United States Equal Employment Opportunity Commission

OFFICE OF FEDERAL OPERATIONS

Annual Report on the Federal Work Force

Fiscal Year 2006

Table of Contents

PREFACE i

EXECUTIVE SUMMARY iii

PART I **SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT** . I-1

Section A. Demonstrated Commitment From Agency Leadership I-1

1. 50% of Agencies Issued EEO Policy Statements on an Annual Basis I-1

Section B. Integration of EEO Into Agencies' Strategic Mission I-3

1. 61% of Agency EEO Directors Report to Agency Head I-3
2. 59% of EEO Directors Presented the State of the EEO Program to the Agency Head I-3
3. 91% of Agencies Provided their EEO staff with Required Training I-4

Section C. Management and Program Accountability I-5

1. 98% of Agencies Submitted Reasonable Accommodation Procedures I-5
2. 64% Agencies Report They Have An Anti-Harassment Policy I-8

Section D. Proactive Prevention of Unlawful Discrimination I-9

1. Barrier Analysis I-9
2. Composition of Federal Work Force I-11
   a. Total Work Force: Hispanics and White Women Remain Below Availability I-11
   b. Senior Pay Levels: Women Show Some Progress I-13
   c. General Schedule and Related Positions: Hispanics and Women Improve I-15
   d. Federal Wage System Positions: Women, Whites and American Indian/Alaska Natives Slightly Increase I-16
   e. Other Pay Systems: Women Increase But Still Trail Men . I-17

3. Participation Rate of Individuals with Targeted Disabilities Continues to Fall I-18

Section E. Efficiency in the Federal EEO Process I-21

1. Federal Agency EEO Programs: Complaints Decrease But Processing Times Continue to Exceed Regulatory Deadlines..... I-21
2. EEOC Hearings and Appeals: Reduced Inventories..... I-34

Section F. Responsiveness and Legal Compliance..... I-45

1. 95% of Submitted EEOC Form 462 Reports Were Timely I-45
2. 68% of the Submitted MD-715 Reports Were Timely I-45

PART II PROFILES FOR SELECTED FEDERAL AGENCIES..... II-1

APPENDIX I GLOSSARY / DEFINITIONS .....Appendix I-1

APPENDIX II FEDERAL SECTOR EEO COMPLAINT PROCESSING PROCEDURES.....Appendix II-1

APPENDIX III FEDERAL WORK FORCE & COMPLAINTS PROCESSING TABLES .....Appendix III-1
(Actual tables are only available on CD or on the EEOC's Web-site at http://www.eeoc.gov/federal/fsp2006/index.html)

PREFACE

The U.S. Equal Employment Opportunity Commission (EEOC or Commission) was established by the *Civil Rights Act of 1964, Title VII*, with the mission of eradicating discrimination in the workplace. In the federal sector, EEOC enforces *Title VII*, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin; the *Age Discrimination in Employment Act of 1967 (ADEA)*, which prohibits employment discrimination against individuals 40 years of age and older; the *Equal Pay Act of 1963 (EPA)*, which prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions; and the *Rehabilitation Act of 1973 (Rehabilitation Act)*, which prohibits employment discrimination against federal employees and applicants with disabilities, and requires that reasonable accommodations be provided.

EEOC is charged with monitoring federal agency compliance with equal employment opportunity (EEO) laws and procedures, and reviewing and assessing the effect of agencies' compliance with requirements to maintain continuing affirmative employment programs to promote equal employment opportunity and to identify and eliminate barriers to equality of employment opportunity.

Equal Employment Opportunity Management Directive 715 (MD-715), issued October 1, 2003, established standards for ensuring that agencies develop and maintain model EEO programs. These standards will be used to measure and report on the status of the federal government's efforts to become a model employer. As detailed in *MD-715,* the six elements of a model EEO program are:

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

This report covers the period from October 1, 2005, through September 30, 2006 and contains selected measures of agencies' progress toward model EEO programs.[1] While working within our mission as an oversight agency, EEOC strives to create a partnership with agencies. In FY 2006, EEOC expanded its Relationship Management program from 11 Cabinet/Mid-Size agencies to 12 and launched a small agency program with 14 initial participants.

[1] All measures under EEOC's regulations and management directives are equally important, and the inclusion of certain measures in this Report does not indicate a higher degree of importance for those measures.

The FY 2006 *Annual Report on the Federal Work Force*, submitted to the President and Congress, presents a summary of selected EEO program activities in the federal government, including work force profiles of 59 federal agencies. The report provides valuable information to all agencies as they strive to become model employers.

To prepare this report, the Commission relied on the following data: 1) work force data, as of September 30, 2006, obtained from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF)[2] supplemented with data provided by the Foreign Service, Army & Air Force Exchange Service, Federal Energy Regulatory Commission, Tennessee Valley Authority and the United States Postal Service; 2) data from the 1990 and 2000 EEO Special Files; 3) EEO complaint processing data submitted and certified as accurate by 110 federal agencies in their Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEO 462 reports); 4) hearings and appeals data obtained from EEOC's internal databases; and 5) EEO program data submitted and certified as accurate by 158 of 198 federal agencies and subcomponents in their fiscal year (FY) 2005 Federal Agency Annual Equal Employment Opportunity Program Status Reports (MD-715 reports).[3]

Effective January 1, 2006, the U. S. Office of Personnel Management required federal agencies to report ethnicity and race information for accessions on the revised Standard Form 181. Accordingly, the CPDF now contains data on persons who are Native Hawaiian/Other Pacific Islanders or who are of Two or More Races. Thus, for the first time, separate data on these groups is contained in this Report. Readers should bear in mind that in prior years, data on Asians included Native Hawaiian/Other Pacific Islanders and no data was reported on persons of Two or More Races. As a result, care should be exercised when comparing current data to data from prior years.

Finally, the Commission would like to extend its thanks to the Office of Personnel Management for providing the work force data from the CPDF, AAFES, FERC, TVA, USPS and the Foreign Service and to those agencies that timely submitted accurate and verifiable EEO complaint processing data.

This year the Commission again provided agencies an opportunity to comment on the draft of this report. The Commission thanks those agencies that submitted comments and suggestions for assisting in the publishing of a more accurate report. Agencies are encouraged to submit all Reports to the Commission in a timely and accurate manner to ensure that the state of EEO in the federal work force is reflected correctly.

---

[2] The September 30, 2006 snapshot includes only employees in pay status; thus, some permanent employees, like seasonal employees or those on active military tours of duty, are not included.

[3] Certain agencies do not provide total work force numbers for national security reasons. The 2000 EEO Special File controls for citizenship.

