

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025

PART A
Department
or Agency
Identifying
Information

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

PART B
Total
Employment

1. Enter total number of permanent full-time and part-time employees	1. 14661
2. Enter total number of temporary employees	2. 531
3. TOTAL EMPLOYMENT [add lines B 1 through 2]	4. 15192

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 and Adjudication
Affirmative Employment Program Manager	Cynthia Darden	Acting Director, Equal Employment Opportunity Division
Complaint Processing Program Manager	Cynthia Darden	Acting Director, Equal Employment Opportunity Division
Hispanic Program Manager (SEPM)	Nadar Baker	Equal Employment Opportunity Manager
Women's Program Manager (SEPM)	Cynthia Darden	Deputy Director, Office of Civil Rights and Adjudication
Disability Program Manager (SEPM)	Russell Massey	Equal Employment Opportunity Specialist
Special Placement Program Coordinator (Individuals with Disabilities)	Tina Mak	Veterans Employment Program Officer
Reasonable Accommodation Program Manager	Amanda Sweda	Senior National Reasonable Accommodation Coordinator
Anti-Harassment Program Manager	Frank Welsh	Branch Lead Manager Investigations and Compliance
ADR Program Manager	Nadar Baker	Equal Employment Opportunity Manager
Principal MD-715 Preparer	Marnice Turner	Equal Employment Opportunity Specialist
Other EEO Staff	Kwasi Griffin	Program Analyst

For period covering October 1, 2024 to September 30, 2025

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

Reasonable Accommodation
Procedure

Y

Y

Alternative Dispute Resolution
Procedures

Y

Y

Organization Chart

Y

Y

Personal Assistance Services
Procedures

Y

Y

EEO Policy Statement

Y

Y

Agency Strategic Plan

Y

Y

Diversity Policy Statement

N

N

EEO Strategic Plan

N

N

Human Capital Strategic Plan

N

N

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

N

N

Federal Equal Opportunity
Recruitment Program (FEORP)
Report

N

Y

Disabled Veterans Affirmative
Action Program (DVAAP) Report

N

Y

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025

EXECUTIVE SUMMARY: MISSION

FY 2025 Management Directive 715 Part E – Executive Summary

The U.S. Environmental Protection Agency (EPA) provides the following summary of its Equal Employment Opportunity (EEO) programs, activities, and accomplishments for FY 2025. Part E documents the EPA’s multi-year effort to build and sustain a model EEO program based on the six essential elements identified in the Equal Employment Opportunity Commission (EEOC) Management Directive (MD)-715 guidance.^[1]

Part E. 1: Mission

U.S. Environmental Protection Agency

The EPA’s mission is to protect human health and the environment. The EPA works to deliver a cleaner, safer, and healthier environment by administering and enforcing federal environmental laws.

The EPA requires a highly skilled, dynamic, and world-class workforce to achieve its mission. To that end, EPA seeks to attract, hire, retain, and promote the most talented individuals in accordance with merit systems principles. Finally, EPA reviews its EEO demographic employment data to identify triggers to EEO.

Office of Civil Rights and Adjudication

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

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

OCRA developed these principles to guide its operations and performance expectations. These principles reflect the commitment of the program to achieve its various objectives. OCRA’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 OCRA alone.

To carry out the requirements of the EEOC MD-715 most efficiently and effectively, OCRA maintains partnerships across the EPA. OCRA’s primary partnership is with the Office of Finance and Administration (OFA). This partnership is critical because OFA is responsible for the effective management of the Agency’s human, financial, and physical resources to include collecting race, sex, national origin (RSNO), and disability data.

In addition, OCRA consults with the Office of General Counsel (OGC). Specifically, the Civil Rights and Finance Law Office (CRFLO), OGC’s nondefense wing, provides legal assistance to OCRA programs, including legal sufficiency reviews of the MD-715 report.

^[1] The EPA’s analysis of the data is based on the methodology that EEOC embeds in its template, which relies on OPM-defined codes and established formulas.

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Part E. 2: Essential Elements A-F

The EPA reviewed its program activities from FY 2025 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

On June 15, 2025, the EPA Administrator issued and disseminated EPA's EEO Policy Statement and Anti-Harassment Policy Statement through mass mailers to all of its workforce. As a best practice, some Regional Administrators also issued an EEO Policy Statement amplifying the Administrator's reaffirmation of EPA's commitment to EEO and anti-harassment in the workplace.

The EPA issued additional civil rights mass mailers to staff, such as on EPA's Reasonable Accommodation procedures, Religious Accommodation processes, and Anti-Harassment Listening and Training Sessions. Further, all EEO-related policies were and are available on OCRA's public [webpage](#). In addition, the EPA maintained reasonable accommodation request procedures and contact information on its public-facing [website](#) for employment applicants or any person interested in this information.

OCRA's National Reasonable Accommodation Coordinators (NRACs) regularly met with its cadre of Local Reasonable Accommodation Coordinators (LORACs) and At-Large Accommodation Coordinators to discuss best practices for compliance with written procedures for reasonable accommodation. OCRA established the At-Large Accommodation Coordinators in FY 2025 to process more efficiently the tremendous spike in disability accommodation requests EPA received.

Further, in its vacancy announcements, EPA provided information regarding reasonable accommodations for applicants needing a reasonable accommodation, which included contact information. Prominent placement of EEO-related information in agency communications and leadership approval and support for collateral duty EEO-related positions demonstrated leadership commitment to the EEO program.

During FY 2025, Senior Executive Service leaders continued to serve as Executive Champions for civil rights special emphasis programs, offering ongoing support and executive-level guidance consistent with 29 CFR 1614.102(a). Finally, EPA allocated funding to support essential EEO certification training and sufficient resources to ensure the efficient operation of EPA's EEO program.

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

In FY 2025, EPA continued to demonstrate its commitment to integrate EEO into its strategic mission. The EPA ensured merit system principles were followed. As the Agency developed a new Strategic Plan for FY 2026-2030, OCRA continued to monitor compliance with civil rights laws and provided oversight consistent with statutory and regulatory authority.

The OCRA Director regularly briefed and advised senior leadership colleagues on EEO issues, such as the impacts and implementations of several executive orders related to civil rights. In the second quarter, the OCRA Director delivered EPA's annual "State of EEO" briefings to EPA's most senior leadership, which culminated with a briefing to the Administrator.

In the fourth quarter, the OCRA Director delivered a "State of EEO" presentation for all EPA employees, managers, and supervisors. The OCRA Director also provided remarks and served on panels at numerous region and program office programs and EPA trainings with the result of visibly integrating EEO into EPA's mission.

To ensure alignment and coordination, OCRA continued to hold monthly meetings with Equal Employment Opportunity Officers (EEOOs) and Program Management Officers (PMOs) to provide guidance on EEO activities to its region and program offices. Some EEOOs and PMOs also presented "State of EEO" briefings to their respective region or program office employees.

To further integrate EEO into the EPA's mission, OCRA conducted three EEO Training and Accountability Visits (TAVs) – one EPA region office and two EPA program offices. The TAVs provided training to employees, managers, and supervisors on the following EEO matters: discrimination prevention; EEO complaints; and EEO accommodations. In addition to TAVs, OCRA provided EEO trainings to employees, managers, and supervisors on matters such as anti-harassment and reasonable accommodations.

Essential Element C: Management and Program Accountability

The EPA ensures management and program accountability by conducting regular internal audits of its region and program offices. To support this effort, EPA'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.

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

With the transition of a new Administration, the OCRA Director conducted introductory meetings with the Regional Administrators and Deputy Assistant Administrators. OCRA also met with the Deputy Civil Rights Officials (DCROs) of each region and program office. In all these meetings, the OCRA Director provided information about EPA's civil rights programs and their related responsibilities as senior leaders.

To ensure EPA's accountability to civil rights laws, OCRA regularly collaborated with key partners across the Agency, particularly, OFA and OGC. Together, EPA addressed national-level data calls from the Office of Personnel Management (OPM) and ensured compliance with civil rights laws and the Privacy Act of 1974. Further, OFA managed EPA's anti-harassment process, Order 4711—*Procedure for Addressing Allegations of Workplace Harassment*, within the Office of the Chief Human Capital Officer.

In FY 2025, EPA had an ongoing commitment to include clear expectations about EEO in the performance appraisal plans of supervisors. The EPA also maintained Senior Executive Service (SES) standards, which focused on promoting merit system principles that included EEO. In addition to expecting all senior leaders to lead on this issue, EPA also included a mandatory element for non-SES supervisors that included language that explicitly prohibits discrimination.

OCRA reminded all EPA employees that merit system principles preclude discrimination based on race, sex, national origin, color, religion, age, disability, genetic information, marital status, parental status, political affiliation, or for engaging in EEO protected activity. OCRA trainings reiterated EPA's EEO policy and notified attendees that EPA would not tolerate discrimination. The trainings also stated that EPA would consider disciplinary action up to and including termination of employees who engage in EEO discrimination.

Essential Element D: Proactive Prevention of Unlawful Discrimination

The EPA's civil rights program continued to seek to avoid disruptions to the workplace that could result from discrimination, harassment, and retaliation. The EPA proactively addressed these issues. For example, OCRA met monthly with EEOOs and PMOs to discuss EEO accomplishments, best practices, and challenges.

Another proactive prevention strategy OCRA utilized was to educate employees and supervisors on their EEO rights and responsibilities. During EPA's Successful Leaders Program, a mandatory program for all new agency supervisors, OCRA provided training specifically tailored to include information on EEO laws and discussions on EPA's EEO policy to prevent discrimination, including retaliation.

OCRA also had a standing position on the New Employee Orientation agenda, where OCRA staff explained EEO policy to all new EPA employees. In addition, OCRA updated its No Fear Act biennial training for EPA staff. OCRA's previously mentioned TAVs also were part of EPA's proactive strategy to prevent unlawful discrimination.

Moreover, the issuance of EPA's annual EEO policy statements served to remind employees of their EEO rights and responsibilities in preventing discrimination and harassment. Relatedly, the Anti-Harassment Policy Statement highlighted EPA Order 4711, which requires reporting harassment; investigating harassment; and taking prompt and effective corrective action, as appropriate. Promptly addressing complaints presumably helped discourage future discrimination and harassment.

Additionally, EPA vacancy announcements were consistent on several EEO points, setting the expectation of EEO for applicants. All vacancy announcements stated EPA is an equal opportunity employer. Further, and to reiterate, these announcements all provided information for applicants and employees with disabilities, such as details to request an accommodation.

Timely and effectively addressing reasonable accommodation requests helped prevent some EEO complaints. In FY 2025, OCRA impressively processed over 2,700 reasonable accommodations requests, a 300% increase from FY 2025.

Further, EPA completed over 2,300 of these requests despite a larger volume of medical documentation to review. On average, OCRA processed accommodation requests in 43.1 days. For 15 consecutive years, OCRA has maintained a processing rate of 90% or higher.

The EPA continued with its Reasonable Accommodation Procurement Program (RAPP) pilot in FY 2025. The Program centralizes the implementation of many approved tangible accommodations and speeds up the acquisition process.

The RAPP does so by providing a one-stop shop for purchasing assistive technologies and equipment for approved reasonable accommodations using a dedicated fund. This removes the cost and purchasing responsibilities from regions and program offices providing consistency and efficiency, while reducing liability.

Finally, the OCRA Director was a member of the Federal Interagency Holocaust Remembrance Committee (FIHRC). The FIHRC highlights the 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. It is EPA policy to offer ADR to every employee during initial counseling in the informal complaint

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EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

process. However, applicants and employees who have separated from EPA are not eligible.

In FY 2025, the ADR offer rate increased to 100% of eligible complainants, compared to 96% in FY 2024. The EPA maintained a fifty percent ADR participation rate, which is the EEOC's ADR participation rate benchmark.

Throughout FY 2025, OCRA continued to reinforce to EEO Counselors the value of ADR. OCRA also directed Counselors to explain and promote the benefits of ADR to complainants. Finally, OCRA required Counselors to offer ADR to all eligible complainants.

In FY 2025, EPA had a 91% timeliness rate for completing EEO investigations. This was particularly remarkable given an increase in staff departures as part of the Deferred Resignation Program (DRP), general retirements, and a hiring freeze that limited OCRA from filling vacancies.

To address the vacancy issue, in FY 2025, OCRA began to expand cross-utilization of employees. OCRA also directed staff to place documents in shared locations to provide greater coverage and eliminate single-point failures.

Additionally, OCRA updated the storage platform for case files, and implemented a more intuitive filing structure. These measures resulted in a more secure and efficient recordkeeping system. These measures also allowed OCRA to more seamlessly reassign cases and experience less disruptions in case processing during employee absences.

In FY 2025, EPA decreased the time it took to issue final agency actions by 32 days from 122 days in FY 2024 to 90 days in FY 2025. The EPA attributed the decrease to another year of gained experience by OCRA's only FAD writing attorney. Also, OCRA identified staff who were good writers but who had not drafted a FAD and assigned them to draft less complex FADs.

Essential Element F – Responsiveness and Legal Compliance

To ensure timely responses and compliance with EEO requirements, OCRA conducted audits of its complaints database and internal tracking logs in FY 2025. OCRA leadership continued to alert EEO Specialists when EEOC correspondence arrived so as not to delay uploading investigative files. OCRA training for managers/supervisors during its TAVs, EPA's Senior Leaders Program, and OCRA's reasonable accommodation training further addressed manager responsibilities throughout the EEO process.

Consistent with MD-715 requirements, representatives from OCRA, OGC, EEOOs, and PMOs from the region and program offices formed a barrier analysis workgroup to analyze EPA's workforce demographics and triggers and to identify possible EPA barriers to EEO. OCRA did not identify any EEO barrier due to an EPA policy, practice, or procedure.

In support of EEO action plans, OCRA regularly engaged with DCROs, EEOOs, PMOs, and Special Emphasis Program Managers (SEPMs) to identify and address potential EEO concerns. OCRA also discussed and implemented specific action items that addressed EEO priorities and improved the efficacy of EPA's EEO program. Creating a barrier-free environment where all applicants and employees have the opportunity to compete and work to their fullest potential is vital for EPA mission success.

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EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Part E. 3: Workforce Analysis

The EPA's workforce data is a key component to understanding the current work environment by identifying triggers and eliminating potential barriers to the hiring, advancement, and retention of the most qualified talent in accordance with merit system principles. Workforce statistical analysis is a comparison of EPA's EEO demographic workforce to established federal benchmarks to determine if triggers exist and to develop an EEO action plan to eliminate possible barriers.

A trigger merely suggests the need for further inquiry into a particular employment policy, practice, or procedure. To determine a trigger using workforce statistics, EPA utilizes a 2% or greater threshold difference compared to the Civilian Labor Force (CLF) benchmark. The EPA captures its demographic data by utilizing Oracle Analytics Server (OAS) and Monster Analytics.

The objective of analyzing triggers is to eliminate potential barriers that may hinder EEO and ensure that everyone has access to employment-related opportunities on their merit. Effective workforce analysis is essential for the EPA to make informed decisions, streamline operations, and achieve strategic goals.

Workforce Composition

In FY 2025, there were 14,661 permanent employees, a decrease of 1,284 employees compared to the previous year. The EPA continued to utilize critical tools to increase employment opportunities for individuals with a disability, such as the Workforce Recruitment Program (WRP).^[1]

In FY 2025, EPA again exceeded EEOC's benchmark of 12% for Persons with Disabilities (PWD) with 15.60% of the workforce reporting having a disability. Also, EPA exceeded EEOC's benchmark of 2% for Persons with Targeted Disabilities (PWTD) with 3.75% of the workforce reporting having a targeted disability.

Workforce Participation Rates

When compared to the 2014-2018 Civilian Labor Force (CLF), EPA's FY 2025 permanent workforce, as in prior years, showed greater than expected representation of female employees and, conversely, less than expected representation of male employees. Specifically, EPA's permanent workforce had triggers for male, Hispanic male, and White male employees compared to the CLF. However, all three groups saw increased representation in FY 2025 compared to FY 2024, which brought EPA closer to being on par with the CLF.

In FY 2025, the barrier analysis workgroup began to investigate the triggers and any potential barriers to employment opportunities based on FY 2024 data. By the end of FY 2025, the workgroup had not identified an EPA policy, practice, or procedure that was an EEO barrier.

The trigger analysis of the FY 2025 data indicated a trigger for men in EPA's five mission-critical occupations (MCOs). The workgroup will review whether EPA has a policy, practice, or procedure that serves as a barrier in EPA's MCOs.

Workforce Hires

In FY 25, male employees experienced a significant 8.1% increase in new hires from the previous year and female employee hires decreased by that percentage. OCRA notes that despite the decrease in EPA's female hire rate, female employee representation remained above the female CLF rate.

In breaking down sex hire rates by race/national origin, in FY 2025, White males experienced the largest increase in new hires, 8.23%. At the other end of the spectrum, only two EEO demographic groups experienced a greater than two percent decrease in hires: White females at 2.9% and Black females at 2.05%.

Workforce Separations

In FY 25, EPA's total workforce was significantly reduced and affected by voluntary separations and agency-wide reorganizational efforts attributed to DRPs, retirements, and a reduction in force. White female employees experienced the largest increase in separations, 5.13%, from FY 2024 to FY 2025.

GS-13 - SES Senior Grades

There was a trigger in upward mobility of female employees at the GS-13; however, the percentage bounced back at the GS-14, dropped slightly at the GS-15, and recovered at the SES level, where female employees made up 51.55% of the SES. With respect to race and national origin, White male employees experienced a steady progression from GS-13 through the SES with one exception at the GS-13 level. Finally, Hispanic male employees experienced triggers in the GS-13 through GS-15 grades.

^[1] The WRP program continues to serve as a government-wide leading practice for providing work experiences to college students and recent graduates

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EXECUTIVE SUMMARY: WORKFORCE ANALYSES

with disabilities.

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For period covering October 1, 2024 to September 30, 2025

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Part E. 4: Accomplishments

In FY 2025, OCRA advanced EPA's commitment to EEO and merit system statutes and regulations, which ensured that recruitment, selection, and promotion in federal employment was based on merit and qualifications. Further, OCRA enhanced accountability, delivered impactful trainings, and ensured compliance with stated regulations. The following are highlights and notable accomplishments that reflect EPA's collective effort to comply with EEO laws and ensure a model EEO program:

- OCRA Director delivered the State of EEO at EPA to the Administrator, to EPA's most senior leaders, to several stakeholders, and to all EPA employees.
- As part of its proactive work to prevent discrimination, OCRA held two anti-harassment listening and training sessions, conducted three TAVs, and provided communications to EPA staff on its EEO and Anti-Harassment Policy Statements and on Religious Accommodations.
- OCRA processed 2,722 accommodation requests; provided two EPA wide training events on the reasonable accommodation process; and informed managers on the use of the Interim Accommodation process to address disability accommodation requests timely.
- OCRA partnered with OFA to pilot a centralized fund for tangible items approved as part of a reasonable accommodation request.
- OCRA trained fifteen LORACs to assist in processing disability accommodation requests.
- OCRA issued its annual EPA fiscal year data memorandum on reasonable accommodations.
- OCRA timely completed all major reports for the EEOC, OPM, and Congress, *e.g.*, MD-715, 462, and No FEAR Act reports.
- OCRA hired its first-ever Data Statistician.
- OCRA developed a reasonable accommodations dashboard to address data calls from federal agencies, such as OPM and GSA.
- OCRA assessed new executive orders, EEOC, OPM, and DOJ policies and guidance on civil rights matters such as, disability and religious accommodations. OCRA also communicated with region and program office leadership, EEOOs, PMOs, and Human Resource Officers to ensure EPA complied with executive orders and guidance in addressing civil rights matters consistent with new EPA policies, such as EPA's return to office policy.
- OCRA initiated a Religious Accommodations Workgroup with OFA to formalize and expound on existing policies and procedures for religious accommodations.
- OCRA analyzed requirements and collaborated with OGC to implement EEOC final regulations on the Pregnant Workers Fairness Act.
- OCRA ensured all EPA EEO investigators and counselors received annual training and/or refresher training as required pursuant to EEOC Management Directive 110.
- OCRA enhanced its civil rights program by improving its monitoring of settlement agreements, so that EPA complies with such agreements, providing timely relief, including monetary relief, and reducing agency liability for settlement breaches.
- OCRA Director's performance appraisal plan (PAP) continued to include a requirement to reduce FAD processing time, as did the PAPs of OCRA's Deputy Director, EEO Division Director, and attorney.
- OCRA posted all No FEAR Act [statistics](#) on its external internet [website](#) quarterly.
- OCRA maintained a fifty percent ADR participation rate, meeting the EEOC benchmark.
- OCRA regularly engaged with DCROs, Human Resources Council, and SEPMs to identify and address EEO triggers and concerns, to discuss and implement specific action items that address EEO priorities, and to improve efficacy of EPA's EEO program.

Region 1: Coordinated monthly EEOO/PMO meetings for cross-collaboration and information sharing and ensured regions responded to national data calls timely.

Region 2: Hosted Section 508 compliance training sessions for employees. Provided digital accessibility trainings that included best practices in the digital workplace to develop a culture of sharing electronic content that allows the same access to information for all.

Region 3: Incorporated and included EEO/Civil Rights/SEPM presentations on the agenda for all New Employee Orientations and in the onboarding process. Also, announced EEO reminders and SEP observances in its Regional newsletter. Additionally, leadership supported SEPMs by maintaining a SEP Teams Site, executing SEP events, and keeping SEPMs updated on new policies and guidance.

Region 4: Engaged all its Divisions in the MD-715 development process. Also, coordinated targeted training for supervisors to strengthen legal awareness of EEO responsibilities. Further, the First Line Advisory Group convened quarterly to discuss EEO compliance, labor relations, and employee concerns specific to the Region. In addition, provided Region-wide communications and the 'Respect in the Workplace' campaign, which emphasized professionalism, mutual respect, and zero tolerance for unlawful discrimination or harassment.

Region 5: Developed and executed training for EEO Counselors to include processing reasonable accommodation cases, spin-offs/fragmented complaints, and drafting/finalizing the EEO Counselor report. Also, provided a series of workforce development training sessions that included networking, problem solving, and active listening to promote best workplace practices. Additionally, the EEO staff participated in the National Barrier Analysis Workgroup to address data triggers and potential barriers to employment.

Region 6: The EEO Office implemented several methods of communication to ensure all Region 6 staff were aware of the EEO complaint process, laws, regulations, rights, duties, and responsibilities. Also, HR/Mission Support offices and Senior Leadership coordinated to ensure consistent communication regarding EEO matters and that managers and supervisors complete required training.

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Region 7: Introduced new employees to the EEO program during orientation and provided the “Welcome to EPA Region 7 New Employee Onboarding,” which included information on reasonable accommodations, SEPs, and a link to the EEO SharePoint page. In addition, on June 17, 2025, the Region 7 Administrator signed the Civility in the Workplace Policy Memorandum, which included EEO policies and procedures.

Region 8: Proactively supported a harassment-free workplace and hosted advanced bystander intervention training (i.e., “Conflict De-escalation Training”). The EEO Program participated in multiple HR-led sessions for new supervisors, providing EEO overview training. Additionally, sponsored a workplace civility campaign, promoted through its weekly newsletter, on the importance of courteous and respectful interactions for a supportive and productive environment. Finally, the EEOO participated in the National Barrier Analysis Workgroup to address data triggers and potential barriers to employment.

Region 9: Offered additional management training opportunities including: Managing Generations; Mental Health in the Workplace; and Engaging Constructively in Difficult Conversations. SEPMs executed multiple regional observances and panel discussions, which reflected on multiple communities and their connection with natural resources. In coordination with Region 3, EEOO created a cadre of EEO mediators within EPA and began to work on a 40-hour training for them. Additionally, the EEO staff participated in the National Barrier Analysis Workgroup to address data triggers and potential barriers to employment.

Region 10: Provided additional reasonable accommodation training in a variety of formats to include a monthly management forum, union steward training, supervisor training, and the issuance of *Reasonable Accommodation Practice: A Guide for Managers*. In addition, the PMO participated in the National Barrier Analysis Workgroup to address data triggers and potential barriers to employment. During EEO intake sessions, explained the ADR process and the benefits to using it. This best practice resulted in all complainants opting to participate in ADR.

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EXECUTIVE SUMMARY: PLANNED ACTIVITIES

Part E. 5: Planned Activities

In FY 2025, EPA made progress on its MD-715 priorities despite personnel challenges in OCRA. The EPA will address the following activities in FY 2026 as MD-715 priorities:

- Partner with OFA to continue to improve EEO demographic data sharing with OCRA.
- Continue to address EEOC's recommendations to EPA with respect to EPA's workforce.
- Continue to implement EEO Action Plans to eliminate any possible barriers to EEO and ensure that EPA will attract, hire, retain, and promote the most talented individuals in accordance with merit system principles.

To further address these challenges, OCRA developed a FY 2025 – FY 2026 Strategic Plan designed to guide its activities, track progress, and proactively prepare for the Agency's future needs, which align with EPA strategies to enforce and comply with existing laws. OCRA priorities include:

- Monitoring and supporting region and program office EEO Action Plans.
- Providing EEO training sessions to supervisor and managers in an engaging and informative manner and continuing the EEO TAVs with region and program offices.
- Filling leadership positions and gaps in EEO staff to strengthen OCRA capacity.
- Continuing to cross-utilize OCRA staff following EPA, AO, and OCRA's reorganization.
- Training additional collateral duty SEPMs to adequately address EEO priorities in accordance with EEOC directives.
- Expanding the RAPP pilot program to rapidly procure equipment and assistive technologies in response to reasonable accommodation determinations.
- Conducting continuous improvement projects to increase the use of ADR to address complaints in a timely and cost-effective manner.
- Reducing FAD processing time.

In conclusion, the MD-715 serves as a comprehensive guide for federal agencies to create and sustain workplaces that are free from discrimination and ensure EEO for all employees. Moving forward, EPA will continue to advance EEO and promote a model EEO program.

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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

Director of the Office of Civil Rights and Adjudication JuanCarlos Hunt (SES),

I,

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.

