



**US Army Corps
of Engineers**
Mobile District

EEOC Management Directive 715 Report

FY 2023



FISCAL YEAR 2022 ACCOMPLISHMENTS REPORT & FISCAL YEAR 2023 PLAN TO ATTAIN THE ESSENTIAL ELEMENTS OF A MODEL EEO PROGRAM

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715-01 Part A - D

For period covering October 1, 2022, to September 30, 2023.				
PART A Department or Agency Identifying Information	1. Agency		US Army	
	1.a. 2 nd level reporting component		US Army Corps of Engineers	
	1.b. 3 rd level reporting component		South Atlantic Division	
	1.c. 4 th level reporting component		Mobile District	
	2. Address		109 Saint Joseph Street	
	3. City, State, Zip Code		Mobile AL 36602	
	4. CPDF Code	5. FIPS Code	8840	8840
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1204
	2. Enter total number of temporary employees			33
	3. Enter total number employees paid from non-appropriated funds			0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			1237
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Chapman, Jeremy J COL USARMY USACE (USA)	
	2. Agency Head Designee		Chapman, Jeremy J COL USARMY USACE (USA)	
	3. Principal EEO Director/Official Official Title/series/grade		Catherine Cummings, EEO Officer, GS260-13	
	4. Title VII Affirmative EEO Program Official		Catherine Cummings, EEO Officer, GS260-13	
	5. Section 501 Affirmative Action Program Official		Catherine Cummings, EEO Officer, GS260-13	
	6. Complaint Processing Program Manager		Catherine Cummings, EEO Officer, GS260-13	
	7. Other Responsible EEO Staff		Lebya J. Harris - EEO Specialist, GS-11	
			KeTonya Brady - EEO Specialist, GS-12	
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)			CPDF and FIPS Codes
EEO FORMS and Documents Included With This Report				
*Executive Summary [FORM 715-01 PART E],			*Optional Annual Self-Assessment Checklist Against Essential	x

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that includes:		Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions	x	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential	x
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	x	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	x
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	x	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	x
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	x	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	x
Summary of EEO Plan action items implemented or accomplished	x	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	x
*Statement of Establishment of Continuing Equal Employment Opportunity Programs[FORM 715-01 PART F]	x	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	x
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	x	*Organizational Chart	x

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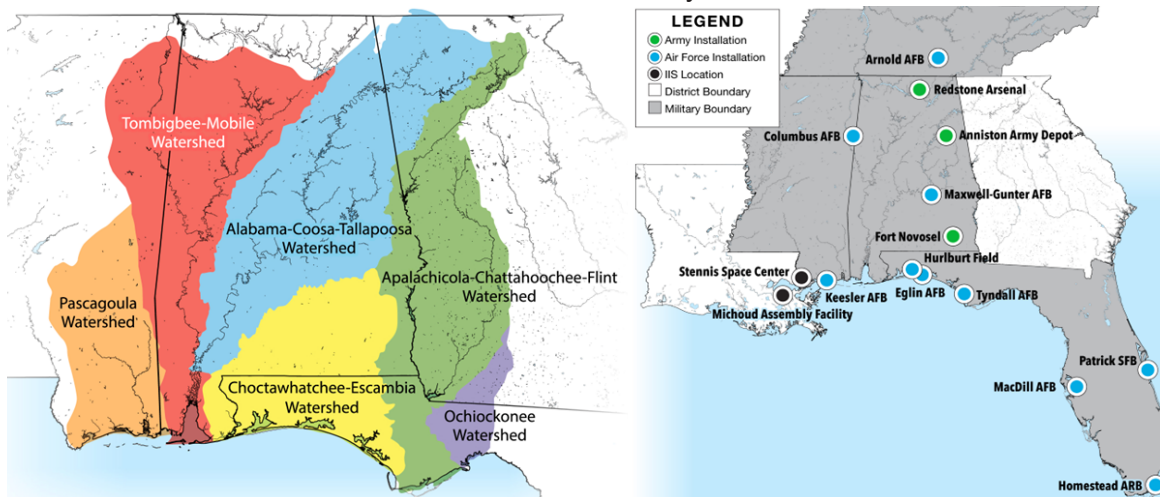
715-01 Part E
EXECUTIVE SUMMARY

Organization

Tracing its origins from its first coastal survey and defense missions in 1815, the Mobile district was formally established in 1888. Throughout the years, the district has responded in peace and war to meet the needs of our growing Nation. While the two primary missions have remained the same- military construction and civil works- the District is quick to embrace the needs of the Nation. The District supports many of the broad U.S. Army Corps of Engineers missions including navigation, flood risk management, ecosystem restoration, military construction and emergency operations. As part of these missions, the District maintains 2,200 miles of inland and coastal navigable waterways, 28 ports, and 22 locks and 27 dams in our area of responsibility. The District is also proud to provide design and construction services to Military and Interagency partners and support to disaster relief efforts throughout the Nation with our emergency operations mission.

The Mobile District includes 1,237 Civilian and 13 Military personnel spread throughout parts of Alabama, Florida, Georgia, Mississippi, and Central and South America. Civilian Employees are federal employees under the Department of Defense (executive branch department) and the Department of the Army (military department). Diversity and professional ability best describe the workforce. It includes a variety of professions, from Engineers (multi-disciplined), Safety & Occupational Health Specialists, Budget and Program Analysts, Administrative Support Assistants, Lock and Dam Operators, Natural Resources Specialists, Biologists, Economists, Realty Specialists and Attorneys - the District is a unique blend of the Nation's best professionals who provide world-class services to support the Nation's security, economy, environment, and international objectives.

More information about the organization, such as the District's leadership, office locations, and the mission of various divisions and offices, is available on the District's web site at www.sam.usace.army.mil.



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The Equal Employment Opportunity Program plays an essential role in attracting, developing, and retaining a diverse workforce to accomplish the mission of the District. Throughout the year, EEO staff analyzes internal and external agency employment data, reviews personnel policies and practices, performs barrier analysis, and proposes realistic goals to meet objectives compiled in the required Management Directive 715. Additionally, the EEO Officer, Human Resources Officer, Career Program Managers, and other Senior Leaders meet regularly to review these matters. Together they work to ensure personnel programs, policies and procedures, recruitment strategies, and outreach programs are in conformity with the goals and objectives outlined in the MD 715.

The following MD 715 report plan has been prepared in accordance with the Equal Employment Opportunity Commission's (EEOC) Management Directive 715 and guidance issued by the Department of Army and the U.S. Army Corps of Engineers Headquarters Office of Diversity and Leadership. The reporting period reviewed and discussed is from 01 October 2022 to 30 September 2023.

Database Information

The data contained in this report is extracted from the Defense Civilian Personnel Database System (DCPDS) and the Complaints Tracking System (iComplaints). Data reflects all permanent and temporary Appropriated Fund employees. The Army uses the National Civilian Labor Force (NCLF) statistics for comparison due to its broad, national scope.

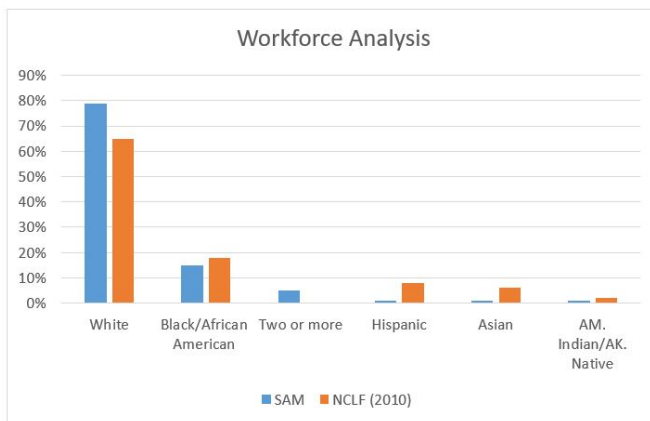
Limitations

Race, ethnicity, gender, and disability information contained within DCPDS is obtained through voluntary employee submissions. Employee perceptions for self-identification on race and ethnicity may not coincide with the standard categories prescribed by the EEOC, the U.S. Census Bureau, or the Office of Personnel Management (OPM). to USA Staffing as the primary tool for maintaining applicant pool data. Please also note there is a discrepancy in the A and B Tables generated by MD-715 due to a required override of the FY 22 data as required by Headquarters. Applicant data is limited to voluntary applicant submissions in USA Staffing.

Summary Analysis of the Workforce

In Fiscal Year (FY) 23, Mobile District's total workforce was 1237 civilian employees, an eight (8) percent increase from FY 22, composed of 1150 civilian employees. Men represent 68% of the district (NCLF (2010) 52%) and women represent 32%, (CLF (2010) of 48%).

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White employees represent 79% of the district, compared to NCLF (2010) 65%), 15% of the district is Black/African American (NCLF (2010) of 18%), Two or more races 5% (NCLF (2010) of .08%). 1% Hispanic (NCLF (2010) of 8%. 1% Asians (NCLF (2010) 6%, American Indian or Alaskan 1% (NCLF (2010) of 2%).

The low participation rates among minorities and women are a concern in the district. However, the decrease of 79% among district Hispanic employees since FY 22 is a significant concern.

Individuals with a Disability (IWD): A separate analysis revealed 147 employees self-identified as having a disability; 12% of the total workforce. 79 male employees and 68 female employees self-identified as having a disability.

Of the employees who self-reported a disability, White males account for 43%, white females 22%, Black/African American females 14%, and Black males 9% of this group, other minority groups combined represent 5%. Diabetes and Depression, Anxiety Disorder or other Psychiatric Disorder are the most reported disabilities in the District. 28 employees reported having a disability or serious health condition that was not listed on the self-disclosure form used by federal agencies to document an individual's disability (OPM Standard Form 256).

12 individuals in a supervisory position self-identified as having a disability.

90 employees did not wish to identify their disability or health condition.

Individuals with a Targeted Disability (IWTD): Individuals with a targeted disability are a subset of employees who have a reportable disability. Criteria used to select the disabilities that make up the group of targeted disabilities include the severity of the disability, the feasibility of recruitment, and the availability of work force data for individuals with targeted disabilities. A separate analysis revealed the 23 employees who reported having a targeted disability represent 2% of the total District workforce; which is equivalent to the federal goal of 2%. One supervisor self-identified as having a targeted disability.

Targeted disabilities reported this fiscal period include blindness, deafness or serious difficulty hearing, epilepsy or other seizure disorder, partial or complete paralysis, significant disfigurement, significant mobility impairment, significant psychiatric disorder, and traumatic brain injury.

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Veteran's Appointment Summary reveals 27% of the workforce are Veterans who disclosed they are in receipt of a service-connected disability compensation rate, therefore establishing a Civil Service Preference. This is a 17% percent increase from FY 22. Of the 332 employees who established a Civil Service Preference, 43% are Veterans with a 5-point preference, while 45% established a 10-point/compensable/30 preference. Of the Veterans who established a preference, 77% are males and 23% are females. White females account for 13%, Black females 8%, Black males 9%, all other minority groups combined represent 4% of this group. See *Table A15-1 Veteran Appointment Summary* for details.

Supervisors: There were 188 individuals in a Supervisory or Managerial position for FY 23. Male employees accounted for 79% (a two (2) percent increase from FY22) and the vast majority of the supervisory positions. Female employees accounted for 21% of leadership positions compared to the 2010 Civilian Labor Force of 47.10%. The lower than anticipated percentage of females in supervisory positions continues to be a concern in the district, USACE, and wider Department of Defense. Minorities accounted for 20% (37 employees) of the supervisory positions in the District this reporting period. It is of note that Black males represent 7% of supervisors/managers in the District; below the 10.30% of this group as noted in the 2010 Civilian Labor Force for Officials and Managers. See *Table A3-3-1- Distribution by Supervisory Status* for details.

Major Occupations: There are 789 employees in the District's top 10 major occupations; 64% of the total workforce, a ten (10) Percent increase from FY 22. The top 10 major occupations by the most populous series in the District are as follows:

- 1) 0810- Civil Engineering (193)
- 2) 0401- General Natural Resources Management and Biological Sciences (128)
- 3) 5426- Lock and Dam Operating (91)
- 4) 0303- Miscellaneous Clerk and Assistant (72)
- 5) 0809- Construction Control Technical (83)
- 6) 1102- Contracting (54)
- 7) 0802- Engineering Technical (53)
- 8) 0025- Park Ranger (35)
- 9) 0850- Electrical Engineering (40)
- 10) 0830- Mechanical Engineering (40)

Women represent 32% of the total workforce and 28% of the major occupations, an 11% increase from FY 22. While minorities represent 21% of the total workforce, there has been a steady increase among minorities within major occupations, a 5% increase from FY 22.

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Within the District's major occupations, women represent the majority in Miscellaneous Clerk & Assistant and Contracting series. However, there is a low participation among females in the General Natural Resources Management and Biological Sciences, Civil Engineering series, Construction Control Technical and Engineering Technical. There is also room for improvement in the participation rate of minorities in STEM series such as Civil and Electrical Engineering, Engineering Technical, and General Natural Resources Management and Biological Sciences and highly visible positions including Park Rangers.

See Table A6-1 - Distribution by Major Occupations Distribution by Race/Ethnicity and Sex for details.

A breakdown of District in the required EEOC Fed 9 occupational groups shows 66% of the total workforce are classified by the U.S. Census Bureau as "Officials and Managers" or "Professionals". These occupations are administrative and managerial personnel who develop and implement policies, or in the case of "Professionals", requires a college degree.

FED9 Description	Number of Employees	Percentage
Officials and Managers	284	23%
Professionals	568	46%
Technicians	64	5%
Sales Workers	0	0%
Administrative Support Workers	104	8%
Craft Workers	81	7%
Operatives	99	8%
Laborers and Helpers	0	0%
Service Workers	37	3%
Total	1237	100%

General Schedule Employees: General Schedule employees make up 85% of the total workforce. Wage grade and other pay plans which make up the remaining 15% of the workforce are not captured in this report.

Of the 1,049 General Schedule employees, 53% are in pay grade GS 12 through GS 15. The most common grade for the Mobile District is GS 12; 292 employees (24% of the workforce) are within the GS 12 pay grade.

Of the 559 General Schedule employees who are in pay grades GS 12 and above, 30% are females. White females account for 20%, Black females 9%, Black males 5%, and Hispanic males 1% of these higher graded positions, which is a 4% decrease from FY 22.

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Other minority groups combined represent 5%. See Table A4-1 Participation Rates Across General Schedule by Race/Ethnicity and Sex for details.

