

# Annual EEO Program Status Report

FISCAL YEAR 2013  
MD-715 Report

## Identify Possible Barriers Using a Variety of Sources

- ◆ Review & Refine Essential Snapshots
- ◆ Acquire Additional Snapshots Where Needed
- ◆ Assess Other Information Sources
- ◆ Analyze ALL Employment Processes

## Investigate/Pinpoint Actual Barriers and Causes

- ◆ Gather Workforce Data, Identify Proper Benchmarks, Compare Rates & Note Net Changes
- ◆ Observe Triggers from Other Sources
- ◆ Identify Barriers & Determine Root Causes

## Barrier Elimination

- ◆ Devise a Plan to Address Barrier Root Causes
- ◆ Determine if Barriers are Job Related and Consistent with Business Necessity. If not, Plan to Eliminate
- ◆ Consider Modifications Even Where Barriers are Job Related and Consistent with Business Necessity
- ◆ Report Plan and Progress to EEOC Annually

## Evaluate Plan's Success

- ◆ Track Progress; for Measurable Results
- ◆ Hold Agency Officials Accountable
- ◆ Re-Assessments should be completed to discover if Plan needs adjustment periodically

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<b>EEOC FORM 715-01 PART A - D</b>	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>For period covering October 1, <u>2012</u>, to September 30, <u>2013</u>.</b>	

<b>PART A</b> Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. United States Department of Agriculture (USDA)</b>	
	1.a. 2 <sup>nd</sup> level reporting component		Farm Service Agency (FSA)	
	1.b. 3 <sup>rd</sup> level reporting component			
	1.c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		<b>2. 1400 Independence Avenue, S.W., Stop 0509</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Washington, D.C. 20250</b>	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4. AG FA4881</b>	<b>5. 11001</b>
<b>PART B</b> Total Employment	1. Enter total number of permanent full-time and part-time employees			4018
	2. Enter total number of temporary employees			51
	3. Enter total number employees paid from non-appropriated funds			0
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4069</b>
<b>PART C</b> Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. Juan M. Garcia, Administrator</b>	
	2. Agency Head Designee		<b>2. Candace A. Thompson, Associate Administrator for Operations and Management</b>	
	3. Principal EEO Director/Official Official Title/series/grade		<b>3. Brian S. Garner Sr., Director, Office of Civil Rights (OCR) Equal Employment Manager GS-360-15</b>	
	4. Title VII Affirmative EEO Program Official		<b>4. Andrew D. Malloy, Branch Chief, Equal Employment Opportunity Branch (Formal Complaints Manager)</b>	
	5. Section 501 Affirmative Action Program Official		<b>5. Nicole R. White, Disability Employment Program Manager and Reasonable Accommodation Coordinator, HRD, Human Capital, Strategic Planning and Initiatives Branch</b>	
	6. Complaint Processing Program Manager		<b>6. Darlene D. Thompson, Branch Chief, EEO Counseling and Mediation Branch</b>	
	7. Other Responsible EEO Staff		<b>Edith L. Stovall, EEO Staff Officer, Kansas City Office</b>	

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>		
<b>PART D</b> List of Subordinate Components Covered in This Report	<b>Subordinate Component and Location (City/State)</b>		<b>CPDF and FIPS codes</b>
	Office of the Administrator		AG FA4881      11001
	Deputy Administrator for Farm Programs		
	Deputy Administrator for Farm Loan Programs		
	Deputy Administrator for Field Operations		
	Deputy Administrator for Commodity Operations		
	Deputy Administrator for Management		
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]		
Brief paragraph describing the agency's mission and mission-related functions	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement		
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier		
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	*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]		
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans		
Summary of EEO Plan action items implemented or accomplished	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues		
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects		
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	*Organizational Chart		

<b>EEOC FORM 715-01 PART E</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
<b>U.S. Department of Agriculture Farm Service Agency</b>	<b>For period covering October 1, <u>2012</u>, to September 30, <u>2013</u>.</b>
<b>EXECUTIVE SUMMARY</b>	
<p><b>Mission:</b> Our mission is to deliver timely, effective programs and services to America's farmers and ranchers to support them in sustaining our Nation's vibrant agricultural economy, as well as to provide first-rate support for domestic and international food aid efforts.</p> <p><b>Vision:</b> We shall transform into a more diverse and innovative Agency.</p> <p><b>Core Values:</b></p> <ul style="list-style-type: none"> <li>◆ Quality Service – Providing fair, equitable, and quality service to our customers.</li> <li>◆ Continuous Improvement – Improving the delivery of quality, accessible programs.</li> <li>◆ Inclusiveness – Respecting the individual differences' and diversity of our workforce and our customers.</li> <li>◆ Fiscal Stewardship – Being good stewards of taxpayers' dollars.</li> <li>◆ Teamwork – Working together to ensure delivery of effective and efficient programs.</li> <li>◆ Transparency – Making the Agency's operations more open so that the public can learn how FSA delivers its programs.</li> </ul> <p><b>Farm Service Agency Strategic Plan for FY 2012 - 2016</b></p> <p>The Farm Service Agency (FSA) traces its roots back to 1935 when President Franklin Roosevelt established the Farm Security Administration. The Agency's name has changed many times over the years and its mission has evolved. Today, FSA plays a crucial role in supporting rural prosperity, improving the environment, eliminating hunger, and contributing to national security by helping to ensure a safe and abundant food supply.</p> <p>To assist the country in addressing today's challenges, FSA will:</p> <ul style="list-style-type: none"> <li>• Provide a financial safety net for America's farmers and ranchers to sustain economically viable agricultural production (Goal 1);</li> <li>• Increase stewardship of America's natural resources while enhancing the environment (Goal 2);</li> <li>• Ensure commodities are procured and distributed effectively and efficiently to increase food security (Goal 3);</li> <li>• Transform and modernize the Farm Service Agency (Goal 4).</li> </ul> <p>The first three goals address the Agency's major programmatic policies and cover the programs and services that FSA provides. Goal 4 emphasizes the strategic importance of transforming and modernizing Agency operations. Additionally, Goal 2 contributes significantly to the U.S. Department of Agriculture's Agency Priority Goal of protecting and enhancing water quality and quantity, and watershed health across landscapes. Performance measures will track progress in attaining objectives and overarching strategic goals. Measures specify baseline information and long-term performance targets. Strategies and means describe the actions necessary to accomplish the strategic goals. The external factors highlight the potential risks and challenges that may impact the accomplishment of goals and objectives.</p> <p><b>State of Farm Service Agency (FSA)- EEO and Diversity</b></p> <p>A State of the Agency briefing is presented to the Agency Administrator and senior leadership annually by the Civil Rights Director upon the completion of the MD-715 Report. The briefings cover all components of the EEO report (MD-715), including assessments of the Agency performance. The assessments are designed to evaluate each of the six essential elements of the Model EEO Program. A report of findings/barriers is required and the Agency has followed the EEOC format in completing its barrier analysis including actions to be taken in order to eliminate or reduce the impact of the identified barriers.</p> <p>FSA is fully committed to the federal goals of Equal Employment Opportunity and embracing Diversity for all employees and applicants regardless of race, color, national origin, sex, religion, age, disability, sexual orientation, marital or family status, political beliefs, parental status, or protected genetic information.</p> <p>The Agency demonstrated leadership through the issuance of written policy statements ensuring a workplace free of discrimination and harassment. Additionally, the Agency issued policies requiring commitment and accountability to Civil Rights policies, procedures and practices as well as a commitment to EEO and Cultural Diversity. The Agency also ensured that all employees were trained in EEO, Civil Rights, and Diversity through mandatory training requirements. The Agency also continues to develop, present and attend Special Emphasis Program awareness training. FSA continues to hold managers, supervisors, and employees accountable for EEO, Civil Rights, and Cultural Diversity via performance appraisals.</p>	

During FY2012, the Agency continued to place special focus on diversity. FSA partnered with 1890 Institutions, Tribal Colleges, Hispanic-serving institutions and others to increase workforce diversity. During FY 2012, 20 percent of new hires were minorities. FSA has focused on reinvigorating the special emphasis programs and promoting cultural transformation to improve employee knowledge of cultural and rural differences. FSA recognizes the importance of outreach in improving program delivery and services to socially disadvantaged farmers and ranchers. The Agency partnered with 1890 institutions, Extension Services, community-based organizations and others to promote increased awareness of FSA programs and services.