EXECUTIVE SUMMARY

STATE OF EEO IN THE FEDERAL GOVERNMENT

- In FY 2006, there were 2.6 million women and men employed by the Federal government across the country and around the world.
  - 56.9% were men and 43.1% were women; the participation rate for women has slowly but steadily increased over the last ten years.
  - 7.7% were Hispanic or Latino, 66.2% were White, 18.4% were Black or African American, 5.9% were Asian, 0.2% were Native Hawaiian/Other Pacific Islanders, 1.7% were American Indian/Alaska Native, and 0.1% were persons of Two Or More Races.
- Between FY 2005 and FY 2006, Hispanic or Latinos, Whites, Native Hawaiian/Other Pacific Islanders, women and persons of Two or More Races remained below their overall availability in the national civilian labor force, as reported in the 2000 census. Black or African Americans, Asians, American Indian/Alaska Natives and men remained above their overall availability in the national civilian labor force, as reported in the 2000 census.
- The number of employees with targeted disabilities in the federal work force has been steadily declining in the past ten years, from 28,671 in FY 1997 to 24,442 in FY 2006. In FY 2006, Individuals with Targeted Disabilities represented less than one percent (0.94%) of the total work force.
- Of the total work force, 0.77% held senior pay level positions, which is an increase from 0.62% in FY 1997. Women have made the most gains in securing senior level positions in the federal government, occupying 26.2% of those positions in FY 2006, up from 21.2% in FY 1997. Within that ten year period Hispanic or Latino and Asian women have made the most gains.
- Of the total work force, 54.3% of employees occupied General Schedule and Related pay system positions.
- The average grade for permanent and temporary General Schedule employees was 10. Hispanic or Latino (9.4), Black or African American (9), Native Hawaiian/Other Pacific Islander (8.3), American Indian/Alaska Native (8.4) employees and employees of Two or More Races (8.6) all had average grades lower than the government-wide average.

- The average General Schedule grade for women was 9.3, nearly one and a half grades below the average grade level for men of 10.7.

- The average General Schedule grade for Individuals with Targeted Disabilities was 8.5, one and a half grades below the government-wide average (for permanent and temporary employees) of 10.

- Of the total work force, 7.50% of employees occupy positions in the Federal Wage System. In comparison to the General Schedule and Related positions, the Federal Wage System had a higher percentage of men (88.98%), Hispanic or Latinos (7.87%), Black or African Americans (18.21%), Native Hawaiian/Other Pacific Islanders (0.57%) and American Indian/Alaska Natives (2.53%), and a lower percentage of Asians (4.19%), Whites (66.51%) and women (11.01%).

- Of the total work force, 37.51% of employees occupied positions in Other Pay Systems (*i.e.* other than Senior Pay, General Schedule and Federal Wage Systems). In comparison to the General Schedule, the other pay systems had a higher percentage Hispanic or Latinos (7.98%), Black or African Americans (19.87%), and Asians (7.73%); and a lower percentage of Whites (63.12%) American Indian/Alaska Natives (1.11%) and Native Hawaiian/Other Pacific Islanders (0.13%).

- Of the 158 agencies and subcomponents that submitted a FY 2005 MD-715 report, 50% reported that they had issued an EEO policy on an annual basis, down from 54% of the 170 agencies and subcomponents that submitted an MD-715 report in FY 2004.

- Of the 91 agencies with 100 or more employees that were required to submit a FY 2006 EEOC Form 462 report, only 56 (61%) reported that the EEO Director reports directly to the agency head.

- A state of the agency briefing to the agency head, required by MD-715, was conducted by 59% of the 158 agencies and subcomponents that submitted a FY 2005 MD-715 report, up from 38% of the agencies and subcomponents in FY 2004.

Congratulations to the U. S. Department of Defense Computer/Electronic Accommodations Program for receiving the EEOC Freedom to Compete Award in FY 2006. The Freedom to Compete Award recognizes excellence in the implementation of specific equal employment opportunity practices that the Commission believes can be emulated by other employers, agencies or organizations. Further information about this Award is available at www.eeoc.gov.

EEOC FREEDOM TO COMPETE 2006

- A reasonable accommodation procedure was submitted to EEOC for review by 98% of the 91 agencies with 100 or more employees that were required to submit a FY 2006 EEOC Form 462 report.

- Pre-complaint EEO counseling and alternative dispute resolution (ADR) programs addressed many employee concerns before they resulted in a formal EEO complaint. Of the 38,824 instances of counseling in FY 2006, 55.2% did not result in the filing of a formal complaint due either to settlement by the parties or withdrawal from the EEO process.

- In FY 2006, 15,359 individuals filed 16,723 complaints alleging employment discrimination against the federal government.

- The number of complaints filed declined by 7.2% from the number filed the previous year and there was a 6.9% decrease in the number of individuals who filed complaints over the same period. In FY 2006, 8.2% of the complaints filed were by individuals who had previously filed at least one other complaint during the year, down from 8.4% in FY 2005.

- Although considerable improvement occurred in FY 2006, federal agencies, as a whole, continued to exceed the regulatory processing time of 180 days or less, unless extended, due to settlement efforts, amendment, or consolidation for investigating EEO complaints. A total of 10,817 investigations were completed government-wide in an average of 186 days. Significantly, 7,506, or 69.4%, of the investigations were timely completed, up from 54.9% timely completed in FY 2005.

- Agencies issued 4,857 merit decisions without a decision by an EEOC Administrative Judge, and 3,026 (62.3%) of these decisions were timely issued, up from 59.1% timely issued in FY 2005.

- EEOC's hearing receipts decreased by 24.0%, from 10,266 in FY 2005 to 7,802 in FY 2006. The average processing time for a hearing was 274 days, a 10.0% increase from FY 2005's average of 249 days.

- EEOC's appeal receipts decreased by 9.9%, declining from 7,490 in FY 2005 to 6,743 in FY 2006. The average processing time for appeals in FY 2006 was 220 days, a 13.4% increase from the FY 2005 average of 194 days.

- In FY 2006, as a result of final agency decisions, settlement agreements, and final agency actions in which agencies agreed to fully implement EEOC Administrative Judges' decisions, agencies paid monetary benefits to EEO complainants totaling $32.6 million, down from the $51.7 million paid in FY 2005. An additional $11.7 million was paid out in response to appellate decisions, a decrease from the $15 million paid out in FY 2005.

- In FY 2006, EEOC's training and outreach program reached 6,158 federal employees through 198 sessions.

- In FY 2006, EEOC Form 462 reports were timely filed by 86 or 94% of the 91 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report.

- In FY 2005, MD-715 reports were timely filed by 107, or 68% of the 158 reporting agencies and subcomponents.