Figure 2- General Schedule (GS) by Ethnicity and Race Identification (ERI) and Grade Grouping

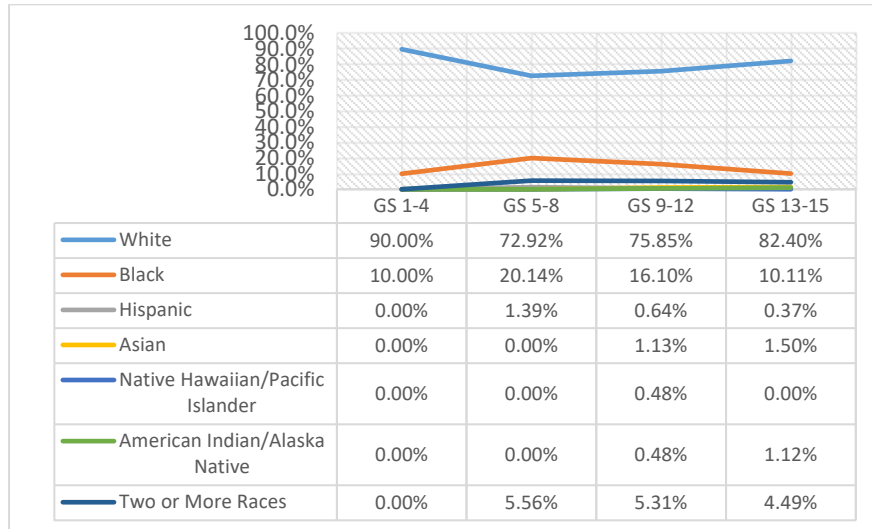
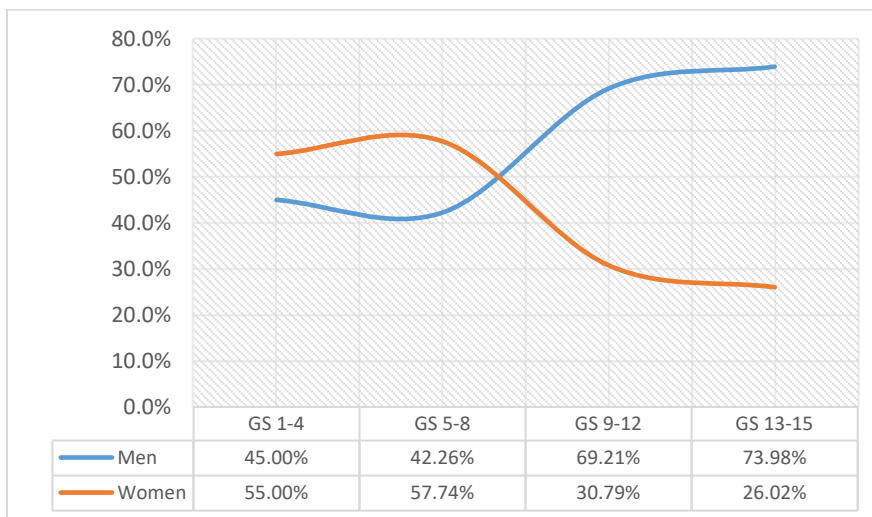


Figure 3- General Schedule (GS) by Gender and Grade Grouping



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DPMAP Ratings Among Race, Gender & Grades

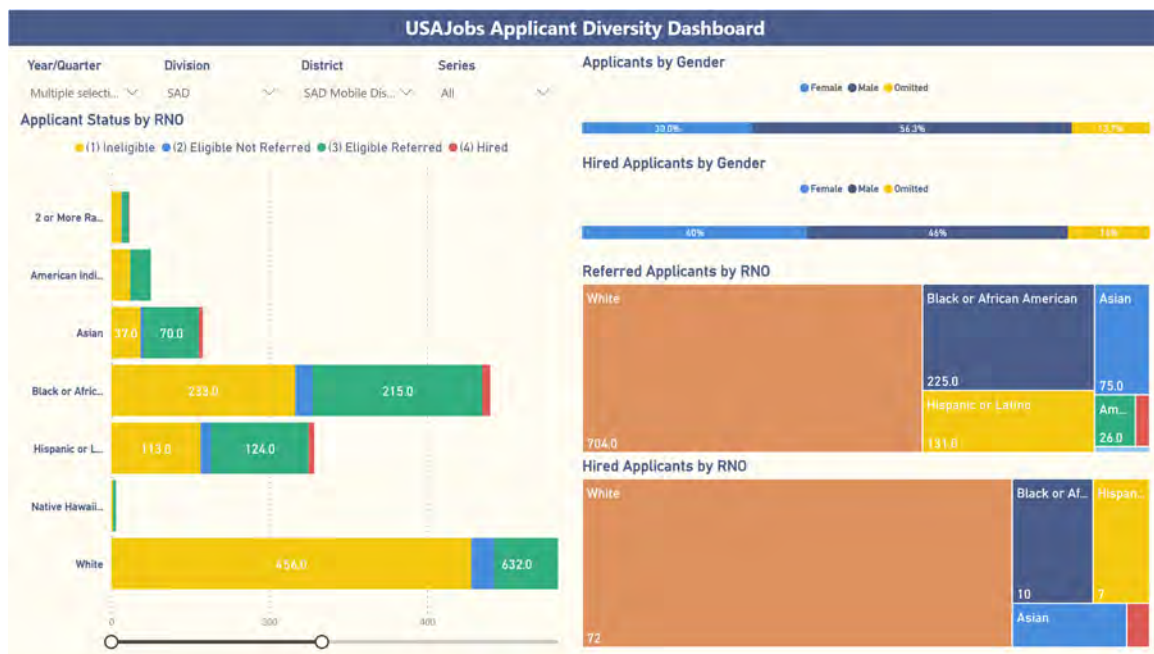
DPMAP ratings including Level 1 (Unacceptable), Level 3 (Fully Successful or Equiv.), & Level 5 (Outstanding or Equiv.) among minorities account for 20% percent which is proportionate to the amount of minority employees in the district. Women account for 36% of the Level 5 (Outstanding or Equiv.) which is slightly above the percentage of women in the district.

However, in analyzing DPMAP among grades, grades 12-15 represent 57% of those employees that received a Level 5 (Outstanding or Equiv) when they only make up 45% of the district.

FY 23 Applicant Data

Of the 1247 eligible applicants received via USAJobs in FY 23, eligible minorities accounted for 41% of the total applications, of which 7% were hired. It is important to note that the district received 137 eligible Hispanic applicants, yet only 7 applicants were hired during the FY. Furthermore, of the 237 Black or African American eligible applicants, only 10 were hired.

Women accounted for 30% of total eligible applicants during FY 23, yet 40% were hired.



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FY 23 Awards

Award Type	# Received
Certificate of Appreciation	1
Civilian Service Commendation Medal	1
Demo Performance Increase	1
On The Spot Cash Award	272
Performance Award	981
Productivity Gainsharing Award	1
Quality Step Increase	109
Special Act or Service Award	80
Time Off Award	31
TOTAL	1,477

During this reporting period, employees were recognized locally for their accomplishments. Of the recorded 1,477 recognitions, it was revealed that many monetary awards such as Performance Awards, On the Spot Cash Awards, Quality Step Increases, etc. were received. Several non-monetary awards were also received such as Special Act or Service Awards, Civilian Service Achievement

Medals, Civil Service Commendation Medals, and Length of Service Awards, to name a few.

Please note, the data collected from DCPDS does not reflect the overall award account due to lack of supervisory input into the system. Multiple Civilian Service Commendation Medals, Achievement Medals, Certificates of Achievement, Commanders Coins were issued at quarterly Town Hall and other events throughout the FY.

Of the those receiving the above recognitions, gender: 979 were Men and 498 were Women. By Race/National Origin: 1,137 White, 233 Black, 72 Two or More Races. 17 Asian, 10 Hispanic, 8 American Indian, and 4 Native Hawaiian.

Of the 1237 employees in the district, 981 employees received a monetary performance award. The average amount of award given was \$1,000.

Through coordinated recognition efforts between stovepipe officials and management initiatives, the District submitted nomination packages for deserving individuals of which several employees were submitted and were recipients of USACE and national diversity awards.

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Model EEO Program Summary

Essential Element A-F

<u>Form G Element</u>	<u>Number of deficiencies this year</u>	<u>Number of deficiencies last year</u>	<u>Number increase/ decrease</u>
A- Commitment from leadership	0	0	No change
B- Integration into strategic mission	4	3	increase
C- Management and program accountability	1	2	Decrease
D- Proactive prevention	1	1	No change
E- Efficiency	0	0	No change
F- Responsiveness and compliance	0	0	No change

Element A- *Demonstrated Commitment from Agency Leadership:*

EEO policy statements which clearly convey the Commander's expectations regarding equal employment opportunity, alternative dispute resolution, harassment (non-sexual) and the Agency Sexual Harassment/Assault Response Prevention (SHARP) Program are current and posted on the District's Intranet and Internet sites, as well as in visible locations throughout the District Headquarters building and all field work locations. The revised EEO organizational poster more clearly defines the complaint process at-a-glance and easily identifies various ways to contact EEO personnel. Managers and supervisors continue to be evaluated on their commitment to agency EEO policies and principles; however, the agency does not provide recognition to employees, supervisors/managers demonstrating superior accomplishment in equal employment opportunity.

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Element B- *Integration of EEO Into the Agency's Strategic Mission:* The EEO Officer is the principal EEO Official and has the appropriate authority and resources to effectively carry out a successful EEO program. She is under the direct supervision of the Deputy Commander and has regular communication with Executive Staff and senior management officials regarding the effectiveness, efficiency, and legal compliance of the agency's EEO program. Despite several years of attempts, the EEO Officer is not included in strategic planning meetings to ensure EEO concerns are integrated into the agency's strategic mission.

Element C- *Management and Program Accountability:* EEO personnel advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager or supervisor's area of responsibility. The EEO Officer, Human Resources Officer and Labor Counselors (Agency Representatives) meet regularly to assess personnel programs, policies, and procedures. There were no findings of discrimination against the District this reporting period.

Element D- *Proactive Prevention:* EEO staff regularly access and review personnel data to provide relevant workforce information, especially pertaining to minorities, including females, and individuals with disabilities, to Executive Staff and senior management officials. Senior leaders are also informed of actual and perceived employment barrier or issues as revealed to EEO staff through informal dialogue, EEO contacts/inquiries, and the results of command climate surveys. However, senior managers do not always implement EEO Action Plan Objectives in agency strategic plans. It is also recommended that the agency review exit interviews or surveys that include questions on how the agency could improve recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.

Element E- *Efficiency:* EEO Staff have the requisite training, certifications, and experience to efficiently manage the comprehensive EEO program. District EEO practitioners successfully met all requirements of the EEO program. Trusted EEO professionals remained available during duty and non-duty hours to meet the demands of their positions and provide advisory services.

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All pre-complaints counseled by the Mobile District EEO Specialist were counseled within 30-days or less, as required per MD-110 and Army Regulation (AR) 690-600. Staff accurately managed and audited all automated EEO-related systems including the Army's Complaints Tracking System (iComplaints); the Civilian Personnel Management System (CPMS), Investigations and Resolutions Case Management System (IRCMS); and the EEOC's Federal Sector Portal (FedSEP). EEO personnel were available to provide technical guidance, as required by local policy, for in-person and remote interview panels via Microsoft Teams and Webex video conferencing applications.

Element F- *Responsiveness and Legal Compliance*: The agency is in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions. There were no findings of discrimination against the District or compliance reports required in FY 22. District EEO staff also continued to consult with Jacksonville District Labor Counselors (Agency Representatives) at the pre-complaint phase due to revised, technical guidance in MD 110. Items F3-A and F3-B are unable to be updated.

Accomplishments and Noteworthy Activities

Policy and Guidance: Department of Defense (DoD Instruction 1020.04 Harassment Prevention and Response for DoD Civilian Employees was released in June 2020. This guide establishes policy, assigns responsibilities, and prescribes procedures for preventing and responding to harassment in the DoD civilian population. Additionally, it distinguishes between harassment that detracts from an efficient workplace, equal employment opportunity complaints of unlawful discriminatory harassment, and harassment of a criminal nature.

The EEO Office noted a there was a concern among employees who contacted the office concerning allegations of a hostile work environment/harassment (non-sexual). EEO staff will continue to provide specialized training throughout the upcoming reporting period to educate managers on how to effectively handle allegations of harassment, per revised DoD and Department of the Army guidance.

EEO staff continued to provide technical guidance on the revised reasonable accommodation process, per Army Regulation 690-12, and offer accommodation solutions to employees and managers. Staff attended various virtual trainings during FY 22 including Pregnant Workers Fairness Act (PWFA) training, Diversity & Inclusion, USACE & local Environmental Justice briefings,

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to remain well-informed of emerging EEO issues, staff attended virtual webinars sponsored by the EEOC and reasonable accommodation, (transgender awareness) and maintaining an equitable and civil workplace environment.

There was seven (7) formal reasonable accommodation requests in FY 23. In FY 23, EEO personnel provided specialized training to assist managers with properly handling accommodation issues as employees transition back to work facilities. – Supervisor Development Program (SDP). Additionally, the District Disability Management Committee, comprised of EEO, Human Resources, Legal, and Occupational Health and Safety professionals, met on a regular basis throughout the reporting period to proactively discuss various workplace concerns and accommodation issues.

Training and Professional Development: As a proactive prevention tool, throughout the year, supervisors and employees receive various forms of EEO training. As of 30 September 2023, there was a 96% overall completion rate for required, annual SHARP training. Additionally, there was a 97% overall completion rate of required, annual NO FEAR and Anti- Harassment Training at the end of the reporting period. The office also continued to create and provide targeted EEO training for Agency managers based on EEO contacts, organizational climate assessments, and direct observations.



Above: JoAnna Wilson, Hispanic Heritage Month Program Manager giving out plates & District Diversity Discussion.



Above: Photos from MLK program

DIVERSITY AND INCLUSION

A look into this year's Special Emphasis Initiatives

Throughout each year, the EEO Office hosts a variety of programs aimed at promoting Federal Special Emphasis Programs (SEP) and Diversity and Inclusion initiatives. In September for Hispanic Heritage Month, EEO celebrated Hispanic food and culture by inviting a food truck to the district building. EEO also celebrated the Hispanic culture of district employees by highlighting their special family recipes. We also hosted a Diversity Discussion in the district to discuss this year's theme "Unidos: Inclusivity for a Stronger Nation".

For Native American Heritage Month, EEO hosted a Lunch &

Learn Native American Heritage Month. The guest speaker is Kenneth Carleton, Tribal Historic Preservation Officer for the Mississippi Band of Choctaw Indians. Mr. Carleton spoke to the painful past of his tribe and the difficult relationship with the U.S. Army Corps of Engineers.

In honor of Martin L. King Jr. Holiday EEO hosted keynote speaker, Reverend David L. Frazier, Sr., Pastor of Revelation Missionary Baptist Church In Mobile, AL, speaking to the theme "Not a Day Off, but a Day of Service".



Every Black History Month in the Mobile District is always highly anticipated. The culminating event each year always seems to bring out the pride of African American culture and this year was no different. In honor of the newly discovered slave ship

"Clotilda" (the last known U.S. slave ship to bring captives from Africa to the United States, arriving at Mobile Bay, in autumn 1859 or on July 9, 1860, with 110 African men, women, and children.

OUR LOOK CONTINUED...

The slaves from the Clotilda went on to establish Africatown, a community three miles from downtown Mobile. EEO chose to make this the focus of this year's celebration.

With the help of our Special Emphasis Committee, EEO was able to bring Major Joe Womack USMC (ret.), President of the Clean Healthy Educated Safe and Sustainable Communities (CHESS), as the guest speaker at this year's event. Major Joe Womack spoke to the historical significance of Africatown and the current efforts to revitalize the once thriving community. During Major Womack's presentation present-day descendants of the Clotilda slaves gave told stories passed down from their ancestors. It was an spectacular event! EEO also hosted two (2) showings of the Netflix documentary "The Descendants (2022)". The film follows Africatown community leaders as they try to figure out how to best honor their ancestors and share their story.

NewsArticle: :
<https://www.sam.usace.army.mil/Media/News-Stories/Article/3324072/history-of-africatown-slave-ship-focus-of-districts-bhm-luncheon/>



Above: Photos and flyer from 2023 Black History Month Luncheon

OUR LOOK CONTINUED...

Women's History Month is a special time in the district to celebrate the amazing contributions in the Mobile District. During the month of March, EEO highlighted women throughout the district each week. Also during the month of March EEO hosted a Lunch & Learn "Women in The Workplace" with keynote speaker Mercedes Dayao (Sexual Assault Coordinator for South Atlantic Division (SAD) as well our first annual Women's Health Summit. The Summit featured Health & wellness tips, a yoga session and tips on how to avoid burnout.



Above: Examples of the Women's History Highlights

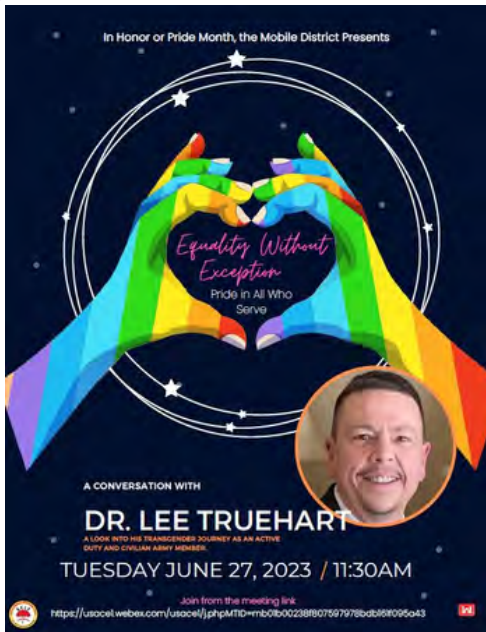
In April, EEO celebrated Asian Pacific Islanders Month by supporting a local business. EEO Invited Liith's Asian Cuisine to the district to perform a cooking presentation and to provide lunch for district employees.



Above: Photos from Women's History Month 1st Annual Women's Health Summit & "Women in the Workplace" webinar.

Above: Asian Pacific Islanders Event

OUR LOOK CONTINUED...



June was the month of “firsts” in the Mobile District. EEO was proud to host its first Pride Month Event in Mobile District history. This year’s event “A Conversation with Dr. Lee Truehart”, featured a former Army soldier and current USACE HQ Program Manager, whose Transgender. Dr. Truehart shared with the district his transition story and also allowed employees to ask him questions about his journey. It was truly a great event and look forward to making Pride Month a staple in our Special Emphasis month activities!