April 30, 2026

Date

Lee Ziller

Signature of Agency Head or Agency Head Designee

April 30, 2026

Date

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025

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 June 15, 2025. 6/15/2025
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		Per the executive order, EPA's EEO policy includes sex but no longer specifies the subcategories, which is also consistent with, for example, color, disability, national origin, race, and religion.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No		
	A.2. The agency has communicated EEO policies and procedures to all employees.			N/A	

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 June 15, 2025.
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A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			
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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			
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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			
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A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			https://www.epa.gov/ocr/reasonable-accommodation
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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			The EPA provided 18 EEO training sessions to new employees during new employee orientation. Also, EPA provided quarterly training to employees during three training and accountability visits and posted its policy on the agency’s internal and external website.
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A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	X			The EPA provides ADR information during the EEO counseling process and maintains ADR information on its internal and external websites. EPA’s Conflict Prevention and Resolution Center (CPRC) also provides agencywide trainings and programs on ADR, including during ADR Day and Month. Finally, in August of 2025, CRPC became part of the Office of Civil Rights and Adjudication (OCRA).
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 2025, EPA delivered 33 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 EPA’s annual anti-harassment policy statement on June 5, 2025, and OCRA posts 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			Addressed in annual anti-harassment trainings OCRA held on 1/14/25 and 7/20/25, respectively. Also, OCRA posts the anti-harassment training on its internal website.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	A.3. The agency assesses and ensures EEO principles are part of its culture.				
A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section. .		X			Some regions and program offices within the EPA recognize employees for EEO contributions with an award. OCRA recognizes its staff as well as employees in region and program offices demonstrating superior accomplishments in EEO.
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			The EPA used the Federal Employee Viewpoint Survey; however, it is the EPA’s understanding that this will not be available. OCRA uses survey assessments from employees engaging in the informal complaints process, the formal complaints process, and the reasonable accommodations process, as well as in surveys during OCRA’s Training and Accountability Visits (TAVs).

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Agency Self-Assessment Checklist

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

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		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			However, the deputy administrator signs the OCRA director's performance appraisal and has regularly scheduled monthly meetings with the OCRA director. The OCRA Director also meets weekly and often more often than that with EPA's Deputy Chief of Staff, who is the highest-ranking career SES in the Administrator's Office and its Deputy Civil Rights Official.
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	The current set up explained, above, applies to other Directors required to report to the Agency Head.
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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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

The Office of Civil Rights and Adjudication (OCRA) director briefed the Office of Mission Support senior leadership on February 13, 2025; the Office of General Counsel senior leadership on February 13, 2025; EPA Administrator Lee Zeldin on March 14, 2025; and the "State of Equal Employment Opportunity at EPA" briefing to EPA employees on August 21, 2025.

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 OCRA director participates in the chief of staff's weekly meeting with EPA's most senior leadership. The OCRA director initiated discussions to participate in the Executive Management Council (EMC); however, EPA's reorganization has resulted in a revamping of the EMC.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	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.				
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 OCRA 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			The EPA's FY 2022-2026 Strategic Plan includes the EEO principles. In FY25, EPA began to develop a new strategic plan.

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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			

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 Compliance Indicator	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills	Measure Has Been Met		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
 Measures		Yes	No		

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	B.6. The agency involves managers in the implementation of its EEO program.	Measure Has Been Met		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
 Measures		Yes	No		

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

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Essential Element: C Management and Program Accountability

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

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
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			
C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]		X			

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

X

https://www.epa.gov/sites/default/files/2020-09/documents/pas_reference_guide.pdf

**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

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

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

X

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

X

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

X

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

X

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

X

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

X

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

X

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

X

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

X

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

X

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

X

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
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)]	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.	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			
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			Prior to the federal hiring freeze, some regions and program offices utilized special emphasis program managers and outreach ambassadors for recruitment activities at conferences and minority serving institutions.
C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]		X			
C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]		X			
C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]		X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 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)]		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 2025, 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			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
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.	C.6. The EEO office advises managers/supervisors on EEO matters.	X			Annually, OCRA's director provides the State of EEO to the entire agency. Monthly, the Director meets separately with the Deputy Administrator and the Deputy Chief of Staff. The OCRA EEO Director also attends a weekly EPA leadership call. During EEO Training and Accountability Visits (TAVs), OCRA updates supervisors and managers during roundtable discussions and interactive training.
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
		Yes	No	
 Measures	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		

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		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			EPA's executive leadership developed reorganizational assessments based upon OPM's May 29, 2025, Merit Hiring Plan and EPA's workforce succession planning.
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 (form 462) complaints and reasonable accommodations data, exit surveys, and the Federal Employee Viewpoint Survey.

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 Compliance Indicator		Measure Has Been Met		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
 Measures		Yes	No		
D.3. The agency establishes appropriate action plans to remove identified barriers.				N/A	
D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]		X			However, the 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			

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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.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			.https://www.epa.gov/ocr/affirmative-action-plans-recruitment-hiring-advancement-and-retention-persons-disabilities
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			EPA's Persons with Disabilities (PWD) and Persons with Targeted Disabilities (PWTD) have, and in FY25 continued to exceed, the respective 12% and 2% goals.

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Agency Self-Assessment Checklist

Essential Element: E Efficiency

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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.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.	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			The average processing time is 61.75 days.
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			OCRA completed 91% of its EEO investigations timely.
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		(See Part H.) However, processing time has decreased for five years in a row. In FY 25, the average processing time improved to 90 days.
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			

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Agency Self-Assessment Checklist

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			The agency holds contractors accountable by conducting periodic contractor performance reviews with the National Equal Employment Opportunity Investigative Services Office (NEEOISO), the Services Manager, and the Equal Employment Opportunity Services Analysts.
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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 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.		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			OCRA relies on its own attorneys. OCRA also relies on attorneys in EPA's Office of General Counsel Civil Rights and Finance Law Office, which is a different legal unit with different attorneys than the unit that represents the Agency in defending EEO complaints against the Agency.
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 and Adjudication 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 against the Agency.
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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 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.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			
 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.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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 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			OCRA reviewed disability employment data trends, which showed a continued increase in employee representation of Persons with Disabilities (PWD) and Persons with Targeted Disabilities (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			OCRA benchmarked the Department of Navy’s Religious Accommodations Policies.
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			

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Agency Self-Assessment Checklist

Essential Element: F Responsiveness and Legal Compliance

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

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 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:	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 2025.

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?
OCRA Attorney	Charles Khalil	Yes
Office of Civil Rights and Adjudication (OCRA) Director	JuanCarlos M. Hunt	Yes
OCRA Deputy Director and OCRA Acting Equal Employment Opportunity Division (EEOD) Director	Cynthia R. Darden	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 OCRA to hire attorneys.	Yes	09/30/2027	
09/30/2024	Develop procedures for processing FADs with findings of discrimination.	Yes	09/30/2026	
09/30/2025	Fill the OCRA EEOD staff Director position.	Yes	09/30/2026	
09/30/2025	Fill the OCRA Attorney position.	Yes	09/30/2026	
05/31/2026	Review/update the EEO Intake Questionnaire.	Yes		
06/30/2026	Cross-train OCRA attorneys working on external civil rights on drafting of FADs.	Yes		
06/30/2026	Meet with the contractor to address issues, if any, that OCRA may have with the contractor that relate to the processing of FADs.	Yes		
07/31/2026	Establish a procedure to improve the managing of investigations.	Yes		
07/31/2026	Review EEO complaints to identify possible blind spots (improving ADR acceptance rate so fewer complaints require FADs by promoting ADR and strengthening the program) and assess why EPAs acceptance rate is significantly higher than most federal agencies.	Yes		
08/30/2026	Reassess the level of review needed for FADs.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2024	OCRA collaborated with DOD to provide a detail opportunity for an attorney through DOD's SkillBridge program, which provides veterans transitioning to the civilian workforce an opportunity to work at a federal agency.
2024	The Employment Complaints Resolution staff 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. The Office of Civil Rights and Adjudication (OCRA) 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. OCRA continued to track and modify the timeliness metrics in staff's performance plans to ensure ongoing accountability. OCRA's attorney advisor conducted pre-meetings with the OCRA 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 OCRA attorneys by drafting Statement of Facts sections.
2025	FY 2024's average processing time of FADs averaged 122 days. In FY 2025, OCRA improved the timely processing of FADs and reduced the average FAD processing time to 90 days.
2025	OCRA met with the contractor over concerns OCRA had with the contractor's work, which was increasing FAD processing time.
2025	OCRA hired a data analyst specifically to improve data reporting, data-driven process changes, and data analysis.

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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?	Previously, EPA identified triggers regarding EPA's permanent workforce for Hispanic males. Further, Hispanic male hires were below expected representation, and separations outpaced hiring. This continued in FY 24, although hires exceeded separations and the separation rate was less than in FY 23. That said, the hire rate was still below the expected participation rate. In FY 25, EPA's permanent workforce of Hispanic males remained below the CLF. Hispanic males also continued to experience less than expected participation rates with respect to new hires. Further, EPA has identified triggers with respect to male employee representation in general. As such, this Part I is being expanded into a new Part I: All Men. The EPA will investigate its policies, practices, and procedures to determine if it has any potential barriers to equal employment opportunity for male employees, including Hispanic male employees.				
STATEMENT OF BARRIER GROUPS:	Barrier Group 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 Expected representation in EPA's workforce	Description of Policy, Procedure, or Practice To analyze and eliminate potential barriers for Hispanic employees regarding upward mobility, EPA conducted a FY 22 Upward Mobility Trigger Analysis Report. The findings of the FY 22 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, practice, or procedure 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			The Office of Civil Rights and Adjudication (OCRA) will use its barrier analysis workgroup (BAW) to identify whether there are barriers responsible for the less than expected representation of Hispanic employees at EPA to include reviewing trends and separation data; and, if barriers are found, EPA will revise or rescind the policy, practice, or procedure.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Deputy Director, Office of Civil Rights and Adjudication		Cynthia Darden		Yes	
Acting Director, Office of Civil Rights and Adjudication		Cynthia Darden		Yes	

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Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/12/2023	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	09/30/2026	
08/18/2025	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	09/30/2025	09/02/2025

Report of Accomplishments

Fiscal Year	Accomplishments
2025	The BAW was reconstituted and reconvened in 2025 to investigate any triggers and potential barriers to employment opportunities.
2025	The BAW analyzed the FY 22- 24 Federal Employee Viewpoint Surveys (FEVS).
2025	The BAW analyzed the FY 22- 24 anonymous employee exit surveys.
2024	Due to staff turnover in Affirmative Employment (AE), including the Assistant Director, the responsible officials could not complete or make considerable progress towards the planned activities. OCRA hired an Acting Assistant Director, who onboarded in FY 25.
2024	In FY 24, EPA's permanent workforce participation rate of Hispanic females increased to 4.50% from 4.24% in FY 22.
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.
2023	EPA was a principal sponsor of the League of United Latin American Citizens (LULAC) Federal Training Institute (FTI) in Albuquerque, New Mexico.
2023	The Affirmative Employment (AE)/Senior Advisor conducted a three-year trend analysis of Hispanics in EPA's total workforce to include an analysis of its mission-critical occupations and senior grade 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.
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.

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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 - 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?	Previously, EPA identified triggers for White males regarding its permanent workforce and Mission-Critical Occupations (MCOs). These triggers continued in FY25. Further, EPA had initiated this Part I because White male hires were below expected representation and separations outpaced hiring. Additionally, EPA has identified triggers with respect to male employee representation in general. As such, this Part I is being expanded into a new Part I: All Men. The EPA will investigate its policies, practices, and procedures to determine if it has any potential barriers to equal employment opportunity for male employees, including White male employees.				
STATEMENT OF BARRIER GROUPS:	Barrier Group 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	09/30/2026		Identify potential root causes for the triggers.
03/13/2025	09/30/2026	Yes			Revise, replace, or rescind an EPA policy, procedure, or practice determined to be a barrier.
03/13/2025	01/31/2026	Yes	09/30/2026		Determine whether any of the root causes derive from an EPA policy, procedure, or practice, meaning it is a barrier.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Acting Director, Equal Employment Opportunity Division	Cynthia Darden	Yes
Deputy Director, Office of Civil Rights & Adjudication	Cynthia Darden	Yes

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025

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 and Adjudication (OCRA) will reconstitute and reconvene the barrier analysis workgroup (BAW) to investigate and analyze workplace policies, practices and procedures to identify and remove triggers and barriers.	Yes	09/30/2026	
05/31/2025	BAW 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	09/30/2026	
06/30/2025	BAW 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	09/30/2025	09/18/2025
07/30/2025	BAW will review the exit surveys to determine if there are potential barriers to equal employment opportunity.	Yes	09/30/2025	09/02/2025
08/31/2025	BAW will review EPA policies, procedures, or practices to see if any may be the cause of the trigger and thus a barrier.	Yes	09/30/2026	

Report of Accomplishments

Fiscal Year	Accomplishments
2025	The BAW was reconstituted and reconvened in 2025 to investigate any triggers and potential barriers to employment opportunities.
2025	The BAW analyzed the FY 22- 24 anonymous employee exit surveys.
2025	The BAW analyzed the FY 22- 24 Federal Employee Viewpoint Surveys (FEVS).

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025

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?	Last year, the Agency provided Part I's regarding less than expected participation rates for Hispanic male employees and White male employees. EPA is expanding its barrier analysis review to all male employees, while continuing to recognize that the less than expected representation seems most pronounced with respect to Hispanic male and White male employees. In FY 25, the male employee participation rate was below the comparator Civilian Labor Force (CLF) participation rate for male employees and below the comparator Occupational Civilian Labor Force participation rates in EPA's five Mission Critical Occupations (MCOs).				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> All Men				
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 a policy, procedure, or practice that may have caused the less than expected participation rates for male employees at EPA in general or within its MCOs. There may be legitimate, nondiscriminatory reasons for the less than expected participation rates. The Agency intends to continue its barrier analysis inquiry, which began with a recognition of less than expected representation of Hispanic and White male employees.</td></tr></table>	Barrier Name	Description of Policy, Procedure, or Practice	Expected representation in EPA's workforce	EPA has not identified a policy, procedure, or practice that may have caused the less than expected participation rates for male employees at EPA in general or within its MCOs. There may be legitimate, nondiscriminatory reasons for the less than expected participation rates. The Agency intends to continue its barrier analysis inquiry, which began with a recognition of less than expected representation of Hispanic and White male employees.
Barrier Name	Description of Policy, Procedure, or Practice				
Expected representation in EPA's workforce	EPA has not identified a policy, procedure, or practice that may have caused the less than expected participation rates for male employees at EPA in general or within its MCOs. There may be legitimate, nondiscriminatory reasons for the less than expected participation rates. The Agency intends to continue its barrier analysis inquiry, which began with a recognition of less than expected representation of Hispanic and White male employees.				

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
12/18/2025	09/30/2027	Yes			Identify if EPA has a discriminatory policy, procedure, or practice, including in its hiring process that causes less than expected representation of male employees. If so, in accordance with Executive Order 11478, determine if the Agency created the policy, practice, or procedure with intent to discriminate.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Deputy Director, Office of Civil Rights and Adjudication	Cynthia Darden	Yes
Acting Director, Equal Employment Opportunity Division	Cynthia Darden	Yes

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/31/2026	The barrier analysis workgroup (BAW) will examine hire rates and trends of male employees and applicants in general and in MCOs.	Yes		
07/31/2026	The BAW will examine promotion rates and trends of male employees in general and in MCOs.	Yes		
08/31/2026	The BAW will examine separation rates and trends of male employees in general and in MCOs.	Yes		
09/30/2026	The BAW will examine male employee and applicant complaint data for any trends.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2025	The BAW was reconstituted and reconvened in 2025 to investigate any triggers and potential barriers to employment opportunities.
2025	The BAW analyzed the FY 22-24 anonymous employee exit surveys.
2025	The BAW analyzed the FY 22-24 Federal Employee Viewpoint Surveys (FEVS).

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 EPA has communicated the numerical goals to the hiring managers through coordinated efforts led by Office of Civil Rights and Adjudication (OCRA) and Office of Office of Finance and Administration (OFA). These offices actively reminded hiring managers to utilize disability hiring authorities, including Schedule A, to support recruitment efforts. Senior EPA leadership, to include the Deputy Administrator, Regional Administrators, Deputy Assistant Administrators, and Deputy Civil Rights Officials consistently reinforced these goals and expectations. EPA also promoted the benefits of the Workforce Recruitment Program (WRP) as a key pipeline for attracting qualified candidates with disabilities. Additionally, EPA informed all senior leaders of its Section 501 Affirmative Action Plan (AAP) and numerical goals, including the EEOC's 12% for persons with disabilities (PWD) and 2% for persons with targeted disabilities (PWTD) employment goals. Leadership encouraged senior officials to socialize the EEOC goals to hire managers within their region and program offices. EPA leadership further communicated these goals to the broader workforce through internal communications such as Training and Accountability Visits, formal training sessions, and posting the MD-715 report.

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	2	0	66	Psyche Lewis, Alternate Section 508 Program Manager, Office of Mission Support (OMS) lewis.psyche@epa.gov Sarah Sorathia, Section 508 Program Manager, OMS sorathia.sarah@epa.gov
Architectural Barriers Act Compliance	1	0	1	Margaret Bereano, Director, Office of Chief Facilities and Security Officer, OMS bereano.margaret@epa.gov
Processing applications from PWD and PWTD	24	0	0	Greg Richmond, Director, Regional Recruitment Branch and Chelsea Vaughn, Director Programmatic Recruitment Branch, Talent Acquisition Division, Office of Chief Human Capital Officer (OCHCO), Office of Finance and Administration Richmond.Gregory@epa.gov Vau
Answering questions from the public about hiring authorities that take disability into account	4	0	0	Ryan Atkinson, Director, Talent Acquisition Division, OCHCO, Office of Finance and Administration Atkinson.Ryan@epa.gov
Processing reasonable accommodation requests from applicants and employees	2	1	33	Amanda Sweda, Senior National Reasonable Accommodation Coordinator, Office of Civil Rights and Adjudication (OCRA) sweda.amanda@epa.gov
Special Emphasis Program for PWD and PWTD	1	0	16	Russell Massey, National Disability Employment Program Manager, OCRA massey.russell@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

EPA delivered disability training through multiple formats, including virtual learning, instructor-led sessions, and on-the-job training. OCRA conducted three in-depth, three-day EEO Training and Accountability Visits for one program and two region offices. These visits included comprehensive reasonable accommodation training for employees, managers, and supervisors. OCRA also delivered targeted sessions to specific offices upon request. In FY 25, OCRA's National Reasonable Accommodation Program (NRAP) conducted 17 training sessions throughout the year, including EPA-wide training for employees, supervisors and managers. NRAP also trained At-Large Coordinators to support headquarters' reasonable accommodation requests and onboarded additional staff to strengthen the capacity of existing Local Reasonable Accommodation Coordinators (LORACs) working in the region offices.

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

Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

EPA continued to leverage the hiring of Persons with Disabilities and Persons with Targeted Disabilities through resources such as the Workforce Recruitment Program and Max.gov. EPA also used its Talent Hub Portal to identify and engage applicants who may qualify for special hiring authorities, including Schedule A. In addition, EPA ensures that external merit promotion vacancy announcements remain open to individuals eligible for noncompetitive appointments, such as those under Schedule A, as specified in the announcements. Furthermore, all vacancy announcements include clear information on how applicants can request a reasonable accommodation during the application and hiring process, ensuring accessibility and equal opportunity for all applicants.

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

EPA 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 EPA is an equal opportunity employer and encourages applicants with disabilities to apply for all merit promotion recruitments. All announcements also provide information about 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 (as instructed in the vacancy announcement) 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)). EPA's Talent Acquisition Division (TAD) screens all applicants seeking employment through disability hiring authorities for minimum qualifications and selective factors and determines eligibility for noncompetitive, disability appointments. If the applicant is qualified and eligible, the individual is referred to as the hiring manager on a separate certificate of eligible candidates along with guidance explaining how to utilize the relevant hiring authority. Additionally, veterans' preference applies to our Schedule A certificates.

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.

As part of EPA's strategic efforts to ensure employment opportunities for PWD, the Office of the Chief Human Capital Officer (OCHCO) led an EPA-wide recruitment and outreach training in FY 25 for employees planning to participate in outreach employment events. 130 persons participated; the training equipped them with practical knowledge on HR policies, branding guidelines, and recruitment resources. It also included specific guidance on the Schedule A hiring authority and strategies for effectively engaging with prospective Schedule A applicants. In addition, OCHCO updated and disseminated the Noncompetitive Hiring Resource, a document for hiring managers that defines noncompetitive hiring, highlights the efficiencies of these authorities compared to traditional hiring methods, and provides direct links to applicant sourcing. OCHCO also hosted a national Hiring Webinar, supported by a coordinated marketing campaign in conjunction with the Talent Acquisition Division's FY25 Pathways vacancy announcements. The hiring webinar included specific information on the Schedule A hiring authority.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

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

EPA put those efforts on pause while we determined if EOs impacted these efforts.

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

There are triggers for 0401 and 1320 for both PWD and PWTD. However, the sample size is very small due to the low selections EPA made.

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	Yes
b. Qualified Applicants for MCO (PWTD)	Answer	Yes

There are triggers for 0401 (PWD), 0819 (PWD), 1301 (PWD and PWTD), and 1320 (PWD and PWTD), although for 1320 there were only seven total internal applicants who applied and were qualified.

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

A trigger exists for 0401 series in both PWD and PWTD. A trigger exists only for PWD for 0819 and 1301. However, for 0819 there were only five selections made from fifty-five qualified persons without a disability and two qualified persons with a disability. Further, for 1301 there was only one selection made from thirty-six qualified persons without a disability and one person with a disability.

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.

EPA 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. The announcements include specific information on requesting a disability accommodation and encourages employees needing such an accommodation to request one. EPA stresses the value of considering disability hiring authorities, such as Schedule A. EPA's Special Emphasis Program, the National Disability Employment Program, communicates with interested EPA employees with disabilities of its activities, such as disability related webinars, 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). Finally, EPA holds a Disability Employment Summit for EPA employees focused on disability employment matters, which includes discussions regarding opportunities for advancement.

B. CAREER DEVELOPMENT OPPORTUNITES

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

EPA did not provide any formal career development program opportunities in FY 2025. EPA does provide several courses regarding career development, such as on resume writing, etc. EPA also, once again, held a Disability Employment Program Summit, which was conducted in April 2026.

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

EPA did not provide any career development program opportunities in FY 2025.

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

EPA did not provide any career development program opportunities in FY 2025.

C. AWARDS

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

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

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

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 Yes

ii. Internal Selections (PWD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer No

There is a trigger at the SES and GS-13 for qualified internal applicants. There are also triggers at GS-15 and GS-14 for internal selections.

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 Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	Yes

There are triggers identified for GS-15, GS-14, and GS-13 with internal selections.

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

The EPA had a trigger for PWD at the GS-15.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB 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 (PWTB)	Answer	No
b. New Hires to GS-15 (PWTB)	Answer	Yes
c. New Hires to GS-14 (PWTB)	Answer	Yes
d. New Hires to GS-13 (PWTB)	Answer	Yes

The EPA had a trigger for PWTB at the GS-13, 14, and 15.

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	No
ii. Internal Selections (PWD)	Answer	Yes

There is a trigger for internal selections of Supervisors.

6. Does your agency have a trigger involving PWTB 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 (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	No
b. Managers		
i. Qualified Internal Applicants (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	No
c. Supervisors		
i. Qualified Internal Applicants (PWTB)	Answer	No

ii. Internal Selections (PWTD)

Answer Yes

There is a trigger for internal selections of Supervisors.

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

a. New Hires for Executives (PWD)

Answer No

b. New Hires for Managers (PWD)

Answer No

c. New Hires for Supervisors (PWD)

Answer No

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

a. New Hires for Executives (PWTD)

Answer No

b. New Hires for Managers (PWTD)

Answer No

c. New Hires for Supervisors (PWTD)

Answer Yes

There is a trigger for new hires of Supervisors.

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 Yes

In FY25, EPA had 98 Schedule A disability appointees eligible for conversion into the competitive service. Of those, the EPA converted 67 appointees into the competitive service, which it deemed had completed satisfactory service. The remaining 31 appointees remain with EPA on their Schedule A appointments because EPA could not ascertain satisfactory service and so were not eligible. In prior years, EPA has not converted eligible appointees because of performance, conduct, budget, or unaware of need to make determination. In FY 25, EPA placed some Schedule A employees on administrative leave as part of EPA's realignment and reorganization, and so some of these employees did not work two years for EPA to ascertain satisfactory service. However, EPA did not terminate any of the appointees it did not convert. EPA also notes that based on new guidance issued in FY 25, there is no longer a requirement to identify a reason for not converting employees. To address the issue of supervisors not being aware when employees hit the two-year mark, OCRA requested that EPA develop a tickler system to remind supervisors when Schedule A employees become eligible for conversion. EPA has implemented a tickler system, which it now uses. Finally, EPA notes that based on new guidance issued in FY 25, there is no longer a requirement to identify a reason for not converting employees, which may make it more difficult to respond to this request moving forward.

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

a. Voluntary Separations (PWD)

Answer No

b. Involuntary Separations (PWD)

Answer No

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

a. Voluntary Separations (PWTD)

Answer Yes

b. Involuntary Separations (PWTD)

Answer No

Inclusion rate for PWD voluntary separations is 10.96%. Compared to inclusion rate of 15.44% so there is a trigger.

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

Due to the DRPs and reduction in force, many employees did not complete exit interviews. Complaint data did not yield any fruitful information either. EPA intends to monitor this trigger, analyze as best it can, and encourage employees to complete exit interviews to better understand if this was unique to a turbulent year with many departures or if it is something else. EPA will use its barrier analysis workgroup for this effort.

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/OCRA/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 is continuing to use 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 OCRA employees, selected as accessibility subject matter experts. In addition, EPA piloted its Reasonable Accommodation Procurement Program (RAPP) for centralizing reasonable accommodation requests where a tangible product is provided to a qualified individual with a disability. The program is expanding to greater than 50% of the Agency by FY26 Q3, and to the entire Agency by the end of FY26. The program provides greater efficiencies for employees needing greater accessibility than that provided under Section 508. In FY26, the RAPP was moved into OCRA to provide further efficiencies as part of EPA's reorganization.