PART I

SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

Section A - Demonstrated Commitment From Agency Leadership

Now, more than ever before, with the increasing expectations of government institutions, federal agencies must position themselves to attract, develop and retain a top-quality work force in order to ensure our nation's continued growth, security and prosperity. To develop this competitive, highly qualified work force, federal agencies must fully utilize the talents of all employees, regardless of race, color, religion, national origin, sex or disability. In order to assist agencies in attaining these goals, on October 1, 2003, MD-715 became effective and set forth "policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under *Section 717 of Title VII* and effective affirmative action programs under *Section 501 of the Rehabilitation Act*."

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must promote and safeguard equal employment opportunity into everyday practice and make those principles a fundamental part of agency culture.

1. 50% of Agencies Issued EEO Policy Statements on an Annual Basis

Section II(A) of MD-715 provides that "commitment to equal employment opportunity must be embraced by agency leadership and communicated through the ranks from the top down. It is the responsibility of each agency head to take such measures as may be necessary to incorporate the principles of EEO into the agency's organizational structure." In addition, this section establishes that "agency heads must issue a written policy statement expressing their commitment to EEO and a workplace free of discriminatory harassment. This statement should be issued at the beginning of their tenure and thereafter on an annual basis and disseminated to all employees."

Of the 158 agencies and subcomponents that submitted an MD-715 report for FY 2005, 79 (50%) reported that they had issued an EEO policy statement and would continue to do so on an annual basis, down from the 54% reported in FY 2004.

EEO Program Tip

The Equal Employment Opportunity Commission Fellowship Program (EEOCFP) was developed in March 2007. The brain child of Naomi Earp, Chair of the Equal Employment Opportunity Commission, the EEOCFP is a competitive program designed to create a pool of candidates for detail assignments to the EEOC. The EEOCFP provides an opportunity for Federal employees, Professors and graduate students interested in equal opportunity, public administration, economics, employment law, statistics, and other relevant fields, to participate in research and projects related to the eradication of discrimination and fair and inclusive workplaces in the federal government. The EEOCFP consists of three levels: The Distinguished Fellows Program; the Meritorious Fellows Program; and the Exchange Fellows Program. The Distinguished Fellows Program is open to GS-14's and above or equivalents in the academic community interested in assignments of six months or more; the Meritorious Fellows Program is open to GS-13's and below and equivalents in the academic community interested in assignments of less than six months; and the Exchange Program is open to EEOC employees and other Federal employees interested in exchanging jobs based on mutual agreement. The first Fellows assignments will begin October 1, 2007. Further information, is available on the EEOC website at www.eeoc.gov.

Section B - Integration of EEO Into Agencies' Strategic Mission

In order to achieve its strategic mission, an agency must integrate equality of opportunity into attracting, hiring, developing, and retaining the most qualified work force. The success of an agency's EEO program ultimately depends upon decisions made by individual agency managers. Therefore, agency managers constitute an integral part of the agency's EEO program. The EEO office serves as a resource to these managers by providing direction, guidance, and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity.

As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) all managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. Three aspects of this Section are highlighted below.

1. 61% of Agency EEO Directors Report to Agency Head

EEOC's regulations governing agency programs to promote equal employment opportunity require each agency to "maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and polices." 29 C.F.R. § 1614.102(a). To implement its program, each agency shall designate a Director of Equal Employment Opportunity who shall be under the immediate supervision of the agency head. 29 C.F.R. §1614.102(b)(4).

Of the 91 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report in FY 2006, 56 agencies (61.5%) reported that their EEO Director reports to the agency head.

2. 59% of EEO Directors Presented the State of the EEO Program to the Agency Head

In addition to improving the status and independence of EEO, Section II(B) of MD-715 requires that agencies ". . . provide the EEO Director with regular access to the agency head and other senior management officials for reporting on the effectiveness, efficiency, and legal compliance . . ." of the agency's EEO program. Following the submission of the MD-715 report to EEOC, EEO Directors should present the state of

the EEO program to the agency head on an annual basis. See Section I of EEOC's Instructions for MD-715.

Of the 158 agencies and subcomponents that submitted an MD-715 report for FY 2005, 93 (59%) indicated that the EEO Director had conducted the briefing, up from the 75 (44%) of the 170 in FY 2004.

3. 91% of Agencies Provided Their EEO Staff with Required Training

Section II(B) of MD-715 requires that agencies attract, develop and retain EEO staff with the strategic competencies necessary to accomplish the agency's EEO mission. In order to ensure staff competency within its EEO complaint program, agencies must comply with the mandatory training requirements for EEO counselors and investigators as set forth in MD-110. Agencies using contract staff to perform these functions must also ensure that these requirements are met.

Chapter 2, Section II of MD-110 requires that new EEO counselors receive thirty-two hours of EEO counselor training and thereafter eight hours of training each year. Likewise, new EEO investigators are required to have thirty-two hours of EEO investigator training and thereafter eight hours of training each year as set forth in Chapter 6, Section II of MD-110.

Of the 91 agencies with 100 or more employees that filed an EEOC Form 462 report in FY 2006, 91% ensured their EEO staff received the required regulatory training. Agencies trained 1,652 new EEO counselors and 157 new EEO investigators. Agencies also provided the required eight hour annual refresher training to 3,265 EEO counselors and 1,563 EEO investigators. Additionally, agencies reported providing thirty-two hour training to 32 EEO counselor/investigators and eight hour training to 121 EEO counselor/investigators. Through the EEOC Training Institute, 10 agencies provided additional MD-715 training for their EEO staff.

Section C - Management and Program Accountability

A model EEO program will hold managers, supervisors, EEO officials, and personnel officers accountable for the effective implementation and management of the agency's program. As part of management and program accountability, MD-715 provides that agencies should ensure that: (1) regular internal audits are conducted of the EEO program; (2) EEO procedures are established; (3) managers and supervisors are evaluated on EEO; (4) personnel policies are clear and consistently implemented; (5) a comprehensive anti-harassment policy has been issued; (6) an effective reasonable accommodation policy has been issued; and (7) findings of discrimination are reviewed. Two aspects of this Section are highlighted below.

1. 98% of Agencies Submitted Reasonable Accommodation Procedures

Section II(C) of MD-715 provides that a model EEO program must "implement effective reasonable accommodation procedures that comply with applicable executive orders, EEOC guidance, the Architectural and Transportation Barriers Compliance Board's Uniform Federal Accessibility Standards and Electronic and Information Technology Accessibility Standards, and ensure that EEOC has reviewed those procedures when initially developed and if procedures are later significantly modified."

