403	\$3,457	\$22,024		\$0	\$3,311	\$0	\$0	\$0	\$0	\$0

Type of Award	Grand Total	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	8) None Male	8) None Female
TO Awards - 1-9 hours Average Benefit	\$26	\$21	\$32	\$25	\$29	\$26	\$28	\$8	\$17		\$0	\$92	\$0	\$0	\$0	\$0	\$0
Time-Off (TO) Awards - 9+ hours Total #	4038	109	218	1193	1470	171	511	111	183	3	1	14	15	6	20	6	7
Time-Off (TO) Awards - 9+ hours Total %	100.00%	2.70%	5.40%	29.54%	36.40%	4.23%	12.65%	2.75%	4.53%	0.07%	0.02%	0.35%	0.37%	0.15%	0.50%	0.15%	0.17%
TO Awards - 9+ hours Total Amount	\$8,676,808	\$270,397	\$477,969	\$2,515,769	\$3,131,591	\$382,853	\$1,180,751	\$224,284	\$337,934	\$4,880	\$3,200	\$17,214	\$38,226	\$16,896	\$51,659	\$10,800	\$12,385
TO Awards - 9+ hours Average Amount	\$2,149	\$2,481	\$2,193	\$2,109	\$2,130	\$2,239	\$2,311	\$2,021	\$1,847	\$1,627	\$3,200	\$1,230	\$2,548	\$2,816	\$2,583	\$1,800	\$1,769
TO Awards - 9+ hours Total Hours	102,693	2,662	5,637	29,683	39,226	3,818	12,021	2,529	5,493	114	24	302	288	112	466	142	176
TO Awards - 9+ hours Average Hours	25	24	26	25	27	22	24	23	30	38	24	22	19	19	23	24	25
TO Awards - 9+ hours Total Benefit	\$314,222	\$10,337	\$25,004	\$67,463	\$140,174	\$0	\$44,145	\$2,865	\$24,234	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TO Awards - 9+ hours Average Benefit	\$25	\$42	\$44	\$19	\$29	\$0	\$29	\$13	\$33	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 10/25/2021
U.S. EPA

Table A-14: Separations - Distribution by Race/Ethnicity & Sex
 10/01/2020 to 09/30/2021

Permanent Workforce

Type Of Separation	TOTAL	Male	Female	1) Hispanic or Latino Male	1) Hispanic or Latino Female	2) White Male	2) White Female	3) Black or African American Male	3) Black or African American Female	4) Asian Males	4) Asian Female	5) Native Hawaiian or Other Pacific Islander Male	5) Native Hawaiian or Other Pacific Islander Female	6) American Indian or Alaska Native Male	6) American Indian or Alaska Native Female	7) Two or More Races Male	7) Two or More Races Female	8) None Male	8) None Female
Voluntary #	910	467	443	23	27	369	267	38	106	32	30		2	1	9	2	2	2	
Voluntary %	100.00%	51.32%	48.68%	2.53%	2.97%	40.55%	29.34%	4.18%	11.65%	3.52%	3.30%		0.22%	0.11%	0.99%	0.22%	0.22%	0.22%	
Involuntary #	20	10	10	1	1	6	4	3	4		1								
Involuntary %	100.00%	50.00%	50.00%	5.00%	5.00%	30.00%	20.00%	15.00%	20.00%		5.00%								
Total #	930	477	453	24	28	375	271	41	110	32	31		2	1	9	2	2	2	
Total %	100.00%	51.29%	48.71%	2.58%	3.01%	40.32%	29.14%	4.41%	11.83%	3.44%	3.33%		0.22%	0.11%	0.97%	0.22%	0.22%	0.22%	

SOURCE: OBIEE v1
 PAY PERIOD: 202121
 DATE: 10/25/2021
 U.S. EPA

Table B-1: Total Workforce - Ratios
10/01/2020 to 09/30/2021

Total Workforce

	Total	Not Identified Total	Non- Targeted Disability Total	No Disability Total	Targeted Disability Total	Disability Total (Includes Targeted Disability)	Develop- mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure- ment
Total Workforce #	14,946	735	1,086	12,765	360	1,446	7	10	71	38	7	27	68	25	5	96	1	5
Total Workforce %	100%	4.90%	7.30%	85.40%	2.40%	9.70%	0.00%	0.00%	0.50%	0.30%	0.00%	0.20%	0.50%	0.20%	0.00%	0.60%	0.0%	0.00%
Permanent Workforce #	14,241	646	1,048	12,195	352	1,400	7	9	68	38	7	25	68	24	5	95	1	5
Permanent Workforce %	100%	4.5%	7.4%	85.6%	2.5%	9.8%	0.0%	0.1%	0.5%	0.3%	0.0%	0.2%	0.5%	0.2%	0.0%	0.7%	0.0%	0.0%
Temporary Workforce #	705	89	38	570	8	46		1	3			2		1		1		
Temporary Workforce %	100.0%	12.6%	5.4%	80.9%	1.1%	6.5%		0.1%	0.4%			0.3%		0.1%		0.1%		

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 10/25/2021
U.S. EPA

Table B-2: Workforce by Component – Distributed by Disability

10/01/2020 to 09/30/2021

Permanent Workforce

COMPONENT	Total	(04-05)No Disability	(01)Not Identified	(02,03,06-99) Disability	Targeted Disabilities Total	(02) DEVELOP-MENTAL DISABILITY	(03) TRAUMA-TIC BRAIN INJURY	(19) DEAF OR SERIOUS DIFFICULTY HEARING	(20) BLIND OR SERIOUS DIFFICULTY SEEING	(31) MISSING EXTREM-ETIES	(40) SIG-NIFICANT MOBILITY IMPAIR-MENT	(60) PARTIAL OR COMPLETE PARALYSIS	(82) EPILEPSY OR OTHER SEIZURE DISORDERS	(90) INTELLECT-UAL DISABILITY	(91) SIG-NIFICANT PSYCHI-ATRIC DISORDER	(92) DWARFISM	(93) SIG-NIFICANT DISFIGURE-MENT
OFC AIR AND RADIATION #	1,103	991	28	68	16			2	2		2	4		1	5		
OFC AIR AND RADIATION %	100.0%	89.8%	2.5%	6.2%	1.5%			0.2%	0.2%		0.2%	0.4%		0.1%	0.5%		
OFC CHIEF FINCL OFCR #	318	246	27	33	12		2	2	1			1			5		1
OFC CHIEF FINCL OFCR %	100.0%	77.4%	8.5%	10.4%	3.8%		0.6%	0.6%	0.3%			0.3%			1.6%		0.3%
OFC ENF & COMPL ASSURAN #	625	573	21	21	10			2				4	1		3		
OFC ENF & COMPL ASSURAN %	100.0%	91.7%	3.4%	3.4%	1.6%			0.3%				0.6%	0.2%		0.5%		
OFC INSPECTOR GENERAL #	268	234	8	20	6			1	1			2			2		
OFC INSPECTOR GENERAL %	100.0%	87.3%	3.0%	7.5%	2.2%			0.4%	0.4%			0.7%			0.7%		
OFC INTERNTNL & TRIB AF #	60	50	3	4	3			1					1		1		
OFC INTERNTNL & TRIB AF %	100.0%	83.3%	5.0%	6.7%	5.0%			1.7%					1.7%		1.7%		
OFC OF ADMINISTRATOR #	343	287	15	26	15			3	3	1	2	1	3		2		
OFC OF ADMINISTRATOR %	100.0%	83.7%	4.4%	7.6%	4.4%			0.9%	0.9%	0.3%	0.6%	0.3%	0.9%		0.6%		

