

**Environmental Protection Agency**

**For period covering October 1, 2023 to September 30, 2024**

**PART A**  
Department  
or Agency  
Identifying  
Information

<b>1. Agency</b>	<b>1.</b> Environmental Protection Agency		
<b>1.a</b> 2nd level reporting component			
<b>2. Address</b>	<b>2.</b> 1200 Pennsylvania Avenue, NW		
<b>3. City, State, Zip Code</b>	<b>3.</b> Washington, DC 20460		
<b>4. Agency Code</b>	<b>5. FIPS code(s)</b>	<b>4.</b> EP00	<b>5.</b> 6800

**PART B**  
Total  
Employment

<b>1.</b> Enter total number of permanent full-time and part-time employees	<b>1.</b> 15945
<b>2.</b> Enter total number of temporary employees	<b>2.</b> 987
<b>3. TOTAL EMPLOYMENT [add lines B 1 through 2]</b>	<b>4.</b> 16932

**PART C**

Agency Official(s) Responsible  
For Oversight of EEO  
Program(s)

Title Type	Name	Title
Head of Agency	Lee Zeldin	Administrator
Head of Agency Designee	David Fotouhi	Deputy Administrator
Principal EEO Director/Official	JuanCarlos Hunt	Director, Office of Civil Rights
Affirmative Employment Program Manager	Cynthia Darden	Acting, Assistant Director, Affirmative Employment, Analysis, and Accountability Staff (AEAA)
Complaint Processing Program Manager	Cynthia Darden	Acting Assistant Director, Employee Complaint Resolutions Staff (ECRS)
Hispanic Program Manager (SEPM)	Nadar Baker	Equal Employment Specialist
Women's Program Manager (SEPM)	Jannette Graves	Detaillee
Disability Program Manager (SEPM)	Russell Massey	Equal Employment Specialist
Special Placement Program Coordinator (Individuals with Disabilities)	Anthony Napoli	Program Analyst
Reasonable Accommodation Program Manager	Amanda Sweda	Senior National Reasonable Accommodation Coordinator
Anti-Harassment Program Manager	Nikki Davis	Acting Director for Labor Suitability Contact Division
ADR Program Manager	Nadar Baker	Equal Employment Opportunity Manager
Principal MD-715 Preparer	Kimberly James	Acting Assistant Director Affirmative Employment, Analysis, and Accountability Staff (AEAA)
Principal MD-715 Preparer	Marnice Turner	Equal Employment Opportunity Specialist
Other EEO Staff	Kwasi Griffin	Program Analyst
Other EEO Staff	Donald Sapp	Equal Employment Opportunity Manager
Other EEO Staff	Karen Hicks	Equal Employment Opportunity Manager

**For period covering October 1, 2023 to September 30, 2024**

**PART D**  
List of Subordinate Components Covered in  
This Report

**Subordinate Component and Location  
(City/State)**

**Country**

**Agency Code**

Environmental Protection Agency  
New York City, NY

United States

EP00

Environmental Protection Agency  
Denver, CO

United States

EP00

Environmental Protection Agency  
San Francisco, CA

United States

EP00

Environmental Protection Agency  
Boston, MA

United States

EP00

Environmental Protection Agency  
Atlanta, GA

United States

EP00

Environmental Protection Agency  
Chicago, IL

United States

EP00

Environmental Protection Agency  
Philadelphia, PA

United States

EP00

Environmental Protection Agency  
Dallas, TX

United States

EP00

Environmental Protection Agency  
Lenexa, KS

United States

EP00

Environmental Protection Agency  
Seattle, WA

United States

EP00

**EEOC FORMS and Documents**

**Required**

**Uploaded**

Anti-Harassment Policy and  
Procedures

Y

Y

Organization Chart

Y

Y

EEO Policy Statement

Y

Y

Agency Strategic Plan

Y

Y

Reasonable Accommodation  
Procedure

Y

Y

Personal Assistance Services  
Procedures

Y

Y

Alternative Dispute Resolution  
Procedures

Y

Y

Results from most recent Federal  
Employee Viewpoint Survey or  
Annual Employee Survey

N

Y

EEO Strategic Plan

N

N

Human Capital Strategic Plan

N

Y

Disabled Veterans Affirmative  
Action Program (DVAAP) Report

N

Y

Federal Equal Opportunity  
Recruitment Program (FEORP)  
Report

N

Y

Diversity Policy Statement

N

N

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EXECUTIVE SUMMARY: MISSION

## FY 2024 MD-715 Part E Executive Summary

### Introduction

The Equal Employment Opportunity (EEO) program report outlines the status of the U.S. Environmental Protection Agency (EPA or Agency) fiscal year 2024 (FY 2024) EEO Program activities, as required by the U.S. Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715). This report highlights EPA's accomplishments in establishing and maintaining a model EEO program based on the six essential elements outlined by the EEOC:

- Demonstrated commitment from agency leadership;
- Integration of EEO into the agency's strategic mission;
- Management and program accountability;
- Proactive prevention of unlawful discrimination;
- Efficiency; and
- Responsiveness and legal compliance.

EPA reviewed its FY 2024 program activities against these six essential elements. Where the Agency identified deficiencies, it developed planned activities to address them.

### The U.S. Environmental Protection Agency

The mission of the EPA is to protect human health and the environment. EPA works to deliver a cleaner, safer, and healthier environment by administering and enforcing federal laws. The Agency works to achieve its environmental and human health objectives by engaging with federal, Tribal, state, and local government partners and the Agency's many stakeholders.

Given the broad scope and critical importance of the Agency's mission, it recognizes that meeting the multitude of responsibilities to the public can only be accomplished with a highly skilled, dynamic, and world-class workforce. To that end, the Agency works vigorously to determine what has caused any identified triggers to equal employment opportunity and attract, hire, retain, and promote, the most talented individuals in accordance with merit systems principles.

### The Office of Civil Rights

EPA's Office of Civil Rights (OCR) provides leadership, direction, and guidance in carrying out the Agency's EEO program. OCR develops policies and procedures to implement the Agency's EEO responsibilities. OCR follows six guiding principles:

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

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

The EPA Office of Civil Rights (OCR) is responsible for carrying out the requirements of Management Directive 715 (MD-715). In order to most efficiently and effectively accomplish this duty, OCR maintains partnerships across the Agency; however, its primary partnership is with the Office of Mission Support (OMS).

This partnership is critical given that OMS is responsible for the effective management of the Agency's human, financial, and physical resources to include race, sex, national origin (RSNO), and disability data. Moreover, OCR consults with the Office of General Counsel (OGC), which provides legal assistance of OCR programs, including legal sufficiency reviews of the MD-715 report.

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**EXECUTIVE SUMMARY: MISSION**

EPA provides the following summary of its EEO programs, activities, and accomplishments for FY 2024. Part E documents EPA's multi-year effort to build and sustain a model EEO program based on the six essential elements identified in the EEOC MD-715 guidance.

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## EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Model EEO Program – Six Essential Elements

The Agency reviewed its program activities from FY 2024 against the six essential elements of a model civil rights program as prescribed by the EEOC. The sections below provide examples of EPA's accomplishments under each of the six elements.

**Essential Element A - Demonstrated Commitment from Agency Leadership**

The EPA Administrator reissued the Agency's EEO Policy Statement on May 28, 2024, and Anti-Harassment Policy Statement on September 11, 2024. The Agency disseminated these statements through EPA-wide mass mailers to its workforce. As a best practice, some Regional Administrators issued their own EEO Policy Statement and amplified the Administrator's reaffirmation of the Agency's commitment to anti-harassment in the workplace. EPA issued additional civil rights mass mailers to its employees, such as on EPA's Reasonable Accommodations Procedures, the Pregnant Workers Fairness Act, and Alternative Dispute Resolution (ADR) Program. All EEO-related policies are available on OCR's webpage.

For applicants, EPA posts contact information for reasonable accommodations on its external website. The National Reasonable Accommodation Coordinator (NRAC) regularly discussed with Local Reasonable Accommodation Coordinators (LORACs) compliance with written procedures for reasonable accommodation. In addition, in its vacancy announcements, EPA provides language regarding reasonable accommodations, which included contact information for requesting a reasonable accommodation.

EPA senior leadership also reinforced their commitment to EEO principles. During FY 2024, Senior Executive Service leaders served as Executive Champions for civil rights programs, offering ongoing support, guidance, and advocacy to gain the executive-level support and drive change-management processes essential for advancing EEO consistent with 29 CFR 1614.102(a). Funding was allocated to support EEO programs, training, career development, and education, as well as sufficient resources to ensure the efficient operation of the EEO program. To further promote EEO within EPA's work culture, the Administrator recognized three individuals and five teams with the Suzanne E. Olive Award for Exemplary Leadership in National EEO during the 2024 National Honor Awards Ceremony. The recipients included two non-managerial individuals, four non-managerial teams, one managerial individual, and one managerial team. A notable initiative honored in 2024 included the centralization of the Agency's reasonable accommodations funding.

The Agency leveraged the Federal Employee Viewpoint Survey (FEVS) to assess workforce perception of EEO principles. The Office of Mission Support (OMS) briefed the Deputy Administrator on the 2023 FEVS results, highlighting multiyear trends, key successes, and areas of improvement. Program and region offices hosted EEO listening sessions to proactively address employee EEO concerns and promote EEO.

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

In FY 2024, EPA continued to demonstrate its commitment to integrate EEO into its strategic mission consistent with its Strategic Plan to advance EPA's organizational excellence and create a workforce free of potential barriers to EEO. The agency actively supported and engaged in integrating EEO into its strategic mission. As a member of the senior leadership cadre, the OCR Director regularly briefed and advised leadership on EEO issues and promoted their participation in key initiatives. EPA senior leadership encouraged EPA leaders to support EEO work, serve as executive champions, and review trends in their respective region or program offices that might suggest possible barriers to EEO.

To ensure alignment and coordination, OCR continued to hold monthly meetings with Equal Employment Opportunity Officers (EEOOs) and Program Management Officers (PMOs) to provide guidance on EEO activities. In the second quarter, the OCR Director delivered the agency's annual "State of EEO" briefing to the Administrator and senior leadership team. In the third quarter, the OCR Director held a virtual "State of EEO" presentation for all agency employees, managers, and supervisors. EEOOs and PMOs also presented "State of EEO" briefings related to their region or program office to employees in their respective office. In the third and fourth quarters, the OCR Director delivered "State of EEO" briefings during EPA Forums.

Throughout the year, the Director briefed senior leaders on the agency's EEO activities and initiatives, offering insights into the agency's workforce demographics and progress reports on several national priority efforts managed by OCR. The OCR Director also provided remarks, delivered keynotes, and served on panels at numerous EPA region, program, and national events with the end result of visibly integrating EEO into the agency's mission.

To further integrate EEO into the agency's mission, OCR conducted three region and one program office EEO training and accountability visits (TAVs). The TAVs included providing training to employees, managers, and supervisors on the following: the EEO complaint process, promoting EEO to reduce EEO complaints, and reasonable accommodations. In addition to TAVs, OCR provided EEO trainings to employees, managers, and supervisors on matters, such as anti-harassment training, EEO data, and reasonable accommodations.

**Essential Element C: Management and Program Accountability**

EPA ensures management and program accountability by conducting regular internal audits of its region and program offices. To support this effort, the agency's EEOOs and PMOs perform annual self-assessments of their respective region or program office to ensure a model EEO program and identify accomplishments, challenges, and best practices. OCR meets with the EEOOs, PMOs, and Deputy Civil Rights Officials (DCROs), who are in the respective region or program office; the Regional Administrators, Deputy Assistant Administrators, and the Deputy Administrator to provide them with

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**EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F**

updates on EEO complaints, workforce data, and reasonable accommodation activities.

Additionally, OCR collaborated with key partners across the Agency, including EPA senior leadership and its three primary EPA partners: Office of Mission Support (OMS), Office of the General Counsel (OGC), and Office of Public Affairs (OPA) to discuss and implement EEO initiatives. Through consistent communication, OCR emphasized the six essential elements of a model EEO program.

Further, OCR reinforced the message of management and program accountability for EEO. Specifically, to ensure EEO policies, training, and leadership actions communicate a clear and consistent message that managers and employees share responsibility for creating a workplace free of potential barriers to EEO for all EPA employees. Throughout the year, OCR reminded EPA employees that EEO laws and/or merit system principles preclude discrimination based on race, color, religion, national origin, sex, age, disability, genetic information, marital status, parental status, political affiliation, or for engaging in EEO protected activity.

EPA maintains an anti-harassment process, Order 4711—Procedure for Addressing Allegations of Workplace Harassment, housed in OMS, Office of Human Capital Operations, Labor, Suitability, and Conduct Division. The Agency also continued to maintain robust, reasonable accommodation and personal assistance procedures to support EEO.

Additionally, the agency held managers and supervisors accountable for EEO by including the need to support EEO in their performance appraisal plans and rating them on such performance. By doing so, EPA recognized the importance of employees engaging in EEO work to assist the OCR Director to promote EEO programs for employees and applicants.

In response to deficiencies in applicant flow data identified in FY 2023, EPA implemented plans to improve data integrity and ensure compliance with MD-715 requirements (See Part H.1). In FY 2024, OCR initiated quarterly meetings with OMS senior leadership to monitor the status of their data management system and the applicant flow data contract with Monster Analytics.

The OMS Data Analytics and Solutions Division collaborated with OCR to regarding applicant flow data. In FY 2024, OCR also used one of its employee vacancies to post a statistician/data analyst position to enhance its data compliance capabilities.

**Essential Element D: Proactive Prevention of Unlawful Discrimination**

EPA is committed to ensuring that the agency makes every effort to prevent discrimination by conducting regular assessments of its workforce to identify and eliminate barriers to EEO. As part of EPA's ongoing effort to assess its workforce, OCR holds monthly meetings with the region and program offices to discuss accomplishments, best practices, and challenges.

In FY 2024, OCR provided all current EPA employees biennial online training of the Notification and Federal Employee Anti-discrimination and Retaliation Act (No FEAR Act) of 2002. Further, EPA directed all new employees to take the No FEAR Act within 90 days of onboarding. OCR also provided live EEO orientation training to all new employees to educate them on their EEO rights and responsibilities.

Moreover, on September 6, 2024, the EPA Administrator reaffirmed the agency's Anti-Harassment Policy Statement. EPA is committed to addressing and preventing workplace harassment, promoting equal employment opportunity, and creating and maintaining a safe work environment for all.

Furthermore, the Office of Mission Support, Office of Human Capital Operations, Labor, Suitability, and Conduct Division managed EPA Order 4711, Procedure for Addressing Allegations of Workplace Harassment. The Order provides a process the EPA uses to prevent harassment and other inappropriate behavior in the workplace. Specifically, EPA Order 4711 requires reporting harassment; investigating harassment; and taking prompt and effective corrective action, as appropriate.

In FY 2024, EPA continued to exceed EEOC's workforce goals for persons with disability (12%) and persons with a targeted disability (2%), with representation in the permanent workforce of 15.19% and 3.77%, respectively. The agency continued to utilize critical tools to increase employment opportunities for veterans with a disability, such as disability hiring authorities and the use of the Workforce Recruitment Program.

OCR hired several veterans in FY 2024 and participated in the Department of Defense's SkillBridge program. The SkillBridge Program provides transitioning service members with opportunities to participate in training and development with potential employers. Further, OCR offered the transitioning service member who participated in the program with OCR in FY 2024 a permanent position in OCR.

Additionally, in FY 2024, EPA made its vacancy announcements consistent on several EEO points. All vacancy announcements stated EPA is an equal opportunity employer and provided information for employees with disabilities, such as details for obtaining reasonable accommodations.

EPA also developed and launched the Reasonable Accommodation Procurement Program (RAP) pilot. The RAP Program centralizes the acquisition of approved reasonable accommodations (RAs) for employees and job applicants across the agency.

The RAP Program speeds up the procurement process by consolidating expertise and resources in a one-stop shop for purchasing RAs for assistive technologies (AT) and equipment using centralized funds. This removes the cost and purchasing responsibilities from regions and program offices, which in turn made the process more seamless and reduced the agency's exposure to legal liability for failing to provide a reasonable accommodation.

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**EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F**

In FY 2024, OCR processed and completed 537 of the 538 reasonable accommodations requests, 99.8%, within the timelines established by the EPA Reasonable Accommodation Procedures. The average processing time of an accommodation request was 21.2 days. For 14 consecutive years, OCR has maintained a processing rate of 90% or higher, with rates consistently above 95% since FY 2017.

Consistent with MD-715 requirements, OCR and several region and program offices continued to analyze trends and less than expected participation rates of EEO groups at the region, office, and agency level. However, performance and conduct issues along with delays in filling positions hindered progress towards these efforts. To address these concerns, OCR sought to address the performance and conduct issues; it also advertised, hired, and onboarded two new permanent employees and an Acting Assistant Director to fully staff the Affirmative Employment, Accountability, and Analysis (AEAA) team.

OCR's TAVs of region and program offices in FY 2024 was also part of its proactive prevention of unlawful discrimination strategy. In addition, the OCR Director partnered with EPA's Office of Enforcement and Compliance Assurance (OECA), to initiate OPM's dialogue project at EPA. Three cohorts of approximately ten employees each met once a month to discuss EEO related matters.

The OCR Director also was a part of a federal interagency community committee led by the Department of Justice, which sought to proactively prevent unlawful discrimination. Finally, the OCR Director was a member of the Federal Inter-Agency Remembrance Committee, which proactively seeks to prevent unlawful discrimination by reminding federal employees about the consequences of discrimination that resulted in the Holocaust.

**Essential Element E – Efficiency**

Alternative Dispute Resolution (ADR) provides for early resolution of EEO complaints, which saves the parties the time and expense of going through an investigation, hearing, and/or final agency decision. In FY 2024, OCR increased EPA's ADR offer rate to 96% compared to 76% in FY 2023. In addition, the ADR participation rate increased to 50% compared to 45% in FY 2023 reaching the EEOC goal of 50% for the first time ever.

OCR attributes the increase in ADR to conducting a continuous improvement plan to increase the percentage rate of offers to employees to use ADR in EEO complaints and to increase employee acceptance of ADR. This plan included creating videos, a fact sheet, a mass mailer, and training EEO Counselors.

The average days to complete an investigation decreased by 12% to 204 days in FY 2024 compared to 233 days in FY 2023. Further, EPA once again surpassed the 90% timeliness rate for completing EEO investigations, with a 93% rate. OCR attributes the decrease to it more closely monitoring its contractor and holding the contractor accountable for timely completing investigations to ensure efficiency.

In FY 2024, the Agency slightly increased the time it took to issue final agency decisions by four days, from 118 days in FY 2023 to 122 days in FY 2024. OCR attributes the marginal increase to having to operate with only one of its two attorney positions filled for eleven of the twelve months in FY 2024.

**Essential Element F – Responsiveness and Legal Compliance**

OCR conducted audits of its complaints database, internal tracking logs, and EEOC's Federal Section EEO Portal to ensure timely responses and compliance to EEOC orders. The OCR Director also included a process to notify EEO Specialists when EEO correspondence arrived so as not to delay uploading investigative files and avoid possible EEOC sanctions. OCR also provided training to managers/supervisors during the four TAVs that addressed manager responsibilities throughout the EEO process.

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## EXECUTIVE SUMMARY: WORKFORCE ANALYSES

**The analysis of EPA's workforce data is a key component to understanding the current work environment and identifying potential barriers to the recruitment, hiring, advancement, and retention efforts. Workforce statistical analysis is a comparison of the agency's EEO demographic workforce to established benchmarks to determine if disparities exist.**

A trigger is a trend, disparity, or anomaly that suggests the need for further inquiry into the policies, practices, and procedure, or condition. It is merely a red flag. Agencies glean triggers from various sources of information, beginning with workforce statistics. To determine a trigger using workforce statistics, the EEOC recommends agencies utilize a threshold of 2% or greater. To determine triggers regarding general employment representation, an agency first measures its data against the 2014-2018 Civilian Labor Force (CLF).

The CLF consists of persons 16 years of age or over, except those in the armed forces, who are employed or are unemployed and seeking work. Finally, the demographic data was extracted from the Oracle Analytics Server (OAS).

**Workforce Composition**

In FY 2024, EPA's workforce was comprised of 16,932 total and 15,945 permanent employees. The permanent workforce increased 1.04% (1,365 employees) from the previous year. Additionally, there were 987 temporary employees, which was an increase of 27.68% (214 employees) from FY 2023.

**Workforce Participation Rates**

When compared to the 2014-2018 Civilian Labor Force, EPA's workforce shows higher than expected representation of females and less than expected representation of males overall. Further, EPA's workforce shows less than expected representation in the following sex and race/national origin categories: Black male, Hispanic female, Hispanic male, Multiracial female, Multiracial male, Native Hawaiian/Pacific Islander female, Native Hawaiian/Pacific Islander male, and White male. In contrast, American Indian/Alaska Native female, American Indian/Alaska Native male, Asian female, Asian male, Black female, and White female are above the CLF. Finally, a trigger exists overall for males, Hispanic males, and White males compared to the CLF.

**Workforce Hires**

There was an increase of about three fourths of a percentage in female hires from FY 2023 to FY 2024. When broken down by sex and race/national origin, there were marginal percentage increases in the following categories: American Indian/Alaska Native female, American Indian/Alaska Native male, Asian female, Asian male, Black male, Hispanic female, Multiracial male, and White female. There was a decrease of about three fourths of a percentage in male hires. When broken down by sex and race/national origin, there were marginal decreases in the following categories: Black female, Hispanic male, and White male. Finally, Native Hawaiian/Pacific Islander female, Native Hawaiian/Pacific Islander male, and Multiracial female remained constant.

**Workforce Separations**

There was a trigger for male employees, whose separation rates exceeded their hire rate; the separation rate for female employees did not exceed their hire rate. In addition, separations exceeded hires in the following sex and race/national origin categories: American Indian/Alaska Native female, Black female, Native Hawaiian/Pacific Islander female, Native Hawaiian/Pacific Islander male, and White male. Moreover, there was a trigger for White males. In contrast, separations did not exceed hires in the following categories: American Indian/Alaska Native male, Asian female, Asian male, Black male, Hispanic female, Hispanic male, Multiracial female, Multiracial male, and White female.

**GS-13-SES Senior Grades**

At the SES level, females, at 50.16%, experienced higher participation rates than males, at 49.84% overall. Additionally, the sex and race/national origin data of the SES is as follows: American Indian/Alaska Native female (0.63%), American Indian/Alaska Native male (0.95%), Asian female (4.13%), Asian male (3.49%), Black female (9.52%), Black male (7.94%), Hispanic female (5.08%), Hispanic male (6.35%), Multiracial female (0.32%), Multiracial male (0.00%), Native Hawaiian/Pacific Islander female (0.00%), Native Hawaiian/Pacific Islander male (0.00%), White female (30.48%), and White male (31.11%).

In FY24, White males and females experienced a steady progression from GS-13 to the SES and held the highest participation rates in the senior grades, followed by Black females, Black males, Hispanic males, Hispanic females, Asian females, Asian males, American Indian/Alaska Native males, American Indian /Alaska Native females, Multiracial females, Multiracial males, and Native Hawaiian/Pacific Islanders.

Through the progression from GS-13 to the SES, there are some increases and decreases that the agency will continue to monitor for certain groups, such as Black females at the GS-15. EPA will continue to identify program deficiencies that could contribute to the existence of barriers to EEO. Finally, this report includes EEO Action Plans to eliminate or otherwise mitigate barriers and program deficiencies.



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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

In FY 2024, OCR advanced EPA's commitment to EEO and merit system (5 CFR 2301) statutes and regulations, which ensure that recruitment, selection, and promotion in federal employment are based on merit and qualifications. During FY 2024, OCR enhanced accountability, delivered impactful training, and ensured compliance with federal EEO and merit system statutes and regulations.

The following highlights additional OCR accomplishments, followed by notable region office accomplishments that reflect EPA's collective effort to comply with EEO laws:

- OCR delivered State of EEO Briefings to senior leadership and to all employees, as well as at conferences and at the request of EPA offices.
- OCR provided two Anti-Harassment Listening and Training Sessions, four trainings on the reasonable accommodation process, and additional EEO Trainings sought by region and program offices.
- OCR initiated a successful campaign to increase Alternative Dispute Resolution (ADR) offers and participation rates, both of which increased, and EPA for the first-time ever met the EEOC goal of a 50% ADR participation rate of informal complaints.
- All major reports for the EEOC, the Office of Personnel Management (OPM), and Congress, such as the MD-715, 462, and No FEAR Act Reports were timely completed.
- EPA established a joint effort to create a reasonable accommodation centralized fund.
- EPA also analyzed the requirements to update existing EEO and reasonable accommodation policies and procedures to implement EEOC's final regulation for the Pregnant Workers Fairness Act.
- EPA recruited, selected, and provided training to 27 new EEO Counselors.
- OCR issued its FY 2025 – FY 2026 Strategic Plan.

**Notable Accomplishments by Region:**

**Region 1** – During FY 2024, Region 1 made a concerted effort to support participation and representation at civil rights. These conferences provide professional growth and career development, pathways into management and leadership positions, and an opportunity to network with EPA employees from across agencies and regions and federal employees from sister agencies. By participating in agency-wide sponsorship of national conferences and allocating additional regional training and travel funds, the region sent nine employees to national conferences throughout the year. Region 1 demonstrated its commitment to providing professional development opportunities to as many employees as possible by committing to centrally fund participation and representation at these conferences.

**Region 2** – In FY 2024, Region 2 continued its effort to train its leadership, supervisors, and staff to bring EEO awareness and to lead by example. Region 2 initiated the efforts in FY 2023 with the training of its regional senior leadership team and expanded it in FY 2024 to include supervisors and staff. In addition, Region 2's Section 508/Accessibility Liaison developed a Digital Accessibility training series to advance digital accessibility best practices in the digital workplace. The training included posts on SharePoint and videos that engaged employees on digital accessibility and on using available tools to ensure accessible content. The Accessibility Liaison also offered one-on-one consultations and small group training.

**Region 3** – In FY 2024, Region 3 stressed the importance of outreach and collaboration to strengthen relationships with educational institutions. Region 3 maintained six Memoranda of Understanding (MOUs) with HBCUs. In partnership with the Pennsylvania Department of Environmental Protection, Region 3 also renewed its MOU with Lincoln University. The MOUs were information-sharing tools used as part of the agency's broad-based outreach and recruitment efforts.

**Region 4** – In FY 2024, Region 4 continued to promote EEO. Region 4 offered approximately 53 learning and development courses to employees. Region 4 sent staff to eight civil rights conferences. It implemented the use of the Schedule A hiring authority for persons with disabilities, which successfully resulted in an unprecedented thirteen Schedule A hires. As a result, Region 4 successfully exceeded the 2% EEOC goal at 2.5%. Region 4 also posted all its vacancies on various social media platforms, including Twitter, Facebook, and Handshake, to reach a larger audience. It also sponsored participation in ten Outreach and Recruitment Fairs.

**Region 5** – In FY 2024, Region 5 used surveys and focus groups to highlight the importance of equal opportunity. Additionally, Region 5 provided EEO training on trigger and barrier analysis. Region 5 also launched a disability self-identification campaign, achieving a 17.4% self-identification rate among employees, surpassing the EEOC goal of 12%.

**Region 6** – In FY 2024, Region 6 hosted several Q&A sessions to highlight the roles, address questions from prospective applicants, and provide opportunities for candidates to hear directly from Region 6 employees regarding EEO.

**Region 7** – In FY 2024, Region 7 supported EEO programs to promote EEO. Region 7 brought in speakers for its EEO programs. Additionally, the region dedicated resources in public affairs, technology, facilities, security, senior staff, management, and volunteer escorts to support EEO and non- EEO outreach events. Leadership also supported the "Best Places to Work Committee" in administering, analyzing, and creating plans of action based on the annual Employee Viewpoint Survey, which includes EEO action items. Region 7's Workforce Recruitment Program (WRP) recruiter partnered with twenty area colleges and universities to engage students in uploading their resumes to WRP databases. Region 7 maintained MOUs with Minority Serving Institutions (MSIs) are consistent with EEO and merit system principles, including Haskell Indian Nation University, Donnelly College, Lincoln University, University of Missouri-Kansas City, University of Kansas, and Harris-Stowe University.

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

**Region 8** – In FY 2024, Region 8’s Regional Leadership Team launched a research project on improving selection practices in Region 8, which focused on how various interview approaches used by hiring managers can impact new hire selection. HR continued to assist hiring managers initiating a new hire procedure by consulting with them on Schedule A hiring, recruitment/outreach, *etc.* Region 8 tracked Schedule A and other special hiring authorities. In FY 2024, Region 8’s Persons with Disabilities (PWD) and Persons with Targeted Disabilities (PWTD) total workforce participation rates were approximately 13.4% and 4.4%, respectively, well above EEOC goals for federal employers.

**Region 9** – In FY 2024, Region 9 established a workgroup to provide input to the Deputy Regional Administrator for review and consideration in the development of Region 9’s FY 2025 - 2026 EEO Action Plan.

**Region 10** - In FY 2024, Region 10 highlighted the importance of civil rights and created an award to recognize EEO in Region 10. The inaugural recipient of the award was Region 10’s Council for Operational Excellence. Region 10 supported employee participation in several EEO and professional development conferences, which included providing speakers and assisting with outreach and recruitment. It also retooled its Outreach Ambassadors program. Additionally, Region 10 continued its MOU with Northwest Indian College.

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**EXECUTIVE SUMMARY: PLANNED ACTIVITIES**

In FY 2024, EPA made considerable progress on its MD-715 priorities; however, it still has work to do, as outlined in Part I. EPA addressed the following planned activities for FY 2025 with respect to the MD-715 priorities:

- Partner with OMS to continue to improve data regarding employee EEO demographic data.
- Continue to utilize the upward mobility benchmark and conduct a trend analysis of EPA's workforce consistent with the EEOC's recommendation to the agency.
- Continue to review less than expected participation rates in EPA's workforce and implement EEO Action Plans to remove deficiencies identified and eliminate any possible barriers to EEO.
- To further address these challenges, OCR developed a FY 2025 – FY 2026 Strategic Plan designed to guide its activities, track progress, and proactively prepare for the Agency's future needs. The Strategic Plan integrates the six essential elements of a model EEO program into three overarching goals, each with defined objectives:
  - **Goal 1: Demonstrated Commitment from Agency Leadership**
    - Objective 1.1 Ensure EEO principles are a part of EPA culture.
    - Objective 1.2 Ensure broader engagement with OCR Partners.
    - Objective 1.3 Involve mid-level management in the implementation of EEO.
  - **Goal 2: Management And Program Accountability and Efficiency**
    - Objective 2.1 Strengthen the Agency's EEO program.
    - Objective 2.2 Advance the Agency's Special Emphasis Programs
    - Objective 2.3 Enhance EPA's support for persons with disabilities.
    - Objective 2.4 Improve administrative and operational functions.
  - **Goal 3: Proactive Prevention of Unlawful Discrimination, Responsiveness, and Legal Compliance**
    - Objective 3.1 Increase learning opportunities for OCR Employees.
    - Objective 3.2 Achieve progress on national priority objectives.
    - Objective 3.3 Achieve progress in meeting EEO regulatory objectives.