Executive Order (E.O.) 13164 was issued July 26, 2000, which required all executive branch federal agencies to institute procedures for processing reasonable accommodation requests under Section 501 of the Rehabilitation Act of 1973 and submit them to EEOC. To date, EEOC has received 123 reasonable accommodation procedures from agencies and subcomponents and provided feedback to each of those agencies and subcomponents. Of the 91 agencies with 100 or more employees that were required to submit an EEOC Form 462 report in FY 2006, 98% provided reasonable accommodation procedures to EEOC.

The E.O. also requires each agency to submit to EEOC any modifications to its reasonable accommodation procedures. As of the end of FY 2006, EEOC received only 7 resubmissions, as opposed to 84 received during FY 2005. EEOC continues to provide technical assistance to agencies on drafting their reasonable accommodation procedures and on implementation concerns.

Section 1(b)(3) of the E.O. mandates that the time frame for the reasonable accommodation decisions be as short as reasonably possible. In providing feedback to agencies concerning time frames, the Commission has emphasized that: (1) all stages

of the process, including receipt of the request, delivery of the request to the deciding official, the decision to grant the request and the delivery of the requested accommodation, be clearly identified and subject to a specific time limit; (2) to the extent possible, first-line supervisors be granted the authority to approve accommodation requests, in order to eliminate unnecessary levels of review; (3) an expedited process be provided in those situations where the requested accommodation is simple and straightforward and would not result in an undue hardship; and (4) circumstances under which delays in processing reasonable accommodation requests could arise be clearly addressed. See "Policy Guidance on Executive Order 13164: Establishing Procedures To Facilitate the Provision of Reasonable Accommodation" (October 20, 2000); and "Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164" (July 19, 2005).

EEO Program Tips

The following language concerning time frames for processing reasonable accommodation requests comes from EEOC's: "Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164" (July 19, 2005):

- Designate a mandatory time limit during which all requests for reasonable accommodation must be processed, absent extenuating circumstances.
- Require that requests be handled as promptly as possible regardless of the time limit, and clearly state that failure to do so, absent extenuating circumstances, might result in an undue delay in violation of the Rehabilitation Act.
- Provide a reasonably quick time period for processing requests and clearly state that the time limit will be suspended while the parties wait for requested medical information or documentation.
- State clearly when the time frame corresponding to each stage in the process begins to run and make sure that there are no gaps. It might be helpful to identify an individual, such as a disability program manager, as being responsible for overseeing adherence to time frames.
- Specify what constitutes "extenuating circumstances," making it clear that the concept only applies to those situations involving factors that are outside the agency's control.
- Require expedited processing where it is needed, as in the case of time-sensitive accommodation requests.
- Provide time limits that cover the time allotted to deliver or implement the accommodation once it has been granted, as well as to process the accommodation request.
- Provide that in the event of a delay, the agency official responsible for processing the accommodation request should confer with the individual requesting the accommodation in order to consider providing temporary measures.

Whenever it is possible to do so, process requests in less time than that authorized by the time limit, especially in those situations where an accommodation can be provided in much less time than the procedures allow.

The complete document can be found at
http://www.eeoc.gov/federal/implementing_accommodation.html.

2. 64% of Agencies Report They Have An Anti-Harassment Policy

Sections II(A) and (C) of EEOC's MD-715 provide that model EEO programs should "issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment" and "establish procedures to prevent . . . harassment." For more information, please review EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment). In order to ensure that the agency's anti-harassment policy is enforced, Section II(C) requires agencies to establish procedures to prevent harassment and to take immediate corrective action once harassment is found. These procedures are separate from the federal sector administrative EEO complaint process.

EEOC's Enforcement Guidance on Harassment makes clear that agencies can be held liable for harassment based on race, color, sex, religion, national origin, protected activity, age (40 and over), or disability, and not merely for harassment that is of a sexual nature. Accordingly, the policy guidance emphasizes that agencies should establish anti-harassment policies and complaint procedures covering unlawful harassment on all bases.

Of the 158 agencies and subcomponents that submitted an MD-715 report for FY 2005, 101 (64%) reported that they had an anti-harassment policy.

EEO Program Tips

A common problem the Commission encounters is that some anti-harassment procedures, while comprehensive in nature, include separate definitions of sexual harassment. This suggests that, from a legal standpoint, sexual harassment is somehow different in kind from harassment on other bases. It also conveys the impression that sexual harassment claims might be subject to a different standard of liability than other forms of harassment. A more effective approach would be to include sexually oriented verbal or physical conduct within a comprehensive definition of discriminatory harassment.

For example, an agency could define discriminatory harassment as follows:

> Any verbal or physical conduct, based on race, color, religion, national origin, age, disability, sex (with or without sexual conduct), or protected activities, that either results in a tangible employment action or is so severe and pervasive as to constitute an intimidating, hostile or offensive work environment, including, but not limited to: (1) verbal conduct that could include racial or sexual epithets, foul language, unwanted sexual flirtations, ethnic jokes, derogatory statements or slurs; (2) physical conduct that could include improper touching or assault; or (3) visual harassment that could include racially or sexually explicit or derogatory posters, cartoons or drawings, or obscene gestures.

Section D - Proactive Prevention of Unlawful Discrimination

Part 1614 of EEOC's regulations provides that each agency shall "establish a system for periodically evaluating the effectiveness of the agency's overall equal employment opportunity effort." 29 C.F.R. § 1614.102(a)(11). In particular, "each agency shall maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." 29 C.F.R. § 1614.102(a).

1. Barrier Analysis

Pursuant to Section II(D) of MD-715, a model EEO program "must conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups." Part A(II) of MD-715 provides that "where an agency's self-assessment indicates that a racial, national origin, or gender group may have been denied equal access to employment opportunities, the agency must take steps to identify and eliminate the potential barrier." Barriers are defined as policies, procedures, practices, or conditions that limit employment opportunities for members of a particular race, ethnic or religious background, gender, or for individuals with disabilities. While some barriers are readily discernable, most are embedded in the agency's day-to-day employment policies, practices and programs, including: recruitment; hiring; career development; competitive and noncompetitive promotions; training; awards and incentive programs; disciplinary actions; and separations.

Of the 158 agencies and subcomponents that submitted a FY 2005 MD-715 report, 120 (80%) of them reported addressing potential barrier(s).

EEO Program Tips

In December 1997, the EEOC issued a Task Force Report on ""*Best" Equal Employment Opportunity Policies, Programs, and Practices in the Private Sector."* The Report compiled a number of "best practices" that promote equal employment opportunity and address barriers that may affect equal employment opportunity. Use of this Report as an idea bank broadly drawn upon may assist agencies in their efforts to attain a model EEO program.