EEO also hosted its first ever Juneteenth event within the district! In partnership with the local Mobile Arts Council, EEO hosted a Juneteenth Art Exhibition which featured local Black and Transgender artist. Each artist submitted 2-3 works of art which displayed for the entire month of June. The response to this event was so inspiring so that EEO has received request to make this a traditional event.



Above: Photos from Juneteenth Art Exhibition

AWARDS, OUTREACH & TRAINING

EEO paused this year to acknowledge the outstanding service of some special Special Emphasis Program Managers, Mr. Vongmony Var (Asian American Pacific Islanders Heritage Program Manager) and Ms. Sonya Rodgers (Black Employment Program Manager). Together, they have over 40 years of service to Mobile District's Special Emphasis Leadership Forum Committee.

They have been instrumental in exposing the Mobile District to the beauty of Black & Asian American Pacific Islander culture and ensuring equal opportunity in the hiring, advancement, training, and treatment of all employees and applicants for employment, identifying and resolving actual and perceived system inequities that adversely affect employees.

EEO participated in several recruiting/hiring events throughout the year including University of South Alabama, Mobile County's Veterans' Job Fair, Tuskegee University & Alabama State University. EEO also participated in a local high school's job fair at Jackson High School in Jackson, AL to bring awareness of CORPs careers not readily talked about in minority communities.



Above: Article written about Black Employment Program Manager, Sonya Rodgers and Vongmony Var receiving SEP award.



Thank you @alabamastateu and @TuskegeeUniv for hosting the Taking the Pentagon to the People job fair on February 23, 2023. Gave our team an opportunity to speak with students regarding internships and other employment with #USACE. #MobileDelivers



1:14 PM · Feb 27, 2023 · 28 Views



AWARDS, OUTREACH & TRAINING CONTINUED...



Above: Catherine Cummings speaking to Government class on EEO.



The District EEO Office continued to make special efforts to engage with federal and regional/state subject matter experts pertaining to topics of equal employment opportunity. This year, the office continued to build on these relationships by consulting with key partners including personnel of the Equal Employment Opportunity Commission (EEOC), Birmingham District Office, the Federal Job Accommodation Network (JAN), DoD's Computer/Electronic Accommodations Program (CAP), and the Alabama Department of Rehabilitation Services.

EEO personnel and the Business Relations Consultant with the Alabama Department of Rehabilitation Services continued to communicate on a regular basis to attempt to place referred Veterans within the Resource for Employment and Disability Information Network (READI-Net). Additionally, the Civilian Human Resources Agency utilized the Veteran's Preference for all qualified Veterans who applied for employment with the District.

Throughout FY 23 EEO hosted several mock interviews for women and minorities within the district, to increase promotions within the district. EEO Manager, Catherine Cummings speaking to a government class at the University of South Alabama to discuss EEO. District staff from various organizations continued to engage in STEM opportunities with local elementary, middle, and high schools and regional universities including Alabama State University, Jackson State University, Tuskegee University, Troy State, Alabama A&M, Alabama State, Mississippi State, University of South Alabama, Auburn University, Georgia Tech, Itawamba Community College, Spring Hill, and Clemson. The goal of these initiatives was to promote the mission of the Corps, especially in those career fields with a low participation rate of minorities, including women, and individuals with disabilities, when compared to the NCLF.

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FY 23 EEO Complaints Processing Program

The local EEO program takes a proactive stance to ensure the District's complaint load remains low. When contact is made with the office, the EEO team educates employees on the mission of the office to ensure the most appropriate avenue of redress, raises pertinent questions to identify root causes of attitudes and behaviors, and poses creative solutions to resolve matters at the lowest level.

Because of proactive measures as noted above, the Mobile District has exceeded the USACE complaints resolution rate goal of 85 percent; quite an accomplishment for one of the Corps largest Districts with multiple field offices and employees spread across four states.

Sixty-Two EEO contacts were made this reporting period. An EEO contact is made when a manager or employee requests the assistance of the EEO office, and the matter is resolved without a pre-complaint being filed or the individual is referred to another office or grievance process. EEO contacts help the EEO team identify potential employment barriers, training needs, and areas of concerns within the District. Individuals most frequently contacted the EEO Office in reference to harassment/hostile work environment and non-selection/non-referral. Six (6) non-EEO complaints related mediations were conducted throughout FY23.

Complaints filed in the Mobile District in FY 23 included allegations of discrimination such as harassment (non-sexual & sexual), sex, age, reprisal, appointment/hire, reassignment and conditions of employment. Harassment was the most alleged reason for discrimination this reporting period and continues to be one of the most frequent claims filed in federal sector EEO complaints.

Race and reprisal were the most alleged basis for EEO complaints filed in FY 23. Two (2) employees alleged discrimination based on sex, one (1) employee based on age and two (2) employees based on reprisal in EEO complaints. Sex was the second most alleged basis for EEO complaints filed. According to the EEOC's Birmingham District Office, race (Black/African American) and reprisal are the most alleged reasons for filing a complaint in the Alabama, Mississippi, and Florida panhandle region. Age and reprisal are also the two most common complaints filed in the Federal sector.

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Figure 4- Top Issues and Bases of Complaints filed in FY 23

Top Issues	# of Complaints	% of Complaints
Harassment	3	30%
Appointment/ Hire	2	20%
Disciplinary Action	2	20%
Other Terms/Conditions of Employment	2	20%
Reassignment	1	10%

Top Bases	# of Complaints	% of Complaints
Reprisal	3	30%
Race	4	40%
Sex	2	20%
Age	1	10%

Total inventory (462)	Median informal days	Median formal days	Number of formal beyond 180 days	Number formal accepted or dismissed	Number of formal remanded	Number of ADR offered	Number of ADR conducted
6	23	120		6 <i>Accepted</i> 0 <i>Dismissed</i>	0	1	0

Strategy for FY 24

The EEO Program will place emphasis on the following priorities for FY 23 in an on-going effort to become a “model EEO Program”:

- strengthen command and staff relationships between supervisors and employees; District Headquarters staff and field office employees; and District, Regional, and Headquarters personnel

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- incorporate renewed diversity and inclusion initiatives through Project Inclusion into the current program
- engage with management officials to increase recruiting activities and partnerships with HBCUs, Society of Black/Women Engineers, and other minority relations associations throughout the area of responsibility
- encourage managers to recognize the organizational achievements of minority employees, including females, and individuals with disabilities, through nominations for specific EEO awards
- re-survey employees to ensure disability status and race/ethnicity data is more accurately captured in DCPDS
- provide specialized training throughout the reporting period to assist managers with properly handling accommodation issues as employees transition back to work facilities
- educate managers and employees on revised procedures concerning allegations of harassment/hostile work environment due to updated guidance specified in DoD Instruction 1020.04 and AR 690-12
- continue to enhance and build new relationships with key partners in the federal and private sector who are subject matter experts in providing a range of EEO services
- encourage the use of ADR, specifically mediation, as a tool to resolve issues at the lowest level while promoting communication between managers and employees
- create a virtual platform to promote the Special Emphasis Program and personnel related topics
- synchronize all EEO informational and marketing materials including Intranet site, official poster, and office brochure.
- place a focus on monitoring and educating hiring managers on all protected basis to lower Mobile's discrimination complaints
- engage with Hispanic community leaders to increase recruitment opportunities within the District

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715-01 Part F

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

I, Catherine Cummings EEO Officer, GS 260-13 am the Principal EEO Director/Official for: Mobile District USACE.

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

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

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

Catherine M. Cummings

Catherine Cummings
Chief, Equal Employment Office

10/26/23

Date

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

COL Jeremy J. Chapman, P.E.
Mobile District Commander
South Atlantic Division
U.S. Army Corps of Engineers

Date

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715-02 Part G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
Compliance Indicator	The agency issues an effective, up-to-date EEO policy statement.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
Measures		Yes	No	
The Agency Head was installed on 06/15/2021. The EEO policy statement was issued on 06/15/2021. 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		
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)]		X		
Compliance Indicator	The agency has communicated EEO policies and procedures to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
Measures		Yes	No	
A.2.a Does the agency disseminate the following policies and procedures to all employees:				
A.2.a.1 Anti-harassment policy? [see MD 715, II(A)]		X		
A.2.a.2 Reasonable accommodation procedures? [see 29 C.F.R 1614.203(d)(3)]		X		
A.2.b Does the agency prominently post the following information throughout the workplace and on its public website:				
A.2.b.1 The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R 1614.102(b)(7)]		X		
A.2.b.2 Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R 1614.102(b)(5)]		X		
A.2.b.3 Reasonable accommodation procedures? [see 29 C.F.R. 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.		X		
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.		X		Annually

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A.2.c.2 ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.		X		
A.2.c.3 Reasonable accommodation program? [see 29 CFR 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.		X		Annually
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		Annually
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		Through annual trainings
 Compliance Indicator	The agency assesses and ensures EEO principles are part of its culture.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
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		Presented awards and coins at Town Hall Aug 2023
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		
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
B.1.a Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR 1614.102(b)(4)]		X		
B.1.a.1 If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.		X		Deputy Commander
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		

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B.1.b Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR 1614.102(c)(1); MD-715 Instructions, Sec. I]		X		
B.1.c During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.		X		
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		
Compliance Indicator	Compl_Indic_Desc EssElementIDThe EEO Director controls all aspects of the EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
Measures		Yes	No	
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)]		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 issuing 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) and (c)(3)]		X		
Compliance Indicator	The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
Measures		Yes	No	

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B.3.a Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]		X		
B.3.b Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.		X		Mission Goal 4: People
 Compliance Indicator	The agency has sufficient budget and staffing to support the success of its EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
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.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	Field audits need to be conducted
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		

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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.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.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		
Compliance Indicator	The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.		Measure has been met For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 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 training 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 C.F.R. 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	The agency involves managers in the implementation of its EEO program.		Measure has been met For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
Measures	Yes	No	

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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	Barrier Working Group needs be created.
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	Barrier Working Group needs be created.
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	Barrier Working Group needs be created.
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.			
 Compliance Indicator	The agency conducts regular internal audits of its component and field offices.	Measure has been met	
 Measures		Yes	No
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	
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	November 2022:yearly
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	
 Compliance Indicator	The agency has established procedures to prevent all forms of EEO discrimination.	Measure has been met	
 Measures		Yes	No
C.2.a Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, V.C.1 (June 18, 1999)]		X	
C.2.a.1 Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), V.C.1]		X	

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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 accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	X		[0% Reasonable Accommodation requests within the time frame]

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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		
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.sam.usace.army.mil/Careers/Equal-Employment-Office/
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		
 Compliance Indicator	The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
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		

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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		
 Compliance Indicator	The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
C.4.a Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR 1614.102(a)(2)]		X		
C.4.b Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		X		
C.4.c Does the EEO office have timely access to accurate and complete data (e.g., demographic data for 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 have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]		X		
C.4.e Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
C.4.e.1 Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR 1614.203(d); MD-715, II(C)]		X		
C.4.e.2 Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]		X		
C.4.e.3 Develop and/or provide training for managers and employees? [see MD-715, II(C)]		X		
C.4.e.4 Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]			X	Additional support is needed to address barriers
C.4.e.5 Assist in preparing the MD-715 report? [see MD-715, II(C)]		X		

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 Compliance Indicator	Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
C.5.a Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)		X		
C.5.b When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR 1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.		X		
C.5.c If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]		X		
 Compliance Indicator	The EEO office advises managers/supervisors on EEO matters.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
C.6.a Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.		X		
C.6.b Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]		X		
Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
D.1.a Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X		

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D.1.b Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	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	- Need to get another's district's survey- Need to meet with HR & command to implement	
Compliance Indicator	The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)		Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
Measures			Yes	
D.2.a Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, II)(B)]	X			
D.2.b Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR 1614.102(a)(3)]	X			
D.2.c Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR 1614.102(a)(3)]	X			
D.2.d Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	X			
Compliance Indicator	The agency establishes appropriate action plans to remove identified barriers.		Measure has been met	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
Measures			Yes	
D.3.a Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR 1614.102(a)(3)]	X			
D.3.b If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			

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D.3.c Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]		X		
 Compliance Indicator	The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
D.4.a Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.		X		
D.4.b Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]		X		
D.4.c Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]		X		
D.4.d Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]		X		
Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
E.1.a Does the agency timely provide EEO counseling, pursuant to 29 CFR 1614.105?		X		
E.1.b Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR 1614.105(b)(1)?		X		
E.1.c Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?		X		
E.1.d Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.		X		
E.1.e Does the agency ensure 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		

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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 does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR 1614.110(b)?		X		
E.1.i Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR 1614.110(a)?		X		
E.1.j If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.		X		
E.1.k If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X		
E.1.l Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR 1614.403(g)]		X		
 Compliance Indicator	The agency has a neutral EEO process.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
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)]		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		Jacksonville OC
E.2.c If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.d Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X		
E.2.e If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)		X		
 Compliance Indicator	The agency has established and encouraged the widespread use of a fair alternative dispute	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM

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 Measures	resolution (ADR) program.	Yes	No	715-02 PART H to the agency's status report
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	The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
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	The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
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		
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		We regularly interact with other districts
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		
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
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	The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	

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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		
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)]				
 Compliance Indicator	The agency reports to EEOC its program efforts and accomplishments.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-02 PART H to the agency's status report
 Measures		Yes	No	
F.3.b Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR 1614.703(d)]				

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Plan to Attain Essential Elements				
PART H.1				
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		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 Â§1614.102(c)(2)]		
Routine EEO Staff visits/training to Area/Resident offices, Project, Resource and Site Offices within the District Area of Responsibility.				
Objectives for EEO Plan				
Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
9/5/2023	6/30/2024			EEO SAV and Training visits to district offices and sites.
Responsible Official(s)				
Title		Name		Standards Address the Plan?
EEO Officer		Catherine Cummings		Yes
Chief of Operations and Construction		Nelson Sanchez and George Condoyannis		Yes
Deputy Commander		LTC Gary Cutler		Yes
Planned Activities				
Target Date	Planned Activity		Sufficient Staffing & Funding?	Completion Date
10/27/2023	EEO establish calendar with planned dates		Yes	
11/1/2023	Notify off sites of our expected arrival		Yes	
1/17/2024	Visit 2 of 4 off sites by date		Yes	
5/31/2024	Visit all 4 sites by date		Yes	
Accomplishments				
Fiscal Year	Accomplishment			

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Plan to Attain Essential Elements				
PART H.2				
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		B.6.b Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]		
Involve and obtain involvement from district senior leadership (Corporate Board) when building the analysis process.				
Objectives for EEO Plan				
Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
9/5/2023	12/6/2023			Include senior managers when developing MD 715
9/5/2023	12/6/2023			Meet with senior leaders to discuss
Responsible Official(s)				
Title		Name		Standards Address the Plan?
Chief of Staff		Kristina Mullins		Yes
EEO		Catherine Cummings		Yes
Planned Activities				
Target Date	Planned Activity		Sufficient Staffing & Funding?	Completion Date
12/6/2023	Conduct meeting with Senior Leaders to discuss, Corporate Board			
12/6/2023	Meet with senior Leaders			
2/26/2024	Discuss DEOCs survey and results with Command staff.			
Accomplishments				
Fiscal Year	Accomplishment			

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Plan to Attain Essential Elements				
PART H.3				
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		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]		
Managers Assist with Parts I and J using existing forums (i.e. HR Forum, Corporate Board)				
Objectives for EEO Plan				
Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
9/5/2023	12/6/2023			Involve managers in actions of barriers
9/5/2023	3/30/2024			Assess manager involvement
Responsible Official(s)				
Title		Name		Standards Address the Plan?
Chief of Staff and Deputy Commander		Kristina Mullins and LTC Gary Cutler		No
EEO Officer		Catherine Cummings		No
Planned Activities				
Target Date	Planned Activity		Sufficient Staffing & Funding?	Completion Date
3/30/2024	Review Barriers with senior leaders in 2QFY24 HR Forum		Yes	
4/30/2024	Continue to work with Division and Office Chiefs		Yes	
Accomplishments				
Fiscal Year	Accomplishment			

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Plan to Attain Essential Elements				
PART H.4				
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		B.6.d Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR Â§ 1614.102(a)(5)]		
Inclusion of EEO Action Plans into District Strategic Plan.				
Objectives for EEO Plan				
Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/10/2023	2/16/2024	10/11/2023	10/11/2023	Managers assist in input of Strat Plan
Responsible Official(s)				
Title		Name		Standards Address the Plan?
EEO Officer		Catherine Cummings		No
Deputy Commander		LTC Gary Cutler		Yes
Planned Activities				
Target Date	Planned Activity		Sufficient Staffing & Funding?	Completion Date
12/6/2024	Discuss the importance of the MD-715, with positive and negative findings with Corporate Board.		Yes	
3/30/2024	Recommend District Commander include MD 715 report into the Strategic Plan.		Yes	
			Yes	
Accomplishments				
Fiscal Year	Accomplishment			