Finally, to measure progress, each goal includes strategic activities design to track completion. Key strategic activities planned for FY 2025 include:

- Monitoring and supporting region and program office EEO Action Plans.
- Producing and making available to employees on-demand EEO training sessions on OCR's website.
- Enhancing engagement with senior leadership to foster open communication on EEO.
- Reviewing and revising EEO requirements in supervisor performance plans.
- Developing and distributing digital flyers on EEO essentials for managers.
- Advocating for additional EEO staff to strengthen region and program office capacity.
- Strengthening Special Emphasis Programs to advance EEO.
- Improving access to information and services for persons with disabilities and persons with targeted disabilities.

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT****CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL  
EMPLOYMENT OPPORTUNITY PROGRAMS**

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

Principal EEO Director/Official  
for

U.S. Environmental Protection Agency  
(Insert Agency/Component Name above)

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

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, sex, 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.

JuanCarlos Hunt

Signature of Principal EEO Director/Official

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

3/24/2025

Date

Lee Zeldin

Signature of Agency Head or Agency Head Designee

3/24/2025



Date

Environmental Protection Agency

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Agency Self-Assessment Checklist



Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures	A.1. The agency issues an effective, up-to-date EEO policy statement.			
A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]		X		Issued on May 28, 2024. 5/28/2024
A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.		X		

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## Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
A.2. The agency has communicated EEO policies and procedures to all employees.					
A.2.a. Does the agency disseminate the following policies and procedures to all employees:					
A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]		X			Issued on September 11, 2024.
A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]		X			
A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:					
A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R. § 1614.102(b)(7)]		X			
A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR § 1614.102(b)(5)]		X			
A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.		X			<a href="https://www.epa.gov/ocr/reasonable-accommodationpr-and-form-reasonable-accommodation-requests">https://www.epa.gov/ocr/reasonable-accommodationpr-and-form-reasonable-accommodation-requests</a>
A.2.c. Does the agency inform its employees about the following topics:					
A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.		X			EPA provided 23 EEO training sessions to new employees during new employee orientation, quarterly training to employees during four technical assistance visits, and posted its policy on the Agency's internal and external website.
A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.		X			EPA provided ADR training as part of its EEO training 23 times during FY24 and maintains ADR information on its internal and external websites.

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## Agency Self-Assessment Checklist

A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	X			In FY 24, EPA delivered 27 Reasonable accommodation training sessions to EPA employees.
A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	X			EPA’s Administrator signed its Anti-harassment policy statement on September 6, 2024, and posted the procedures on its internal and external websites.
A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If “yes”, please provide how often.	X			Covered in the annual Anti-harassment trainings on December 14, 2023, and May 15, 2024. In addition, the Anti-harassment training is posted on its internal website.
 <b>Compliance Indicator</b>				<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency’s status report</b>
 <b>Measures</b>				
A.3. The agency assesses and ensures EEO principles are part of its culture.	Yes	No	N/A	
A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section. .	X			The Agency annually awards the Suzanne E. Olive Award for Exemplary Leadership in National EEO to an employee or team of Employees. Several offices within EPA also Annually recognizes employees for EEO contributions with an award.
A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	X			

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Agency Self-Assessment Checklist



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



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## Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
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)]	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.	X			In FY24, after the EEOC's EPA TAM, the Deputy Administrator stated that the EEO Director would formally report to the Agency head. The Agency issued documentation to that effect. However, the Agency Head did not issue the EEO Director's performance appraisal rating, perhaps because the Administrator had to pivot his time/priorities following the election and Presidential transition.
B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.				X	Administrator
B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]		X			
B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]		X			

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**Agency Self-Assessment Checklist**

B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.

X

Office of Mission Support senior leadership - February 1, 2024, Office of General Counsel senior leadership - February 7, 2024, former EPA Deputy Administrator, Janet McCabe - February 15, 2024, and former EPA Administrator, Michael Reagan - March 25, 2024.

B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]



X

The EEO Director participates in the Chief of Staff's weekly meeting with senior leadership. The EEO Director does not participate in the quarterly Executive Management Council (EMC) meetings. The EEO Director initiated discussions to begin participation in the EMC.

**Environmental Protection Agency**

**For period covering October 1, 2023 to September 30, 2024**



**Agency Self-Assessment Checklist**

 <b>Compliance Indicator</b>		<b>Measure Has Been Met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		Yes	No	N/A	
 <b>Measures</b>	B.2. The EEO Director controls all aspects of the EEO program.				
	B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
	B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
	B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
	B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
	B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]	X			

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## Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.			N/A	
B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]		X			The EEO Director participates in the Chief of Staff's weekly meeting with senior leadership. The EEO Director does not participate in the quarterly Executive Management Council (EMC) meetings. The EEO Director initiated discussions to begin participation in the EMC.
B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.		X			See EPA's FY 2022-2026 Strategic Plan, Cross-Agency Strategy Goal 3. See also FY 2025- 2026 Office of Civil Rights (OCR) Strategic Plan, which specifically references the six elements of a model EEO program.

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Agency Self-Assessment Checklist

Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
	B.4. The agency has sufficient budget and staffing to support the success of its EEO program.				
B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:					
	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	X			
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]	X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X			
	B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			
	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X			
	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	X			
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			
	B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X			
	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	X			
	B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	X			
	B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	X			
	B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X			
	B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?	X			
	B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	X			

Environmental Protection Agency



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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills				

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

B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.6. The agency involves managers in the implementation of its EEO program.				



B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	X			
B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	X			
B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]	X			

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Agency Self-Assessment Checklist



Essential Element: C Management and Program Accountability

 Compliance Indicator		Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures	C.1. The agency conducts regular internal audits of its component and field offices.			
C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X		Quarterly
C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X		Quarterly
C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]		X		

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**Agency Self-Assessment Checklist**

	<b>Compliance Indicator</b>	C.2. The agency has established procedures to prevent all forms of EEO discrimination.	<b>Measure Has Been Met</b>		N/A	<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
	<b>Measures</b>		Yes	No		
	C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]		X			
	C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]		X			
	C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]		X			
	C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]		X			
	C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]		X			
	C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.		X			
	C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]		X			
	C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]		X			
	C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]		X			
	C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]		X			
	C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]		X			
	C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]		X			
	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.		X			In FY 24, the Agency processed and timely completed 537 out of the 538 requests (99.8%).
	C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]		X			



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## Agency Self-Assessment Checklist

C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.

X

<https://www.epa.gov/ocr/reasonableaccommodations-procedures-and-form-reasonable-accommodation-requests>

**Compliance Indicator****Measures**

C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.

**Measure Has Been Met**

Yes

No

N/A

**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**

C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?

X

Yes

C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:

C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]

X

C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]

X

C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]

X

C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]

X

C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]

X

C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]

X

C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]

X

C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]

X

C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]

X

C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]

X



C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]

X

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## Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.				
	C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	X			
	C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	X			
	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			However, in FY 24, EPA's data contractor removed pre-populated applicant flow data tables from its system without notice, which caused EPA to scramble to create applicant flow data tables. See Part H.
	C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
	C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
	C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
	C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
	C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
	C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			

Environmental Protection Agency

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## Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	X			
C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.		X			In FY 24, there were no sanctions.
C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]		X			

Environmental Protection Agency

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## Agency Self-Assessment Checklist





 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.6. The EEO office advises managers/supervisors on EEO matters.				
	C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	X			Annually, the OCR Director provides the State of EEO to the entire Agency. Monthly, the Director meets with the Deputy Administrator and the Deputy Chief of Staff. The OCR Director attends a weekly EPA leadership call. During quarterly TAVs, OCR updates supervisors and managers during roundtable discussions and interactive training. OCR also provides updates to managers and supervisors.
	C.6.b. Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	X			

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## Agency Self-Assessment Checklist



## Essential Element: D Proactive Prevention

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

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## Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
D.3. The agency establishes appropriate action plans to remove identified barriers.					
D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]		X			However, EPA did not identify any barriers to equal employment opportunity. The agency implemented an action plan in Part I to conduct further analysis.
D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]		X			EPA did not identify any barriers during the reporting period. However, the agency implemented a plan in Part I as appropriate to conduct further analysis.
D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]		X			

**Environmental Protection Agency**

**For period covering October 1, 2023 to September 30, 2024**

**Agency Self-Assessment Checklist**



 <b>Compliance Indicator</b>		<b>Measure Has Been Met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	N/A	
D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.		X			.
D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]		X			
D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]		X			
D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]		X			FY24, EPA conducted training on special hiring authorities such as the WRP and Schedule A. EPA also conducted a self-reporting campaign for persons with disabilities and persons with targeted disabilities.

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Agency Self-Assessment Checklist

Essential Element: E Efficiency



 Compliance Indicator		Measure Has Been Met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A
 Measures	E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.			
	E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	X		
	E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	X		
	E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	X		
	E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	X		OCR issues accept/dismiss letters on average within 54 days of the date the complaint is filed.
	E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	X		
	E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	X		
	E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	X		
	E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?		X	In FY24, the average processing time was 122 days. The Agency continues to address FAD processing time and has seen significant improvement over the years. See Part H.
	E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	X		
	E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	X		.
	E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	X		
	E.1.l. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	X		



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## Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.	E.2. The agency has a neutral EEO process.	X			.
E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/ location of the attorney who conducts the legal sufficiency review in the comments column.		X			The Office of Civil Rights relies on its own attorneys and attorneys in EPA's Office of General Counsel Civil Rights and Finance Law Office, a different legal unit with different attorneys than the unit that represents the Agency in defending EEO complaints filed against it.
E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]		X			See prior comment. When the Office of Civil Rights relies on OGC for legal sufficiency review, it relies on OGC's Civil Rights and Finance Law Office, a different legal unit with different attorneys than the unit that represents the Agency in defending EEO complaints filed against it.
E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X			
E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]		X			

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**Agency Self-Assessment Checklist**

 <b>Compliance Indicator</b>		<b>Measure Has Been Met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	N/A	
	E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
	E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	X			
	E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	X			
	E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]	X			
	E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	X			
	E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X			
	E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	X			
 <b>Compliance Indicator</b>		<b>Measure Has Been Met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	N/A	
	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.				
	E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
	E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	X			
	E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	X			
	E.4.a.3. Recruitment activities? [see MD-715, II(E)]	X			
	E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	X			
	E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]	X			
	E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	X			
	E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	X			

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Agency Self-Assessment Checklist





 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.		X			OCR reviewed disability employment data trends, which showed a continued increase in employee representation of PWD and PWTD, both of which exceeded the EEOC goals of 12% and 2%, respectively.
E.5.b. Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.		X			FY24, OCR benchmarked NASA’s Special Emphasis Program (SEP) Handbook as part of its process to review and update its own SEP Handbook.
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X			

**Environmental Protection Agency**

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**Agency Self-Assessment Checklist**



**Essential Element: F Responsiveness and Legal Compliance**

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

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	F.3. The agency reports to EEOC its program efforts and accomplishments.				
F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]		X			
F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]		X			

Essential Element: O Other

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Plan to Attain Essential Elements

PART H.1

Brief Description of Program  
Deficiency:

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.

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## Plan to Attain Essential Elements

## PART H.2

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

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

## Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
09/30/2020	09/30/2023	09/30/2025	07/02/2024	Identify and address data deficiencies in the current human resources data management systems and maintain an accurate data collection and tracking systems for workforce and applicant flow data to prepare MD-715 Report.

## Responsible Officials

Title	Name	Standards Address the Plan?
Acting Assistant Director, AEAA	Cynthia Darden	Yes
HR Data Systems Specialist	Kendal Holt	No

## Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/31/2023	Implement a MD-715 Workgroup to identify challenges to consolidating the workforce demographics and applicant flow data to upload into FedSEP.	Yes		01/31/2023
06/16/2023	Meet with EPA's HR Data Systems team (OAS/Monster) to develop a plan for complete and accurate data collection for the MD-715 data tables.	Yes		07/02/2024
08/31/2023	OCR will coordinate with EPA's Office of Mission Support (OMS) to identify data gaps in its HR data management systems the agency needs for completion of the MD-715 required workforce data tables.	Yes		07/02/2024

## Accomplishments

Fiscal Year	Accomplishment
2022	OCR hired a permanent Assistant Director, who has the expertise to assist in completion of the data issues.
2022	OCR met with OHR throughout the year to address ways to streamline its data, which currently uses two systems.
2023	OCR continued discussions with OMS regarding the MD-715 reporting requirements for applicant flow data. OCR has identified the missing data points and categories within Monster Analytics.
2024	OCR met with the HR Data Systems Specialist to discuss alternative methods to obtain required applicant flow data due to Monster Analytics removing pre-populated applicant flow data tables from their system.
2024	OCR selected an Acting Assistant Director with expertise in data management systems.
2024	OCR met with OMS OWSIE senior leadership to discuss future strategies and partnerships to address the ensure the human resources data management systems capture, and report all required data, including applicant flow data for the MD-715.
2024	OCR advertised a statistician/program analyst position specifically to address EEO data.

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## Plan to Attain Essential Elements

## PART H.3

Brief Description of Program Deficiency:	E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?
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The Agency did not timely issue all Final Agency Decisions (FADs) in FY 2024.

## Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
03/01/2011	09/29/2023	09/30/2027		Ensure EPA completes timely and legally sufficient Final Agency Decisions (FADs).

## Responsible Officials

Title	Name	Standards Address the Plan?
Director, Office of Civil Rights (OCR)	JuanCarlos Hunt	Yes
OCR Deputy Director and OCR, ECRS Assistant Director	Cynthia Darden	Yes
OCR Attorney	Charles Khalil	Yes

## Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2024	Work with the Office of General Counsel to streamline the process for OCR to hire attorneys.	Yes	06/30/2025	
01/31/2024	Include EEO Specialists in the FAD process to assist the OCR attorneys.	Yes		06/30/2024
06/30/2024	Expand accountability for timely processing of FADs.	Yes		06/30/2024
09/30/2024	Developing procedures for processing FADs with findings of discrimination.	Yes	09/30/2025	
09/30/2024	Continue to work on ways to streamline the FAD process.	Yes		09/30/2024
01/31/2025	OCR Director meets with EEO Specialist before drafting acceptance letter to identify claims and bases correctly.	Yes		11/30/2024
09/30/2025	Fill the OCR Employment Complaints Resolution Staff Assistant Director position	Yes		
09/30/2025	Fill OCR Attorney position.	Yes		

## Accomplishments

Fiscal Year	Accomplishment
2021	OCR strove to reduce the processing time for issuing FADs. OCR continued to use EPA Lean Management System (ELMS) tools to evaluate and streamline the FAD issuance process which included the use of templates and processing milestones. In FY21, OCR hired an additional Attorney Adviser to draft FADs. OCR conducted a thorough audit of FADs issued in the fiscal year to identify areas where it could be more efficient. OCR also utilized the FAD writing services offered by the current EEO contractor to assist with drafting FADs. OCR sent its two Attorney-Advisers to EEOC's FAD Writing Training course. At the same time, the new OCR Director imposed new standards on the content and structure of the FADs. OCR reduced processing times by 23% in FY21.
2022	OCR reduced the time to issue FADs. Trained EEO Counselors and EEO Specialists; held contractor responsible for providing thorough investigations; required telephonic interviews to reduce irrelevant answers, ask follow-up questions, reduce supplemental investigations; held attorneys accountable for timely drafting of FADs; streamlined the review process; and held leadership accountable for timely processing of FADs. OCR achieved a 96% timeliness completion rate for EEO investigations, exceeding OCR's internal timeliness target of 92%.
2023	OCR achieved a 93% timeliness completion rate for EEO investigations, exceeding OCR's internal timeliness target of 90%. Revised intake questionnaire. Met with contractor to discuss continued deficiencies in Reports of Investigations. Developed compensatory damages affidavit to be completed during all investigations to reduce the time taken to draft FADs where there is a finding. Revised formal complaint form to allow for each claim to be directly connected to the appropriate theory of discrimination in order to expedite the time taken to draft accept/dismiss letters. Prepared investigation guidance document and submitted to contractor to ensure thorough investigations.
2024	ECRS attorney provided training to EEO Specialists to properly frame claims in acceptance letters to ensure a thorough report of investigation in accordance with MD-110. OCR expanded accountability for the timely processing of FADs by including performance measurements in the standards for the Attorney-Advisor, Deputy Assistant Director, Assistant Director, and Deputy Director responsible for issuing FADs. OCR continued to track and modify the timeliness metrics in staff's performance plans to ensure ongoing accountability. OCR's attorney advisor conducted pre-meetings with the OCR director to determine the proper legal approach at the beginning of the FAD drafting process to minimize the time needed to perform legal sufficiency reviews within the regulatory timeframes. ECRS included EEO Specialists in the FAD process to assist the OCR attorneys by drafting Statement of Facts sections.
2024	OCR hired an attorney through the DOD SkillBridge program that provides veterans transitioning to civilian workforce an opportunity to work at a federal agency.



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## Plan to Eliminate Identified Barriers

## PART I.1

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	Several years ago, the Environmental Protection Agency (EPA) decided to analyze Hispanic upward mobility at the Agency and developed a Part H. In FY 2022, the Agency issued an interim report finding that the initial review of employee demographic data, EEO complaints, and a survey did not suggest there was a trigger with respect to upward mobility for EPA's Hispanic employees. The report noted that some additional analysis was needed. In FY 2023, the Office of Civil Rights (OCR) Affirmative Employment Program Assistant Director recommended ending the upward mobility review. During that analysis, the AEAA Assistant Director and OCR Director agreed that the data showed that, in FY22, EPA's permanent workforce of Hispanic males (3.43%) was more than 2 percentage points below the Hispanic civilian labor force (CLF), which is 6.82%. In FY23, the participation rate of Hispanic males fell even further to 3.38%. Further, in FY23, Hispanic males represented 3.02% of EPA's new hires but 4.19% of EPA's separations. In FY24, the participation rate of Hispanic males again dropped, this time to 3.36%. Further, in FY24, Hispanic males represented only 3.28% of new EPA hires. On the other hand, Hispanic males separated at 3.10%. The separation percentage was less than that in FY23 and also less than the FY24 hire percentage.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> Hispanic or Latino Males				
Barrier Analysis Process Completed?:	N				
Barrier(s) Identified?:	N				
STATEMENT OF IDENTIFIED BARRIER:  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice			
	Expected representation in EPA's workforce	To analyze and eliminate potential barriers for Hispanic employees regarding upward mobility, EPA conducted a FY22 Upward Mobility Trigger Analysis Report. The findings of the FY22 Upward Mobility Trigger Analysis Report did not identify an upward mobility barrier for Hispanic employees. EPA then proceeded to conduct a Hispanic Trend Analysis, which showed less than expected representation of Hispanic employees at the agency. EPA has not identified a policy, procedure, or practice that has caused the less than expected representation. EPA will conduct further analysis to determine if the less than expected representation is due to a policy, practice, or procedure.			
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2023	09/30/2026	Yes			OCR will use its Hispanic Employment Program SEPMS and collaborate with the Office of Mission Support to identify whether there are barriers responsible for the less than expected representation of Hispanic employees at EPA to include reviewing hiring and separation data; and, if barriers are found, EPA will revise or rescind the policy, practice, or procedure.
03/01/2019	07/29/2023	Yes		09/30/2022	The Hispanic Employment Program Manager (HEPM) will continue to collaborate with the Office of Mission Support and other collateral duty Special Emphasis Program Managers (SEPMS) to assist with identifying triggers in applicant-flow data and other data sources to determine if there are barriers and how the agency will address them.

Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024

## Plan to Eliminate Identified Barriers

## Responsible Official(s)

Title	Name	Standards Address The Plan?
National Hispanic Employment Program Manager (HEPM)	Russell Massey	Yes
Acting AEAA Assistant Director, Office of Civil Rights	Cynthia Darden	Yes

## Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/12/2023	Modified planned activity to establish a workgroup to strategize how the agency will address less than expected participation rates of Hispanics in the program and regional offices.	Yes		11/03/2022
06/30/2023	Review the agency recruitment and outreach strategic plan.	Yes	01/27/2023	09/30/2023
05/30/2025	Reestablish a workgroup to identify potential policies, practices, and procedures that may contribute to the less than expected participation rate of Hispanic males in EPA's workforce to include reviewing EPA policies, practices, or procedures that may impact hiring and retention of Hispanic males.	Yes		
08/18/2023	Analyze results of the Federal Employee Viewpoint Survey, trends in EEO complaint data, and exit surveys to gain insight into the experiences of Hispanic employees at EPA.	Yes	08/29/2025	
08/29/2025	Analyze results of the Federal Employee Viewpoint Survey (FEVS), trends in EEO complaint data, and exit surveys to gain insight into the experiences of Hispanic male employees at EPA.	Yes		

## Report of Accomplishments

Fiscal Year	Accomplishments
2024	EPA increased its participation and sponsorships at a number of career fairs and conferences, including but not limited to LULAC, the Hispanic-Serving Institutions Virtual Career Expo, Society for the Advancement of Chicanos/Hispanics and Native Americans in Science, Hispanic Association of Colleges and Universities and Society of Hispanic Professional Engineers.
2024	Due to staff turnover in AEAA, including the Assistant Director, the responsible officials could not complete or make considerable progress towards the planned activities. OCR hired an Acting Assistant Director, who onboarded in FY 25.
2024	In FY24, EPA's permanent workforce participation rate of Hispanic females increased to 4.50% from 4.24% in FY22.
2023	EPA was a principal sponsor of the League of United Latin American Citizens (LULAC) Federal Training Institute (FTI) in Albuquerque, New Mexico.
2023	AEAA/Senior Advisor conducted a three-year trend analysis of Hispanics in EPA's total workforce to include an analysis of its mission critical occupations, senior grades distribution, etc.
2023	The National Special Emphasis Program Managers reviewed the agency's recruitment and outreach strategic plan to assess goals and key performance indicators to verify if strategies and initiatives are working as intended or need to be adapted.

Environmental Protection Agency

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2023	EPA Regions 3 and 4 took part in career fairs with Hispanic-serving institutions aimed to educate students about EPA's mission and how to apply for positions using the USA Jobs online system. Additionally, leaders in EPA's Office of Environmental Justice and External Civil Rights participated on several League of United Latin American Citizens (LULAC) conference panels, mentoring sessions, and recruitment activities.

Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024

## Plan to Eliminate Identified Barriers

## PART I.2

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A4				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	In FY23, OCR observed that Black female employees might have less than expected participation rates in the senior grades, GS-13 to SES.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> Black or African American Females				
Barrier Analysis Process Completed?:	N				
Barrier(s) Identified?:	N				
STATEMENT OF IDENTIFIED BARRIER:  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<table><tr><th>Barrier Name</th><th>Description of Policy, Procedure, or Practice</th></tr><tr><td>Black Female Barrier Analysis</td><td>EPA has not identified a policy, procedure, or practice that may have caused the less than expected participation rates in the senior grades and recognizes that there likely may be varied reasons for less than expected participation rates. The agency intends to conduct further analysis to determine if there are any barriers to retention of Black women.</td></tr></table>	Barrier Name	Description of Policy, Procedure, or Practice	Black Female Barrier Analysis	EPA has not identified a policy, procedure, or practice that may have caused the less than expected participation rates in the senior grades and recognizes that there likely may be varied reasons for less than expected participation rates. The agency intends to conduct further analysis to determine if there are any barriers to retention of Black women.
Barrier Name	Description of Policy, Procedure, or Practice				
Black Female Barrier Analysis	EPA has not identified a policy, procedure, or practice that may have caused the less than expected participation rates in the senior grades and recognizes that there likely may be varied reasons for less than expected participation rates. The agency intends to conduct further analysis to determine if there are any barriers to retention of Black women.				

## Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
01/30/2023	08/31/2023	Yes		07/31/2023	Conduct a 3-year trend analysis of Black females.
09/22/2023	09/30/2024	No		07/02/2024	Conduct further data analysis into the upward mobility of Black females.
04/29/2023	06/30/2024	No		06/18/2024	The National Black Employment Program Manager (BEPM) will meet with the Special Emphasis Program Advisory Council (SEPAC) for the Black Employment Program, Regional Equal Employment Opportunity Officers (EEOOs), and Program Management Officials (PMOs) to understand if there are concerns with the upward mobility of Black females.

## Responsible Official(s)

Title	Name	Standards Address The Plan?
Federal Women's Program	Jannette Graves	Yes
Black Employment Program Manager	Russell Massey	Yes

Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024

Plan to Eliminate Identified Barriers

Responsible Official(s)				
Title	Name	Standards Address The Plan?		
Acting AEAA Assistant Director	Cynthia Darden	Yes		

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/30/2024	OCR will meet with employees to discuss the State of EEO, which includes a trend analysis.	Yes		07/02/2024
06/30/2024	The National Black Employment Manager will provide the barrier analysis SOP guidance to the program and regional Offices on how to conduct a trigger analysis on the upward mobility of Black female employees.	Yes	09/30/2024	09/28/2024
08/30/2024	OCR will meet with the Office of Mission Support to discuss the applicant flow data.	Yes		07/02/2024

Report of Accomplishments	
Fiscal Year	Accomplishments
2024	OCR detailed an Acting Assistant Director for its Affirmative Employment Program.

Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024

## Plan to Eliminate Identified Barriers

## PART I.3

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	In FY 2024, the permanent workforce participation rate of White males were 31.73%. This is below the Civilian Labor Force (CLF) of 35.65%, which suggests a trigger. Further, in FY 2024, White males experienced a new hire rate of 25.27%, which is below the CLF. Moreover, the separation rate was 32.24%. As such, the exit rate was higher than the entry rate. EPA will investigate to determine whether there is a potential EPA barrier.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> White Males				
Barrier Analysis Process Completed?:	N				
Barrier(s) Identified?:	N				
STATEMENT OF IDENTIFIED BARRIER:  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<table><tr><th>Barrier Name</th><th>Description of Policy, Procedure, or Practice</th></tr><tr><td>Expected representation in EPA's workforce</td><td>EPA has not identified an EPA policy, procedure, or practice that may be responsible for the trigger. EPA intends to conduct further analysis to determine if there is a barrier that is the result of an EPA policy, procedure, or practice.</td></tr></table>	Barrier Name	Description of Policy, Procedure, or Practice	Expected representation in EPA's workforce	EPA has not identified an EPA policy, procedure, or practice that may be responsible for the trigger. EPA intends to conduct further analysis to determine if there is a barrier that is the result of an EPA policy, procedure, or practice.
Barrier Name	Description of Policy, Procedure, or Practice				
Expected representation in EPA's workforce	EPA has not identified an EPA policy, procedure, or practice that may be responsible for the trigger. EPA intends to conduct further analysis to determine if there is a barrier that is the result of an EPA policy, procedure, or practice.				

## Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
12/30/2024	09/30/2025	Yes			Identify potential root causes for the triggers.
03/13/2025	01/31/2026	Yes			Determine whether any of the root causes derive from an EPA policy, procedure, or practice, meaning it is a barrier.
03/13/2025	09/30/2026	Yes			Revise, replace, or rescind an EPA policy, procedure, or practice determined to be a barrier.

## Responsible Official(s)

Title	Name	Standards Address The Plan?
Office of Civil Rights Deputy Director	Cynthia Darden	Yes
Office of Civil Rights AEAA Assistant Director	Vacant	Yes

Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/16/2025	The Office of Civil Rights will develop a barrier analysis workgroup to investigate and analyze workplace policies, practices and procedures to identify and remove triggers and barriers.	Yes		
05/31/2025	OCR will analyze other sources of information to include a three-year trend analysis and examine the separations, applicant flow data, and career development of White male employees to determine if there are potential barriers to equal employment opportunity.	Yes		
06/30/2025	OCR will analyze results of the Federal Employee Viewpoint Survey (FEVS) and trends in EEO complaint data to gain insight into the working conditions and experiences of White males.	Yes		
07/30/2025	OCR will review the exit surveys to determine if there are potential barriers to equal employment opportunity.	Yes		
08/31/2025	OCR will review EPA policies, procedures, or practices to see if any may be the cause of the trigger and thus a barrier.	Yes		

Report of Accomplishments

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

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

**Section I: Efforts to Reach Regulatory Goals**

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

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

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

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

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

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

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

The agency has communicated the EEOC goals to the hiring managers and/or recruiters through OCR and OMS reminding them to use disability hiring authorities, such as Schedule A. Also, EPA leadership, including the Deputy Administrator, Regional Administrators, Deputy Assistant Administrators , and Deputy Civil Rights Officials have also communicated this message. Furthermore, EPA promotes the benefits of the Workforce Recruitment Program (WRP). The Agency informed all senior leaders about the agency's Section 501 Affirmative Action Plan (AAP) and numerical goals, including the EEOC's 12% and 2% PWD and PWRD employment goals. The Agency encouraged senior leaders to socialize the EEOC goals to hiring managers within their region and program offices. EPA leadership communicated the EEOC goals to all employees through internal communications. The National Disability Program Manager conducted quarterly training for managers and supervisors, as well as other interested participants.

**Section II: Model Disability Program**

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

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

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

Answer    Yes

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



Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Section 508 Compliance	3	0	61	Sarah Sorathia, Section 508 Program Manager, OMS Sorathia.Sarah@epa.gov
Architectural Barriers Act Compliance	1	0	1	Yvette Jackson, Director, Office of Real Property, Safety and Security, OMS Jackson.Yvette@epa.gov
Processing applications from PWD and PWTD	30	0	0	Tiffany Sykes, Director, Recruitment and Classification Division Office of Human Capital Operations Sykes.Tiffany@epa.gov
Processing reasonable accommodation requests from applicants and employees	2	1	25	Amanda Sweda, Senior National Reasonable Accommodation Coordinator, OCR Sweda.Amanda@epa.gov
Special Emphasis Program for PWD and PWTD	1	0	33	Russell Massey, National Disability Employment Program Manager, OCR/AEAA Massey.Russell@epa.gov
Answering questions from the public about hiring authorities that take disability into account	30	0	0	Tiffany Sykes, Director, Recruitment and Classification Division Office of Human Capital Operations Sykes.Tiffany@epa.gov

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

Answer Yes

The Agency continued to provide disability training to its disability program staff using various educational methods, online training, on-the-job training, and participation in EEOC's Disability Employment Program Manager trainings. OCR conducted four in-depth, three-day EEO Training and Accountability Visits (TAVs) for one program and three region offices and trainings for specific offices per request, all of which included reasonable accommodation (RA) trainings for employees and managers/supervisors. In addition, in FY 24, OCR's National Reasonable Accommodation Program (NRAP) conducted 27 training sessions throughout the year, including agency-wide training for employees, supervisors and managers. Moreover, NRAP provided training to Local Reasonable Accommodation Coordinators (LORACs) on the Reasonable Accommodation Management Site (RAMS) for tracking reasonable accommodation requests.