COMPONENT	Total	(04-05)No Disability	(01)Not Identified	(02,03,06-99) Disability	Targeted Disabilities Total	(02) DEVELOP- MENTAL DISABILITY	(03) TRAUMA- TIC BRAIN INJURY	(19) DEAF OR SERIOUS DIFFICULTY HEARING	(20) BLIND OR SERIOUS DIFFICULTY SEEING	(31) MISSING EXTREM- ETIES	(40) SIG- NIFICANT MOBILITY IMPAIR- MENT	(60) PARTIAL OR COMPLETE PARALYSIS	(82) EPILEPSY OR OTHER SEIZURE DISORDERS	(90) INTELLECT- UAL DISABILITY	(91) SIG- NIFICANT PSYCHI- ATRIC DISORDER	(92) DWARFISM	(93) SIG- NIFICANT DISFIGURE- MENT
OFC OF GENERAL COUNSEL #	239	206	14	16	3							2			1		
OFC OF GENERAL COUNSEL %	100.0%	86.2%	5.9%	6.7%	1.3%							0.8%			0.4%		
OFC OF LAND & EMER MGMT #	464	411	21	26	6	1				1		2	1		1		
OFC OF LAND & EMER MGMT #	100.0%	88.6%	4.5%	5.6%	1.3%	0.2%				0.2%		0.4%	0.2%		0.2%		
OFC OF MISS SUPT%	1,023	799	87	104	33		2	5	5			3	2		15		1
OFC OF MISS SUPT #	100.0%	78.1%	8.5%	10.2%	3.2%		0.2%	0.5%	0.5%			0.3%	0.2%		1.5%		0.1%
OFC RESEARCH & DEVELOP %	1,469	1,269	69	95	36	1		3	7	1	2	10	3	1	7		1
OFC RESEARCH & DEVELOP #	100.0%	86.4%	4.7%	6.5%	2.5%	0.1%		0.2%	0.5%	0.1%	0.1%	0.7%	0.2%	0.1%	0.5%		0.1%
OFFICE OF CS AND PP %	1,083	913	65	77	28	1	2	8	2	1	1	7			6		
OFFICE OF CS AND PP #	100.0%	84.3%	6.0%	7.1%	2.6%	0.1%	0.2%	0.7%	0.2%	0.1%	0.1%	0.6%			0.6%		
OFFICE OF WATER %	562	492	27	32	11			2	1			1	4		2		1
OFFICE OF WATER #	100.0%	87.5%	4.8%	5.7%	2.0%			0.4%	0.2%			0.2%	0.7%		0.4%		0.2%
REGION 1 #	517	462	20	27	8				2		2	1			3		
REGION 1 %	100.0%	89.4%	3.9%	5.2%	1.5%				0.4%		0.4%	0.2%			0.6%		
REGION 2 #	732	653	22	38	19		1	4	2		2	6	1		2		1
REGION 2 %	100.0%	89.2%	3.0%	5.2%	2.6%		0.1%	0.5%	0.3%		0.3%	0.8%	0.1%		0.3%		0.1%
REGION 3 #	718	639	26	41	12			2	1	1		4	1		3		
REGION 3 %	100.0%	89.0%	3.6%	5.7%	1.7%			0.3%	0.1%	0.1%		0.6%	0.1%		0.4%		
REGION 4 #	830	719	27	73	11			3			2	3			3		

COMPONENT	Total	(04-05)No Disability	(01)Not Identified	(02,03,06-99) Disability	Targeted Disabilities Total	(02) DEVELOP- MENTAL DISABILITY	(03) TRAUMA- TIC BRAIN INJURY	(19) DEAF OR SERIOUS DIFFICULTY HEARING	(20) BLIND OR SERIOUS DIFFICULTY SEEING	(31) MISSING EXTREM- ETIES	(40) SIG- NIFICANT MOBILITY IMPAIR- MENT	(60) PARTIAL OR COMPLETE PARALYSIS	(82) EPILEPSY OR OTHER SEIZURE DISORDERS	(90) INTELLECT- UAL DISABILITY	(91) SIG- NIFICANT PSYCHI- ATRIC DISORDER	(92) DWARFISM	(93) SIG- NIFICANT DISFIGURE- MENT
REGION 4 %	100.0%	86.6%	3.3%	8.8%	1.3%			0.4%			0.2%	0.4%			0.4%		
REGION 5 #	988	808	38	102	40	1		10	4	1	4	6	2	1	10	1	
REGION 5 #	100.0%	81.8%	3.8%	10.3%	4.0%	0.1%		1.0%	0.4%	0.1%	0.4%	0.6%	0.2%	0.1%	1.0%	0.1%	
REGION 6 %	689	560	28	79	22	1		4	4		2	2	3		6		
REGION 6 #	100.0%	81.3%	4.1%	11.5%	3.2%	0.1%		0.6%	0.6%		0.3%	0.3%	0.4%		0.9%		
REGION 7 %	485	395	23	49	18	2		3			1	4	1	2	5		
REGION 7 #	100.0%	81.4%	4.7%	10.1%	3.7%	0.4%		0.6%			0.2%	0.8%	0.2%	0.4%	1.0%		
REGION 8 %	491	417	26	32	16			2	2		1	3	1		7		
REGION 8 #	100.0%	84.9%	5.3%	6.5%	3.3%			0.4%	0.4%		0.2%	0.6%	0.2%		1.4%		
REGION 9 %	711	624	21	48	18		2	7	1		3	1			4		
REGION 9 #	100.0%	87.8%	3.0%	6.8%	2.5%		0.3%	1.0%	0.1%		0.4%	0.1%			0.6%		
REGION 10 #	523	447	30	37	9			4		1	1	1			2		
REGION 10 %	100.0%	85.5%	5.7%	7.1%	1.7%			0.8%		0.2%	0.2%	0.2%			0.4%		
TOTAL #	14,241	12,195	646	1,048	352	7	9	68	38	7	25	68	24	5	95	1	5
TOTAL %	100.0%	85.6%	4.5%	7.4%	2.5%	0.0%	0.1%	0.5%	0.3%	0.0%	0.2%	0.5%	0.2%	0.0%	0.7%	0.0%	0.0%