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.)

43.1 days. EPA is also attaching its FY25 Reasonable Accommodation Report to its MD-715 additional documents, which includes a plethora of information on the tremendous work EPA completed with respect to reasonable accommodations despite an increase in disability accommodation requests of almost 2700 request when its previous high was 700+ requests, the year of the mask mandate to counter the COVID-19 pandemic.

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 25, the EPA processed and completed 2700 RA requests. EPA's average processing time was 43.1 days. OCRA tracks implementation dates from approval to having the reasonable accommodation(s) in place. This data collection allows EPA to identify areas for potential improvements in procurement and other implementation processes. In FY 25, EPA launched the RAPP pilot to provide centralized funding and procurement of equipment and other similar items, such as monitors, ergonomic chairs, and other equipment.

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.

In FY 25, EPA received three PAS requests. EPA approved all three. The average processing time of the three requests was 28 days. In addition, all OCRA 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 and <https://www.epa.gov/ocr/reasonable-accommodation#FAQPAS>). EPA continues to monitor trends for PAS requests. In FY 23, 24, and 25, most PAS requests 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.

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer No

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

Answer Yes

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.

EPA did not have a finding of discrimination involving the failure to provide a reasonable accommodation.

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

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B6				
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?	EPA has not identified a barrier. Rather, it identified triggers, such as hiring in MCOs. EPA is completing this Section to provide the EEOC with notice that it is initiating an EEO Plan to address the triggers.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities				
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 Expected representation in EPA's workforce.	Description of Policy, Procedure, or Practice 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
02/28/2025	09/30/2025	Yes	09/30/2026		To determine whether EPA has a policy, practice, or procedure that may be responsible for any of the identified triggers.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
, Deputy Director, Office of Civil Rights and Adjudication		Cynthia Darden		Yes	
EEO Specialist		Russell Massey		Yes	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date Completion Date
04/30/2025	The Office of Civil Rights and Adjudication (OCRA) National Disability SEPM will identify any triggers and eliminate possible barriers to employment.			Yes	09/30/0026
05/15/2025	OCRA will notify OMS of need to develop a plan for EPA to post "SES" and "Executive" vacancies in a manner that allows for the separation of EPA applicants from external applicants.			Yes	09/30/2026

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/15/2025	OCRA will notify OMS of need to define “Supervisors” for better tracking purposes.	Yes	09/30/2026	
05/31/2025	The National Disability SEPM will implement the plan to address and eliminate any identified triggers.	Yes	09/30/2026	
06/30/2025	OCRA will dedicate resources to train the National Disability SEPM on the MD-715 disability trigger analysis.	Yes	09/30/2026	
07/31/2025	The OCRA Statistician will develop a process to validate data from competing sources, conduct data validation, and forward the results to OMS and ensure errors, if any, are corrected.	Yes	09/30/2026	
08/30/2025	The National Disability SEPM will provide the OCRA Deputy Director with the status of the prioritized triggers.	Yes	09/30/2026	
09/30/2025	OMS will ensure data corrections are completed and confirm all outcomes with the OCRA Statistician.	Yes	09/30/2026	
09/30/2025	The OCRA Statistician will create a dashboard to automate the process of transferring data to the MD-715 tables.	Yes	09/30/2026	

Report of Accomplishments

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Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B3				
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?	EPA has not identified a barrier. Rather, it identified triggers, such as hiring in MCOs. EPA is completing this section to provide the EEOC with notice that it is initiating an EEO Plan to address the triggers. See prior Part J response.				
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities People with Targeted Disabilities				
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 None at this Time		Description of Policy, Procedure, or Practice N/A		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
07/01/2025	09/30/2026	Yes			To determine whether EPA has a policy, practice, or procedure that may be responsible for any of the identified triggers.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Deputy Director, Office of Civil Rights and Adjudication		Cynthia Darden		Yes	
EEO Specialist		Russell Massey		Yes	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date Completion Date
07/01/2025	OCRA Statistician developed a process to validate data from competing sources, conduct data validation, and forward results to Office of Mission Support (now Office of Finance and Administration - OFA) to ensure errors, if any, are corrected.			Yes	05/28/2025 06/24/2025
08/30/2025	Worked with OFA to ensure that data corrections were made and confirmed to OCRA.			Yes	05/28/2025 06/24/2025

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2025	OCRA Statistician created a dashboard to automate process to transfer data into MD-715 Tables.	Yes	05/28/2025	09/05/2025
09/30/2026	The National Disability SEPM will conduct a three- year trend analysis on the new hires and analyze applicant flow data for the hiring of Supervisors.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
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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

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

Environmental Protection Agency - FY 2025

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

Grade Level Cluster (GS or Alternate Pay Planb)	Total	Reportable Disability Total	Reportable Disability Percentage (Numerical Goal 12 Percent)	Targeted Disability Total	Targeted Disability Percentage (Numerical Goal 2 Percent)
Grades GS-11 to SES	13621	2099	15.41	510	3.74
Grades GS-1 to GS-10	690	156	22.61	37	5.36

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

The EPA has communicated the numerical goals to the hiring managers through coordinated efforts led by Office of Civil Rights and Adjudication (OCRA) and Office of Office of Finance and Administration (OFA). These offices actively reminded hiring managers to utilize disability hiring authorities, including Schedule A, to support recruitment efforts.

Senior EPA leadership, to include the Deputy Administrator, Regional Administrators, Deputy Assistant Administrators, and Deputy Civil Rights Officials consistently reinforced these goals and expectations. EPA also promoted the benefits of the Workforce Recruitment Program (WRP) as a key pipeline for attracting qualified candidates with disabilities. Additionally, EPA informed all senior leaders of its Section 501 Affirmative Action Plan (AAP) and numerical goals, including the EEOC's 12 Percent for persons with disabilities (PWD) and 2 Percent for persons with targeted disabilities (PWTD) employment goals. Leadership encouraged senior officials to socialize the EEOC goals to hire managers within their region and program offices. EPA leadership further communicated these goals to the broader workforce through internal communications such as Training and Accountability Visits, formal training sessions, and posting the MD-715 report.

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	Total Full Time	Total Part Time	Total Collateral Duty	Responsible Official (Name, Title, Office Email)
Section 508 Compliance	2	0	66	Psyche Lewis, Alternate Section 508 Program Manager, Office of Mission Support (OMS) lewis.psyche@epa.gov Sarah Sorathia, Section 508 Program Manager, OMS sorathia.sarah@epa.gov
Architectural Barriers Act Compliance	1	0	1	Margaret Bereano, Director, Office of Chief Facilities and Security Officer, OMS bereano.margaret@epa.gov
Processing applications from PWD and PWTD	24	0	0	Greg Richmond, Director, Regional Recruitment Branch and Chelsea Vaughn, Director Programmatic Recruitment Branch, Talent Acquisition Division, Office of Chief Human Capital Officer (OCHCO), Office of Finance and Administration Richmond.Gregory@epa.gov Vau
Answering questions from the public about hiring authorities that take disability into account	4	0	0	Ryan Atkinson, Director, Talent Acquisition Division, OCHCO, Office of Finance and Administration Atkinson.Ryan@epa.gov
Processing reasonable accommodation requests from applicants and employees	2	1	33	Amanda Sweda, Senior National Reasonable Accommodation Coordinator, Office of Civil Rights and Adjudication (OCRA) sweda.amanda@epa.gov
Special Emphasis Program for PWD and PWTD	1	0	16	Russell Massey, National Disability Employment Program Manager, OCRA massey.russell@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

EPA delivered disability training through multiple formats, including virtual learning, instructor-led sessions, and on-the-job training. OCRA conducted three in-depth, three-day EEO Training and Accountability Visits for one program and two region offices. These visits included comprehensive reasonable accommodation training for employees, managers, and supervisors. OCRA also delivered targeted sessions to specific offices upon request. In FY 25, OCRA's National Reasonable Accommodation Program (NRAP) conducted 17 training sessions throughout the year, including EPA-wide training for employees, supervisors and managers. NRAP also trained At-Large Coordinators to support headquarters' reasonable accommodation requests and onboarded additional staff to strengthen the capacity of existing Local Reasonable Accommodation Coordinators (LORACs) working in the region offices.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

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

Answer: Yes

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Individuals with Disabilities

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

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

EPA continued to leverage the hiring of Persons with Disabilities and Persons with Targeted Disabilities through resources such as the Workforce Recruitment Program and Max.gov. EPA also used its Talent Hub Portal to identify and engage applicants who may qualify for special hiring authorities, including Schedule A. In addition, EPA ensures that external merit promotion vacancy announcements remain open to individuals eligible for noncompetitive appointments, such as those under Schedule A, as specified in the announcements. Furthermore, all vacancy announcements include clear information on how applicants can request a reasonable accommodation during the application and hiring process, ensuring accessibility and equal opportunity for all applicants.

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

EPA 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 Percent or more Disabled Veteran authorities in 5 CFR 316.302(b)(4) and 316.402(b)(4). All vacancy announcements state EPA is an equal opportunity employer and encourages applicants with disabilities to apply for all merit promotion recruitments. All announcements also provide information about 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 (as instructed in the vacancy announcement) 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 Percent or More Disabled Veteran authorities (5 CFR 316.302(b)(4) and 316.402(b)(4)). EPA's Talent Acquisition Division (TAD) screens all applicants seeking employment through disability hiring authorities for minimum qualifications and selective factors and determines eligibility for noncompetitive, disability appointments. If the applicant is qualified and eligible, the individual is referred to as the hiring manager on a separate certificate of eligible candidates along with guidance explaining how to utilize the relevant hiring authority. Additionally, veterans' preference applies to our Schedule A certificates.

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 EPA's strategic efforts to ensure employment opportunities for PWD, the Office of the Chief Human Capital Officer (OCHCO) led an EPA-wide recruitment and outreach training in FY 25 for employees planning to participate in outreach employment events. 130 persons participated; the training equipped them with practical knowledge on HR policies, branding guidelines, and recruitment resources. It also included specific guidance on the Schedule A hiring authority and strategies for effectively engaging with prospective Schedule A applicants. In addition, OCHCO updated and disseminated the Noncompetitive Hiring Resource, a document for hiring managers that defines noncompetitive hiring, highlights the efficiencies of these authorities compared to traditional hiring methods, and provides direct links to applicant sourcing. OCHCO also hosted a national Hiring Webinar, supported by a coordinated marketing campaign in conjunction with the Talent Acquisition Division's FY25 Pathways vacancy announcements. The hiring webinar included specific information on the Schedule A hiring authority.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

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

EPA put those efforts on pause while we determined if EOs impacted these efforts.

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", describe the trigger(s) below.

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

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

New Hires	Total (Number)	Reportable Disability Permanent Workforce (Percentage)	Reportable Disability Temporary Workforce (Percentage)	Targeted Disability Permanent Workforce (Percentage)	Targeted Disability Temporary Workforce (Percentage)
% of Total Applicants	0	0.00	0.00	0.00	0.00
% of Qualified Applicants	0	0.00	0.00	0.00	0.00
% of New Hires	0	0.00	0.00	0.00	0.00

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

There are triggers for 0401 and 1320 for both PWD and PWTD. However, the sample size is very small due to the low selections EPA made.

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

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

b. Qualified Applicants for MCO (PWTD) Answer: Yes

There are triggers for 0401 (PWD), 0819 (PWD), 1301 (PWD and PWTD), and 1320 (PWD and PWTD), although for 1320 there were only seven total internal applicants who applied and were qualified.

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

A trigger exists for 0401 series in both PWD and PWTD. A trigger exists only for PWD for 0819 and 1301. However, for 0819 there were only five selections made from fifty-five qualified persons without a disability and two qualified persons with a disability. Further, for 1301 there was only one selection made from thirty-six qualified persons without a disability and one person with a disability.

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

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

A. ADVANCEMENT PROGRAM PLAN

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

EPA 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. The announcements include specific information on requesting a disability accommodation and encourages employees needing such an accommodation to request one. EPA stresses the value of considering disability hiring authorities, such as Schedule A. EPA's Special Emphasis Program, the National Disability Employment Program, communicates with interested EPA employees with disabilities of its activities, such as disability related webinars, 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). Finally, EPA holds a Disability Employment Summit for EPA employees focused on disability employment matters, which includes discussions regarding opportunities for advancement.

B. CAREER DEVELOPMENT OPPORTUNITIES

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

EPA did not provide any formal career development program opportunities in FY 2025. EPA does provide several courses regarding career development, such as on resume writing, etc. EPA also, once again, held a Disability Employment Program Summit, which was conducted in April 2026.

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 Applicants (Percentage)	Total Participants Selectees (Percentage)	PWD Applicants (Percentage)	PWD Selectees (Percentage)	PWTD Applicants (Percentage)	PWTD Selectees (Percentage)
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

EPA did not provide any career development program opportunities in FY 2025.

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

EPA did not provide any career development program opportunities in FY 2025.

C. AWARDS

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

a. Awards, Bonuses, & Incentives (PWD)

Answer: No

b. Awards, Bonuses, & Incentives (PWTD)

Answer: No

Time-Off Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Time-Off Awards 1 - 10 hours: Awards Given	3952.00	15.92	84.08	3.92	96.08
Time-Off Awards 1 - 10 Hours: Total Hours	29479.00	16.08	83.92	3.95	96.05
Time-Off Awards 1 - 10 Hours: Average Hours	7.46	7.53	7.45	7.52	7.46
Time-Off Awards 11 - 20 hours: Awards Given	2099.00	18.29	81.71	4.24	95.76
Time-Off Awards 11 - 20 Hours: Total Hours	34135.00	18.51	81.49	4.26	95.74
Time-Off Awards 11 - 20 Hours: Average Hours	16.26	16.45	16.22	16.35	16.26
Time-Off Awards 21 - 30 hours: Awards Given	843.00	15.78	84.22	2.73	97.27
Time-Off Awards 21 - 30 Hours: Total Hours	21222.00	15.77	84.23	2.72	97.28
Time-Off Awards 21 - 30 Hours: Average Hours	25.17	25.17	25.18	25.13	25.18
Time-Off Awards 31 - 40 hours: Awards Given	862.00	14.27	85.73	3.36	96.64
Time-Off Awards 31 - 40 Hours: Total Hours	32559.00	14.26	85.74	3.35	96.65
Time-Off Awards 31 - 40 Hours: Average Hours	37.77	37.76	37.77	37.59	37.78
Time-Off Awards 41 or more Hours: Awards Given	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0.00	0.00	0.00	0.00	0.00

Cash Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Cash Awards \$500 and Under: Awards Given	2649.00	18.12	81.88	4.79	95.21
Cash Awards \$500 and Under: Total Amount	942822.00	17.99	82.01	4.55	95.45
Cash Awards \$500 and Under: Average Amount	355.92	353.35	356.48	338.13	356.81
Cash Awards: \$501 - \$999: Awards Given	939.00	17.15	82.85	4.37	95.63
Cash Awards: \$501 - \$999: Total Amount	687562.00	17.13	82.87	4.48	95.52
Cash Awards: \$501 - \$999: Average Amount	732.23	731.63	732.35	751.63	731.34
Cash Awards: \$1000 - \$1999: Awards Given	2370.00	17.97	82.03	4.35	95.65
Cash Awards: \$1000 - \$1999: Total Amount	3154959.00	17.98	82.02	4.32	95.68
Cash Awards: \$1000 - \$1999: Average Amount	1331.21	1331.38	1331.17	1322.94	1331.58
Cash Awards: \$2000 - \$2999: Awards Given	3330.00	16.64	83.36	3.90	96.10
Cash Awards: \$2000 - \$2999: Total Amount	8105615.00	16.55	83.45	3.83	96.17
Cash Awards: \$2000 - \$2999: Average Amount	2434.12	2421.90	2436.56	2391.07	2435.87
Cash Awards: \$3000 - \$3999: Awards Given	3729.00	14.99	85.01	3.19	96.81
Cash Awards: \$3000 - \$3999: Total Amount	12508833.00	14.92	85.08	3.20	96.80
Cash Awards: \$3000 - \$3999: Average Amount	3354.47	3338.52	3357.29	3361.64	3354.24
Cash Awards: \$4000 - \$4999: Awards Given	2482.00	12.01	87.99	2.98	97.02
Cash Awards: \$4000 - \$4999: Total Amount	11023610.00	11.95	88.05	2.95	97.05
Cash Awards: \$4000 - \$4999: Average Amount	4441.42	4421.16	4444.19	4387.38	4443.08
Cash Awards: \$5000 or more: Awards Given	713.00	9.96	90.04	1.54	98.46
Cash Awards: \$5000 or more: Total Amount	4741693.00	9.93	90.07	1.60	98.40
Cash Awards: \$5000 or more: Average Amount	6650.34	6633.93	6652.16	6915.64	6646.18

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

a. Awards, Bonuses, & Incentives (PWTB)

Answer: No

b. Pay Increases (PWTB)

Answer: No

Other Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Total Performance Based Pay Increases Awarded	319.00	8.15	91.85	1.57	98.43

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 (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: Yes
- c. Grade GS-14
i. Qualified Internal Applicants (PWTD) Answer: No
ii. Internal Selections (PWTD) Answer: Yes
- d. Grade GS-13
i. Qualified Internal Applicants (PWTD) Answer: No
ii. Internal Selections (PWTD) Answer: Yes

There is a trigger at the SES and GS-13 for qualified internal applicants. There are also triggers at GS-15 and GS-14 for internal selections.

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: Yes

c. Grade GS-14

- | | |
|---|-------------|
| i. Qualified Internal Applicants (PWTB) | Answer: No |
| ii. Internal Selections (PWTB) | Answer: Yes |

d. Grade GS-13

- | | |
|---|------------|
| i. Qualified Internal Applicants (PWTB) | Answer: No |
| ii. Internal Selections (PWTB) | Answer: No |

There are triggers identified for GS-15, GS-14, and GS-13 with internal selections.

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

The EPA had a trigger for PWD at the GS-15.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB 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 (PWTB) | Answer: No |
| b. New Hires to GS-15 (PWTB) | Answer: Yes |
| c. New Hires to GS-14 (PWTB) | Answer: Yes |
| d. New Hires to GS-13 (PWTB) | Answer: Yes |

The EPA had a trigger for PWTB at the GS-13, 14, and 15.

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: No |
| ii. Internal Selections (PWD) | Answer: Yes |

There is a trigger for internal selections of Supervisors.

6. Does your agency have a trigger involving PWTB 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 (PWTD) | Answer: No |
| ii. Internal Selections (PWTD) | Answer: Yes |

There is a trigger for internal selections of Supervisors.

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

- | | |
|------------------------------------|------------|
| a. New Hires for Executives (PWD) | Answer: No |
| b. New Hires for Managers (PWD) | Answer: No |
| c. New Hires for Supervisors (PWD) | Answer: No |

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

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

There is a trigger for new hires of Supervisors.

Section VI: Plan to Improve Retention of Persons with Disabilities

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

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

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

Answer: Yes

In FY25, EPA had 98 Schedule A disability appointees eligible for conversion into the competitive service. Of those, the EPA converted 67 appointees into the competitive service, which it deemed had completed satisfactory service. The remaining 31 appointees remain with EPA on their Schedule A appointments because EPA could not ascertain satisfactory service and so were not eligible. In prior years, EPA has not converted eligible appointees because of performance, conduct, budget, or unaware of need to make determination. In FY 25, EPA placed some Schedule A employees on administrative leave as part of EPA's realignment and reorganization, and so some of these employees did not work two years for EPA to ascertain satisfactory service. However, EPA did not terminate any of the appointees it did not convert. EPA also notes that based on new guidance issued in FY 25, there is no longer a requirement to identify a reason for not converting employees. To address the issue of supervisors not being aware when employees hit the two-year mark, OCRA requested that EPA develop a tickler system to remind supervisors when Schedule A employees become eligible for conversion. EPA has implemented a tickler system, which it now uses. Finally, EPA notes that based on new guidance issued in FY 25, there is no longer a requirement to identify a reason for not converting employees, which may make it more difficult to respond to this request moving forward.

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

a. Voluntary Separations (PWD)

Answer: No

b. Involuntary Separations (PWD)

Answer: No

Separations	Total (Number)	Reportable Disabilities (Percentage)	Without Reportable Disabilities (Percentage)
Permanent Workforce: Reduction in Force	24	0.13	0.16
Permanent Workforce: Removal	80	0.94	0.45
Permanent Workforce: Resignation	1085	7.44	7.09
Permanent Workforce: Retirement	654	4.28	4.31
Permanent Workforce: Other Separations	129	0.90	0.84
Permanent Workforce: Total Separations	1972	13.69	12.85

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

a. Voluntary Separations (PWTD)

Answer: Yes

b. Involuntary Separations (PWTD)

Answer: No

Inclusion rate for PWTD voluntary separations is 10.96 Percent. Compared to inclusion rate of 15.44 Percent so there is a trigger.

Separations	Total (Number)	Targeted Disabilities (Percentage)	Without Targeted Disabilities (Percentage)
Permanent Workforce: Reduction in Force	24	0.54	0.14
Permanent Workforce: Removal	80	1.43	0.49
Permanent Workforce: Resignation	1085	6.45	7.17
Permanent Workforce: Retirement	654	3.76	4.33
Permanent Workforce: Other Separations	129	0.54	0.86
Permanent Workforce: Total Separations	1972	12.72	12.99

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.

Due to the DRPs and reduction in force, many employees did not complete exit interviews. Complaint data did not yield any fruitful information either. EPA intends to monitor this trigger, analyze as best it can, and encourage employees to complete exit interviews to better understand if this was unique to a turbulent year with many departures or if it is something else. EPA will use its barrier analysis workgroup for this effort.

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/OCRA/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 is continuing to use 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 OCRA employees, selected as accessibility subject matter experts. In addition, EPA piloted its Reasonable Accommodation Procurement Program (RAPP) for centralizing reasonable accommodation requests where a tangible product is provided to a qualified individual with a disability. The program is expanding to greater than 50 Percent of the Agency by FY26 Q3, and to the entire Agency by the end of FY26. The program provides greater efficiencies for employees needing greater accessibility than that provided under Section 508. In FY26, the RAPP was moved into OCRA to provide further efficiencies as part of EPA's reorganization.

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.)

43.1 days. EPA is also attaching its FY25 Reasonable Accommodation Report to its MD-715 additional documents, which includes a plethora of information on the tremendous work EPA completed with respect to reasonable accommodations despite an increase in disability accommodation requests of almost 2700 request when its previous high was 700+ requests, the year of the mask mandate to counter the COVID-19 pandemic.

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 25, the EPA processed and completed 2700 RA requests. EPA's average processing time was 43.1 days. OCRA tracks implementation dates from approval to having the reasonable accommodation(s) in place. This data collection allows EPA to identify areas for potential improvements in procurement and other implementation processes. In FY 25, EPA launched the RAPP pilot to provide centralized funding and procurement of equipment and other similar items, such as monitors, ergonomic chairs, and other equipment.

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.

1. 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.

In FY 25, EPA received three PAS requests. EPA approved all three. The average processing time of the three requests was 28 days. In addition, all OCRA 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 and <https://www.epa.gov/ocr/reasonable-accommodation#FAQPAS>). EPA continues to monitor trends for PAS requests. In FY 23, 24, and 25, most PAS requests related to official travel duty needs.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

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

Answer: No

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

Answer: No

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

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

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

Answer: No

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

Answer: Yes

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.

EPA did not have a finding of discrimination involving the failure to provide a reasonable accommodation.

Section VIII: Identification and Removal of Barriers

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

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

Answer: 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

Source of the Trigger 1 (Workforce Data Table, Complaints data, FEVS, or other sources)

Source	Workforce Data (if so identify the table)
Specific Workforce Data Table	Workforce Data Table - B6
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?	EPA has not identified a barrier. Rather, it identified triggers, such as hiring in MCOs. EPA is completing this Section to provide the EEOC with notice that it is initiating an EEO Plan to address the triggers.
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 1	Expected representation in EPA's workforce.
Description of Policy, Procedure, or Practice	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	02/28/2025
Target Date	09/30/2025
Sufficient Funding / Staffing?	Yes
Date Modified	09/30/2026
Date Completed	
Objective Description	To determine whether EPA has a policy, practice, or procedure that may be responsible for any of the identified triggers.

Responsible Official(s)

Title	, Deputy Director, Office of Civil Rights and Adjudication
Name	Cynthia Darden
Standards Address The Plan?	Yes
Title	EEO Specialist
Name	Russell Massey
Standards Address The Plan?	Yes

Planned Activities Toward Completion of Objective

Target Date	04/30/2025
Planned Activities	The Office of Civil Rights and Adjudication (OCRA) National Disability SEPM will identify any triggers and eliminate possible barriers to employment.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/0026
Completion Date	
Target Date	05/15/2025
Planned Activities	OCRA will notify OMS of need to develop a plan for EPA to post “SES” and “Executive” vacancies in a manner that allows for the separation of EPA applicants from external applicants.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	
Target Date	05/15/2025
Planned Activities	OCRA will notify OMS of need to define “Supervisors” for better tracking purposes.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	
Target Date	05/31/2025
Planned Activities	The National Disability SEPM will implement the plan to address and eliminate any identified triggers.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	
Target Date	06/30/2025
Planned Activities	OCRA will dedicate resources to train the National Disability SEPM on the MD-715 disability trigger analysis.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	
Target Date	07/31/2025
Planned Activities	The OCRA Statistician will develop a process to validate data from competing sources, conduct data validation, and forward the results to OMS and ensure errors, if any, are corrected.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	
Target Date	08/30/2025
Planned Activities	The National Disability SEPM will provide the OCRA Deputy Director with the status of the prioritized triggers.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	
Target Date	09/30/2025

Planned Activities	OMS will ensure data corrections are completed and confirm all outcomes with the OCRA Statistician.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	
Target Date	09/30/2025
Planned Activities	The OCRA Statistician will create a dashboard to automate the process of transferring data to the MD-715 tables.
Sufficient Staffing & Funding?	Yes
Modified Date	09/30/2026
Completion Date	

Report of Accomplishments

N/A

Source of the Trigger 2 (Workforce Data Table, Complaints data, FEVS, or other sources)

Source	Workforce Data (if so identify the table)
Specific Workforce Data Table	Workforce Data Table - B3
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?	EPA has not identified a barrier. Rather, it identified triggers, such as hiring in MCOs. EPA is completing this section to provide the EEOC with notice that it is initiating an EEO Plan to address the triggers. See prior Part J response.
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 1	None at this Time
Description of Policy, Procedure, or Practice	N/A

Objective(s) and Dates for EEO Plan

Date Initiated	07/01/2025
Target Date	09/30/2026
Sufficient Funding / Staffing?	Yes
Date Modified	
Date Completed	
Objective Description	To determine whether EPA has a policy, practice, or procedure that may be responsible for any of the identified triggers.