## B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

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

Answer Yes

## Section III: Plan to Recruit and Hire Individuals with Disabilities

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

### A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

The EPA's Office of Mission Support Recruitment and Classification Division (RCD) maintained a Schedule A Repository. The Repository hosted resumes and writing samples from Schedule A Disability-eligible candidates, which RCD shared with the region and program offices to streamline and increase hiring managers' use of the Schedule A hiring authority. EPA continued to leverage the hiring of PWD and PWTD through resources, such as the WRP and registries housed on www.max.gov. The Agency continued to take part in the Virtual Careers and the "disABLED" Magazine's Career Expo. Furthermore, EPA has a Memorandum of Understanding (MOU) with Gallaudet University, with Rochester Institute of Technology, National Technical Institute of the Deaf, and with Landmark University.

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 EPA utilizes Schedule A hiring authority 5 C.F.R. 213.3102 (u) for persons with intellectual disabilities, severe physical disabilities or psychiatric disabilities; the Veterans' Recruitment Appointment authority 5 CFR part 307; and the 30% or More Disabled Veteran authorities in 5 CFR 316.302(b)(4) and 316.402(b)(4). All vacancy announcements state that the agency is an equal opportunity employer and encourages candidates with disabilities to apply for all merit promotion recruitments external to the EPA. All announcements also provide information for requesting a reasonable accommodation.

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.

For vacancies posted on USAJobs, applicants can elect to be considered under the Schedule A or Disabled Veterans authorities and must submit documentation designating their disability status pursuant to special hiring authority Schedule A (5 C.F.R. § 213.3102(u), the Veterans' Recruitment Appointment authority 5 CFR part 307, and the 30% or More Disabled Veteran authorities 5 CFR 316.302(b)(4) and 316.402(b)(4). The EPA's Recruitment and Classification Division (RCD) screens all applicants seeking employment through disability hiring authorities for minimum qualifications and selective factors to determine eligibility for noncompetitive, disability appointments. If the applicant is minimally qualified, the individual is referred to the hiring manager on a separate certificate of eligible candidates along with guidance explaining how to utilize the relevant hiring authority.

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

Answer Yes

As part of the Agency's continued strategic efforts and activities to increase employment opportunities for PWD, in FY24, EPA hosted three enterprise-wide training sessions for hiring managers on effectively using the Schedule A hiring authority for PWDs and utilizing the Workforce Recruitment Program (WRP) database webinars. The webinars discussed ways to utilize hiring authorities for persons with disabilities, trained hiring managers on how to use the Workforce Recruitment Program database, OPM's Agency Talent Portal, and provided awareness to encourage managers to explore hiring qualified individuals with disabilities. The webinars were recorded and made available on the EPA intranet site. In addition to hiring managers, the webinars were open to all EPA employees for situational awareness should they advance to management positions. Moreover, the National Disability Employment Program Manager provided assistance and answered questions regarding the Schedule A Hiring Authority to both the hiring managers and candidates.

## **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.

The Agency continued to take part in the Virtual Careers & the “disABLED” Magazine’s Career Expo, one of the nation’s largest career fairs for persons with disabilities with employers looking to recruit new talent from a pool of applicants with disabilities. During FY 24, the Agency sponsored and funded a Virtual Room where the OMS National Disability Employment Program Manager (NDEPM), hiring managers, and recruiters spoke directly with candidates. OMS NDEPM also provided technical assistance to hiring managers and candidates on Schedule A hiring. EPA continued to focus on building partnerships with professional organizations. The Agency continued to increase the number of MOUs with organizations that foster strong ties with students with disabilities, including targeted disabilities, as part of its broad-based outreach efforts to raise awareness of EPA’s mission and to potentially increase the applicant pool so as not to discriminate against this group. EPA also has an existing MOU with Landmark College (Neurodiversity). Some of the activities conducted by the disabilities program include the following: 1. Worked with Human Resources staff to develop a hiring webinar for Landmark college transition support staff highlighting the USA Jobs and schedule A hiring process. This train-the-trainer type of webinar seeks to increase applications of qualified candidates with disabilities. Region 1 began to update its college/university contact list and began planning another webinar for Boston-area colleges and universities in FY25. 2. Developed a poster to assist persons with disabilities apply for employment in Region 1. 3. Hosted a neurodiversity awareness presentation by students from Landmark college. The students shared their journeys including college and work study challenges and included tips on what helped them succeed, which over 40 EPA Region 1 staff and managers attended.

### C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

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

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

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

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

For MCO 819, PWDs, Qualified External Applicants (QEA) was 6.68% and External Selections (ES) was 2.93%; for PWTDs QEA was 3.14% and ES was .8%. For MCO 1320, PWTDs, QEA was 3.05% and ES was 0%.

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

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

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

a. Promotions for MCO (PWD)	Answer	Yes
b. Promotions for MCO (PWTD)	Answer	Yes

For promotions, for PWD, in MCO 1301, Qualified Internal Applicants (QIA) was 5.86% and Internal Selections (IS) was 3.63%. For promotions, for PWTD, in MCO 1320 QIA was 2.41% and IS was 0%.

### 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 posts all internal advancement opportunities, i.e., details, temporary promotions, and reassignments on its internal website – Talent Hub and announcing opportunities via mass emails to all staff, which includes information for persons needing a reasonable accommodation due to disability. The Agency stresses the value of considering disability hiring authorities, such as Schedule A. Moreover, the Agency's National Disability Employment Program communicates with interested EPA employees with disabilities of its activities, such as the Disability Summit, which encourages professional development of employees with disabilities. In addition, EPA provides other advancement opportunities for all, including PWDs and PWTDs, which include promoting the use of training courses available through FedTalent in efforts to improve professional development; promoting the development of personal learning and development goals; and helping employees to develop and implement Individual Development Plans (IDPs).

## B. CAREER DEVELOPMENT OPPORTUNITIES

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

EPA did not provide any career development program opportunities in FY 2024.

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

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

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

a. Applicants (PWD) Answer No

b. Selections (PWD) Answer No

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

a. Applicants (PWTD) Answer No

b. Selections (PWTD) Answer No

## C. AWARDS

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

a. Awards, Bonuses, & Incentives (PWD) Answer Yes

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

There was a trigger for Cash Awards at the \$4,000-4,999 levels for PWD.

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

a. Pay Increases (PWD) Answer No

b. Pay Increases (PWTD) Answer No

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

a. Other Types of Recognition (PWD) Answer No

b. Other Types of Recognition (PWTD) Answer No

## D. PROMOTIONS

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

a. SES

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer No

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer No

For SES, it was unclear if there was a trigger. See Section VII, below. For GS-15, Qualified Internal Applicants (QIA) the relevant applicant pool (RAP) was 10.76% and the QIA is 6.95%; Internal Selections (IS) the QIA was 6.95% and IA was 2.78%. For GS-14, QIA, the RAP was 15% and QIA was 5.63%. For GS-13: QIA RAP was 19.58% and QIA was 8.09%.

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

a. SES

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer No

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

For SES, it was unclear if there was a trigger. See Section VII, below. For GS-14, the relevant applicant pool (RAP) was 3.92% and the Qualified Internal Applicants (QIA) was 1.70%.

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

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

For SES, Qualified External Applicants (QEA) was 6.75% and External Selections (ES) is 3.45%. For GS-15, QES is 7.94% and ES was 2.50%. GS-14 QEA was 7.94% and ES was 4.48% Selected.

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

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

For GS-15, Qualified External Applicants (QEA) was 4.85% and External Selections (ES) was .83%.

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

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

For Executives, it is unclear if there is a trigger. See Section VII, below. For Managers, the data is too small to make a determination that a trigger exists for Internal Selections (IS), because there was only one Qualified Internal Applicant (QIA). For Supervisors QIA, the Relevant Applicant Pool was 15% and the QIA was 7.33%; for IS, the QIA was 7.33% and the IS was 3.64%.

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

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

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer No

For Executives, it is unclear if there is a trigger. See Section VII, below. For Managers, the data is too small to make a determination that a trigger exists for Internal Selections (IS), because there was only one Qualified Internal Applicant (QIA). For Supervisors QIA, the Relevant Applicant Pool was 3.92% and QIA was 1.77%.

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

a. New Hires for Executives (PWTB) Answer Yes

b. New Hires for Managers (PWTB) Answer No

c. New Hires for Supervisors (PWTB) Answer Yes

For Executives, the Qualified External Applicants (QEA) was 6.68% and External Selections (ES) was 2.08%. For Supervisors, QEA was 7.85% and ES was 2.84%.

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

a. New Hires for Executives (PWTB) Answer No

b. New Hires for Managers (PWTB) Answer Yes

c. New Hires for Supervisors (PWTB) Answer No

For Managers, the Qualified External Applicants was 4.06% and External Selections was 0%.

## Section V: Plan to Improve Retention of Persons with Disabilities

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

### A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

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

Answer No

The EPA had 101 Schedule A disability appointees become eligible for conversion into the competitive service. Of those, the Agency converted 73 appointees into the competitive service. The remaining 28 appointees do remain with the agency on their Schedule A appointments. It is unclear whether the Agency did not convert these eligibles because of performance or whether the non-conversion was inadvertent. OCR will recommend the Agency require supervisors who do not convert eligible employees to provide an explanation. OCR also will work with HR to encourage it to develop/improve a tickler system to remind supervisors when Schedule A employees are 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 (PWTB) Answer No

b. Involuntary Separations (PWTB) Answer No

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

a. Voluntary Separations (PWTB) Answer No

b. Involuntary Separations (PWTB) Answer No

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.

Not applicable.

## B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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

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

<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.

<https://www.epa.gov/ocr/affirmative-employment-analysis-and-accountability#architectural>

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.

EPA developed guidance and resources for creating accessible on-line training and began the remediation for the existing mandatory training. EPA's Compliance Assessment and Remediation Plan (CARP), aligns with the U.S. Access Board Information and Communication Technology (ICT) Testing Baseline, which describes how to evaluate conformance to the Revised 508 Standards. CARP aims to assess and enhance the accessibility of EPA's ICT, develop a baseline to measure improvements, and report biannually to the OMB on Section 508 Program Maturity. EPA Accessibility workgroup conducts monthly web accessibility meetings designed to provide employees with the tools needed for digital accessibility. EPA Accessibility workgroup is composed of EPA employees, including OCR employees, selected as accessibility subject matter experts.

## 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.)

In FY 24, the Agency processed and completed 537 out of the 538 requests within the timelines established by the EPA Reasonable Accommodation Procedures, achieving a 99.8% completion rate with an average processing time of 21.2 days.

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 FY 24, the EPA processed and timely completed 99.8% of RA requests within the time frames identified in its Reasonable Accommodation (RA) Procedures, with an average processing time of 21.2 days. In FY 23, the NRAP started tracking implementation dates from approval to having the reasonable accommodation(s) in place. The FY 24 average implementation time was 2.3 days. This data collection allowed EPA to identify areas for potential improvements in procurement and other implementation processes. In FY 24, EPA began to prepare a pilot of the Reasonable Accommodation Procurement Program (RAPP) to provide centralized funding and procurement of equipment and other similar items, which commenced in FY25. Additionally, in FY 24, the NRAP began tracking requests related to the Pregnant Workers Fairness Act (PWFA), which took effect in 2023 with final Equal Employment Opportunity Commission (EEOC) regulations issued on June 18, 2024.



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

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

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

There were three PAS requests in FY 24, all of which were approved within the time frames identified in the Reasonable Accommodation (RA) Procedures, with an average processing time of 2.6 days. In addition, all the EPA reasonable accommodation training includes information about PAS. The Reasonable Accommodation website has information about PAS including a reference guide that explains PAS in more depth along with frequent questions on the website ([https://www.epa.gov/sites/default/files/2020-09/documents/pas\\_reference\\_guide\\_final\\_september\\_22\\_2020.pdf](https://www.epa.gov/sites/default/files/2020-09/documents/pas_reference_guide_final_september_22_2020.pdf) and <https://www.epa.gov/ocr/reasonable-accommodation#FAQPAS>). The EPA continues to monitor trends for PAS requests. In FY 23 and 24, requests were mostly related to official travel duty needs.

## Section VI: EEO Complaint and Findings Data

### A. EEO COMPLAINT DATA INVOLVING HARASSMENT

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

Answer No

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

Answer No

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

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### B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer No

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

Answer No

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

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## Section VII: Identification and Removal of Barriers

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

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

Answer No

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

Answer N/A

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

<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)				
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B7				
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	EPA has not identified a barrier. Rather, it identified triggers, such as hiring in MCOs. See B7. EPA is completing this Section to provide the EEOC with notice that it is initiating an EEO Plan to address the triggers.				
<b>STATEMENT OF BARRIER GROUPS:</b>	<b><i>Barrier Group</i></b> People with Disabilities People with Targeted Disabilities				
<b>Barrier Analysis Process Completed?:</b>	N				
<b>Barrier(s) Identified?:</b>	N				
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>  Expected representation in EPA's workforce.	<b>Description of Policy, Procedure, or Practice</b>  EPA has not identified an EPA policy, procedure, or practice that may be responsible for the trigger. EPA intends to conduct further analysis to determine if there is a barrier that is the result of an EPA policy, procedure, or practice.			
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
02/28/2025	09/30/2025	Yes			To determine whether EPA has a policy, practice, or procedure that may be responsible for any of the identified triggers.
<b>Responsible Official(s)</b>					
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>	
Acting Assistant Director, AEAA		Cynthia Darden		Yes	
National Disability Program Manager		Russell Massey		Yes	
<b>Planned Activities Toward Completion of Objective</b>					
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>  <b>Completion Date</b>
04/30/2025	OCR National Disability SEPM to reevaluate and prioritize triggers that EPA will address first.			Yes	
05/15/2025	OCR to notify OMS of need to develop a plan for EPA to post "SES" and "Executives" vacancies in a manner that allows for separating EPA applicants from external applicants.			Yes	
05/15/2025	OCR to notify OMS of need to define "Supervisors" for better tracking.			Yes	

**Planned Activities Toward Completion of Objective**

<b>Target Date</b>	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
05/31/2025	National Disability SEPM to develop a plan to address prioritized disability triggers.	Yes		
06/30/2025	OCR to dedicate resources to train National Disability SEPM on MD-715 disability triggers and analysis.	Yes		
07/31/2025	OCR Statistician to develop a process to validate data from competing sources, conduct data validation, and forward results to OMS to ensure errors, if any, are corrected.	Yes		
08/30/2025	National Disability SEPM to provide EEO Director, Deputy Director, and AEAA Assistant Director with Report on status of prioritized triggers.	Yes		
09/30/2025	OMS to ensure that any necessary data corrections that needed to be made were made and confirm this to OCR.	Yes		
09/30/2025	OCR Statistician to create a dashboard to automate process to transfer data into MD-715 Tables.	Yes		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
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4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

N/A

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

N/A

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

N/A

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

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL WORKFORCE</b>																	
Total Workforce: Prior FY #	16220	7563	8657	539	692	5379	5223	849	1801	662	773	7	10	85	85	42	73
Total Workforce: Prior FY %	100	46.63	53.38	3.33	4.27	33.17	32.21	5.24	11.11	4.09	4.77	0.05	0.07	0.53	0.53	0.26	0.46
Total Workforce: Current FY #	16932	7757	9175	557	757	5459	5516	898	1869	691	853	7	10	93	91	52	79
Total Workforce: Current FY %	100	45.82	54.19	3.29	4.48	32.25	32.58	5.31	11.04	4.09	5.04	0.05	0.06	0.55	0.54	0.31	0.47
Total Workforce: Difference #	712	194	518	18	65	80	293	49	68	29	80	0	0	8	6	10	6
Total Workforce: Ratio Change %	0.00	-0.81	0.81	-0.04	0.21	-0.92	0.37	0.07	-0.07	0.00	0.27	0.00	-0.01	0.02	0.01	0.05	0.01
Total Workforce: Net Change %	4.39	2.57	5.99	3.34	9.40	1.49	5.61	5.78	3.78	4.39	10.35	0.00	0.00	9.42	7.06	23.81	8.22
<b>EMPLOYEE GAINS</b>																	
Total Workforce: New Hires #	1986	786	1200	65	118	501	684	112	219	88	144	1	1	12	25	7	9
Total Workforce: New Hires %	100	39.58	60.43	3.28	5.95	25.23	34.45	5.64	11.03	4.44	7.26	0.06	0.06	0.61	1.26	0.36	0.46
<b>EMPLOYEE LOSSES</b>																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	37	20	17	2	0	0	8	10	3	5	4	3	2	0	0	0	0
Total Workforce: Removal %	100	54.06	45.95	5.41	0.00	0.00	21.63	27.03	8.11	13.52	10.82	8.11	5.41	0.00	0.00	0.00	0.00
Total Workforce: Resignation #	316	178	138	12	20	0	87	115	16	20	14	22	1	5	0	4	0
Total Workforce: Resignation %	100	56.33	43.68	3.80	6.33	0.00	27.54	36.40	5.07	6.33	4.44	6.97	0.32	1.59	0.00	1.27	0.00
Total Workforce: Retirement #	522	275	247	15	9	0	204	165	21	73	9	15	2	2	2	5	0
Total Workforce: Retirement %	100	52.69	47.32	2.88	1.73	0.00	39.09	31.61	4.03	13.99	1.73	2.88	0.39	0.39	0.39	0.96	0.00
Total Workforce: Other Separations #	337	187	150	6	8	1	93	104	27	50	16	19	3	4	0	3	3
Total Workforce: Other Separations %	100	55.49	44.52	1.79	2.38	0.30	27.60	30.87	8.02	14.84	4.75	5.64	0.90	1.19	0.00	0.90	0.90
Total Workforce: Total Separations #	1212	660	552	35	37	1	392	394	67	148	43	59	8	11	2	12	3
Total Workforce: Total Separations %	100	54.46	45.55	2.89	3.06	0.09	32.35	32.51	5.53	12.22	3.55	4.87	0.67	0.91	0.17	1.00	0.25
<b>PERMANENT WORKFORCE</b>																	
Permanent Workforce: Prior FY #	15248	7025	8223	515	655	4964	4928	814	1755	603	724	6	9	82	80	41	72
Permanent Workforce: Prior FY %	100	46.08	53.93	3.38	4.30	32.56	32.32	5.34	11.51	3.96	4.75	0.04	0.06	0.54	0.53	0.27	0.48
Permanent Workforce: Current FY #	15945	7225	8720	535	717	5059	5215	864	1814	626	802	6	9	91	87	44	76
Permanent Workforce: Current FY %	100	45.32	54.69	3.36	4.50	31.73	32.71	5.42	11.38	3.93	5.03	0.04	0.06	0.58	0.55	0.28	0.48
Permanent Workforce: Difference #	697	200	497	20	62	95	287	50	59	23	78	0	0	9	7	3	4
Permanent Workforce: Ratio Change %	0.00	-0.76	0.76	-0.02	0.20	-0.83	0.39	0.08	-0.13	-0.03	0.28	0.00	0.00	0.04	0.02	0.01	0.00
Permanent Workforce: Net Change %	4.58	2.85	6.05	3.89	9.47	1.92	5.83	6.15	3.37	3.82	10.78	0.00	0.00	10.98	8.75	7.32	5.56

**For period covering October 1, 2023 to September 30, 2024.**

Version 2.0.

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
EMPLOYEE GAINS																	
Permanent Workforce: New Hires #	1678	659	1019	55	97	424	571	93	196	69	123	1	1	11	23	6	8
Permanent Workforce: New Hires %	100	39.28	60.73	3.28	5.79	25.27	34.03	5.55	11.69	4.12	7.34	0.06	0.06	0.66	1.38	0.36	0.48
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	34	17	17	2	0	8	9	3	5	4	3	0	0	0	0	0	0
Permanent Workforce: Removal %	100	50.00	50.00	5.89	0.00	23.53	26.48	8.83	14.71	11.77	8.83	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	249	99	150	10	14	66	94	12	18	10	17	1	4	0	3	0	0
Permanent Workforce: Resignation %	100	39.76	60.25	4.02	5.63	26.51	37.76	4.82	7.23	4.02	6.83	0.41	1.61	0.00	1.21	0.00	0.00
Permanent Workforce: Retirement #	520	251	269	15	9	202	165	21	73	9	15	2	2	2	5	0	0
Permanent Workforce: Retirement %	100	48.27	51.74	2.89	1.74	38.85	31.74	4.04	14.04	1.74	2.89	0.39	0.39	0.39	0.97	0.00	0.00
Permanent Workforce: Other Separations #	230	95	135	5	7	57	64	20	45	11	14	2	2	0	3	0	0
Permanent Workforce: Other Separations %	100	41.31	58.70	2.18	3.05	24.79	27.83	8.70	19.57	4.79	6.09	0.87	0.87	0.00	1.31	0.00	0.00
Permanent Workforce: Total Separations #	1033	462	571	32	30	333	332	56	141	34	49	5	8	2	11	0	0
Permanent Workforce: Total Separations %	100	44.73	55.28	3.10	2.91	32.24	32.14	5.43	13.65	3.30	4.75	0.49	0.78	0.20	1.07	0.00	0.00
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	972	538	434	24	37	415	295	35	46	59	49	1	1	3	5	1	1
Temporary Workforce: Prior FY %	100	55.35	44.66	2.47	3.81	42.70	30.35	3.61	4.74	6.07	5.05	0.11	0.11	0.31	0.52	0.11	0.11
Temporary Workforce: Current FY #	987	532	455	22	40	400	301	34	55	65	51	1	1	2	4	8	3
Temporary Workforce: Current FY %	100	53.91	46.10	2.23	4.06	40.53	30.50	3.45	5.58	6.59	5.17	0.11	0.11	0.21	0.41	0.82	0.31
Temporary Workforce: Difference #	15	-6	21	-2	3	-15	6	-1	9	6	2	0	0	-1	-1	7	2
Temporary Workforce: Ratio Change %	0.00	-1.44	1.44	-0.24	0.25	-2.17	0.15	-0.16	0.84	0.52	0.12	0.00	0.00	-0.10	-0.11	0.71	0.20
Temporary Workforce: Net Change %	1.55	-1.11	4.84	-8.33	8.11	-3.61	2.04	-2.85	19.57	10.17	4.09	0.00	0.00	-33.33	-20.00	700.00	200.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	308	127	181	10	21	77	113	19	23	19	21	0	0	1	2	1	1
Temporary Workforce: New Hires %	100	41.24	58.77	3.25	6.82	25.00	36.69	6.17	7.47	6.17	6.82	0.00	0.00	0.33	0.65	0.33	0.33
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	3	1	2	0	0	0	0	1	0	0	0	0	2	0	0	0	0
Temporary Workforce: Removal %	100	33.34	66.67	0.00	0.00	0.00	0.00	33.34	0.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	67	32	35	2	6	0	21	21	4	2	4	5	0	1	0	1	0
Temporary Workforce: Resignation %	100	47.77	52.24	2.99	8.96	0.00	31.35	31.35	5.98	2.99	5.98	7.47	0.00	1.50	0.00	1.50	0.00
Temporary Workforce: Retirement #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	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

**Environmental Protection Agency**

**For period covering October 1, 2023 to September 30, 2024.**

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Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Other Separations #	106	54	52	1	1	1	36	40	7	5	5	5	1	2	0	0	2
Temporary Workforce: Other Separations %	100	50.95	49.06	0.95	0.95	0.95	33.97	37.74	6.61	4.72	4.72	4.72	0.95	1.89	0.00	0.00	1.89
Temporary Workforce: Total Separations #	178	87	91	3	7	1	59	62	11	7	9	10	3	3	0	1	2
Temporary Workforce: Total Separations %	100	48.88	51.13	1.69	3.94	0.57	33.15	34.84	6.18	3.94	5.06	5.62	1.69	1.69	0.00	0.57	1.13

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

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce #	15941	7223	8718	535	717	5059	5215	864	1814	626	802	6	9	91	87	42	74
Permanent Workforce %	100	45.32	54.69	3.36	4.50	31.74	32.72	5.42	11.38	3.93	5.04	0.04	0.06	0.58	0.55	0.27	0.47
SE Region #	986	444	542	29	37	280	233	96	238	34	25	0	0	2	3	3	6
SE Region %	100	45.04	54.97	2.95	3.76	28.40	23.64	9.74	24.14	3.45	2.54	0.00	0.00	0.21	0.31	0.31	0.61
NW Region #	658	292	366	18	21	209	271	16	16	37	46	1	1	8	7	3	4
NW Region %	100	44.38	55.63	2.74	3.20	31.77	41.19	2.44	2.44	5.63	7.00	0.16	0.16	1.22	1.07	0.46	0.61
NE Region #	632	271	361	17	30	219	280	13	19	19	31	0	0	1	0	2	1
NE Region %	100	42.88	57.13	2.69	4.75	34.66	44.31	2.06	3.01	3.01	4.91	0.00	0.00	0.16	0.00	0.32	0.16

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

Occupational Categories	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	15945	7225	8720	535	717	5059	5215	864	1814	626	802	6	9	91	87	44	76
Permanent Workforce %	100	45.32	54.69	3.36	4.50	31.73	32.71	5.42	11.38	3.93	5.03	0.04	0.06	0.58	0.55	0.28	0.48
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Management																	
Executives #	2197	1120	1077	71	84	862	748	96	125	77	101	0	1	11	8	3	10
Executives %	100	50.98	49.03	3.24	3.83	39.24	34.05	4.37	5.69	3.51	4.60	0.00	0.05	0.51	0.37	0.14	0.46
Managers #	694	341	353	39	35	245	216	34	64	15	31	0	2	7	4	1	1
Managers %	100	49.14	50.87	5.62	5.05	35.31	31.13	4.90	9.23	2.17	4.47	0.00	0.29	1.01	0.58	0.15	0.15
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Management #	2891	1461	1430	110	119	1107	964	130	189	92	132	0	3	18	12	4	11
Total Management %	100	50.54	49.47	3.81	4.12	38.30	33.35	4.50	6.54	3.19	4.57	0.00	0.11	0.63	0.42	0.14	0.39
2. Professionals #	11599	5135	6464	405	551	3415	3721	694	1440	512	626	6	5	68	66	35	55
Professionals %	100	44.28	55.73	3.50	4.76	29.45	32.09	5.99	12.42	4.42	5.40	0.06	0.05	0.59	0.57	0.31	0.48
3. Technicians #	227	91	136	4	12	65	83	10	14	8	23	0	0	2	3	2	1
Technicians %	100	40.09	59.92	1.77	5.29	28.64	36.57	4.41	6.17	3.53	10.14	0.00	0.00	0.89	1.33	0.89	0.45
4. Sales Workers #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Workers #	302	68	234	4	30	41	78	12	94	9	19	0	1	1	6	1	6
Administrative Workers %	100	22.52	77.49	1.33	9.94	13.58	25.83	3.98	31.13	2.99	6.30	0.00	0.34	0.34	1.99	0.34	1.99
6. Craft Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Operatives %	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
8. Laborers and Helpers #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Laborers and Helpers %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers #	193	138	55	10	5	107	38	15	9	4	2	0	0	2	0	0	1
Service Workers %	100	71.51	28.50	5.19	2.60	55.45	19.69	7.78	4.67	2.08	1.04	0.00	0.00	1.04	0.00	0.00	0.52



**Table A4: Participation Rates by Race/Ethnicity and Sex (Permanent)**

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	15945	7225	8720	535	717	5059	5215	864	1814	626	802	6	9	91	87	44	76
Permanent Workforce %	100	45.32	54.69	3.36	4.50	31.73	32.71	5.42	11.38	3.93	5.03	0.04	0.06	0.58	0.55	0.28	0.48
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 #	6	4	2	0	1	1	0	3	0	0	1	0	0	0	0	0	0
GS-03 %	100	66.67	33.34	0.00	16.67	16.67	0.00	50.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	210	67	143	4	16	45	81	8	21	7	18	0	0	3	3	0	4
GS-04 %	100	31.91	68.10	1.91	7.62	21.43	38.58	3.81	10.00	3.34	8.58	0.00	0.00	1.43	1.43	0.00	1.91
GS-05 #	79	30	49	1	3	19	20	1	15	7	8	0	0	0	3	2	0
GS-05 %	100	37.98	62.03	1.27	3.80	24.06	25.32	1.27	18.99	8.87	10.13	0.00	0.00	0.00	3.80	2.54	0.00
GS-06 #	11	2	9	0	1	2	2	0	5	0	1	0	0	0	0	0	0
GS-06 %	100	18.19	81.82	0.00	9.10	18.19	18.19	0.00	45.46	0.00	9.10	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	259	93	166	0	22	71	93	14	35	7	15	0	0	1	1	0	0
GS-07 %	100	35.91	64.10	0.00	8.50	27.42	35.91	5.41	13.52	2.71	5.80	0.00	0.00	0.39	0.39	0.00	0.00
GS-08 #	39	3	36	0	4	2	9	1	20	0	1	0	0	0	0	0	2
GS-08 %	100	7.70	92.31	0.00	10.26	5.13	23.08	2.57	51.29	0.00	2.57	0.00	0.00	0.00	0.00	0.00	5.13
GS-09 #	572	191	381	19	42	103	208	39	92	22	29	0	2	4	4	4	4
GS-09 %	100	33.40	66.61	3.33	7.35	18.01	36.37	6.82	16.09	3.85	5.07	0.00	0.35	0.70	0.70	0.70	0.70
GS-10 #	31	16	15	1	0	13	13	1	1	1	1	0	0	0	0	0	0
GS-10 %	100	51.62	48.39	3.23	0.00	41.94	41.94	3.23	3.23	3.23	3.23	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1007	402	605	29	47	256	325	89	146	19	74	1	0	6	10	2	3
GS-11 %	100	39.93	60.08	2.88	4.67	25.43	32.28	8.84	14.50	1.89	7.35	0.10	0.00	0.60	1.00	0.20	0.30
GS-12 #	2696	1164	1532	89	143	744	842	196	381	118	130	0	2	12	17	5	17
GS-12 %	100	43.18	56.83	3.31	5.31	27.60	31.24	7.28	14.14	4.38	4.83	0.00	0.08	0.45	0.64	0.19	0.64
GS-13 #	6026	2856	3170	214	250	1941	1940	349	634	289	295	3	2	39	26	21	23
GS-13 %	100	47.40	52.61	3.56	4.15	32.22	32.20	5.80	10.53	4.80	4.90	0.05	0.04	0.65	0.44	0.35	0.39
GS-14 #	2891	1380	1511	98	104	1020	980	158	271	82	128	2	2	15	15	5	11
GS-14 %	100	47.74	52.27	3.39	3.60	35.29	33.90	5.47	9.38	2.84	4.43	0.07	0.07	0.52	0.52	0.18	0.39
GS-15 #	2058	993	1065	50	68	789	733	79	161	64	87	0	1	8	6	3	9
GS-15 %	100	48.26	51.75	2.43	3.31	38.34	35.62	3.84	7.83	3.11	4.23	0.00	0.05	0.39	0.30	0.15	0.44
All other (unspecified GS) #	688	308	380	15	20	1	174	186	80	91	83	2	1	10	12	3	10
All other (unspecified GS) %	100	44.77	55.24	2.19	2.91	0.15	25.30	27.04	11.63	13.23	12.07	0.30	0.15	1.46	1.75	0.44	1.46

## Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024.