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Plan to Attain Essential Elements				
PART H.5				
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		C.4.e.4 Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]		
Identify Barriers in areas of concern.				
Objectives for EEO Plan				
Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/11/2023	6/30/2024			Identify barriers and encourage senior managers to work on areas of concern.
10/11/2023	6/30/2024			Work with SAM to hold sessions with TEAM Mobile
Responsible Official(s)				
Title		Name		Standards Address the Plan?
EEO Officer		Catherine Cummings		
Planned Activities				
Target Date	Planned Activity		Sufficient Staffing & Funding?	Completion Date
Accomplishments				
Fiscal Year	Accomplishment			

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Plan to Attain Essential Elements				
PART H.6				
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		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)]		
Synchronize results of exit survey data with EEO Office.				
Objectives for EEO Plan				
Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/11/2023	1/31/2024			Include EEO on exit survey data
10/11/2023	2/29/2024			Observe feedback and provide recommendations
Responsible Official(s)				
Title		Name		Standards Address the Plan?
Workforce Manager		James Miller		No
EEO Specialist		Lebya Harris		No
Managers		All Supervisors		Yes
Planned Activities				
Target Date	Planned Activity		Sufficient Staffing & Funding?	Completion Date
1/15/2024	Discuss updating implementation process		Yes	
3/30/2024	Record and provide feedback to EEO related data to leaders through the District HR Forum.		Yes	
Accomplishments				
Fiscal Year	Accomplishment			

EEOC FORM 715-02 PART I		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Engineer Dist, Mobile			For period covering October 1, 2022 to September 30, 2023		
Plan to Eliminate Identified Barriers					
PART I.1					
Source of the Trigger:		Societal & Hiring Barriers			
Specific Workforce Data Table:					
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?					
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group(s)</i>			
		Hispanic or Latino Males Black or African American Males Asian Males Native Hawaiian or Other Pacific Islander Males American Indian or Alaska Native Males Two or More Races Males		All Women Hispanic or Latino Females Black or African American Females Asian Females Native Hawaiian or Other Pacific Islander Females American Indian or Alaska Native Females Two or More Races Females	
Barrier Analysis Process Completed?:		yes			
Barrier(s) Identified?:		yes			
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Barrier Name		Description of Policy, Procedure, or Practice	
		Decline of minorities and females in major occupations		Low participation rates of minorities, including women, in the major occupations when compared to the 2010 National Civilian Labor Force. Minorities represent 20% of the total workforce and 12% of the major occupations (a 5% decrease from FY22).	
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/1/2023	8/30/2024	Yes			Plan and coordinate recruitment efforts to focus on the low participation rate of minorities, including females, in the major occupations.
Responsible Official(s)					
Title			Name		Standards Address the Plan?
Career Managers & Workforce Manager			GS 14-15 & James Miller		Yes

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Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
12/02/2023	Continue to re-survey employees to ensure Race and National Origin data is correctly captured in DCDPS.	Yes		
08/30/2024	Work with Career Program Managers in the major occupations to develop a recruitment plan/strategy to focus on the low participation rate of minorities, including women, in these fields.	Yes		
08/30/2024	Re-establish partnerships with local high schools and colleges with a high rate of minority students, including females, in the area.	Yes		
Accomplishments				
Fiscal Year	Accomplishment			

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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), Equal Employment Opportunity Commission (EEOC) regulations (29 C.F.R. § 1614.203(e)) and Management Directive (MD) 715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD 715 report.

Section I: Efforts to Reach Regulatory Goals

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

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

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

The PWD participation rate for GS-1-10 is 8.5%. The PWD participation rate for GS-11 to SES is 10.8%. Both are below the 12% benchmark.

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

The PWTD participation rate for GS-10 is 1%. The PWTD participation rate for GS-11-SES is 1%. Both are below the 2% benchmark.

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

The Agency communicates the goals during, hiring initiatives, quarterly briefings, and during EEO related training.

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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 and Competent Staffing for the Disability Program.

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

	Yes	X	No	

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	1			Catherine Cummings, EEO Manger, catherine.m.cummings@usace.army.mil
Answering questions from the public about hiring authorities that take disability into account	1			Catherine Cummings, EEO Manger, catherine.m.cummings@usace.army.mil
Processing reasonable accommodation requests from applicants and employees	1			Ketonya Brady, EEO Specialist, ketonya.l.brady@usace.army.mil
Section 508 Compliance	1			Ketonya Brady, EEO Specialist, ketonya.l.brady@usace.army.mil

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Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act (ABA) Compliance	1			Catherine Cummings, EEO Manager, catherine.m.cummings@usace.army.mil
Special Emphasis Program for PWD and PWTB	1			Ketonya Brady, EEO Specialist, ketonya.l.brady@usace.army.mil

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

	Yes	<input checked="" type="checkbox"/>	No	

B. Plan to Ensure Sufficient Funding for the Disability Program.

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

	Yes	<input checked="" type="checkbox"/>	No	

Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. Plan to Identify Job Applicants with Disabilities.

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

Vacancy announcements were given the widest dissemination to include USAJobs, local career fairs, to include but not limited to Veterans Employment Opportunity Act (VEOA), Veterans Recruitment Appointment (VRA), and/or compensable 30% veterans.
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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.

Special hiring authorities such as Direct Hiring Authority (DHA) and Schedule A were considered and utilized. Actively participating in programs such as the Wounded Warrior Program, Operation Warfighter Program, Veterans Curation Program, and networking with surrounding Vocational Rehabilitation Departments, local Veterans Administration Departments, local Veterans Administrations, employment centers, career events, and associated outreach opportunities have positively impacted the SAD Region's ability to attract disabled veterans.

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.

Applications are reviewed by the Civilian Personnel Advisory Center. Applicants are placed on the referral list according to information obtained from the review.

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

	Yes	No
HR and EEO communicated the goals during, hiring initiatives, quarterly briefings, and during EEO related training. EEO conducted a specific annual briefing addressing the hiring of PWD.		

B. Plan to Establish Contacts with Disability Employment Organizations

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

The Division collaborated with local Joel Sterling, who is the Business Relations Consultant for the Alabama Department of Rehabilitation Services and Mr. Albert Nelson, who is the Disabled Veterans Employment Representative for The Alabama Career Center.

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C. Progression Towards Goals (Recruitment and Hiring)

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

a. New Hires for Permanent Workforce (PWD)	Yes	X	No	
b. New Hires for Permanent Workforce (PWTD)	Yes		No	
Trigger				

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.

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

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.

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

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.

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

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.

EEO, Human Resources (HR), and CPAC joined efforts to conduct training for the senior leaders with regard to the Schedule A Hiring Authority. HR, CPAC and EEO offices collaborated and provided guidance to managers and supervisors on hiring of PWD and PWTD using the special hiring authorities.

B. Career Development Opportunities

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

The Division offers opportunities to participate in the Leadership Development Program (LDP), developmental assignments, temporary details as well as shadow higher grades level to obtain advanced work experiences.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD 715 report, which is due on February 28, 2019.]

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

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

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

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

C. Awards

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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, and Incentives (PWD)	Yes		No	X
b. Awards, Bonuses, and Incentives (PWTD)	Yes		No	X

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

a. Pay Increases (PWD)	Yes		No	X
b. Pay Increases (PWTD)	Yes		No	X

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

a. Other Types of Recognition (PWD)	Yes		No	X
b. Other Types of Recognition (PWTD)	Yes		No	X

D. Promotions

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X
b. Grade GS-15	i. Qualified Internal Applicants (PWD)	Yes		No	X
	ii. Internal Selections (PWD)	Yes		No	X

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c. Grade GS-14	i. Qualified Internal Applicants (PWD)	Yes	X	No	
	ii. Internal Selections (PWD)	Yes	X	No	
d. Grade GS-13	i. Qualified Internal Applicants (PWD)	Yes	X	No	
	ii. Internal Selections (PWD)	Yes	X	No	
<p>PWD within GS-13-15 is less than expected when compared to the PWD representation within the workforce.</p>					

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.

a. SES	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X
b. Grade GS-15	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X
c. Grade GS-14	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X
d. Grade GS-13	i. Qualified Internal Applicants (PWTD)	Yes		No	X
	ii. Internal Selections (PWTD)	Yes		No	X
<p>The representation of PWTD within GS-13-SES is less than expected when compared to the PWD representation within the workforce.</p>					

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. New Hires to SES (PWD)	Yes		No	
b. New Hires to GS-15 (PWD)	Yes		No	
c. New Hires to GS-14 (PWD)	Yes		No	
d. New Hires to GS-13 (PWD)	Yes		No	
Applicant pool data is not available to accurately respond.				

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. New Hires to SES (PWTD)	Yes		No	
b. New Hires to GS-15 (PWTD)	Yes		No	
c. New Hires to GS-14 (PWTD)	Yes		No	
d. New Hires to GS-13 (PWTD)	Yes		No	
Applicant pool data is not available to accurately respond.				

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5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

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

Applicant pool data is not available to accurately respond.

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

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

Applicant pool data is not available to accurately respond.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

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

Applicant pool data is not available to accurately respond.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

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

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Applicant pool data is not available to accurately respond.

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

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

	Yes	<input checked="" type="checkbox"/>	No	

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

a. Voluntary Separations (PWD)	Yes		No	<input checked="" type="checkbox"/>
b. Involuntary Separations (PWD)	Yes		No	<input checked="" type="checkbox"/>

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

a. Voluntary Separations (PWTD)	Yes		No	<input checked="" type="checkbox"/>
b. Involuntary Separations (PWTD)	Yes		No	<input checked="" type="checkbox"/>

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*.

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B. Accessibility of Technology and Facilities

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

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

https://dodcio.defense.gov/DoDSection508/Std_Stmt.aspx

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.access-board.gov/enforcement/>

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

The Division will conduct a facilities assessment for compliance.

C. Reasonable Accommodation Program

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

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

The agency's average time frame for processing initial requests for reasonable accommodations is 15 days.

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

The timeliness of processing requests, timeliness of providing approved accommodations, and conducting training for managers and supervisors describes the effectiveness to implement the agency's reasonable accommodation program. Managers received reasonable accommodation training. The Disability Program Manager, Office of Counsel and HR provided professional advice to deciding officials.

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

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

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

Managers received reasonable accommodation training. The Disability Program Manager and the Office of Counsel provided professional advice to deciding officials.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

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

	Yes		No	X
--	-----	--	----	---

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

	Yes		No	X
--	-----	--	----	---

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

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B. EEO Complaint Data involving Reasonable Accommodation

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

	Yes		No	X
--	-----	--	----	---

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

	Yes		No	X
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3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

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Section VII: Identification and Removal of Barriers

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

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

	Yes		No	X
--	-----	--	----	---

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

	Yes		No	X
--	-----	--	----	---

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.

Trigger 1	Participation of PWD were less than the benchmark of 12%			
Barrier(s)	<ul style="list-style-type: none">Recruitment initiatives and applicant pool need to broaden.Employee self-identification			
Objective(s)	Increase representation of PWD to approach or surpass the 12% benchmark			
Responsible Official(s)		Performance Standards Address the Plan?		
Catherine Cummings		No		
KeTonya Brady		Yes		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
1/31/2024	Resurvey Workforce	Yes		

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3/31/2024	Conduct PWD training	Yes		
9/30/2024	Partner with EEO and HR for recruitment strategies	Yes		
Fiscal Year	Accomplishments			

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

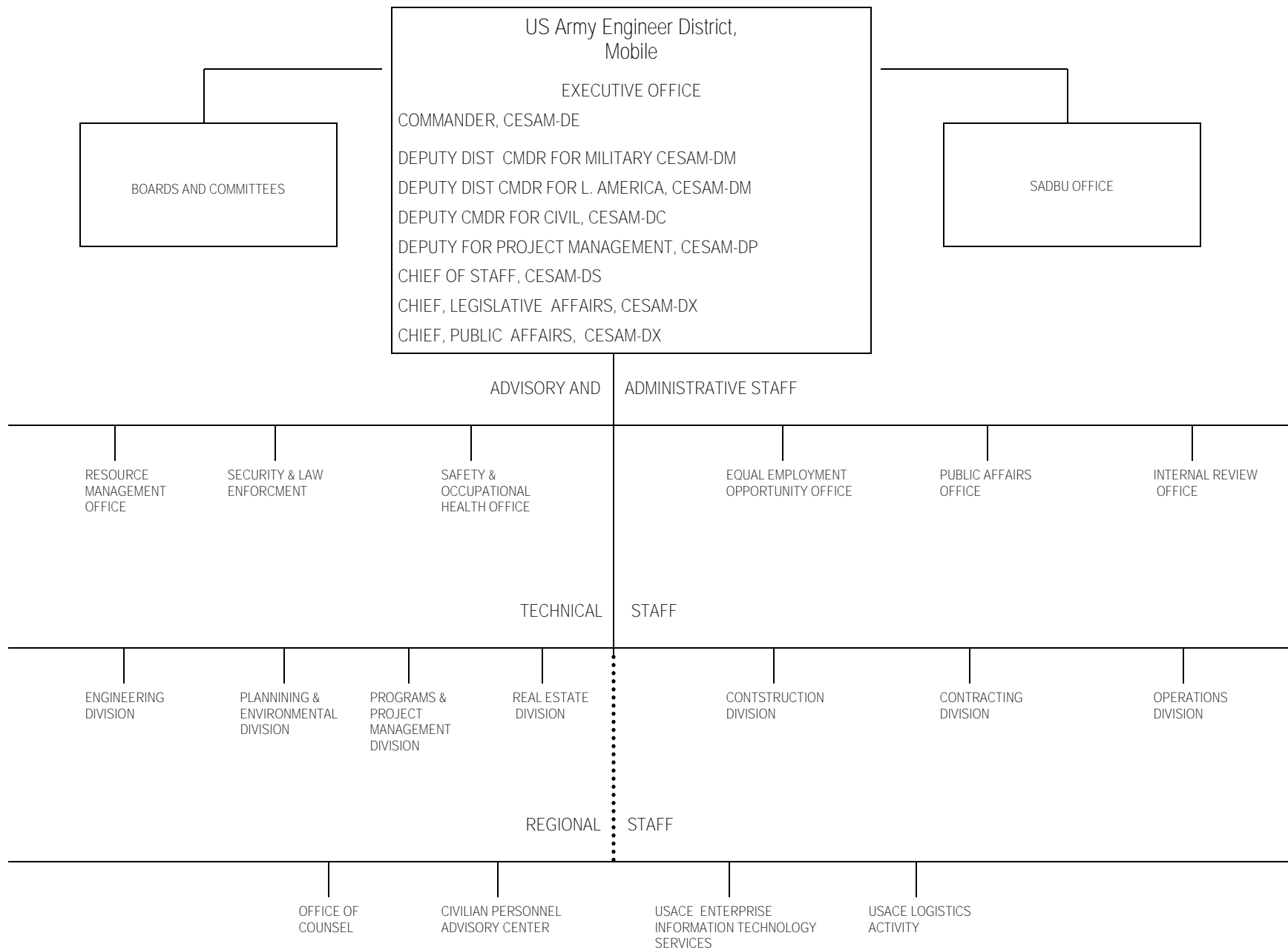
N/A

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

Hiring of PWD is 18%, which surpasses the 12% benchmark. Hiring of PWTD is 2%, which is the benchmark.

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





REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
CORPS OF ENGINEERS, MOBILE DISTRICT
P.O. BOX 2288
MOBILE, AL 36628-0001

CESAM-EE

28 June 2021

COMMANDER'S POLICY MEMORANDUM: CPM-EE-004

SUBJECT: Anti-Harassment Policy

1. References:

- a. Equal Employment Opportunity Management Directive (MD) 715, 1 October 2003.
- b. AR 600-20, Army Command Policy, 24 July 2020.

2. All employees in the Mobile District have the right to a workplace free of harassment regardless of race, color, national origin, religion, sex, age (40 and older), disability, genetic information, and reprisal for opposition to unlawful discriminatory practices or participation in the EEO complaint process.

3. Harassment is considered misconduct that undermines the integrity of employees, debilitates morale, and interferes with work productivity. It includes, but is not limited to, any offensive conduct such as slurs, jokes or other verbal, nonverbal or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance and/or creating an intimidating or hostile work environment. Even if a single utterance, joke, or act does not rise to the level of actionable harassment under the law, such conduct is contrary to Army Values.