SOURCE: OBIEE v1
 PAY PERIOD: 202121
 DATE: 09/15/2022
 U.S. EPA

Table B-3: Occupational Categories - Distribution by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

Occupational Categories	Total	Not Identified Total	Non-Targeted Disability Total	No Disability Total	Targeted Disability Total	Developmental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigurement
1a. Executive/Senior Level (GS 15 & Above) #	2,368	60	107	2,169	32			6	4	2	2	11	4		3		
1a. Executive/Senior Level (GS 15 & Above) %	100.00%	2.53%	4.52%	91.60%	1.35%			0.25%	0.17%	0.08%	0.08%	0.46%	0.17%		0.13%		
1b. Managers/Mid-Level (GS 13-14) #	516	15	17	476	8			2	1	1	1	1			2		
1b. Managers/Mid-Level (GS 13-14) %	100.00%	2.91%	3.29%	92.25%	1.55%			0.39%	0.19%	0.19%	0.19%	0.19%			0.39%		
2. Professionals #	10,711	531	859	9,034	287	7	9	52	31	4	20	54	17	2	85	1	5
2. Professionals %	100.00%	4.96%	8.02%	84.34%	2.68%	0.07%	0.08%	0.49%	0.29%	0.04%	0.19%	0.50%	0.16%	0.02%	0.79%	0.01%	0.05%
3. Technicians #	168	11	23	133	1			1									
3. Technicians %	100.00%	6.55%	13.69%	79.17%	0.60%			0.60%									
4. Sales Workers #	1			1													
4. Sales Workers %	100.00%			100.00%													
5. Administrative Support Workers #	286	19	36	209	22			7	2		2	1	2	3	5		
5. Administrative Support Workers %	100.00%	6.64%	12.59%	73.08%	7.69%			2.45%	0.70%		0.70%	0.35%	0.70%	1.05%	1.75%		
7. Operatives #	2			2													
7. Operatives %	100.00%			100.00%													
8. Laborers and Helpers #	1			1													
8. Laborers and Helpers %	100.00%			100.00%													
9.Service Workers #	185	10	5	168	2							1	1				
9.Service Workers %	100.00%	5.41%	2.70%	90.81%	1.08%							0.54%	0.54%				
Not Crosswalked #	3		1	2													
Not Crosswalked %	100.00%		33.33%	66.67%													
Total #	14,241	646	1,048	12,195	352												
Total %	100.00%	4.54%	7.36%	85.63%	2.47%												

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 11/09/2021
U.S. EPA

Table B-4: Participation Rates for General Schedule Grades - Distribution by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

GS, SES, and Related Grades Pay Plan	Total	Not Identified Total	No Disability Total	Targeted Disability Total	Disability Total (Includes Targeted Disability)	Develop- mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure- ment
GS-03 #	8		7		1												
GS-03 %	100.00%		87.50%		14.29%												
GS-04 #	80	8	60	2	12									2			
GS-04 %	100.00%	10.00%	75.00%	2.50%	15.00%									2.50%			
GS-05 #	38	3	30	2	5			1						1			
GS-05 %	100.00%	7.89%	78.95%	5.26%	13.16%			2.63%						2.63%			
GS-06 #	13	2	4	3	7			1	1						1		
GS-06 %	100.00%	15.38%	30.77%	23.08%	53.85%			7.69%	7.69%						7.69%		
GS-07 #	263	20	197	14	46		2	5	1			2			4		
GS-07 %	100.00%	7.60%	74.90%	5.32%	17.49%		0.76%	1.90%	0.38%			0.76%			1.52%		
GS-08 #	68	4	44	7	20			2			1		2		2		
GS-08 %	100.00%	5.88%	64.71%	10.29%	29.41%			2.94%			1.47%		2.94%		2.94%		
GS-09 #	605	53	451	21	101	2		2	1		3		2	1	10		
GS-09 %	100.00%	8.76%	74.55%	3.47%	16.69%	0.33%		0.33%	0.17%		0.50%		0.33%	0.17%	1.65%		
GS-10 #	39	2	33		4												
GS-10 %	100.00%	5.13%	84.62%		10.26%												
GS-11 #	710	72	532	20	106		2	3			1	1	1		12		
GS-11 %	100.00%	10.14%	74.93%	2.82%	14.93%		0.28%	0.42%			0.14%	0.14%	0.14%		1.69%		
GS-12 #	1,812	114	1,437	64	261	3	3	8	13		6	10	4	1	15		1
GS-12 %	100.00%	6.29%	79.30%	3.53%	14.40%	0.17%	0.17%	0.44%	0.72%		0.33%	0.55%	0.22%	0.06%	0.83%		0.06%
GS-13 #	5,599	236	4,820	143	543		1	30	14	2	9	36	7		40	1	3
GS-13 %	100.00%	4.22%	86.09%	2.55%	9.70%		0.02%	0.54%	0.25%	0.04%	0.16%	0.64%	0.13%		0.71%	0.02%	0.05%
GS-14 #	2,630	72	2,403	44	155	2	1	10	4	3	3	8	4		8		1
GS-14 %	100.00%	2.74%	91.37%	1.67%	5.89%	0.08%	0.04%	0.38%	0.15%	0.11%	0.11%	0.30%	0.15%		0.30%		0.04%
GS-15 #	2,068	51	1,898	27	119			4	3	2	1	11	3		3		
GS-15 %	100.00%	2.47%	91.78%	1.31%	5.75%			0.19%	0.15%	0.10%	0.05%	0.53%	0.15%		0.15%		
All other (unspecified GS) #	38	2	34	2	2				1				1				
All other (unspecified GS) %	100.00%	5.26%	89.47%	5.26%	5.26%				2.63%				2.63%				
Senior Executive Service #	266	7	241	3	18			2			1						
Senior Executive Service %	100.00%	2.63%	90.60%	1.13%	6.77%			0.75%			0.38%						
Total #	14,237	646	12,191	352	1,400												
Total %	100.00%	4.54%	85.63%	2.47%	9.83%												