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay #	44	19	25	1	10	12	8	3	2	3	5	0	0	0	0	0	0
Other Senior Pay %	100	43.19	56.82	2.28	22.73	27.28	18.19	6.82	4.55	6.82	11.37	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	13827	6208	7619	455	633	4217	4513	859	1621	552	701	6	8	80	79	39	64
Total GS Employees %	100	44.90	55.11	3.30	4.58	30.50	32.64	6.22	11.73	4.00	5.07	0.05	0.06	0.58	0.58	0.29	0.47
Total Non-GS Employees #	688	308	380	15	20	1	174	186	80	91	83	2	1	10	12	3	10
Total Non-GS Employees %	100	44.77	55.24	2.19	2.91	0.15	25.30	27.04	11.63	13.23	12.07	0.30	0.15	1.46	1.75	0.44	1.46
Total Senior Pay #	2417	1169	1248	71	94	899	837	107	193	78	105	0	1	11	8	3	10
Total Senior Pay %	100	48.37	51.64	2.94	3.89	37.20	34.63	4.43	7.99	3.23	4.35	0.00	0.05	0.46	0.34	0.13	0.42
SES #	315	157	158	20	16	98	96	25	30	11	13	0	0	3	2	0	1
SES %	100	49.85	50.16	6.35	5.08	31.12	30.48	7.94	9.53	3.50	4.13	0.00	0.00	0.96	0.64	0.00	0.32

**Table A4: Participation Rates by Race/Ethnicity and Sex (Temporary)**

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 #	10	5	5	1	0	3	3	0	0	1	2	0	0	0	0	0	0
GS-04 %	100	50.00	50.00	10.00	0.00	30.00	30.00	0.00	0.00	10.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	33.34	66.67	0.00	33.34	33.34	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	12	5	7	0	2	5	2	0	3	0	0	0	0	0	0	0	0
GS-07 %	100	41.67	58.34	0.00	16.67	41.67	16.67	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	21	10	11	3	2	4	4	2	5	0	0	0	0	0	0	1	0
GS-09 %	100	47.62	52.39	14.29	9.53	19.05	19.05	9.53	23.81	0.00	0.00	0.00	0.00	0.00	0.00	4.77	0.00
GS-11 #	36	11	25	2	3	3	13	4	5	2	4	0	0	0	0	0	0
GS-11 %	100	30.56	69.45	5.56	8.34	8.34	36.12	11.12	13.89	5.56	11.12	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	54	27	27	0	3	17	15	6	7	4	2	0	0	0	0	0	0
GS-12 %	100	50.00	50.00	0.00	5.56	31.49	27.78	11.12	12.97	7.41	3.71	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	79	31	48	2	4	19	32	5	5	4	7	0	0	1	0	0	0
GS-13 %	100	39.25	60.76	2.54	5.07	24.06	40.51	6.33	6.33	5.07	8.87	0.00	0.00	1.27	0.00	0.00	0.00
GS-14 #	48	20	28	1	4	15	19	2	3	2	2	0	0	0	0	0	0
GS-14 %	100	41.67	58.34	2.09	8.34	31.25	39.59	4.17	6.25	4.17	4.17	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	43	21	22	3	4	12	14	2	4	4	0	0	0	0	0	0	0
GS-15 %	100	48.84	51.17	6.98	9.31	27.91	32.56	4.66	9.31	9.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	672	320	352	45	62	125	134	85	98	55	58	9	0	0	0	1	0
All other (unspecified GS) %	100	47.62	52.39	6.70	9.23	18.61	19.95	12.65	14.59	8.19	8.64	1.34	0.00	0.00	0.00	0.15	0.00
Total GS Employees #	263	110	153	9	19	67	89	19	28	13	17	0	0	1	0	1	0
Total GS Employees %	100	41.83	58.18	3.43	7.23	25.48	33.85	7.23	10.65	4.95	6.47	0.00	0.00	0.39	0.00	0.39	0.00
Total Non-GS Employees #	672	320	352	45	62	125	134	85	98	55	58	9	0	0	0	1	0
Total Non-GS Employees %	100	47.62	52.39	6.70	9.23	18.61	19.95	12.65	14.59	8.19	8.64	1.34	0.00	0.00	0.00	0.15	0.00
Total Senior Pay #	61	28	33	4	5	14	22	3	4	5	1	1	1	0	0	1	0
Total Senior Pay %	100	45.91	54.10	6.56	8.20	22.96	36.07	4.92	6.56	8.20	1.64	1.64	1.64	0.00	0.00	1.64	0.00
SES #	18	7	11	1	1	2	8	1	0	1	1	1	1	0	0	1	0
SES %	100	38.89	61.12	5.56	5.56	11.12	44.45	5.56	0.00	5.56	5.56	5.56	5.56	0.00	0.00	5.56	0.00

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	15945	7225	8720	535	717	5059	5215	864	1814	626	802	6	9	91	87	44	76
Permanent Workforce %	100	45.32	54.69	3.36	4.50	31.73	32.71	5.42	11.38	3.93	5.03	0.04	0.06	0.58	0.55	0.28	0.48
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	7	6	1	0	0	6	1	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	85.72	14.29	0.00	0.00	85.72	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	111	40	71	2	14	31	40	6	9	1	8	0	0	0	0	0	0
\$30,001-\$40,000 %	100	36.04	63.97	1.81	12.62	27.93	36.04	5.41	8.11	0.91	7.21	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	178	61	117	2	7	39	63	7	23	10	19	0	0	1	3	2	2
\$40,001-\$50,000 %	100	34.27	65.74	1.13	3.94	21.92	35.40	3.94	12.93	5.62	10.68	0.00	0.00	0.57	1.69	1.13	1.13
\$50,001-\$60,000 #	204	72	132	8	17	42	77	15	26	7	11	0	0	0	1	0	0
\$50,001-\$60,000 %	100	35.30	64.71	3.93	8.34	20.59	37.75	7.36	12.75	3.44	5.40	0.00	0.00	0.00	0.50	0.00	0.00
\$60,001-\$70,000 #	439	147	292	15	23	86	182	25	63	17	21	0	1	4	0	0	2
\$60,001-\$70,000 %	100	33.49	66.52	3.42	5.24	19.59	41.46	5.70	14.36	3.88	4.79	0.00	0.23	0.92	0.00	0.00	0.46
\$70,001-\$80,000 #	429	150	279	19	30	87	138	27	83	9	22	0	0	4	3	4	3
\$70,001-\$80,000 %	100	34.97	65.04	4.43	7.00	20.28	32.17	6.30	19.35	2.10	5.13	0.00	0.00	0.94	0.70	0.94	0.70
\$80,001-\$90,000 #	727	267	460	23	40	193	252	31	95	16	57	0	1	3	11	1	4
\$80,001-\$90,000 %	100	36.73	63.28	3.17	5.51	26.55	34.67	4.27	13.07	2.21	7.85	0.00	0.14	0.42	1.52	0.14	0.56
\$90,001-\$100,000 #	1186	520	666	39	54	343	385	76	148	47	65	1	0	10	7	4	7
\$90,001-\$100,000 %	100	43.85	56.16	3.29	4.56	28.93	32.47	6.41	12.48	3.97	5.49	0.09	0.00	0.85	0.60	0.34	0.60
\$100,001-\$110,000 #	999	402	597	30	43	265	370	58	127	46	41	0	1	2	10	1	5
\$100,001-\$110,000 %	100	40.25	59.76	3.01	4.31	26.53	37.04	5.81	12.72	4.61	4.11	0.00	0.11	0.21	1.01	0.11	0.51
\$110,001-\$120,000 #	1367	589	778	38	64	410	469	77	166	55	66	1	1	5	6	3	6
\$110,001-\$120,000 %	100	43.09	56.92	2.78	4.69	30.00	34.31	5.64	12.15	4.03	4.83	0.08	0.08	0.37	0.44	0.22	0.44
\$120,001-\$130,000 #	1724	755	969	56	88	505	558	105	212	76	97	0	1	7	7	6	6
\$120,001-\$130,000 %	100	43.80	56.21	3.25	5.11	29.30	32.37	6.10	12.30	4.41	5.63	0.00	0.06	0.41	0.41	0.35	0.35
\$130,001-\$140,000 #	1283	596	687	42	68	413	423	64	124	53	56	1	1	16	8	7	7
\$130,001-\$140,000 %	100	46.46	53.55	3.28	5.31	32.20	32.97	4.99	9.67	4.14	4.37	0.08	0.08	1.25	0.63	0.55	0.55
\$140,001-\$150,000 #	1804	919	885	76	81	627	516	104	200	97	75	0	1	11	6	4	6
\$140,001-\$150,000 %	100	50.95	49.06	4.22	4.50	34.76	28.61	5.77	11.09	5.38	4.16	0.00	0.06	0.61	0.34	0.23	0.34
\$150,001-\$160,000 #	1562	741	821	52	56	513	473	94	197	68	78	2	0	10	10	2	7

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	47.44	52.57	3.33	3.59	32.85	30.29	6.02	12.62	4.36	5.00	0.13	0.00	0.65	0.65	0.13	0.45
\$160,001-\$170,000 #	876	412	464	31	34	308	285	43	83	24	55	0	1	4	2	2	4
\$160,001-\$170,000 %	100	47.04	52.97	3.54	3.89	35.16	32.54	4.91	9.48	2.74	6.28	0.00	0.12	0.46	0.23	0.23	0.46
\$170,001-\$180,000 #	711	368	343	26	19	283	226	32	58	21	33	1	0	2	4	3	3
\$170,001-\$180,000 %	100	51.76	48.25	3.66	2.68	39.81	31.79	4.51	8.16	2.96	4.65	0.15	0.00	0.29	0.57	0.43	0.43
\$180,001 and Greater #	2338	1186	1152	78	79	916	758	100	200	79	98	0	1	10	6	3	10
\$180,001 and Greater %	100	50.73	49.28	3.34	3.38	39.18	32.43	4.28	8.56	3.38	4.20	0.00	0.05	0.43	0.26	0.13	0.43

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	987	532	455	22	40	400	301	34	55	65	51	1	1	2	4	8	3
Temporary Workforce %	100	53.91	46.10	2.23	4.06	40.53	30.50	3.45	5.58	6.59	5.17	0.11	0.11	0.21	0.41	0.82	0.31
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	154	86	68	4	2	68	53	4	6	9	6	0	1	0	0	1	0
Up to \$20,000 %	100	55.85	44.16	2.60	1.30	44.16	34.42	2.60	3.90	5.85	3.90	0.00	0.65	0.00	0.00	0.65	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	4	3	1	1	0	2	0	0	0	0	1	0	0	0	0	0	0
\$30,001-\$40,000 %	100	75.00	25.00	25.00	0.00	50.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	11	3	8	0	2	2	4	0	1	1	1	0	0	0	0	0	0
\$40,001-\$50,000 %	100	27.28	72.73	0.00	18.19	18.19	36.37	0.00	9.10	9.10	9.10	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	10	5	5	0	1	5	2	0	2	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	50.00	50.00	0.00	10.00	50.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	23	9	14	2	2	4	8	3	4	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	39.14	60.87	8.70	8.70	17.40	34.79	13.05	17.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	21	8	13	1	2	3	5	3	4	1	2	0	0	0	0	0	0
\$70,001-\$80,000 %	100	38.10	61.91	4.77	9.53	14.29	23.81	14.29	19.05	4.77	9.53	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	27	10	17	2	3	4	7	2	4	2	3	0	0	0	0	0	0
\$80,001-\$90,000 %	100	37.04	62.97	7.41	11.12	14.82	25.93	7.41	14.82	7.41	11.12	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	43	20	23	0	1	12	14	4	6	3	2	0	0	0	0	1	0
\$90,001-\$100,000 %	100	46.52	53.49	0.00	2.33	27.91	32.56	9.31	13.96	6.98	4.66	0.00	0.00	0.00	0.00	2.33	0.00
\$100,001-\$110,000 #	151	80	71	3	7	61	54	3	2	12	7	1	0	0	1	0	0
\$100,001-\$110,000 %	100	52.99	47.02	1.99	4.64	40.40	35.77	1.99	1.33	7.95	4.64	0.67	0.00	0.00	0.67	0.00	0.00
\$110,001-\$120,000 #	297	171	126	3	12	138	81	9	11	20	19	0	0	1	3	0	0
\$110,001-\$120,000 %	100	57.58	42.43	1.02	4.05	46.47	27.28	3.04	3.71	6.74	6.40	0.00	0.00	0.34	1.02	0.00	0.00
\$120,001-\$130,000 #	54	25	29	0	0	21	24	0	2	4	3	0	0	0	0	0	0
\$120,001-\$130,000 %	100	46.30	53.71	0.00	0.00	38.89	44.45	0.00	3.71	7.41	5.56	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	59	31	28	0	1	25	17	4	4	1	6	0	0	1	0	0	0
\$130,001-\$140,000 %	100	52.55	47.46	0.00	1.70	42.38	28.82	6.78	6.78	1.70	10.17	0.00	0.00	1.70	0.00	0.00	0.00
\$140,001-\$150,000 #	19	8	11	0	2	6	6	2	3	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	42.11	57.90	0.00	10.53	31.58	31.58	10.53	15.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	16	11	5	1	0	7	4	0	1	3	0	0	0	0	0	0	0

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	68.75	31.25	6.25	0.00	43.75	25.00	0.00	6.25	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	31	14	17	2	2	8	11	2	4	2	0	0	0	0	0	0	0
\$160,001-\$170,000 %	100	45.17	54.84	6.46	6.46	25.81	35.49	6.46	12.91	6.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	15	7	8	0	2	6	6	1	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	46.67	53.34	0.00	13.34	40.00	40.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	66	42	24	3	2	30	16	2	4	7	2	0	0	0	0	0	0
\$180,001 and Greater %	100	63.64	36.37	4.55	3.04	45.46	24.25	3.04	6.07	10.61	3.04	0.00	0.00	0.00	0.00	0.00	0.00

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

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
<b>BIOLOGIST (0401) #</b>	2159	934	1225	58	82	747	907	53	114	60	107	0	0	13	8	3	7
<b>BIOLOGIST (0401) %</b>	100	43.27	56.74	2.69	3.80	34.60	42.02	2.46	5.29	2.78	4.96	0.00	0.00	0.61	0.38	0.14	0.33
<b>Occupational CLF %</b>	100	51.9	48.1	2.6	3.1	42.2	36.6	1.2	1.8	4.2	5	0.1	0	0.2	0.3	1.3	1.3
ES-00 #	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	33.34	66.67	0.00	0.00	33.34	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-05 %	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
GS-07 #	58	28	30	3	5	20	20	4	4	1	1	0	0	0	0	0	0
GS-07 %	100	48.28	51.73	5.18	8.63	34.49	34.49	6.90	6.90	1.73	1.73	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	134	60	74	5	5	35	47	10	12	8	10	0	0	2	0	0	0
GS-09 %	100	44.78	55.23	3.74	3.74	26.12	35.08	7.47	8.96	5.98	7.47	0.00	0.00	1.50	0.00	0.00	0.00
GS-11 #	223	119	104	66	55	12	1	35	45	0	2	4	1	2	0	0	0
GS-11 %	100	53.37	46.64	29.60	24.67	5.39	0.45	15.70	20.18	0.00	0.90	1.80	0.45	0.90	0.00	0.00	0.00
GS-12 #	498	192	306	15	27	150	233	14	27	7	16	0	0	4	2	2	1
GS-12 %	100	38.56	61.45	3.02	5.43	30.13	46.79	2.82	5.43	1.41	3.22	0.00	0.00	0.81	0.41	0.41	0.21
GS-13 #	765	320	445	24	24	236	338	21	42	36	36	0	0	3	1	0	4
GS-13 %	100	41.84	58.17	3.14	3.14	30.85	44.19	2.75	5.50	4.71	4.71	0.00	0.00	0.40	0.14	0.00	0.53
GS-14 #	252	103	149	5	11	85	112	5	12	8	14	0	0	0	0	0	0
GS-14 %	100	40.88	59.13	1.99	4.37	33.74	44.45	1.99	4.77	3.18	5.56	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	215	96	119	5	11	75	82	8	12	8	14	0	0	0	0	0	0
GS-15 %	100	44.66	55.35	2.33	5.12	34.89	38.14	3.73	5.59	3.73	6.52	0.00	0.00	0.00	0.00	0.00	0.00
SL-00 #	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
SL-00 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST-00 #	6	3	3	0	0	3	3	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	1146																
<b>Relevant Applicant Pool %</b>	100	55.06	44.94	6.02	4.97	31.68	26.27	8.2	5.93	6.46	4.89	1.83	1.31	0.17	4.97	0.7	0.87
Internal Applications #	1146	631	515	69	57	363	301	94	68	74	56	21	15	2	57	8	10
Internal Applications %	100	55.07	44.94	6.03	4.98	31.68	26.27	8.21	5.94	6.46	4.89	1.84	1.31	0.18	4.98	0.70	0.88
Qualified Internal Applicants #	670	334	336	38	36	199	217	40	36	37	30	11	9	1	36	8	5
Qualified Internal Applicants %	100	49.86	50.15	5.68	5.38	29.71	32.39	5.98	5.38	5.53	4.48	1.65	1.35	0.15	5.38	1.20	0.75
Referred Applicants #	639	321	318	34	37	195	202	39	35	33	29	11	9	1	37	8	5
Referred Applicants %	100	50.24	49.77	5.33	5.80	30.52	31.62	6.11	5.48	5.17	4.54	1.73	1.41	0.16	5.80	1.26	0.79
Interviewed Applicants #	136	64	72	10	11	36	40	7	9	7	9	4	3	0	11	0	0
Interviewed Applicants %	100	47.06	52.95	7.36	8.09	26.48	29.42	5.15	6.62	5.15	6.62	2.95	2.21	0.00	8.09	0.00	0.00



**For period covering October 1, 2023 to September 30, 2024.**

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Internal Selections #	190	81	109	9	13	55	74	8	7	4	10	5	1	0	13	0	3
Internal Selections %	100	42.64	57.37	4.74	6.85	28.95	38.95	4.22	3.69	2.11	5.27	2.64	0.53	0.00	6.85	0.00	1.58
NEW HIRES																	
Vacancy Announcements #	26328																
Voluntarily Identified Applicants #	26328	13432	12896	1331	1279	7736	7526	1589	1996	2391	1738	248	249	107	1279	30	42
Voluntarily Identified Applicants %	100	51.02	48.99	5.06	4.86	29.39	28.59	6.04	7.59	9.09	6.61	0.95	0.95	0.41	4.86	0.12	0.16
Qualified External Applicants #	22643	11349	11294	1117	1115	6567	6581	1290	1700	1966	1568	186	190	82	1115	141	85
Qualified External Applicants %	100	50.13	49.88	4.94	4.93	29.01	29.07	5.70	7.51	8.69	6.93	0.83	0.84	0.37	4.93	0.63	0.38
Referred Applicants #	12709	6765	5944	644	564	4132	3585	494	732	1219	832	92	122	53	564	131	85
Referred Applicants %	100	53.23	46.78	5.07	4.44	32.52	28.21	3.89	5.76	9.60	6.55	0.73	0.96	0.42	4.44	1.04	0.67
Interviewed Applicants #	369	181	188	18	21	120	122	13	13	24	26	6	3	0	21	0	3
Interviewed Applicants %	100	49.06	50.95	4.88	5.70	32.53	33.07	3.53	3.53	6.51	7.05	1.63	0.82	0.00	5.70	0.00	0.82
External Selections #	541	235	306	26	28	163	201	14	28	21	37	10	6	1	28	0	4
External Selections %	100	43.44	56.57	4.81	5.18	30.13	37.16	2.59	5.18	3.89	6.84	1.85	1.11	0.19	5.18	0.00	0.74
ENVIRONMENTAL ENGINEERING (0819) #	1432	807	625	82	77	545	377	53	68	115	92	0	1	8	6	4	4
ENVIRONMENTAL ENGINEERING (0819) %	100	56.36	43.65	5.73	5.38	38.06	26.33	3.71	4.75	8.04	6.43	0.00	0.07	0.56	0.42	0.28	0.28
Occupational CLF %	100	70.6	29.4	4.3	2.1	55.2	21.7	4.3	2.3	4.8	2.6	0.1	0.1	0.4	0.1	1.3	0.5
GS-05 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
GS-05 %	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
GS-06 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-06 %	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
GS-07 #	11	3	8	2	3	0	2	1	3	0	0	0	0	0	0	0	0
GS-07 %	100	27.28	72.73	18.19	27.28	0.00	18.19	9.10	27.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	23	8	15	5	11	1	1	2	2	0	0	0	0	0	1	0	0
GS-09 %	100	34.79	65.22	21.74	47.83	4.35	4.35	8.70	8.70	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
GS-11 #	57	27	30	19	19	2	3	6	8	0	0	0	0	0	0	0	0
GS-11 %	100	47.37	52.64	33.34	33.34	3.51	5.27	10.53	14.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	228	107	121	65	68	17	21	25	30	0	1	0	1	0	0	0	0
GS-12 %	100	46.93	53.08	28.51	29.83	7.46	9.22	10.97	13.16	0.00	0.44	0.00	0.44	0.00	0.00	0.00	0.00
GS-13 #	701	372	329	273	227	27	30	66	65	0	0	4	4	2	3	0	0
GS-13 %	100	53.07	46.94	38.95	32.39	3.86	4.28	9.42	9.28	0.00	0.00	0.58	0.58	0.29	0.43	0.00	0.00
GS-14 #	254	141	113	110	80	11	13	17	20	0	0	2	0	1	0	0	0
GS-14 %	100	55.52	44.49	43.31	31.50	4.34	5.12	6.70	7.88	0.00	0.00	0.79	0.00	0.40	0.00	0.00	0.00
GS-15 #	155	95	60	69	35	14	15	9	9	0	0	2	1	1	0	0	0
GS-15 %	100	61.30	38.71	44.52	22.59	9.04	9.68	5.81	5.81	0.00	0.00	1.30	0.65	0.65	0.00	0.00	0.00
ST-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**For period covering October 1, 2023 to September 30, 2024.**

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	3																
Relevant Applicant Pool % %	100	100	0	0	0	66.67	0	0	0	33.33	0	0	0	0	0	0	0
Internal Applications #	3	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0
Internal Applications %	100	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	16806																
Voluntarily Identified Applicants #	16806	8836	7970	830	853	5160	4750	1206	1114	1369	1029	184	179	82	853	5	7
Voluntarily Identified Applicants %	100	52.58	47.43	4.94	5.08	30.71	28.27	7.18	6.63	8.15	6.13	1.10	1.07	0.49	5.08	0.03	0.05
Qualified External Applicants #	13826	7047	6779	751	741	4106	3957	836	976	1122	896	130	135	60	741	42	45
Qualified External Applicants %	100	50.97	49.04	5.44	5.36	29.70	28.62	6.05	7.06	8.12	6.49	0.95	0.98	0.44	5.36	0.31	0.33
Referred Applicants #	4066	2273	1793	226	175	1288	1030	233	251	421	238	44	49	19	175	42	45
Referred Applicants %	100	55.91	44.10	5.56	4.31	31.68	25.34	5.74	6.18	10.36	5.86	1.09	1.21	0.47	4.31	1.04	1.11
Interviewed Applicants #	227	125	102	15	11	75	68	13	9	16	11	6	3	0	11	0	0
Interviewed Applicants %	100	55.07	44.94	6.61	4.85	33.04	29.96	5.73	3.97	7.05	4.85	2.65	1.33	0.00	4.85	0.00	0.00
External Selections #	404	178	226	26	22	120	143	9	21	13	30	9	6	1	22	0	2
External Selections %	100	44.06	55.95	6.44	5.45	29.71	35.40	2.23	5.20	3.22	7.43	2.23	1.49	0.25	5.45	0.00	0.50
MECHANICAL ENGINEERING (0830) #	53	47	6	3	2	36	3	1	1	7	0	0	0	0	0	0	0
MECHANICAL ENGINEERING (0830) %	100	88.68	11.33	5.67	3.78	67.93	5.67	1.89	1.89	13.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	91.7	8.3	5.6	0.6	75.1	5.9	3.3	0.5	6.1	1.1	0.1	0	0.2	0	1.3	0.2
GS-13 #	33	30	3	23	1	1	2	6	0	0	0	0	0	0	0	0	0
GS-13 %	100	90.91	9.10	69.70	3.04	3.04	6.07	18.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	11	8	3	5	2	1	1	1	0	1	0	0	0	0	0	0	0
GS-14 %	100	72.73	27.28	45.46	18.19	9.10	9.10	9.10	0.00	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	9	8	1	8	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	88.89	11.12	88.89	0.00	0.00	11.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	3																
Relevant Applicant Pool % %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## Environmental Protection Agency

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Internal Applications #	3	2	1	0	0	2	0	0	0	0	1	0	0	0	0	0	0
Internal Applications %	100	66.67	33.34	0.00	0.00	66.67	0.00	0.00	0.00	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	4	2	2	0	0	2	1	0	0	0	1	0	0	0	0	0	0
Referred Applicants %	100	50.00	50.00	0.00	0.00	50.00	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
Internal Selections %	100	100.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	59																
Voluntarily Identified Applicants #	59	37	22	5	0	13	11	9	9	10	0	0	2	0	0	0	0
Voluntarily Identified Applicants %	100	62.72	37.29	8.48	0.00	22.04	18.65	15.26	15.26	16.95	0.00	0.00	3.39	0.00	0.00	0.00	0.00
Qualified External Applicants #	21	9	12	0	0	5	7	4	3	0	0	0	2	0	0	0	0
Qualified External Applicants %	100	42.86	57.15	0.00	0.00	23.81	33.34	19.05	14.29	0.00	0.00	0.00	9.53	0.00	0.00	0.00	0.00
Referred Applicants #	12	12	0	3	0	4	0	4	0	1	0	0	0	0	0	0	0
Referred Applicants %	100	100.00	0.00	25.00	0.00	33.34	0.00	33.34	0.00	8.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Interviewed Applicants %	100	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	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
GENERAL PHYSICAL SCIENCE (1301) #	2471	1269	1202	93	99	985	867	72	90	100	123	0	0	17	15	2	8
GENERAL PHYSICAL SCIENCE (1301) %	100	51.36	48.65	3.77	4.01	39.87	35.09	2.92	3.65	4.05	4.98	0.00	0.00	0.69	0.61	0.09	0.33
Occupational CLF %	100	56.7	43.3	2.8	2.8	42.1	29.9	1.7	2.1	8.7	7.3	0.1	0.1	0.1	0.1	1.3	1
GS-07 #	25	11	14	4	0	6	13	0	0	1	1	0	0	0	0	0	0
GS-07 %	100	44.00	56.01	16.00	0.00	24.00	52.00	0.00	0.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	59	20	39	3	3	11	28	1	3	3	4	0	0	1	1	1	0
GS-09 %	100	33.90	66.11	5.09	5.09	18.65	47.46	1.70	5.09	5.09	6.78	0.00	0.00	1.70	1.70	1.70	0.00
GS-11 #	146	66	80	7	6	47	48	7	9	3	15	0	0	1	2	1	0
GS-11 %	100	45.21	54.80	4.80	4.11	32.20	32.88	4.80	6.17	2.06	10.28	0.00	0.00	0.69	1.37	0.69	0.00
GS-12 #	476	226	250	18	21	164	166	21	22	23	33	0	0	0	4	0	4
GS-12 %	100	47.48	52.53	3.79	4.42	34.46	34.88	4.42	4.63	4.84	6.94	0.00	0.00	0.00	0.85	0.00	0.85
GS-13 #	1128	585	543	41	48	458	397	34	40	42	49	10	0	0	6	0	3
GS-13 %	100	51.87	48.14	3.64	4.26	40.61	35.20	3.02	3.55	3.73	4.35	0.89	0.00	0.00	0.54	0.00	0.27
GS-14 #	372	210	162	11	14	178	127	4	9	12	9	5	0	0	2	0	1
GS-14 %	100	56.46	43.55	2.96	3.77	47.85	34.14	1.08	2.42	3.23	2.42	1.35	0.00	0.00	0.54	0.00	0.27

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	259	148	111	9	7	119	85	5	7	15	12	0	0	0	0	0	0
GS-15 %	100	57.15	42.86	3.48	2.71	45.95	32.82	1.94	2.71	5.80	4.64	0.00	0.00	0.00	0.00	0.00	0.00
SL-00 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
SL-00 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST-00 #	4	2	2	0	0	1	2	0	0	1	0	0	0	0	0	0	0
ST-00 %	100	50.00	50.00	0.00	0.00	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	1153																
Relevant Applicant Pool %	100	56.72	43.28	6.07	4.86	32.26	25.5	8.33	5.46	6.24	4.77	1.91	1.21	0.17	4.86	1.73	0.69
Internal Applications #	1153	654	499	70	56	372	294	96	63	72	55	22	14	2	56	20	8
Internal Applications %	100	56.73	43.28	6.08	4.86	32.27	25.50	8.33	5.47	6.25	4.78	1.91	1.22	0.18	4.86	1.74	0.70
Qualified Internal Applicants #	662	338	324	35	37	204	208	41	34	38	29	11	8	1	37	8	5
Qualified Internal Applicants %	100	51.06	48.95	5.29	5.59	30.82	31.42	6.20	5.14	5.75	4.39	1.67	1.21	0.16	5.59	1.21	0.76
Referred Applicants #	632	326	306	33	36	200	195	40	33	33	28	11	8	1	36	8	5
Referred Applicants %	100	51.59	48.42	5.23	5.70	31.65	30.86	6.33	5.23	5.23	4.44	1.75	1.27	0.16	5.70	1.27	0.80
Interviewed Applicants #	113	55	58	9	10	33	30	5	8	4	7	4	3	0	10	0	0
Interviewed Applicants %	100	48.68	51.33	7.97	8.85	29.21	26.55	4.43	7.08	3.54	6.20	3.54	2.66	0.00	8.85	0.00	0.00
Internal Selections #	194	87	107	9	15	59	73	10	7	3	11	5	1	1	15	0	0
Internal Selections %	100	44.85	55.16	4.64	7.74	30.42	37.63	5.16	3.61	1.55	5.68	2.58	0.52	0.52	7.74	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	812																
Voluntarily Identified Applicants #	812	435	377	37	34	287	230	65	45	38	63	6	5	2	34	0	0
Voluntarily Identified Applicants %	100	53.58	46.43	4.56	4.19	35.35	28.33	8.01	5.55	4.68	7.76	0.74	0.62	0.25	4.19	0.00	0.00
Qualified External Applicants #	713	391	322	32	29	255	186	60	41	36	61	6	5	2	29	0	0
Qualified External Applicants %	100	54.84	45.17	4.49	4.07	35.77	26.09	8.42	5.76	5.05	8.56	0.85	0.71	0.29	4.07	0.00	0.00
Referred Applicants #	652	348	304	29	24	228	180	54	38	30	57	5	5	2	24	0	0
Referred Applicants %	100	53.38	46.63	4.45	3.69	34.97	27.61	8.29	5.83	4.61	8.75	0.77	0.77	0.31	3.69	0.00	0.00
Interviewed Applicants #	19	8	11	1	1	4	9	0	1	3	0	0	0	0	1	0	0
Interviewed Applicants %	100	42.11	57.90	5.27	5.27	21.06	47.37	0.00	5.27	15.79	0.00	0.00	0.00	0.00	5.27	0.00	0.00
External Selections #	42	16	26	4	2	10	15	1	2	1	6	0	1	0	2	0	0
External Selections %	100	38.10	61.91	9.53	4.77	23.81	35.72	2.39	4.77	2.39	14.29	0.00	2.39	0.00	4.77	0.00	0.00
<b>CHEMISTS (1320) #</b>	129	60	69	15	20	30	29	9	12	2	3	4	5	0	0	0	0
<b>CHEMISTS (1320) %</b>	100	46.52	53.49	11.63	15.51	23.26	22.49	6.98	9.31	1.56	2.33	3.11	3.88	0.00	0.00	0.00	0.00
Occupational CLF %	100	62.2	37.8	3.7	2.4	46.3	24.6	3.7	3.5	7.6	6.4	0	0.1	0.1	0.2	0.9	0.7
GS-07 #	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	100.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	6	2	4	0	0	2	3	0	1	0	0	0	0	0	0	0	0

## Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024.