4. I am committed to an environment of mutual respect, dignity, and fair treatment. Harassment in any form will not be condoned or tolerated in the Mobile District. Leaders at all levels must guard against harassment and should proactively ensure that the work environment is free from all forms of harassment. Individuals who wish to initiate a complaint of discrimination based on harassment, including sexual harassment, should contact the EEO Office within 45 calendar days of the alleged incident.

5. The Mobile District is a great place to work due in large part to the respect and concern employees demonstrate for one another. Mission accomplishment is best achieved when we all work towards an environment that is harmonious, supportive, and

CESAM-EE
SUBJECT: Anti-Harassment Policy

28 June 2021

conducive to maximizing the effectiveness of one team. I am counting on each of you to help the Mobile District remain one of the best organizations in the Army.

6. The proponent for this policy is the Mobile District EEO office.



JEREMY J. CHAPMAN, P.E
COL, EN
Commanding

This policy letter supersedes any Policy Letter dated before 28 June 2021.



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
CORPS OF ENGINEERS, MOBILE DISTRICT
P.O. BOX 2288
MOBILE, AL 36628-0001

CESAM-EE

28 June 2021

COMMANDER'S POLICY MEMORANDUM: CPM-EE-001

SUBJECT: Equal Employment Opportunity (EEO)

1. References:

a. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

b. U.S. Code of Federal Regulation (CFR) 29 1614.102, 10 April 1992.

2. The policy of the Mobile District is to:

a. Provide equal employment opportunity (EEO) for all applicants and employees;

b. Prohibit discrimination in employment based on race, color, national origin, religion, sex (including sexual harassment), age (40 and older), disability, genetic information, and reprisal for opposition to unlawful discriminatory practices or participation in the EEO complaint process; and

c. Take appropriate corrective and/or disciplinary action in any case where discrimination is found.

3. All supervisors and managers at the Mobile District will adhere to the letter and spirit of equal employment. When managers and supervisors exercise sound equitable personnel management practices, there should be few instances of employee dissatisfaction. However, should an allegation of discrimination arise, I encourage employees to voice their concerns to management or the EEO Office freely and without fear of reprisal.

4. Each employee deserves to be treated with dignity and respect. Any perception of unfair treatment, unequal consideration or sexual harassment detracts from individual effectiveness. Individuals who wish to initiate a complaint of discrimination based on any of the protected categories listed above should the EEO Office within 45 calendar days of the personnel action or event believed to be discriminatory.

5. The Mobile District has set the pace for the Corps in many areas. We are a workforce with diverse backgrounds, experiences, attributes, and talents. Understanding and

CESAM-EE

28 June 2021

SUBJECT: Policy Statement on Equal Employment Opportunity (EEO)

respecting our differences will result in a more efficient organization as well as create a work environment where everyone feels he or she is an important member of the team. I encourage all District team members to support my policy on equal employment opportunity.

6. The proponent for this policy is the Mobile District EEO Office.

A handwritten signature in black ink, appearing to read 'J. Chapman', with a long horizontal flourish extending to the right.

JEREMY J. CHAPMAN, P.E
COL, EN
Commanding

This policy letter supersedes any Policy Letter dated before 28 June 2021



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
CORPS OF ENGINEERS, MOBILE DISTRICT
P.O. BOX 2288
MOBILE, AL 36628-0001

CESAM-EE

28 June 2021

COMMANDER'S POLICY MEMORANDUM: CPM-EE-003

SUBJECT: Sexual Harassment/ Assault Response and Prevention Program (SHARP)

1. References:

- a. AR 600-20, Army Command Policy, 24 July 2020.
- b. Secretary of the Army Top Priorities dated 15 October 2013.
- c. Army Directive 2013-20: Assessing Officers and Noncommissioned Officers on Fostering Climates of Dignity and Respect and on Adhering to the Sexual Harassment/ Assault Response and Prevention Program, dated 27 September 2013.
- d. MILPER Message 13-306: Changes to the Evaluation Reporting System in Response to Army Directive 2013-20, issued 22 October 2013.

2. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature. It occurs when:

- a. Submission to or rejection of is made a term or condition of a person's job, pay, career; or
- b. Submission to or rejection of is used as a basis for career or employment decisions.
- c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance and/or creating an intimidating, hostile or offensive working environment. Sexual harassment is not only inappropriate behavior in the workplace; it is a violation of the law.

3. Sexual assault involves intentional sexual contact characterized by the use of force, physical threat, or abuse of authority when the victim does not or cannot consent. Sexual assault is not only incompatible with Army Values; it is a criminal offense punishable by law.

4. Individuals who perceive they are recipients of sexually inappropriate conduct should promptly and clearly communicate that the behavior is offensive and unwelcome, and immediately report the incident to an appropriate supervisor, manager, or the Equal

CESAM-EE

28 June 2021

SUBJECT: Sexual Harassment/ Assault Response and Prevention Program (SHARP)

Employment Opportunity Office. Individuals who wish to initiate a complaint of discrimination based on sexual harassment should contact the EEO Office within 45 calendar days of the alleged incident. However, individuals who have been sexually assaulted should immediately contact the local Victim Advocate, Security Office, and/or notify local law enforcement authorities.

5. Sexual harassment and sexual assault threaten the Army's mission and will not be condoned or tolerated in the Mobile District. I expect all District team members, military and civilian, to do their part in promoting a climate where everyone is free to perform to his or her fullest potential. The best way we can do this is to always treat each other with dignity and respect.

6. The proponent for this policy is the Mobile District EEO office.

A handwritten signature in black ink, appearing to read 'J. Chapman', is positioned above the printed name.

JEREMY J. CHAPMAN, P.E
COL, EN
Commanding

This policy letter supersedes any Policy Letter dated before 28 June 2021.



US Army Corps
of Engineers®
Mobile District

EQUAL EMPLOYMENT OPPORTUNITY OFFICE

Discrimination Complaints Procedures

MOBILE DELIVERS ...through Diversity

Commander
COL Jeremy J. Chapman, P.E.
251-690-2512



Who can file a complaint?

Any employee, former employee, or applicant alleging discrimination or harassment (including sexual harassment).



What is the timeline for initiating a complaint?

Within **45 calendar days** of the action or practice alleged to be discriminatory
OR
within **45 calendar days** from when an individual became aware of the alleged incident of discrimination.



What are the protected bases covered by EEO laws?

Age (40 and older), color, disability (mental/physical), genetic information, national origin, race, religion, reprisal for prior EEO activity, or sex (including discrimination based on pregnancy, gender identity, or sexual orientation).



Who do I contact about filing a complaint?

Contact the EEO Officer or EEO Counselor in person, by phone, by e-mail (scan QR Code to the right), or mail (address below).



Scan to
Send Email

EEO CHIEF



EEO Officer
Catherine M. Cummings
251-694-4000
251-689-5914 (Cell)

EEO COUNSELORS



EEO Specialist
KeTonya L. Brady
251-694-3709
251-459-3153 (Cell)



EEO Specialist
Lebya J. Harris
251-694-3789
251-323-8719 (Cell)

EEO OFFICE



Equal Employment Opportunity
Mobile District, U.S. Army Corps of Engineers
109 Saint Joseph Street, Room 2000C
Mobile, AL 36602-3630
251-690-2510

SPECIAL EMPHASIS PROGRAM MANAGERS



Elizabeth Whitehead
**Federal Women's
Program Manager**
678-721-6786



Sonya D. Rodgers
**Black Employment
Program Manager**
251-441-5406



KeTonya L. Brady
**Disability
Program Manager**
251-441-5840



Rhonda Brown
**Asian American
Pacific American
Program Manager**
251-694-4436



JoAnna E. Wilson
**Hispanic Employment
Program Manager**
251-690-3425



Alexandria N. Smith
**Native American
Alaskan Native
Program Manager**
251-690-2728

Diversity • Equity • Inclusion • Accessibility

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

Mixed Cases are Included in this report.

Total Elapsed Time: 00:03:49

AGENCY OR DEPARTMENT: Engineer Dist, Mobile

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part I – Pre-Complaint Activities

EEO Counselor

	Counselings	Individuals
A. Intentionally Left Blank		

ADR Intake Officer

	Counselings	Individuals
B. Intentionally Left Blank		

Total Completed/Ended Counselings

	Counselings	Individuals
C. Total Completed/Ended Counselings	5	4
1. Counseled Within 30 Days	5	4
2. Counseled Within 31 to 90 Days	0	0
a. Counseled Within Written Extension Period No Longer Than 60 Days	0	0

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other Non-ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total	0	0
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0

b. Counseled Within 90 Days Where Individual Participated in ADR	0	0
c. Counseled Within 31-90 Days That Were Untimely	0	0
3. Counseled Beyond 90 Days	0	0
4. Counseled Due to Remands	0	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	0	0
2. Initiated during the Reporting Period	5	4
3. Completed/Ended Counseling	5	4
a. Settlements (Monetary and Non-Monetary)	0	0
b. Withdrawal/No Complaint Filed	0	0
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	5	4
d. Decision to File Complaint Pending at the End of the Reporting Period	0	0
4. Counselings Pending at the End of the Reporting Period	0	0

b. Non-Retroactive	0	0	
3. Expungements	0	0	
4. Reassignments	0	0	
5. Removals Rescinded	0	0	
a. Reinstatement	0	0	
b. Voluntary Resignation	0	0	
6. Accommodations	0	0	
7. Training	0	0	
8. Apology	0	0	
9. Disciplinary Actions	0	0	
a. Rescinded	0	0	
b. Modified	0	0	
10. Performance Evaluation Modified	0	0	
11. Leave Restored	0	0	
12. Neutral Reference	0	0	
13. Other Non-ADR Settlements w/ Non-Monetary Benefits	0	0	
14.	0	0	

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other ADR Settlements w/ Monetary Benefits	0	0	\$0.00
6.	0	0	\$0.00

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
H. Total	0	0
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	0	0
12. Neutral Reference	0	0
13. Other ADR Settlements w/ Non-Monetary Benefits	0	0
14.	0	0

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. Total	0	0

AGENCY OR DEPARTMENT: Engineer **REPORTING PERIOD:** 10/01/2022 –
Dist, Mobile 09/30/2023

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	9
B. Complaints Filed	5
C. Remands (sum of lines C1 + C2 + C3)	0
C.1. Remands (Not Included in A or B)	0
C.2. Remands (Included in A or B)	0
C.3. Number of additional remands in this reporting period that are not captured in C.1 or C.2 above	0
C.4. Additional closures in this reporting period not reflected in F. or H. that resulted from remands	0
D. Total Complaints (sum of lines A + B + C1)	14
E. Complaints in Line D that were NOT Consolidated	14
F. Complaints in Line E that were Closed During Report Period	8
G. Complaints in Line D that WERE Consolidated	0
H. Complaints in Line G that were Closed During Report Period	0
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	6
J. Individuals Filing Complaints (Complainants)	4
K. Number of Joint Processing Units from Consolidation of Complaints	0

AGENCY OR DEPARTMENT: Engineer **REPORTING PERIOD:** 10/01/2022 –
Dist, Mobile 09/30/2023

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	0			
b. Permanent Employees	0			
2. Counselors	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
3. Investigators	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. Staff – Total	0	0	0	0	0	0
a. New Staff Receiving At Least 32 Hours Of Training	0	0	0	0	0	0
b. Experienced Staff Receiving At Least 8 Hours of Training	0	0	0	0	0	0
c. Training Requirement Not Met	0	0	0	0	0	0
2. Experienced Staff (ES) – Total	0	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	0	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name:	
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	NO
2. If no, who does the EEO Director Report to?	Person: Title:

3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization?	Person: Title:
4. Who does that person report to?	Person: Title:

AGENCY OR DEPARTMENT: Engineer Dist, Mobile

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part IV – Bases and Issues Alleged in Complaints Filed (Part 1)

[illegible]

Issues of Alleged Discrimination	Bases of Alleged Discrimination											
	Race						Color	Religion	Reprisal	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
M. Reassignment	0	0	0	0	0	0	0	0	1	3	1	1
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0
N. Reasonable Accommodation Disability									0	0	0	0
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping										0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	0	0	1	0	0	0	0	2	3	2	1
Total All Issues by Bases	0	0	0	5	0	0	0	0	5			
Total All Complaints Filed by Bases	0	0	0	4	0	0	0	0	3			
Total All Complainants by Bases	0	0	0	3	0	0	0	0	2			

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	0	0	0	0	0	0			0	0	0	0	3	2	2
B. Assignment of Duties	0	0	0	0	0	0			0	0	0	0	0	0	0
C. Awards	0	0	0	0	0	0			0	0	0	0	0	0	0

[illegible]

[illegible]

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical						
P. Religious Accommodation													0	0	0	0	0
Q. Retirement	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
R. Sex-Stereotyping	0	0	0										0	0	0	0	0
S. Telework	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
T. Termination	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0					
1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	0	0	0	0					
1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	0	0	0	0					
2. Complaint Settlement Allegations	0	0	0	0	0	0	0	0	0	0	0	0					
2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	0	0	0	0					
2b. Number of Complainants Settled With	0	0	0	0	0	0	0	0	0	0	0	0					

PART IV D – Bases and Issues Found in FAD's and Final Orders (Part 1)

[illegible]

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																	
	Race									Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number of Complainant Issues Fully Implemented by Issue	
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races												
M. Reassignment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
N. Reasonable Accommodation Disability									0	0	0	0	0	0	0	0	0	
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P. Religious Accommodation								0	0	0	0	0	0	0	0	0	0	
Q. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R. Sex-Stereotyping										0	0	0	0	0	0	0	0	
S. Telework	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T. Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
U. Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
V. Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
W. Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X. Other Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0									
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0									
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0									
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0									
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0									

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Findings Implemented by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
U. Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
V. Time and Attendance	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
W. Training	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X. Other Terms/Conditions of Employment	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0						
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0						
1b. Number of Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0						
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0						
2a. Number of AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0						
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0						
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0						
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0						

AGENCY OR DEPARTMENT: Engineer **REPORTING PERIOD:** 10/01/2022 –
Dist, Mobile 09/30/2023

Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
4	1. Title VII
0	1a.Pregnancy Discrimination Act (PDA)
4	2. Age Discrimination in Employment Act (ADEA)
3	3. Rehabilitation Act
0	4. Equal Pay Act (EPA)
0	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
11	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

**AGENCY OR DEPARTMENT: Engineer
Dist, Mobile**

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	8	4790	598.75
1. Withdrawals (a + b)	1	173	173.00
a. Non-ADR Withdrawals	1	173	173.00
b. ADR Withdrawals	0	0	0.00
2. Settlements (a + b)	0	0	0.00
a. Non-ADR Settlements	0	0	0.00
b. ADR Settlements	0	0	0.00
3. Final Agency Actions (B + C)	7	4617	659.57
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	7	4617	659.57
1. Finding Discrimination	0	0	0.00
2. Finding No Discrimination	7	4617	659.57
3. Dismissal of Complaints	0	0	0.00
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	0	0	0.00
1. AJ Decision Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	0	0	0.00
iii. Agency Appealed Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00

	Total Number	Total Days	Average Days
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	7	3100	442.86
1. Complainant Requested Immediate FAD (1a + 1b)	1	519	519.00
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	1	519	519.00
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	5	2515	503.00
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	5	2515	503.00
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	1	66	66.00
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	1	66	66.00
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	0	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	0	0	0.00

**AGENCY OR DEPARTMENT: Engineer
Dist, Mobile**

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	0	
B. Total closures with monetary benefits to complainant	0	\$0.00
1. Back Pay/Front Pay	0	\$0.00
2. Lump Sum Payment	0	\$0.00
3. Compensatory Damages	0	\$0.00
4. Attorney fees and costs	0	\$0.00
5. Other Monetary Benefits		
6.	0	\$0.00
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	0	
F. Types of benefits in non-monetary closures	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	0
5. Removal Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0

8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance evaluation modified	0	0
11. Leave Restored	0	0
12. Neutral Reference	0	0
13. Other Non-Monetary Benefits		
14.	0	0

AGENCY OR DEPARTMENT: Engineer **REPORTING PERIOD:** 10/01/2022 –
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Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	6	3329			
1. Complaints Pending Written Notification (Acknowledgement Letter)	0	0	0.00	0	
1a. Complaints Pending Decision to Accept/Dismiss	0	0	0.00	0	
2. Complaints Pending Investigation	5	683	137.00	174	
2a. Complaints Pending 180 Day Investigation Notice	0	0	0.00	0	
3. Complaints In Hearing	0	0	0.00	0	
4. Complaints Pending A Final Agency Action	1	2646	2,646.00	2646	