Responsible Official(s)

Title	Deputy Director, Office of Civil Rights and Adjudication
Name	Cynthia Darden
Standards Address The Plan?	Yes
Title	EEO Specialist
Name	Russell Massey
Standards Address The Plan?	Yes

Planned Activities Toward Completion of Objective

Target Date	07/01/2025
Planned Activities	OCRA Statistician developed a process to validate data from competing sources, conduct data validation, and forward results to Office of Mission Support (now Office of Finance and Administration - OFA) to ensure errors, if any, are corrected.
Sufficient Staffing & Funding?	Yes
Modified Date	05/28/2025
Completion Date	06/24/2025
Target Date	08/30/2025
Planned Activities	Worked with OFA to ensure that data corrections were made and confirmed to OCRA.
Sufficient Staffing & Funding?	Yes
Modified Date	05/28/2025
Completion Date	06/24/2025
Target Date	09/30/2025
Planned Activities	OCRA Statistician created a dashboard to automate process to transfer data into MD-715 Tables.
Sufficient Staffing & Funding?	Yes
Modified Date	05/28/2025
Completion Date	09/05/2025
Target Date	09/30/2026
Planned Activities	The National Disability SEPM will conduct a three- year trend analysis on the new hires and analyze applicant flow data for the hiring of Supervisors.
Sufficient Staffing & Funding?	Yes
Modified Date	
Completion Date	

Report of Accomplishments

N/A

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities. Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

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
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	16932	7757	9175	557	757	5459	5516	898	1869	691	853	7	10	93	91	52	79
Total Workforce: Prior 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: Current FY #	15192	7020	8172	506	676	4937	4895	829	1685	615	762	7	8	86	77	40	69
Total Workforce: Current FY %	100	46.21	53.80	3.34	4.45	32.50	32.23	5.46	11.10	4.05	5.02	0.05	0.06	0.57	0.51	0.27	0.46
Total Workforce: Difference #	-1740	-737	-1003	-51	-81	-522	-621	-69	-184	-76	-91	0	-2	-7	-14	-12	-10
Total Workforce: Ratio Change %	0.00	0.39	-0.39	0.05	-0.03	0.25	-0.35	0.15	0.06	-0.04	-0.02	0.00	0.00	0.02	-0.03	-0.04	-0.01
Total Workforce: Net Change %	-10.27	-9.50	-10.93	-9.15	-10.70	-9.56	-11.25	-7.68	-9.84	-10.99	-10.66	0.00	-20.00	-7.52	-15.38	-23.07	-12.65
EMPLOYEE GAINS																	
Total Workforce: New Hires #	790	390	400	26	31	286	250	42	67	28	43	0	0	4	3	4	6
Total Workforce: New Hires %	100	49.37	50.64	3.30	3.93	36.21	31.65	5.32	8.49	3.55	5.45	0.00	0.00	0.51	0.38	0.51	0.76
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	28	11	17	0	4	7	2	2	7	2	4	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	39.29	60.72	0.00	14.29	25.00	7.15	7.15	25.00	7.15	14.29	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	289	156	133	2	8	123	84	12	17	18	22	0	0	0	2	1	0
Total Workforce: Removal %	100	53.98	46.03	0.70	2.77	42.57	29.07	4.16	5.89	6.23	7.62	0.00	0.00	0.00	0.70	0.35	0.00
Total Workforce: Resignation #	1273	513	760	43	68	358	500	56	93	48	82	1	2	4	9	3	6
Total Workforce: Resignation %	100	40.30	59.71	3.38	5.35	28.13	39.28	4.40	7.31	3.78	6.45	0.08	0.16	0.32	0.71	0.24	0.48
Total Workforce: Retirement #	667	304	363	24	22	231	224	32	96	11	16	0	0	4	1	2	4
Total Workforce: Retirement %	100	45.58	54.43	3.60	3.30	34.64	33.59	4.80	14.40	1.65	2.40	0.00	0.00	0.60	0.15	0.30	0.60
Total Workforce: Other Separations #	289	148	141	7	8	102	91	13	26	25	11	0	0	0	3	1	2
Total Workforce: Other Separations %	100	51.22	48.79	2.43	2.77	35.30	31.49	4.50	9.00	8.66	3.81	0.00	0.00	0.00	1.04	0.35	0.70
Total Workforce: Total Separations #	2546	1132	1414	76	110	821	901	115	239	104	135	1	2	8	15	7	12
Total Workforce: Total Separations %	100	44.47	55.54	2.99	4.33	32.25	35.39	4.52	9.39	4.09	5.31	0.04	0.08	0.32	0.59	0.28	0.48
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	15945	7225	8720	535	717	5059	5215	864	1814	626	802	6	9	91	87	44	76
Permanent Workforce: Prior 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: Current FY #	14661	6730	7931	495	662	4714	4714	813	1663	580	740	6	7	85	76	37	69
Permanent Workforce: Current FY %	100	45.91	54.10	3.38	4.52	32.16	32.16	5.55	11.35	3.96	5.05	0.05	0.05	0.58	0.52	0.26	0.48
Permanent Workforce: Difference #	-1284	-495	-789	-40	-55	-345	-501	-51	-151	-46	-62	0	-2	-6	-11	-7	-7
Permanent Workforce: Ratio Change %	0.00	0.59	-0.59	0.02	0.02	0.43	-0.55	0.13	-0.03	0.03	0.02	0.01	-0.01	0.00	-0.03	-0.02	0.00
Permanent Workforce: Net Change %	-8.05	-6.85	-9.04	-7.47	-7.67	-6.81	-9.60	-5.90	-8.32	-7.34	-7.73	0.00	-22.22	-6.59	-12.64	-15.90	-9.21

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025.

File Process Date and Time: 04/30/2026 10:33 AM

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 #	591	280	311	16	26	198	184	37	57	23	36	0	0	3	3	3	5
Permanent Workforce: New Hires %	100	47.38	52.63	2.71	4.40	33.51	31.14	6.27	9.65	3.90	6.10	0.00	0.00	0.51	0.51	0.51	0.85
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	24	8	16	0	4	5	1	2	7	1	4	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	33.34	66.67	0.00	16.67	20.84	4.17	8.34	29.17	4.17	16.67	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	80	32	48	0	0	16	31	8	8	7	7	0	0	0	2	1	0
Permanent Workforce: Removal %	100	40.00	60.00	0.00	0.00	20.00	38.75	10.00	10.00	8.75	8.75	0.00	0.00	0.00	2.50	1.25	0.00
Permanent Workforce: Resignation #	1085	427	658	31	54	302	442	48	74	38	71	1	2	4	9	3	6
Permanent Workforce: Resignation %	100	39.36	60.65	2.86	4.98	27.84	40.74	4.43	6.83	3.51	6.55	0.10	0.19	0.37	0.83	0.28	0.56
Permanent Workforce: Retirement #	654	297	357	24	22	224	220	32	95	11	15	0	0	4	1	2	4
Permanent Workforce: Retirement %	100	45.42	54.59	3.67	3.37	34.26	33.64	4.90	14.53	1.69	2.30	0.00	0.00	0.62	0.16	0.31	0.62
Permanent Workforce: Other Separations #	129	63	66	3	4	36	41	12	17	11	3	0	0	0	0	1	1
Permanent Workforce: Other Separations %	100	48.84	51.17	2.33	3.11	27.91	31.79	9.31	13.18	8.53	2.33	0.00	0.00	0.00	0.00	0.78	0.78
Permanent Workforce: Total Separations #	1972	827	1145	58	84	583	735	102	201	68	100	1	2	8	12	7	11
Permanent Workforce: Total Separations %	100	41.94	58.07	2.95	4.26	29.57	37.28	5.18	10.20	3.45	5.08	0.06	0.11	0.41	0.61	0.36	0.56
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	987	532	455	22	40	400	301	34	55	65	51	1	1	2	4	8	3
Temporary Workforce: Prior 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: Current FY #	531	290	241	11	14	223	181	16	22	35	22	1	1	1	1	3	0
Temporary Workforce: Current FY %	100	54.62	45.39	2.08	2.64	42.00	34.09	3.02	4.15	6.60	4.15	0.19	0.19	0.19	0.19	0.57	0.00
Temporary Workforce: Difference #	-456	-242	-214	-11	-26	-177	-120	-18	-33	-30	-29	0	0	-1	-3	-5	-3
Temporary Workforce: Ratio Change %	0.00	0.71	-0.71	-0.15	-1.42	1.47	3.59	-0.43	-1.43	0.01	-1.02	0.08	0.08	-0.02	-0.22	-0.25	-0.31
Temporary Workforce: Net Change %	-46.20	-45.48	-47.03	-50.00	-65.00	-44.25	-39.86	-52.94	-60.00	-46.15	-56.86	0.00	0.00	-50.00	-75.00	-62.50	-100.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	199	110	89	10	5	88	66	5	10	5	7	0	0	1	0	1	1
Temporary Workforce: New Hires %	100	55.28	44.73	5.03	2.52	44.23	33.17	2.52	5.03	2.52	3.52	0.00	0.00	0.51	0.00	0.51	0.51
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	4	3	1	0	0	2	1	0	0	1	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	75.00	25.00	0.00	0.00	50.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	209	124	85	2	8	107	53	4	9	11	15	0	0	0	0	0	0
Temporary Workforce: Removal %	100	59.34	40.67	0.96	3.83	51.20	25.36	1.92	4.31	5.27	7.18	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	188	86	102	12	14	56	58	8	19	10	11	0	0	0	0	0	0
Temporary Workforce: Resignation %	100	45.75	54.26	6.39	7.45	29.79	30.86	4.26	10.11	5.32	5.86	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	13	7	6	0	0	7	4	0	1	0	1	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	53.85	46.16	0.00	0.00	53.85	30.77	0.00	7.70	0.00	7.70	0.00	0.00	0.00	0.00	0.00	0.00

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 #	160	85	75	4	4	66	51	1	9	14	7	0	0	0	3	0	1
Temporary Workforce: Other Separations %	100	53.13	46.88	2.50	2.50	41.25	31.88	0.63	5.63	8.75	4.38	0.00	0.00	0.00	1.88	0.00	0.63
Temporary Workforce: Total Separations #	574	305	269	18	26	238	167	13	38	36	34	0	0	0	3	0	1
Temporary Workforce: Total Separations %	100	53.14	46.87	3.14	4.53	41.47	29.10	2.27	6.63	6.28	5.93	0.00	0.00	0.00	0.53	0.00	0.18

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 #	14661	6730	7931	495	662	4714	4714	813	1663	580	740	6	7	85	76	37	69
Permanent Workforce %	100	45.91	54.10	3.38	4.52	32.16	32.16	5.55	11.35	3.96	5.05	0.05	0.05	0.58	0.52	0.26	0.48
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Management																	
Executives #	2222	1096	1126	63	82	854	752	96	181	70	95	0	1	9	7	4	8
Executives %	100	49.33	50.68	2.84	3.70	38.44	33.85	4.33	8.15	3.16	4.28	0.00	0.05	0.41	0.32	0.19	0.37
Managers #	659	349	310	36	30	257	191	28	53	20	30	0	1	7	3	1	2
Managers %	100	52.96	47.05	5.47	4.56	39.00	28.99	4.25	8.05	3.04	4.56	0.00	0.16	1.07	0.46	0.16	0.31
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 #	2881	1445	1436	99	112	1111	943	124	234	90	125	0	2	16	10	5	10
Total Management %	100	50.16	49.85	3.44	3.89	38.57	32.74	4.31	8.13	3.13	4.34	0.00	0.07	0.56	0.35	0.18	0.35
2. Professionals #	11181	5001	6180	378	518	3399	3617	652	1341	472	587	6	4	64	59	30	54
Professionals %	100	44.73	55.28	3.39	4.64	30.40	32.35	5.84	12.00	4.23	5.25	0.06	0.04	0.58	0.53	0.27	0.49
3. Technicians #	148	71	77	3	7	49	51	8	6	8	12	0	0	2	1	1	0
Technicians %	100	47.98	52.03	2.03	4.73	33.11	34.46	5.41	4.06	5.41	8.11	0.00	0.00	1.36	0.68	0.68	0.00
4. Sales Workers #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Sales Workers %	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
5. Administrative Workers #	226	46	180	2	20	27	62	9	75	6	12	0	1	1	6	1	4
Administrative Workers %	100	20.36	79.65	0.89	8.85	11.95	27.44	3.99	33.19	2.66	5.31	0.00	0.45	0.45	2.66	0.45	1.77
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	1	0	0	0	0	0	0	0	0	0
Operatives %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8. Laborers and Helpers #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Laborers and Helpers %	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9. Service Workers #	203	152	51	11	5	120	36	16	7	3	2	0	0	2	0	0	1
Service Workers %	100	74.88	25.13	5.42	2.47	59.12	17.74	7.89	3.45	1.48	0.99	0.00	0.00	0.99	0.00	0.00	0.50

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 #	14661	6730	7931	495	662	4714	4714	813	1663	580	740	6	7	85	76	37	69
Permanent Workforce %	100	45.91	54.10	3.38	4.52	32.16	32.16	5.55	11.35	3.96	5.05	0.05	0.05	0.58	0.52	0.26	0.48
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 #	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	50.00	50.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	84	29	55	2	7	19	28	5	9	1	8	0	0	2	2	0	1
GS-04 %	100	34.53	65.48	2.39	8.34	22.62	33.34	5.96	10.72	1.20	9.53	0.00	0.00	2.39	2.39	0.00	1.20
GS-05 #	43	19	24	1	1	12	9	3	6	3	6	0	0	0	2	0	0
GS-05 %	100	44.19	55.82	2.33	2.33	27.91	20.94	6.98	13.96	6.98	13.96	0.00	0.00	0.00	4.66	0.00	0.00
GS-06 #	7	2	5	0	0	2	2	0	3	0	0	0	0	0	0	0	0
GS-06 %	100	28.58	71.43	0.00	0.00	28.58	28.58	0.00	42.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	127	43	84	1	8	22	43	10	25	7	8	0	0	2	0	1	0
GS-07 %	100	33.86	66.15	0.79	6.30	17.33	33.86	7.88	19.69	5.52	6.30	0.00	0.00	1.58	0.00	0.79	0.00
GS-08 #	36	3	33	0	4	2	9	1	17	0	1	0	0	0	0	0	2
GS-08 %	100	8.34	91.67	0.00	11.12	5.56	25.00	2.78	47.23	0.00	2.78	0.00	0.00	0.00	0.00	0.00	5.56
GS-09 #	365	112	253	10	35	75	123	17	69	7	18	0	1	1	5	2	2
GS-09 %	100	30.69	69.32	2.74	9.59	20.55	33.70	4.66	18.91	1.92	4.94	0.00	0.28	0.28	1.37	0.55	0.55
GS-10 #	26	12	14	0	1	10	11	1	1	1	1	0	0	0	0	0	0
GS-10 %	100	46.16	53.85	0.00	3.85	38.47	42.31	3.85	3.85	3.85	3.85	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	603	213	390	23	39	131	209	35	105	18	32	0	0	5	2	1	3
GS-11 %	100	35.33	64.68	3.82	6.47	21.73	34.67	5.81	17.42	2.99	5.31	0.00	0.00	0.83	0.34	0.17	0.50
GS-12 #	2678	1100	1578	83	147	712	836	181	393	104	163	1	2	14	21	5	16
GS-12 %	100	41.08	58.93	3.10	5.49	26.59	31.22	6.76	14.68	3.89	6.09	0.04	0.08	0.53	0.79	0.19	0.60
GS-13 #	5831	2831	3000	222	251	1918	1805	345	614	286	277	3	2	37	24	20	27
GS-13 %	100	48.56	51.45	3.81	4.31	32.90	30.96	5.92	10.53	4.91	4.76	0.06	0.04	0.64	0.42	0.35	0.47
GS-14 #	2619	1252	1367	90	86	942	886	116	240	83	131	2	1	15	13	4	10
GS-14 %	100	47.81	52.20	3.44	3.29	35.97	33.83	4.43	9.17	3.17	5.01	0.08	0.04	0.58	0.50	0.16	0.39
GS-15 #	1890	930	960	47	68	734	647	79	150	59	82	0	1	8	5	3	7
GS-15 %	100	49.21	50.80	2.49	3.60	38.84	34.24	4.18	7.94	3.13	4.34	0.00	0.06	0.43	0.27	0.16	0.38
All other (unspecified GS) #	56	37	19	1	1	33	16	2	1	1	1	0	0	0	0	0	0
All other (unspecified GS) %	100	66.08	33.93	1.79	1.79	58.93	28.58	3.58	1.79	1.79	1.79	0.00	0.00	0.00	0.00	0.00	0.00

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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 #	39	23	16	1	1	20	13	1	1	1	1	0	0	0	0	0	0
Other Senior Pay %	100	58.98	41.03	2.57	2.57	51.29	33.34	2.57	2.57	2.57	2.57	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	12421	5617	6804	432	580	3846	3961	714	1482	510	645	6	6	76	69	33	61
Total GS Employees %	100	45.23	54.78	3.48	4.67	30.97	31.89	5.75	11.94	4.11	5.20	0.05	0.05	0.62	0.56	0.27	0.50
Total Non-GS Employees #	56	37	19	1	1	33	16	2	1	1	1	0	0	0	0	0	0
Total Non-GS Employees %	100	66.08	33.93	1.79	1.79	58.93	28.58	3.58	1.79	1.79	1.79	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	2220	1094	1126	63	82	852	752	96	181	70	95	0	1	9	7	4	8
Total Senior Pay %	100	49.28	50.73	2.84	3.70	38.38	33.88	4.33	8.16	3.16	4.28	0.00	0.05	0.41	0.32	0.19	0.37
SES #	291	141	150	15	13	98	92	16	30	10	12	0	0	1	2	1	1
SES %	100	48.46	51.55	5.16	4.47	33.68	31.62	5.50	10.31	3.44	4.13	0.00	0.00	0.35	0.69	0.35	0.35

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 #	2	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0
GS-04 %	100	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	8	3	5	0	1	3	0	0	3	0	1	0	0	0	0	0	0
GS-07 %	100	37.50	62.50	0.00	12.50	37.50	0.00	0.00	37.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	8	5	3	1	0	3	2	0	1	1	0	0	0	0	0	0	0
GS-09 %	100	62.50	37.50	12.50	0.00	37.50	25.00	0.00	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	29	9	20	1	1	6	9	0	7	0	3	0	0	0	0	2	0
GS-11 %	100	31.04	68.97	3.45	3.45	20.69	31.04	0.00	24.14	0.00	10.35	0.00	0.00	0.00	0.00	6.90	0.00
GS-12 #	44	17	27	1	2	10	18	3	5	3	2	0	0	0	0	0	0
GS-12 %	100	38.64	61.37	2.28	4.55	22.73	40.91	6.82	11.37	6.82	4.55	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	43	17	26	0	2	11	21	3	1	2	2	0	0	1	0	0	0
GS-13 %	100	39.54	60.47	0.00	4.66	25.59	48.84	6.98	2.33	4.66	4.66	0.00	0.00	2.33	0.00	0.00	0.00
GS-14 #	17	8	9	1	2	5	7	1	0	1	0	0	0	0	0	0	0
GS-14 %	100	47.06	52.95	5.89	11.77	29.42	41.18	5.89	0.00	5.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	25	15	10	0	0	15	9	0	0	0	1	0	0	0	0	0	0
GS-15 %	100	60.00	40.00	0.00	0.00	60.00	36.00	0.00	0.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	328	201	127	7	6	160	101	7	5	25	11	1	1	0	1	1	2
All other (unspecified GS) %	100	61.29	38.72	2.14	1.83	48.79	30.80	2.14	1.53	7.63	3.36	0.31	0.31	0.00	0.31	0.31	0.61
Total GS Employees #	151	60	91	4	8	38	58	7	17	8	8	0	0	1	0	2	0
Total GS Employees %	100	39.74	60.27	2.65	5.30	25.17	38.42	4.64	11.26	5.30	5.30	0.00	0.00	0.67	0.00	1.33	0.00
Total Non-GS Employees #	328	201	127	7	6	160	101	7	5	25	11	1	1	0	1	1	2
Total Non-GS Employees %	100	61.29	38.72	2.14	1.83	48.79	30.80	2.14	1.53	7.63	3.36	0.31	0.31	0.00	0.31	0.31	0.61
Total Senior Pay #	33	20	13	0	0	20	11	0	0	0	2	0	0	0	0	0	0
Total Senior Pay %	100	60.61	39.40	0.00	0.00	60.61	33.34	0.00	0.00	0.00	6.07	0.00	0.00	0.00	0.00	0.00	0.00
SES #	8	5	3	0	0	5	2	0	0	0	1	0	0	0	0	0	0
SES %	100	62.50	37.50	0.00	0.00	62.50	25.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00

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

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	14661	6730	7931	495	662	4714	4714	813	1663	580	740	6	7	85	76	37	69
Permanent Workforce %	100	45.91	54.10	3.38	4.52	32.16	32.16	5.55	11.35	3.96	5.05	0.05	0.05	0.58	0.52	0.26	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 #	11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	90.91	9.10	0.00	0.00	90.91	9.10	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 #	35	16	19	2	4	11	6	1	2	0	4	0	0	2	2	0	1
\$30,001-\$40,000 %	100	45.72	54.29	5.72	11.43	31.43	17.15	2.86	5.72	0.00	11.43	0.00	0.00	5.72	5.72	0.00	2.86
\$40,001-\$50,000 #	80	32	48	1	4	21	27	7	9	3	6	0	0	0	2	0	0
\$40,001-\$50,000 %	100	40.00	60.00	1.25	5.00	26.25	33.75	8.75	11.25	3.75	7.50	0.00	0.00	0.00	2.50	0.00	0.00
\$50,001-\$60,000 #	102	39	63	0	4	20	36	10	12	7	11	0	0	2	0	0	0
\$50,001-\$60,000 %	100	38.24	61.77	0.00	3.93	19.61	35.30	9.81	11.77	6.87	10.79	0.00	0.00	1.97	0.00	0.00	0.00
\$60,001-\$70,000 #	282	97	185	9	23	62	105	18	42	6	12	0	0	0	2	2	1
\$60,001-\$70,000 %	100	34.40	65.61	3.20	8.16	21.99	37.24	6.39	14.90	2.13	4.26	0.00	0.00	0.00	0.71	0.71	0.36
\$70,001-\$80,000 #	232	78	154	5	14	50	78	13	53	7	7	0	0	3	0	0	2
\$70,001-\$80,000 %	100	33.63	66.38	2.16	6.04	21.56	33.63	5.61	22.85	3.02	3.02	0.00	0.00	1.30	0.00	0.00	0.87
\$80,001-\$90,000 #	461	156	305	19	33	104	170	17	73	10	23	0	0	4	3	2	3
\$80,001-\$90,000 %	100	33.84	66.17	4.13	7.16	22.56	36.88	3.69	15.84	2.17	4.99	0.00	0.00	0.87	0.66	0.44	0.66
\$90,001-\$100,000 #	845	358	487	22	58	247	242	54	128	25	44	0	1	8	12	2	2
\$90,001-\$100,000 %	100	42.37	57.64	2.61	6.87	29.24	28.64	6.40	15.15	2.96	5.21	0.00	0.12	0.95	1.43	0.24	0.24
\$100,001-\$110,000 #	1186	495	691	51	48	311	407	75	136	49	80	1	1	7	8	1	11
\$100,001-\$110,000 %	100	41.74	58.27	4.31	4.05	26.23	34.32	6.33	11.47	4.14	6.75	0.09	0.09	0.60	0.68	0.09	0.93
\$110,001-\$120,000 #	1086	455	631	32	56	316	380	65	129	35	56	0	1	5	3	2	6
\$110,001-\$120,000 %	100	41.90	58.11	2.95	5.16	29.10	35.00	5.99	11.88	3.23	5.16	0.00	0.10	0.47	0.28	0.19	0.56
\$120,001-\$130,000 #	1718	761	957	52	85	505	568	104	206	90	79	1	1	6	12	3	6
\$120,001-\$130,000 %	100	44.30	55.71	3.03	4.95	29.40	33.07	6.06	12.00	5.24	4.60	0.06	0.06	0.35	0.70	0.18	0.35
\$130,001-\$140,000 #	1392	654	738	46	63	460	452	74	147	54	64	1	1	11	6	8	5
\$130,001-\$140,000 %	100	46.99	53.02	3.31	4.53	33.05	32.48	5.32	10.57	3.88	4.60	0.08	0.08	0.80	0.44	0.58	0.36
\$140,001-\$150,000 #	1525	754	771	63	68	493	440	90	181	91	72	0	0	11	3	6	7
\$140,001-\$150,000 %	100	49.45	50.56	4.14	4.46	32.33	28.86	5.91	11.87	5.97	4.73	0.00	0.00	0.73	0.20	0.40	0.46
\$150,001-\$160,000 #	1523	730	793	51	63	519	459	92	183	60	72	0	1	6	8	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	47.94	52.07	3.35	4.14	34.08	30.14	6.05	12.02	3.94	4.73	0.00	0.07	0.40	0.53	0.14	0.46
\$160,001-\$170,000 #	913	460	453	33	34	335	287	43	72	37	51	2	0	9	4	1	5
\$160,001-\$170,000 %	100	50.39	49.62	3.62	3.73	36.70	31.44	4.71	7.89	4.06	5.59	0.22	0.00	0.99	0.44	0.11	0.55
\$170,001-\$180,000 #	763	369	394	26	22	274	239	39	77	23	49	1	0	4	3	2	4
\$170,001-\$180,000 %	100	48.37	51.64	3.41	2.89	35.92	31.33	5.12	10.10	3.02	6.43	0.14	0.00	0.53	0.40	0.27	0.53
\$180,001 and Greater #	2507	1264	1243	83	83	974	819	111	213	83	110	0	1	7	8	6	9
\$180,001 and Greater %	100	50.42	49.59	3.32	3.32	38.86	32.67	4.43	8.50	3.32	4.39	0.00	0.04	0.28	0.32	0.24	0.36