On July 20, 2012, the new FSA Administrator Juan M. Garcia signed for renewal and release FSA's "Civil Rights Accountability Policy and Procedures Statement." It will next be disseminated to all FSA employees, along with a bundle of civil rights related policy statements, namely:

- FSA's Civil Rights Policy Statement
- Equal Employment Opportunity and Diversity Policy Statement
- Policy Statement on Anti-Harassment
- Policy Statement on Reprisal and Retaliation
- Policy on the Prevention of Sexual Harassment

### **FSA Workforce at a Glance**

In FY2013, the Farm Service Agency workforce totaled 4,427 employees across the United States and US Territories. Currently, the Agency's workforce shows a decrease of 190 employees from last year. That decrease likely stems from retirements, buyouts, early out offers, reduced and/or frozen ceilings, reorganizations, and other economic challenges.

### **Workforce Composition**

In FY2013, the Agency's federal workforce totaled 4,427 employees across the United States and US Territories. The workforce profile was 43.96% (1,946) for males and 56.04% (2,481) for females. Comparing FY2013 with FY2012, we find that there was a decrease in the workforce population for both groups due to retirements and other constraints. The male workforce decreased by 98 (-4.84%) and the female workforce decreased by 97 (-3.54%).

Furthermore, the workforce population of most protective groups not only decreased but remained lower than their respective groups in the Civilian Labor Force (CLF). The workforce profile for Persons with Targeted Disabilities is 1.13%, which is lower than the 1.14% from last year and the 2% EEOC Federal goal. Hispanic Males and Females are underrepresented in the Agency relative to their ethnic group in the CLF. Asian Males and Females are underrepresented, Hawaiian/Pacific Islanders are underrepresented, Black males, and Males of Two or More races are also underrepresented however white males in senior management positions are reflected as overrepresented. Workforce profiles for white males and white females have decreased.

### **Agency Concerns**

All new employees are shown the policy statements via Power Point during orientation. Newly promoted supervisors should receive a copy of EEO Policy Statements.

Problems/disagreements and other conflicts within respective work environments are excavated by Managers/Supervisors failing to meet, discuss or resolve conflict in the workplace. Follow-up with appropriate action to correct or eliminate tension in the workplace has allowed for less stressful and hostile environments.

EEO Officials should be included during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities or other workforce changes.

The agency should offer consideration to employees or applicants who might be negatively impacted prior to making human resource decisions such as re-organizations and/or re-alignments.

At the onset of Sequestrations, the EEO Director have limited funding to enhance the support of agency EEO action plans efficiency and/or eliminate identified barriers to the realization of equality and opportunity.

Sufficient personnel resources should be allocated to support the EEO Program to ensure agency self-assessments and self-analyses (as outlined in MD-715) are conducted annually and to maintain an effective complaint processing system. Vacated positions should be back-filled when practical. The lack of sufficient resources hinders the conduct of a thorough barrier analysis which includes the provision of adequate data collection and tracking systems. Applicant flow data does not currently capture applications received from persons with targeted disabilities which impact a thorough barrier analysis.

Limited funds are available to train managers, supervisors on periodic updates regarding their EEO responsibilities, to ensure a workplace is free from all forms of discrimination including harassment and retaliation or employees on EEO Programs which includes administrative and judicial remedial procedures available to employees due to budget cuts. ADR is offered at various stages during the complaint process including pre-complaint stage, during investigation, at the conclusion of investigation and during the hearing stage.

There is no known practice or procedure that establishes time-tables or schedules for the agency to review its Merit Promotion

Program Policy or procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups. In addition, no known practice or procedure should be implemented for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers.

The Responsible Management Official (RMO) does not have settlement authority regarding funds requested by complainants however, have been given authority to rectify issues presented.

The Office of Civil Rights does not have management controls to monitor and ensure that data received from Human Resources is accurate or timely received.

Executive Summary	Page 1

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CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, **Brian S. Garner Sr.** am the  
**Director, Office of Civil Rights (OCR) Equal Employment Manager GS-260-15**

(Insert name above) (Insert official  
title/series/grade above)

Principal EEO Director/Official for **US Department of Agriculture, Farm Service Agency, Office of Civil Rights**

(Insert Agency/Component Name above)

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

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



Signature of Principal EEO Director/Official

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

3/6/14  
Date



Signature of Agency Head or Agency Head Designee

3/6/14  
Date

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
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	EEO policy statements are up-to-date.		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures			Yes	No	
The Agency Head was installed on July 2012. The EEO policy statement was issued on July 20, 2012. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		YES			
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		YES			
Are new employees provided a copy of the EEO policy statement during orientation?			NO		The policy statement is shown to employees in orientation via Power Point however a copy is not physically provided.
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		YES			It is not standard practice to ensure supervisors receive EEO policy statement.
 Compliance Indicator	EEO policy statements have been communicated 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 715-01 PART H to the agency's status report
 Measures			Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		YES			
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		YES			
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		YES			

 <b>Compliance Indicator</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		YES		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		YES		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		YES		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		YES		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		YES		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		YES		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		YES		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		YES		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		YES		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		YES		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.				
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		YES		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		YES		

<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> 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.				
 <b>Compliance Indicator</b>		<b>Measure has been met</b>		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 <b>Measures</b>		Yes	No	
	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.			
	Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)	YES		
	Are the duties and responsibilities of EEO officials clearly defined?	YES		
	Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	YES		
	If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	YES		
	If the agency has 2 <sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	YES		
	If not, please describe how EEO program authority is delegated to subordinate reporting components.			
 <b>Compliance Indicator</b>	<b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b>	<b>Measure has been met</b>		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 <b>Measures</b>		Yes	No	
	Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	YES		
	Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	YES		
	Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		NO	No inclusion of EEO officials.

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 re-alignments?		YES		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		YES		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		YES		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		YES		Funding Not Yet allocated
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?			NO	Vacated positions has not been re-filled
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		YES		
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		YES		
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		YES		
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		YES		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		YES		

 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	The agency has committed sufficient budget to support the success of its EEO Programs.	Yes	No	
	Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		NO	Applicant flow data does not currently capture applications received from persons with targeted disabilities. Therefore, a thorough barrier analysis isn't feasible without all relevant data.

Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	YES		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	YES		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	YES		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	YES		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	YES		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	YES		
Is there sufficient funding to ensure that all employees have access to this training and information?	YES		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	YES		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	YES		
to provide religious accommodations?	YES		
to provide disability accommodations in accordance with the agency's written procedures?	YES		
in the EEO discrimination complaint process?	YES		
to participate in ADR?		NO	No budgetary line item

<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>				
<b>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.</b>				
 <b>Compliance Indicator</b>	<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		YES		

Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		YES		
 <b>Compliance Indicator</b>	<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		YES		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		YES		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		YES		
 <b>Compliance Indicator</b>	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		YES		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		YES		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?			NO	Documents related to this action are not provided to OCR.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation. 1. Counseling Letters for AO and FLC				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		YES		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		YES		

**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	Analyses to identify and remove unnecessary barriers to employment are conducted 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 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	YES		
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?	YES		
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	YES		
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	YES		
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	YES		
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	YES		
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	YES		
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	YES		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Are all employees encouraged to use ADR?	YES		
	Is the participation of supervisors and managers in the ADR process required?	YES		

<b>Essential Element E: EFFICIENCY</b>				
<b>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.</b>				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of 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 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	YES		

Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		YES		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		YES		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		YES		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		YES		
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		YES		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		YES		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		YES		
If yes, briefly describe how: <b>Monitor to provide payment of vendors within 72 hours on the completion of investigations. Require vendor to provide weekly status report on progress and status of each complaint within their purview. Monitor Formal complaints from cradle to grave on a daily basis.</b>				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		YES		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		YES		
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		YES		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		YES		

Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		YES		
Does the agency complete the investigations within the applicable prescribed time frame?		YES		
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			NO	FAD requests have been forwarded promptly but there is an inability to issue them timely on a consistent basis.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		YES		
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		YES		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		YES		
 <b>Compliance Indicator</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		YES		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		YES		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		YES		
Does the responsible management official directly involved in the dispute have settlement authority?		YES		Limited Authority
 <b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		YES		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		YES		
Does the agency EEO office have management controls in place to monitor and		YES		

ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?				
Do the agency's EEO programs address all of the laws enforced by the EEOC?		YES		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		YES		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		YES		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		YES		
 <b>Compliance Indicator</b>	<b>The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		YES		
Does the agency discrimination complaint process ensure a neutral adjudication function?		YES		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?				NOT APPLICABLE

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>				
<b>This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b>				
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	YES		
 <b>Compliance Indicator</b>	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief</b>

 <b>Measures</b>	<b>30 days of such completion.</b>	<b>Yes</b>	<b>No</b>	<b>explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		YES		
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		YES		
Are procedures in place to promptly process other forms of ordered relief?		YES		
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		YES		
If so, please identify the employees by title in the comments section, and state how performance is measured.		OCR Director and stand alone CR/EEO Performance Standard		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		YES		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		YES		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		YES		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		YES		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		YES		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?		YES		
Compensatory Damages: The final agency decision and evidence of payment, if made?		YES		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons		YES		

attended training on a date certain?			
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	YES		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	YES		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	YES		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	YES		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	YES		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliant matter.	YES		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	YES		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See *EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
USDA-Farm Service Agency	FY 2012	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: B (Integration of EEO Into the Agency's Strategic Mission)	<p><b>Essential Element B:</b> Over the course of many years, due to numerous reorganizations, administrative convergence of Agencies, and internal agency consolidations the Special Emphasis Programs (SEP) structures had been lost in the shuffles. However, the Agency have currently replaced total organized "Agency-wide" Special Emphasis Program network structured to maintain a diverse workforce that is free from discrimination in any of the Agency's policies, practices or procedures and supports the Agency's strategic mission.</p> <p>There is an alarming lack of active Special Emphasis Programs and diversity in most "State Offices." It was found that Collateral Duty Special Emphasis Program Coordinators (CDSEPCs) in the majority of "State Offices" are there in name only and are not allowed the time to be active in the administration of any of the programs.</p>	
OBJECTIVE:	Re-establish an Agency-wide Special Emphasis Program	
RESPONSIBLE OFFICIAL:	Agency Administrator and Director of OCR	
DATE OBJECTIVE INITIATED:	January 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	FY2014 (Objective fully implemented in FY13)	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p><b>Provide sufficient resources:</b> Prioritize and provide sufficient resources in staffing and funding to ensure statutory/regulatory EEO related Special Emphasis Programs are performed Agency-wide in a network structure at the Headquarters, DAFO (States), and Field (Kansas City, St. Louis, and APFO) Offices.</p>	September 30, 2014 (Currently on Target)	
<p><b>Provide SEPM training:</b> Provide training and annual updates, such as national SEP conferences, to all Collateral Duty Special Emphasis Program Coordinators (CDSEPCs) on a continuing basis to ensure they have the knowledge and skills needed to administer SEPs, including but not limited to sponsoring educational seminars, workshops, or other SEP observances, recruitment outreach, monitoring policies and procedures to provide input with regard to barrier analysis, etc.</p>	September 30, 2014 (Currently on Target)	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p>Implementation of this goal is vastly approaching successful. We now have a full-time Special Emphasis Program Manager and our SEPs are structured to inform individuals about the significance of a diverse workforce and maintaining an Agency free from discrimination in policy, procedures and practices while also supporting the Agency's strategic mission.</p>		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
USDA-Farm Service Agency	FY <u>2012</u>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p><b>Essential Element B:</b> Requires sufficient resources to enable Agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems.</p> <p><b>Essential Element E:</b> Requires that the Agency implement adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions.</p>	
OBJECTIVE:	Provide resources necessary to capture all relevant data to conduct a thorough barrier analysis	
RESPONSIBLE OFFICIAL:	Agency Administrator and Director of OCR	
DATE OBJECTIVE INITIATED:	October 1, 2011	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013 <b>(New Target Date: June 2014)</b>	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<b>Brainstorm Initiative:</b> Outline and plan a way to capture data regarding participation in Career Development Programs, Internal Selections for Senior Level Positions, Selections for Internal Competitive Promotions, and Applications and Hires related to disabilities.	September 30, 2013 (On Target)	
<b>Provide Data Collection Training:</b> Provide training and annual updates to ensure that all individuals involved with the process are knowledgeable and able to perform their duties efficiently.	September 30, 2013 (On Target)	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p>This barrier was newly identified in the MD-715 report for FY 2011. The targeted completion date was the end of FY12. To date, we still have not been able to accomplish this goal but plans to continue working towards completion are jelling. There has been dialogue but no official action to date. The new established completion date is June 30, 2014.</p>		

<b>EEOC FORM 715-01 PART H</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>USDA-Farm Service Agency</b>	FY <u>2012</u>	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY: Proactive Prevention of Unlawful Discrimination	<p><b>Essential Element D:</b> Agencies are required to prevent discrimination and eliminate barriers that impede free and open competition in the workplace. A workforce without diversity stifles the promulgation of ideas and is also a detriment to worker morale and the like. Agencies are required to identify areas where barriers may exist and develop strategic plans to eliminate those identified barriers.</p> <p>Analysis of the workforce for FY13 suggests that there are some possible barriers in the workforce. In identifying whether there are actual barriers within the workforce, a further analysis should be instituted. We are currently below the 2% threshold for employing individuals with targeted disabilities. We also have a low workforce profile among a number of groups within the workforce. A large part of this can likely be attributed to retirement and the inability to replenish the workforce do to hiring freezes and budget cuts. However, further analysis will be necessary over the course of the next fiscal year to identify policies, procedures and practices that may be having a negative effect on diversity in the workplace.</p>	
OBJECTIVE:	Obtain a knowledgeable, diverse workforce	
RESPONSIBLE OFFICIAL:	Agency Administrator and Director of OCR	
DATE OBJECTIVE INITIATED:	September 30, 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p><b>Diversify the Workforce:</b> Currently, FSA is below the EEOC Federal goal of having 2% of its workforce fall within the Targeted Disability category. As such, recruitment efforts, policies, procedures, promotions and the like need to be collected, analyzed and scrutinized in order to discern and corrected the dwindling Targeted Disability employee in FSA's workforce.</p> <p>Additionally, there is a low workforce profile in the workforce amongst a number of protected groups. At a minimum, analyzing recruitment efforts, policies, procedures and practices, will be essential to identifying how to remedy the solution.</p>	September 30, 2014	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: <p>This is a newly identified barrier. Although there were some relatively low numbers in previous years of the MD-715, the overall declining of the workforce raises the need for further investigation. We are currently in difficult economic times and suggest a ripple effect on the low workforce profiles. However, a more current barrier analysis needs to be conducted in order to determine the underlying reasoning behind the dwindling workforce.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
USDA-Farm Service Agency	FY <u>2012</u>	
<p>STATEMENT of CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Essential Element D:</b> Agencies are required to prevent discrimination and eliminate barriers that impede free and open competition in the workplace. A workforce without diversity stifles the promulgation of ideas and is also a detriment to worker morale and the like. Agencies are required to identify areas where barriers may exist and develop strategic plans to eliminate those identified barriers.</p> <p>Analysis of the workforce for FY13 suggests that there are some underlying barriers in the workforce. In identifying whether there are barriers within the workforce, a further analysis should be completed. We are currently below the 2% threshold for employing individuals with targeted disabilities. We also have a low workforce profile among a number of groups within the workforce. A large part can likely be attributed to retirement and the inability to replenish the workforce do to hiring freezes and budget cuts. However, further analysis will be necessary over the course of the next fiscal year to identify policies, procedures and practices that may be having a negative effect on diversity in the workplace.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition</p>	<p>The workforce data tables provide a telling story into low participation in the workplace. Table A1 shows a majority of groups, including all but 3 protected groups, are below the average workforce population for their respective group in the civilian labor force. Additionally, Table A3-1 outlines that there are no Native Hawaiian/Pacific Islander's in Managerial positions.</p> <p>Furthermore, the Agency is below EEOC's goal of having 2% of the workforce come from Persons with Targeted Disabilities.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedures or practices that has been determined to be the barrier of the undesired condition</p>	<p>Due to mandates of hiring freezes resulting from congress' implemented budget cuts and cost spending stoppage, the reality of compliance will be delayed possibly well into FY14.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Seeking creative knowledge to avert the undesired condition that affords a means of obtaining a more diverse workforce through channels of internal opportunities as made available post sequestration.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Agency Administrator and Director of OCR</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 2012</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2014</p>	