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-09 %	100	33.34	66.67	0.00	0.00	33.34	50.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	19	10	9	1	0	6	5	2	2	1	1	0	0	0	1	0	0
GS-11 %	100	52.64	47.37	5.27	0.00	31.58	26.32	10.53	10.53	5.27	5.27	0.00	0.00	0.00	5.27	0.00	0.00
GS-12 #	102	60	42	4	5	38	24	7	5	10	8	0	0	1	0	0	0
GS-12 %	100	58.83	41.18	3.93	4.91	37.26	23.53	6.87	4.91	9.81	7.85	0.00	0.00	0.99	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	162																
Relevant Applicant Pool % %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	162	90	72	8	7	59	43	9	7	11	11	3	1	0	7	0	0
Internal Applications %	100	55.56	44.45	4.94	4.33	36.42	26.55	5.56	4.33	6.80	6.80	1.86	0.62	0.00	4.33	0.00	0.00
Qualified Internal Applicants #	104	44	60	3	5	35	44	1	3	4	7	1	1	0	5	0	0
Qualified Internal Applicants %	100	42.31	57.70	2.89	4.81	33.66	42.31	0.97	2.89	3.85	6.74	0.97	0.97	0.00	4.81	0.00	0.00
Referred Applicants #	94	41	53	3	4	33	38	1	3	3	7	1	1	0	4	0	0
Referred Applicants %	100	43.62	56.39	3.20	4.26	35.11	40.43	1.07	3.20	3.20	7.45	1.07	1.07	0.00	4.26	0.00	0.00
Interviewed Applicants #	20	9	11	1	1	5	9	1	0	2	1	0	0	0	1	0	0
Interviewed Applicants %	100	45.00	55.01	5.00	5.00	25.00	45.00	5.00	0.00	10.00	5.00	0.00	0.00	0.00	5.00	0.00	0.00
Internal Selections #	36	12	24	0	2	11	20	0	0	1	2	0	0	0	2	0	0
Internal Selections %	100	33.34	66.67	0.00	5.56	30.56	55.56	0.00	0.00	2.78	5.56	0.00	0.00	0.00	5.56	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	1694																
Voluntarily Identified Applicants #	1678	938	740	89	84	496	349	121	168	224	127	6	8	2	84	0	0
Voluntarily Identified Applicants %	100	55.90	44.11	5.31	5.01	29.56	20.80	7.22	10.02	13.35	7.57	0.36	0.48	0.12	5.01	0.00	0.00
Qualified External Applicants #	1486	823	663	81	74	437	310	105	156	193	112	5	7	2	74	0	0
Qualified External Applicants %	100	55.39	44.62	5.46	4.98	29.41	20.87	7.07	10.50	12.99	7.54	0.34	0.48	0.14	4.98	0.00	0.00
Referred Applicants #	1385	770	615	78	67	407	289	98	142	180	107	5	7	2	67	0	0
Referred Applicants %	100	55.60	44.41	5.64	4.84	29.39	20.87	7.08	10.26	13.00	7.73	0.37	0.51	0.15	4.84	0.00	0.00
Interviewed Applicants #	8	3	5	0	0	1	3	0	0	2	2	0	0	0	0	0	0
Interviewed Applicants %	100	37.50	62.50	0.00	0.00	12.50	37.50	0.00	0.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	27	15	12	2	1	8	6	3	2	2	2	0	0	0	1	0	0
External Selections %	100	55.56	44.45	7.41	3.71	29.63	22.23	11.12	7.41	7.41	7.41	0.00	0.00	0.00	3.71	0.00	0.00

**Table A6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)**

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
<b>BIOLOGIST (0401) #</b>	168	87	81	5	7	67	58	4	6	10	9	0	0	0	0	1	1
<b>BIOLOGIST (0401) %</b>	100	51.79	48.22	2.98	4.17	39.89	34.53	2.39	3.58	5.96	5.36	0.00	0.00	0.00	0.00	0.60	0.60
<b>Occupational CLF %</b>	100	51.9	48.1	2.6	3.1	42.2	36.6	1.2	1.8	4.2	5	0.1	0	0.2	0.3	1.3	1.3
GS-07 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
GS-07 %	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
GS-08 #	20	10	10	0	0	10	9	0	0	0	0	0	0	0	0	0	1
GS-08 %	100	50.00	50.00	0.00	0.00	50.00	45.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00
GS-09 #	69	38	31	1	3	30	24	0	2	6	2	0	0	0	0	1	0
GS-09 %	100	55.08	44.93	1.45	4.35	43.48	34.79	0.00	2.90	8.70	2.90	0.00	0.00	0.00	0.00	1.45	0.00
GS-10 #	53	28	25	5	7	15	11	5	6	3	1	0	0	0	0	0	0
GS-10 %	100	52.84	47.17	9.44	13.21	28.31	20.76	9.44	11.33	5.67	1.89	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	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
GS-12 #	6	2	4	0	1	2	1	0	2	0	0	0	0	0	0	0	0
GS-12 %	100	33.34	66.67	0.00	16.67	33.34	16.67	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
GS-14 %	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
GS-15 #	4	3	1	1	0	2	1	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	75.00	25.00	25.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RF-D #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
RF-D %	100	66.67	33.34	0.00	0.00	66.67	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-A #	5	4	1	0	0	3	1	0	0	1	0	0	0	0	0	0	0
RG-A %	100	80.00	20.00	0.00	0.00	60.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-B #	4	1	3	0	1	1	1	0	1	0	0	0	0	0	0	0	0
RG-B %	100	25.00	75.00	0.00	25.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	25																
<b>Relevant Applicant Pool % %</b>	100	52	48	4	0	32	44	4	0	8	4	0	0	0	0	0	0
Internal Applications #	25	13	12	1	0	8	11	1	0	2	1	1	0	0	0	0	0
Internal Applications %	100	52.00	48.00	4.00	0.00	32.00	44.00	4.00	0.00	8.00	4.00	4.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	14	6	8	1	0	5	7	0	0	0	1	0	0	0	0	0	0
Qualified Internal Applicants %	100	42.86	57.15	7.15	0.00	35.72	50.00	0.00	0.00	0.00	7.15	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	14	6	8	1	0	5	7	0	0	0	1	0	0	0	0	0	0
Referred Applicants %	100	42.86	57.15	7.15	0.00	35.72	50.00	0.00	0.00	0.00	7.15	0.00	0.00	0.00	0.00	0.00	0.00

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	5	3	2	1	0	2	2	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	60.00	40.00	20.00	0.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	19																
Voluntarily Identified Applicants #	19	1	18	0	3	0	3	1	3	0	3	0	3	0	3	0	0
Voluntarily Identified Applicants %	100	5.27	94.74	0.00	15.79	0.00	15.79	5.27	15.79	0.00	15.79	0.00	15.79	0.00	15.79	0.00	0.00
Qualified External Applicants #	13	1	12	0	2	0	2	1	2	0	2	0	2	0	2	0	0
Qualified External Applicants %	100	7.70	92.31	0.00	15.39	0.00	15.39	7.70	15.39	0.00	15.39	0.00	15.39	0.00	15.39	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
<b>ENVIRONMENTAL ENGINEERING (0819) #</b>	55	32	23	0	0	23	12	5	4	4	5	0	0	0	2	0	0
<b>ENVIRONMENTAL ENGINEERING (0819) %</b>	100	58.19	41.82	0.00	0.00	41.82	21.82	9.10	7.28	7.28	9.10	0.00	0.00	0.00	3.64	0.00	0.00
<b>Occupational CLF %</b>	100	70.6	29.4	4.3	2.1	55.2	21.7	4.3	2.3	4.8	2.6	0.1	0.1	0.4	0.1	1.3	0.5
GS-09 #	8	6	2	0	0	4	1	2	0	0	1	0	0	0	0	0	0
GS-09 %	100	75.00	25.00	0.00	0.00	50.00	12.50	25.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	19	14	5	0	0	13	2	0	1	1	1	0	0	0	1	0	0
GS-10 %	100	73.69	26.32	0.00	0.00	68.43	10.53	0.00	5.27	5.27	5.27	0.00	0.00	0.00	5.27	0.00	0.00
GS-11 #	18	6	12	0	0	3	7	1	2	2	2	0	0	0	1	0	0
GS-11 %	100	33.34	66.67	0.00	0.00	16.67	38.89	5.56	11.12	11.12	11.12	0.00	0.00	0.00	5.56	0.00	0.00
GS-12 #	5	2	3	0	0	1	1	0	1	1	1	0	0	0	0	0	0
GS-12 %	100	40.00	60.00	0.00	0.00	20.00	20.00	0.00	20.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
GS-13 %	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
GS-15 #	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	0.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
SES %	100	100.00	0.00	0.00	0.00	66.67	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>INTERNAL COMPETITIVE PROMOTIONS</b>																	
Vacancy Announcements #	25																
Relevant Applicant Pool %	25	13	12	1	0	8	11	1	0	2	1	1	0	0	0	0	0
Internal Applications #	25	13	12	1	0	8	11	1	0	2	1	1	0	0	0	0	0

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Voluntarily Identified Applicants %	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
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
GENERAL PHYSICAL SCIENCE (1301) #	64	33	31	0	0	28	22	1	4	4	5	0	0	0	0	0	0
GENERAL PHYSICAL SCIENCE (1301) %	100	51.57	48.44	0.00	0.00	43.75	34.38	1.57	6.25	6.25	7.82	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	56.7	43.3	2.8	2.8	42.1	29.9	1.7	2.1	8.7	7.3	0.1	0.1	0.1	0.1	1.3	1
GS-07 #	5	2	3	0	0	2	3	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	40.00	60.00	0.00	0.00	40.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	17	9	8	0	0	8	6	0	0	1	2	0	0	0	0	0	0
GS-09 %	100	52.95	47.06	0.00	0.00	47.06	35.30	0.00	0.00	5.89	11.77	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	18	11	7	0	0	10	5	1	0	0	2	0	0	0	0	0	0
GS-10 %	100	61.12	38.89	0.00	0.00	55.56	27.78	5.56	0.00	0.00	11.12	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	6	2	4	0	0	1	0	0	3	1	1	0	0	0	0	0	0
GS-11 %	100	33.34	66.67	0.00	0.00	16.67	0.00	0.00	50.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	10	5	5	0	0	3	5	0	0	2	0	0	0	0	0	0	0
GS-12 %	100	50.00	50.00	0.00	0.00	30.00	50.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	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
GS-15 #	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
GS-15 %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	22																
Relevant Applicant Pool %	100	45.45	54.55	0	0	27.27	50	4.55	0	0	0	0	0	0	0	0	0
Internal Applications #	22	10	12	0	0	6	11	1	0	2	1	1	0	0	0	0	0
Internal Applications %	100	45.46	54.55	0.00	0.00	27.28	50.00	4.55	0.00	9.10	4.55	4.55	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	11	3	8	0	0	3	7	0	0	0	1	0	0	0	0	0	0
Qualified Internal Applicants %	100	27.28	72.73	0.00	0.00	27.28	63.64	0.00	0.00	0.00	9.10	0.00	0.00	0.00	0.00	0.00	0.00

## Environmental Protection Agency

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Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Referred Applicants #	11	3	8	0	0	3	7	0	0	0	1	0	0	0	0	0	0
Referred Applicants %	100	27.28	72.73	0.00	0.00	27.28	63.64	0.00	0.00	0.00	9.10	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
Vacancy Announcements #	44																
Voluntarily Identified Applicants #	44	22	22	0	3	12	8	2	8	8	3	0	0	0	3	0	0
Voluntarily Identified Applicants %	100	50.00	50.00	0.00	6.82	27.28	18.19	4.55	18.19	18.19	6.82	0.00	0.00	0.00	6.82	0.00	0.00
Qualified External Applicants #	19	7	12	0	2	4	4	1	4	2	2	0	0	0	2	0	0
Qualified External Applicants %	100	36.85	63.16	0.00	10.53	21.06	21.06	5.27	21.06	10.53	10.53	0.00	0.00	0.00	10.53	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
CHEMISTS (1320) #	25	16	9	0	0	15	8	1	0	0	1	0	0	0	0	0	0
CHEMISTS (1320) %	100	64.00	36.00	0.00	0.00	60.00	32.00	4.00	0.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	62.2	37.8	3.7	2.4	46.3	24.6	3.7	3.5	7.6	6.4	0	0.1	0.1	0.2	0.9	0.7
GS-09 #	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	10	6	4	0	0	6	4	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	60.00	40.00	0.00	0.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	13	10	3	10	3	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	76.93	23.08	76.93	23.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	7																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	7	4	3	1	0	3	2	0	0	0	1	0	0	0	0	0	0

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent #	2158	1041	1117	52	71	827	769	83	169	67	91	8	6	0	1	9	9
GS-15 or Equivalent %	100	48.24	51.77	2.41	3.30	38.33	35.64	3.85	7.84	3.11	4.22	0.38	0.28	0.00	0.05	0.42	0.42
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	568																
Internal Applications #	529	283	246	15	26	186	144	38	41	38	23	5	12	1	0	0	0
Internal Applications %	100	53.50	46.51	2.84	4.92	35.17	27.23	7.19	7.76	7.19	4.35	0.95	2.27	0.19	0.00	0.00	0.00
Qualified Internal Applicants #	351	162	189	10	19	117	122	18	26	14	15	2	7	1	0	0	0
Qualified Internal Applicants %	100	46.16	53.85	2.85	5.42	33.34	34.76	5.13	7.41	3.99	4.28	0.57	2.00	0.29	0.00	0.00	0.00
Referred Applicants #	329	155	174	10	18	111	111	18	24	13	14	2	7	1	0	0	0
Referred Applicants %	100	47.12	52.89	3.04	5.48	33.74	33.74	5.48	7.30	3.96	4.26	0.61	2.13	0.31	0.00	0.00	0.00
Interviewed Applicants #	40	20	20	2	1	13	15	1	2	3	2	1	0	0	0	0	0
Interviewed Applicants %	100	50.00	50.00	5.00	2.50	32.50	37.50	2.50	5.00	7.50	5.00	2.50	0.00	0.00	0.00	0.00	0.00
Internal Selections #	95	41	54	2	3	33	41	4	4	1	5	1	1	0	0	0	0
Internal Selections %	100	43.16	56.85	2.11	3.16	34.74	43.16	4.22	4.22	1.06	5.27	1.06	1.06	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	5054																
Voluntarily Identified Applicants #	4793	2734	2059	287	196	1354	851	555	697	444	213	87	89	7	13	0	0
Voluntarily Identified Applicants %	100	57.05	42.96	5.99	4.09	28.25	17.76	11.58	14.55	9.27	4.45	1.82	1.86	0.15	0.28	0.00	0.00
Qualified External Applicants #	3042	1687	1355	181	118	844	565	338	459	270	154	49	52	5	7	0	0
Qualified External Applicants %	100	55.46	44.55	5.96	3.88	27.75	18.58	11.12	15.09	8.88	5.07	1.62	1.71	0.17	0.24	0.00	0.00
Referred Applicants #	2379	1376	1003	150	89	687	405	287	343	207	122	42	39	3	5	0	0
Referred Applicants %	100	57.84	42.17	6.31	3.75	28.88	17.03	12.07	14.42	8.71	5.13	1.77	1.64	0.13	0.22	0.00	0.00
Interviewed Applicants #	71	42	29	5	3	26	16	3	4	7	4	1	1	0	1	0	0
Interviewed Applicants %	100	59.16	40.85	7.05	4.23	36.62	22.54	4.23	5.64	9.86	5.64	1.41	1.41	0.00	1.41	0.00	0.00
External Selections #	113	52	61	3	5	36	33	5	14	8	8	0	1	0	0	0	0
External Selections %	100	46.02	53.99	2.66	4.43	31.86	29.21	4.43	12.39	7.08	7.08	0.00	0.89	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 or Equivalent #	2991	1428	1563	101	108	1055	1014	163	280	85	132	16	16	2	2	11	11
GS-14 or Equivalent %	100	47.75	52.26	3.38	3.62	35.28	33.91	5.45	9.37	2.85	4.42	0.54	0.54	0.07	0.07	0.37	0.37
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	1635																
Internal Applications #	1577	861	716	81	85	482	354	190	173	95	74	13	28	0	2	0	0
Internal Applications %	100	54.60	45.41	5.14	5.39	30.57	22.45	12.05	10.98	6.03	4.70	0.83	1.78	0.00	0.13	0.00	0.00
Qualified Internal Applicants #	893	480	413	37	52	262	247	78	96	52	0	0	12	51	6	0	0
Qualified Internal Applicants %	100	53.76	46.25	4.15	5.83	29.34	27.66	8.74	10.76	5.83	0.00	0.00	1.35	5.72	0.68	0.00	0.00
Referred Applicants #	822	405	417	33	49	250	231	71	76	45	50	6	11	0	0	0	0
Referred Applicants %	100	49.28	50.73	4.02	5.97	30.42	28.11	8.64	9.25	5.48	6.09	0.73	1.34	0.00	0.00	0.00	0.00
Interviewed Applicants #	144	79	65	10	8	49	36	11	10	8	9	1	2	0	0	0	0
Interviewed Applicants %	100	54.87	45.14	6.95	5.56	34.03	25.00	7.64	6.95	5.56	6.25	0.70	1.39	0.00	0.00	0.00	0.00
Internal Selections #	162	63	99	4	13	45	58	9	13	5	14	0	1	0	0	0	0
Internal Selections %	100	38.89	61.12	2.47	8.03	27.78	35.81	5.56	8.03	3.09	8.65	0.00	0.62	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	9034																
Voluntarily Identified Applicants #	8557	4736	3821	471	398	2244	1522	1173	1398	696	370	121	109	31	24	0	0
Voluntarily Identified Applicants %	100	55.35	44.66	5.51	4.66	26.23	17.79	13.71	16.34	8.14	4.33	1.42	1.28	0.37	0.29	0.00	0.00
Qualified External Applicants #	5789	3075	2714	304	297	1463	1079	748	966	465	273	73	80	22	19	0	0
Qualified External Applicants %	100	53.12	46.89	5.26	5.14	25.28	18.64	12.93	16.69	8.04	4.72	1.27	1.39	0.39	0.33	0.00	0.00
Referred Applicants #	4153	2261	1892	228	228	1131	799	544	629	281	161	58	61	19	14	0	0
Referred Applicants %	100	54.45	45.56	5.50	5.50	27.24	19.24	13.10	15.15	6.77	3.88	1.40	1.47	0.46	0.34	0.00	0.00
Interviewed Applicants #	214	125	89	17	18	49	45	40	15	11	9	8	2	0	0	0	0
Interviewed Applicants %	100	58.42	41.59	7.95	8.42	22.90	21.03	18.70	7.01	5.15	4.21	3.74	0.94	0.00	0.00	0.00	0.00
External Selections #	139	73	66	6	10	49	33	8	14	6	8	3	1	1	0	0	0
External Selections %	100	52.52	47.49	4.32	7.20	35.26	23.75	5.76	10.08	4.32	5.76	2.16	0.72	0.72	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent #	6126	2903	3223	218	254	1973	1972	355	645	294	300	40	26	3	2	23	23
GS-13 or Equivalent %	100	47.39	52.62	3.56	4.15	32.21	32.20	5.80	10.53	4.80	4.90	0.66	0.43	0.05	0.04	0.38	0.38
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	1086																
Internal Applications #	1086	522	564	79	72	247	277	127	141	38	45	28	24	3	5	0	0
Internal Applications %	100	48.07	51.94	7.28	6.63	22.75	25.51	11.70	12.99	3.50	4.15	2.58	2.21	0.28	0.47	0.00	0.00
Qualified Internal Applicants #	457	175	282	20	39	100	158	31	56	14	19	10	8	0	2	0	0
Qualified Internal Applicants %	100	38.30	61.71	4.38	8.54	21.89	34.58	6.79	12.26	3.07	4.16	2.19	1.76	0.00	0.44	0.00	0.00
Referred Applicants #	417	166	251	19	35	94	143	30	48	13	16	10	7	0	2	0	0
Referred Applicants %	100	39.81	60.20	4.56	8.40	22.55	34.30	7.20	11.52	3.12	3.84	2.40	1.68	0.00	0.48	0.00	0.00
Interviewed Applicants #	60	19	41	1	9	12	17	3	8	1	4	2	2	0	1	0	0
Interviewed Applicants %	100	31.67	68.34	1.67	15.00	20.00	28.34	5.00	13.34	1.67	6.67	3.34	3.34	0.00	1.67	0.00	0.00
Internal Selections #	179	69	110	6	15	44	69	8	15	5	7	6	3	0	1	0	0
Internal Selections %	100	38.55	61.46	3.36	8.38	24.59	38.55	4.47	8.38	2.80	3.92	3.36	1.68	0.00	0.56	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	17507																
Voluntarily Identified Applicants #	16903	9401	7502	967	686	4872	3553	1828	2125	1447	885	210	208	77	45	0	0
Voluntarily Identified Applicants %	100	55.62	44.39	5.73	4.06	28.83	21.02	10.82	12.58	8.57	5.24	1.25	1.24	0.46	0.27	0.00	0.00
Qualified External Applicants #	11922	6290	5632	631	500	3349	2662	1168	1522	973	651	125	269	44	28	0	0
Qualified External Applicants %	100	52.76	47.25	5.30	4.20	28.10	22.33	9.80	12.77	8.17	5.47	1.05	2.26	0.37	0.24	0.00	0.00
Referred Applicants #	7298	4026	3272	411	311	2226	1620	734	893	552	357	79	76	24	15	0	0
Referred Applicants %	100	55.17	44.84	5.64	4.27	30.51	22.20	10.06	12.24	7.57	4.90	1.09	1.05	0.33	0.21	0.00	0.00
Interviewed Applicants #	287	156	131	16	17	79	72	33	37	17	0	3	5	8	0	0	0
Interviewed Applicants %	100	54.36	45.65	5.58	5.93	27.53	25.09	11.50	12.90	5.93	0.00	1.05	1.75	2.79	0.00	0.00	0.00
External Selections #	344	149	195	18	15	91	125	23	31	13	20	4	4	0	0	0	0
External Selections %	100	43.32	56.69	5.24	4.37	26.46	36.34	6.69	9.02	3.78	5.82	1.17	1.17	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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



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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Vacancy Announcements #	2138																
Voluntarily Identified Applicants #	2103	1241	862	101	73	543	351	293	297	232	111	63	28	9	73	0	0
Voluntarily Identified Applicants %	100	59.02	40.99	4.81	3.48	25.83	16.70	13.94	14.13	11.04	5.28	3.00	1.34	0.43	3.48	0.00	0.00
Qualified External Applicants #	1021	609	412	61	34	298	186	112	120	107	55	28	15	3	34	0	0
Qualified External Applicants %	100	59.65	40.36	5.98	3.34	29.19	18.22	10.97	11.76	10.48	5.39	2.75	1.47	0.30	3.34	0.00	0.00
Referred Applicants #	498	294	204	33	16	156	87	49	60	41	33	13	7	2	16	0	0
Referred Applicants %	100	59.04	40.97	6.63	3.22	31.33	17.47	9.84	12.05	8.24	6.63	2.62	1.41	0.41	3.22	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	63	33	30	15	4	10	14	3	8	3	2	2	2	0	4	0	0
External Selections %	100	52.39	47.62	23.81	6.35	15.88	22.23	4.77	12.70	4.77	3.18	3.18	3.18	0.00	6.35	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
Managers #	694	341	353	39	35	245	216	34	64	15	31	0	2	7	4	1	1
Managers %	100	49.14	50.87	5.62	5.05	35.31	31.13	4.90	9.23	2.17	4.47	0.00	0.29	1.01	0.58	0.15	0.15
GM-14 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GM-14 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	7	3	4	1	1	2	1	0	1	0	1	0	0	0	1	0	0
GS-13 %	100	42.86	57.15	14.29	14.29	28.58	14.29	0.00	14.29	0.00	14.29	0.00	0.00	0.00	14.29	0.00	0.00
GS-14 #	708	355	353	38	35	261	216	34	64	15	30	4	1	2	35	1	0
GS-14 %	100	50.15	49.86	5.37	4.95	36.87	30.51	4.81	9.04	2.12	4.24	0.57	0.15	0.29	4.95	0.15	0.00
GS-15 #	388	206	182	34	18	112	91	32	46	27	20	0	3	0	18	1	4
GS-15 %	100	53.10	46.91	8.77	4.64	28.87	23.46	8.25	11.86	6.96	5.16	0.00	0.78	0.00	4.64	0.26	1.04
SES #	120	69	51	7	18	36	20	16	10	7	3	3	0	0	18	0	0
SES %	100	57.50	42.50	5.84	15.00	30.00	16.67	13.34	8.34	5.84	2.50	2.50	0.00	0.00	15.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	25																
Relevant Applicant Pool %	100	47.73	52.27	3.39	3.6	35.28	33.9	5.47	9.37	2.84	4.43	0.52	0.52	0.07	3.6	0.17	0.38

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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Internal Applications #	25	17	8	3	0	11	4	2	2	1	2	0	0	0	0	0	0
Internal Applications %	100	68.00	32.00	12.00	0.00	44.00	16.00	8.00	8.00	4.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	9	4	5	1	0	3	2	0	1	0	2	0	0	0	0	0	0
Qualified Internal Applicants %	100	44.45	55.56	11.12	0.00	33.34	22.23	0.00	11.12	0.00	22.23	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	9	4	5	1	0	3	2	0	1	0	2	0	0	0	0	0	0
Referred Applicants %	100	44.45	55.56	11.12	0.00	33.34	22.23	0.00	11.12	0.00	22.23	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	3	1	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0
Internal Selections %	100	33.34	66.67	0.00	0.00	33.34	0.00	0.00	33.34	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00
<b>NEW HIRES</b>																	
Vacancy Announcements #	325																
Voluntarily Identified Applicants #	319	183	136	19	16	82	61	38	36	41	18	3	4	0	16	0	0
Voluntarily Identified Applicants %	100	57.37	42.64	5.96	5.02	25.71	19.13	11.92	11.29	12.86	5.65	0.95	1.26	0.00	5.02	0.00	0.00
Qualified External Applicants #	188	99	89	9	9	47	46	19	19	23	12	1	3	0	9	0	0
Qualified External Applicants %	100	52.66	47.35	4.79	4.79	25.00	24.47	10.11	10.11	12.24	6.39	0.54	1.60	0.00	4.79	0.00	0.00
Referred Applicants #	135	66	69	9	9	38	34	11	14	7	9	1	3	0	9	0	0
Referred Applicants %	100	48.89	51.12	6.67	6.67	28.15	25.19	8.15	10.38	5.19	6.67	0.75	2.23	0.00	6.67	0.00	0.00
Interviewed Applicants #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	7	0	7	0	2	0	4	0	0	0	1	0	0	0	2	0	0
External Selections %	100	0.00	100.00	0.00	28.58	0.00	57.15	0.00	0.00	0.00	14.29	0.00	0.00	0.00	28.58	0.00	0.00
<b>CAREER DEVELOPMENT PROGRAM</b>																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	196	128	68	16	6	74	36	31	24	4	1	0	0	3	6	0	1
GS-13 %	100	65.31	34.70	8.17	3.07	37.76	18.37	15.82	12.25	2.05	0.52	0.00	0.00	1.54	3.07	0.00	0.52

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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-14 #	6927	4162	2765	521	392	2225	1179	818	825	502	284	48	38	19	392	29	42
GS-14 %	100	60.09	39.92	7.53	5.66	32.13	17.03	11.81	11.91	7.25	4.10	0.70	0.55	0.28	5.66	0.42	0.61
GS-15 #	7662	4358	3304	525	367	2132	1345	915	1107	702	347	59	46	10	367	15	84
GS-15 %	100	56.88	43.13	6.86	4.79	27.83	17.56	11.95	14.45	9.17	4.53	0.78	0.61	0.14	4.79	0.20	1.10
SES #	256	144	112	6	17	80	35	27	26	24	27	3	3	4	17	0	4
SES %	100	56.25	43.75	2.35	6.65	31.25	13.68	10.55	10.16	9.38	10.55	1.18	1.18	1.57	6.65	0.00	1.57
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	1070																
Relevant Applicant Pool %	100	47.39	52.61	3.55	4.15	32.21	32.19	5.79	10.52	4.8	4.9	0.65	0.43	0.05	4.15	0.35	0.38
Internal Applications #	1075	633	442	59	56	358	221	123	102	82	47	5	6	1	56	5	9
Internal Applications %	100	58.89	41.12	5.49	5.21	33.31	20.56	11.45	9.49	7.63	4.38	0.47	0.56	0.10	5.21	0.47	0.84
Qualified Internal Applicants #	662	346	316	35	38	220	170	48	69	38	31	1	4	1	38	3	4
Qualified Internal Applicants %	100	52.27	47.74	5.29	5.75	33.24	25.68	7.26	10.43	5.75	4.69	0.16	0.61	0.16	5.75	0.46	0.61
Referred Applicants #	631	334	297	34	36	216	163	45	60	34	30	1	4	1	36	3	4
Referred Applicants %	100	52.94	47.07	5.39	5.71	34.24	25.84	7.14	9.51	5.39	4.76	0.16	0.64	0.16	5.71	0.48	0.64
Interviewed Applicants #	101	43	58	6	10	27	28	3	10	6	8	1	1	0	10	0	1
Interviewed Applicants %	100	42.58	57.43	5.95	9.91	26.74	27.73	2.98	9.91	5.95	7.93	1.00	1.00	0.00	9.91	0.00	1.00
Internal Selections #	134	58	76	6	10	40	48	9	10	2	7	1	1	0	10	0	0
Internal Selections %	100	43.29	56.72	4.48	7.47	29.86	35.83	6.72	7.47	1.50	5.23	0.75	0.75	0.00	7.47	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	7159																
Voluntarily Identified Applicants #	6698	3921	2777	422	284	2080	1165	817	928	558	267	23	112	21	284	0	0
Voluntarily Identified Applicants %	100	58.54	41.47	6.31	4.25	31.06	17.40	12.20	13.86	8.34	3.99	0.35	1.68	0.32	4.25	0.00	0.00
Qualified External Applicants #	4176	2401	1775	258	184	1236	744	490	583	327	180	74	70	16	184	0	0
Qualified External Applicants %	100	57.50	42.51	6.18	4.41	29.60	17.82	11.74	13.97	7.84	4.32	1.78	1.68	0.39	4.41	0.00	0.00
Referred Applicants #	3242	1911	1331	221	143	987	562	400	432	227	132	64	53	12	143	0	0
Referred Applicants %	100	58.95	41.06	6.82	4.42	30.45	17.34	12.34	13.33	7.01	4.08	1.98	1.64	0.38	4.42	0.00	0.00
Interviewed Applicants #	147	85	62	15	11	46	34	7	5	9	9	8	2	0	11	0	0
Interviewed Applicants %	100	57.83	42.18	10.21	7.49	31.30	23.13	4.77	3.41	6.13	6.13	5.45	1.37	0.00	7.49	0.00	0.00
External Selections #	196	89	107	8	10	62	58	7	21	8	14	3	3	1	10	0	0
External Selections %	100	45.41	54.60	4.09	5.11	31.64	29.60	3.58	10.72	4.09	7.15	1.54	1.54	0.52	5.11	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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