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 #	531	290	241	11	14	223	181	16	22	35	22	1	1	1	1	3	0
Temporary Workforce %	100	54.62	45.39	2.08	2.64	42.00	34.09	3.02	4.15	6.60	4.15	0.19	0.19	0.19	0.19	0.57	0.00
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	96	65	31	2	2	55	20	3	3	4	3	0	1	0	0	1	2
Up to \$20,000 %	100	67.71	32.30	2.09	2.09	57.30	20.84	3.13	3.13	4.17	3.13	0.00	1.05	0.00	0.00	1.05	2.09
\$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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	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
\$40,001-\$50,000 #	2	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0
\$40,001-\$50,000 %	100	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	7	2	5	0	1	2	0	0	3	0	1	0	0	0	0	0	0
\$50,001-\$60,000 %	100	28.58	71.43	0.00	14.29	28.58	0.00	0.00	42.86	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	6	4	2	1	0	3	1	0	1	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	66.67	33.34	16.67	0.00	50.00	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	9	2	7	0	0	1	3	0	3	1	1	0	0	0	0	0	0
\$70,001-\$80,000 %	100	22.23	77.78	0.00	0.00	11.12	33.34	0.00	33.34	11.12	11.12	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	23	8	15	1	1	6	8	0	4	1	2	0	0	0	0	0	0
\$80,001-\$90,000 %	100	34.79	65.22	4.35	4.35	26.09	34.79	0.00	17.40	4.35	8.70	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	20	6	14	1	1	2	8	0	3	1	2	0	0	0	0	2	0
\$90,001-\$100,000 %	100	30.00	70.00	5.00	5.00	10.00	40.00	0.00	15.00	5.00	10.00	0.00	0.00	0.00	0.00	10.00	0.00
\$100,001-\$110,000 #	136	72	64	4	5	53	51	3	3	11	4	1	0	0	1	0	0
\$100,001-\$110,000 %	100	52.95	47.06	2.95	3.68	38.98	37.50	2.21	2.21	8.09	2.95	0.74	0.00	0.00	0.74	0.00	0.00
\$110,001-\$120,000 #	23	10	13	0	0	7	13	1	0	2	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	43.48	56.53	0.00	0.00	30.44	56.53	4.35	0.00	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	62	36	26	0	1	26	23	4	1	6	1	0	0	0	0	0	0
\$120,001-\$130,000 %	100	58.07	41.94	0.00	1.62	41.94	37.10	6.46	1.62	9.68	1.62	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	39	24	15	0	0	21	10	2	1	0	4	0	0	1	0	0	0
\$130,001-\$140,000 %	100	61.54	38.47	0.00	0.00	53.85	25.65	5.13	2.57	0.00	10.26	0.00	0.00	2.57	0.00	0.00	0.00
\$140,001-\$150,000 #	14	9	5	1	0	6	5	1	0	1	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	64.29	35.72	7.15	0.00	42.86	35.72	7.15	0.00	7.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	11	6	5	2	5	3	0	0	0	1	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	54.55	45.46	18.19	45.46	27.28	0.00	0.00	0.00	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$160,001-\$170,000 #	8	6	2	0	0	5	2	0	0	1	0	0	0	0	0	0	0
\$160,001-\$170,000 %	100	75.00	25.00	0.00	0.00	62.50	25.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	9	3	6	0	0	2	6	0	0	1	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	33.34	66.67	0.00	0.00	22.23	66.67	0.00	0.00	11.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	42	26	16	1	1	22	14	0	0	3	1	0	0	0	0	0	0
\$180,001 and Greater %	100	61.91	38.10	2.39	2.39	52.39	33.34	0.00	0.00	7.15	2.39	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
BIOLOGIST (0401) #	1982	794	1188	51	87	623	868	47	110	56	107	0	0	13	8	4	8
BIOLOGIST (0401) %	100	40.07	59.94	2.58	4.39	31.44	43.80	2.38	5.55	2.83	5.40	0.00	0.00	0.66	0.41	0.21	0.41
Occupational CLF %	100	51.5	48.5	2.7	3.1	41.8	36.8	1.2	1.9	4.2	5	0.1	0.1	0.2	0.3	1.3	1.3
ES-00 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
ES-00 %	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
GS-05 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	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-07 #	15	4	11	0	1	3	7	1	1	0	2	0	0	0	0	0	0
GS-07 %	100	26.67	73.34	0.00	6.67	20.00	46.67	6.67	6.67	0.00	13.34	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	128	112	16	64	1	10	15	28	0	7	0	2	0	0	0	1	0
GS-09 %	100	87.50	12.50	50.00	0.79	7.82	11.72	21.88	0.00	5.47	0.00	1.57	0.00	0.00	0.00	0.79	0.00
GS-11 #	109	38	71	6	4	29	52	2	7	1	6	0	2	0	0	0	0
GS-11 %	100	34.87	65.14	5.51	3.67	26.61	47.71	1.84	6.43	0.92	5.51	0.00	1.84	0.00	0.00	0.00	0.00
GS-12 #	510	193	317	12	24	155	228	14	25	4	31	0	4	6	3	2	2
GS-12 %	100	37.85	62.16	2.36	4.71	30.40	44.71	2.75	4.91	0.79	6.08	0.00	0.79	1.18	0.59	0.40	0.40
GS-13 #	818	333	485	23	34	242	363	24	47	39	35	0	0	5	1	0	5
GS-13 %	100	40.71	59.30	2.82	4.16	29.59	44.38	2.94	5.75	4.77	4.28	0.00	0.00	0.62	0.13	0.00	0.62
GS-14 #	241	101	140	6	11	86	101	2	12	6	16	0	0	0	0	1	0
GS-14 %	100	41.91	58.10	2.49	4.57	35.69	41.91	0.83	4.98	2.49	6.64	0.00	0.00	0.00	0.00	0.42	0.00
GS-15 #	212	99	113	3	2	85	83	4	11	6	15	0	2	1	0	0	0
GS-15 %	100	46.70	53.31	1.42	0.95	40.10	39.16	1.89	5.19	2.84	7.08	0.00	0.95	0.48	0.00	0.00	0.00
SL-00 #	5	2	3	0	1	2	2	0	0	0	0	0	0	0	0	0	0
SL-00 %	100	40.00	60.00	0.00	20.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	50																
Relevant Applicant Pool %	100	40.06	59.94	2.57	4.39	31.43	43.79	2.37	5.55	2.83	5.4	0.66	0.4	0	4.39	0.2	0.4
Internal Applications #	457	254	203	34	21	156	106	20	47	44	19	0	5	0	21	0	5
Internal Applications %	100	55.58	44.43	7.44	4.60	34.14	23.20	4.38	10.29	9.63	4.16	0.00	1.10	0.00	4.60	0.00	1.10
Qualified Internal Applicants #	260	146	114	20	11	96	59	10	27	20	13	0	2	0	11	0	2
Qualified Internal Applicants %	100	56.16	43.85	7.70	4.24	36.93	22.70	3.85	10.39	7.70	5.00	0.00	0.77	0.00	4.24	0.00	0.77
Referred Applicants #	165	93	72	13	6	60	41	7	17	13	5	0	2	0	6	0	1
Referred Applicants %	100	56.37	43.64	7.88	3.64	36.37	24.85	4.25	10.31	7.88	3.04	0.00	1.22	0.00	3.64	0.00	0.61
Interviewed Applicants #	14	5	9	1	1	3	7	1	1	0	0	0	0	0	1	0	0
Interviewed Applicants %	100	35.72	64.29	7.15	7.15	21.43	50.00	7.15	7.15	0.00	0.00	0.00	0.00	0.00	7.15	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
Internal Selections #	20	6	14	1	1	2	7	2	5	1	1	0	0	0	1	0	0
Internal Selections %	100	30.00	70.00	5.00	5.00	10.00	35.00	10.00	25.00	5.00	5.00	0.00	0.00	0.00	5.00	0.00	0.00
ENVIRONMENTAL ENGINEERING (0819) #	1307	740	567	74	73	499	339	52	67	104	81	0	1	7	3	4	3
ENVIRONMENTAL ENGINEERING (0819) %	100	56.62	43.39	5.67	5.59	38.18	25.94	3.98	5.13	7.96	6.20	0.00	0.08	0.54	0.23	0.31	0.23
Occupational CLF %	100	70.6	29.4	4.1	2.1	55.1	21.6	4.3	2.3	4.8	2.6	0.1	0.1	0.5	0.2	1.7	0.6
GS-07 #	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
GS-07 %	100	50.00	50.00	0.00	0.00	50.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	16	4	12	1	2	1	9	2	0	0	1	0	0	0	0	0	0
GS-09 %	100	25.00	75.00	6.25	12.50	6.25	56.25	12.50	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	23	7	16	0	1	5	12	0	3	2	0	0	0	0	0	0	0
GS-11 %	100	30.44	69.57	0.00	4.35	21.74	52.18	0.00	13.05	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	216	106	110	10	18	64	64	6	10	24	18	1	0	0	0	1	0
GS-12 %	100	49.08	50.93	4.63	8.34	29.63	29.63	2.78	4.63	11.12	8.34	0.47	0.00	0.00	0.00	0.47	0.00
GS-13 #	653	381	272	38	35	247	162	28	34	63	36	0	3	3	2	2	0
GS-13 %	100	58.35	41.66	5.82	5.36	37.83	24.81	4.29	5.21	9.65	5.52	0.00	0.46	0.46	0.31	0.31	0.00
GS-14 #	246	149	97	18	9	112	55	10	11	9	19	0	2	0	1	0	0
GS-14 %	100	60.57	39.44	7.32	3.66	45.53	22.36	4.07	4.48	3.66	7.73	0.00	0.82	0.00	0.41	0.00	0.00
GS-15 #	146	84	62	7	8	65	36	6	8	6	7	0	2	0	1	0	0
GS-15 %	100	57.54	42.47	4.80	5.48	44.53	24.66	4.11	5.48	4.11	4.80	0.00	1.37	0.00	0.69	0.00	0.00
ST-00 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	11																
Relevant Applicant Pool %	100	56.62	43.38	5.66	5.59	38.18	25.94	3.98	5.13	7.96	6.2	0.54	0.23	0	5.59	0.31	0.23
Internal Applications #	114	57	57	11	2	31	37	5	10	8	8	1	0	0	2	1	0
Internal Applications %	100	50.00	50.00	9.65	1.76	27.20	32.46	4.39	8.78	7.02	7.02	0.88	0.00	0.00	1.76	0.88	0.00
Qualified Internal Applicants #	57	19	38	3	1	11	24	1	9	2	4	1	0	0	1	1	0
Qualified Internal Applicants %	100	33.34	66.67	5.27	1.76	19.30	42.11	1.76	15.79	3.51	7.02	1.76	0.00	0.00	1.76	1.76	0.00
Referred Applicants #	31	8	23	0	0	7	17	0	2	1	4	0	0	0	0	0	0
Referred Applicants %	100	25.81	74.20	0.00	0.00	22.59	54.84	0.00	6.46	3.23	12.91	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 #	5	3	2	0	0	3	1	0	0	0	1	0	0	0	0	0	0
Internal Selections %	100	60.00	40.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
MECHANICAL ENGINEERING (0830) #	48	43	5	3	2	32	2	1	1	7	0	0	0	0	0	0	0
MECHANICAL ENGINEERING (0830) %	100	89.59	10.42	6.25	4.17	66.67	4.17	2.09	2.09	14.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	91.6	8.4	5.7	0.6	74.8	6	3.3	0.5	6.2	1.1	0.1	0	0.2	0	1.4	0.2

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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/13 #	30	28	2	1	1	20	1	1	0	6	0	0	0	0	0	0	0
GS/13 %	100	93.34	6.67	3.34	3.34	66.67	3.34	3.34	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/14 #	11	9	2	2	0	6	1	0	1	1	0	0	0	0	0	0	0
GS/14 %	100	81.82	18.19	18.19	0.00	54.55	9.10	0.00	9.10	9.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS/15 #	7	6	1	0	1	6	0	0	0	0	0	0	0	0	0	0	0
GS/15 %	100	85.72	14.29	0.00	14.29	85.72	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																	
Relevant Applicant Pool % %	100	89.58	10.42	6.25	4.17	66.67	4.17	2.08	2.08	14.58	0	0	0	0	4.17	0	0
GENERAL PHYSICAL SCIENCE (1301) #	2329	1183	1146	91	96	913	821	65	85	96	126	0	0	16	12	2	6
GENERAL PHYSICAL SCIENCE (1301) %	100	50.80	49.21	3.91	4.13	39.21	35.26	2.80	3.65	4.13	5.42	0.00	0.00	0.69	0.52	0.09	0.26
Occupational CLF %	100	56.6	43.4	2.8	2.8	41.9	29.8	1.7	2.1	8.8	7.4	0.1	0.1	0.1	0.1	1.3	1
GS-05 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	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-07 #	18	2	16	0	1	2	13	0	0	0	1	0	1	0	0	0	0
GS-07 %	100	11.12	88.89	0.00	5.56	11.12	72.23	0.00	0.00	0.00	5.56	0.00	5.56	0.00	0.00	0.00	0.00
GS-09 #	33	16	17	3	1	12	13	0	0	1	3	0	0	0	0	0	0
GS-09 %	100	48.49	51.52	9.10	3.04	36.37	39.40	0.00	0.00	3.04	9.10	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	71	25	46	4	6	17	32	1	3	1	4	0	0	1	1	1	0
GS-11 %	100	35.22	64.79	5.64	8.46	23.95	45.08	1.41	4.23	1.41	5.64	0.00	0.00	1.41	1.41	1.41	0.00
GS-12 #	467	220	247	20	22	153	148	21	26	24	44	0	0	1	5	1	2
GS-12 %	100	47.11	52.90	4.29	4.72	32.77	31.70	4.50	5.57	5.14	9.43	0.00	0.00	0.22	1.08	0.22	0.43
GS-13 #	1153	595	558	45	48	466	409	35	44	41	49	0	0	8	4	0	4
GS-13 %	100	51.61	48.40	3.91	4.17	40.42	35.48	3.04	3.82	3.56	4.25	0.00	0.00	0.70	0.35	0.00	0.35
GS-14 #	351	200	151	12	10	165	124	4	5	14	10	0	0	5	2	0	0
GS-14 %	100	56.99	43.02	3.42	2.85	47.01	35.33	1.14	1.43	3.99	2.85	0.00	0.00	1.43	0.57	0.00	0.00
GS-15 #	231	121	110	7	8	96	80	4	7	14	15	0	0	0	0	0	0
GS-15 %	100	52.39	47.62	3.04	3.47	41.56	34.64	1.74	3.04	6.07	6.50	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	7																
Relevant Applicant Pool % %	100	50.79	49.21	3.91	4.12	39.2	35.25	2.79	3.65	4.12	5.41	0.69	0.52	0	4.12	0.09	0.26
Internal Applications #	78	41	37	2	3	24	20	8	11	7	3	0	0	0	3	0	0
Internal Applications %	100	52.57	47.44	2.57	3.85	30.77	25.65	10.26	14.11	8.98	3.85	0.00	0.00	0.00	3.85	0.00	0.00
Qualified Internal Applicants #	37	18	19	1	1	12	13	2	4	3	1	0	0	0	1	0	0
Qualified Internal Applicants %	100	48.65	51.36	2.71	2.71	32.44	35.14	5.41	10.82	8.11	2.71	0.00	0.00	0.00	2.71	0.00	0.00
Referred Applicants #	17	9	8	1	1	5	6	0	0	3	1	0	0	0	1	0	0

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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
BIOLOGIST (0401) #	36	20	16	0	2	18	12	0	0	2	2	0	0	0	0	0	0
BIOLOGIST (0401) %	100	55.56	44.45	0.00	5.56	50.00	33.34	0.00	0.00	5.56	5.56	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	51.5	48.5	2.7	3.1	41.8	36.8	1.2	1.9	4.2	5	0.1	0.1	0.2	0.3	1.3	1.3
GS-09 #	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	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	0.00
GS-11 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	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
GS-12 #	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
GS-12 %	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
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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	3																
Relevant Applicant Pool %	100	40.12	59.88	2.58	4.41	31.46	43.62	2.38	5.62	2.84	5.47	0.66	0.41	0	4.41	0.2	0.35
Internal Applications #	13	6	7	1	0	5	6	0	1	0	0	0	0	0	0	0	0
Internal Applications %	100	46.16	53.85	7.70	0.00	38.47	46.16	0.00	7.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	8	2	6	0	0	2	5	0	1	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	25.00	75.00	0.00	0.00	25.00	62.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	8	2	6	0	0	2	5	0	1	0	0	0	0	0	0	0	0
Referred Applicants %	100	25.00	75.00	0.00	0.00	25.00	62.50	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ENVIRONMENTAL ENGINEERING (0819) #	27	15	12	0	0	10	8	3	2	2	2	0	0	0	0	0	0
ENVIRONMENTAL ENGINEERING (0819) %	100	55.56	44.45	0.00	0.00	37.04	29.63	11.12	7.41	7.41	7.41	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	70.6	29.4	4.1	2.1	55.1	21.6	4.3	2.3	4.8	2.6	0.1	0.1	0.5	0.2	1.7	0.6
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	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
GENERAL PHYSICAL SCIENCE (1301) #	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
GENERAL PHYSICAL SCIENCE (1301) %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF %	100	56.6	43.4	2.8	2.8	41.9	29.8	1.7	2.1	8.8	7.4	0.1	0.1	0.1	0.1	1.3	1
GS-11 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	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-12 #	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	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

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)

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
Total Senior Grades #	10631	5154	5477	374	418	3692	3430	556	1034	438	502	5	4	61	44	28	45
Total Senior Grades %	100	48.49	51.52	3.52	3.94	34.73	32.27	5.23	9.73	4.13	4.73	0.05	0.04	0.58	0.42	0.27	0.43
SES or Equivalent #	291	141	150	15	13	98	92	16	30	10	12	0	0	1	2	1	1
SES or Equivalent %	100	48.46	51.55	5.16	4.47	33.68	31.62	5.50	10.31	3.44	4.13	0.00	0.00	0.35	0.69	0.35	0.35
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	5																
Internal Applications #	68	24	44	4	2	14	37	4	2	2	3	0	0	0	0	0	0
Internal Applications %	100	35.30	64.71	5.89	2.95	20.59	54.42	5.89	2.95	2.95	4.42	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	68	24	44	4	2	14	37	4	2	2	3	0	0	0	0	0	0
Qualified Internal Applicants %	100	35.30	64.71	5.89	2.95	20.59	54.42	5.89	2.95	2.95	4.42	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	10	4	6	1	0	3	4	0	1	0	1	0	0	0	0	0	0
Internal Selections %	100	40.00	60.00	10.00	0.00	30.00	40.00	0.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-15 or Equivalent #	1890	930	960	47	68	734	647	79	150	59	82	0	1	8	5	3	7
GS-15 or Equivalent %	100	49.21	50.80	2.49	3.60	38.84	34.24	4.18	7.94	3.13	4.34	0.00	0.06	0.43	0.27	0.16	0.38
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	45																
Internal Applications #	1078	550	528	80	52	280	192	126	234	54	42	0	0	4	0	6	8
Internal Applications %	100	51.03	48.98	7.43	4.83	25.98	17.82	11.69	21.71	5.01	3.90	0.00	0.00	0.38	0.00	0.56	0.75
Qualified Internal Applicants #	818	410	408	60	40	206	142	106	188	30	32	0	0	2	0	6	6
Qualified Internal Applicants %	100	50.13	49.88	7.34	4.89	25.19	17.36	12.96	22.99	3.67	3.92	0.00	0.00	0.25	0.00	0.74	0.74
Referred Applicants #	428	232	196	42	24	112	78	60	70	12	20	0	0	2	0	4	4
Referred Applicants %	100	54.21	45.80	9.82	5.61	26.17	18.23	14.02	16.36	2.81	4.68	0.00	0.00	0.47	0.00	0.94	0.94
Interviewed Applicants #	30	12	18	2	0	10	8	0	4	0	2	0	0	0	0	0	4
Interviewed Applicants %	100	40.00	60.00	6.67	0.00	33.34	26.67	0.00	13.34	0.00	6.67	0.00	0.00	0.00	0.00	0.00	13.34
Internal Selections #	34	6	28	0	2	6	10	0	14	0	2	0	0	0	0	0	0
Internal Selections %	100	17.65	82.36	0.00	5.89	17.65	29.42	0.00	41.18	0.00	5.89	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-14 or Equivalent #	2619	1252	1367	90	86	942	886	116	240	83	131	2	1	15	13	4	10

For period covering October 1, 2024 to September 30, 2025.

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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
GS-14 or Equivalent %	100	47.81	52.20	3.44	3.29	35.97	33.83	4.43	9.17	3.17	5.01	0.08	0.04	0.58	0.50	0.16	0.39
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	52																
Internal Applications #	1466	844	622	118	72	404	242	168	238	124	64	6	0	14	2	10	4
Internal Applications %	100	57.58	42.43	8.05	4.92	27.56	16.51	11.46	16.24	8.46	4.37	0.41	0.00	0.96	0.14	0.69	0.28
Qualified Internal Applicants #	984	552	432	70	40	260	166	124	166	80	56	2	0	10	2	6	2
Qualified Internal Applicants %	100	56.10	43.91	7.12	4.07	26.43	16.87	12.61	16.87	8.14	5.70	0.21	0.00	1.02	0.21	0.61	0.21
Referred Applicants #	556	306	250	40	24	138	106	70	86	50	32	2	0	6	2	0	0
Referred Applicants %	100	55.04	44.97	7.20	4.32	24.83	19.07	12.59	15.47	9.00	5.76	0.36	0.00	1.08	0.36	0.00	0.00
Interviewed Applicants #	38	14	24	2	2	6	16	4	4	0	2	0	0	2	0	0	0
Interviewed Applicants %	100	36.85	63.16	5.27	5.27	15.79	42.11	10.53	10.53	0.00	5.27	0.00	0.00	5.27	0.00	0.00	0.00
Internal Selections #	40	18	22	4	0	8	14	2	6	4	2	0	0	0	0	0	0
Internal Selections %	100	45.00	55.01	10.00	0.00	20.00	35.00	5.00	15.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-13 or Equivalent #	5831	2831	3000	222	251	1918	1805	345	614	286	277	3	2	37	24	20	27
GS-13 or Equivalent %	100	48.56	51.45	3.81	4.31	32.90	30.96	5.92	10.53	4.91	4.76	0.06	0.04	0.64	0.42	0.35	0.47
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	77																
Internal Applications #	1746	978	768	116	86	472	332	258	266	98	56	4	2	20	10	10	16
Internal Applications %	100	56.02	43.99	6.65	4.93	27.04	19.02	14.78	15.24	5.62	3.21	0.23	0.12	1.15	0.58	0.58	0.92
Qualified Internal Applicants #	996	512	484	52	50	258	212	152	162	36	40	4	2	6	8	4	10
Qualified Internal Applicants %	100	51.41	48.60	5.23	5.03	25.91	21.29	15.27	16.27	3.62	4.02	0.41	0.21	0.61	0.81	0.41	1.01
Referred Applicants #	454	216	238	30	18	112	110	54	82	14	18	2	2	2	2	2	6
Referred Applicants %	100	47.58	52.43	6.61	3.97	24.67	24.23	11.90	18.07	3.09	3.97	0.45	0.45	0.45	0.45	0.45	1.33
Interviewed Applicants #	40	16	24	4	2	6	18	4	4	2	0	0	0	0	0	0	0
Interviewed Applicants %	100	40.00	60.00	10.00	5.00	15.00	45.00	10.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	28	7	21	0	1	4	12	2	5	1	3	0	0	0	0	0	0
Internal Selections %	100	25.00	75.00	0.00	3.58	14.29	42.86	7.15	17.86	3.58	10.72	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	

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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
Alternative Benchmark %	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Management #	2881	1445	1436	99	112	1111	943	124	234	90	125	0	2	16	10	5	10
Total Management %	100	50.16	49.85	3.44	3.89	38.57	32.74	4.31	8.13	3.13	4.34	0.00	0.07	0.56	0.35	0.18	0.35
Executives #	2222	1096	1126	63	82	854	752	96	181	70	95	0	1	9	7	4	8
Executives %	100	49.33	50.68	2.84	3.70	38.44	33.85	4.33	8.15	3.16	4.28	0.00	0.05	0.41	0.32	0.19	0.37
AL-02 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
AL-02 %	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
AL-03 #	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
AL-03 %	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
ES-00 #	291	142	149	15	13	98	93	16	30	10	11	2	1	0	13	1	0
ES-00 %	100	48.80	51.21	5.16	4.47	33.68	31.96	5.50	10.31	3.44	3.79	0.69	0.35	0.00	4.47	0.35	0.00
GM-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GM-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SL-00 #	20	11	9	1	1	10	6	0	1	0	1	0	0	0	1	0	0
SL-00 %	100	55.01	45.00	5.00	5.00	50.00	30.00	0.00	5.00	0.00	5.00	0.00	0.00	0.00	5.00	0.00	0.00
ST-00 #	20	11	9	1	1	10	6	0	1	0	1	0	0	0	1	0	0
ST-00 %	100	55.01	45.00	5.00	5.00	50.00	30.00	0.00	5.00	0.00	5.00	0.00	0.00	0.00	5.00	0.00	0.00
WG-15 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
WG-15 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Relevant Applicant Pool %	100	49.32	50.68	2.84	3.69	38.43	33.84	4.32	8.15	3.15	4.28	0.41	0.32	0	3.69	0.18	0.36
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
Managers #	659	349	310	36	30	257	191	28	53	20	30	0	1	7	3	1	2
Managers %	100	52.96	47.05	5.47	4.56	39.00	28.99	4.25	8.05	3.04	4.56	0.00	0.16	1.07	0.46	0.16	0.31
GS-13 #	6	2	4	1	0	1	2	0	2	0	0	0	0	0	0	0	0
GS-13 %	100	33.34	66.67	16.67	0.00	16.67	33.34	0.00	33.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	654	344	310	34	30	255	191										