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
<p><b>Diversify the workforce:</b> Currently, FSA is below the EEOC Federal goal of having 2% of its workforce fall within the Targeted Disability category. As such, recruitment efforts, policies, procedures, and promotions need to be collected, analyzed and scrutinized in order to discern and correct the dwindling Targeted Disability employee in FSA's workforce.</p> <p>Additionally, there is a low workforce profile in the workforce amongst a number of protected groups. Analyzing recruitment efforts, policies, procedures and practices, will be essential to identifying how to remedy the solution.</p>	<p>September 30, 2014</p>	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
<p>This is a newly identified barrier. Although there were some relatively low numbers in previous years of the MD-715, the overall declining of the workforce raises the need for further investigation. We are currently in difficult economic times that could have a ripple effect on the low workforce profiles. However, a barrier analysis needs to be conducted in order to determine the actual reasoning behind the dwindling workforce.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
USDA-Farm Service Agency	FY <u>2012</u>	
<p>STATEMENT of CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Essential Element B:</b> Requires sufficient resources to enable Agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems.</p> <p><b>Essential Element E:</b> Requires that the Agency implement adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Analysis of this condition is based upon the lack of training and the lack of access to resources. A thorough barrier analysis cannot be conducted unless the individual conducting the barrier analysis has the requisite training to do an adequate job. There is no indication of this.</p> <p>Additionally, access to necessary data is limited. For example, data related to Career Development programs, Internal Selections for Senior Level Positions, Selections for Internal Competitive Promotions, and Applications and Hires related to disabilities is stifled due to no direct access.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The Agency has seen a decrease in funding over the years. With the faltering economic climate succumbing to the sequestration, funding has continued to take toll and thus, funding is not available for training.</p> <p>Additionally, although we have a data tracking system that provides us with invaluable MD-715 related information, that data does not capture all of the information necessary to conduct a thorough barrier analysis. This inability to track all relevant information prevents a thorough barrier analysis which in turn prevents us from creating a Model EEO Program.</p>	
<p>OBJECTIVE:</p>	<p>Provide resources necessary to capture all relevant data to conduct a thorough barrier analysis</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Agency Administrator and Director of OCR</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 1, 2011</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2014 (On Target)</p>	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<b>Expediently secure an EEO Reporting System-</b> Purchase an off-the-shelf EEO system for auditing and reporting on diversity accomplishments as well as barriers to outreach and recruitment and all other personnel actions that may impact workforce diversity.	March 30, 2014 (Revising current System)	
<b>If the above is not feasible, then expediently secure IT support in developing an EEO system-</b> Work with IT in developing and implementing an internal EEO system for auditing and reporting on diversity accomplishments as well as barriers to outreach and recruitment and all other personnel actions that may impact workforce diversity. <b>This move may be necessary if cuts in the budget prevents purchasing of an EEO tracking, analysis, and reporting system.</b>	September 30, 2014	
<b>Provide data collection training:</b> Provide training and annual updates to ensure that all individuals involved with the process are knowledgeable and able to perform duties efficiently.	June 30, 2014	
<b>Brainstorm Initiative:</b> Outline and plan a way to capture data regarding participation in Career Development programs, Internal Selections for Senior Level Positions, Selections for Internal Competitive Promotions, and Applications and Hires related to disabilities.	June 30, 2014	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>Two of these goals were identified last year as ways to rid the Agency of the identified barrier. However, due to budget constraints, the purchasing of a system has not come to fruition. Additionally, the securing of IT support to develop a system has not been a positive avenue. As such, there needs to be, at minimum, brainstorming sessions, among which we discuss possible avenues to accomplish our data collection goals. The culmination of these sessions should be a decision on a system which allows capturing the data we already collect in addition to those areas which we have historically been unable to capture.</p> <p>In addition to these goals and in understanding that Agency's will be required to do more with less, training should be provided for all employees in contact with the MD-715 data. Having one person with all of the knowledge necessary to complete a thorough barrier analysis and this report is not an efficient and forward-thinking approach to what is a huge task. Providing individuals with the training to make the reporting process a smooth experience is ideal for all parties involved and prevents the back-and-forth that occurs now because of errors in the report.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
USDA-Farm Service Agency	FY 2012	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p><b>Essential Element B:</b> Over the course of many years, due to numerous reorganizations, administrative convergence of Agencies, and internal agency consolidations the Special Emphasis Programs (SEP) structures were lost in the shuffles. Therefore, the Agency currently lacks an organized "Agency-wide" Special Emphasis Program network structured to maintain a diverse workforce that is free from discrimination in any of the Agency's policies, practices or procedures and supports the Agency's strategic mission.</p> <p>There is an alarming lack of active Special Emphasis Programs and diversity in most "State Offices." It has been found that the CDSEPCs in the majority of "State Offices" are there in name only and are not allowed the time to be active in the administration of any of the programs.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition</p>		
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>SEPMs and CDSEPCs (State and HQ Offices) lack training and resources, financial and sufficient allocation of time, to participate in activities that outreach to potential recruitment sources and promote SEP and diversity initiatives aimed at improving diversity and cultural transformation efforts.</p>	
<p>OBJECTIVE:</p>	<p>Establish an Agency-wide Special Emphasis Program infrastructure to affect diversity in all areas through active participation. (On Target)</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Agency Administrator and Director of OCR</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>Jan 2012</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>FY2012 (Objective fully implemented in FY12)</p>	

<b>EEOC FORM 715-01 PART I</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>	
Prioritize and provide sufficient resources in staffing and funding to ensure statutory/regulatory EEO related Special Emphasis Programs are performed Agency-wide in a networked structure at the Headquarters, DAFO (States), and Field (Kansas City, St. Louis, and APFO) Offices.	March 31, 2014 (On Target)	
"OCR is working towards providing training and annual updates, to all Collateral Duty Special Emphasis Program Coordinators (CDSEPCs) on a continuing basis to ensure they have the knowledge and skills needed to administer SEPs, including but not limited to sponsoring educational seminars, workshops, or other SEP observances, and recruitment outreach."	September 30, 2013 (On Target)	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
<p>This barrier was newly identified in FY 2012. To-date, these goals are being accomplished. The Agency must make sure that we continue to provide the necessary resources and training to support our CDSEPCs, which will allow us to continue to improve our EEO program.</p>		

<b>EEOC FORM 715-01 PART J</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>
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<b>PART I Department or Agency Information</b>	1. Agency	1. <b>United States Department of Agriculture</b>
	1.a. 2 <sup>nd</sup> Level Component	1.a. <b>Farm Service Agency</b>
	1.b. 3 <sup>rd</sup> Level or lower	1.b. <b>Office of Civil Rights</b>

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... Beginning of FY.		... End of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	4617	100.00%	4427	100.00%	190	-4.12%
	Reportable Disability	401	8.69%	387	8.74%	14	-3.49%
	Targeted Disability*	50	1.08%	47	1.06%	-3	-6.00%
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
1. <b>Total Number of Applications Received From Persons With Targeted Disabilities</b> during the reporting period.						Applicant data for persons with targeted disabilities is not presently captured. This has been identified as a barrier.	
2. <b>Total Number of Selections of Individuals with Targeted Disabilities</b> during the reporting period.						See Above	

**PART III Workforce profiles In Agency Employment Programs**

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	*	*	*	*	*	*	*	*	*
4. Non-Competitive Promotions	224	17	89.73%	2	.89%	6	2.68%	201	89.73%
5. Employee Career Development Programs	*	*	*	*	*	*	*	*	*
5.a. Grades 5 - 12	*	*	*	*	*	*	*	*	*
5.b. Grades 13 - 14	435	32	8.63%	2	4.26%	5	3.09%	398	10.69%
5.c. Grade 15/SES	71	10	2.70%	1	2.13%	2	3.64%	59	1.58%
6. Employee Recognition and Awards	186	17	9.14%	0	0.00%	2	1.08%	167	89.78%
6.a. Time-Off Awards (Total hrs awarded)	70,064	5,516	8.55%	370	.58%	686	1.02%	63,862	90.42%