**AGENCY OR DEPARTMENT: Engineer
Dist, Mobile**

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	2	317	158.50
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	2	317	158.50
a. Investigations Completed in 180 Days or Less	1	102	102.00
b. Investigations Completed in 181 - 360 Days	1	215	215.00
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	1	215	215.00
c. Investigations Completed in 361 or More Days	0	0	0.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	0	0	0
a. Investigations Completed in 180 Days or Less	0	0	0.00
b. Investigations Completed in 181 - 360 Days	0	0	0.00
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	0	0	0.00
c. Investigations Completed in 361 or More Days	0	0	0.00
4. Contractor Investigation Costs	\$0.00		0.00

**AGENCY OR DEPARTMENT: Engineer
Dist, Mobile**

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part X – Summary of ADR Program Activities

Informal Phase (Pre-Complaint)

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	1	1		
2. Rejected By Individual (Counselee)	0	0		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	0	0		
C. ADR Resources Used in Completed/Ended Counselings (Total)	0	0		
1. Inhouse	0	0		
2. External	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
6. Mediator - Shared Neutrals/Other	0	0		
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	0	0	0	0.00
1. Mediation	0	0	0	0.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Peer Review	0	0	0	0.00
8. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00

	Counselings	Individuals	Days	Average Days
9.				
10.				
E. Status of Cases				
1. Total Closed	0	0	0	0.00
a. Settlements with Benefits (Monetary & Non-monetary)	0	0	0	0.00
b. No Formal Complaint Filed	0	0	0	0.00
c. Complaint Filed				
i. No Resolution	0	0	0	0.00
ii. No ADR Attempt (aka Part X.E.1.d)	0	0	0	0.00
e. Decision to File Complaint Pending at the End of the Reporting Period	0	0	0	0.00
2. Intentionally Left Blank				

**AGENCY OR DEPARTMENT: Engineer
Dist, Mobile**

REPORTING PERIOD: 10/01/2022 – 09/30/2023

Part XI – Summary of ADR Program Activities

Formal Phase (Complaint Filed)

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	1	1		
2. Rejected By Complainant	1	1		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	0	0		
C. ADR Resources Used in Complaint Closures (Totals)	0	0		
1. Inhouse	0	0		
2. External	0	0		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6. Mediator - Shared Neutrals/Other	0	0		
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	0	0	0	0.00
1. Mediation	0	0	0	0.00
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00

9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	0	0	0	0.00
a. Settlements with Benefits (Monetary & Non-monetary)	0	0	0	0.00
b. Withdrawal from EEO Process	0	0	0	0.00
c. No Resolution	0	0	0	0.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	0	0	\$0.00	
a. Compensatory Damages	0	0	\$0.00	
b. Backpay/Frontpay	0	0	\$0.00	
c. Lump Sum	0	0	\$0.00	
d. Attorney Fees and Costs	0	0	\$0.00	
f.				
2. Non-Monetary (Insert Totals)	0	0		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
c. Expungements	0	0		
d. Reassignments	0	0		
e. Removals Rescinded	0	0		
i. Reinstatement	0	0		
ii. Voluntary Resignation	0	0		
f. Accommodations	0	0		

g. Training	0	0		
h. Apology	0	0		
i. Disciplinary Actions	0	0		
i. Rescinded	0	0		
ii. Modified	0	0		
j. Performance Evaluation Modified	0	0		
k. Leave Restored	0	0		
l. Neutral Reference	0	0		
m.				
n.				

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Part XII – Summary of EEO ADR Program Activities

EEO ADR Resources		Number	Trained
A. No Longer Collected			
B. Employees that can participate in EEO ADR		0	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)		0	
1. In-House Full Time (40 Hours EEO ADR Only)		0	
2. In-House Part Time (32 Hours EEO ADR Only)		0	
3. In-House Collateral Duty (Others/Non-Contract)		0	
4. Contract (Another Federal Agency/Private Organizations)		0	
	Amount		
D. EEO ADR Funding Spent	\$0.00		
E. EEO ADR Contact Information			
1. Name of EEO ADR Program Director / Manager			
2. Title			
3. Telephone Number			
4. Email			
	YES	NO	
F. EEO ADR Program Information			
1. Does the agency require the alleged responsible management official to participate in EEO ADR?			

	YES	NO
1a. If so, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		

Certification and Contact Information

<p>I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2022 through September 30, 2023, is accurate and complete.</p>
<p>Name and Title of Certifying Official:</p>
<p>Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)</p>
<p>Date and Telephone Number:</p>
<p>Email:</p>
<p>Name and Title of Preparer:</p>
<p>Date and Telephone Number:</p>

Email:

The FY 2023 report (with the PIN entered) is due on or before October 31.

**Facility Accessibility Review
Corps of Engineers
Mobile, AL.
May 1, 2019**

Overview: This report was prepared by Alabama Department of Rehabilitation Services employees, who do not enforce accessibility requirements under federal law. It is not binding legal advice, but it was created as public service to assist partners in securing greater access for individuals with disabilities.

First Floor:

1. **Barrier:** The library copy machine is too high.

Suggestion: Lower copier so that is usable by someone in a wheelchair or train staff to provide assistance.

2. **Barrier:** Women's bathroom lacks insulation on the pipe under the accessible sink and a rear grab bar for the accessible commode.

Suggestion: Install pipe insulation [ADA Standards Section 606.5] and a 3 feet long grab bar in the back of stall at a height of 33- 36" from the floor to the center of the bar [ADA Standards 604.5.2, 609.4, respectively].

3. **Barrier:** The accessible stall is not wide enough.

Suggestion: Create a stall that is 5 feet square [allows use by larger wheelchairs] by removing a commode and a stall wall on the adjacent one and making a larger stall [see

604.3.1]. Also install a commode that is 17 to 19" high from the floor to the top of the seat [604.4].

4. **Barrier:** The bathroom door handles are not operable by a closed fist [404.2.7, 309.4].

Suggestion: Install lever handles.

5. **Barrier:** The pressure to open the bathroom doors is too great.

Suggestion: Adjust bathroom door pressure so that it is no more than 5 lbs [404.2.9].

Second Floor:

1. **Barrier:** The information Kiosk does not have audio as an option (Section 508).

Suggestion: Add audio option for communications access.

2. **Barrier:** Door handles on 2nd floor are not operable by a closed fist [404.2.7, 309.4].

Suggestion: Install lever handles on doors that are independently operated by the public.

3. **Barrier:** There is no accessible restroom on the first 2nd floor.

Suggestion: Create 1 accessible restroom on the first floor [see comments above], but there needs to be directional signage at each inaccessible restroom which indicates the location of the accessible one.

4. **Barrier:** The counter in the snack bar is too high.

Suggestion: lower a portion of snack area counter so that it is no higher than 36 inches and 30 inches wide. [904.4.2]

5. **Barrier:** The bathrooms had same issues: the accessible stall had no grab bars, no clear floor space.

Suggestion: install directional signage at inaccessible restrooms which states that accessible bathroom is on first floor. Note: may need to later modify inaccessible restroom on floor if employee with disability later requires it.

Health Area:

Barrier: There is no wheelchair accessible scale.

Suggestion: Purchase wheelchair accessible scale when need arises.

Barrier: The exam table is not height adjustable.

Suggestion: Purchase exam table that raises and lowers

Barrier: The bathroom is not accessible.

Suggestion: Install directional signage to first floor accessible restroom.

Note: The remainder of floors had same issues with the bathroom stall not being wide enough for adequate clear floor space for wheelchair users. Use directional signage.

Barrier: Building parking entrance [Second floor] has doors that are not accessible without assistance due to security concerns.

Suggestion: train staff to assist patrons with disabilities and possibly install intercom system for public to use to request assistance.

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EEO & MD 715 Terminology

The following definitions apply to Management Directive 715:

- **Applicant:** A person who applies for employment.
- **Applicant Flow Data:** Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
- **Barrier:** An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
- **Disability:** For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on a Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.
- **Civilian Labor Force (CLF):** Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
- **EEO Groups:** Members of groups protected under Title VII of the Civil Rights Act and other Federal guidelines. Includes: White Men, White Women, Black Men, Black Women, Hispanic Men, Hispanic Women, Asian Men, Asian Women, Native American Men, Native American Women, and Persons with Disabilities.
- **Employees:** Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.
- **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.
- **Feeder Group or Pool:** Occupational group(s) from which selections to a particular job are typically made.
- **Federal Categories (Fed9):** For the first time EEOC is requiring agencies to report their workforce data by aggregating it into nine employment categories. These categories are more consistent with those EEOC uses in private sector enforcement and will permit better analysis of trends in the federal workplace than previous categories used. The Commission has created a Census/OPM Occupation Cross-Classification Table by OPM Occupational Code (crosswalk) which assists agencies in determining the category in which to place a position through use of the position's OPM or SOC codes or the OPM or Census Occupation Title. The crosswalk may be accessed at the Commission's website: <http://www.eeoc.gov/federal/715instruct/00-09opmcode.html>. This crosswalk is intended as general guidance in cross-classifying OPM occupational codes to the EEO nine categories. Agencies are encouraged to contact EEOC with specific questions about what category might be appropriate for their particular occupations.

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- **The nine job category titles are:**

- **Officials and Manager** Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) **Executive/Senior-Level**, (2) **Mid-Level**, (3) **First-Level** and (4) **Other**. When an employee is classified as a supervisor or manager, that employee should be placed in the *Officials and Managers* category rather than in the category in the crosswalk that they would otherwise be placed in based on their OPM occupational code. Those employees classified as supervisors or managers who are at the GS-12 level or below should be placed in the First-Level sub-category of Officials and Managers, those at the GS-13 or 14 should be in the **Mid-Level** sub-category, and those at GS-15 or in the SES should be in the **Executive/Senior-Level** sub-category. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees, in these three sub-categories. The fourth sub-category, called "**Other**" contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities. For example, Administrative Officers (OPM Code 0341) are appropriately placed in the "**Other**" sub-category.
- **Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors and kindred workers.
- **Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.
- **Sales** - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond salesworkers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.
- **Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.
- **Craft Workers**(skilled) - Manual workers of relatively high skill level having a

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thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

- **Operatives** (semiskilled) - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.
- **Laborers** (unskilled) - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.
- **Service workers** - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, char workers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.
- **Fiscal Year:** The period from October 1 of one year to September 30 of the following year.
- **Goal:** Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.
- **Major Occupations:** Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
- **Onsite Program Review:** Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.
- **Reasonable Accommodation:** Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily

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performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29 C.F.R. § 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

- **Relevant Labor Force:** The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.
- **Section 501 Program:** The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.
- **Section 717 Program:** The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.
- **Selection Procedure:** Any employment policy or practice that is used as a basis for an employment decision.
- **Special Recruitment Program:** A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.
- **Targeted Disabilities:** Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.
- **Technical Assistance:** Training, assistance or guidance provided by the EEOC in writing, over the telephone or in person.
- **Under representation:** Result of conditions in which the representation of EEO groups is lower than expected.

DATABASE NOTES

1. The data for this report reflects the organization as of 1 October YYYY. The HR database of record, the Defense Civilian Personnel Data System (DCPDS), was used to obtain the data. It is recognized that the HR database contains anomalies that affect data reporting. The variance didn't appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusions on data tables.
3. Manifested Imbalances and Conspicuous Absences (MICA) are the correct terms required by federal rulings to describe the term "under representation". Manifested Imbalances indicate that although women and minorities are present, their representation is below the CLF. Conspicuous Absences refers to an absence of women and/or minorities.
4. Grade designations are the same ones used in DCPDS based on federal guidelines. Senior individuals are defined as those members of the Senior Executive Service or equivalent, such as all pay plans that start with an "E", or "I", pay plan "ST" and some positions in

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Across), Ethnicity, and Sex (Participation Rate) (CEMOBIL, FY 2023)																		
Employment Tenure		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
CLF (2014-2018)	%	100.00%	51.80%	48.20%	6.80%	6.20%	35.70%	31.80%	5.70%	6.60%	2.20%	2.20%	0.10%	0.10%	0.30%	0.30%	1.00%	1.10%
CLF (2010)	%	100.00%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
TOTAL WORKFORCE																		
Prior FY	#	1,160	791	369	27	14	660	250	79	94	8	2	3	1	1	2	13	6
	%	100.00%	68.18%	31.81%	2.32%	1.20%	56.89%	21.55%	6.81%	8.10%	0.68%	0.17%	0.25%	0.08%	0.08%	0.17%	1.12%	0.51%
Current FY	#	1,227	835	392	28	13	697	276	82	91	9	3	3	1	2	2	14	6
	%	100.00%	68.05%	31.94%	2.28%	1.05%	56.80%	22.49%	6.68%	7.41%	0.73%	0.24%	0.24%	0.08%	0.16%	0.16%	1.14%	0.48%
Difference	#	67	44	23	1	-1	37	26	3	-3	1	1	0	0	1	0	1	0
Ratio Change	%	0.00%	-0.13%	0.13%	-0.04%	-0.15%	-0.09%	0.94%	-0.13%	-0.69%	0.05%	0.07%	-0.01%	0.00%	0.08%	-0.01%	0.02%	-0.03%
Net Change	%	5.77%	5.56%	6.23%	3.70%	-7.14%	5.60%	10.40%	3.79%	-3.19%	12.50%	50.00%	0.00%	0.00%	100.00%	0.00%	7.69%	0.00%
EMPLOYEE GAINS																		
New Hires	#	66	39	27	2	0	36	0	1	2	0	0	0	0	0	0	0	0
	%	100.00%	59.09%	40.90%	3.03%	0.00%	54.54%	0.00%	1.51%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Resignation	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Separations	#	9	6	3	0	0	6	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	66.66%	33.33%	0.00%	0.00%	66.66%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	10	6	4	0	0	6	0	0	4	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	0.00%	0.00%	60.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PERMANENT WORKFORCE																		
Perm. Prior FY	#	1,149	783	366	27	14	653	248	78	93	8	2	3	1	1	2	13	6
	%	100.00%	68.14%	31.85%	2.34%	1.21%	56.83%	21.58%	6.78%	8.09%	0.69%	0.17%	0.26%	0.08%	0.08%	0.17%	1.13%	0.52%
Perm. Current FY	#	1,210	826	384	28	13	690	269	80	90	9	3	3	1	2	2	14	6
	%	100.00%	68.26%	31.73%	2.31%	1.07%	57.02%	22.23%	6.61%	7.43%	0.74%	0.24%	0.24%	0.08%	0.16%	0.16%	1.15%	0.49%
Difference	#	61	43	18	1	-1	37	21	2	-3	1	1	0	0	1	0	1	0
Ratio Change	%	0.00%	0.12%	-0.12%	-0.03%	-0.14%	0.19%	0.65%	-0.17%	-0.66%	0.05%	0.07%	-0.02%	0.00%	0.08%	-0.01%	0.02%	-0.03%
Net Change	%	5.30%	5.49%	4.91%	3.70%	-7.14%	5.66%	8.46%	2.56%	-3.22%	12.50%	50.00%	0.00%	0.00%	100.00%	0.00%	7.69%	0.00%
EMPLOYEE GAINS																		
New Hires	#	58	23	35	2	0	32	21	1	2	0	0	0	0	0	0	0	0
	%	100.00%	60.34%	39.65%	3.44%	0.00%	55.17%	36.20%	1.72%	3.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EMPLOYEE LOSSES																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Reduction in Force	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Removal	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Resignation	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	%	0.00%	0.00%	0.00%	0.00%	0.00%	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	6	3	0	0	6	0	0	3	0	0	0	0	0	0	0	0
Other Separations	%	100.00%	66.66%	33.33%	0.00%	0.00%	66.66%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	10	6	4	0	0	6	0	0	4	0	0	0	0	0	0	0	0
Total Separations	%	100.00%	60.00%	40.00%	0.00%	0.00%	60.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TEMPORARY WORKFORCE																		
Temp Prior FY	#	11	8	3	0	0	7	2	1	1	0	0	0	0	0	0	0	0
	%	100.00%	72.72%	27.27%	0.00%	0.00%	63.63%	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp. Current FY	#	17	9	8	0	0	7	7	2	1	0	0	0	0	0	0	0	0
	%	100.00%	52.94%	47.05%	0.00%	0.00%	41.17%	41.17%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	6	1	5	0	0	0	5	1	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	-19.78%	19.78%	0.00%	0.00%	-22.46%	22.99%	2.67%	-3.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	54.54%	0.08%	166.66%	0.00%	0.00%	0.00%	250.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EMPLOYEE GAINS																		
New Hires	#	8	4	4	0	0	4	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%
EMPLOYEE LOSSES																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Resignation	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate) (CEMOBIL, FY 2023)																		
Occupational Categories		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent Workforce	#	1,227	835	392	28	13	697	276	82	91	9	3	3	1	2	2	14	6
	%	100.00%	68.05%	31.94%	2.28%	1.05%	56.80%	22.49%	6.68%	7.41%	0.73%	0.24%	0.24%	0.08%	0.16%	0.16%	1.14%	0.48%
Alternative Benchmark	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1. Management																		
Executives	#	11	9	2	1	0	8	1	0	1	0	0	0	0	0	0	0	0
	%	5.94%	4.86%	1.08%	0.70%	0.00%	5.63%	2.32%	0.00%	2.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Managers	#	133	99	34	4	1	82	22	9	9	3	1	0	0	0	0	1	1
	%	71.89%	53.51%	18.37%	2.81%	2.32%	57.74%	51.16%	6.33%	20.93%	2.11%	2.32%	0.00%	0.00%	0.00%	0.00%	0.70%	2.32%
Supervisors	#	41	34	7	0	0	32	6	2	1	0	0	0	0	0	0	0	0
	%	22.16%	18.37%	3.78%	0.00%	0.00%	22.53%	13.95%	1.40%	2.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Management	#	185	142	43	5	1	122	29	11	11	3	1	0	0	0	0	1	1
	%	100.00%	76.75%	23.24%	3.52%	2.32%	85.91%	67.44%	7.74%	25.58%	2.11%	2.32%	0.00%	0.00%	0.00%	0.00%	0.70%	2.32%
2. Professionals	#	553	400	153	17	2	340	128	28	17	6	2	1	1	1	0	7	3
	%	100.00%	72.33%	27.66%	3.07%	0.36%	61.48%	23.14%	5.06%	3.07%	1.08%	0.36%	0.18%	0.18%	0.18%	0.00%	1.26%	0.54%
3. Professionals	#	74	62	12	2	1	55	9	4	2	0	0	0	0	0	0	1	0
	%	100.00%	83.78%	16.21%	2.70%	1.35%	74.32%	12.16%	5.40%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.35%	0.00%
4. Technicians	#	74	62	12	2	1	55	9	4	2	0	0	0	0	0	0	1	0
	%	100.00%	83.78%	16.21%	2.70%	1.35%	74.32%	12.16%	5.40%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.35%	0.00%
5. Administrative Support Workers	#	104	20	84	1	4	16	56	3	22	0	0	0	0	0	0	0	2
	%	100.00%	19.23%	80.76%	0.96%	3.84%	15.38%	53.84%	2.88%	21.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.92%
6. Craft Workers	#	81	81	0	1	0	68	0	10	0	0	0	1	0	0	0	1	0
	%	100.00%	100.00%	0.00%	1.23%	0.00%	83.95%	0.00%	12.34%	0.00%	0.00%	0.00%	1.23%	0.00%	0.00%	0.00%	1.23%	0.00%
7. Operatives	#	98	95	3	0	0	81	3	12	0	1	0	0	0	0	0	1	0
	%	100.00%	96.93%	3.06%	0.00%	0.00%	82.65%	3.06%	12.24%	0.00%	1.02%	0.00%	0.00%	0.00%	0.00%	0.00%	1.02%	0.00%
8. Service Workers	#	37	25	12	1	0	23	11	0	0	0	0	0	0	0	1	1	0
	%	100.00%	67.56%	32.43%	2.70%	0.00%	62.16%	29.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	2.70%	0.00%