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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 #	2																
Relevant Applicant Pool %	100	49.21	50.79	2.49	3.6	38.84	34.23	4.18	7.94	3.12	4.34	0.42	0.26	0	3.6	0.16	0.37
Internal Applications #	22	11	11	0	0	8	5	0	3	3	3	0	0	0	0	0	0
Internal Applications %	100	50.00	50.00	0.00	0.00	36.37	22.73	0.00	13.64	13.64	13.64	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	20	10	10	0	0	7	4	0	3	3	3	0	0	0	0	0	0
Qualified Internal Applicants %	100	50.00	50.00	0.00	0.00	35.00	20.00	0.00	15.00	15.00	15.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	8	0	8	0	0	0	4	0	2	0	2	0	0	0	0	0	0
Referred Applicants %	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	64																
Relevant Applicant Pool %	100	47.8	52.2	3.44	3.28	35.97	33.83	4.43	9.16	3.17	5	0.57	0.5	0.08	3.28	0.15	0.38
Internal Applications #	765	428	337	67	36	227	131	78	136	48	29	4	1	0	36	4	4
Internal Applications %	100	55.95	44.06	8.76	4.71	29.68	17.13	10.20	17.78	6.28	3.80	0.53	0.14	0.00	4.71	0.53	0.53
Qualified Internal Applicants #	575	309	266	49	27	158	102	67	109	28	24	3	1	0	27	4	3
Qualified Internal Applicants %	100	53.74	46.27	8.53	4.70	27.48	17.74	11.66	18.96	4.87	4.18	0.53	0.18	0.00	4.70	0.70	0.53
Referred Applicants #	304	183	121	31	15	91	51	40	38	18	14	1	1	0	15	2	2
Referred Applicants %	100	60.20	39.81	10.20	4.94	29.94	16.78	13.16	12.50	5.93	4.61	0.33	0.33	0.00	4.94	0.66	0.66
Interviewed Applicants #	11	2	9	0	0	2	5	0	2	0	0	0	0	0	0	0	2
Interviewed Applicants %	100	18.19	81.82	0.00	0.00	18.19	45.46	0.00	18.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18.19
Internal Selections #	24	8	16	2	1	4	6	1	8	1	1	0	0	0	1	0	0
Internal Selections %	100	33.34	66.67	8.34	4.17	16.67	25.00	4.17	33.34	4.17	4.17	0.00	0.00	0.00	4.17	0.00	0.00
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	

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 #	14661	6730	7931	495	662	4714	4714	813	1663	580	740	6	7	85	76	37	69
Permanent Workforce %	100	45.91	54.10	3.38	4.52	32.16	32.16	5.55	11.35	3.96	5.05	0.05	0.05	0.58	0.52	0.26	0.48
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	3952	1702	2250	150	198	1151	1342	208	412	159	250	1	3	24	28	9	17
Time-Off Awards 1 - 10 hours: Awards Given %	100	43.07	56.94	3.80	5.02	29.13	33.96	5.27	10.43	4.03	6.33	0.03	0.08	0.61	0.71	0.23	0.44
Time-Off Awards 1 - 10 Hours: Total Hours #	29479	12757	16722	1132	1494	8523	9897	1605	3194	1238	1803	9	25	188	191	62	118
Time-Off Awards 1 - 10 Hours: Average Hours #	7.46	7.5	7.43	7.55	7.55	7.4	7.37	7.72	7.75	7.79	7.21	9	8.33	7.83	6.82	6.89	6.94
Time-Off Awards 11 - 20 hours: Awards Given #	2099	842	1257	75	121	545	704	131	291	74	121	0	1	11	16	6	3
Time-Off Awards 11 - 20 hours: Awards Given %	100	40.12	59.89	3.58	5.77	25.97	33.54	6.25	13.87	3.53	5.77	0.00	0.05	0.53	0.77	0.29	0.15
Time-Off Awards 11 - 20 Hours: Total Hours #	34135	13684	20451	1258	1921	8809	11449	2147	4828	1204	1948	0	16	171	246	95	43
Time-Off Awards 11 - 20 Hours: Average Hours #	16.26	16.25	16.27	16.77	15.88	16.16	16.26	16.39	16.59	16.27	16.1	0	16	15.55	15.38	15.83	14.33
Time-Off Awards 21 - 30 hours: Awards Given #	843	363	480	37	44	247	293	46	81	27	56	0	0	4	3	2	3
Time-Off Awards 21 - 30 hours: Awards Given %	100	43.07	56.94	4.39	5.22	29.31	34.76	5.46	9.61	3.21	6.65	0.00	0.00	0.48	0.36	0.24	0.36
Time-Off Awards 21 - 30 Hours: Total Hours #	21222	9104	12118	928	1110	6188	7409	1159	2030	672	1417	0	0	102	74	55	78
Time-Off Awards 21 - 30 Hours: Average Hours #	25.17	25.08	25.25	25.08	25.23	25.05	25.29	25.2	25.06	24.89	25.3	0	0	25.5	24.67	27.5	26
Time-Off Awards 31 - 40 hours: Awards Given #	862	314	548	11	33	247	387	28	80	23	44	1	0	1	3	3	1
Time-Off Awards 31 - 40 hours: Awards Given %	100	36.43	63.58	1.28	3.83	28.66	44.90	3.25	9.29	2.67	5.11	0.12	0.00	0.12	0.35	0.35	0.12
Time-Off Awards 31 - 40 Hours: Total Hours #	32559	11837	20722	404	1251	9325	14651	1037	2988	887	1677	40	0	40	120	104	35
Time-Off Awards 31 - 40 Hours: Average Hours #	37.77	37.7	37.81	36.73	37.91	37.75	37.86	37.04	37.35	38.57	38.11	40	0	40	40	34.67	35
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	2649	1057	1592	75	130	704	874	184	375	69	174	4	4	9	17	12	18
Cash Awards \$500 and Under: Awards Given %	100	39.91	60.10	2.84	4.91	26.58	33.00	6.95	14.16	2.61	6.57	0.16	0.16	0.34	0.65	0.46	0.68
Cash Awards \$500 and Under: Total Amount \$	942822	380063	562759	26214	47988	254453	307750	68494	133546	22564	60089	1300	1450	3010	6405	4028	5531
Cash Awards \$500 and Under: Average Amount \$	355.92	359.57	353.49	349.52	369.14	361.44	352.12	372.25	356.12	327.01	345.34	325	362.5	334.44	376.76	335.67	307.28
Cash Awards: \$501 - \$999: Awards Given #	939	384	555	29	48	253	323	62	118	35	63	0	0	1	1	4	2
Cash Awards: \$501 - \$999: Awards Given %	100	40.90	59.11	3.09	5.12	26.95	34.40	6.61	12.57	3.73	6.71	0.00	0.00	0.11	0.11	0.43	0.22
Cash Awards: \$501 - \$999: Total Amount \$	687562	280692	406870	20629	35572	185149	237218	46030	85884	25559	45624	0	0	750	772	2575	1800
Cash Awards: \$501 - \$999: Average Amount \$	732.23	730.97	733.1	711.34	741.08	731.81	734.42	742.42	727.83	730.26	724.19	0	0	750	772	643.75	900
Cash Awards: \$1000 - \$1999: Awards Given #	2370	999	1371	78	131	630	762	192	345	75	104	0	0	18	14	6	15
Cash Awards: \$1000 - \$1999: Awards Given %	100	42.16	57.85	3.30	5.53	26.59	32.16	8.11	14.56	3.17	4.39	0.00	0.00	0.76	0.60	0.26	0.64
Cash Awards: \$1000 - \$1999: Total Amount \$	3155434	1334886	1820548	106675	173914	839225	1003638	256717	462783	99885	143638	0	0	24434	18525	7950	18050

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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 \$	1331.41	1336.22	1327.9	1367.63	1327.59	1332.1	1317.11	1337.07	1341.4	1331.8	1381.13	0	0	1357.44	1323.21	1325	1203.33
Cash Awards: \$2000 - \$2999: Awards Given #	3330	1519	1811	125	140	1046	1021	186	408	136	208	0	2	13	17	13	15
Cash Awards: \$2000 - \$2999: Awards Given %	100	45.62	54.39	3.76	4.21	31.42	30.67	5.59	12.26	4.09	6.25	0.00	0.07	0.40	0.52	0.40	0.46
Cash Awards: \$2000 - \$2999: Total Amount \$	8105615	3694751	4410864	304715	338971	2549736	2496606	449358	988688	327412	507038	0	5399	31523	39357	32007	34805
Cash Awards: \$2000 - \$2999: Average Amount \$	2434.12	2432.36	2435.6	2437.72	2421.22	2437.61	2445.26	2415.9	2423.25	2407.44	2437.68	0	2699.5	2424.85	2315.12	2462.08	2320.33
Cash Awards: \$3000 - \$3999: Awards Given #	3728	1737	1991	125	168	1239	1218	177	363	164	197	3	2	22	26	7	17
Cash Awards: \$3000 - \$3999: Awards Given %	100	46.60	53.41	3.36	4.51	33.24	32.68	4.75	9.74	4.40	5.29	0.09	0.06	0.60	0.70	0.19	0.46
Cash Awards: \$3000 - \$3999: Total Amount \$	12505696	5831690	6674006	421502	565551	4167450	4087516	593597	1211349	542550	658783	9661	7000	72185	87414	24745	56393
Cash Awards: \$3000 - \$3999: Average Amount \$	3354.53	3357.33	3352.09	3372.02	3366.38	3363.56	3355.92	3353.66	3337.05	3308.23	3344.08	3220.33	3500	3281.14	3362.08	3535	3317.24
Cash Awards: \$4000 - \$4999: Awards Given #	2482	1140	1342	83	107	853	878	100	209	89	130	1	1	11	9	3	8
Cash Awards: \$4000 - \$4999: Awards Given %	100	45.94	54.07	3.35	4.32	34.37	35.38	4.03	8.43	3.59	5.24	0.05	0.05	0.45	0.37	0.13	0.33
Cash Awards: \$4000 - \$4999: Total Amount \$	11023610	5078597	5945013	372059	482583	3805104	3873501	444024	925021	393017	586606	4450	4750	46693	37158	13250	35394
Cash Awards: \$4000 - \$4999: Average Amount \$	4441.42	4454.91	4429.96	4482.64	4510.12	4460.85	4411.73	4440.24	4425.94	4415.92	4512.35	4450	4750	4244.82	4128.67	4416.67	4424.25
Cash Awards: \$5000 or more: Awards Given #	713	314	399	22	31	240	269	31	71	17	22	0	1	4	1	0	4
Cash Awards: \$5000 or more: Awards Given %	100	44.04	55.97	3.09	4.35	33.67	37.73	4.35	9.96	2.39	3.09	0.00	0.15	0.57	0.15	0.00	0.57
Cash Awards: \$5000 or more: Total Amount \$	4741693	2152552	2589141	141578	186536	1671058	1768834	199993	455315	117245	143356	0	5000	22678	5000	0	25100
Cash Awards: \$5000 or more: Average Amount \$	6650.34	6855.26	6489.08	6435.36	6017.29	6962.74	6575.59	6451.39	6412.89	6896.76	6516.18	0	5000	5669.5	5000	0	6275
OTHER AWARDS																	
Total QSIs Awarded #	544	238	306	10	21	181	211	22	47	17	22	1	1	4	2	3	2
Total QSIs Awarded %	100	43.75	56.25	1.84	3.87	33.28	38.79	4.05	8.64	3.13	4.05	0.19	0.19	0.74	0.37	0.56	0.37
Total Benefit \$	2206921	956867	1250054	39844	88302	728471	870796	88829	185230	67289	86545	3588	3303	15762	7839	13084	8039
Average Benefit \$	4056.84	4020.45	4085.14	3984.4	4204.86	4024.7	4127	4037.68	3941.06	3958.18	3933.86	3588	3303	3940.5	3919.5	4361.33	4019.5
Total Performance Based Pay Increases Awarded #	319	155	164	18	14	107	102	16	31	12	14	0	0	2	2	0	1
Total Performance Based Pay Increases Awarded %	100	48.59	51.42	5.65	4.39	33.55	31.98	5.02	9.72	3.77	4.39	0.00	0.00	0.63	0.63	0.00	0.32
Total Benefit \$	1580279	755042	825237	94460	64768	508163	502671	82816	166827	62503	72052	0	0	7100	12817	0	6102
Average Benefit \$	4953.85	4871.24	5031.93	5247.78	4626.29	4749.19	4928.15	5176	5381.52	5208.58	5146.57	0	0	3550	6408.5	0	6102

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 #	16932	13263	1156	2513	609	34	32	134	60	9	42	52	37	7	195	0	7
Total Workforce: Prior 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: Current FY #	15192	11733	1121	2338	558	31	33	122	54	10	45	15	36	10	194	0	8
Total Workforce: Current FY %	100	77.24	7.38	15.39	3.68	0.21	0.22	0.81	0.36	0.07	0.30	0.10	0.24	0.07	1.28	0.00	0.06
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	-1740	-1530	-35	-175	-51	-3	1	-12	-6	1	3	-37	-1	3	-1	0	1
Total Workforce: Ratio Change %	0.00	-1.10	0.55	0.54	0.08	0.00	0.03	0.01	0.00	0.01	0.05	-0.21	0.02	0.02	0.12	0.00	0.01
Total Workforce: Net Change %	-10.27	-11.53	-3.02	-6.96	-8.37	-8.82	3.13	-8.95	-10.00	11.12	7.15	-71.15	-2.70	42.86	-0.51	0.00	14.29
EMPLOYEE GAINS																	
Total Workforce: New Hires #	790	532	108	150	32	4	1	4	0	1	2	0	3	1	15	1	0
Total Workforce: New Hires %	100	67.35	13.68	18.99	4.06	0.51	0.13	0.51	0.00	0.13	0.26	0.00	0.38	0.13	1.90	0.13	0.00
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	28	4	5	19	1	0	0	0	0	0	0	1	0	0	0	0	0
Total Workforce: Reduction in Force %	100	14.29	17.86	67.86	3.58	0.00	0.00	0.00	0.00	0.00	0.00	3.58	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	289	225	26	38	12	1	1	2	0	1	1	0	0	0	6	0	0
Total Workforce: Removal %	100	77.86	9.00	13.15	4.16	0.35	0.35	0.70	0.00	0.35	0.35	0.00	0.00	0.00	2.08	0.00	0.00
Total Workforce: Resignation #	1273	931	151	191	36	4	2	5	3	0	1	0	1	0	19	1	0
Total Workforce: Resignation %	100	73.14	11.87	15.01	2.83	0.32	0.16	0.40	0.24	0.00	0.08	0.00	0.08	0.00	1.50	0.08	0.00
Total Workforce: Retirement #	667	542	24	101	21	0	1	6	3	0	2	1	4	0	4	0	0
Total Workforce: Retirement %	100	81.26	3.60	15.15	3.15	0.00	0.15	0.90	0.45	0.00	0.30	0.15	0.60	0.00	0.60	0.00	0.00
Total Workforce: Other Separations #	289	233	23	33	3	0	0	1	0	0	0	0	0	0	2	0	0
Total Workforce: Other Separations %	100	80.63	7.96	11.42	1.04	0.00	0.00	0.35	0.00	0.00	0.00	0.00	0.00	0.00	0.70	0.00	0.00
Total Workforce: Total Separations #	2546	1935	229	382	73	5	4	14	6	1	4	2	5	0	31	1	0
Total Workforce: Total Separations %	100	76.01	9.00	15.01	2.87	0.20	0.16	0.55	0.24	0.04	0.16	0.08	0.20	0.00	1.22	0.04	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	15945	12458	1065	2422	601	34	32	130	59	9	41	52	37	7	193	0	7
Permanent Workforce: Prior FY %	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
Permanent Workforce: Current FY #	14661	11307	1067	2287	550	31	33	119	53	10	45	15	36	10	190	0	8
Permanent Workforce: Current FY %	100	77.13	7.28	15.60	3.76	0.22	0.23	0.82									

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Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
Permanent Workforce: New Hires #	591	382	86	123	26	4	1	3	0	0	2	0	3	1	11	1	0
Permanent Workforce: New Hires %	100	64.64	14.56	20.82	4.40	0.68	0.17	0.51	0.00	0.00	0.34	0.00	0.51	0.17	1.87	0.17	0.00
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	24	18	3	3	3	0	0	0	0	0	0	0	0	0	0	3	0
Permanent Workforce: Reduction in Force %	100	75.00	12.50	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.50	0.00
Permanent Workforce: Removal #	80	47	11	22	8	1	1	0	0	0	0	0	0	0	6	0	0
Permanent Workforce: Removal %	100	58.75	13.76	27.51	10.00	1.25	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.50	0.00	0.00
Permanent Workforce: Resignation #	1085	773	138	174	36	4	2	5	3	0	1	0	1	0	19	1	0
Permanent Workforce: Resignation %	100	71.25	12.72	16.04	3.32	0.37	0.19	0.47	0.28	0.00	0.10	0.00	0.10	0.00	1.76	0.10	0.00
Permanent Workforce: Retirement #	654	531	23	100	21	0	1	6	3	0	2	1	4	0	4	0	0
Permanent Workforce: Retirement %	100	81.20	3.52	15.30	3.22	0.00	0.16	0.92	0.46	0.00	0.31	0.16	0.62	0.00	0.62	0.00	0.00
Permanent Workforce: Other Separations #	129	97	11	21	3	0	0	1	0	0	0	0	0	0	2	0	0
Permanent Workforce: Other Separations %	100	75.20	8.53	16.28	2.33	0.00	0.00	0.78	0.00	0.00	0.00	0.00	0.00	0.00	1.56	0.00	0.00
Permanent Workforce: Total Separations #	1972	1466	186	320	71	5	4	12	6	0	3	1	5	0	31	4	0
Permanent Workforce: Total Separations %	100	74.35	9.44	16.23	3.61	0.26	0.21	0.61	0.31	0.00	0.16	0.06	0.26	0.00	1.58	0.21	0.00
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	987	805	91	91	8	0	0	4	1	0	1	0	0	0	2	0	0
Temporary Workforce: Prior FY %	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
Temporary Workforce: Current FY #	531	426	54	51	8	0	0	3	1	0	0	0	0	0	4	0	0
Temporary Workforce: Current FY %	100	80.23	10.17	9.61	1.51	0.00	0.00	0.57	0.19	0.00	0.00	0.00	0.00	0.00	0.76	0.00	0.00
Temporary Workforce: Difference #	-456	-379	-37	-40	0	0	0	-1	0	0	-1	0	0	0	2	0	0
Temporary Workforce: Ratio Change %	0.00	-1.34	0.95	0.39	0.69	0.00	0.00	0.16	0.08	0.00	-0.11	0.00	0.00	0.00	0.55	0.00	0.00
Temporary Workforce: Net Change %	-46.20	-47.08	-40.65	-43.95	0.00	0.00	0.00	-25.00	0.00	0.00	-100.00	0.00	0.00	0.00	100.00	0.00	0.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	199	150	22	27	6	0	0	1	0	1	0	0	0	0	4	0	0
Temporary Workforce: New Hires %	100	75.38	11.06	13.57	3.02	0.00	0.00	0.51	0.00	0.51	0.00	0.00	0.00	0.00	2.02	0.00	0.00
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	4	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	25.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	209	179	15	15	4	0	0	2	0	1	1	0	0	0	0	0	0
Temporary Workforce: Removal %	100	85.65	7.18	7.18	1.92	0.00	0.00	0.96	0.00	0.48	0.48	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	188	158	13	17	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	100	84.05	6.92	9.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	13	11	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	84.62	7.70	7.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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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]	Significan Disfigurer [93]
Temporary Workforce: Other Separations #	160	136	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	85.00	7.50	7.50	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
Temporary Workforce: Total Separations #	574	485	42	47	4	0	0	2	0	1	1	0	0	0	0	0	0
Temporary Workforce: Total Separations %	100	84.50	7.32	8.19	0.70	0.00	0.00	0.35	0.00	0.18	0.18	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																	
Schedule A (permanent): Prior FY #	1441	1007	122	312	80	7	2	12	10	4	4	6	6	1	27	0	1
Schedule A (permanent): Prior FY %	100	69.89	8.47	21.66	5.56	0.49	0.14	0.84	0.70	0.28	0.28	0.42	0.42	0.07	1.88	0.00	0.07
Schedule A (permanent): Current FY #	1202	840	105	257	65	7	2	9	6	4	4	4	3	3	22	0	1
Schedule A (permanent): Current FY %	100	69.89	8.74	21.39	5.41	0.59	0.17	0.75	0.50	0.34	0.34	0.34	0.25	0.25	1.84	0.00	0.09
Schedule A (permanent): Difference #	-239	-167	-17	-55	-15	0	0	-3	-4	0	0	-2	-3	2	-5	0	0
Schedule A (permanent): Ratio Change %	0.00	0.00	0.27	-0.27	-0.15	0.10	0.03	-0.09	-0.20	0.06	0.06	-0.08	-0.17	0.18	-0.04	0.00	0.02
Schedule A (permanent): Net Change %	-16.58	-16.58	-13.93	-17.62	-18.75	0.00	0.00	-25.00	-40.00	0.00	0.00	-33.33	-50.00	200.00	-18.51	0.00	0.00
EMPLOYEE GAINS																	
Schedule A (permanent): New Hires #	117	38	24	55	14	3	1	1	0	1	1	0	1	1	5	0	0
Schedule A (permanent): New Hires %	100	32.48	20.52	47.01	11.97	2.57	0.86	0.86	0.00	0.86	0.86	0.00	0.86	0.86	4.28	0.00	0.00
EMPLOYEE LOSSES																	
Schedule A (permanent): Total Separations #	196	119	30	47	12	1	2	1	0	0	0	0	2	0	6	0	0
Schedule A (permanent): Total Separations %	100	60.72	15.31	23.98	6.13	0.52	1.03	0.52	0.00	0.00	0.00	0.00	1.03	0.00	3.07	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 #	16932	14419	13263	1156	2513	609	34	32	134	60	9	42	52	37	7	195	0	7
Total Workforce: Prior 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: Current FY #	15192	12854	11733	1121	2338	558	31	33	122	54	10	45	15	36	10	194	0	8
Total Workforce: Current FY %	100	84.62	77.24	7.38	15.39	3.68	0.21	0.22	0.81	0.36	0.07	0.30	0.10	0.24	0.07	1.28	0.00	0.06
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	-1740	-1565	-1530	-35	-175	-51	-3	1	-12	-6	1	3	-37	-1	3	-1	0	1
Total Workforce: Ratio Change %	0.00	-0.54	-1.10	0.55	0.54	0.08	0.00	0.03	0.01	0.00	0.01	0.05	-0.21	0.02	0.02	0.12	0.00	0.01
Total Workforce: Net Change %	-10.27	-10.85	-11.53	-3.02	-6.96	-8.37	-8.82	3.13	-8.95	-10.00	11.12	7.15	-71.15	-2.70	42.86	-0.51	0.00	14.29
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	790	640	532	108	150	32	4	1	4	0	1	2	0	3	1	15	1	0
Total Workforce: New Hires %	100	81.02	67.35	13.68	18.99	4.06	0.51	0.13	0.51	0.00	0.13	0.26	0.00	0.38	0.13	1.90	0.13	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Total Workforce: Reduction in Force #	28	9	4	5	19	1	0	0	0	0	0	0	1	0	0	0	0	0
Total Workforce: Reduction in Force %	0.19	0.08	0.04	0.45	0.82	0.18	0.00	0.00	0.00	0.00	0.00	0.00	6.67	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	289	251	225	26	38	12	1	1	2	0	1	1	0	0	0	6	0	0
Total Workforce: Removal %	1.91	1.96	1.92	2.32	1.63	2.16	3.23	3.04	1.64	0.00	10.00	2.23	0.00	0.00	0.00	3.10	0.00	0.00
Total Workforce: Resignation #	1273	1082	931	151	191	36	4	2	5	3	0	1	0	1	0	19	1	0
Total Workforce: Resignation %	8.38	8.42	7.94	13.48	8.17	6.46	12.91	6.07	4.10	5.56	0.00	2.23	0.00	2.78	0.00	9.80	0.00	0.00
Total Workforce: Retirement #	667	566	542	24	101	21	0	1	6	3	0	2	1	4	0	4	0	0
Total Workforce: Retirement %	4.40	4.41	4.62	2.15	4.32	3.77	0.00	3.04	4.92	5.56	0.00	4.45	6.67	11.12	0.00	2.07	0.00	0.00
Total Workforce: Other Separations #	289	256	233	23	33	3	0	0	1	0	0	0	0	0	0	2	0	0
Total Workforce: Other Separations %	1.91	2.00	1.99	2.06	1.42	0.54	0.00	0.00	0.82	0.00	0.00	0.00	0.00	0.00	0.00	1.04	0.00	0.00
Total Workforce: Total Separations #	2546	2164	1935	229	382	73	5	4	14	6	1	4	2	5	0	31	1	0
Total Workforce: Total Separations %	16.76	16.84	16.50	20.43	16.34	13.09	16.13	12.13	11.48	11.12	10.00	8.89	13.34	13.89	0.00	15.98	0.00	0.00
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	15945	13523	12458	1065	2422	601	34	32	130	59	9	41	52	37	7	193	0	7
Permanent Workforce: Prior 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: Current FY #	14661	12374	11307	1067	2287	550	31	33	119	53	10	45	15	36	10	190	0	8
Permanent Workforce: Current FY %	100	84.41	77.13	7.28	15.60	3.76	0.22	0.23	0.82	0.37	0.07	0.31	0.11	0.25	0.07	1.30	0.00	0.06
Permanent Workforce: Difference #	-1284	-1149	-1151	2	-135	-51	-3	1	-11	-6	1	4	-37	-1	3	-3	0	1
Permanent Workforce: Ratio Change %	0.00	-0.41	-1.01	0.60	0.41	-0.01	0.00	0.02	0.00	-0.01	0.01	0.05	-0.22	0.01	0.02	0.08	0.00	0.01
Permanent Workforce: Net Change %	-8.05	-8.49	-9.23	0.19	-5.57	-8.48	-8.82	3.13	-8.46	-10.16	11.12	9.76	-71.15	-2.70	42.86	-1.55	0.00	14.29
EMPLOYEE GAINS (Participation Rate)																		

For period covering October 1, 2024 to September 30, 2025.