In addition to potential general barriers to equal employment opportunity, which tend to be societal or culturally based, agencies should focus on potential barriers specific to particular types of employment actions. Specific barriers tend to be imbedded in the agency's operations, in other words, barriers to recruitment and hiring, or advancement and promotion, etc. Examples of policies, programs and practices that help identify and eliminate barriers include:

● Partnering with organizations that have missions to serve targeted groups;

● Using internships, work/study programs to attract and develop interested and qualified candidates;

● Developing methods to identify high-potential employees;

● Ensuring that tools for continuous learning and optimum job performance are available;

● Providing job transfer/rotation programs for career enhancing development experiences; and

● Ensuring that all persons involved in recruitment/hiring or promotions/advancement are well trained in their equal employment opportunity responsibilities.

The above is a small sampling of the data available in the Report, which is available on-line at http://www.eeoc.gov/abouteeoc/task_reports/best_practice.html

2. Composition of the Federal Work Force

With the increasing number of new grade and pay systems being adopted throughout the federal government, this year's report provides statistics on the composition of the Total Work Force as well as statistics on employees in four pay structures:

Senior Pay Level pay structures were created by the Civil Service Reform Act of 1978, which established the Senior Executive Service (SES) as a separate personnel system covering a majority of the top managerial, supervisory, and policy-making positions in the Executive Branch of government.

The General Schedule pay system was created by the Classification Act of 1949, which created a centralized job evaluation for all White-Collar positions and merged several separate schedules into one.

The Federal Wage System was established by Public Law 92-392 in 1972 to standardize pay rates for Blue-Collar federal employees.

Today, alternative pay plans are being used and proposed across the federal government. In this report they are identified as "Other Pay Systems." These systems include pay-banding systems, the Market-Based Pay system of the Army and Air Force Exchange Service, and include such agencies as the United States Postal Service and the Tennessee Valley Authority. Table 1 below shows the representation rates for each of these pay structures.

Table 1 - FY 2006 Federal Work Force Pay Structure Participation Levels

	# Work Force	% of Total Work Force
Total Work Force	2,611,493	
Senior Pay Level	20,070	0.77
General Schedule and Related	1,416,901	54.26
Federal Wage System	194,858	7.46
Other Pay Systems	979,664	37.51

a. Total Work Force: Hispanic or Latino employees and White Women Remain Below Availability

In FY 2006, the federal government had a Total Work Force of 2,611,493 employees, compared to 2,475,761 in FY 1997.[4] Table 2 shows the participation rate of the

[4] Source: Office of Personnel Management's *The Fact Book-Federal Civilian Workforce Statistics*, 1998 edition.

identified groups below, as compared to the civilian labor force (CLF). Table A-1 in Appendix III, located at www.eeoc.gov, provides ten-year trend data.

Table 2 - Composition of Federal Work Force – Ten-Year Trend: Some Progress, Little Overall Change FY 1997 - FY 2006[5]

	Work Force	Participation Rate		2000 CLF
	FY 2006	FY 1997 %	FY 2006 %	
Men	1,487,030	58.35	56.94	53.20
Women	1,124,463	41.65	43.06	46.80
Hispanic or Latino Men	119,756	3.97	4.59	6.20
Hispanic or Latino Women	80.849	2.42	3.10	4.50
White Men	1,049,959	42.87	40.21	39.00
White Women	677,861	26.29	25.96	33.70
Black or African American Men	206,219	8.04	7.90	4.80
Black or African American Women	273,284	10.31	10.46	5.80
Asian Men	87,680	2.77*	3.36	2.00
Asian Women	66,055	1.93*	2.53	1.80
Native Hawaiian/Other Pacific Islander Men	2,569	*	0.10	0.10
Native Hawaiian/Other Pacific Islander Women	1,932	*	0.07	0.10
American Indian/Alaska Native Men	20,089	0.69	0.77	0.50
American Indian/Alaska Native Women	23,718	0.71	0.91	0.50
Two or More Race Men	758	**	0.03	0.50
Two or More Race Women	764	**	0.03	0.40
Individuals with Targeted Disabilities	24,442	1.16	0.94	CLF NOT AVAILABLE

*Asians, Native Hawaiian and Other Pacific Islanders data included in Asian data **Data not available.

A comparison of the data on the participation rates of persons in particular agency components or specific major occupations can serve as a diagnostic tool to help identify possible areas where barriers to equal opportunity may exist within an agency. This information is located in Tables A-1a and A-6b of Appendix III, located at www.eeoc.gov.[6]

[5] Because separate data is unavailable, the Asian American/Other Pacific Islander data prior to 2006 throughout this report includes the data for Asian with "Native Hawaiians and Other Pacific Islanders." Additionally, the remainder of the tables will not include data on persons of Two or More Races unless their participation rate was at least 0.02%.

[6] These tables report break outs of the employment data for specific components of certain large federal agencies, including the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Interior, Justice, Labor, Transportation, Treasury and Veterans Affairs, as well as certain defense agencies, the National Aeronautics and Space Administration and the United States Postal Service.

b. Senior Pay Levels: Women Show Some Progress

With a total of 20,070 employees, the Senior Pay Level (SPL) positions comprise 0.77% of the total work force. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule. Table 3 below reflects the SPL representation. Table A-2 of Appendix III at www.eeoc.gov contains additional data.

Table 3 - Senior Pay Level Representation FY 1997 / FY 2006

	Senior Pay Level Positions			
	FY 1997		FY 2006	
	Number	% of SPL	Number	% of SPL
Total SPL Work Force	15,381		20,070	
Men	12,124	78.83	14,814	73.81
Women	3,257	21.17	5,256	26.19
Hispanic or Latino	412	2.68	733	3.65
White	13,563	88.18	17,105	85.23
Black or African American	1,005	6.53	1,307	6.51
Asian	304*	1.98*	746	3.72
Native Hawaiian/Other Pacific Islander	**	**	3	0.01
American Indian/Alaska Native	97	0.63	167	0.83
Individuals with Targeted Disabilities	67	0.44	93	0.46

*Includes both Asian and Pacific Islanders **Data not available

- The participation rate for women increased from 21.17% in FY 1997 to 26.19% in FY 2006.

- From FY 1997 to FY 2006, the Total SPL Work Force increased by 4,689 employees, a net change of 30.48%. Likewise, the number of federal employees with targeted disabilities increased from 67 in FY 1997 to 93 in FY 2006, a net change of 38.81%.

- Among agencies with 500 or more employees, Defense Security Service had the greatest percentage of women in SPL positions. See Table 4 below. SPL data for all agencies is located in Table A-2a of Appendix III, which can be found at www.eeoc.gov.