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table A3-3-1: DISTRIBUTION BY SUPERVISORY STATUS (CEMOBIL , FY 2022)																		
Occupational Groups		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SUPERVISOR OR MANAGER	#	174	138	36	6	2	119	24	12	9	1	0	0	0	0	0	0	1
SUPERVISOR (CSRA)	#	16	10	6	0	0	10	4	0	2	0	0	0	0	0	0	0	0
LEADER	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
TEAM LEADER	#	27	21	6	1	0	18	4	0	2	1	0	0	0	0	0	1	0
NON-SUPERVISORY	#	940	620	320	20	12	512	218	66	80	6	2	3	1	1	2	12	5
Total		1,160	791	369	27	14	660	250	79	94	8	2	3	1	1	2	13	6
CLF 2000 (Officials and Managers)	%	100.00%	65.80%	34.20%	0.50%	0.40%	59.70%	27.40%	4.70%	5.60%	0.40%	0.40%	0.00%	0.00%	0.10%	0.20%	0.20%	0.10%
SUPERVISOR OR MANAGER	%	100.00%	79.31%	20.68%	3.44%	1.14%	68.39%	13.79%	6.89%	5.17%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%
SUPERVISOR (CSRA)	%	100.00%	62.50%	37.50%	0.00%	0.00%	62.50%	25.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LEADER	%	100.00%	66.66%	33.33%	0.00%	0.00%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TEAM LEADER	%	100.00%	77.77%	22.22%	3.70%	0.00%	66.66%	14.81%	0.00%	7.40%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%
NON-SUPERVISORY	%	100.00%	65.95%	34.04%	2.12%	1.27%	54.46%	23.19%	7.02%	8.51%	0.63%	0.21%	0.31%	0.10%	0.10%	0.21%	1.27%	0.53%
Total	%	100.00%	68.18%	31.81%	2.32%	1.20%	56.89%	21.55%	6.81%	8.10%	0.68%	0.17%	0.25%	0.08%	0.08%	0.17%	1.12%	0.51%
SUPERVISOR OR MANAGER	%	15.00%	17.44%	9.75%	22.22%	14.28%	18.03%	9.60%	15.18%	9.57%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.66%
SUPERVISOR (CSRA)	%	1.37%	1.26%	1.62%	0.00%	0.00%	1.51%	1.60%	0.00%	2.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LEADER	%	0.25%	0.25%	0.27%	0.00%	0.00%	0.15%	0.00%	1.26%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TEAM LEADER	%	2.32%	2.65%	1.62%	3.70%	0.00%	2.72%	1.60%	0.00%	2.12%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%
NON-SUPERVISORY	%	81.03%	78.38%	86.72%	74.07%	85.71%	77.57%	87.20%	83.54%	85.10%	75.00%	100.00%	100.00%	100.00%	100.00%	100.00%	92.30%	83.33%
Total	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Across) (CEMOBIL, FY 2023)																		
GS/GM/GL GRADES		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent Workforce	#	1,210	826	384	28	13	690	269	80	90	9	3	3	1	2	2	14	6
	%	100.00%	68.26%	31.73%	2.31%	1.07%	57.02%	22.23%	6.61%	7.43%	0.74%	0.24%	0.24%	0.08%	0.16%	0.16%	1.15%	0.49%
Alternative Benchmark	#																	
	%																	
GS - 1	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 2	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 3	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 4	#	9	4	5	0	0	4	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	44.44%	55.55%	0.00%	0.00%	44.44%	55.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 5	#	24	11	13	1	0	9	11	0	2	0	0	0	0	0	0	1	0
	%	100.00%	45.83%	54.16%	4.16%	0.00%	37.50%	45.83%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.16%	0.00%
GS - 6	#	34	12	22	0	0	9	16	3	5	0	0	0	0	0	0	0	1
	%	100.00%	35.29%	64.70%	0.00%	0.00%	26.47%	47.05%	8.82%	14.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%
GS - 7	#	75	23	52	1	5	21	35	1	12	0	0	0	0	0	0	0	0
	%	100.00%	30.66%	69.33%	1.33%	6.66%	28.00%	46.66%	1.33%	16.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 8	#	10	0	10	0	0	0	4	0	5	0	0	0	0	0	0	0	1
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	40.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%
GS - 9	#	122	70	52	3	1	56	36	8	14	0	0	0	0	0	1	3	0
	%	100.00%	57.37%	42.62%	2.45%	0.81%	45.90%	29.50%	6.55%	11.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	2.45%	0.00%
GS - 10	#	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.66%	33.33%	0.00%	0.00%	66.66%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 11	#	185	128	57	2	4	105	39	15	12	1	1	1	0	1	1	3	0
	%	100.00%	69.18%	30.81%	1.08%	2.16%	56.75%	21.08%	8.10%	6.48%	0.54%	0.54%	0.54%	0.00%	0.54%	0.54%	1.62%	0.00%
GS - 12	#	289	192	97	13	1	155	64	17	28	3	1	1	1	1	0	2	2
	%	100.00%	66.43%	33.56%	4.49%	0.34%	53.63%	22.14%	5.88%	9.68%	1.03%	0.34%	0.34%	0.34%	0.34%	0.00%	0.69%	0.69%
GS - 13	#	204	146	58	4	2	125	43	11	10	4	1	0	0	0	0	2	2
	%	100.00%	71.56%	28.43%	1.96%	0.98%	61.27%	21.07%	5.39%	4.90%	1.96%	0.49%	0.00%	0.00%	0.00%	0.00%	0.98%	0.98%
GS - 14	#	54	43	11	2	0	37	10	3	1	0	0	0	0	0	0	1	0
	%	100.00%	79.62%	20.37%	3.70%	0.00%	68.51%	18.51%	5.55%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.85%	0.00%
GS - 15	#	11	9	2	1	0	8	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	81.81%	18.18%	9.09%	0.00%	72.72%	9.09%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	187	184	3	1	0	157	3	22	0	1	0	1	0	0	0	2	0
	%	100.00%	98.39%	1.60%	0.53%	0.00%	83.95%	1.60%	11.76%	0.00%	0.53%	0.00%	0.53%	0.00%	0.00%	0.00%	1.06%	0.00%
Total GS Employees	#	1,210	826	384	28	13	690	269	80	90	9	3	3	1	2	2	14	6
	%	100.00%	68.26%	31.73%	2.31%	1.07%	57.02%	22.23%	6.61%	7.43%	0.74%	0.24%	0.24%	0.08%	0.16%	0.16%	1.15%	0.49%
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table A6-1: DISTRIBUTION BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex (CEMOBIL, FY 2023)																		
Job Title/Series		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0810 - CIVIL ENGINEERING	#	191	152	39	7	1	134	31	9	3	0	2	0	0	1	0	1	2
Percent	%	100.00%	79.58%	20.41%	3.66%	0.52%	70.15%	16.23%	4.71%	1.57%	0.00%	1.04%	0.00%	0.00%	0.52%	0.00%	0.52%	1.04%
17-2051 - Civil Engineers	%	100.00%	97.40%	2.60%	1.70%	0.00%	92.20%	2.60%	1.70%	0.00%	1.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0401 - GEN NATURAL RESOURCES MGMT AND BIOLOGICAL SCIENCES	#	128	85	43	3	1	76	39	3	3	0	0	0	0	0	0	3	0
Percent	%	100.00%	66.40%	33.59%	2.34%	0.78%	59.37%	30.46%	2.34%	2.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.34%	0.00%
19-1020 - Biological Scientists	%	100.00%	55.60%	40.00%	0.00%	0.00%	48.10%	37.00%	0.00%	3.00%	7.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5426 - LOCK & DAM OPERATING	#	90	87	3	0	0	74	3	11	0	1	0	0	0	0	0	1	0
Percent	%	100.00%	96.66%	3.33%	0.00%	0.00%	82.22%	3.33%	12.22%	0.00%	1.11%	0.00%	0.00%	0.00%	0.00%	0.00%	1.11%	0.00%
53-60XX - Miscellaneous Transportation Workers, Including Br	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0809 - CONSTRUCTION CONTROL TECHNICAL	#	82	68	14	3	0	55	12	5	2	1	0	1	0	1	0	2	0
Percent	%	100.00%	82.92%	17.07%	3.65%	0.00%	67.07%	14.63%	6.09%	2.43%	1.21%	0.00%	1.21%	0.00%	1.21%	0.00%	2.43%	0.00%
47-4011 - Construction and Building Inspectors	%	100.00%	86.50%	12.90%	0.00%	0.00%	74.20%	12.90%	9.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.60%	0.00%
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	72	13	59	1	3	10	39	2	16	0	0	0	0	0	0	0	1
Percent	%	100.00%	18.05%	81.94%	1.38%	4.16%	13.88%	54.16%	2.77%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.38%
43-9199 - Office and Administrative Support Workers, All Oth	%	100.00%	27.20%	72.50%	0.00%	0.00%	21.10%	54.40%	6.10%	16.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.70%	0.00%	0.70%
0802 - ENGINEERING TECHNICAL	#	53	46	7	1	1	40	5	4	1	0	0	0	0	0	0	1	0
Percent	%	100.00%	86.79%	13.20%	1.88%	1.88%	75.47%	9.43%	7.54%	1.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.88%	0.00%
17-3020 - Engineering Technicians, Except Drafters	%	100.00%	88.20%	12.40%	1.20%	0.00%	71.20%	8.80%	14.70%	3.50%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1102 - CONTRACTING	#	52	23	29	2	0	15	14	4	13	1	1	0	0	0	0	1	1
Percent	%	100.00%	44.23%	55.76%	3.84%	0.00%	28.84%	26.92%	7.69%	25.00%	1.92%	1.92%	0.00%	0.00%	0.00%	0.00%	1.92%	1.92%
13-1023 - Purchasing Agents, Except Wholesale, Retail, and F	%	100.00%	74.10%	27.40%	0.00%	0.00%	68.50%	22.20%	5.60%	1.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%
0830 - MECHANICAL ENGINEERING	#	40	35	5	2	0	25	4	3	1	3	0	0	0	0	0	2	0
Percent	%	100.00%	87.50%	12.50%	5.00%	0.00%	62.50%	10.00%	7.50%	2.50%	7.50%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%
17-2141 - Mechanical Engineers	%	100.00%	97.90%	1.40%	0.00%	0.00%	93.10%	0.00%	0.00%	1.40%	3.40%	0.00%	0.00%	0.00%	0.00%	0.00%	1.40%	0.00%
0850 - ELECTRICAL ENGINEERING	#	38	32	6	2	0	25	4	4	2	1	0	0	0	0	0	0	0
Percent	%	100.00%	84.21%	15.78%	5.26%	0.00%	65.78%	10.52%	10.52%	5.26%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17-2070 - Electrical and Electronics Engineers	%	100.00%	82.60%	19.10%	4.30%	0.00%	63.00%	6.50%	10.90%	10.90%	4.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.70%
0343 - MANAGEMENT AND PROGRAM ANALYSIS	#	38	8	30	0	1	5	17	3	11	0	0	0	0	0	1	0	0
Percent	%	100.00%	21.05%	78.94%	0.00%	2.63%	13.15%	44.73%	7.89%	28.94%	0.00%	0.00%	0.00%	0.00%	0.00%	2.63%	0.00%	0.00%
13-1111 - Management Analysts	%	100.00%	61.90%	37.80%	0.00%	0.00%	60.80%	28.40%	1.10%	9.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1170 - REALTY	#	37	23	14	1	1	13	7	9	6	0	0	0	0	0	0	0	0
Percent	%	100.00%	62.16%	37.83%	2.70%	2.70%	35.13%	18.91%	24.32%	16.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11-9141 - Property, Real Estate, and Community Association M	%	100.00%	50.10%	49.60%	0.00%	0.00%	48.90%	41.80%	0.60%	5.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.60%	2.10%
0025 - PARK RANGER	#	35	24	11	1	0	22	10	0	0	0	0	0	0	0	1	1	0
Percent	%	100.00%	68.57%	31.42%	2.85%	0.00%	62.85%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.85%	2.85%	0.00%
33-909X - Lifeguards and Other Protective Service Workers	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1301 - GENERAL PHYSICAL SCIENCE	#	31	17	14	0	0	17	13	0	0	0	0	0	0	0	0	0	1
Percent	%	100.00%	54.83%	45.16%	0.00%	0.00%	54.83%	41.93%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.22%
19-2099 - Physical Scientists, All Other	%	100.00%	44.40%	61.10%	0.00%	0.00%	27.80%	44.40%	0.00%	16.70%	16.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0808 - ARCHITECTURE	#	30	22	8	2	0	14	7	4	1	1	0	0	0	0	0	1	0
Percent	%	100.00%	73.33%	26.66%	6.66%	0.00%	46.66%	23.33%	13.33%	3.33%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%
17-1010 - Architects, Except Naval	%	100.00%	75.30%	20.60%	0.00%	0.00%	70.60%	20.60%	2.40%	0.00%	2.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0560 - BUDGET ANALYSIS	#	22	4	18	0	1	2	7	2	10	0	0	0	0	0	0	0	0
Percent	%	100.00%	18.18%	81.81%	0.00%	4.54%	9.09%	31.81%	9.09%	45.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-2031 - Budget Analysts	%	100.00%	36.40%	63.60%	0.00%	0.00%	36.40%	27.30%	0.00%	36.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5352 - INDUSTRIAL EQUIPMENT MECHANIC	#	22	22	0	0	0	19	0	2	0	0	0	0	0	0	0	1	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	86.36%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.54%	0.00%
49-904X - Industrial and Refractory Machinery Mechanics	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5407 - ELECTRIC POWER CONTROLLING	#	20	20	0	1	0	17	0	2	0	0	0	0	0	0	0	0	0