6.b. Cash Awards (total \$\$\$ awarded)	\$17,262	1	\$2,000	0	0.0	1	\$1,200	21	\$14,062
6.c. Quality-Step Increase	0	0	0	0	0	0	0	0	0

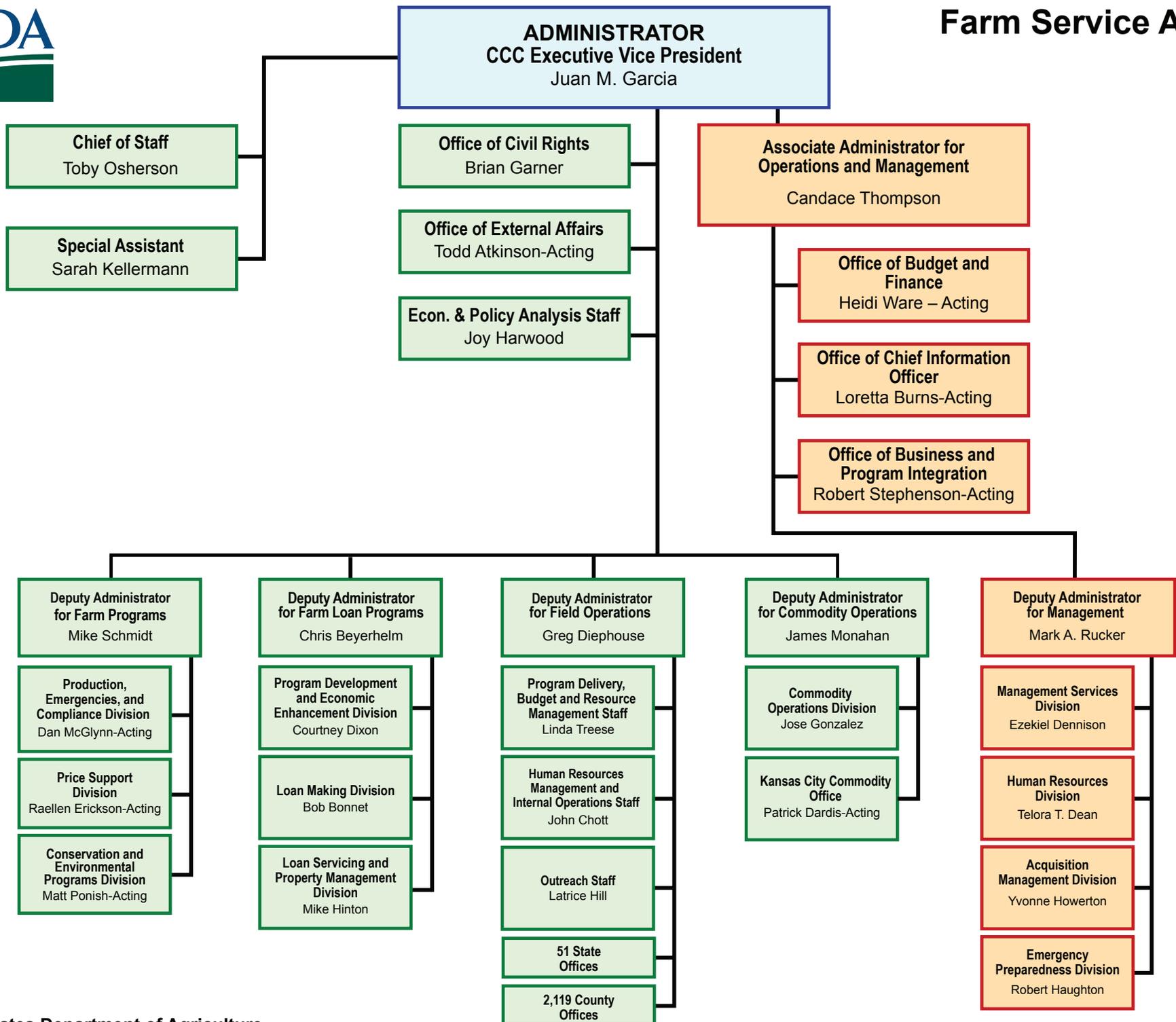
EEOC FORM <b>715-01</b> Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
<b>Part IV</b>  Identification and Elimination of Barriers	Between FY12 and FY13, the numerical representation of employees with reportable disabilities and targeted disabilities decreased respectively. At the end of FY 12, there were a total of 401 (8.69%) employees with reportable disabilities. However, at the end of FY 13, there were a total 387 (8.74%) employees with reportable disabilities, representing a decrease of 37 (-3.49%). Since 2005, the numerical representation of employees with targeted disabilities has been decreasing. At the end of FY 12, there were a total of 50 (1.08%) employees with targeted disabilities in the FSA workforce. Unfortunately, at the end of FY 13, there were a total of 47 (1.06%) employees with targeted disabilities, representing a difference of -6 (-10.71%). The EEO Office will closely monitor the personnel actions of this special emphasis group in order to ensure their parity in the workforce; particularly since their numerical representation continues to decline.
<b>Part V</b>  Goals for Targeted Disabilities	<b>Goal:</b> Develop an applicant flow tracking system to determine if persons with disabilities are applying for job vacancies and to determine areas where affirmative recruitment may be necessary. Managers will be encouraged to continue utilizing special hiring authorities in order to increase the representation of qualified persons with disabilities in the workforce and to utilize reasonable accommodation initiatives to assist in retaining employees with disabilities. In addition, the use of Exit Interview Surveys will be encouraged in order to determine possible disparate treatment in terminations of employees with disabilities.

**NOTES:**

\* = Data Unavailable (Barrier Identified/Correction Methods Identified and underway)



# Farm Service Agency









**U. S. DEPARTMENT OF AGRICULTURE  
FARM SERVICE AGENCY**

**Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

ORGANIZATIONAL COMPONENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL	4150	1750	2400	75	83	1459	1877	144	329	28	37	1	7	40	57	3	10
	100.00%	42.17%	57.83%	1.81%	2.00%	35.16%	45.23%	3.47%	7.93%	0.67%	0.89%	0.02%	0.17%	0.96%	1.37%	0.07%	0.24%
CLF (2010)		51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
CLF (2000)		53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
OFFICE OF THE ADMINISTRATOR	667	295	372	10	3	211	240	45	104	23	11	0	1	4	8	2	5
	100.00%	44.23%	55.77%	1.50%	0.45%	31.63%	35.98%	6.75%	15.59%	3.45%	1.65%	0.00%	0.15%	0.60%	1.20%	0.30%	0.75%
DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS	196	105	91	4	4	87	64	8	21	1	1	0	0	5	1	0	0
	100.00%	53.57%	46.43%	2.04%	2.04%	44.39%	32.65%	4.08%	10.71%	0.51%	0.51%	0.00%	0.00%	2.55%	0.51%	0.00%	0.00%
DEPUTY ADMINISTRATOR FOR FIELD OPERATIONS	2852	1170	1682	53	74	1034	1449	49	89	4	19	1	5	28	44	1	2
	100.00%	41.02%	58.98%	1.86%	2.59%	36.26%	50.81%	1.72%	3.12%	0.14%	0.67%	0.04%	0.18%	0.98%	1.54%	0.04%	0.07%
DEPUTY ADMINISTRATOR FOR FARM PROGRAMS	154	75	79	2	0	65	55	6	19	0	4	0	0	2	1	0	0
	100.00%	48.70%	51.30%	1.30%	0.00%	42.21%	35.71%	3.90%	12.34%	0.00%	2.60%	0.00%	0.00%	1.30%	0.65%	0.00%	0.00%
DEPUTY ADMINISTRATOR FARM LOAN PROGRAMS	56	24	32	1	0	22	21	0	9	0	1	0	0	1	1	0	0
	100.00%	42.86%	57.14%	1.79%	0.00%	39.29%	37.50%	0.00%	16.07%	0.00%	1.79%	0.00%	0.00%	1.79%	1.79%	0.00%	0.00%
DEPUTY ADMINISTRATOR FOR MANAGEMENT	225	81	144	5	2	40	48	36	87	0	1	0	1	0	2	0	3
	100.00%	36.00%	64.00%	2.22%	0.89%	17.78%	21.33%	16.00%	38.67%	0.00%	0.44%	0.00%	0.44%	0.00%	0.89%	0.00%	1.33%

