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

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	15945	7225	8720	535	717	5059	5215	864	1814	626	802	6	9	91	87	44	76
Permanent Workforce %	100	45.32	54.69	3.36	4.50	31.73	32.71	5.42	11.38	3.93	5.03	0.04	0.06	0.58	0.55	0.28	0.48
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TIME OFF AWARDS</b>																	
Time-Off Awards 1 - 10 hours: Awards Given #	52256	21408	30848	1294	2759	15318	19367	2738	5210	1679	2748	9	67	255	423	115	274
Time-Off Awards 1 - 10 hours: Awards Given %	100	40.97	59.04	2.48	5.28	29.32	37.07	5.24	9.98	3.22	5.26	0.02	0.13	0.49	0.81	0.23	0.53
Time-Off Awards 1 - 10 Hours: Total Hours #	5158	2251	2907	175	286	1557	1711	289	562	181	274	1	6	34	44	14	24
Time-Off Awards 1 - 10 Hours: Average Hours #	0.1	0.11	0.09	0.14	0.1	0.1	0.09	0.11	0.11	0.11	0.1	0.11	0.09	0.13	0.1	0.12	0.09
Time-Off Awards 11 - 20 hours: Awards Given #	39231	15761	23470	868	1459	11658	14144	1779	5449	1240	2102	16	0	168	128	32	188
Time-Off Awards 11 - 20 hours: Awards Given %	100	40.18	59.83	2.22	3.72	29.72	36.06	4.54	13.89	3.17	5.36	0.05	0.00	0.43	0.33	0.09	0.48
Time-Off Awards 11 - 20 Hours: Total Hours #	2054	848	1206	50	83	618	723	96	281	71	101	1	0	10	8	2	10
Time-Off Awards 11 - 20 Hours: Average Hours #	0.05	0.05	0.05	0.06	0.06	0.05	0.05	0.05	0.05	0.06	0.05	0.06	0	0.06	0.06	0.06	0.05
Time-Off Awards 21 - 30 hours: Awards Given #	21882	8947	12935	678	909	5866	8809	1137	2234	1164	887	0	0	48	48	54	48
Time-Off Awards 21 - 30 hours: Awards Given %	100	40.89	59.12	3.10	4.16	26.81	40.26	5.20	10.21	5.32	4.06	0.00	0.00	0.22	0.22	0.25	0.22
Time-Off Awards 21 - 30 Hours: Total Hours #	783	325	458	26	33	217	309	40	81	38	31	0	0	2	2	2	2
Time-Off Awards 21 - 30 Hours: Average Hours #	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.03	0.03	0	0	0.04	0.04	0.04	0.04
Time-Off Awards 31 - 40 hours: Awards Given #	40373	16592	23781	498	1275	13793	17107	1113	3324	1036	1614	0	31	152	272	0	158
Time-Off Awards 31 - 40 hours: Awards Given %	100	41.10	58.91	1.24	3.16	34.17	42.38	2.76	8.24	2.57	4.00	0.00	0.08	0.38	0.68	0.00	0.40
Time-Off Awards 31 - 40 Hours: Total Hours #	984	399	585	13	31	331	424	27	79	24	41	0	1	4	5	0	4
Time-Off Awards 31 - 40 Hours: Average Hours #	0.02	0.02	0.02	0.03	0.02	0.02	0.02	0.02	0.02	0.02	0.03	0	0.03	0.03	0.02	0	0.03
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CASH AWARDS</b>																	
Cash Awards \$500 and Under: Awards Given #	3702	1457	2245	120	168	1012	1342	192	462	106	212	0	7	19	26	8	28
Cash Awards \$500 and Under: Awards Given %	100	39.36	60.65	3.25	4.54	27.34	36.26	5.19	12.48	2.87	5.73	0.00	0.19	0.52	0.71	0.22	0.76
Cash Awards \$500 and Under: Total Amount \$	11349779	4271762	7078017	355943	513013	2989080	4168134	532331	1523376	309280	643857	0	38660	62845	101082	22283	89895
Cash Awards \$500 and Under: Average Amount \$	3065.85	2931.89	3152.79	2966.19	3053.65	2953.64	3105.91	2772.56	3297.35	2917.74	3037.06	0	5522.86	3307.63	3887.77	2785.38	3210.54
Cash Awards: \$501 - \$999: Awards Given #	1197	479	718	42	60	332	430	52	144	44	69	0	1	5	9	4	5
Cash Awards: \$501 - \$999: Awards Given %	100	40.02	59.99	3.51	5.02	27.74	35.93	4.35	12.04	3.68	5.77	0.00	0.09	0.42	0.76	0.34	0.42
Cash Awards: \$501 - \$999: Total Amount \$	3067061	1168622	1898439	109654	143141	856024	1128180	97789	423075	89791	171408	0	6360	6920	13325	8444	12950
Cash Awards: \$501 - \$999: Average Amount \$	2562.29	2439.71	2644.07	2610.81	2385.68	2578.39	2623.67	1880.56	2938.02	2040.7	2484.17	0	6360	1384	1480.56	2111	2590
Cash Awards: \$1000 - \$1999: Awards Given #	3465	1502	1963	113	170	997	1102	220	466	135	176	2	1	20	28	15	20
Cash Awards: \$1000 - \$1999: Awards Given %	100	43.35	56.66	3.27	4.91	28.78	31.81	6.35	13.45	3.90	5.08	0.06	0.03	0.58	0.81	0.44	0.58
Cash Awards: \$1000 - \$1999: Total Amount \$	7587958	3140322	4447636	225476	364998	2151723	2568204	451996	1006415	237937	399457	5125	4550	31235	70395	36830	33617

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Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$1000 - \$1999: Average Amount \$	2189.89	2090.76	2265.73	1995.36	2147.05	2158.2	2330.49	2054.53	2159.69	1762.5	2269.64	2562.5	4550	1561.75	2514.11	2455.33	1680.85
Cash Awards: \$2000 - \$2999: Awards Given #	4488	2117	2371	151	204	1462	1361	256	532	205	223	4	3	28	29	11	19
Cash Awards: \$2000 - \$2999: Awards Given %	100	47.18	52.83	3.37	4.55	32.58	30.33	5.71	11.86	4.57	4.97	0.09	0.07	0.63	0.65	0.25	0.43
Cash Awards: \$2000 - \$2999: Total Amount \$	11936267	5573694	6362573	392575	549513	3883624	3701010	664791	1380337	517515	595242	10625	6801	75570	79010	28994	50660
Cash Awards: \$2000 - \$2999: Average Amount \$	2659.6	2632.83	2683.5	2599.83	2693.69	2656.38	2719.33	2596.84	2594.62	2524.46	2669.25	2656.25	2267	2698.93	2724.48	2635.82	2666.32
Cash Awards: \$3000 - \$3999: Awards Given #	3552	1635	1917	129	136	1201	1217	162	353	121	175	1	3	16	17	5	16
Cash Awards: \$3000 - \$3999: Awards Given %	100	46.04	53.97	3.64	3.83	33.82	34.27	4.57	9.94	3.41	4.93	0.03	0.09	0.46	0.48	0.15	0.46
Cash Awards: \$3000 - \$3999: Total Amount \$	12740292	5841565	6898727	454504	477819	4269517	4356507	611090	1286265	429629	634904	3250	14110	55075	66795	18500	62327
Cash Awards: \$3000 - \$3999: Average Amount \$	3586.79	3572.82	3598.71	3523.29	3513.38	3554.97	3579.71	3772.16	3643.81	3550.65	3628.02	3250	4703.33	3442.19	3929.12	3700	3895.44
Cash Awards: \$4000 - \$4999: Awards Given #	1897	893	1004	43	78	698	646	76	178	62	92	0	1	10	4	4	5
Cash Awards: \$4000 - \$4999: Awards Given %	100	47.08	52.93	2.27	4.12	36.80	34.06	4.01	9.39	3.27	4.85	0.00	0.06	0.53	0.22	0.22	0.27
Cash Awards: \$4000 - \$4999: Total Amount \$	8717834	4072795	4645039	197182	359441	3177659	2964447	357311	836523	275619	434170	0	4504	46074	22810	18950	23144
Cash Awards: \$4000 - \$4999: Average Amount \$	4595.59	4560.8	4626.53	4585.63	4608.22	4552.52	4588.93	4701.46	4699.57	4445.47	4719.24	0	4504	4607.4	5702.5	4737.5	4628.8
Cash Awards: \$5000 or more: Awards Given #	398	176	222	11	15	138	152	17	38	9	13	0	1	1	0	0	3
Cash Awards: \$5000 or more: Awards Given %	100	44.23	55.78	2.77	3.77	34.68	38.20	4.28	9.55	2.27	3.27	0.00	0.26	0.26	0.00	0.00	0.76
Cash Awards: \$5000 or more: Total Amount \$	2710206	1235422	1474784	110758	89235	949849	1024022	100994	243367	68791	93010	0	5000	5030	0	0	20150
Cash Awards: \$5000 or more: Average Amount \$	6809.56	7019.44	6643.17	10068.91	5949	6882.96	6736.99	5940.82	6404.39	7643.44	7154.62	0	5000	5030	0	0	6716.67
<b>OTHER AWARDS</b>																	
Total QSI's Awarded #	494	185	309	17	27	139	197	20	48	8	31	0	1	1	4	0	1
Total QSI's Awarded %	100	37.45	62.56	3.45	5.47	28.14	39.88	4.05	9.72	1.62	6.28	0.00	0.21	0.21	0.81	0.00	0.21
Total Benefit \$	1988860	751326	1237534	70162	107150	561492	791811	83703	191234	32723	126283	0	3860	3246	14672	0	2524
Average Benefit \$	4026.03	4061.22	4004.96	4127.18	3968.52	4039.51	4019.35	4185.15	3984.04	4090.38	4073.65	0	3860	3246	3668	0	2524
Total Performance Based Pay Increases Awarded #	306	159	147	16	13	114	93	15	27	11	12	0	0	3	2	0	0
Total Performance Based Pay Increases Awarded %	100	51.97	48.04	5.23	4.25	37.26	30.40	4.91	8.83	3.60	3.93	0.00	0.00	0.99	0.66	0.00	0.00
Total Benefit \$	3406092	1774084	1632008	186027	134000	1266396	1061625	161545	293311	133516	119208	0	0	26600	23864	0	0
Average Benefit \$	11131.02	11157.76	11102.1	11626.69	10307.69	11108.74	11415.32	10769.67	10863.37	12137.82	9934	0	0	8866.67	11932	0	0

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	16220	12955	1010	2255	524	23	27	105	46	7	40	52	33	8	176	0	7
Total Workforce: Prior FY %	100	79.88	6.23	13.91	3.24	0.15	0.17	0.65	0.29	0.05	0.25	0.33	0.21	0.05	1.09	0.00	0.05
Total Workforce: Current FY #	16932	13263	1156	2513	609	34	32	134	60	9	42	52	37	7	195	0	7
Total Workforce: Current FY %	100	78.34	6.83	14.85	3.60	0.21	0.19	0.80	0.36	0.06	0.25	0.31	0.22	0.05	1.16	0.00	0.05
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	712	308	146	258	85	11	5	29	14	2	2	0	4	-1	19	0	0
Total Workforce: Ratio Change %	0.00	-1.54	0.60	0.94	0.36	0.06	0.02	0.15	0.07	0.01	0.00	-0.02	0.01	0.00	0.07	0.00	0.00
Total Workforce: Net Change %	4.39	2.38	14.46	11.45	16.23	47.83	18.52	27.62	30.44	28.58	5.00	0.00	12.13	-12.50	10.80	0.00	0.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	1986	1346	256	384	64	5	5	8	2	1	2	0	4	1	36	0	0
Total Workforce: New Hires %	100	67.78	12.90	19.34	3.23	0.26	0.26	0.41	0.11	0.06	0.11	0.00	0.21	0.06	1.82	0.00	0.00
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	37	19	5	13	2	0	0	0	0	0	0	0	0	0	2	0	0
Total Workforce: Removal %	100	51.36	13.52	35.14	5.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.41	0.00	0.00
Total Workforce: Resignation #	316	228	35	53	10	0	2	1	0	0	0	0	1	0	6	0	0
Total Workforce: Resignation %	100	72.16	11.08	16.78	3.17	0.00	0.64	0.32	0.00	0.00	0.00	0.00	0.32	0.00	1.90	0.00	0.00
Total Workforce: Retirement #	522	431	13	78	24	0	2	11	1	1	2	0	1	1	5	0	0
Total Workforce: Retirement %	100	82.57	2.50	14.95	4.60	0.00	0.39	2.11	0.20	0.20	0.39	0.00	0.20	0.20	0.96	0.00	0.00
Total Workforce: Other Separations #	337	244	47	46	9	0	0	0	1	0	0	2	1	0	5	0	0
Total Workforce: Other Separations %	100	72.41	13.95	13.65	2.68	0.00	0.00	0.00	0.30	0.00	0.00	0.60	0.30	0.00	1.49	0.00	0.00
Total Workforce: Total Separations #	1212	922	100	190	45	0	4	12	2	1	2	2	3	1	18	0	0
Total Workforce: Total Separations %	100	76.08	8.26	15.68	3.72	0.00	0.34	1.00	0.17	0.09	0.17	0.17	0.25	0.09	1.49	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	15248	12168	908	2172	510	23	26	103	46	6	39	52	32	8	168	0	7
Permanent Workforce: Prior FY %	100	79.81	5.96	14.25	3.35	0.16	0.18	0.68	0.31	0.04	0.26	0.35	0.21	0.06	1.11	0.00	0.05
Permanent Workforce: Current FY #	15945	12458	1065	2422	601	34	32	130	59	9	41	52	37	7	193	0	7
Permanent Workforce: Current FY %	100	78.14	6.68	15.19	3.77	0.22	0.21	0.82	0.38								



**For period covering October 1, 2023 to September 30, 2024.**

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## Environmental Protection Agency

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Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Temporary Workforce: Other Separations #	106	81	17	8	1	0	0	0	0	0	0	0	1	0	0	0	0
Temporary Workforce: Other Separations %	100	76.42	16.04	7.55	0.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.95	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	178	134	27	17	2	0	1	0	0	0	0	0	1	0	0	0	0
Temporary Workforce: Total Separations %	100	75.29	15.17	9.56	1.13	0.00	0.57	0.00	0.00	0.00	0.00	0.00	0.57	0.00	0.00	0.00	0.00
<b>SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE</b>																	
Schedule A (permanent): Prior FY #	186	3	35	148	37	4	2	6	5	0	3	0	3	1	12	1	0
Schedule A (permanent): Prior FY %	100	1.62	18.82	79.57	19.90	2.16	1.08	3.23	2.69	0.00	1.62	0.00	1.62	0.54	6.46	0.54	0.00
Schedule A (permanent): Current FY #	232	6	45	181	55	6	2	7	9	2	2	1	2	0	23	1	0
Schedule A (permanent): Current FY %	100	2.59	19.40	78.02	23.71	2.59	0.87	3.02	3.88	0.87	0.87	0.44	0.87	0.00	9.92	0.44	0.00
Schedule A (permanent): Difference #	46	3	10	33	18	2	0	1	4	2	-1	1	-1	-1	11	0	0
Schedule A (permanent): Ratio Change %	0.00	0.97	0.58	-1.55	3.81	0.43	-0.21	-0.21	1.19	0.87	-0.75	0.44	-0.75	-0.54	3.46	-0.10	0.00
Schedule A (permanent): Net Change %	24.74	100.00	28.58	22.30	48.65	50.00	0.00	16.67	80.00	0.00	-33.33	0.00	-33.33	-100.00	91.67	0.00	0.00
<b>EMPLOYEE GAINS</b>																	
Schedule A (permanent): New Hires #	121	2	25	94	28	1	3	6	2	1	0	1	0	0	14	0	0
Schedule A (permanent): New Hires %	100	1.66	20.67	77.69	23.15	0.83	2.48	4.96	1.66	0.83	0.00	0.83	0.00	0.00	11.58	0.00	0.00
<b>EMPLOYEE LOSSES</b>																	
Schedule A (permanent): Total Separations #	12	0	4	8	1	0	0	0	0	0	0	0	0	0	1	0	0
Schedule A (permanent): Total Separations %	100	0.00	33.34	66.67	8.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8.34	0.00	0.00

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

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TOTAL WORKFORCE (Participation Rate)																		
Total Workforce: Prior FY #	16220	13965	12955	1010	2255	524	23	27	105	46	7	40	52	33	8	176	0	7
Total Workforce: Prior FY %	100	86.10	79.88	6.23	13.91	3.24	0.15	0.17	0.65	0.29	0.05	0.25	0.33	0.21	0.05	1.09	0.00	0.05
Total Workforce: Current FY #	16932	14419	13263	1156	2513	609	34	32	134	60	9	42	52	37	7	195	0	7
Total Workforce: Current FY %	100	85.16	78.34	6.83	14.85	3.60	0.21	0.19	0.80	0.36	0.06	0.25	0.31	0.22	0.05	1.16	0.00	0.05
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	712	454	308	146	258	85	11	5	29	14	2	2	0	4	-1	19	0	0
Total Workforce: Ratio Change %	0.00	-0.94	-1.54	0.60	0.94	0.36	0.06	0.02	0.15	0.07	0.01	0.00	-0.02	0.01	0.00	0.07	0.00	0.00
Total Workforce: Net Change %	4.39	3.26	2.38	14.46	11.45	16.23	47.83	18.52	27.62	30.44	28.58	5.00	0.00	12.13	-12.50	10.80	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	1986	1602	1346	256	384	64	5	5	8	2	1	2	0	4	1	36	0	0
Total Workforce: New Hires %	100	80.67	67.78	12.90	19.34	3.23	0.26	0.26	0.41	0.11	0.06	0.11	0.00	0.21	0.06	1.82	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	37	24	19	5	13	2	0	0	0	0	0	0	0	0	0	2	0	0
Total Workforce: Removal %	0.22	0.17	0.15	0.44	0.52	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.03	0.00	0.00
Total Workforce: Resignation #	316	263	228	35	53	10	0	2	1	0	0	0	0	1	0	6	0	0
Total Workforce: Resignation %	1.87	1.83	1.72	3.03	2.11	1.65	0.00	6.25	0.75	0.00	0.00	0.00	0.00	2.71	0.00	3.08	0.00	0.00
Total Workforce: Retirement #	522	444	431	13	78	24	0	2	11	1	1	2	0	1	1	5	0	0
Total Workforce: Retirement %	3.09	3.08	3.25	1.13	3.11	3.95	0.00	6.25	8.21	1.67	11.12	4.77	0.00	2.71	14.29	2.57	0.00	0.00
Total Workforce: Other Separations #	337	291	244	47	46	9	0	0	0	1	0	0	2	1	0	5	0	0
Total Workforce: Other Separations %	2.00	2.02	1.84	4.07	1.84	1.48	0.00	0.00	0.00	1.67	0.00	0.00	3.85	2.71	0.00	2.57	0.00	0.00
Total Workforce: Total Separations #	1212	1022	922	100	190	45	0	4	12	2	1	2	2	3	1	18	0	0
Total Workforce: Total Separations %	7.16	7.09	6.96	8.66	7.57	7.39	0.00	12.50	8.96	3.34	11.12	4.77	3.85	8.11	14.29	9.24	0.00	0.00
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	15248	13076	12168	908	2172	510	23	26	103	46	6	39	52	32	8	168	0	7
Permanent Workforce: Prior FY %	100	85.76	79.81	5.96	14.25	3.35	0.16	0.18	0.68	0.31	0.04	0.26	0.35	0.21	0.06	1.11	0.00	0.05
Permanent Workforce: Current FY #	15945	13523	12458	1065	2422	601	34	32	130	59	9	41	52	37	7	193	0	7
Permanent Workforce: Current FY %	100	84.82	78.14	6.68	15.19	3.77	0.22	0.21	0.82	0.38	0.06	0.26	0.33	0.24	0.05	1.22	0.00	0.05
Permanent Workforce: Difference #	697	447	290	157	250	91	11	6	27	13	3	2	0	5	-1	25	0	0
Permanent Workforce: Ratio Change %	0.00	-0.94	-1.67	0.72	0.94	0.42	0.06	0.03	0.14	0.07	0.02	0.00	-0.02	0.03	-0.01	0.11	0.00	0.00
Permanent Workforce: Net Change %	4.58	3.42	2.39	17.30	11.52	17.85	47.83	23.08	26.22	28.27	50.00	5.13	0.00	15.63	-12.50	14.89	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		

**For period covering October 1, 2023 to September 30, 2024.**

Version 2.0.

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Permanent Workforce: New Hires #	1678	1343	1123	220	335	58	5	5	7	2	1	2	0	4	1	31	0	0
Permanent Workforce: New Hires %	100	80.04	66.93	13.12	19.97	3.46	0.30	0.30	0.42	0.12	0.06	0.12	0.00	0.24	0.06	1.85	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	34	23	18	5	11	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Removal %	0.22	0.18	0.15	0.47	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Resignation #	249	203	178	25	46	9	2	0	0	0	0	0	0	1	0	6	0	0
Permanent Workforce: Resignation %	1.57	1.51	1.43	2.35	1.90	1.50	5.89	0.00	0.00	0.00	0.00	0.00	0.00	2.71	0.00	3.11	0.00	0.00
Permanent Workforce: Retirement #	520	442	429	13	78	24	0	2	11	1	1	2	0	1	1	5	0	0
Permanent Workforce: Retirement %	3.27	3.27	3.45	1.23	3.23	4.00	0.00	6.25	8.47	1.70	11.12	4.88	0.00	2.71	14.29	2.60	0.00	0.00
Permanent Workforce: Other Separations #	231	193	163	30	38	8	0	0	0	1	0	0	2	0	0	5	0	0
Permanent Workforce: Other Separations %	1.45	1.43	1.31	2.82	1.57	1.34	0.00	0.00	0.00	1.70	0.00	0.00	3.85	0.00	0.00	2.60	0.00	0.00
Permanent Workforce: Total Separations #	1034	861	788	73	173	41	2	2	11	2	1	2	2	2	1	16	0	0
Permanent Workforce: Total Separations %	6.11	5.98	5.95	6.32	6.89	6.74	5.89	6.25	8.21	3.34	11.12	4.77	3.85	5.41	14.29	8.21	0.00	0.00
TEMPORARY WORKFORCE (Participation Rate)																		
Temporary Workforce: Prior FY #	972	889	787	102	83	14	0	1	2	0	1	1	0	1	0	8	0	0
Temporary Workforce: Prior FY %	100	91.47	80.97	10.50	8.54	1.45	0.00	0.11	0.21	0.00	0.11	0.11	0.00	0.11	0.00	0.83	0.00	0.00
Temporary Workforce: Current FY #	987	896	805	91	91	8	0	0	4	1	0	1	0	0	0	2	0	0
Temporary Workforce: Current FY %	100	90.79	81.57	9.22	9.22	0.82	0.00	0.00	0.41	0.11	0.00	0.11	0.00	0.00	0.00	0.21	0.00	0.00
Temporary Workforce: Difference #	15	7	18	-11	8	-6	0	-1	2	1	-1	0	0	-1	0	-6	0	0
Temporary Workforce: Ratio Change %	0.00	-0.68	0.60	-1.28	0.68	-0.63	0.00	-0.11	0.20	0.11	-0.11	0.00	0.00	-0.11	0.00	-0.62	0.00	0.00
Temporary Workforce: Net Change %	1.55	0.79	2.29	-10.78	9.64	-42.85	0.00	-100.00	100.00	0.00	-100.00	0.00	0.00	-100.00	0.00	-75.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Temporary Workforce: New Hires #	308	259	223	36	49	6	0	0	1	0	0	0	0	0	0	5	0	0
Temporary Workforce: New Hires %	100	84.10	72.41	11.69	15.91	1.95	0.00	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00	1.63	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	3	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	0.31	0.12	0.13	0.00	2.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	67	60	50	10	7	1	0	1	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	6.79	6.70	6.22	10.99	7.70	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	0.21	0.23	0.25	0.00	0.00	0.00	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

For period covering October 1, 2023 to September 30, 2024.

File Process Date and Time: 03/27/2025 05:04 PM

Version 2.0.

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Temporary Workforce: Other Separations #	106	98	81	17	8	1	0	0	0	0	0	0	0	1	0	0	0	0
Temporary Workforce: Other Separations %	10.74	10.94	10.07	18.69	8.80	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	178	161	134	27	17	2	0	1	0	0	0	0	0	1	0	0	0	0
Temporary Workforce: Total Separations %	1.06	1.12	1.02	2.34	0.68	0.33	0.00	3.13	0.00	0.00	0.00	0.00	0.00	2.71	0.00	0.00	0.00	0.00
<b>SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate)</b>																		
Schedule A (permanent): Prior FY #	186	38	3	35	148	37	4	2	6	5	0	3	0	3	1	12	1	0
Schedule A (permanent): Prior FY %	100	20.44	1.62	18.82	79.57	19.90	2.16	1.08	3.23	2.69	0.00	1.62	0.00	1.62	0.54	6.46	0.54	0.00
Schedule A (permanent): Current FY #	232	51	6	45	181	55	6	2	7	9	2	2	1	2	0	23	1	0
Schedule A (permanent): Current FY %	100	21.99	2.59	19.40	78.02	23.71	2.59	0.87	3.02	3.88	0.87	0.87	0.44	0.87	0.00	9.92	0.44	0.00
Schedule A (permanent): Difference #	46	13	3	10	33	18	2	0	1	4	2	-1	1	-1	-1	11	0	0
Schedule A (permanent): Ratio Change %	0.00	1.55	0.97	0.58	-1.55	3.81	0.43	-0.21	-0.21	1.19	0.87	-0.75	0.44	-0.75	-0.54	3.46	-0.10	0.00
Schedule A (permanent): Net Change %	24.74	34.22	100.00	28.58	22.30	48.65	50.00	0.00	16.67	80.00	0.00	-33.33	0.00	-33.33	-100.00	91.67	0.00	0.00
<b>EMPLOYEE GAINS (Participation Rate)</b>																		
Schedule A (permanent): New Hires #	121	27	2	25	94	28	1	3	6	2	1	0	1	0	0	14	0	0
Schedule A (permanent): New Hires %	100	22.32	1.66	20.67	77.69	23.15	0.83	2.48	4.96	1.66	0.83	0.00	0.83	0.00	0.00	11.58	0.00	0.00
<b>EMPLOYEE LOSSES (Inclusion Rate)</b>																		
Schedule A (permanent): Total Separations #	12	4	0	4	8	1	0	0	0	0	0	0	0	0	0	1	0	0
Schedule A (permanent): Total Separations %	0.08	0.03	0.00	0.35	0.32	0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.52	0.00	0.00

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

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	17070	13322	1141	2607	336	0	0	0	0	0	36	3	39	39	8	211	0
Permanent Workforce %	100	78.05	6.69	15.28	1.97	0.00	0.00	0.00	0.00	0.00	0.22	0.02	0.23	0.23	0.05	1.24	0.00
SE Region #	986	792	48	146	21	0	0	0	2	0	2	1	0	16	0	0	0
SE Region %	100	80.33	4.87	14.81	2.13	0.00	0.00	0.00	0.21	0.00	0.21	0.11	0.00	1.63	0.00	0.00	0.00
NW Region #	658	507	49	102	12	0	0	0	0	1	1	1	0	9	0	0	0
NW Region %	100	77.06	7.45	15.51	1.83	0.00	0.00	0.00	0.00	0.16	0.16	0.16	0.00	1.37	0.00	0.00	0.00
NE Region #	632	496	43	93	2	0	0	0	0	0	0	0	0	2	0	0	0
NE Region %	100	78.49	6.81	14.72	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00

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

Occupational Categories	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significa Disfigur [93]
501 Goal %				12.00	2.00												
1. Management																	
Executives #	2197	2070	75	52	47	2	2	1	13	9	1	3	10	6	0	0	0
Executives %	100	94.22	3.42	2.37	2.14	0.10	0.10	0.05	0.60	0.41	0.05	0.14	0.46	0.28	0.00	0.00	0.00
Managers #	694	604	28	62	15	0	0	0	5	2	0	1	0	1	0	0	6
Managers %	100	87.04	4.04	8.94	2.17	0.00	0.00	0.00	0.73	0.29	0.00	0.15	0.00	0.15	0.00	0.00	0.87
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Management #	2891	2674	103	114	62	2	2	1	18	11	1	4	10	7	0	0	6
Total Management %	100	92.50	3.57	3.95	2.15	0.07	0.07	0.04	0.63	0.39	0.04	0.14	0.35	0.25	0.00	0.00	0.21
2. Professionals #	11599	9212	885	1502	499	30	28	105	45	8	35	40	28	6	167	0	7
Professionals %	100	79.43	7.63	12.95	4.31	0.26	0.25	0.91	0.39	0.07	0.31	0.35	0.25	0.06	1.44	0.00	0.07
3. Technicians #	227	171	28	28	3	1	1	1	0	0	0	0	0	0	0	0	0
Technicians %	100	75.34	12.34	12.34	1.33	0.45	0.45	0.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4. Sales Workers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5. Administrative Workers #	302	231	27	44	24	1	2	5	3	0	2	1	1	1	8	0	0
Administrative Workers %	100	76.50	8.95	14.57	7.95	0.34	0.67	1.66	1.00	0.00	0.67	0.34	0.34	0.34	2.65	0.00	0.00
6. Craft Workers #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7. Operatives #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers #	193	159	20	14	7	0	0	0	0	0	0	1	1	0	5	0	0
Service Workers %	100	82.39	10.37	7.26	3.63	0.00	0.00	0.00	0.00	0.00	0.00	0.52	0.52	0.00	2.60	0.00	0.00