Percent	%	100.00%	100.00%	0.00%	5.00%	0.00%	85.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
51-8010 - Power Plant Operators, Distributors, and Dispatche	%	100.00%	84.00%	15.20%	0.00%	0.00%	64.00%	3.20%	20.00%	12.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2810 - HIGH VOLTAGE ELECTRICIAN	#	20	20	0	0	0	16	0	4	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
49-9051 - Electrical Power-Line Installers and Repairers	%	100.00%	98.00%	1.60%	0.00%	0.00%	85.70%	0.00%	12.20%	1.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0318 - SECRETARY	#	16	6	10	0	1	5	8	1	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	37.50%	62.50%	0.00%	6.25%	31.25%	50.00%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
43-6010 - Secretaries and Administrative Assistants	%	100.00%	2.60%	97.20%	0.00%	0.10%	2.20%	84.50%	0.40%	11.50%	0.00%	0.20%	0.00%	0.00%	0.00%	0.20%	0.00%	0.70%
0110 - ECONOMIST	#	14	8	6	0	0	6	5	1	0	1	0	0	1	0	0	0	0
Percent	%	100.00%	57.14%	42.85%	0.00%	0.00%	42.85%	35.71%	7.14%	0.00%	7.14%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%
19-3011 - Economists	%	100.00%	0.00%	1.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0340 - PROGRAM MANAGEMENT	#	11	8	3	0	1	8	2	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	72.72%	27.27%	0.00%	9.09%	72.72%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialists	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1350 - GEOLOGY	#	11	8	3	0	0	7	3	0	0	0	0	1	0	0	0	0	0
Percent	%	100.00%	72.72%	27.27%	0.00%	0.00%	63.63%	27.27%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%
19-2040 - Environmental Scientists and Geoscientists	%	100.00%	58.10%	41.90%	0.00%	0.00%	58.10%	41.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 - GENERAL ATTORNEY	#	11	6	5	0	0	6	5	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	54.54%	45.45%	0.00%	0.00%	54.54%	45.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
23-1011 - Lawyers	%	100.00%	80.20%	19.70%	0.00%	0.30%	76.70%	18.20%	2.30%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.10%	0.00%
4701 - MISC GENERAL MAINTENANCE & OPERATIONS WORK	#	10	10	0	0	0	9	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
49-9042 - Maintenance and Repair Workers, General	%	100.00%	93.70%	6.90%	0.00%	0.00%	57.10%	5.70%	33.10%	1.10%	1.10%	0.00%	0.00%	0.00%	1.10%	0.00%	1.10%	0.00%
0089 - EMERGENCY MANAGEMENT	#	10	7	3	1	0	6	3	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	70.00%	30.00%	10.00%	0.00%	60.00%	30.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29-9000 - Other Healthcare Practitioners and Technical Occup	%	100.00%	60.00%	33.30%	13.30%	0.00%	26.70%	13.30%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 - ACCOUNTING	#	9	3	6	0	0	2	4	1	2	0	0	0	0	0	0	0	0
Percent	%	100.00%	33.33%	66.66%	0.00%	0.00%	22.22%	44.44%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-2011 - Accountants and Auditors	%	100.00%	40.50%	59.40%	1.70%	0.40%	35.00%	50.10%	3.00%	7.40%	0.20%	1.10%	0.00%	0.00%	0.40%	0.00%	0.20%	0.40%
0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	7	3	4	0	0	3	4	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	42.85%	57.14%	0.00%	0.00%	42.85%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialists	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1035 - PUBLIC AFFAIRS	#	6	5	1	1	0	3	1	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	83.33%	16.66%	16.66%	0.00%	50.00%	16.66%	16.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
27-3031 - Public Relations Specialists	%	100.00%	36.40%	63.60%	0.00%	0.00%	32.70%	56.40%	3.60%	7.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1670 - EQUIPMENT SERVICES	#	5	1	4	0	0	1	2	0	2	0	0	0	0	0	0	0	0
Percent	%	100.00%	20.00%	80.00%	0.00%	0.00%	20.00%	40.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialists	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0486 - WILDLIFE BIOLOGY	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
19-1020 - Biological Scientists	%	100.00%	55.60%	40.00%	0.00%	0.00%	48.10%	37.00%	0.00%	3.00%	7.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5729 - DRILL RIG OPERATING	#	5	5	0	0	0	3	0	1	0	0	0	1	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
47-50YY - Derrick, Rotary Drill, and Service Unit Operators,	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5784 - RIVERBOAT OPERATING	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
53-5020 - Ship and Boat Captains and Operators	%	100.00%	99.40%	1.30%	1.30%	0.00%	88.50%	1.30%	7.70%	0.00%	0.00%	0.00%	0.00%	0.00%	1.90%	0.00%	0.00%	0.00%
5788 - DECKHAND	#	4	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
53-5011 - Sailors and Marine Oilers	%	100.00%	98.60%	1.00%	0.00%	0.00%	50.00%	1.00%	47.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.00%	0.00%
0561 - BUDGET CLERICAL AND ASSISTANCE	#	4	1	3	0	0	1	0	0	3	0	0	0	0	0	0	0	0
Percent	%	100.00%	25.00%	75.00%	0.00%	0.00%	25.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
43-3031 - Bookkeeping, Accounting, and Auditing Clerks	%	100.00%	5.60%	94.40%	0.70%	1.00%	4.80%	84.50%	0.00%	7.70%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%
0610 - NURSE	#	4	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0

Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29-1111 - Registered Nurses	%	100.00%	8.70%	91.30%	0.00%	0.30%	7.60%	69.80%	0.80%	19.40%	0.00%	0.80%	0.00%	0.10%	0.00%	0.30%	0.30%	0.70%
0511 - AUDITING	#	4	1	3	0	0	1	2	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	25.00%	75.00%	0.00%	0.00%	25.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-2011 - Accountants and Auditors	%	100.00%	40.50%	59.40%	1.70%	0.40%	35.00%	50.10%	3.00%	7.40%	0.20%	1.10%	0.00%	0.00%	0.40%	0.00%	0.20%	0.40%
0150 - GEOGRAPHY	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
19-30XX - Miscellaneous Social Scientists,	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0080 - SECURITY ADMINISTRATION	#	4	2	2	0	1	1	1	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	25.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialists	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1316 - HYDROLOGIC TECHNICIAN	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	75.00%	25.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-40XX - Miscellaneous Life, Physical, and Social ScienceTe	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
4742 - UTILITY SYSTEMS REPAIRING-OPERATING	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
51-8090 - Miscellaneous Plant and System Operators	%	100.00%	97.90%	1.40%	1.40%	0.00%	82.50%	1.40%	14.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0899 - ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
17-2XXX - Miscellaneous Engineers, Including Agricultural an	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0018 - SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
29-9000 - Other Healthcare Practitioners and Technical Occup	%	100.00%	60.00%	33.30%	13.30%	0.00%	26.70%	13.30%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0020 - COMMUNITY PLANNING	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	33.33%	66.66%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-3051 - Urban and Regional Planners	%	100.00%	1.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0193 - ARCHEOLOGY	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	33.33%	66.66%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-30XX - Miscellaneous Social Scientists,	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	3	0	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-1041 - Compliance Officers, Except Agriculture, Construct	%	100.00%	73.10%	25.70%	0.00%	0.00%	68.60%	25.70%	2.30%	0.00%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5786 - SMALL CRAFT OPERATING	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
53-5020 - Ship and Boat Captains and Operators	%	100.00%	99.40%	1.30%	1.30%	0.00%	88.50%	1.30%	7.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.90%	0.00%	0.00%
2005 - SUPPLY CLERICAL AND TECHNICIAN	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%
43-3061 - Procurement Clerks	%	100.00%	14.30%	85.70%	0.00%	0.00%	14.30%	85.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0326 - OFFICE AUTOMATION CLERICAL AND ASSISTANCE	#	2	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
43-9022 - Word Processors and Typists	%	100.00%	0.00%	99.50%	0.00%	2.10%	0.00%	76.90%	0.00%	20.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0341 - ADMINISTRATIVE OFFICER	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialists	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0342 - SUPPORT SERVICES ADMINISTRATION	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11-3011 - Administrative Services Managers	%	100.00%	68.40%	31.60%	0.00%	0.00%	52.60%	31.60%	15.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0460 - FORESTRY	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
19-1030 - Conservation Scientists and Foresters	%	100.00%	1.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0544 - CIVILIAN PAY	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
43-3051 - Payroll and Timekeeping Clerks	%	100.00%	7.90%	90.20%	0.00%	0.00%	7.90%	73.00%	0.00%	15.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.30%
0690 - INDUSTRIAL HYGIENE	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0

Percent	%	100.00%	50.00%	50.00%	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%	0.00%
29-9000 - Other Healthcare Practitioners and Technical Occupations	%	100.00%	60.00%	33.30%	13.30%	0.00%	26.70%	13.30%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0801 - GENERAL ENGINEERING	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	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%
17-2XXX - Miscellaneous Engineers, Including Agricultural and Mechanical Engineers	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 - FINANCIAL ADMINISTRATION AND PROGRAM	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	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%	0.00%
13-2099 - Financial Specialists, All Other	%	100.00%	58.30%	50.00%	0.00%	0.00%	58.30%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0480 - FISH AND WILDLIFE ADMINISTRATION	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
19-1020 - Biological Scientists	%	100.00%	55.60%	40.00%	0.00%	0.00%	48.10%	37.00%	0.00%	3.00%	7.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1106 - PROCUREMENT CLERICAL AND ASSISTANCE	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%
43-3061 - Procurement Clerks	%	100.00%	14.30%	85.70%	0.00%	0.00%	14.30%	85.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101 - GENERAL BUSINESS AND INDUSTRY	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	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%
13-11XX - Other Business Operations Specialists	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0896 - INDUSTRIAL ENGINEERING	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%
17-2110 - Industrial Engineers, Including Health and Safety	%	100.00%	78.50%	20.00%	0.00%	0.00%	70.00%	20.00%	7.50%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0950 - PARALEGAL SPECIALIST	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%
23-2011 - Paralegals and Legal Assistants	%	100.00%	6.30%	93.30%	0.00%	3.20%	6.30%	73.00%	0.00%	15.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.30%
0986 - LEGAL ASSISTANCE	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
23-2090 - Miscellaneous Legal Support Workers	%	100.00%	11.60%	84.60%	0.00%	0.00%	11.60%	75.40%	0.00%	5.80%	0.00%	0.00%	0.00%	0.00%	0.00%	1.20%	0.00%	2.40%
4749 - MAINTENANCE MECHANIC	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
49-9042 - Maintenance and Repair Workers, General	%	100.00%	93.70%	6.90%	0.00%	0.00%	57.10%	5.70%	33.10%	1.10%	1.10%	0.00%	0.00%	0.00%	1.10%	0.00%	1.10%	0.00%
1320 - CHEMISTRY	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%
19-2030 - Chemists and Materials Scientists	%	100.00%	73.20%	26.80%	0.00%	0.00%	60.70%	17.90%	7.10%	8.90%	5.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1171 - APPRAISING AND ASSESSING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
13-2021 - Appraisers and Assessors of Real Estate	%	100.00%	81.30%	18.80%	0.00%	0.00%	65.60%	18.80%	15.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1173 - HOUSING MANAGEMENT	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11-9141 - Property, Real Estate, and Community Association Managers	%	100.00%	50.10%	49.60%	0.00%	0.00%	48.90%	41.80%	0.60%	5.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.60%	2.10%
1370 - CARTOGRAPHY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
17-1020 - Surveyors, Cartographers, and Photogrammetrists	%	100.00%	56.00%	60.00%	0.00%	0.00%	40.00%	60.00%	16.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1372 - GEODESY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
17-1020 - Surveyors, Cartographers, and Photogrammetrists	%	100.00%	56.00%	60.00%	0.00%	0.00%	40.00%	60.00%	16.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1373 - LAND SURVEYING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
17-1020 - Surveyors, Cartographers, and Photogrammetrists	%	100.00%	56.00%	60.00%	0.00%	0.00%	40.00%	60.00%	16.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1550 - COMPUTER SCIENCE	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15-10XX - Computer Scientists and Systems Analysts	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5323 - OILING AND GREASING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
49-9043 - Maintenance Workers, Machinery	%	100.00%	1.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1750 - INSTRUCTIONAL SYSTEMS	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

Percent	%	100.00%	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%
25-90XX - Other Education, Training, and Library Workers	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3703 - WELDING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
51-4120 - Welding, Soldering, and Brazing Workers	%	100.00%	92.40%	7.50%	1.40%	0.20%	62.10%	1.10%	21.70%	5.50%	4.60%	0.70%	0.00%	0.00%	1.10%	0.00%	1.60%	0.00%
1008 - INTERIOR DESIGN	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%
27-1020 - Designers	%	100.00%	50.90%	48.60%	0.40%	1.00%	48.80%	43.90%	0.40%	2.90%	0.00%	0.40%	0.00%	0.00%	1.00%	0.00%	0.40%	0.40%
0856 - ELECTRONICS TECHNICAL	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
17-3020 - Engineering Technicians, Except Drafters	%	100.00%	88.20%	12.40%	1.20%	0.00%	71.20%	8.80%	14.70%	3.50%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0893 - CHEMICAL ENGINEERING	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17-2041 - Chemical Engineers	%	100.00%	91.80%	8.20%	2.40%	0.00%	83.50%	8.20%	2.40%	0.00%	3.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1103 - INDUSTRIAL PROPERTY MANAGEMENT	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Property, Real Estate, and Community Association M	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0505 - FINANCIAL MANAGEMENT	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
13-2099 - Financial Specialists, All Other	%	100.00%	58.30%	50.00%	0.00%	0.00%	58.30%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0640 - HEALTH AID AND TECHNICIAN	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%
31-909X - Medical Assistants and Other Healthcare Support Oc	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0819 - ENVIRONMENTAL ENGINEERING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
17-2081 - Environmental Engineers	%	100.00%	71.10%	22.20%	4.40%	0.00%	66.70%	22.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0462 - FORESTRY TECHNICIAN	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
19-40XX - Miscellaneous Life, Physical, and Social ScienceTe	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7404 - COOKING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
35-2010 - Cooks	%	100.00%	40.40%	59.90%	0.70%	1.20%	18.90%	24.40%	18.90%	32.90%	1.00%	0.30%	0.00%	0.00%	0.00%	0.30%	1.00%	0.90%
5725 - CRANE OPERATING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	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%	0.00%
53-7021 - Crane and Tower Operators	%	100.00%	97.40%	2.60%	0.00%	0.00%	73.70%	2.60%	23.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

****CONTROLLED UNCLASSIFIED INFORMATION****																	
B1: TOTAL WORKFORCE - Distribution by Disability by FY (CEMOBIL , FY 2022)																	
Employment Tenure	Total Employees	Detail by Disability Status				Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Develop- mental 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 Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Prior FY %	0.00%	0.00%	0.00%	0.00%	0.00%	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 Current FY #	1,156	942	82	132	37	0	1	4	2	0	3	1	1	7	17	0	1
Total Current FY %	100.00%	81.49%	7.09%	11.42%	3.20%	0.00%	2.70%	10.81%	5.41%	0.00%	8.11%	2.70%	2.70%	18.92%	45.95%	0.00%	2.70%
Federal Goal				12.00%	2.00%												
Difference #	1,156	942	82	132	37	0	1	4	2	0	3	1	1	7	17	0	1
Ratio Change %	100.00%	81.49%	7.09%	11.42%	3.20%	0.00%	2.70%	10.81%	5.41%	0.00%	8.11%	2.70%	2.70%	18.92%	45.95%	0.00%	2.70%
Net Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Perm Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Perm Prior FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Perm Current FY #	1,149	935	82	132	37	0	1	4	2	0	3	1	1	7	17	0	1
Perm Current FY %	100.00%	81.38%	7.14%	11.49%	3.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goal				12.00%	2.00%												
Difference #	1,149	935	82	132	37	0	1	4	2	0	3	1	1	7	17	0	1
Ratio Change %	100.00%	81.38%	7.14%	11.49%	3.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temp Prior FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temp Current FY #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temp Current FY %	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goal				12.00%	2.00%												
Difference #	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change %	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change %	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%	0.00%
NAF Prior FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Prior FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAF Current FY #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NAF Current FY %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Federal Goal				12.00%	2.00%												
Difference #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%