Table 4 - Ranking of Agencies with the Highest Percentage of Women in Senior Pay Level Positions in FY 2006 *(Agencies With 500 Or More Employees)*

Agency	Total Work Force #	SPL #	Women in Senior Pay Level Positions #	%
Defense Security Service	544	4	3	75.00
Defense Human Resource Activity	880	12	8	66.67
Corp. for National and Community Service	558	19	10	52.63
Equal Employment Opportunity Commission	2,195	32	15	46.88
Court Services and Offender Supervision Agency	1,140	12	5	41.67

- Between FY 1997 and FY 2006, the participation rate for Black or African American employees (6.51%) in SPL positions has decreased slightly. The participation rate was (0.46%) for Individuals with Targeted Disabilities, (3.65%) for Hispanic or Latino employees, (3.72%) for Asian employees and (0.83%) for American Indian/Alaska Native employees.

- In FY 2006, the "feeder grades" to SPL positions[7] (GS grades 14 and 15) showed the following participation rates: men (67.28%), women (32.72%), Hispanic or Latino employees (4.10%), White employees (79.29%), Black or African American employees (9.67%), Asian employees (5.92%), Native Hawaiian/Other Pacific Islander employees (0.03%), American Indian/Alaska Native employees (0.93%), and Individuals with Targeted Disabilities comprised (0.50%).

- Part II of this report also contains information on the major occupations in selected government agencies. Data on participation rates of persons holding positions in an agency's major occupations can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

[7] Where an EEO group has a low participation rate in the feeder grade/applicant pool, there is a strong likelihood that the group will be absent or have a low participation rate in the next higher grade level. *See* General Accountability Office Report No.GAO-03-34, *Senior Executive Service: Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over* (January 2003).

c. General Schedule and Related Positions: Hispanic or Latinos and Women Improve

- With a total of 1,416,901 employees, the General Schedule and Related (GSR) positions comprised 54.26% of the total work force in FY 2006. GSR positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature. GSR figures include employees in other pay systems that are easily converted to GS by OPM.

- In FY 2006, the GSR participation rate for Hispanic or Latino employees was 7.50%; for White employees was 67.94%; for Black or African American employees was 17.50%; for Asian employees was 4.88%, for Native Hawaiian/Other Pacific Islander employees was 0.15%; for American Indian/Alaska Native employees was 1.96%, and for Individuals With Targeted Disabilities was 1.01%. See Table A-3 in Appendix III at www.eeoc.gov, for the entire ten-year trend in the GSR pay systems.

Table 5 - General Schedule & Related (GSR) Representation FY 1997 / FY2006

	GSR Positions			
	FY 1997		FY 2006	
	Number	% of GSR	Number	% of GSR
Total GSR Work Force	1,269,435		1,416,901	
Men	663,407	52.26	727,981	51.38
Women	606,828	47.74	688,920	48.62
Hispanic or Latino	79,594	6.27	106,330	7.50
White	884,035	69.64	962,634	67.94
Black or African American	229,895	18.11	248,025	17.50
Asian	50,397*	3.97*	69,092	4.88
Native Hawaiian/Other Pacific Islander	**	**	2,139	0.15
American Indian/Alaska Native	25,389	2.00	27,791	1.96
Individuals with Targeted Disabilities	16,249	1.28	14,373	1.01

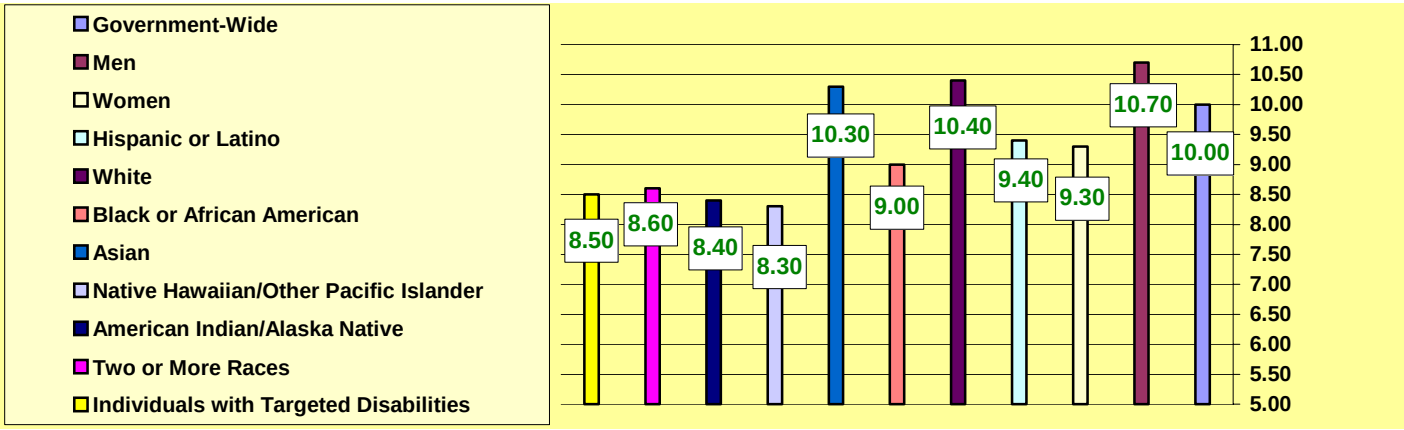
*Includes both Asian and Pacific Islanders **Data not available

- Women held 48.62% of all GSR positions in FY 2006, up from 47.74% in FY 1997. Over the ten year period, Hispanic or Latino employees and Asian employees gradually increased their representation rates in the GSR work force.

- Over the ten year period, the participation rate for Individuals with Targeted Disabilities declined from 1.28% to 1.01% of the GSR work force.

- The average grade level for the total GSR permanent and temporary work force was grade 10 in FY 2006. Of GSR employees, 18.15% were in grades 1-6, 38.92% were in grades 7-11, 31.09% were in grades 12-13, and 11.78% were in grades 14-15.

Figure 1 - Average Grade in the General Schedule and Related Positions FY 2006



- The average GSR grade level for Hispanic or Latino employees (9.4), Black or African American employees (9), Native Hawaiian/Other Pacific Islander employees (8.3), American Indian/Alaska Native employees (8.4) and persons of Two or More Races (8.6) was lower than the government-wide average grade level (10).

- Approximately 42.23% of women employed in the GSR work force were in grades 7-11. The average GSR grade for women was 9.3 almost one full grade below the government-wide average of 10 and one and a half grades below men (10.7).