Table B4: Participation Rates by Disability (Permanent)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Permanent Workforce # #	15945	12458	1065	2422	601	34	32	130	59	9	41	52	37	7	193	0	7
Permanent Workforce # %	100	78.14	6.68	15.19	3.77	0.22	0.21	0.82	0.38	0.06	0.26	0.33	0.24	0.05	1.22	0.00	0.05
Alternative Benchmark #	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	83.34	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	210	159	28	23	4	0	1	0	0	0	0	0	0	0	1	0	0
GS-04 %	100	75.72	13.34	10.96	1.91	0.00	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.48	0.00	0.00
GS-05 #	79	64	4	11	7	0	2	2	0	0	0	0	0	1	2	0	0
GS-05 %	100	81.02	5.07	13.93	8.87	0.00	2.54	2.54	0.00	0.00	0.00	0.00	0.00	1.27	2.54	0.00	0.00
GS-06 #	11	4	3	4	3	0	0	1	1	0	0	0	0	0	0	0	0
GS-06 %	100	36.37	27.28	36.37	27.28	0.00	0.00	9.10	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	259	160	38	61	12	0	0	2	0	1	1	0	0	0	5	0	0
GS-07 %	100	61.78	14.68	23.56	4.64	0.00	0.00	0.78	0.00	0.39	0.39	0.00	0.00	0.00	1.94	0.00	0.00
GS-08 #	39	17	3	19	5	0	0	0	2	0	0	0	1	0	2	0	0
GS-08 %	100	43.59	7.70	48.72	12.83	0.00	0.00	0.00	5.13	0.00	0.00	0.00	2.57	0.00	5.13	0.00	0.00
GS-09 #	572	359	70	143	30	0	1	3	3	1	1	0	1	0	15	0	1
GS-09 %	100	62.77	12.24	25.00	5.25	0.00	0.18	0.53	0.53	0.18	0.18	0.00	0.18	0.00	2.63	0.00	0.18
GS-10 #	31	25	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	80.65	6.46	12.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1007	651	122	234	57	0	3	3	4	0	1	0	4	1	32	0	0
GS-11 %	100	64.65	12.12	23.24	5.67	0.00	0.30	0.30	0.40	0.00	0.10	0.00	0.40	0.10	3.18	0.00	0.00
GS-11 to SES #	14993	11844	2200	949	540	0	28	122	52	7	39	0	34	6	170	0	6
GS-11 to SES %	100	79.00	14.68	6.33	3.61	0.00	0.19	0.82	0.35	0.05	0.27	0.00	0.23	0.05	1.14	0.00	0.05
GS-12 #	2696	1910	258	528	116	0	8	18	13	1	9	0	9	2	39	0	2
GS-12 %	100	70.85	9.57	19.59	4.31	0.00	0.30	0.67	0.49	0.04	0.34	0.00	0.34	0.08	1.45	0.00	0.08
GS-13 #	6026	4762	360	904	236	0	13	58	19	3	22	0	11	3	72	0	3
GS-13 %	100	79.03	5.98	15.01	3.92	0.00	0.22	0.97	0.32	0.05	0.37	0.00	0.19	0.05	1.20	0.00	0.05
GS-14 #	2891	2447	133	311	81	0	3	30	8	2	4	0	5	0	20	0	1
GS-14 %	100	84.65	4.61	10.76	2.81	0.00	0.11	1.04	0.28	0.07	0.14	0.00	0.18	0.00	0.70	0.00	0.04
GS-15 #	2058	1798	63	197	46	0	1	11	8	1	3	0	5	0	7	0	0
GS-15 %	100	87.37	3.07	9.58	2.24	0.00	0.05	0.54	0.39	0.05	0.15	0.00	0.25	0.00	0.35	0.00	0.00



## Environmental Protection Agency

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
GS-1 to GS-10 #	1207	793	148	266	61	0	4	8	6	2	2	0	2	1	25	0	1
GS-1 to GS-10 %	100	65.71	12.27	22.04	5.06	0.00	0.34	0.67	0.50	0.17	0.17	0.00	0.17	0.09	2.08	0.00	0.09
All other (unspecified GS) #	688	588	57	43	6	0	0	4	1	0	1	0	0	0	0	0	0
All other (unspecified GS) %	100	85.47	8.29	6.25	0.88	0.00	0.00	0.59	0.15	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	44	38	2	4	2	0	0	0	1	0	0	0	1	0	0	0	0
Other Senior Pay (Non-SES) %	100	86.37	4.55	9.10	4.55	0.00	0.00	0.00	2.28	0.00	0.00	0.00	2.28	0.00	0.00	0.00	0.00
Senior Executive Service #	315	276	13	26	4	0	0	2	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100	87.62	4.13	8.26	1.27	0.00	0.00	0.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	30027	23200	3369	3458	1152	0	63	247	108	17	79	0	67	14	383	0	14
Total GS Employees %	100	77.27	11.22	11.52	3.84	0.00	0.21	0.83	0.36	0.06	0.27	0.00	0.23	0.05	1.28	0.00	0.05
Total Non-GS Employees #	1047	902	72	73	12	0	0	6	2	0	1	0	1	0	0	0	0
Total Non-GS Employees %	100	86.16	6.88	6.98	1.15	0.00	0.00	0.58	0.20	0.00	0.10	0.00	0.10	0.00	0.00	0.00	0.00
Total Senior Pay #	2058	1798	63	197	46	0	1	11	8	1	3	0	5	0	7	0	0
Total Senior Pay %	100	87.37	3.07	9.58	2.24	0.00	0.05	0.54	0.39	0.05	0.15	0.00	0.25	0.00	0.35	0.00	0.00

Table B4: Participation Rates by Disability (Temporary)

GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Temporary Workforce #	987	805	91	91	8	0	0	4	1	0	1	0	0	0	2	0	0
Temporary Workforce # %	100	81.57	9.22	9.22	0.82	0.00	0.00	0.41	0.11	0.00	0.11	0.00	0.00	0.00	0.21	0.00	0.00
Alternative Benchmark #	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	10	7	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	70.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	12	11	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	91.67	0.00	8.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	21	12	3	6	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	57.15	14.29	28.58	4.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.77	0.00	0.00
GS-11 #	36	21	7	8	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-11 %	100	58.34	19.45	22.23	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.78	0.00	0.00
GS-11 to SES #	968	781	86	101	16	0	0	4	1	0	1	0	0	0	1	0	0
GS-11 to SES %	100	80.69	8.89	10.44	1.66	0.00	0.00	0.42	0.11	0.00	0.11	0.00	0.00	0.00	0.11	0.00	0.00
GS-12 #	54	34	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	62.97	18.52	18.52	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
GS-13 #	79	58	7	14	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	73.42	8.87	17.73	0.00	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 #	48	41	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	85.42	6.25	8.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	43	35	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	81.40	6.98	11.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-1 to GS-10 #	46	33	5	8	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-1 to GS-10 %	100	71.74	10.87	17.40	2.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.18	0.00	0.00
All other (unspecified GS) #	672	574	56	42	6	0	0	4	1	0	1	0	0	0	0	0	0
All other (unspecified GS) %	100	85.42	8.34	6.25	0.90	0.00	0.00	0.60	0.15	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service #	18	9	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100	50.00	0.00	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
Total GS Employees #	1277	1001	123	153	19	0	0	4	1	0	1	0	0	0	4	0	0
Total GS Employees %	100	78.39	9.64	11.99	1.49	0.00	0.00	0.32	0.08	0.00	0.08	0.00	0.00	0.00	0.32	0.00	0.00

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

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	111	81	14	16	2	2	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	72.98	12.62	14.42	1.81	1.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	178	139	20	19	10	5	0	2	1	0	0	0	0	0	0	2	0
\$40,001-\$50,000 %	100	78.09	11.24	10.68	5.62	2.81	0.00	1.13	0.57	0.00	0.00	0.00	0.00	0.00	0.00	1.13	0.00
\$50,001-\$60,000 #	204	116	32	56	17	3	1	2	1	1	1	0	0	1	7	0	0
\$50,001-\$60,000 %	100	56.87	15.69	27.46	8.34	1.48	0.50	0.99	0.50	0.50	0.50	0.00	0.00	0.50	3.44	0.00	0.00
\$60,001-\$70,000 #	439	270	57	112	24	2	1	3	4	1	1	1	1	0	10	0	0
\$60,001-\$70,000 %	100	61.51	12.99	25.52	5.47	0.46	0.23	0.69	0.92	0.23	0.23	0.23	0.23	0.00	2.28	0.00	0.00
\$70,001-\$80,000 #	429	281	43	105	21	1	0	1	1	0	1	1	3	1	12	0	0
\$70,001-\$80,000 %	100	65.51	10.03	24.48	4.90	0.24	0.00	0.24	0.24	0.00	0.24	0.24	0.70	0.24	2.80	0.00	0.00
\$80,001-\$90,000 #	727	467	93	167	41	7	4	5	4	0	1	0	2	0	17	0	1
\$80,001-\$90,000 %	100	64.24	12.80	22.98	5.64	0.97	0.56	0.69	0.56	0.00	0.14	0.00	0.28	0.00	2.34	0.00	0.14
\$90,001-\$100,000 #	1186	829	128	229	43	4	3	5	0	1	2	3	0	25	0	0	0
\$90,001-\$100,000 %	100	69.90	10.80	19.31	3.63	0.34	0.26	0.43	0.00	0.09	0.17	0.26	0.00	2.11	0.00	0.00	0.00
\$100,001-\$110,000 #	999	701	102	196	37	3	3	5	1	1	2	2	4	1	15	0	0
\$100,001-\$110,000 %	100	70.18	10.22	19.62	3.71	0.31	0.31	0.51	0.11	0.11	0.21	0.21	0.41	0.11	1.51	0.00	0.00
\$110,001-\$120,000 #	1367	1008	107	252	70	3	7	10	7	0	9	4	4	2	24	0	0
\$110,001-\$120,000 %	100	73.74	7.83	18.44	5.13	0.22	0.52	0.74	0.52	0.00	0.66	0.30	0.30	0.15	1.76	0.00	0.00
\$120,001-\$130,000 #	1724	1279	132	313	77	2	4	21	8	2	6	6	5	0	21	0	2
\$120,001-\$130,000 %	100	74.19	7.66	18.16	4.47	0.12	0.24	1.22	0.47	0.12	0.35	0.35	0.30	0.00	1.22	0.00	0.12
\$130,001-\$140,000 #	1283	1022	84	177	40	0	1	9	3	1	5	5	3	0	13	0	0
\$130,001-\$140,000 %	100	79.66	6.55	13.80	3.12	0.00	0.08	0.71	0.24	0.08	0.39	0.39	0.24	0.00	1.02	0.00	0.00
\$140,001-\$150,000 #	1804	1523	61	220	71	1	1	26	9	1	3	6	2	2	18	0	2
\$140,001-\$150,000 %	100	84.43	3.39	12.20	3.94	0.06	0.06	1.45	0.50	0.06	0.17	0.34	0.12	0.12	1.00	0.00	0.12
\$150,001-\$160,000 #	1562	1307	69	186	56	2	1	21	3	1	7	7	2	0	11	0	1
\$150,001-\$160,000 %	100	83.68	4.42	11.91	3.59	0.13	0.07	1.35	0.20	0.07	0.45	0.45	0.13	0.00	0.71	0.00	0.07
\$160,001-\$170,000 #	876	755	28	93	26	0	1	6	2	0	1	6	1	0	8	1	0

Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024.

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Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
\$160,001-\$170,000 %	100	86.19	3.20	10.62	2.97	0.00	0.12	0.69	0.23	0.00	0.12	0.69	0.12	0.00	0.92	0.12	0.00
\$170,001-\$180,000 #	711	611	29	71	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	85.94	4.08	9.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	2338	2062	66	210	46	1	0	11	9	1	3	9	7	0	5	0	0
\$180,001 and Greater %	100	88.20	2.83	8.99	1.97	0.05	0.00	0.48	0.39	0.05	0.13	0.39	0.30	0.00	0.22	0.00	0.00

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	154	132	13	9	1	1	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	85.72	8.45	5.85	0.65	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	11	9	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$40,001-\$50,000 %	100	81.82	9.10	9.10	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
\$50,001-\$60,000 #	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	90.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	23	16	2	5	2	1	0	0	0	1	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	69.57	8.70	21.74	8.70	4.35	0.00	0.00	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	21	14	2	5	2	1	0	0	0	1	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	66.67	9.53	23.81	9.53	4.77	0.00	0.00	0.00	4.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	27	18	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80,001-\$90,000 %	100	66.67	18.52	14.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	43	28	7	8	0	0	0	0	0	0	0	0	0	0	0	0	0
\$90,001-\$100,000 %	100	65.12	16.28	18.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000 #	151	124	14	13	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100,001-\$110,000 %	100	82.12	9.28	8.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	297	251	24	22	3	2	0	1	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	84.52	8.09	7.41	1.02	0.68	0.00	0.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	54	41	5	8	2	1	1	0	0	0	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	75.93	9.26	14.82	3.71	1.86	1.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	59	50	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	84.75	8.48	6.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	19	17	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	89.48	5.27	5.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	16	14	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150,001-\$160,000 %	100	87.50	0.00	12.50	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
\$160,001-\$170,000 #	31	28	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
BIOLOGIST (0401) #	2159	1742	165	252	57	10	6	12	5	1	3	3	1	1	10	0	5
BIOLOGIST (0401) %	100	80.69	7.65	11.68	2.65	0.47	0.28	0.56	0.24	0.05	0.14	0.14	0.05	0.05	0.47	0.00	0.24
ES-00 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	58	42	5	11	4	2	1	0	0	0	0	0	0	0	0	0	1
GS-07 %	100	72.42	8.63	18.97	6.90	3.45	1.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.73
GS-09 #	134	99	16	19	6	3	2	0	0	0	0	0	0	0	0	0	1
GS-09 %	100	73.89	11.95	14.18	4.48	2.24	1.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.75
GS-11 #	223	174	17	32	10	5	0	1	0	0	0	0	0	1	0	0	3
GS-11 %	100	78.03	7.63	14.35	4.49	2.25	0.00	0.45	0.00	0.00	0.00	0.00	0.00	0.45	0.00	0.00	1.35
GS-12 #	498	380	43	75	12	0	1	1	1	0	2	1	1	0	5	0	0
GS-12 %	100	76.31	8.64	15.07	2.41	0.00	0.21	0.21	0.21	0.00	0.41	0.21	0.21	0.00	1.01	0.00	0.00
GS-13 #	765	622	60	83	18	0	2	7	3	0	1	1	0	0	4	0	0
GS-13 %	100	81.31	7.85	10.85	2.36	0.00	0.27	0.92	0.40	0.00	0.14	0.14	0.00	0.00	0.53	0.00	0.00
GS-14 #	252	219	13	20	4	0	0	2	1	1	0	0	0	0	0	0	0
GS-14 %	100	86.91	5.16	7.94	1.59	0.00	0.00	0.80	0.40	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	215	193	10	12	3	0	0	1	0	0	0	1	0	0	1	0	0
GS-15 %	100	89.77	4.66	5.59	1.40	0.00	0.00	0.47	0.00	0.00	0.00	0.47	0.00	0.00	0.47	0.00	0.00
SL-00 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SL-00 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ST-00 #	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	83.34	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	1146																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	1146	1046	0	100	48	5	9	5	1	2	15	2	0	0	9	0	12
Internal Applications %	100	91.28	0.00	8.73	4.19	0.44	0.79	0.44	0.09	0.18	1.31	0.18	0.00	0.00	0.79	0.00	1.05
Qualified Internal Applicants #	629	593	0	36	9	2	2	0	0	1	1	1	0	0	4	0	0
Qualified Internal Applicants %	100	94.28	0.00	5.73	1.44	0.32	0.32	0.00	0.00	0.16	0.16	0.16	0.00	0.00	0.64	0.00	0.00
Referred Applicants #	126	120	0	6	2	1	0	0	0	0	0	0	0	0	2	0	0
Referred Applicants %	100	95.24	0.00	4.77	1.59	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.59	0.00	0.00
Interviewed Applicants #	126	120	0	6	2	1	0	0	0	0	0	0	0	0	2	0	0
Interviewed Applicants %	100	95.24	0.00	4.77	1.59	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.59	0.00	0.00



**For period covering October 1, 2023 to September 30, 2024.**

Version 2.0.

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Internal Selections #	188	179	0	9	2	1	0	0	0	0	0	0	0	0	2	0	0
Internal Selections %	100	95.22	0.00	4.79	1.07	0.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.07	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	2638																
Voluntarily Identified Applicants #	26328	24586	0	1742	829	216	58	54	13	2	128	30	51	7	390	0	54
Voluntarily Identified Applicants %	100	93.39	0.00	6.62	3.15	0.83	0.23	0.21	0.05	0.01	0.49	0.12	0.20	0.03	1.49	0.00	0.21
Qualified External Applicants #	22405	20958	0	1447	699	198	49	32	11	1	97	27	46	7	336	0	51
Qualified External Applicants %	100	93.55	0.00	6.46	3.12	0.89	0.22	0.15	0.05	0.01	0.44	0.13	0.21	0.04	1.50	0.00	0.23
Referred Applicants #	11196	10518	0	678	81	26	16	3	0	74	5	28	2	139	0	27	22
Referred Applicants %	100	93.95	0.00	6.06	0.73	0.24	0.15	0.03	0.00	0.67	0.05	0.26	0.02	1.25	0.00	0.25	0.20
Interviewed Applicants #	369	348	0	21	13	6	0	0	0	0	1	0	4	0	4	0	0
Interviewed Applicants %	100	94.31	0.00	5.70	3.53	1.63	0.00	0.00	0.00	0.00	0.28	0.00	1.09	0.00	1.09	0.00	0.00
External Selections #	523	497	0	26	12	3	0	0	0	0	0	0	5	0	4	0	0
External Selections %	100	95.03	0.00	4.98	2.30	0.58	0.00	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.77	0.00	0.00
ENVIRONMENTAL ENGINEERING (0819) #	1432	1222	49	161	31	1	1	13	1	0	1	8	1	0	5	1	0
ENVIRONMENTAL ENGINEERING (0819) %	100	85.34	3.43	11.25	2.17	0.07	0.07	0.91	0.07	0.00	0.07	0.56	0.07	0.00	0.35	0.07	0.00
GS-05 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	11	9	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	81.82	9.10	9.10	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
GS-09 #	23	18	2	3	1	0	0	0	0	0	0	0	0	0	0	1	0
GS-09 %	100	78.27	8.70	13.05	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00
GS-11 #	57	44	4	9	1	0	0	0	0	0	0	1	0	0	0	0	0
GS-11 %	100	77.20	7.02	15.79	1.76	0.00	0.00	0.00	0.00	0.00	0.00	1.76	0.00	0.00	0.00	0.00	0.00
GS-12 #	228	182	12	34	4	0	0	1	0	0	0	1	1	0	1	0	0
GS-12 %	100	79.83	5.27	14.92	1.76	0.00	0.00	0.44	0.00	0.00	0.00	0.44	0.44	0.00	0.44	0.00	0.00
GS-13 #	701	596	23	82	20	1	1	9	0	0	1	5	0	0	3	0	0
GS-13 %	100	85.03	3.29	11.70	2.86	0.15	0.15	1.29	0.00	0.00	0.15	0.72	0.00	0.00	0.43	0.00	0.00
GS-14 #	254	227	5	22	5	0	0	3	1	0	0	0	0	0	1	0	0
GS-14 %	100	89.38	1.97	8.67	1.97	0.00	0.00	1.19	0.40	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.00
GS-15 #	155	143	2	10	1	0	0	0	0	0	0	1	0	0	0	0	0
GS-15 %	100	92.26	1.30	6.46	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.65	0.00	0.00	0.00	0.00	0.00
ST-00 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	

## File Process Date and Time: 03/27/2025 05:04 PM

Version 2.0.

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**For period covering October 1, 2023 to September 30, 2024.**

Version 2.0.

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Qualified Internal Applicants #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	59																
Voluntarily Identified Applicants #	59	48	0	11	3	0	0	1	0	0	0	0	0	0	2	0	0
Voluntarily Identified Applicants %	100	81.36	0.00	18.65	5.09	0.00	0.00	1.70	0.00	0.00	0.00	0.00	0.00	0.00	3.39	0.00	0.00
Qualified External Applicants #	30	22	0	8	3	0	0	1	0	0	0	0	0	0	2	0	0
Qualified External Applicants %	100	73.34	0.00	26.67	10.00	0.00	0.00	3.34	0.00	0.00	0.00	0.00	0.00	0.00	6.67	0.00	0.00
Referred Applicants #	9	7	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0
Referred Applicants %	100	77.78	0.00	22.23	22.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22.23	0.00	0.00
Interviewed Applicants #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
GENERAL PHYSICAL SCIENCE (1301) #	2471	2025	122	324	73	3	4	16	5	1	7	4	6	0	27	0	0
GENERAL PHYSICAL SCIENCE (1301) %	100	81.96	4.94	13.12	2.96	0.13	0.17	0.65	0.21	0.05	0.29	0.17	0.25	0.00	1.10	0.00	0.00
GS-07 #	25	17	6	2	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-07 %	100	68.00	24.00	8.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	0.00	0.00
GS-09 #	59	42	11	6	2	0	0	0	0	0	0	0	0	0	2	0	0
GS-09 %	100	71.19	18.65	10.17	3.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.39	0.00	0.00
GS-11 #	146	104	16	26	7	1	2	0	1	0	0	0	1	0	2	0	0
GS-11 %	100	71.24	10.96	17.81	4.80	0.69	1.37	0.00	0.69	0.00	0.00	0.00	0.69	0.00	1.37	0.00	0.00
GS-12 #	476	369	33	74	13	1	0	3	1	0	2	2	2	0	2	0	0
GS-12 %	100	77.53	6.94	15.55	2.74	0.22	0.00	0.64	0.22	0.00	0.43	0.43	0.43	0.00	0.43	0.00	0.00
GS-13 #	1128	934	45	149	34	1	1	8	0	0	5	2	3	0	14	0	0
GS-13 %	100	82.81	3.99	13.21	3.02	0.09	0.09	0.71	0.00	0.00	0.45	0.18	0.27	0.00	1.25	0.00	0.00
GS-14 #	372	322	10	40	8	0	0	3	0	0	0	0	0	0	5	0	0
GS-14 %	100	86.56	2.69	10.76	2.16	0.00	0.00	0.81	0.00	0.00	0.00	0.00	0.00	0.00	1.35	0.00	0.00
GS-15 #	259	233	5	21	7	0	1	2	2	1	0	0	0	0	1	0	0
GS-15 %	100	89.97	1.94	8.11	2.71	0.00	0.39	0.78	0.78	0.39	0.00	0.00	0.00	0.00	0.39	0.00	0.00
SL-00 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024.

File Process Date and Time: 03/27/2025 05:04 PM

Version 2.0.

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
SL-00 %	100	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
ST-00 #	4	3	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0
ST-00 %	100	75.00	0.00	25.00	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	1153																
Relevant Applicant Pool % %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	1153	1056	0	97	46	4	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	91.59	0.00	8.42	3.99	0.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	666	627	0	39	13	3	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	94.15	0.00	5.86	1.96	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	630	597	0	33	9	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	94.77	0.00	5.24	1.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	102	98	0	4	2	1	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	96.08	0.00	3.93	1.97	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	193	186	0	7	2	1	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	96.38	0.00	3.63	1.04	0.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	1352																
Voluntarily Identified Applicants #	1352	1245	0	107	53	4	12	6	1	2	14	2	3	0	10	0	12
Voluntarily Identified Applicants %	100	92.09	0.00	7.92	3.93	0.30	0.89	0.45	0.08	0.15	1.04	0.15	0.23	0.00	0.74	0.00	0.89
Qualified External Applicants #	801	757	0	44	17	3	6	1	0	1	1	1	1	0	5	0	2
Qualified External Applicants %	100	94.51	0.00	5.50	2.13	0.38	0.75	0.13	0.00	0.13	0.13	0.13	0.13	0.00	0.63	0.00	0.25
Referred Applicants #	763	726	0	37	12	2	3	1	0	1	1	1	1	0	4	0	0
Referred Applicants %	100	95.16	0.00	4.85	1.58	0.27	0.40	0.14	0.00	0.14	0.14	0.14	0.14	0.00	0.53	0.00	0.00
Interviewed Applicants #	120	114	0	6	3	1	0	1	0	0	0	0	0	0	2	0	0
Interviewed Applicants %	100	95.00	0.00	5.00	2.50	0.84	0.00	0.84	0.00	0.00	0.00	0.00	0.00	0.00	1.67	0.00	0.00
External Selections #	224	216	0	8	3	1	0	1	0	0	0	0	0	0	2	0	0
External Selections %	100	96.43	0.00	3.58	1.34	0.45	0.00	0.45	0.00	0.00	0.00	0.00	0.00	0.00	0.90	0.00	0.00
CHEMISTS (1320) #	129	99	8	22	4	1	1	0	0	0	0	0	1	0	1	0	0
CHEMISTS (1320) %	100	76.75	6.21	17.06	3.11	0.78	0.78	0.00	0.00	0.00	0.00	0.00	0.78	0.00	0.78	0.00	0.00
GS-07 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	6	5	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	83.34	0.00	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00	0.00
GS-11 #	19	16	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	84.22	10.53	5.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	102	76	6	20	3	1	1	0	0	0	0	0	1	0	0	0	0

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
BIOLOGIST (0401) #	168	133	25	10	0	0	0	0	0	0	0	0	0	0	0	0	0
BIOLOGIST (0401) %	100	79.17	14.89	5.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	20	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	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
GS-09 #	69	55	9	5	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	79.72	13.05	7.25	0.00	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-10 #	53	48	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	90.57	7.55	1.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	6	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	66.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RF-D #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RF-D %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-A #	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-A %	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
RG-B #	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
RG-B %	100	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	25																
Relevant Applicant Pool %	100	96	0														

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	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
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	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
GENERAL PHYSICAL SCIENCE (1301) #	64	49	7	8	4	2	2	0	0	0	0	0	0	0	0	0	0
GENERAL PHYSICAL SCIENCE (1301) %	100	76.57	10.94	12.50	6.25	3.13	3.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	5	2	1	2	2	1	1	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	40.00	20.00	40.00	40.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08 #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	17	14	1	2	2	1	1	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	82.36	5.89	11.77	11.77	5.89	5.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	18	15	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	83.34	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	66.67	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	10	7	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	70.00	10.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	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
GS-14 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	3																
Relevant Applicant Pool %	100	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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**Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate)**

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Upward Mobility to Senior Grade Levels		Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Eligible for Career Development Program %		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
Applicants for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %		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
Selections for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent #		2158	1885	66	207	48	0	1	12	8	1	3	0	5	0	7	0	0
GS-15 or Equivalent %		100	87.35	3.06	9.60	2.23	0.00	0.05	0.56	0.38	0.05	0.14	0.00	0.24	0.00	0.33	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																		
Vacancy Announcements #		568																
Internal Applications #		568	510	0	58	20	0	0	11	0	2	1	1	0	0	4	1	1
Internal Applications %		100	89.79	0.00	10.22	3.53	0.00	0.00	1.94	0.00	0.36	0.18	0.18	0.00	0.00	0.71	0.18	0.18
Qualified Internal Applicants #		374	348	0	26	6	0	0	2	0	1	0	1	0	0	2	0	0
Qualified Internal Applicants %		100	93.05	0.00	6.96	1.61	0.00	0.00	0.54	0.00	0.27	0.00	0.27	0.00	0.00	0.54	0.00	0.00
Referred Applicants #		344	319	0	25	5	0	0	2	0	1	0	0	0	0	2	0	0
Referred Applicants %		100	92.74	0.00	7.27	1.46	0.00	0.00	0.59	0.00	0.30	0.00	0.00	0.00	0.00	0.59	0.00	0.00
Interviewed Applicants #		37	35	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
Interviewed Applicants %		100	94.60	0.00	5.41	2.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.71	0.00	0.00
Internal Selections #		108	105	0	3	1	0	0	0	0	0	0	0	0	0	1	0	0
Internal Selections %		100	97.23	0.00	2.78	0.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.93	0.00	0.00
NEW HIRES																		
Vacancy Announcements #		5055																
Voluntarily Identified Applicants #		5055	4598	0	457	294	8	53	37	9	3	12	24	11	2	127	1	8
Voluntarily Identified Applicants %		100	90.96	0.00	9.05	5.82	0.16	1.05	0.74	0.18	0.06	0.24	0.48	0.22	0.04	2.52	0.02	0.16
Qualified External Applicants #		3238	2981	0	257	157	5	28	10	2	2	9	19	7	2	70	0	3
Qualified External Applicants %		100	92.07	0.00	7.94	4.85	0.16	0.87	0.31	0.07	0.07	0.28	0.59	0.22	0.07	2.17	0.00	0.10
Referred Applicants #		2536	2330	0	206	129	4	26	9	1	1	5	18	6	1	58	0	0
Referred Applicants %		100	91.88	0.00	8.13	5.09	0.16	1.03	0.36	0.04	0.04	0.20	0.71	0.24	0.04	2.29	0.00	0.00
Interviewed Applicants #		86	82	0	4	3	0	0	1	0	0	0	0	0	0	2	0	0
Interviewed Applicants %		100	95.35	0.00	4.66	3.49	0.00	0.00	1.17	0.00	0.00	0.00	0.00	0.00	0.00	2.33	0.00	0.00
External Selections #		120	117	0	3	1	0	0	0	0	0	0	1	0	0	0	0	0
External Selections %		100	97.50	0.00	2.50	0.84	0.00	0.00	0.00	0.00	0.00	0.00	0.84	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																		
Slots for Career Development Program #		0																