SOURCE: OBIEE v1; PAY PERIOD: 202121; DATE: 11/09/2021; U.S. EPA

Table B-6: Participation Rates for Major Occupations- Distribution by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

Occupational Series Description (#)	Total	Not Identified Total	No Disability Total	Targeted Disability Total	Disability Total (Includes Targeted Disability)	Develop- mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure- ment
ENVIRONMENTAL PROTECTION SPECIALIST (0028) #	1,574	41	1,387	44	146	1		8	9	2	3	8	3	1	9		
ENVIRONMENTAL PROTECTION SPECIALIST (0028) %	100.00%	2.60%	88.12%	2.80%	100.00%	0.06%		0.51%	0.57%	0.13%	0.19%	0.51%	0.19%	0.06%	0.57%		
MISCELLANEOUS ADMIN & PROGRAM (0301) #	428	26	341	15	61		1	1	1		1	3	1		7		
MISCELLANEOUS ADMIN & PROGRAM (0301) %	100.00%	6.07%	79.67%	3.50%	100.00%		0.23%	0.23%	0.23%		0.23%	0.70%	0.23%		1.64%		
MANAGEMENT AND PROGRAM ANALYSIS (0343) #	1,388	77	1,154	48	157	1		6	8		3	10	6		12	1	1
MANAGEMENT AND PROGRAM ANALYSIS (0343) %	100.00%	5.55%	83.14%	3.46%	100.00%	0.07%		0.43%	0.58%		0.22%	0.72%	0.43%		0.86%	0.07%	0.07%
GENERAL NATURAL RESOURCES MANAGEMENT (0401) #	1,492	90	1,279	19	123		2	3	3	1	2	3			5		
GENERAL NATURAL RESOURCES MANAGEMENT (0401) %	100.00%	6.03%	85.72%	1.27%	100.00%		0.13%	0.20%	0.20%	0.07%	0.13%	0.20%			0.34%		
ENVIRONMENTAL ENGINEERING (0819) #	1,486	37	1,344	26	105			9	2		2	10			3		
ENVIRONMENTAL ENGINEERING (0819) %	100.00%	2.49%	90.44%	1.75%	100.00%			0.61%	0.13%		0.13%	0.67%			0.20%		
GENERAL ATTORNEY (0905) #	980	24	900	13	56			2			2	5	3		1		
GENERAL ATTORNEY (0905) %	100.00%	2.45%	91.84%	1.33%	100.00%			0.20%			0.20%	0.51%	0.31%		0.10%		
GENERAL PHYSICAL SCIENCE (1301) #	2,117	72	1,881	36	164		1	8	4	1	2	8	4		8		
GENERAL PHYSICAL SCIENCE (1301) %	100.00%	3.40%	88.85%	1.70%	100.00%		0.05%	0.38%	0.19%	0.05%	0.09%	0.38%	0.19%		0.38%		
Total #	9,465	367	8,286	201	812	2	4	37	27	4	15	47	17	1	45	1	1
Total %	100.00%	3.88%	87.54%	2.12%	100.00%	0.02%	0.04%	0.39%	0.29%	0.04%	0.16%	0.50%	0.18%	0.01%	0.48%	0.01%	0.01%

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 11/09/2021
U.S. EPA

Table B-7: Applicants & Hires for Major Occupations - Distribution by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