OCCUPATIONAL CATEGORIES (Page 2 of 2)	TOTAL WORKFORCE			RACE/ETHNICITY (Con't)													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>1. Officials and Managers</b>																	
6. Craft Workers	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%
7. Operatives	7	5	2	2	0	2	1	1	1	0	0	0	0	0	0	0	0
	0.17%	0.29%	0.08%	2.67%	0.00%	0.14%	0.05%	0.69%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers and Helpers	7	7	0	0	0	3	0	4	0	0	0	0	0	0	0	0	0
	0.17%	0.40%	0.00%	0.00%	0.00%	0.21%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	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	4150	1750	2400	75	83	1459	1877	144	329	28	37	1	7	40	57	3	10
	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%

**NOTE: Percentages computed down columns and NOT across rows**





























GS/GM,SES and Related Grades  (Page 2 of 2)	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-11	670	314	356	20	15	265	297	19	29	0	5	0	0	9	6	1	4
	16.21%	18.08%	14.85%	27.40%	18.07%	18.24%	15.84%	13.67%	8.84%	0.00%	13.51%	0.00%	0.00%	22.50%	10.53%	33.33%	40.00%
GS-12	1330	678	652	23	19	591	513	40	94	11	6	0	4	13	15	0	1
	32.17%	39.03%	27.20%	31.51%	22.89%	40.67%	27.36%	28.78%	28.66%	39.29%	16.22%	0.00%	57.14%	32.50%	26.32%	0.00%	10.00%
GS-13	763	459	304	13	4	385	198	36	80	10	13	0	0	13	7	2	2
	18.46%	26.42%	12.68%	17.81%	4.82%	26.50%	10.56%	25.90%	24.39%	35.71%	35.14%	0.00%	0.00%	32.50%	12.28%	66.67%	20.00%
GS-14	155	89	66	4	1	65	46	15	16	4	1	0	0	1	1	0	1
	3.75%	5.12%	2.75%	5.48%	1.20%	4.47%	2.45%	10.79%	4.88%	14.29%	2.70%	0.00%	0.00%	2.50%	1.75%	0.00%	10.00%
GS-15	67	43	24	3	1	37	13	3	8	0	1	0	0	0	1	0	0
	1.62%	2.48%	1.00%	4.11%	1.20%	2.55%	0.69%	2.16%	2.44%	0.00%	2.70%	0.00%	0.00%	0.00%	1.75%	0.00%	0.00%
All other (unspecified GS)	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%
SES	13	10	3	1	0	8	2	1	1	0	0	0	0	0	0	0	0
	0.31%	0.58%	0.13%	1.37%	0.00%	0.55%	0.11%	0.72%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	4134	1737	2397	73	83	1453	1875	139	328	28	37	1	7	40	57	3	10
	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%

**NOTE: Percentages computed down columns and NOT across rows**









GS/GM,SES and Related Grades (Page 2 of 2)	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-11	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-12	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-13	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-14	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-15	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%
All other (unspecified GS)	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%
SES	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	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%
TOTAL	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	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%

**NOTE: Percentages computed down columns and NOT across rows**



















WD/WG,WL/WS, and Other Wage Grades (Page 2 of 2) Table A5-2:	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-12	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%
WG-13	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%
WG-14	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%
WG-15	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%
All other Wage Grades	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	15	13	2	2	0	6	1	5	1	0	0	0	0	0	0	0	0
	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%

**NOTE: Percentages computed down columns and NOT across rows**









WD/WG,WL/WS, and Other Wage Grades (Page 1 of 2) A5-1	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-12	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%
WG-13	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%
WG-14	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%
WG-15	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%
All other Wage Grades	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%

**No records in the database matched this selection criteria.**









WD/WG,WL/WS, and Other Wage Grades (Page 2 of 2) Table A5-2	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
WG-12	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%
WG-13	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%
WG-14	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%
WG-15	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%
All other Wage Grades	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	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%

**NOTE: Percentages computed down columns and NOT across rows**

**No records in the database matched this selection criteria.**







**U. S. DEPARTMENT OF AGRICULTURE  
FARM SERVICE AGENCY**

**Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

Major Occupations (Page 1 of 8)	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	Male	Female	Male			Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races
1165 - LOAN SPECIALIST	1300	762	538	30	21	680	461	29	33	2	7	1	1	19	14	1	1
	100.00%	58.62%	41.38%	2.31%	1.62%	52.31%	35.46%	2.23%	2.54%	0.15%	0.54%	0.08%	0.08%	1.46%	1.08%	0.08%	0.08%
Occupational CLF																	
1101 - GENERAL BUSINESS and INDUSTRY	1009	228	781	11	33	196	672	12	42	1	6	0	2	8	25	0	1
	100.00%	22.60%	77.40%	1.09%	3.27%	19.43%	66.60%	1.19%	4.16%	0.10%	0.59%	0.00%	0.20%	0.79%	2.48%	0.00%	0.10%
Occupational CLF																	
1145 - AGRICULTURAL PROGRAM SPECIALIST	293	122	171	7	5	106	149	7	13	0	3	0	0	2	1	0	0
	100.00%	41.64%	58.36%	2.39%	1.71%	36.18%	50.85%	2.39%	4.44%	0.00%	1.02%	0.00%	0.00%	0.68%	0.34%	0.00%	0.00%
Occupational CLF																	
2210 - INFORMATION TECHNOLOGY MANAGEMENT	293	169	124	5	1	127	93	16	22	20	3	0	1	1	3	0	1
	100.00%	57.68%	42.32%	1.71%	0.34%	43.34%	31.74%	5.46%	7.51%	6.83%	1.02%	0.00%	0.34%	0.34%	1.02%	0.00%	0.34%
Occupational CLF																	
0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM	233	76	157	7	8	57	110	11	28	1	5	0	0	0	5	0	1
	100.00%	32.62%	67.38%	3.00%	3.43%	24.46%	47.21%	4.72%	12.02%	0.43%	2.15%	0.00%	0.00%	0.00%	2.15%	0.00%	0.43%
Occupational CLF																	
0510 - ACCOUNTING	139	45	94	1	1	33	66	8	23	2	4	0	0	1	0	0	0
	100.00%	32.37%	67.63%	0.72%	0.72%	23.74%	47.48%	5.76%	16.55%	1.44%	2.88%	0.00%	0.00%	0.72%	0.00%	0.00%	0.00%
Occupational CLF																	
0343 - MANAGEMENT PROGRAM ANALYSIS	124	25	99	0	2	18	67	5	24	1	2	0	1	0	2	1	1
	100.00%	20.16%	79.84%	0.00%	1.61%	14.52%	54.03%	4.03%	19.35%	0.81%	1.61%	0.00%	0.81%	0.00%	1.61%	0.81%	0.81%
Occupational CLF																	
0201 - HUMAN RESOURCES MANAGEMENT	79	21	58	1	2	11	20	9	34	0	0	0	1	0	1	0	0
	100.00%	26.58%	73.42%	1.27%	2.53%	13.92%	25.32%	11.39%	43.04%	0.00%	0.00%	0.00%	1.27%	0.00%	1.27%	0.00%	0.00%