- The average GSR grade level for Individuals with Targeted Disabilities was 8.5, one and a half grades below the government-wide average. See Table A-3 in Appendix III at www.eeoc.gov.

d. Federal Wage System Positions: Women, Whites and American Indian/Alaska Natives Slightly Increase

- With a total of 194,858 employees, Federal Wage System (FWS) positions comprised 7.46% of the total work force in FY 2006. FWS (Blue-Collar) positions are mostly comprised of trade, craft and labor occupations.

Table 6 - Federal Wage System (FWS) Representation
FY 1997 / FY 2006

	Federal Wage System (FWS) Positions			
	FY 1997		FY 2006	
	Number	% of FWS	Number	% of FWS
Total FWS Work Force	243,343		194,858	
Men	217,573	89.41	173,389	88.98
Women	25,770	10.59	21,469	11.02
Hispanic or Latino	20,027	8.23	15,334	7.87
White	160,290	65.87	129,714	66.57
Black or African American	45,286	18.61	35,490	18.21
Asian	11,315*	4.65*	8,163	4.19
Native Hawaiian/Other Pacific Islander	*	*	1,112	0.57
American Indian/Alaska Native	6,400	2.63	4,937	2.53
Individuals with Targeted Disabilities	3,650	1.50	2,227	1.14

*** Includes data for Native Hawaiian/Other Pacific Islander until separate data in FY 2006 data.**

- FY 2006 FWS positions declined 19.92% from FY 1997.

- Since FY 1997, the participation rates for Hispanic or Latino employees (7.87%), Black or African American employees (18.21%), Asian employees (4.19%) and American Indian/Alaska Native employees (2.53%) have declined, while women (11.01%) and White employees (66.51%) have increased slightly. See Table A-4 in Appendix III at www.eeoc.gov for the complete ten-year trend.

- In FY 2006, the participation rate of men in the FWS pay system was 37.6 percentage points higher than the participation rate of men in the GSR pay system. Comparatively, FWS participation rates for Hispanic or Latino employees, Black or African American employees, American Indian/Alaska Native employees and Individuals with Targeted Disabilities were higher than the GSR participation rates, while the FWS work force participation rates for women, White employees, and Asian employees were lower.

e. Other Pay Systems: Women Increase But Still Trail Men

- With a total of 979,664 employees, other pay systems (OPS) comprised 37.51% of the total work force in FY 2006. Other Pay Systems include pay banding and other pay-for-performance systems that cannot be equated to GS grades.

Table 7 - Other Pay Systems (OPS) Representation FY 1997 – FY 2006

	Other Pay Systems (OPS) Positions			
	FY 1997		FY 2006	
	Number	% of OPS	Number	% of OPS
Total OPS Work Force	948,911		979,664	
Men	574,471	60.54	570,846	58.27
Women	374,440	39.46	408,818	41.73
Hispanic or Latino	63,008	6.64	78,208	7.98
White	628,274	66.21	618,367	63.12
Black or African American	189,403	19.96	194,681	19.87
Asian	59,876*	6.31*	75,734	7.73
Native Hawaiian/Other Pacific Islander	**	**	1,247	0.13
American Indian/Alaska Native	8,350	0.88	10,912	1.11
Individuals with Targeted Disabilities	9,106	0.96	7,802	0.80

***Includes both Asian and Pacific Islander employees ** Included with Asian employees**

- The participation rate for women (41.73%) in OPS was significantly lower than those (48.62%) in the GSR pay system.

- In FY 2006, the OPS participation rates for Hispanic or Latino employees (7.98%), and Asian employees (7.73%) and American Indian/Alaska Native employees (1.11%) slowly rose, while White employees (63.12%), Black or African American employees (19.87%) and Individuals with Targeted Disabilities (0.80%) fell from FY 1997 levels.

- In FY 2006, the OPS participation rates for Hispanic or Latino employees, Black or African American employees, and Asian employees were higher than in the GSR and FWS pay systems. OPS Participation rates for White employees and American Indian/Alaska Native employees and Individuals with Targeted Disabilities were lower than those in the GSR and FWS pay systems. See Table A-5 in Appendix IV at www.eeoc.gov for the complete ten-year trend.

3. Participation Rate of Individuals with Targeted Disabilities Continues to Fall

- From FY 1997 to FY 2006, the Total Work Force increased by 135,732 employees, a net change of 5.48%. However, the number of federal employees with targeted disabilities decreased from 28,671 in FY 1997 to 24,442 in FY 2006, a net change of –14.75%.

- Of the 2,611,493 federal employees in FY 2006, 24,442 were Individuals with Targeted Disabilities, resulting in a 0.94% participation rate for employees with targeted disabilities. Over the past 20 years, the federal government's efforts

to improve the participation rate of employees with targeted disabilities have failed to result in any significant progress. In order to properly track trends in the employment of Individuals with Targeted Disabilities, it is necessary for each agency to regularly resurvey its work force and update disability identification information.

- The Equal Employment Opportunity Commission (EEOC) had the highest percentage of Individuals with Targeted Disabilities among those agencies with 500 or more employees at 2.37%. See Table 8 below.

Table 8 - Ranking of Agencies With the Highest Percent of Individuals With Targeted Disabilities (Agencies With 500 Or More Employees)

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,195	52	2.37
Social Security Administration	63,647	1,318	2.07
Defense Finance and Accounting Service	13,083	261	1.99
Defense Logistics Agency	21,459	413	1.92
Government Printing Office	2,235	39	1.74

Table A-6b in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

EEO Program Tip

LEAD (Leadership for the Employment of Americans with Disabilities) is the EEOC's Initiative to address the declining number of employees with targeted disabilities in the federal workforce. The over-arching goal for this initiative is to significantly increase the population of individuals with disabilities employed by the federal government. In support of the LEAD Initiative, the Office of Federal Operations maintains a strategic workgroup formulating strategies and plans designed to assist federal agencies in reversing the negative trends facing the severely disabled who seek federal employment opportunities.

http://www.eeoc.gov/initiatives/lead/index.html

EEO Program Tips

For improving the participation rate of Individuals with Targeted Disabilities:

- Seek out advice from agencies that are doing well.
- There should be at least one person within your agency who is well-versed on the various hiring authorities, internships, and employment programs designed specifically to benefit people with disabilities (including veterans with disabilities).
- Encourage staff to attend disability related conferences, such as Deaf and Hard of Hearing in Government's (DHHIG) National Training Conference or The Perspectives on Employment of Persons with Disabilities Conference.
- Every person in HR who is involved with selections must have a clear understanding of the Schedule A appointing authority.
- Quarterly reports to senior leaders on how managers are performing in this area will help.
- Hold managers accountable.