Applicants	Total	No Disability Total	Not Identified Total	Disability Total (Includes Targeted Disability)	Targeted Disability Total	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure-ment
Schedule A Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A Applications %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Schedule A Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Schedule A Hires %	0.00%	0.00%	0.00%	0.00%	0.00%	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 #	14331	11569	766	1996	1036	95	94	185	28	46	94	26	110	5	424	1	20
Voluntarily Identified (Outside of Schedule A Applicants) Applications %	100.00%	80.73%	5.35%	13.93%	7.23%	0.66%	0.66%	1.29%	0.20%	0.32%	0.66%	0.18%	0.77%	0.03%	2.96%	0.01%	0.14%
Voluntarily Identified (Outside of Schedule A Applicants) Hires #	277	238	17	22	9	0	3	2	0	1	2	0	0	0	2	0	0
Voluntarily Identified (Outside of Schedule A Applicants) Hires %	100.00%	85.92%	6.14%	7.94%	3.25%	0.00%	1.08%	0.72%	0.00%	0.36%	0.72%	0.00%	0.00%	0.00%	0.72%	0.00%	0.00%
0028 Environmental Protection Specialist Total Received #	6054																
0028 Voluntarily Identified #	1816	1385	108	323	191	11	22	35	11	16	17	6	12	0	73	1	1
0028 Voluntarily Identified %	100.00%	76.27%	5.95%	17.79%	10.52%	0.61%	1.21%	1.93%	0.61%	0.88%	0.94%	0.33%	0.66%	0.00%	4.02%	0.06%	0.06%
0028 Qualified of those Identified #	1368	1097	73	198	108	5	13	21	4	2	15	0	10	0	43	0	1
0028 Qualified of those Identified %	100.00%	80.19%	5.34%	14.47%	7.89%	0.37%	0.95%	1.54%	0.29%	0.15%	1.10%	0.00%	0.73%	0.00%	3.14%	0.00%	0.07%
0028 Selected of those Identified #	19	12	3	4	2	0	1	0	0	0	0	0	0	0	2	0	0
0028 Selected of those Identified %	100.00%	63.16%	15.79%	21.05%	10.53%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.53%	0.00%	0.00%
0301 Misc Administration and Program Specialist Total Received #	1382																
0301 Voluntarily Identified #	319	219	28	72	37	1	7	7	2	0	1	3	5	1	14	0	0
0301 Voluntarily Identified %	100.00%	68.65%	8.78%	22.57%	11.60%	0.31%	2.19%	2.19%	0.63%	0.00%	0.31%	0.94%	1.57%	0.31%	4.39%	0.00%	0.00%
0301 Qualified of those Identified #	222	155	19	48	21	0	5	4	1	0	1	2	4	0	7	0	0
0301 Qualified of those Identified %	100.00%	69.82%	8.56%	21.62%	9.46%	0.00%	2.25%	1.80%	0.45%	0.00%	0.45%	0.90%	1.80%	0.00%	3.15%	0.00%	0.00%
0301 Selected of those Identified #	5	3	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0
0301 Selected of those Identified %	100.00%	60.00%	0.00%	40.00%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 Management/Program Analyst Total Received #	7387																
0343 Voluntarily Identified #	1902	1307	132	463	217	22	32	44	3	2	18	10	19	0	86	0	6
0343 Voluntarily Identified %	100.00%	68.72%	6.94%	24.34%	11.41%	1.16%	1.68%	2.31%	0.16%	0.11%	0.95%	0.53%	1.00%	0.00%	4.52%	0.00%	0.32%
0343 Qualified of those Identified #	1471	1063	91	317	145	17	18	32	3	1	12	9	10	0	57	0	4
0343 Qualified of those Identified %	100.00%	72.26%	6.19%	21.55%	9.86%	1.16%	1.22%	2.18%	0.20%	0.07%	0.82%	0.61%	0.68%	0.00%	3.87%	0.00%	0.27%
0343 Selected of those Identified #	12	9	0	3	2	0	0	1	0	0	1	0	0	0	0	0	0
0343 Selected of those Identified %	100.00%	75.00%	0.00%	25.00%	16.67%	0.00%	0.00%	8.33%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0401 General Biological Science (RESEARCH) Total Received #	18640																
0401 Voluntarily Identified #	6044	5106	290	648	342	29	21	67	2	8	32	2	33	4	165	0	3
0401 Voluntarily Identified %	100.00%	84.48%	4.80%	10.72%	5.66%	0.48%	0.35%	1.11%	0.03%	0.13%	0.53%	0.03%	0.55%	0.07%	2.73%	0.00%	0.05%
0401 Qualified of those Identified #	5527	4727	265	535	278	23	19	62	0	8	20	2	33	4	126	0	2
0401 Qualified of those Identified %	100.00%	85.53%	4.79%	9.68%	5.03%	0.42%	0.34%	1.12%	0.00%	0.14%	0.36%	0.04%	0.60%	0.07%	2.28%	0.00%	0.04%
0401 Selected of those Identified #	116	103	5	8	2	0	1	0	0	0	0	0	0	0	1	0	0
0401 Selected of those Identified %	100.00%	88.79%	4.31%	6.90%	1.72%	0.00%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.86%	0.00%	0.00%
0819 Environmental Engineer (RESEARCH) Total Received #	3094																
0819 Voluntarily Identified #	1026	851	53	122	61	8	4	5	1	5	5	0	7	0	31	0	0
0819 Voluntarily Identified %	100.00%	82.94%	5.17%	11.89%	5.95%	0.78%	0.39%	0.49%	0.10%	0.49%	0.49%	0.00%	0.68%	0.00%	3.02%	0.00%	0.00%

Applicants	Total	No Disability Total	Not Identified Total	Disability Total (Includes Targeted Disability)	Targeted Disability Total	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure-ment
0819 Qualified of those Identified #	829	699	46	84	43	8	4	4	0	1	3	0	5	0	23	0	0
0819 Qualified of those Identified %	100.00%	84.32%	5.55%	10.13%	5.19%	0.97%	0.48%	0.48%	0.00%	0.12%	0.36%	0.00%	0.60%	0.00%	2.77%	0.00%	0.00%
0819 Selected of those Identified #	25	23	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0
0819 Selected of those Identified %	100.00%	92.00%	4.00%	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%	0.00%
0905 Attorney Total Received #	4768																
0905 Voluntarily Identified #	1473	1169	102	202	91	17	2	6	9	10	10	2	14	0	25	0	9
0905 Voluntarily Identified %	100.00%	79.36%	6.92%	13.71%	6.18%	1.15%	0.14%	0.41%	0.61%	0.68%	0.68%	0.14%	0.95%	0.00%	1.70%	0.00%	0.61%
0905 Qualified of those Identified #	1250	1007	78	165	77	16	2	4	9	5	9	2	13	0	23	0	7
0905 Qualified of those Identified %	100.00%	80.56%	6.24%	13.20%	6.16%	1.28%	0.16%	0.32%	0.72%	0.40%	0.72%	0.16%	1.04%	0.00%	1.84%	0.00%	0.56%
0905 Selected of those Identified #	19	16	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0905 Selected of those Identified %	100.00%	84.21%	15.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1301 Physical/Environmental Scientist (RESEARCH) Total Received #	4762																
1301 Voluntarily Identified #	1751	1532	53	166	97	7	6	21	0	5	11	3	20	0	30	0	1
1301 Voluntarily Identified %	100.00%	87.49%	3.03%	9.48%	5.54%	0.40%	0.34%	1.20%	0.00%	0.29%	0.63%	0.17%	1.14%	0.00%	1.71%	0.00%	0.06%
1301 Qualified of those Identified #	1416	1232	44	140	82	6	6	20	0	5	7	3	16	0	25	0	1
1301 Qualified of those Identified %	100.00%	87.01%	3.11%	9.89%	5.79%	0.42%	0.42%	1.41%	0.00%	0.35%	0.49%	0.21%	1.13%	0.00%	1.77%	0.00%	0.07%
1301 Selected of those Identified #	75	65	5	5	2	0	1	0	0	1	0	0	0	0	0	0	0
1301 Selected of those Identified %	100.00%	86.67%	6.67%	6.67%	2.67%	0.00%	1.33%	0.00%	0.00%	1.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SOURCE: MONSTER
DATE: 12/03/2021
U.S. EPA

Table B-8: New Hires - Distribution by Disability
10/01/2020 to 09/30/2021

Total Workforce

Type of Appointment	TOTAL	Not Identified Total	No Disability Total	Targeted Disability Total	Disability Total (Includes Targeted Disability)	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Significant Psychiatric Disorder
Permanent Workforce #	1031	127	750	27	154	2	3	3	2		2	1	2	12
Permanent Workforce %	100.00%	12.32%	72.74%	2.62%	100.00%	0.19%	0.29%	0.29%	0.19%		0.19%	0.10%	0.19%	1.16%
Temporary Workforce#	274	31	211	7	32		1	2		1	2			1
Temporary Workforce %	100.00%	11.31%	77.01%	2.55%	100.00%		0.36%	0.73%		0.36%	0.73%			0.36%
Total #	1305	158	961	34	186	2	4	5	2	1	4	1	2	13
Total %	100.00%	12.11%	73.64%	2.61%	100.00%	0.15%	0.31%	0.38%	0.15%	0.08%	0.31%	0.08%	0.15%	1.00%