Major Occupations (Page 3 of 8)	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0560 - BUDGET ANALYSIS	27	9	18	1	0	5	5	3	11	0	0	0	0	0	1	0	1
	100.00%	33.33%	66.67%	3.70%	0.00%	18.52%	18.52%	11.11%	40.74%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	3.70%
Occupational CLF																	
0110 - ECONOMIST	25	20	5	1	0	19	4	0	1	0	0	0	0	0	0	0	0
	100.00%	80.00%	20.00%	4.00%	0.00%	76.00%	16.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0525 - ACCOUNTING TECHNICIAN	22	5	17	0	0	2	10	2	5	0	1	0	0	1	1	0	0
	100.00%	22.73%	77.27%	0.00%	0.00%	9.09%	45.45%	9.09%	22.73%	0.00%	4.55%	0.00%	0.00%	4.55%	4.55%	0.00%	0.00%
Occupational CLF																	
0501 - FINANCIAL ADMINISTRATION and PROGRAM	21	4	17	0	0	4	10	0	5	0	0	0	0	0	1	0	1
	100.00%	19.05%	80.95%	0.00%	0.00%	19.05%	47.62%	0.00%	23.81%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	4.76%
Occupational CLF																	
0901 - GENERAL LEGAL and KINDRED ADMINISTRATION	15	5	10	0	0	4	8	1	2	0	0	0	0	0	0	0	0
	100.00%	33.33%	66.67%	0.00%	0.00%	26.67%	53.33%	6.67%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
1910 - QUALITY ASSURANCE	14	7	7	1	0	6	6	0	1	0	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	7.14%	0.00%	42.86%	42.86%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0080 - SECURITY ADMINISTRATION	11	3	8	0	0	1	2	2	6	0	0	0	0	0	0	0	0
	100.00%	27.27%	72.73%	0.00%	0.00%	9.09%	18.18%	18.18%	54.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	
0260 - EQUAL EMPLOYMENT OPPORTUNITY	11	7	4	1	0	0	0	5	2	0	1	0	0	0	0	1	1
	100.00%	63.64%	36.36%	9.09%	0.00%	0.00%	0.00%	45.45%	18.18%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	9.09%	9.09%
Occupational CLF																	
1035 - PUBLIC AFFAIRS	10	4	6	0	0	3	5	1	1	0	0	0	0	0	0	0	0
	100.00%	40.00%	60.00%	0.00%	0.00%	30.00%	50.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF																	





























**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

Major Occupations	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0301 - MISCELLANEOUS ADMINISTRATION and PROGRAM	233	166	67	6	1	136	62	16	1	3	0	0	0	5	3	0	0
Occupational CLF	100.00%	71.24%	28.76%	2.58%	0.43%	58.37%	26.61%	6.87%	0.43%	1.29%	0.00%	0.00%	0.00%	2.15%	1.29%	0.00%	0.00%















TYPE OF APPOINTMENT (Page 6 of 6)	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Title/Series:</b>	<b>1850 - Agricultural Commodity Warehouse Examining</b>																
Total Received	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	
<b>Job Title/Series:</b>	<b>2210 - Information Technology Management</b>																
Total Received	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
Voluntarily Identified	100.00%																
Qualified of those Identified	100.00%																
Selected of those Identified	100.00%																
CLF																	





















**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
PERMANENT	89	36	53	2	0	30	46	3	5	1	2	0	0	0	0	0	0
	100.00%	40.45%	59.55%	2.25%	0.00%	33.71%	51.69%	3.37%	5.62%	1.12%	2.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TEMPORARY	11	7	4	0	0	6	3	0	0	0	0	0	0	1	1	0	0
	100.00%	63.64%	36.36%	0.00%	0.00%	54.55%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	9.09%	0.00%	0.00%
NON-APPROPRIATED	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%
CLF (2010)		51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
CLF (2000)		53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%







Page 2 of 2	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Series:</b>																	
Total Applications Received																	
Qualified																	
Selected																	
Relevant Applicant Pool																	
<b>Job Series:</b>																	
Total Applications Received																	
Qualified																	
Selected																	
Relevant Applicant Pool																	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.















TYPE OF APPOINTMENT (Page 2 of 2)	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Job Series/Grade(s) of Vacancy:</b>																	
Relevant Applicant Pool																	
Total Applications																	
Received																	
Qualified																	
Selected																	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.







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**Table A12: Participation in Career Development - Distribution by Race/Ethnicity and Sex**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Career Development Programs for GS 5-12:</b>																	
Slots																	
Applied																	
Participants																	
<b>Career Development Programs for GS 13 - 14:</b>																	
Slots																	
Applied																	
Participants																	
<b>Career Development Programs for GS 15 and SES:</b>																	
Slots																	
Applied																	
Participants																	
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>																	











**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

TYPE OF SEPARATION	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races					
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VOLUNTARY	270	122	148	5	7	102	120	9	13	2	4	0	0	4	4	0	0
	100.00%	45.19%	54.81%	1.85%	2.59%	37.78%	44.44%	3.33%	4.81%	0.74%	1.48%	0.00%	0.00%	1.48%	1.48%	0.00%	0.00%
INVOLUNTARY	7	4	3	0	0	2	2	1	1	0	0	0	0	1	0	0	0
	100.00%	57.14%	42.86%	0.00%	0.00%	28.57%	28.57%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%
TOTAL SEPARATIONS	277	126	151	5	7	104	122	10	14	2	4	0	0	5	4	0	0
	100.00%	45.49%	54.51%	1.81%	2.53%	37.55%	44.04%	3.61%	5.05%	0.72%	1.44%	0.00%	0.00%	1.81%	1.44%	0.00%	0.00%
TOTAL WORKFORCE	4150	1750	2400	77	88	1459	1877	143	327	28	33	1	5	28	37	14	33
	100.00%	42.17%	57.83%	1.86%	2.12%	35.16%	45.23%	3.45%	7.88%	0.67%	0.80%	0.02%	0.12%	0.67%	0.89%	0.34%	0.80%





**U. S. DEPARTMENT OF AGRICULTURE  
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**Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

EMPLOYMENT TENURE (Page 1 of 2)	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Prior FY	4617	4156	60	401	50	5	5	5	10	5	8	3	8	1
	100.00%	90.02%	1.30%	8.69%	1.08%	0.11%	0.11%	0.11%	0.22%	0.11%	0.17%	0.06%	0.17%	0.02%
Current FY	4427	3982	58	387	47	5	5	4	9	4	8	2	9	1
	100.00%	89.95%	1.31%	8.74%	1.06%	0.11%	0.11%	0.09%	0.20%	0.09%	0.18%	0.05%	0.20%	0.02%
EEOC Federal Goal					2.00%									
<b>Difference</b>	-190	-174	-2	-14	-3	0	0	-1	-1	-1	0	-1	1	0
<b>Ratio Change</b>	0.00%	-0.07%	0.01%	0.06%	-0.02%	0.00%	0.00%	-0.02%	-0.01%	-0.02%	0.01%	-0.02%	0.03%	0.00%
<b>Net Change</b>	-4.12%	-4.19%	-3.33%	-3.49%	-6.00%	0.00%	0.00%	-20.00%	-10.00%	-20.00%	0.00%	-33.33%	12.50%	0.00%
<b>PERMANENT</b>														
Prior FY	4334	3890	57	387	50	5	5	5	10	5	8	3	8	1
	100.00%	89.76%	1.32%	8.93%	1.15%	0.12%	0.12%	0.12%	0.23%	0.12%	0.18%	0.07%	0.18%	0.02%
Current FY	4150	3724	55	371	47	5	5	4	9	4	8	2	9	1
	100.00%	89.73%	1.33%	8.94%	1.13%	0.12%	0.12%	0.10%	0.22%	0.10%	0.19%	0.05%	0.22%	0.02%
<b>Difference</b>	-184	-166	-2	-16	-3	0	0	-1	-1	-1	0	-1	1	0
<b>Ratio Change</b>	0.00%	-0.02%	0.01%	0.01%	-0.02%	0.01%	0.01%	-0.02%	-0.01%	-0.02%	0.01%	-0.02%	0.03%	0.00%
<b>Net Change</b>	-4.25%	-4.27%	-3.51%	-4.13%	-6.00%	0.00%	0.00%	-20.00%	-10.00%	-20.00%	0.00%	-33.33%	12.50%	0.00%
<b>TEMPORARY</b>														
Prior FY	283	266	3	14	0	0	0	0	0	0	0	0	0	0
	100.00%	93.99%	1.06%	4.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	277	258	3	16	0	0	0	0	0	0	0	0	0	0
	100.00%	93.14%	1.08%	5.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Difference</b>	-6	-8	0	2	0	0	0	0	0	0	0	0	0	0
<b>Ratio Change</b>	0.00%	-0.85%	0.02%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Net Change</b>	-2.12%	-3.01%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%









**U. S. DEPARTMENT OF AGRICULTURE  
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**Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