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Upward Mobility to Senior Grade Levels		Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Eligible for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %		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
Applicants for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %		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
Selections for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 or Equivalent #		2991	2532	138	322	84	0	3	31	8	2	4	0	5	0	21	0	1
GS-14 or Equivalent %		100	84.66	4.62	10.77	2.81	0.00	0.11	1.04	0.27	0.07	0.14	0.00	0.17	0.00	0.71	0.00	0.04
INTERNAL COMPETITIVE PROMOTIONS																		
Vacancy Announcements #		1635																
Internal Applications #		1635	1519	0	116	58	1	9	7	2	0	10	5	1	0	16	0	7
Internal Applications %		100	92.91	0.00	7.10	3.55	0.07	0.56	0.43	0.13	0.00	0.62	0.31	0.07	0.00	0.98	0.00	0.43
Qualified Internal Applicants #		941	888	0	53	16	0	5	3	1	0	1	2	0	0	3	0	1
Qualified Internal Applicants %		100	94.37	0.00	5.64	1.71	0.00	0.54	0.32	0.11	0.00	0.11	0.22	0.00	0.00	0.32	0.00	0.11
Referred Applicants #		853	810	0	43	9	0	2	3	0	0	1	2	0	0	1	0	0
Referred Applicants %		100	94.96	0.00	5.05	1.06	0.00	0.24	0.36	0.00	0.00	0.12	0.24	0.00	0.00	0.12	0.00	0.00
Interviewed Applicants #		145	138	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		100	95.18	0.00	4.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #		165	158	0	7	2	0	0	1	0	0	0	0	0	0	1	0	0
Internal Selections %		100	95.76	0.00	4.25	1.22	0.00	0.00	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00
NEW HIRES																		
Vacancy Announcements #		9035																
Voluntarily Identified Applicants #		9035	8261	0	774	427	19	50	56	19	6	39	13	25	3	186	3	11
Voluntarily Identified Applicants %		100	91.44	0.00	8.57	4.73	0.22	0.56	0.62	0.22	0.07	0.44	0.15	0.28	0.04	2.06	0.04	0.13
Qualified External Applicants #		6056	5575	0	481	258	13	28	33	14	2	18	6	18	3	115	2	8
Qualified External Applicants %		100	92.06	0.00	7.95	4.27	0.22	0.47	0.55	0.24	0.04	0.30	0.10	0.30	0.05	1.90	0.04	0.14
Referred Applicants #		4413	4073	0	340	193	10	22	22	12	1	13	5	12	2	88	0	6
Referred Applicants %		100	92.30	0.00	7.71	4.38	0.23	0.50	0.50	0.28	0.03	0.30	0.12	0.28	0.05	2.00	0.00	0.14
Interviewed Applicants #		217	205	0	12	4	0	0	0	0	0	0	0	3	0	1	0	0
Interviewed Applicants %		100	94.48	0.00	5.53	1.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.39	0.00	0.47	0.00	0.00
External Selections #		201	192	0	9	6	2	0	0	0	0	0	0	2	0	2	0	0
External Selections %		100	95.53	0.00	4.48	2.99	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																		
Slots for Career Development Program #		0																

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Upward Mobility to Senior Grade Levels		Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Eligible for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %		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
Applicants for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %		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
Selections for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent #		6126	4841	366	919	240	0	13	59	19	3	22	0	11	3	73	0	3
GS-13 or Equivalent %		100	79.03	5.98	15.01	3.92	0.00	0.22	0.97	0.32	0.05	0.36	0.00	0.18	0.05	1.20	0.00	0.05
INTERNAL COMPETITIVE PROMOTIONS																		
Vacancy Announcements #		1085																
Internal Applications #		1085	971	0	114	58	5	5	3	4	0	11	0	3	0	24	0	3
Internal Applications %		100	89.50	0.00	10.51	5.35	0.47	0.47	0.28	0.37	0.00	1.02	0.00	0.28	0.00	2.22	0.00	0.28
Qualified Internal Applicants #		470	432	0	38	17	3	0	1	2	0	1	0	1	0	9	0	0
Qualified Internal Applicants %		100	91.92	0.00	8.09	3.62	0.64	0.00	0.22	0.43	0.00	0.22	0.00	0.22	0.00	1.92	0.00	0.00
Referred Applicants #		427	393	0	34	13	1	0	1	1	0	1	0	1	0	8	0	0
Referred Applicants %		100	92.04	0.00	7.97	3.05	0.24	0.00	0.24	0.24	0.00	0.24	0.00	0.24	0.00	1.88	0.00	0.00
Interviewed Applicants #		55	51	0	4	4	1	0	0	1	0	0	0	0	0	2	0	0
Interviewed Applicants %		100	92.73	0.00	7.28	7.28	1.82	0.00	0.00	1.82	0.00	0.00	0.00	0.00	0.00	3.64	0.00	0.00
Internal Selections #		178	162	0	16	8	1	0	0	1	0	1	0	1	0	4	0	0
Internal Selections %		100	91.02	0.00	8.99	4.50	0.57	0.00	0.00	0.57	0.00	0.57	0.00	0.57	0.00	2.25	0.00	0.00
NEW HIRES																		
Vacancy Announcements #		17508																
Voluntarily Identified Applicants #		17508	16135	0	1373	737	76	74	70	22	2	79	19	42	4	327	0	22
Voluntarily Identified Applicants %		100	92.16	0.00	7.85	4.21	0.44	0.43	0.40	0.13	0.02	0.46	0.11	0.24	0.03	1.87	0.00	0.13
Qualified External Applicants #		12257	11337	0	920	499	61	50	42	19	2	51	12	32	4	210	0	16
Qualified External Applicants %		100	92.50	0.00	7.51	4.08	0.50	0.41	0.35	0.16	0.02	0.42	0.10	0.27	0.04	1.72	0.00	0.14
Referred Applicants #		7742	7120	0	622	339	37	42	27	16	1	31	9	23	2	143	0	8
Referred Applicants %		100	91.97	0.00	8.04	4.38	0.48	0.55	0.35	0.21	0.02	0.41	0.12	0.30	0.03	1.85	0.00	0.11
Interviewed Applicants #		311	284	0	27	12	3	4	1	1	0	1	1	0	0	1	0	0
Interviewed Applicants %		100	91.32	0.00	8.69	3.86	0.97	1.29	0.33	0.33	0.00	0.33	0.33	0.00	0.00	0.33	0.00	0.00
External Selections #		359	334	0	25	10	2	2	0	1	0	0	1	1	0	3	0	0
External Selections %		100	93.04	0.00	6.97	2.79	0.56	0.56	0.00	0.28	0.00	0.00	0.28	0.28	0.00	0.84	0.00	0.00
CAREER DEVELOPMENT PROGRAM																		
Slots for Career Development Program #		0																

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**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate)**

Upward Mobility To Management Positions						Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
501 Goal %									12.00	2.00													
Total Management #						2891	2674	103	114	62	2	2	1	18	11	1	4	10	7	0	0	6	
Total Management %						100	92.50	3.57	3.95	2.15	0.07	0.07	0.04	0.63	0.39	0.04	0.14	0.35	0.25	0.00	0.00	0.21	
Executives #						2197	2070	75	52	47	2	2	1	13	9	1	3	10	6	0	0	0	
Executives %						100	94.22	3.42	2.37	2.14	0.10	0.10	0.05	0.60	0.41	0.05	0.14	0.46	0.28	0.00	0.00	0.00	
AL-02 #						1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AL-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	0.00	
AL-03 #						2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
AL-03 %						100	50.00	0.00	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	
ES-00 #						306	267	13	26	0	0	0	0	0	0	0	0	0	0	0	0	0	
ES-00 %						100	87.26	4.25	8.50	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	
GM-15 #						1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GM-15 %						100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-15 #						2015	1763	60	192	3	1	0	2	0	0	0	0	0	0	0	0	0	
GS-15 %						100	87.50	2.98	9.53	0.15	0.05	0.00	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
SL-00 #						23	20	1	2	1	0	0	0	1	0	0	0	0	0	0	0	0	
SL-00 %						100	86.96	4.35	8.70	4.35	0.00	0.00	0.00	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
ST-00 #						18	16	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	
ST-00 %						100	88.89	5.56	5.56	0.00	0.00	0.00	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																							
Vacancy Announcements #						0																	
Relevant Applicant Pool %						100	94.22	3.41	2.37	2.14	0.09	0.09	0.05	0.59	0.41	0.05	0.14	0.46	0.27	0	0	0	
Internal Applications #						0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %						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	0.00
Qualified Internal Applicants #						0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Qualified Internal Applicants %						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	0.00
Referred Applicants #						0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Referred Applicants %						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	0.00
Interviewed Applicants #						0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %						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	0.00
Internal Selections #						0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %						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	0.00
NEW HIRES																							
Vacancy Announcements #						2138																	

## Environmental Protection Agency

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Voluntarily Identified Applicants #	2138	1974	0	164	83	4	9	4	1	1	22	2	5	0	34	0	1
Voluntarily Identified Applicants %	100	92.33	0.00	7.68	3.89	0.19	0.43	0.19	0.05	0.05	1.03	0.10	0.24	0.00	1.60	0.00	0.05
Qualified External Applicants #	1063	992	0	71	39	1	1	3	1	1	11	2	0	0	19	0	0
Qualified External Applicants %	100	93.33	0.00	6.68	3.67	0.10	0.10	0.29	0.10	0.10	1.04	0.19	0.00	0.00	1.79	0.00	0.00
Referred Applicants #	508	483	0	25	16	0	0	1	0	1	10	1	0	0	3	0	0
Referred Applicants %	100	95.08	0.00	4.93	3.15	0.00	0.00	0.20	0.00	0.20	1.97	0.20	0.00	0.00	0.60	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
External Selections #	48	47	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0
External Selections %	100	97.92	0.00	2.09	2.09	0.00	0.00	0.00	0.00	0.00	0.00	2.09	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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
Managers #	694	604	28	62	15	0	0	0	5	2	0	1	0	1	0	0	6
Managers %	100	87.04	4.04	8.94	2.17	0.00	0.00	0.00	0.73	0.29	0.00	0.15	0.00	0.15	0.00	0.00	0.87
GM-14 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GM-14 %	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	674	597	0	77	28	0	0	5	2	0	1	0	1	6	13	0	0
GS-13 %	100	88.58	0.00	11.43	4.16	0.00	0.00	0.75	0.30	0.00	0.15	0.00	0.15	0.90	1.93	0.00	0.00
GS-14 #	702	597	28	77	15	0	0	5	2	0	1	0	1	0	6	0	0
GS-14 %	100	85.05	3.99	10.97	2.14	0.00	0.00	0.72	0.29	0.00	0.15	0.00	0.15	0.00	0.86	0.00	0.00
GS-15 #	674	597	0	77	28	0	0	5	2	0	1	0	1	6	13	0	0
GS-15 %	100	88.58	0.00	11.43	4.16	0.00	0.00	0.75	0.30	0.00	0.15	0.00	0.15	0.90	1.93	0.00	0.00
SES #	10	1	0	9	9	0	0	0	0	0	0	0	0	0	9	0	0
SES %	100	10.00	0.00	90.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	90.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	28																
Relevant Applicant Pool %	100	87.03	4.03	8.93	2.16	0	0	0	0.72	0.29	0	0.14	0	0.14	0	0	0.86

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Internal Applications #	28	26	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0
Internal Applications %	100	92.86	0.00	7.15	3.58	0.00	0.00	3.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	9	8	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	88.89	0.00	11.12	11.12	0.00	0.00	11.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	9	8	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	88.89	0.00	11.12	11.12	0.00	0.00	11.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
Internal Selections #	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	325																
Voluntarily Identified Applicants #	325	303	0	22	11	0	2	0	0	0	0	0	0	0	9	0	0
Voluntarily Identified Applicants %	100	93.24	0.00	6.77	3.39	0.00	0.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.77	0.00	0.00
Qualified External Applicants #	197	181	0	16	8	0	1	0	0	0	0	0	0	0	7	0	0
Qualified External Applicants %	100	91.88	0.00	8.13	4.07	0.00	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.56	0.00	0.00
Referred Applicants #	134	120	0	14	7	0	1	0	0	0	0	0	0	0	6	0	0
Referred Applicants %	100	89.56	0.00	10.45	5.23	0.00	0.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.48	0.00	0.00
Interviewed Applicants #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	87.50	0.00	12.50	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
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	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
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	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
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	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

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	0	0	0	0	11	0	1	3	0	0	0	0	0	0	7	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	328	16	59	46	5	6	40	13	8	2	122	4	7
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	0	0	0	0	494	13	92	63	9	6	18	56	15	2	209	1	10
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #	0	0	0	0	7	0	1	0	0	0	3	0	0	0	3	0	0
SES %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	1061																
Relevant Applicant Pool %	100	79.02	5.97	15	3.92	0.12	0.22	0.96	0.32	0.05	0.37	0.41	0.18	0.05	1.19	0	0.05
Internal Applications #	1283	1168	0	115	48	0	4	12	0	1	10	4	1	0	12	1	4
Internal Applications %	100	91.04	0.00	8.97	3.75	0.00	0.32	0.94	0.00	0.08	0.78	0.32	0.08	0.00	0.94	0.08	0.32
Qualified Internal Applicants #	791	733	0	58	14	0	4	4	0	1	1	2	0	0	3	0	0
Qualified Internal Applicants %	100	92.67	0.00	7.34	1.77	0.00	0.51	0.51	0.00	0.13	0.13	0.26	0.00	0.00	0.38	0.00	0.00
Referred Applicants #	751	697	0	54	12	0	3	4	0	1	1	1	0	0	3	0	0
Referred Applicants %	100	92.81	0.00	7.20	1.60	0.00	0.40	0.54	0.00	0.14	0.14	0.14	0.00	0.00	0.40	0.00	0.00
Interviewed Applicants #	114	107	0	7	3	0	0	2	0	0	0	0	0	0	1	0	0
Interviewed Applicants %	100	93.86	0.00	6.15	2.64	0.00	0.00	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.88	0.00	0.00
Internal Selections #	165	159	0	6	1	0	0	0	0	0	0	0	0	0	1	0	0
Internal Selections %	100	96.37	0.00	3.64	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.61	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	7159																
Voluntarily Identified Applicants #	7159	6520	0	639	389	13	72	52	9	5	27	24	11	2	166	2	8
Voluntarily Identified Applicants %	100	91.08	0.00	8.93	5.44	0.19	1.01	0.73	0.13	0.07	0.38	0.34	0.16	0.03	2.32	0.03	0.12
Qualified External Applicants #	4356	4014	0	342	196	8	37	20	3	2	14	19	5	2	82	2	4
Qualified External Applicants %	100	92.15	0.00	7.86	4.50	0.19	0.85	0.46	0.07	0.05	0.33	0.44	0.12	0.05	1.89	0.05	0.10
Referred Applicants #	3382	3110	0	272	159	6	33	16	2	2	8	18	4	0	69	0	1
Referred Applicants %	100	91.96	0.00	8.05	4.71	0.18	0.98	0.48	0.06	0.06	0.24	0.54	0.12	0.00	2.05	0.00	0.03
Interviewed Applicants #	147	141	0	6	4	0	0	1	0	0	0	0	1	0	2	0	0
Interviewed Applicants %	100	95.92	0.00	4.09	2.73	0.00	0.00	0.69	0.00	0.00	0.00	0.00	0.69	0.00	1.37	0.00	0.00
External Selections #	211	205	0	6	6	2	0	0	0	0	0	1	1	0	2	0	0
External Selections %	100	97.16	0.00	2.85	2.85	0.95	0.00	0.00	0.00	0.00	0.00	0.48	0.48	0.00	0.95	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																

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

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
<b>TIME OFF AWARDS</b>																	
Time-Off Awards 1 - 10 hours: Awards Given #	52290	40049	3714	8527	2055	73	222	411	188	33	80	130	110	40	743	0	25
Time-Off Awards 1 - 10 hours: Awards Given %	100	76.60	7.11	16.31	3.94	0.14	0.43	0.79	0.36	0.07	0.16	0.25	0.22	0.08	1.43	0.00	0.05
Time-Off Awards 1 - 10 Hours: Total Hours #	5162	3969	356	837	205	10	16	49	19	4	9	10	11	2	72	3	0
Time-Off Awards 1 - 10 Hours: Average Hours #	0.1	0.1	0.1	0.1	0.1	0	0	0.12	0.1	0.12	0	0.08	0.1	0.05	0.1	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	39249	30198	2566	6485	1696	26	82	180	251	16	221	117	126	13	664	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	100	76.94	6.54	16.53	4.33	0.07	0.21	0.46	0.64	0.05	0.57	0.30	0.33	0.04	1.70	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	2055	1567	142	346	97	2	5	11	13	1	13	7	7	1	37	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	0.05	0.05	0.06	0.05	0.06	0	0	0.06	0.05	0.06	0	0.06	0.06	0.08	0.06	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	21984	16643	1798	3543	686	0	54	126	24	96	0	82	54	56	194	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	75.71	8.18	16.12	3.13	0.00	0.25	0.58	0.11	0.44	0.00	0.38	0.25	0.26	0.89	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	785	593	64	128	24	0	2	5	1	2	0	3	2	2	7	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	0.04	0.04	0.04	0.04	0.03	0	0	0.04	0.04	0.02	0	0.04	0.04	0.04	0.04	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	40373	31816	2781	5776	1200	40	50	224	163	0	120	40	0	0	0	0	563
Time-Off Awards 31 - 40 hours: Awards Given %	100	78.81	6.89	14.31	2.98	0.10	0.13	0.56	0.41	0.00	0.30	0.10	0.00	0.00	0.00	0.00	1.40
Time-Off Awards 31 - 40 Hours: Total Hours #	984	773	72	139	30	1	1	6	4	0	3	1	0	0	14	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	0.02	0.02	0.03	0.02	0.03	0	0	0.03	0.02	0	0	0.03	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CASH AWARDS</b>																	
Cash Awards \$500 and Under: Awards Given #	3705	2814	260	631	145	12	13	24	9	1	14	4	14	3	48	0	3
Cash Awards \$500 and Under: Awards Given %	100	75.96	7.02	17.04	3.92	0.33	0.36	0.65	0.25	0.03	0.38	0.11	0.38	0.09	1.30	0.00	0.09
Cash Awards \$500 and Under: Total Amount \$	11359079	8862210	680718	1816151	408906	23441	25173	67751	38383	250	58732	11750	54875	5800	115486	0	7265
Cash Awards \$500 and Under: Average Amount \$	3065.88	3149.33	2618.15	2878.21	2820.04	1953	1936	2822.96	4264.78	250	4195	2937.5	3919.64	1933.33	2405.96	0	2422
Cash Awards: \$501 - \$999: Awards Given #	1198	931	87	180	54	2	5	6	2	0	2	3	5	1	27	0	1
Cash Awards: \$501 - \$999: Awards Given %	100	77.72	7.27	15.03	4.51	0.17	0.42	0.51	0.17	0.00	0.17	0.26	0.42	0.09	2.26	0.00	0.09
Cash Awards: \$501 - \$999: Total Amount \$	3072311	2497352	197142	377817	111161	3760	6518	8866	4932	0	4080	9200	13117	2300	57538	0	850
Cash Awards: \$501 - \$999: Average Amount \$	2564.53	2682.44	2266	2098.98	2058.54	1880	1304	1477.67	2466	0	2040	3066.67	2623.4	2300	2131.04	0	850
Cash Awards: \$1000 - \$1999: Awards Given #	3467	2582	259	626	152	9	7	34	13	0	12	11	5	3	57	0	1
Cash Awards: \$1000 - \$1999: Awards Given %	100	74.48	7.48	18.06	4.39	0.26	0.21	0.99	0.38	0.00	0.35	0.32	0.15	0.09	1.65	0.00	0.03
Cash Awards: \$1000 - \$1999: Total Amount \$	7591958	5788135	538603	1265220	297256	21875	14400	63785	21650	0	32397	19700	6600	5600	109734	0	1515
Cash Awards: \$1000 - \$1999: Average Amount \$	2189.78	2241.73	2079.55	2021.12	1955.63	2431	2057	1876.03	1665.38	0	2700	1790.91	1320	1866.67	1925.16	0	1515
Cash Awards: \$2000 - \$2999: Awards Given #	4491	3470	297	724	171	6	5	47	17	2	18	14	5	3	50	0	4
Cash Awards: \$2000 - \$2999: Awards Given %	100	77.27	6.62	16.13	3.81	0.14	0.12	1.05	0.38	0.05	0.41	0.32	0.12	0.07	1.12	0.00	0.09

## Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024.

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Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	11943289	9277017	770560	1895712	449137	15495	13550	119969	50483	5300	45083	39065	12993	6550	130369	0	10280
Cash Awards: \$2000 - \$2999: Average Amount \$	2659.38	2673.49	2594.48	2618.39	2626.53	2583	2710	2552.53	2969.59	2650	2505	2790.36	2598.6	2183.33	2607.38	0	2570
Cash Awards: \$3000 - \$3999: Awards Given #	3555	2907	191	457	122	4	8	23	18	2	8	11	8	2	38	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	81.78	5.38	12.86	3.44	0.12	0.23	0.65	0.51	0.06	0.23	0.31	0.23	0.06	1.07	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	12751242	10428583	681511	1641148	445980	13899	27972	89119	71018	6360	34930	39275	27175	6500	129732	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3586.85	3587.4	3568.12	3591.13	3655.57	3475	3497	3874.74	3945.44	3180	4366	3570.45	3396.88	3250	3414	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	1898	1635	76	187	41	3	2	11	4	0	2	6	4	0	8	0	1
Cash Awards: \$4000 - \$4999: Awards Given %	100	86.15	4.01	9.86	2.17	0.16	0.11	0.58	0.22	0.00	0.11	0.32	0.22	0.00	0.43	0.00	0.06
Cash Awards: \$4000 - \$4999: Total Amount \$	8723084	7508662	348584	865838	188003	2631	2583	2710	2552	2970	2650	2510	2851	2599	2183	2611	2570
Cash Awards: \$4000 - \$4999: Average Amount \$	4595.93	4592.45	4586.63	4630.15	4585.44	877	1292	246.36	638	0	1325	418.33	712.75	0	272.88	0	2570
Cash Awards: \$5000 or more: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>OTHER AWARDS</b>																	
Total QSI's Awarded #	494	396	41	57	4	1	0	2	0	0	0	0	1	0	0	0	4
Total QSI's Awarded %	100	80.17	8.30	11.54	0.81	0.21	0.00	0.41	0.00	0.00	0.00	0.00	0.21	0.00	0.00	0.00	0.81
Total Benefit \$	3406092	2970179	133937	301976	52846	10827	0	26615	0	0	0	0	15404	0	0	0	4
Average Benefit \$	6894.92	7500.45	3266.76	5297.82	13211.5	10827	0	13307.5	0	0	0	0	15404	0	0	0	1
Total Performance Based Pay Increases Awarded #	306	267	13	26	10	0	0	3	1	0	1	0	0	0	5	0	4
Total Performance Based Pay Increases Awarded %	100	87.26	4.25	8.50	3.27	0.00	0.00	0.99	0.33	0.00	0.33	0.00	0.00	0.00	1.64	0.00	1.31
Total Benefit \$	1988860	1614701	156654	217505	39966	0	0	12677	3932	0	4999	0	0	0	18358	0	0
Average Benefit \$	6499.54	6047.57	12050.31	8365.58	3996.6	0	0	4225.67	3932	0	4999	0	0	0	3671.6	0	0

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

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
<b>TIME OFF AWARDS</b>																		
Time-Off Awards 1 - 10 hours: Awards Given #	52290	43763	40049	3714	8527	2055	73	222	411	188	33	80	130	110	40	743	0	25
Time-Off Awards 1 - 10 hours: Awards Given %	327.94	323.62	321.48	348.74	352.07	341.94	214.71	693.75	316.16	318.65	366.67	195.13	250.00	297.30	571.43	384.98	0.00	357.15
Time-Off Awards 1 - 10 Hours: Total Hours #	5162	4325	3969	356	837	205	10	16	49	19	4	9	10	11	2	72	3	0
Time-Off Awards 1 - 10 Hours: Average Hours #	0.1	0	0.1	0.1	0.1	0.1	0	0	0.12	0.1	0.12	0	0.08	0.1	0.05	0.1	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	39249	32764	30198	2566	6485	1696	26	82	180	251	16	221	117	126	13	664	0	0
Time-Off Awards 11 - 20 hours: Awards Given %	246.16	242.29	242.40	240.94	267.76	282.20	76.48	256.25	138.47	425.43	177.78	539.03	225.00	340.55	185.72	344.05	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours #	2055	1709	1567	142	346	97	2	5	11	13	1	13	7	7	1	37	0	0
Time-Off Awards 11 - 20 Hours: Average Hours #	0.05	0	0.05	0.06	0.05	0.06	0	0	0.06	0.05	0.06	0	0.06	0.06	0.08	0.06	0	0
Time-Off Awards 21 - 30 hours: Awards Given #	21984	18441	16643	1798	3543	686	0	54	126	24	96	0	82	54	56	194	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	137.88	136.37	133.60	168.83	146.29	114.15	0.00	168.75	96.93	40.68	1066.67	0.00	157.70	145.95	800.00	100.52	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	785	657	593	64	128	24	0	2	5	1	2	0	3	2	2	7	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	0.04	0	0.04	0.04	0.04	0.03	0	0	0.04	0.04	0.02	0	0.04	0.04	0.04	0.04	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	40373	34597	31816	2781	5776	1200	40	50	224	163	0	120	40	0	0	0	0	563
Time-Off Awards 31 - 40 hours: Awards Given %	253.21	255.84	255.39	261.13	238.49	199.67	117.65	156.25	172.31	276.28	0.00	292.69	76.93	0.00	0.00	0.00	0.00	8042.86
Time-Off Awards 31 - 40 Hours: Total Hours #	984	845	773	72	139	30	1	1	6	4	0	3	1	0	0	14	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	0.02	0	0.02	0.03	0.02	0.03	0	0	0.03	0.02	0	0	0.03	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>CASH AWARDS</b>																		
Cash Awards \$500 and Under: Awards Given #	3705	3074	2814	260	631	145	12	13	24	9	1	14	4	14	3	48	0	3
Cash Awards \$500 and Under: Awards Given %	23.24	22.74	22.59	24.42	26.06	24.13	35.30	40.63	18.47	15.26	11.12	34.15	7.70	37.84	42.86	24.88	0.00	42.86
Cash Awards \$500 and Under: Total Amount \$	11359079	9542928	8862210	680718	1816151	408906	23441	25173	67751	38383	250	58732	11750	54875	5800	115486	0	7265
Cash Awards \$500 and Under: Average Amount \$	3065.88	187	3149.33	2618.15	2878.21	2820.04	1953	1936	2822.96	4264.78	250	4195	2937.5	3919.64	1933.33	2405.96	0	2422
Cash Awards: \$501 - \$999: Awards Given #	1198	1018	931	87	180	54	2	5	6	2	0	2	3	5	1	27	0	1
Cash Awards: \$501 - \$999: Awards Given %	7.52	7.53	7.48	8.17	7.44	8.99	5.89	15.63	4.62	3.39	0.00	4.88	5.77	13.52	14.29	13.99	0.00	14.29
Cash Awards: \$501 - \$999: Total Amount \$	3072311	2694494	2497352	197142	377817	111161	3760	6518	8866	4932	0	4080	9200	13117	2300	57538	0	850
Cash Awards: \$501 - \$999: Average Amount \$	2564.53	465	2682.44	2266	2098.98	2058.54	1880	1304	1477.67	2466	0	2040	3066.67	2623.4	2300	2131.04	0	850
Cash Awards: \$1000 - \$1999: Awards Given #	3467	2841	2582	259	626	152	9	7	34	13	0	12	11	5	3	57	0	1
Cash Awards: \$1000 - \$1999: Awards Given %	21.75	21.01	20.73	24.32	25.85	25.30	26.48	21.88	26.16	22.04	0.00	29.27	21.16	13.52	42.86	29.54	0.00	14.29
Cash Awards: \$1000 - \$1999: Total Amount \$	7591958	6326738	5788135	538603	1265220	297256	21875	14400	63785	21650	0	32397	19700	6600	5600	109734	0	1515
Cash Awards: \$1000 - \$1999: Average Amount \$	2189.78	168	2241.73	2079.55	2021.12	1955.63	2431	2057	1876.03	1665.38	0	2700	1790.91	1320	1866.67	1925.16	0	1515
Cash Awards: \$2000 - \$2999: Awards Given #	4491	3767	3470	297	724	171	6	5	47	17	2	18	14	5	3	50	0	4
Cash Awards: \$2000 - \$2999: Awards Given %	28.17	27.86	27.86	27.89	29.90	28.46	17.65	15.63	36.16	28.82	22.23	43.91	26.93	13.52	42.86	25.91	0.00	57.15



## Environmental Protection Agency

For period covering October 1, 2023 to September 30, 2024.

File Process Date and Time: 03/27/2025 05:04 PM

Version 2.0.

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Cash Awards: \$2000 - \$2999: Total Amount \$	11943289	10047577	9277017	770560	1895712	449137	15495	13550	119969	50483	5300	45083	39065	12993	6550	130369	0	10280
Cash Awards: \$2000 - \$2999: Average Amount \$	2659.38	40	2673.49	2594.48	2618.39	2626.53	2583	2710	2552.53	2969.59	2650	2505	2790.36	2598.6	2183.33	2607.38	0	2570
Cash Awards: \$3000 - \$3999: Awards Given #	3555	3098	2907	191	457	122	4	8	23	18	2	8	11	8	2	38	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	22.30	22.91	23.34	17.94	18.87	20.30	11.77	25.00	17.70	30.51	22.23	19.52	21.16	21.63	28.58	19.69	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	12751242	11110094	10428583	681511	1641148	445980	13899	27972	89119	71018	6360	34930	39275	27175	6500	129732	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3586.85	-4	3587.4	3568.12	3591.13	3655.57	3475	3497	3874.74	3945.44	3180	4366	3570.45	3396.88	3250	3414	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	1898	1711	1635	76	187	41	3	2	11	4	0	2	6	4	0	8	0	1
Cash Awards: \$4000 - \$4999: Awards Given %	11.91	12.66	13.13	7.14	7.73	6.83	8.83	6.25	8.47	6.78	0.00	4.88	11.54	10.82	0.00	4.15	0.00	14.29
Cash Awards: \$4000 - \$4999: Total Amount \$	8723084	7857246	7508662	348584	865838	188003	2631	2583	2710	2552	2970	2650	2510	2851	2599	2183	2611	2570
Cash Awards: \$4000 - \$4999: Average Amount \$	4595.93	-34	4592.45	4586.63	4630.15	4585.44	877	1292	246.36	638	0	1325	418.33	712.75	0	272.88	0	2570
Cash Awards: \$5000 or more: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER AWARDS																		
Total QSI Awards #	494	437	396	41	57	4	1	0	2	0	0	0	0	1	0	0	0	4
Total QSI Awards %	3.10	3.24	3.18	3.85	2.36	0.67	2.95	0.00	1.54	0.00	0.00	0.00	0.00	2.71	0.00	0.00	0.00	57.15
Total Benefit \$	3406092	3104116	2970179	133937	301976	52846	10827	0	26615	0	0	0	0	15404	0	0	0	4
Average Benefit \$	6894.92	1597	7500.45	3266.76	5297.82	13211.5	10827	0	13307.5	0	0	0	0	15404	0	0	0	1
Total Performance Based Pay Increases Awarded #	306	280	267	13	26	10	0	0	3	1	0	1	0	0	0	5	0	4
Total Performance Based Pay Increases Awarded %	1.92	2.08	2.15	1.23	1.08	1.67	0.00	0.00	2.31	1.70	0.00	2.44	0.00	0.00	0.00	2.60	0.00	57.15
Total Benefit \$	1988860	1771355	1614701	156654	217505	39966	0	0	12677	3932	0	4999	0	0	0	18358	0	0
Average Benefit \$	6499.54	-1866	6047.57	12050.31	8365.58	3996.6	0	0	4225.67	3932	0	4999	0	0	0	3671.6	0	0