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 Disfigure [93]
Permanent Workforce: New Hires #	591	468	382	86	123	26	4	1	3	0	0	2	0	3	1	11	1	0
Permanent Workforce: New Hires %	100	79.19	64.64	14.56	20.82	4.40	0.68	0.17	0.51	0.00	0.00	0.34	0.00	0.51	0.17	1.87	0.17	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Permanent Workforce: Reduction in Force #	24	21	18	3	3	3	0	0	0	0	0	0	0	0	0	0	3	0
Permanent Workforce: Reduction in Force %	0.17	0.17	0.16	0.29	0.14	0.55	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 #	80	58	47	11	22	8	1	1	0	0	0	0	0	0	0	6	0	0
Permanent Workforce: Removal %	0.55	0.47	0.42	1.04	0.97	1.46	3.23	3.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.16	0.00	0.00
Permanent Workforce: Resignation #	1085	911	773	138	174	36	4	2	5	3	0	1	0	1	0	19	1	0
Permanent Workforce: Resignation %	7.41	7.37	6.84	12.94	7.61	6.55	12.91	6.07	4.21	5.67	0.00	2.23	0.00	2.78	0.00	10.00	0.00	0.00
Permanent Workforce: Retirement #	654	554	531	23	100	21	0	1	6	3	0	2	1	4	0	4	0	0
Permanent Workforce: Retirement %	4.47	4.48	4.70	2.16	4.38	3.82	0.00	3.04	5.05	5.67	0.00	4.45	6.67	11.12	0.00	2.11	0.00	0.00
Permanent Workforce: Other Separations #	129	108	97	11	21	3	0	0	1	0	0	0	0	0	0	2	0	0
Permanent Workforce: Other Separations %	0.88	0.88	0.86	1.04	0.92	0.55	0.00	0.00	0.85	0.00	0.00	0.00	0.00	0.00	0.00	1.06	0.00	0.00
Permanent Workforce: Total Separations #	1972	1652	1466	186	320	71	5	4	12	6	0	3	1	5	0	31	4	0
Permanent Workforce: Total Separations %	12.99	12.86	12.50	16.60	13.69	12.73	16.13	12.13	9.84	11.12	0.00	6.67	6.67	13.89	0.00	15.98	0.00	0.00
TEMPORARY WORKFORCE (Participation Rate)																		
Temporary Workforce: Prior FY #	987	896	805	91	91	8	0	0	4	1	0	1	0	0	0	2	0	0
Temporary Workforce: Prior 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: Current FY #	531	480	426	54	51	8	0	0	3	1	0	0	0	0	0	4	0	0
Temporary Workforce: Current FY %	100	90.40	80.23	10.17	9.61	1.51	0.00	0.00	0.57	0.19	0.00	0.00	0.00	0.00	0.00	0.76	0.00	0.00
Temporary Workforce: Difference #	-456	-416	-379	-37	-40	0	0	0	-1	0	0	-1	0	0	0	2	0	0
Temporary Workforce: Ratio Change %	0.00	-0.39	-1.34	0.95	0.39	0.69	0.00	0.00	0.16	0.08	0.00	-0.11	0.00	0.00	0.00	0.55	0.00	0.00
Temporary Workforce: Net Change %	-46.20	-46.42	-47.08	-40.65	-43.95	0.00	0.00	0.00	-25.00	0.00	0.00	-100.00	0.00	0.00	0.00	100.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Temporary Workforce: New Hires #	199	172	150	22	27	6	0	0	1	0	1	0	0	0	0	4	0	0
Temporary Workforce: New Hires %	100	86.44	75.38	11.06	13.57	3.02	0.00	0.00	0.51	0.00	0.51	0.00	0.00	0.00	0.00	2.02	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Temporary Workforce: Reduction in Force #	4	2	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	0.76	0.42	0.24	1.86	3.93	0.00	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 #	209	194	179	15	15	4	0	0	2	0	1	1	0	0	0	0	0	0
Temporary Workforce: Removal %	39.36	40.42	42.02	27.78	29.42	50.00	0.00	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	188	171	158	13	17	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	35.41	35.63	37.09	24.08	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
Temporary Workforce: Retirement #	13	12	11	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	2.45	2.50	2.59	1.86	1.97	0.00	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, 2024 to September 30, 2025.

File Process Date and Time: 04/30/2026 10:33 AM

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 #	160	148	136	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	30.14	30.84	31.93	22.23	23.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	574	527	485	42	47	4	0	0	2	0	1	1	0	0	0	0	0	0
Temporary Workforce: Total Separations %	3.78	4.10	4.14	3.75	2.02	0.72	0.00	0.00	1.64	0.00	10.00	2.23	0.00	0.00	0.00	0.00	0.00	0.00
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate)																		
Schedule A (permanent): Prior FY #	1441	1129	1007	122	312	80	7	2	12	10	4	4	6	6	1	27	0	1
Schedule A (permanent): Prior FY %	100	78.35	69.89	8.47	21.66	5.56	0.49	0.14	0.84	0.70	0.28	0.28	0.42	0.42	0.07	1.88	0.00	0.07
Schedule A (permanent): Current FY #	1202	945	840	105	257	65	7	2	9	6	4	4	4	3	3	22	0	1
Schedule A (permanent): Current FY %	100	78.62	69.89	8.74	21.39	5.41	0.59	0.17	0.75	0.50	0.34	0.34	0.34	0.25	0.25	1.84	0.00	0.09
Schedule A (permanent): Difference #	-239	-184	-167	-17	-55	-15	0	0	-3	-4	0	0	-2	-3	2	-5	0	0
Schedule A (permanent): Ratio Change %	0.00	0.27	0.00	0.27	-0.27	-0.15	0.10	0.03	-0.09	-0.20	0.06	0.06	-0.08	-0.17	0.18	-0.04	0.00	0.02
Schedule A (permanent): Net Change %	-16.58	-16.29	-16.58	-13.93	-17.62	-18.75	0.00	0.00	-25.00	-40.00	0.00	0.00	-33.33	-50.00	200.00	-18.51	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Schedule A (permanent): New Hires #	117	62	38	24	55	14	3	1	1	0	1	1	0	1	1	5	0	0
Schedule A (permanent): New Hires %	100	53.00	32.48	20.52	47.01	11.97	2.57	0.86	0.86	0.00	0.86	0.86	0.00	0.86	0.86	4.28	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Schedule A (permanent): Total Separations #	196	149	119	30	47	12	1	2	1	0	0	0	0	2	0	6	0	0
Schedule A (permanent): Total Separations %	1.30	1.16	1.02	2.68	2.02	2.16	3.23	6.07	0.82	0.00	0.00	0.00	0.00	5.56	0.00	3.10	0.00	0.00

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

[illegible]

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

Occupational Categories	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
1. Management																	
Executives #	2222	1945	75	202	43	2	1	14	7	1	4	4	4	0	6	0	0
Executives %	100	87.54	3.38	9.10	1.94	0.10	0.05	0.64	0.32	0.05	0.19	0.19	0.19	0.00	0.28	0.00	0.00
Managers #	659	555	32	72	14	0	0	7	1	0	0	0	1	0	5	0	0
Managers %	100	84.22	4.86	10.93	2.13	0.00	0.00	1.07	0.16	0.00	0.00	0.00	0.16	0.00	0.76	0.00	0.00
Supervisors #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Management #	2881	2500	107	274	57	2	1	21	8	1	4	4	5	0	11	0	0
Total Management %	100	86.78	3.72	9.52	1.98	0.07	0.04	0.73	0.28	0.04	0.14	0.14	0.18	0.00	0.39	0.00	0.00
2. Professionals #	11181	8372	891	1918	465	27	30	92	42	9	39	11	30	8	169	0	8
Professionals %	100	74.88	7.97	17.16	4.16	0.25	0.27	0.83	0.38	0.09	0.35	0.10	0.27	0.08	1.52	0.00	0.08
3. Technicians #	148	109	17	22	2	0	1	1	0	0	0	0	0	0	0	0	0
Technicians %	100	73.65	11.49	14.87	1.36	0.00	0.68	0.68	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 #	226	155	22	49	18	2	1	4	3	0	2	0	0	1	5	0	0
Administrative Workers %	100	68.59	9.74	21.69	7.97	0.89	0.45	1.77	1.33	0.00	0.89	0.00	0.00	0.45	2.22	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 #	203	154	27	22	7	0	0	0	0	0	0	0	1	1	5	0	0
Service Workers %	100	75.87	13.31	10.84	3.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.50	2.47	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 #	14661	11307	1067	2287	550	31	33	119	53	10	45	15	36	10	190	0	8
Permanent Workforce # %	100	77.13	7.28	15.60	3.76	0.22	0.23	0.82	0.37	0.07	0.31	0.11	0.25	0.07	1.30	0.00	0.06
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 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-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
GS-04 #	84	66	9	9	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	78.58	10.72	10.72	1.20	1.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	43	29	6	8	6	1	2	2	0	0	0	0	0	1	0	0	0
GS-05 %	100	67.45	13.96	18.61	13.96	2.33	4.66	4.66	0.00	0.00	0.00	0.00	0.00	2.33	0.00	0.00	0.00
GS-06 #	7	2	1	4	3	1	0	1	1	0	0	0	0	0	0	0	0
GS-06 %	100	28.58	14.29	57.15	42.86	14.29	0.00	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	127	84	21	22	6	1	1	0	1	0	0	0	0	0	3	0	0
GS-07 %	100	66.15	16.54	17.33	4.73	0.79	0.79	0.00	0.79	0.00	0.00	0.00	0.00	0.00	2.37	0.00	0.00
GS-08 #	36	14	3	19	5	0	0	0	1	0	1	0	0	0	3	0	0
GS-08 %	100	38.89	8.34	52.78	13.89	0.00	0.00	0.00	2.78	0.00	2.78	0.00	0.00	0.00	8.34	0.00	0.00
GS-09 #	365	232	45	88	16	1	0	3	1	1	0	0	1	0	9	0	0
GS-09 %	100	63.57	12.33	24.11	4.39	0.28	0.00	0.83	0.28	0.28	0.00	0.00	0.28	0.00	2.47	0.00	0.00
GS-10 #	26	20	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	76.93	3.85	19.24	0.00	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 #	603	370	80	153	33	4	1	3	1	1	1	1	1	0	19	0	1
GS-11 %	100	61.36	13.27	25.38	5.48	0.67	0.17	0.50	0.17	0.17	0.17	0.17	0.17	0.00	3.16	0.00	0.17
GS-11 to SES #	14007	10896	979	2132	516	26	30	113	50	9	44	15	35	9	174	0	8
GS-11 to SES %	100	77.79	6.99	15.23	3.69	0.19	0.22	0.81	0.36	0.07	0.32	0.11	0.25	0.07	1.25	0.00	0.06
GS-12 #	2678	1823	271	584	138	9	7	19	17	0	11	0	12	3	58	0	2
GS-12 %	100	68.08	10.12	21.81	5.16	0.34	0.27	0.71	0.64	0.00	0.42	0.00	0.45	0.12	2.17	0.00	0.08
GS-13 #	5831	4515	411	905	231	10	18	49	19	5	23	9	14	6	72	0	3
GS-13 %	100	77.44	7.05	15.53	3.97	0.18	0.31	0.85	0.33	0.09	0.40	0.16	0.25	0.11	1.24	0.00	0.06
GS-14 #	2619	2193	141	285	71	1	3	28	6	2	5	1	4	0	19	0	2
GS-14 %	100	83.74	5.39	10.89	2.72	0.04	0.12	1.07	0.23	0.08	0.20	0.04	0.16	0.00	0.73	0.00	0.08
GS-15 #	1890	1658	60	172	37	1	1	11	6	1	4	3	4	0	6	0	0
GS-15 %	100	87.73	3.18	9.11	1.96	0.06	0.06	0.59	0.32	0.06	0.22	0.16	0.22	0.00	0.32	0.00	0.00

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GS/GM/GL GRADES	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
GS-1 to GS-10 #	817	532	107	178	43	6	4	6	5	1	1	0	1	1	18	0	0
GS-1 to GS-10 %	100	65.12	13.10	21.79	5.27	0.74	0.49	0.74	0.62	0.13	0.13	0.00	0.13	0.13	2.21	0.00	0.00
All other (unspecified GS) #	56	52	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	92.86	1.79	5.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES) #	39	35	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) %	100	89.75	2.57	7.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service #	291	250	14	27	6	1	0	3	1	0	0	1	0	0	0	0	0
Senior Executive Service %	100	85.92	4.82	9.28	2.07	0.35	0.00	1.04	0.35	0.00	0.00	0.35	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	27245	20777	2075	4393	1069	61	66	224	102	19	86	26	68	20	375	0	16
Total GS Employees %	100	76.26	7.62	16.13	3.93	0.23	0.25	0.83	0.38	0.07	0.32	0.10	0.25	0.08	1.38	0.00	0.06
Total Non-GS Employees #	386	337	16	33	6	1	0	3	1	0	0	1	0	0	0	0	0
Total Non-GS Employees %	100	87.31	4.15	8.55	1.56	0.26	0.00	0.78	0.26	0.00	0.00	0.26	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	1890	1658	60	172	37	1	1	11	6	1	4	3	4	0	6	0	0
Total Senior Pay %	100	87.73	3.18	9.11	1.96	0.06	0.06	0.59	0.32	0.06	0.22	0.16	0.22	0.00	0.32	0.00	0.00

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 # #	531	426	54	51	8	0	0	3	1	0	0	0	0	0	4	0	0
Temporary Workforce # %	100	80.23	10.17	9.61	1.51	0.00	0.00	0.57	0.19	0.00	0.00	0.00	0.00	0.00	0.76	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 #	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	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	0.00	0.00	0.00
GS-07 #	8	0	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	0.00	12.50	87.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	100	87.50	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	0.00
GS-11 #	29	13	10	6	2	0	2	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	44.83	34.49	20.69	6.90	0.00	6.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 to SES #	494	397	52	45	4	1	2	0	0	0	0	0	0	0	0	0	0
GS-11 to SES %	100	80.37	10.53	9.11	0.81	0.21	0.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	44	30	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	68.19	15.91	15.91	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-13 #	43	35	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	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-14 #	17	16	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	94.12	0.00	5.89	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-15 #	25	24	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	96.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-1 to GS-10 #	18	7	3	8	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-1 to GS-10 %	100	38.89	16.67	44.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	328	274	30	24	2	1	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	83.54	9.15	7.32	0.61	0.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service #	8	5	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service %	100	62.50	25.00	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
Total GS Employees #	663	505	78	80	6	1	4	0	0	0	0	0	0	0	0	0	0
Total GS Employees %	100	76.17	11.77	12.07	0.91	0.16	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Non-GS Employees #	336	279	32	25	2	1	0	0	0	0	0	0	0	0	0	0	0
Total Non-GS Employees %	100	83.04	9.53	7.45	0.60	0.30	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 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 #	11	11	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 #	35	27	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	77.15	5.72	17.15	0.00	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 #	80	59	11	10	5	2	2	1	0	0	0	0	0	0	0	0	0
\$40,001-\$50,000 %	100	73.75	13.76	12.50	6.25	2.50	2.50	1.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	102	65	19	18	6	2	1	0	0	0	0	0	0	1	2	0	0
\$50,001-\$60,000 %	100	63.73	18.63	17.65	5.89	1.97	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.99	1.97	0.00	0.00
\$60,001-\$70,000 #	282	165	43	74	16	1	0	3	3	0	0	0	1	0	8	0	0
\$60,001-\$70,000 %	100	58.52	15.25	26.25	5.68	0.36	0.00	1.07	1.07	0.00	0.00	0.00	0.36	0.00	2.84	0.00	0.00
\$70,001-\$80,000 #	232	142	24	66	11	1	0	0	1	1	1	0	0	0	7	0	0
\$70,001-\$80,000 %	100	61.21	10.35	28.45	4.75	0.44	0.00	0.00	0.44	0.44	0.44	0.00	0.00	0.00	3.02	0.00	0.00
\$80,001-\$90,000 #	461	279	62	120	27	1	1	4	1	1	1	1	1	16	0	0	0
\$80,001-\$90,000 %	100	60.53	13.45	26.04	5.86	0.22	0.22	0.87	0.22	0.22	0.22	0.22	0.22	3.48	0.00	0.00	0.00
\$90,001-\$100,000 #	845	565	83	197	53	6	3	6	4	0	3	0	4	1	25	0	1
\$90,001-\$100,000 %	100	66.87	9.83	23.32	6.28	0.72	0.36	0.72	0.48	0.00	0.36	0.00	0.48	0.12	2.96	0.00	0.12
\$100,001-\$110,000 #	1186	799	133	254	47	5	3	6	5	0	2	0	3	2	21	0	0
\$100,001-\$110,000 %	100	67.37	11.22	21.42	3.97	0.43	0.26	0.51	0.43	0.00	0.17	0.00	0.26	0.17	1.78	0.00	0.00
\$110,001-\$120,000 #	1086	764	106	216	47	4	7	4	3	0	4	0	4	2	19	0	0
\$110,001-\$120,000 %	100	70.35	9.77	19.89	4.33	0.37	0.65	0.37	0.28	0.00	0.37	0.00	0.37	0.19	1.75	0.00	0.00
\$120,001-\$130,000 #	1718	1235	169	314	76	3	5	17	10	1	8	3	8	0	21	0	0
\$120,001-\$130,000 %	100	71.89	9.84	18.28	4.43	0.18	0.30	0.99	0.59	0.06	0.47	0.18	0.47	0.00	1.23	0.00	0.00
\$130,001-\$140,000 #	1392	1067	97	228	57	2	0	21	6	2	6	3	2	2	13	0	0
\$130,001-\$140,000 %	100	76.66	6.97	16.38	4.10	0.15	0.00	1.51	0.44	0.15	0.44	0.22	0.15	0.15	0.94	0.00	0.00
\$140,001-\$150,000 #	1525	1247	90	188	54	0	3	16	5	1	3	1	5	0	18	0	2
\$140,001-\$150,000 %	100	81.78	5.91	12.33	3.55	0.00	0.20	1.05	0.33	0.07	0.20	0.07	0.33	0.00	1.19	0.00	0.14
\$150,001-\$160,000 #	1523	1269	61	193	58	2	0	21	7	2	6	3	2	2	13	0	0
\$150,001-\$160,000 %	100	83.33	4.01	12.68	3.81	0.14	0.00	1.38	0.46	0.14	0.40	0.20	0.14	0.14	0.86	0.00	0.00
\$160,001-\$170,000 #	913	756	55	102	28	1	1	10	2	0	4	0	2	1	5	0	2

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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	82.81	6.03	11.18	3.07	0.11	0.11	1.10	0.22	0.00	0.44	0.00	0.22	0.11	0.55	0.00	0.22
\$170,001-\$180,000 #	763	668	22	73	15	1	1	3	2	1	0	1	1	0	5	0	0
\$170,001-\$180,000 %	100	87.55	2.89	9.57	1.97	0.14	0.14	0.40	0.27	0.14	0.00	0.14	0.14	0.00	0.66	0.00	0.00
\$180,001 and Greater #	2507	2189	91	227	49	1	2	16	7	1	5	4	4	0	8	0	1
\$180,001 and Greater %	100	87.32	3.63	9.06	1.96	0.04	0.08	0.64	0.28	0.04	0.20	0.16	0.16	0.00	0.32	0.00	0.04

Table B5T: 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 #	96	77	9	10	1	0	0	1	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	80.21	9.38	10.42	1.05	0.00	0.00	1.05	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 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	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
\$40,001-\$50,000 #	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$40,001-\$50,000 %	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
\$50,001-\$60,000 #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$50,001-\$60,000 %	100	85.72	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	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
\$70,001-\$80,000 #	9	4	1	4	1	0	0	1	0	0	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	44.45	11.12	44.45	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
\$80,001-\$90,000 #	23	13	4	6	1	0	0	0	0	0	0	0	0	0	1	0	0
\$80,001-\$90,000 %	100	56.53	17.40	26.09	4.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.35	0.00	0.00
\$90,001-\$100,000 #	20	14	4	2	1	0	0	0	0	0	0	0	0	0	1	0	0
\$90,001-\$100,000 %	100	70.00	20.00	10.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	0.00	0.00
\$100,001-\$110,000 #	136	109	16	11	2	0	0	0	0	0	0	0	0	0	2	0	0
\$100,001-\$110,000 %	100	80.15	11.77	8.09	1.48	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.48	0.00	0.00
\$110,001-\$120,000 #	23	14	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	60.87	21.74	17.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	62	54	3	5	2	0	0	1	1	0	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	87.10	4.84	8.07	3.23	0.00	0.00	1.62	1.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	39	32	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	82.06	12.83	5.13	0.00	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 #	14	12	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	85.72	7.15	7.15	0.00	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 #	11	8	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150,001-\$160,000 %	100	72.73	18.19	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
\$160,001-\$170,000 #	8	8	0	0	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) #	1982	1560	171	251	46	2	4	9	6	1	3	0	3	0	18	0	0
BIOLOGIST (0401) %	100	78.71	8.63	12.67	2.33	0.11	0.21	0.46	0.31	0.06	0.16	0.00	0.16	0.00	0.91	0.00	0.00
ES-00 #	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-00 %	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-05 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	15	11	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 %	100	73.34	20.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	128	113	6	9	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-09 %	100	88.29	4.69	7.04	0.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.79	0.00	0.00
GS-11 #	109	74	14	21	5	2	0	0	0	0	0	0	0	0	3	0	0
GS-11 %	100	67.89	12.85	19.27	4.59	1.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.76	0.00	0.00
GS-12 #	510	378	44	88	17	0	2	1	1	0	2	0	3	0	8	0	0
GS-12 %	100	74.12	8.63	17.26	3.34	0.00	0.40	0.20	0.20	0.00	0.40	0.00	0.59	0.00	1.57	0.00	0.00
GS-13 #	818	644	78	96	16	0	2	5	3	0	1	0	0	0	5	0	0
GS-13 %	100	78.73	9.54	11.74	1.96	0.00	0.25	0.62	0.37	0.00	0.13	0.00	0.00	0.00	0.62	0.00	0.00
GS-14 #	241	204	14	23	4	0	0	2	1	1	0	0	0	0	0	0	0
GS-14 %	100	84.65	5.81	9.55	1.66	0.00	0.00	0.83	0.42	0.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	212	192	10	10	3	0	0	1	1	0	0	0	0	0	1	0	0
GS-15 %	100	90.57	4.72	4.72	1.42	0.00	0.00	0.48	0.48	0.00	0.00	0.00	0.00	0.00	0.48	0.00	0.00
SL-00 #	5	5	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 #	50																
Relevant Applicant Pool %	100	78.71	8.63	12.66	2.32	0.1	0.2	0.45	0.3	0.05	0.15	0	0.15	0	0.91	0	0
Internal Applications #	457	400	0	57	30	6	3	5	0	2	6	2	0	0	5	0	1</

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Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
GS/14 #	11	1	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0
GS/14 %	100	9.10	0.00	90.91	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/15 #	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS/15 %	100	85.72	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Relevant Applicant Pool %	100	89.55	2.99	7.46	0	0	0	0	0	0	0	0	0	0	0	0	0
GENERAL PHYSICAL SCIENCE (1301) #	2329	1905	128	296	62	5	3	13	3	1	6	1	7	1	22	0	0
GENERAL PHYSICAL SCIENCE (1301) %	100	81.80	5.50	12.71	2.67	0.22	0.13	0.56	0.13	0.05	0.26	0.05	0.31	0.05	0.95	0.00	0.00
GS-05 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-05 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	18	12	2	4	2	1	0	0	0	0	0	0	1	0	0	0	0
GS-07 %	100	66.67	11.12	22.23	11.12	5.56	0.00	0.00	0.00	0.00	0.00	0.00	5.56	0.00	0.00	0.00	0.00
GS-09 #	33	26	5	2	4	2	0	0	0	0	0	0	0	0	2	0	0
GS-09 %	100	78.79	15.16	6.07	12.13	6.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.07	0.00	0.00
GS-11 #	71	52	6	13	2	0	0	0	0	0	0	0	0	2	0	0	0
GS-11 %	100	73.24	8.46	18.31	2.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.82	0.00	0.00	0.00
GS-12 #	467	351	42	74	18	2	2	2	2	0	2	0	4	0	4	0	0
GS-12 %	100	75.17	9.00	15.85	3.86	0.43	0.43	0.43	0.43	0.00	0.43	0.00	0.86	0.00	0.86	0.00	0.00
GS-13 #	1153	945	58	150	28	2	1	7	0	0	4	1	2	1	10	0	0
GS-13 %	100	81.97	5.04	13.01	2.43	0.18	0.09	0.61	0.00	0.00	0.35	0.09	0.18	0.09	0.87	0.00	0.00
GS-14 #	351	307	9	35	5	0	0	1	1	1	0	0	0	0	2	0	0
GS-14 %	100	87.47	2.57	9.98	1.43	0.00	0.00	0.29	0.29	0.29	0.00	0.00	0.00	0.00	0.57	0.00	0.00
GS-15 #	231	208	6	17	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-15 %	100	90.05	2.60	7.36	0.00	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	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ST-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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	7																
Relevant Applicant Pool %	100	81.76	5.55	12.69	2.97	0.52	0.04	0.34	0.17	0.04	0.17	0.04	0.13	0.13	0.52	0	0.26
Internal Applications #	78	76	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0
Internal Applications %	100	97.44	0.00	2.57	1.29	0.00	0.00	1.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	37	36	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	97.30	0.00	2.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	17	16	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	94.12	0.00	5.89	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
Interviewed Applicants #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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

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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) #	36	26	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0
BIOLOGIST (0401) %	100	72.23	22.23	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-09 %	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-11 #	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	66.67	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	0.00
GS-12 #	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	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	0.00	0.00	0.00
GS-13 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	3																
Relevant Applicant Pool %	100	79.08	8.46	12.46	2.18	0.05	0.2	0.51	0.25	0.05	0.15	0	0.15	0	0.81	0	0
Internal Applications #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	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
Qualified Internal Applicants #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	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
Referred Applicants #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	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
Interviewed Applicants #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	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
ENVIRONMENTAL ENGINEERING (0819) #	27	26	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENVIRONMENTAL ENGINEERING (0819) %	100	96.30	3.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-12 %	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-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
GENERAL PHYSICAL SCIENCE (1301) #	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GENERAL PHYSICAL SCIENCE (1301) %	100	66															

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

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]
501 Goal #				12.00	2.00												
Total Senior Grades #	10340	8366	612	1362	339	12	22	88	31	8	32	13	22	6	97	0	5
Total Senior Grades %	100	80.91	5.92	13.18	3.28	0.12	0.22	0.86	0.30	0.08	0.31	0.13	0.22	0.06	0.94	0.00	0.05
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	5																
Internal Applications #	68	65	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	95.59	0.00	4.42	1.48	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 #	68	65	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	95.59	0.00	4.42	1.48	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 #	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-15 or Equivalent #	1890	1658	60	172	37	1	1	11	6	1	4	3	4	0	6	0	0
GS-15 or Equivalent %	100	87.73	3.18	9.11	1.96	0.06	0.06	0.59	0.32	0.06	0.22	0.16	0.22	0.00	0.32	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	122																
Internal Applications #	1078	926	0	152	72	2	20	14	4	4	4	4	0	0	26	0	4
Internal Applications %	100	85.90	0.00	14.11	6.68	0.19	1.86	1.30	0.38	0.38	0.38	0.38	0.00	0.00	2.42	0.00	0.38
Qualified Internal Applicants #	818	710	0	108	52	0	14	10	4	2	0	4	0	0	20	0	0
Qualified Internal Applicants %	100	86.80	0.00	13.21	6.36	0.00	1.72	1.23	0.49	0.25	0.00	0.49	0.00	0.00	2.45	0.00	0.00
Referred Applicants #	428	376	0	52	22	0	4	4	0	2	0	0	0	0	12	0	0
Referred Applicants %	100	87.86	0.00	12.15	5.15	0.00	0.94	0.94	0.00	0.47	0.00	0.00	0.00	0.00	2.81	0.00	0.00
Interviewed Applicants #	30	28	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	93.34	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	34	32	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	94.12	0.00	5.89	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
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
GS-14 or Equivalent #	2619	2193	141	285	71	1	3	28	6	2	5	1	4	0	19	0	2
GS-14 or Equivalent %	100	83.74	5.39	10.89	2.72	0.04	0.12	1.07	0.23	0.08	0.20	0.04	0.16	0.00	0.73	0.00	0.08

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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]
	INTERNAL COMPETITIVE PROMOTIONS																

For period covering October 1, 2024 to September 30, 2025.