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 10/25/2021
U.S. EPA

Table B-9: Selection for Internal Competitive Promotions for Major Occupations by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

Job Series of Vacancy	Total	No Disability Total	Not Identified Total	Disability Total (Includes Targeted Disability)	Targeted Disability Total	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impair-ment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorder	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure-ment
0028 Environmental Protection Specialist Total Applications Received #	282	25	246	11	8	0	0	2	3	0	0	0	1	0	2	0	0
0028 Total Applications Received %	100.00%	8.87%	87.23%	3.90%	2.84%	0.00%	0.00%	0.71%	1.06%	0.00%	0.00%	0.00%	0.35%	0.00%	0.71%	0.00%	0.00%
0028 Qualified #	142	13	126	3	2	0	0	1	0	0	0	0	1	0	0	0	0
0028 Qualified %	100.00%	9.15%	88.73%	2.11%	1.41%	0.00%	0.00%	0.70%	0.00%	0.00%	0.00%	0.00%	0.70%	0.00%	0.00%	0.00%	0.00%
0028 Selected #	25	6	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0028 Selected %	100.00%	24.00%	72.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 Misc Administration and Program Specialist Total Applications Received #	104	11	89	4	0	0	0	0	0	0	0	0	0	0	0	0	0
0301 Misc Administration and Program Specialist Total Applications Received %	100.00%	10.58%	85.58%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 Qualified #	77	8	66	3	0	0	0	0	0	0	0	0	0	0	0	0	0
0301 Qualified %	100.00%	10.39%	85.71%	3.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0301 Selected #	8	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0301 Selected %	100.00%	12.50%	87.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 Management/ Program Analyst Total Applications Received #	678	70	577	31	11	0	3	1	0	0	2	0	3	0	5	0	0
0343 Management/ Program Analyst Total Applications Received %	100.00%	10.32%	85.10%	4.57%	1.62%	0.00%	0.44%	0.15%	0.00%	0.00%	0.29%	0.00%	0.44%	0.00%	0.74%	0.00%	0.00%
0343 Qualified #	392	46	334	12	2	0	0	0	0	0	2	0	0	0	0	0	0
0343 Qualified %	100.00%	11.73%	85.20%	3.06%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 Selected #	63	11	50	2	1	0	0	0	0	0	1	0	0	0	0	0	0
0343 Selected %	100.00%	17.46%	79.37%	3.17%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0401 Biologist/ Life Scientist Total Applications Received #	920	93	787	40	14	0	0	0	0	0	7	3	0	0	4	0	1
0401 Biologist/ Life Scientist Total Applications Received %	100.00%	10.11%	85.54%	4.35%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.76%	0.33%	0.00%	0.00%	0.43%	0.00%	0.11%
0401 Qualified #	589	63	511	15	3	0	0	0	0	0	0	2	0	0	1	0	0
0401 Qualified %	100.00%	10.70%	86.76%	2.55%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%	0.00%	0.00%	0.17%	0.00%	0.00%
0401 Selected #	120	21	99	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0401 Selected %	100.00%	17.50%	82.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0819 Environmental Engineer Total Applications Received #	129	15	105	9	3	0	0	0	1	0	0	0	2	0	0	0	0
0819 Environmental Engineer Total Applications Received %	100.00%	11.63%	81.40%	6.98%	2.33%	0.00%	0.00%	0.00%	0.78%	0.00%	0.00%	0.00%	1.55%	0.00%	0.00%	0.00%	0.00%
0819 Qualified #	76	7	65	4	1	0	0	0	0	0	0	0	1	0	0	0	0
0819 Qualified %	100.00%	9.21%	85.53%	5.26%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.32%	0.00%	0.00%	0.00%	0.00%
0819 Selected #	29	4	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0819 Selected %	100.00%	13.79%	86.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Job Series of Vacancy	Total	No Disability Total	Not Identified Total	Disability Total (Includes Targeted Disability)	Targeted Disability Total	Developmental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorder	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigurement
0905 Attorney Total Applications Received #	7	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0905 Attorney Total Applications Received %	100.00%	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 Qualified #	7	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0905 Qualified %	100.00%	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 Selected #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0905 Selected %	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1301 Physical Scientist/ Environmental Scientist Total Applications Received #	136	15	117	4	1	0	0	0	0	1	0	0	0	0	0	0	0
1301 Physical Scientist/ Environmental Scientist Total Applications Received %	100.00%	11.03%	86.03%	2.94%	0.74%	0.00%	0.00%	0.00%	0.00%	0.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1301 Qualified #	86	9	75	2	1	0	0	0	0	1	0	0	0	0	0	0	0
1301 Qualified %	100.00%	10.47%	87.21%	2.33%	1.16%	0.00%	0.00%	0.00%	0.00%	1.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1301 Selected #	30	5	24	1	1	0	0	0	0	1	0	0	0	0	0	0	0
1301 Selected %	100.00%	16.67%	80.00%	3.33%	3.33%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SOURCE: MONSTER
DATE: 12/03/2021
U.S. EPA

Table B-10: Non-Competitive Promotions - Distribution by Disability
 10/01/2020 to 09/30/2021

Permanent Workforce

Time in Grade in Excess of Minimum	TOTAL	Not Identified Total	Non-Targeted Disability Total	No Disability Total	Targeted Disability Total	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder
< 1 month#	1647	157	189	1254	47	3	4	9	2	3	1	3	1	21
< 1 month %	100.00%	9.53%	11.48%	76.14%	2.85%	0.18%	0.24%	0.55%	0.12%	0.18%	0.06%	0.18%	0.06%	1.28%
1-12 months #	50	2	7	36	5					2	1	1		1
1-12 months %	100.00%	4.00%	14.00%	72.00%	10.00%					4.00%	2.00%	2.00%		2.00%
13-24 months #	11	1	2	8										
13-24 months %	100.00%	9.09%	18.18%	72.73%										
25 + months #	15		3	12										
25 + months %	100.00%		20.00%	80.00%										
Grand Total #	1723	160	201	1310	52	3	4	9	2	5	2	4	1	22
Grand Total %	1	9.29%	11.67%	76.03%	3.02%	0.17%	0.23%	0.52%	0.12%	0.29%	0.12%	0.23%	0.06%	1.28%