ORGANIZATIONAL COMPONENT	ALL Employees					TARGETED DISABILITY									
	All	No Disability	Not Identified	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Total	4150	3724	55	371	47	5	5	4	9	4	8	2	9	1	
	100.00%	89.73%	1.33%	8.94%	1.13%	0.12%	0.12%	0.10%	0.22%	0.10%	0.19%	0.05%	0.22%	0.02%	
EEOC Federal Goal					2.00%										
OFFICE OF THE ADMINISTRATOR	667	564	14	89	18	4	3	0	4	3	2	0	2	0	
	100.00%	84.56%	2.10%	13.34%	2.70%	0.60%	0.45%	0.00%	0.60%	0.45%	0.30%	0.00%	0.30%	0.00%	
DEPUTY ADMINISTRATOR FOR COMMODITY OPERATIONS	196	172	3	21	4	0	0	0	0	0	1	1	2	0	
	100.00%	87.76%	1.53%	10.71%	2.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.51%	0.51%	1.02%	0.00%	
DEPUTY ADMINISTRATOR FOR FIELD OPERATIONS	2852	2617	26	209	16	0	0	4	3	1	4	0	3	1	
	100.00%	91.76%	0.91%	7.33%	0.56%	0.00%	0.00%	0.14%	0.11%	0.04%	0.14%	0.00%	0.11%	0.04%	
DEPUTY ADMINISTRATOR FOR FARM PROGRAMS	154	135	7	12	3	1	0	0	0	0	0	0	2	0	
	100.00%	87.66%	4.55%	7.79%	1.95%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.30%	0.00%	
DEPUTY ADMINISTRATOR FARM LOAN PROGRAMS	56	48	0	8	1	0	1	0	0	0	0	0	0	0	
	100.00%	85.71%	0.00%	14.29%	1.79%	0.00%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DEPUTY ADMINISTRATOR FOR MANAGEMENT	225	188	5	32	5	0	1	0	2	0	1	1	0	0	
	100.00%	83.56%	2.22%	14.22%	2.22%	0.00%	0.44%	0.00%	0.89%	0.00%	0.44%	0.44%	0.00%	0.00%	













OCCUPATIONAL CATEGORIES Page 2 of 2 (B3-2)	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectua l Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
7. Operatives	7	6	0	1	0	0	0	0	0	0	0	0	0	0	
	0.17%	0.16%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
8. Laborers and Helpers	7	5	0	2	0	0	0	0	0	0	0	0	0	0	
	0.17%	0.13%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
9. Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0.17%	0.13%	0.00%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	4150	3724	55	371	47	5	5	4	9	4	8	2	9	1	
	#####	100.00%	100.00%	100.00%	100.00%	#####	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

**NOTE: Percentages computed down columns and NOT across rows**









GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectua l Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
GS-11	670	623	6	41	4	0	0	1	1	1	0	0	1	0	
	100.00%	92.99%	0.90%	6.12%	0.60%	0.00%	0.00%	0.15%	0.15%	0.15%	0.00%	0.00%	0.15%	0.00%	
GS-12	1330	1205	15	110	15	1	2	2	3	2	1	0	4	0	
	100.00%	90.60%	1.13%	8.27%	1.13%	0.08%	0.15%	0.15%	0.23%	0.15%	0.08%	0.00%	0.30%	0.00%	
GS-13	763	679	13	71	5	0	1	1	2	1	0	0	0	0	
	100.00%	88.99%	1.70%	9.31%	0.66%	0.00%	0.13%	0.13%	0.26%	0.13%	0.00%	0.00%	0.00%	0.00%	
GS-14	155	134	5	16	3	1	0	0	0	0	1	0	1	0	
	100.00%	86.45%	3.23%	10.32%	1.94%	0.65%	0.00%	0.00%	0.00%	0.00%	0.65%	0.00%	0.65%	0.00%	
GS-15	67	55	0	12	1	1	0	0	0	0	0	0	0	0	
	100.00%	82.09%	0.00%	17.91%	1.49%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
All Other	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%	
SES	13	10	2	1	0	0	0	0	0	0	0	0	0	0	
	100.00%	76.92%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	4134	3711	55	368	47	5	5	4	9	4	8	2	9	1	
	100.00%	89.77%	1.33%	8.90%	1.14%	0.12%	0.12%	0.10%	0.22%	0.10%	0.19%	0.05%	0.22%	0.02%	





























GS/GM,SES and Related Grades	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectua l Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-11	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%
GS-12	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%
GS-13	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%
GS-14	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%
GS-15	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%
All Other	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%
SES	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	#####	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%
TOTAL	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	#####	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%

**NOTE: Percentages computed down columns and NOT across rows**



















WD/WG,WL/WS, and Other Wage Grades B5 -2 Perm Page 2 of 2	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
WG-12	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%
WG-13	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%
WG-14	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%
WG-15	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%
All Other	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%
TOTAL	15	12	0	3	0	0	0	0	0	0	0	0	0	0
	#####	100.00%	100.00%	100.00%	100.00%	#####	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**NOTE: Percentages computed down columns and NOT across rows**



















WD/WG,WL/WS, and Other Wage Grades	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/ 32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Page 2 of 2 B5 - 2 Temp														
WG-12	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%
WG-13	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%
WG-14	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%
WG-15	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%
All Other	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%
TOTAL	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%

**NOTE: Percentages computed down columns and NOT across rows**

**Sorry, no records in the database matched your selection criteria.**



















































**U. S. DEPARTMENT OF AGRICULTURE  
FARM SERVICE AGENCY**

**Table B8: New Hires By Type of Appointment - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

TYPE OF APPOINTMENT	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
PERMANENT	89	78	2	9	0	0	0	0	0	0	0	0	0	0	
	100.00%	87.64%	2.25%	10.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TEMPORARY	11	8	0	3	0	0	0	0	0	0	0	0	0	0	
	100.00%	72.73%	0.00%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
NON-APPROPRIATED	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%	
TOTAL CURRENT YEAR	100	86	2	12	0	0	0	0	0	0	0	0	0	0	
	100.00%	86.00%	2.00%	12.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL PRIOR YEAR	147	127	5	15	1	0	0	0	0	0	1	0	0	0	
	100.00%	86.39%	3.40%	10.20%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.68%	0.00%	0.00%	0.00%	







B9 (Page 2 of 2)	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
<b>Job Series:</b>														
Relevant Applicant Pool														
<b>Job Series:</b>														
Total Applications Received														
Qualified														
Selected														
Relevant Applicant Pool														
<b>Job Series:</b>														
Total Applications Received														
Qualified														
Selected														
Relevant Applicant Pool														

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.















B11 Page 2 of 2	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
<b>Job Series/Grade(s) of Vacancy:</b>															
Selected															
<b>Job Series/Grade(s) of Vacancy:</b>															
Relevant Applicant Pool															
Total Applications Received															
Qualified															
Selected															

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.







**U. S. DEPARTMENT OF AGRICULTURE  
FARM SERVICE AGENCY**

**Table B12: Participation in Career Development - Distribution by Disability**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
<b>Career Development Programs for GS 5-12:</b>														
Slots														
Relevant Pool														
Applied														
Participants														
<b>Career Development Programs for GS 13 - 14:</b>														
Slots														
Relevant Pool														
Applied														
Participants														
<b>Career Development Programs for GS 15 and SES:</b>														
Slots														
Relevant Pool														
Applied														
Participants														
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>														











**U. S. DEPARTMENT OF AGRICULTURE  
FARM SERVICE AGENCY**

**Table B14: Separations by Type of Separation - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = Fiscal Year 2013 and Two or More with Hispanic Grouped as Hispanic

TYPE OF SEPARATION	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
VOLUNTARY	270	236	5	29	4	0	0	1	1	1	0	1	0	0
	#####	87.41%	1.85%	10.74%	1.48%	0.00%	0.00%	0.37%	0.37%	0.37%	0.00%	0.37%	0.00%	0.00%
INVOLUNTARY	7	5	0	2	0	0	0	0	0	0	0	0	0	0
	#####	71.43%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL SEPARATIONS	277	241	5	31	4	0	0	1	1	1	0	1	0	0
	#####	87.00%	1.81%	11.19%	1.44%	0.00%	0.00%	0.36%	0.36%	0.36%	0.00%	0.36%	0.00%	0.00%
TOTAL WORKFORCE	4150	3724	55	371	47	5	5	4	9	4	8	2	9	1
	#####	89.73%	1.33%	8.94%	1.13%	0.12%	0.12%	0.10%	0.22%	0.10%	0.19%	0.05%	0.22%	0.02%