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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]
Vacancy Announcements #		139																
Internal Applications #		1466	1246	0	220	78	4	14	18	4	4	10	2	0	0	36	0	8
Internal Applications %		100	85.00	0.00	15.01	5.33	0.28	0.96	1.23	0.28	0.28	0.69	0.14	0.00	0.00	2.46	0.00	0.55
Qualified Internal Applicants #		984	826	0	158	52	0	12	14	2	0	4	2	0	0	26	0	4
Qualified Internal Applicants %		100	83.95	0.00	16.06	5.29	0.00	1.22	1.43	0.21	0.00	0.41	0.21	0.00	0.00	2.65	0.00	0.41
Referred Applicants #		556	462	0	94	30	0	8	8	2	0	2	2	0	0	14	0	4
Referred Applicants %		100	83.10	0.00	16.91	5.40	0.00	1.44	1.44	0.36	0.00	0.36	0.36	0.00	0.00	2.52	0.00	0.72
Interviewed Applicants #		38	30	0	8	2	0	0	2	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		100	78.95	0.00	21.06	5.27	0.00	0.00	5.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #		40	36	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %		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
NEW HIRES																		
CAREER DEVELOPMENT PROGRAM																		
GS-13 or Equivalent #		5831	4515	411	905	231	10	18	49	19	5	23	9	14	6	72	0	3
GS-13 or Equivalent %		100	77.44	7.05	15.53	3.97	0.18	0.31	0.85	0.33	0.09	0.40	0.16	0.25	0.11	1.24	0.00	0.06
INTERNAL COMPETITIVE PROMOTIONS																		
Vacancy Announcements #		200																
Internal Applications #		1746	1528	4	214	104	12	20	8	4	0	20	2	2	2	50	0	0
Internal Applications %		100	87.52	0.23	12.26	5.96	0.69	1.15	0.46	0.23	0.00	1.15	0.12	0.12	0.12	2.87	0.00	0.00
Qualified Internal Applicants #		996	870	0	126	56	4	14	2	4	0	8	2	0	2	28	0	0
Qualified Internal Applicants %		100	87.35	0.00	12.66	5.63	0.41	1.41	0.21	0.41	0.00	0.81	0.21	0.00	0.21	2.82	0.00	0.00
Referred Applicants #		454	410	0	44	18	0	2	0	2	0	2	2	0	0	10	0	0
Referred Applicants %		100	90.31	0.00	9.70	3.97	0.00	0.45	0.00	0.45	0.00	0.45	0.45	0.00	0.00	2.21	0.00	0.00
Interviewed Applicants #		40	38	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		100	95.00	0.00	5.00	0.00	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 #		28	24	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %		100	85.72	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																		
CAREER DEVELOPMENT PROGRAM																		

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 #	2881	2500	107	274	57	2	1	21	8	1	4	4	5	0	11	0	0
Total Management %	100	86.78	3.72	9.52	1.98	0.07	0.04	0.73	0.28	0.04	0.14	0.14	0.18	0.00	0.39	0.00	0.00
Executives #	2222	1945	75	202	43	2	1	14	7	1	4	4	4	0	6	0	0
Executives %	100	87.54	3.38	9.10	1.94	0.10	0.05	0.64	0.32	0.05	0.19	0.19	0.19	0.00	0.28	0.00	0.00
AL-02 #	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AL-02 %	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
AL-03 #	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
AL-03 %	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
ES-00 #	291	249	14	28	6	1	0	3	1	0	0	1	0	0	0	0	0
ES-00 %	100	85.57	4.82	9.63	2.07	0.35	0.00	1.04	0.35	0.00	0.00	0.35	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 #	1878	1647	59	172	36	1	1	11	5	1	4	3	4	0	6	0	0
GS-15 %	100	87.70	3.15	9.16	1.92	0.06	0.06	0.59	0.27	0.06	0.22	0.16	0.22	0.00	0.32	0.00	0.00
SL-00 #	20	18	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
SL-00 %	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
ST-00 #	16	15	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ST-00 %	100	93.75	6.25	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
WG-15 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG-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																	
Relevant Applicant Pool %	100	87.47	3.35	9.19	1.9	0.09	0.05	0.63	0.27	0.05	0.18	0.18	0.18	0	0.27	0	0
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
Managers #	659	555	32	72	14	0	0	7	1	0	0	0	1	0	5	0	0
Managers %	100	84.22	4.86	10.93	2.13	0.00	0.00	1.07	0.16	0.00	0.00	0.00	0.16	0.00	0.76	0.00	0.00
GS-13 #	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	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-14 #	652	553	30	69	13	0	0	6	1	0	0	0	1	0	5	0	0
GS-14 %	100	84.82	4.61	10.59	2.00	0.00	0.00	0.93	0.16	0.00	0.00	0.00	0.16	0.00	0.77	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	2																
Relevant Applicant Pool %	100	86.78	3.71	9.51	1.98	0.07	0.03	0.73	0.28	0.03	0.14	0.14	0.17	0	0.38	0	0

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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 #	22	19	0	3	3	0	0	1	0	1	0	0	0	0	1	0	0
Internal Applications %	100	86.37	0.00	13.64	13.64	0.00	0.00	4.55	0.00	4.55	0.00	0.00	0.00	0.00	4.55	0.00	0.00
Qualified Internal Applicants #	20	18	0	2	2	0	0	1	0	1	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	90.00	0.00	10.00	10.00	0.00	0.00	5.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	8	7	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0
Referred Applicants %	100	87.50	0.00	12.50	12.50	0.00	0.00	0.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	
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
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	64																
Internal Applications #	763	650	0	113	48	3	11	10	4	2	6	3	0	0	19	0	6
Internal Applications %	100	85.20	0.00	14.81	6.30	0.40	1.45	1.32	0.53	0.27	0.79	0.40	0.00	0.00	2.50	0.00	0.79
Qualified Internal Applicants #	575	492	0	83	32	0	8	7	3	0	2	3	0	0	14	0	2
Qualified Internal Applicants %	100	85.57	0.00	14.44	5.57	0.00	1.40	1.22	0.53	0.00	0.35	0.53	0.00	0.00	2.44	0.00	0.35
Referred Applicants #	304	258	0	46	15	0	3	4	1	0	1	1	0	0	8	0	2
Referred Applicants %	100	84.87	0.00	15.14	4.94	0.00	0.99	1.32	0.33	0.00	0.33	0.33	0.00	0.00	2.64	0.00	0.66
Interviewed Applicants #	11	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	90.91	0.00	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
Internal Selections #	24	22	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	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
NEW HIRES																	
CAREER DEVELOPMENT PROGRAM																	

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

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	3952	3014	309	629	155	14	11	37	13	6	16	2	9	4	42	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	100	76.27	7.82	15.92	3.93	0.36	0.28	0.94	0.33	0.16	0.41	0.06	0.23	0.11	1.07	0.00	0.03
Time-Off Awards 1 - 10 Hours: Total Hours #	29479	22478	2262	4739	1165	108	85	275	99	48	116	18	62	24	323	0	7
Time-Off Awards 1 - 10 Hours: Average Hours #	7.46	7.46	7.32	7.53	7.52	8	8	7.43	7.62	8	7	9	6.89	6	7.69	0	7
Time-Off Awards 11 - 20 hours: Awards Given #	2099	1529	186	384	89	3	4	17	10	2	8	2	11	0	31	0	1
Time-Off Awards 11 - 20 hours: Awards Given %	100	72.85	8.87	18.30	4.25	0.15	0.20	0.81	0.48	0.10	0.39	0.10	0.53	0.00	1.48	0.00	0.05
Time-Off Awards 11 - 20 Hours: Total Hours #	34135	24797	3020	6318	1455	52	60	265	156	33	142	34	197	0	502	0	14
Time-Off Awards 11 - 20 Hours: Average Hours #	16.26	16.22	16.24	16.45	16.35	17	15	15.59	15.6	16.5	18	17	17.91	0	16.19	0	14
Time-Off Awards 21 - 30 hours: Awards Given #	843	637	73	133	23	1	0	4	4	0	2	1	0	0	11	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	75.57	8.66	15.78	2.73	0.12	0.00	0.48	0.48	0.00	0.24	0.12	0.00	0.00	1.31	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	21222	16026	1849	3347	578	24	0	100	103	0	48	30	0	0	273	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	25.17	25.16	25.33	25.17	25.13	24	0	25	25.75	0	24	30	0	0	24.82	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	862	673	66	123	29	1	4	6	3	0	1	0	1	0	13	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	78.08	7.66	14.27	3.37	0.12	0.47	0.70	0.35	0.00	0.12	0.00	0.12	0.00	1.51	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	32559	25436	2479	4644	1090	40	152	223	112	0	40	0	40	0	483	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	37.77	37.79	37.56	37.76	37.59	40	38	37.17	37.33	0	40	0	40	0	37.15	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
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	2649	1943	226	480	127	8	4	27	15	0	16	4	6	3	44	0	0
Cash Awards \$500 and Under: Awards Given %	100	73.35	8.54	18.13	4.80	0.31	0.16	1.02	0.57	0.00	0.61	0.16	0.23	0.12	1.67	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	942822	692213	80999	169610	42943	3300	1400	8994	5398	0	4885	1551	1680	1100	14635	0	0
Cash Awards \$500 and Under: Average Amount \$	355.92	356.26	358.4	353.35	338.13	413	350	333.11	359.87	0	305	387.75	280	366.67	332.61	0	0
Cash Awards: \$501 - \$999: Awards Given #	939	696	82	161	41	1	4	9	5	1	4	1	2	0	14	0	0
Cash Awards: \$501 - \$999: Awards Given %	100	74.13	8.74	17.15	4.37	0.11	0.43	0.96	0.54	0.11	0.43	0.11	0.22	0.00	1.50	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	687562	508693	61076	117793	30817	600	2885	6735	4125	781	3185	571	1325	0	10610	0	0
Cash Awards: \$501 - \$999: Average Amount \$	732.23	730.88	744.83	731.63	751.63	600	721	748.33	825	781	796	571	662.5	0	757.86	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	2370	1723	221	426	103	12	10	16	7	2	9	6	5	0	36	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	100	72.71	9.33	17.98	4.35	0.51	0.43	0.68	0.30	0.09	0.38	0.26	0.22	0.00	1.52	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	3154959	2298183	289610	567166	136263	15900	12264	24549	8700	2300	12998	7422	8195	0	43935	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1331.21	1333.83	1310.45	1331.38	1322.94	1325	1226	1534.31	1242.86	1150	1444	1237	1639	0	1220.42	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	3330	2484	292	554	130	10	5	25	16	2	11	0	7	3	48	0	3
Cash Awards: \$2000 - \$2999: Awards Given %	100	74.60	8.77	16.64	3.91	0.31	0.16	0.76	0.49	0.07	0.34	0.00	0.22	0.10	1.45	0.00	0.10

Environmental Protection Agency

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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 \$	8105615	6054719	709164	1341732	310839	23180	13095	57195	40284	5500	26737	0	16050	7550	114098	0	7150
Cash Awards: \$2000 - \$2999: Average Amount \$	2434.12	2437.49	2428.64	2421.9	2391.07	2318	2619	2287.8	2517.75	2750	2431	0	2292.86	2516.67	2377.04	0	2383
Cash Awards: \$3000 - \$3999: Awards Given #	3729	2893	277	559	119	7	7	27	8	4	11	3	9	3	40	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	77.59	7.43	15.00	3.20	0.19	0.19	0.73	0.22	0.11	0.30	0.09	0.25	0.09	1.08	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	12508833	9718669	923929	1866235	400035	23592	25691	90772	27500	13870	37040	9800	30050	9800	131920	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3354.47	3359.37	3335.48	3338.52	3361.64	3370	3670	3361.93	3437.5	3467.5	3367	3266.67	3338.89	3266.67	3298	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	2482	2035	149	298	74	3	5	23	6	1	4	2	5	0	23	0	2
Cash Awards: \$4000 - \$4999: Awards Given %	100	82.00	6.01	12.01	2.99	0.13	0.21	0.93	0.25	0.05	0.17	0.09	0.21	0.00	0.93	0.00	0.09
Cash Awards: \$4000 - \$4999: Total Amount \$	11023610	9042603	663501	1317506	324666	12550	20917	101384	26750	4033	18150	8750	23135	0	99822	0	9175
Cash Awards: \$4000 - \$4999: Average Amount \$	4441.42	4443.54	4453.03	4421.16	4387.38	4183	4183	4408	4458.33	4033	4538	4375	4627	0	4340.09	0	4588
Cash Awards: \$5000 or more: Awards Given #	713	615	27	71	11	0	1	1	1	0	0	1	3	0	4	0	0
Cash Awards: \$5000 or more: Awards Given %	100	86.26	3.79	9.96	1.55	0.00	0.15	0.15	0.15	0.00	0.00	0.15	0.43	0.00	0.57	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	4741693	4100207	170477	471009	76072	0	5150	5175	5250	0	0	6180	27817	0	26500	0	0
Cash Awards: \$5000 or more: Average Amount \$	6650.34	6667	6313.96	6633.93	6915.64	0	5150	5175	5250	0	0	6180	9272.33	0	6625	0	0
OTHER AWARDS																	
Total QSI's Awarded #	544	427	36	81	26	2	1	8	4	0	1	1	1	0	8	0	0
Total QSI's Awarded %	100	78.50	6.62	14.89	4.78	0.37	0.19	1.48	0.74	0.00	0.19	0.19	0.19	0.00	1.48	0.00	0.00
Total Benefit \$	2206921	1746062	147194	313665	76072	0	5150	5175	5250	0	0	6180	27817	0	26500	0	0
Average Benefit \$	4056.84	4089.14	4088.72	3872.41	2925.85	0	5150	646.88	1312.5	0	0	6180	27817	0	3312.5	0	0
Total Performance Based Pay Increases Awarded #	319	278	15	26	5	1	0	2	0	0	0	1	1	0	0	0	0
Total Performance Based Pay Increases Awarded %	100	87.15	4.71	8.16	1.57	0.32	0.00	0.63	0.00	0.00	0.00	0.32	0.32	0.00	0.00	0.00	0.00
Total Benefit \$	1580279	1378352	70020	131907	24123	8259	0	7600	0	0	0	3356	4908	0	0	0	0
Average Benefit \$	4953.85	4958.1	4668	5073.35	4824.6	8259	0	3800	0	0	0	3356	4908	0	0	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]
TIME OFF AWARDS																		
Time-Off Awards 1 - 10 hours: Awards Given #	3952	3323	3014	309	629	155	14	11	37	13	6	16	2	9	4	42	0	1
Time-Off Awards 1 - 10 hours: Awards Given %	26.96	26.86	26.66	28.96	27.51	28.19	45.17	33.34	31.10	24.53	60.00	35.56	13.34	25.00	40.00	22.11	0.00	12.50
Time-Off Awards 1 - 10 Hours: Total Hours #	29479	24740	22478	2262	4739	1165	108	85	275	99	48	116	18	62	24	323	0	7
Time-Off Awards 1 - 10 Hours: Average Hours #	7.46	0	7.46	7.32	7.53	7.52	8	8	7.43	7.62	8	7	9	6.89	6	7.69	0	7
Time-Off Awards 11 - 20 hours: Awards Given #	2099	1715	1529	186	384	89	3	4	17	10	2	8	2	11	0	31	0	1
Time-Off Awards 11 - 20 hours: Awards Given %	14.32	13.86	13.53	17.44	16.80	16.19	9.68	12.13	14.29	18.87	20.00	17.78	13.34	30.56	0.00	16.32	0.00	12.50
Time-Off Awards 11 - 20 Hours: Total Hours #	34135	27817	24797	3020	6318	1455	52	60	265	156	33	142	34	197	0	502	0	14
Time-Off Awards 11 - 20 Hours: Average Hours #	16.26	0	16.22	16.24	16.45	16.35	17	15	15.59	15.6	16.5	18	17	17.91	0	16.19	0	14
Time-Off Awards 21 - 30 hours: Awards Given #	843	710	637	73	133	23	1	0	4	4	0	2	1	0	0	11	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	5.75	5.74	5.64	6.85	5.82	4.19	3.23	0.00	3.37	7.55	0.00	4.45	6.67	0.00	0.00	5.79	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	21222	17875	16026	1849	3347	578	24	0	100	103	0	48	30	0	0	273	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	25.17	0	25.16	25.33	25.17	25.13	24	0	25	25.75	0	24	30	0	0	24.82	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	862	739	673	66	123	29	1	4	6	3	0	1	0	1	0	13	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	5.88	5.98	5.96	6.19	5.38	5.28	3.23	12.13	5.05	5.67	0.00	2.23	0.00	2.78	0.00	6.85	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	32559	27915	25436	2479	4644	1090	40	152	223	112	0	40	0	40	0	483	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	37.77	0	37.79	37.56	37.76	37.59	40	38	37.17	37.33	0	40	0	40	0	37.15	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
CASH AWARDS																		
Cash Awards \$500 and Under: Awards Given #	2649	2169	1943	226	480	127	8	4	27	15	0	16	4	6	3	44	0	0
Cash Awards \$500 and Under: Awards Given %	18.07	17.53	17.19	21.19	20.99	23.10	25.81	12.13	22.69	28.31	0.00	35.56	26.67	16.67	30.00	23.16	0.00	0.00
Cash Awards \$500 and Under: Total Amount \$	942822	773212	692213	80999	169610	42943	3300	1400	8994	5398	0	4885	1551	1680	1100	14635	0	0
Cash Awards \$500 and Under: Average Amount \$	355.92	2	356.26	358.4	353.35	338.13	413	350	333.11	359.87	0	305	387.75	280	366.67	332.61	0	0
Cash Awards: \$501 - \$999: Awards Given #	939	778	696	82	161	41	1	4	9	5	1	4	1	2	0	14	0	0
Cash Awards: \$501 - \$999: Awards Given %	6.41	6.29	6.16	7.69	7.04	7.46	3.23	12.13	7.57	9.44	10.00	8.89	6.67	5.56	0.00	7.37	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount \$	687562	569769	508693	61076	117793	30817	600	2885	6735	4125	781	3185	571	1325	0	10610	0	0
Cash Awards: \$501 - \$999: Average Amount \$	732.23	0	730.88	744.83	731.63	751.63	600	721	748.33	825	781	796	571	662.5	0	757.86	0	0
Cash Awards: \$1000 - \$1999: Awards Given #	2370	1944	1723	221	426	103	12	10	16	7	2	9	6	5	0	36	0	0
Cash Awards: \$1000 - \$1999: Awards Given %	16.17	15.72	15.24	20.72	18.63	18.73	38.71	30.31	13.45	13.21	20.00	20.00	40.00	13.89	0.00	18.95	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount \$	3154959	2587793	2298183	289610	567166	136263	15900	12264	24549	8700	2300	12998	7422	8195	0	43935	0	0
Cash Awards: \$1000 - \$1999: Average Amount \$	1331.21	0	1333.83	1310.45	1331.38	1322.94	1325	1226	1534.31	1242.86	1150	1444	1237	1639	0	1220.42	0	0
Cash Awards: \$2000 - \$2999: Awards Given #	3330	2776	2484	292	554	130	10	5	25	16	2	11	0	7	3	48	0	3
Cash Awards: \$2000 - \$2999: Awards Given %	22.72	22.44	21.97	27.37	24.23	23.64	32.26	15.16	21.01	30.19	20.00	24.45	0.00	19.45	30.00	25.27	0.00	37.50

Environmental Protection Agency

For period covering October 1, 2024 to September 30, 2025.

File Process Date and Time: 04/30/2026 10:33 AM

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 \$	8105615	6763883	6054719	709164	1341732	310839	23180	13095	57195	40284	5500	26737	0	16050	7550	114098	0	7150
Cash Awards: \$2000 - \$2999: Average Amount \$	2434.12	12	2437.49	2428.64	2421.9	2391.07	2318	2619	2287.8	2517.75	2750	2431	0	2292.86	2516.67	2377.04	0	2383
Cash Awards: \$3000 - \$3999: Awards Given #	3729	3170	2893	277	559	119	7	7	27	8	4	11	3	9	3	40	0	0
Cash Awards: \$3000 - \$3999: Awards Given %	25.44	25.62	25.59	25.97	24.45	21.64	22.59	21.22	22.69	15.10	40.00	24.45	20.00	25.00	30.00	21.06	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	12508833	10642598	9718669	923929	1866235	400035	23592	25691	90772	27500	13870	37040	9800	30050	9800	131920	0	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3354.47	15	3359.37	3335.48	3338.52	3361.64	3370	3670	3361.93	3437.5	3467.5	3367	3266.67	3338.89	3266.67	3298	0	0
Cash Awards: \$4000 - \$4999: Awards Given #	2482	2184	2035	149	298	74	3	5	23	6	1	4	2	5	0	23	0	2
Cash Awards: \$4000 - \$4999: Awards Given %	16.93	17.65	18.00	13.97	13.04	13.46	9.68	15.16	19.33	11.33	10.00	8.89	13.34	13.89	0.00	12.11	0.00	25.00
Cash Awards: \$4000 - \$4999: Total Amount \$	11023610	9706104	9042603	663501	1317506	324666	12550	20917	101384	26750	4033	18150	8750	23135	0	99822	0	9175
Cash Awards: \$4000 - \$4999: Average Amount \$	4441.42	20	4443.54	4453.03	4421.16	4387.38	4183	4183	4408	4458.33	4033	4538	4375	4627	0	4340.09	0	4588
Cash Awards: \$5000 or more: Awards Given #	713	642	615	27	71	11	0	1	1	1	0	0	1	3	0	4	0	0
Cash Awards: \$5000 or more: Awards Given %	4.87	5.19	5.44	2.54	3.11	2.00	0.00	3.04	0.85	1.89	0.00	0.00	6.67	8.34	0.00	2.11	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	4741693	4270684	4100207	170477	471009	76072	0	5150	5175	5250	0	0	6180	27817	0	26500	0	0
Cash Awards: \$5000 or more: Average Amount \$	6650.34	16	6667	6313.96	6633.93	6915.64	0	5150	5175	5250	0	0	6180	9272.33	0	6625	0	0
OTHER AWARDS																		
Total QSI's Awarded #	544	463	427	36	81	26	2	1	8	4	0	1	1	1	0	8	0	0
Total QSI's Awarded %	3.72	3.75	3.78	3.38	3.55	4.73	6.46	3.04	6.73	7.55	0.00	2.23	6.67	2.78	0.00	4.22	0.00	0.00
Total Benefit \$	2206921	1893256	1746062	147194	313665	76072	0	5150	5175	5250	0	0	6180	27817	0	26500	0	0
Average Benefit \$	4056.84	184	4089.14	4088.72	3872.41	2925.85	0	5150	646.88	1312.5	0	0	6180	27817	0	3312.5	0	0
Total Performance Based Pay Increases Awarded #	319	293	278	15	26	5	1	0	2	0	0	0	1	1	0	0	0	0
Total Performance Based Pay Increases Awarded %	2.18	2.37	2.46	1.41	1.14	0.91	3.23	0.00	1.69	0.00	0.00	0.00	6.67	2.78	0.00	0.00	0.00	0.00
Total Benefit \$	1580279	1448372	1378352	70020	131907	24123	8259	0	7600	0	0	0	3356	4908	0	0	0	0
Average Benefit \$	4953.85	-119	4958.1	4668	5073.35	4824.6	8259	0	3800	0	0	0	3356	4908	0	0	0	0