SOURCE: OBIEE v1
 PAY PERIOD: 202121
 DATE: 07/14/2022
 U.S. EPA

Table B-11: Internal Selections for Senior Level Positions (GS 13/14, GS 15, and SES) by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

Senior Level Position	TOTAL	No Disability Total	Not Identified Total	Disability Total (Includes Targeted Disability)	Targeted Disability Total	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure-ment
GS-13 Total Applications Received #	565	67	466	32	10	0	0	1	3	0	2	1	2	0	2	0	0
GS-13 Total Applications Received %	100.00%	11.86%	82.48%	5.66%	1.77%	0.00%	0.00%	0.18%	0.53%	0.00%	0.35%	0.18%	0.35%	0.00%	0.35%	0.00%	0.00%
GS-13 Qualified #	298	39	250	9	1	0	0	0	0	0	0	0	1	0	0	0	0
GS-13 Qualified %	100.00%	13.09%	83.89%	3.02%	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%	0.00%	0.00%	0.00%	0.00%
GS-13 Selected #	118	24	92	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 Selected %	100.00%	20.34%	77.97%	1.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14 Total Applications Received #	1348	132	1167	49	21	0	2	3	0	0	6	2	3	0	6	0	1
GS-14 Total Applications Received %	100.00%	9.79%	86.57%	3.64%	1.56%	0.00%	0.15%	0.22%	0.00%	0.00%	0.45%	0.15%	0.22%	0.00%	0.45%	0.00%	0.07%
GS-14 Qualified #	857	102	732	23	6	0	0	2	0	0	2	1	0	0	1	0	0
GS-14 Qualified %	100.00%	11.90%	85.41%	2.68%	0.70%	0.00%	0.00%	0.23%	0.00%	0.00%	0.23%	0.12%	0.00%	0.00%	0.12%	0.00%	0.00%
GS-14 Selected #	149	28	118	3	3	0	0	1	0	0	1	1	0	0	0	0	0
GS-14 Selected %	100.00%	18.79%	79.19%	2.01%	2.01%	0.00%	0.00%	0.67%	0.00%	0.00%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15 Total Applications Received #	544	48	473	23	10	0	1	2	0	1	0	2	0	0	4	0	0
GS-15 Total Applications Received %	100.00%	8.82%	86.95%	4.23%	1.84%	0.00%	0.18%	0.37%	0.00%	0.18%	0.00%	0.37%	0.00%	0.00%	0.74%	0.00%	0.00%
GS-15 Qualified #	364	35	318	11	5	0	1	1	0	1	0	2	0	0	0	0	0
GS-15 Qualified %	100.00%	9.62%	87.36%	3.02%	1.37%	0.00%	0.27%	0.27%	0.00%	0.27%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15 Selected #	61	13	46	2	2	0	0	1	0	1	0	0	0	0	0	0	0
GS-15 Selected %	100.00%	21.31%	75.41%	3.28%	3.28%	0.00%	0.00%	1.64%	0.00%	1.64%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SOURCE: MONSTER
DATE: 12/03/2021
U.S. EPA

Table B-13: Employee Recognition and Awards - Distribution by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

Type of Award	Grand Total	Not Identified Total	No Disability Total	Targeted Disability Total	Disability Total (Includes Targeted Disability)	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure-ment
Cash Awards - \$100 - \$500 Total #	3349	161	2857	87	331	1		13	9	1	6	17	2	2	34		2
Cash Awards - \$100 - \$500 Total Amount	\$9,794,576	\$415,566	\$8,536,796	\$206,406	\$842,214	\$240		\$23,409	\$23,750	\$1,750	\$13,050	\$40,903	\$6,750	\$755	\$92,699		\$3,100
Cash Awards - \$100 - \$500 Average Amount	\$2,925	\$2,581	\$2,988	\$2,372	\$2,544	\$240		\$1,801	\$2,639	\$1,750	\$2,175	\$2,406	\$3,375	\$378	\$2,726		\$1,550
Cash Awards - \$100 - \$500 Total Hours	32,098	1,345	26,955	1,259	3,798	0		197	28	0	40	93	28	0	829		44
Cash Awards - \$100 - \$500 Average Hours	10	8	9	14	11	0		15	3	0	7	5	14	0	24		22
Cash Awards - \$100 - \$500 Total Benefit	\$661,864	\$97,480	\$520,615	\$0	\$43,769	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
Cash Awards - \$100 - \$500 Average Benefit	\$49	\$123	\$48	\$0	\$25	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
Cash Awards - \$501 + Total #	13661	550	11869	312	1242	6	6	63	36	6	23	61	19	2	86	1	3
Cash Awards - \$501 + Total Amount	\$41,798,531	\$1,510,563	\$36,908,999	\$796,861	\$3,378,969	\$15,749	\$10,800	\$154,050	\$94,040	\$17,524	\$63,777	\$156,809	\$56,278	\$3,500	\$217,373	\$2,300	\$4,661
Cash Awards - \$501 + Average Amount	\$3,060	\$2,746	\$3,110	\$2,554	\$2,721	\$2,625	\$1,800	\$2,445	\$2,612	\$2,921	\$2,773	\$2,571	\$2,962	\$1,750	\$2,528	\$2,300	\$1,554
Cash Awards - \$501 + Total Hours	109,154	4,978	93,990	2,372	10,186	121	90	418	249	18	87	377	127	22	844	0	19
Cash Awards - \$501 + Average Hours	8	9	8	8	8	20	15	7	7	3	4	6	7	11	10	0	6
Cash Awards - \$501 + Total Benefit	\$888,726	\$69,021	\$763,599	\$23,433	\$56,106	\$0	\$0	\$0	\$3,457	\$0	\$0	\$9,608	\$0	\$0	\$6,912	\$0	\$3,456
Cash Awards - \$501 + Average Benefit	\$20	\$31	\$19	\$25	\$16	\$0	\$0	\$0	\$32	\$0	\$0	\$53	\$0	\$0	\$27	\$0	\$384
Cash Awards < \$100 Total #	47	4	32	1	11										1		
Cash Awards < \$100 Total Amount	\$93,595	\$7,575	\$73,410	\$2,075	\$12,610										\$2,075		
Cash Awards < \$100 Average Amount	\$1,991	\$1,894	\$2,294	\$2,075	\$1,146										\$2,075		
Cash Awards < \$100 Total Hours	939	51	583	16	305										16		
Cash Awards < \$100 Average Hours	20	13	18	16	28										16		
Cash Awards < \$100 Total Benefit	\$4,084	\$0	\$4,084	\$0	\$0										\$0		
Cash Awards < \$100 Average Benefit	\$22	\$0	\$32	\$0	\$0										\$0		
Other Award Type Total #	8		8														
Other Award Type Total Amount	\$44,100		\$44,100														
Other Award Type Average Amount	\$5,513		\$5,513														
Other Award Type Total Hours	55		55														
Other Award Type Average Hours	7		7														
Other Award Type Total Benefit	\$0		\$0														
Other Award Type Average Benefit	\$0		\$0														
Quality Step Increase (QSI) Total #	359	17	316	7	26	1			2			1	1		1		1
QSI Total Amount	\$555,845	\$18,890	\$507,329	\$8,661	\$29,626	\$0			\$600			\$3,500	\$0		\$4,000		\$561
QSI Average Amount	\$1,548	\$1,111	\$1,605	\$1,237	\$1,139	\$0			\$300			\$3,500	\$0		\$4,000		\$561
QSI Total Hours	2,787	151	2,468	31	168	0			16			0	8		0		7
QSI Average Hours	8	9	8	4	6	0			8			0	8		0		7
QSI Total Benefit	\$1,312,989	\$55,330	\$1,166,589	\$25,521	\$91,070	\$4,084			\$6,913			\$4,804	\$2,808		\$3,456		\$3,456
QSI Average Benefit	\$1,882	\$1,503	\$1,898	\$2,000	\$1,934	\$4,084			\$2,304			\$1,601	\$1,404		\$1,152		\$1,152

Type of Award	Grand Total	Not Identified Total	No Disability Total	Targeted Disability Total	Disability Total (Includes Targeted Disability)	Develop-mental Disability	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism	Significant Disfigure-ment
Senior Executive Service (SES) Performance Awards Total #	248	5	223	6	20			4	1		1						
SES Total Amount	\$3,978,625	\$117,311	\$3,487,083	\$115,023	\$374,231			\$90,323	\$12,700		\$12,000						
SES Average Amount	\$16,043	\$23,462	\$15,637	\$19,171	\$18,712			\$22,581	\$12,700		\$12,000						
SES Total Hours	273	0	273	0	0			0	0		0						
SES Average Hours	1	0	1	0	0			0	0		0						
SES Total Benefit	\$0	\$0	\$0	\$0	\$0			\$0	\$0		\$0						
SES Average Benefit	\$0	\$0	\$0	\$0	\$0			\$0	\$0		\$0						
Time-Off (TO) Awards - 1-9 hours Total #	3867	183	3325	77	359	5	3	21	8		4	13	5	1	16		1
TO Awards - 1-9 hours Total Amount	\$10,211,495	\$443,099	\$8,961,497	\$160,852	\$806,899	\$11,749	\$6,000	\$43,493	\$13,604		\$11,192	\$28,864	\$12,670	\$2,000	\$30,719		\$561
TO Awards - 1-9 hours Average Amount	\$2,641	\$2,421	\$2,695	\$2,089	\$2,248	\$2,350	\$2,000	\$2,071	\$1,701		\$2,798	\$2,220	\$2,534	\$2,000	\$1,920		\$561
TO Awards - 1-9 hours Total Hours	41,173	1,937	35,781	630	3,455	97	40	156	53		27	97	38	2	113		7
TO Awards - 1-9 hours Average Hours	11	11	11	8	10	19	13	7	7		7	7	8	2	7		7
TO Awards - 1-9 hours Total Benefit	\$340,445	\$13,737	\$310,579	\$6,264	\$16,129	\$0	\$0	\$0	\$0		\$0	\$0	\$2,808	\$0	\$0		\$3,456
TO Awards - 1-9 hours Average Benefit	\$27	\$23	\$28	\$33	\$19	\$0	\$0	\$0	\$0		\$0	\$0	\$281	\$0	\$0		\$1,152
Time-Off (TO) Awards - 9+ hours Total #	4117	187	3507	103	423	3	4	20	10	1	5	16	8	1	32		3
TO Awards - 9+ hours Total Amount	\$9,316,433	\$409,632	\$8,026,441	\$210,658	\$880,360	\$8,140	\$2,800	\$40,081	\$22,320	\$3,500	\$9,250	\$30,387	\$14,700	\$1,500	\$74,880		\$3,100
TO Awards - 9+ hours Average Amount	\$2,263	\$2,191	\$2,289	\$2,045	\$2,081	\$2,713	\$700	\$2,004	\$2,232	\$3,500	\$1,850	\$1,899	\$1,838	\$1,500	\$2,340		\$1,033
TO Awards - 9+ hours Total Hours	110,227	4,576	95,336	2,499	10,315	67	90	480	172	18	100	352	133	20	983		84
TO Awards - 9+ hours Average Hours	27	24	27	24	24	22	23	24	17	18	20	22	17	20	31		28
TO Awards - 9+ hours Total Benefit	\$354,452	\$18,601	\$312,837	\$3,457	\$23,014	\$0	\$0	\$0	\$3,457	\$0	\$0	\$0	\$0	\$0	\$0		\$0
TO Awards - 9+ hours Average Benefit	\$26	\$27	\$27	\$11	\$14	\$0	\$0	\$0	\$115	\$0	\$0	\$0	\$0	\$0	\$0		\$0

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 10/25/2021
U.S. EPA

Table B-14: Separations - Distribution by Disability
10/01/2020 to 09/30/2021

Permanent Workforce

Type of Separation	Total	Not Identified Total	No Disability Total	Targeted Disability Total	Disability Total (Includes Targeted Disability)	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Significant Psychiatric Disorder
Voluntary #	910	37	781	23	92	1	6	4	1	6	1	4
Voluntary %	100.00%	4.07%	85.82%	2.53%	100.00%	0.11%	0.66%	0.44%	0.11%	0.66%	0.11%	0.44%
Involuntary #	20		14	1	6							1
Involuntary %	100.00%		70.00%	5.00%	100.00%							5.00%
Total #	930	37	795	24	98	1	6	4	1	6	1	5
Total %	100.00%	3.98%	85.48%	2.58%	100.00%	0.11%	0.65%	0.43%	0.11%	0.65%	0.11%	0.54%

SOURCE: OBIEE v1
PAY PERIOD: 202121
DATE: 10/25/2021
U.S. EPA