Section E- Efficiency in the Federal EEO Process

EEOC's regulations provide that each agency shall assure that individual complaints are fairly and thoroughly investigated and that final action is taken in a timely manner. 29 C.F.R. § 1614.102(c)(5). Section II(E) of MD-715 establishes that a model EEO program must have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of their EEO programs. In this regard, Section II(E) recommends that agencies "benchmark against EEOC regulations at 29 C.F.R. Part 1614 and other federal agencies of similar size which are highly ranked in EEOC's Annual Report on the federal sector complaints process."

1. Federal Agency EEO Programs: Complaints Decrease But Processing Times Continue to Exceed Regulatory Deadlines

Agencies process federal employees' EEO complaints under regulations promulgated by EEOC at 29 C.F.R. Part 1614. Employees unable to resolve their concerns through counseling can file a complaint with their agency.[8] The agency will either dismiss[9] or accept the complaint. If the complaint is accepted, the agency must conduct an investigation, and, in most instances, issue the investigative report within 180 days from the date the complaint was filed.[10]

After the employee receives the investigative report, s/he may: (1) request a hearing before an EEOC Administrative Judge, who issues a decision that the employee or the agency may appeal to EEOC's Office of Federal Operations; or (2) forgo a hearing and request a final agency decision. An employee who is dissatisfied with a final agency decision or the agency's decision to dismiss the complaint may appeal to EEOC. The complainant or agency may also request EEOC to reconsider its decision on the appeal. In addition, during various points in the process, the complainant has the right to file a civil action in a federal court.

---

[8] Concerns involving both claims of discrimination and agency actions appealable to the Merit Systems Protection Board follow one of the processes set forth at 29 C.F.R. § 1614.302.

[9] There are several reasons an agency may dismiss a complaint, including the complainant's failure to state a claim, timely contact an EEO counselor, or failure to provide necessary information to the agency. *See* 29 C.F.R. §1614.107(a).

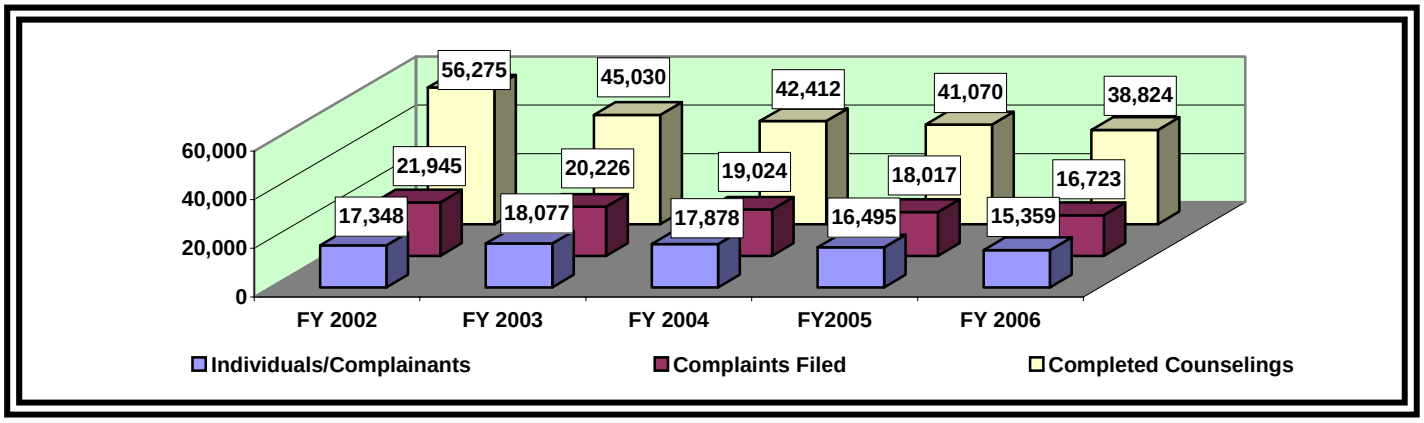
[10] The 180-day period may be extended by 90 days if both parties agree. *See* 29 C.F.R. § 1614.108(e). The regulations also extend the 180-day time limit for consolidated and amended complaints to the earlier of 180 days from the date of the most recent consolidated or amended complaint, or 360 days from the date of the earliest pending complaint. *See* 29 C.F.R. § 1614.108(f).

As the EEO complaint process has become increasingly more costly, adversarial, and lengthy, EEOC has encouraged agencies to promote and expand the use of alternative dispute resolution (ADR) as a means of avoiding formal adjudication processes. Used properly, ADR can provide fast and cost-effective results while at the same time improve workplace communication and morale.[11]

a. Pre-Complaint Counselings and Complaints Decline

Completed counselings decreased by 5.5% from FY 2005 to FY 2006 and decreased 31.0% from FY 2002. Formal complaints declined by 7.2% in FY 2006 and 23.8% from FY 2002. Of the 38,824 completed counselings, 15,359 individuals filed 16,723 formal complaints in FY 2006.[12] The number of formal complaints filed represents 43.1% of all pre-complaint counseling activities in FY 2006. As Figure 2 shows, over the past five fiscal years, the number of pre-complaint counseling activities has decreased from 56,275 in FY 2002 to 38,824 in FY 2006, and likewise, the number of complaints filed by individuals has steadily decreased. During the same five-year period, the number of formal complaints filed continued to represent less than 50% of all pre-complaint counseling activities. See Figure 2. Significantly, while the United States Postal Service constituted 28.5% of the work force, it accounted for 43.7% of all EEO counselings, 36.9% of all complaints filed, 41.2% of all completed investigations and 40.7% of all complaints closed in FY 2006. See Tables B-1, B-9 and B-10 in Appendix III.

Figure 2 – Completed Counseling to Formal Complaints Filed/Complainants FY 2002 - FY 2006



[11] *See* Jeffery M. Senger, *Federal Dispute Resolution*: *Using ADR with the United States Government*, 1-7 (Jossey-Bass/John Wiley & Sons, 2003).

[12] Counseling may be provided via EEO Counselor or ADR Intake Officer.

Table 9 below shows that in FY 2006, the National Endowment for the Arts reported the highest percentage (24.7%) of its work force that completed counseling, while the government-wide average was 1.4%. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. Table B-1 in Appendix III lists this information for all agencies and is located at www.eeoc.gov.

Table 9 - Agencies with the Highest Counseling Rate In FY 2006

Agency	Total Work Force	Percentage of Individuals Who Completed Counseling
National Endowment for the Arts	162	24.7%
Commodity Futures Trading Commission	466	15.5%
Broadcasting Board of Governors	1,741	4.4%
Federal Trade Commission	1,073	2.9%
Pension Benefit Guaranty Corporation	848	2.6%

As shown in Table 10 below, in FY 2006, the Broadcasting Board of Governors reported the highest complainant rate (1.6%), while the government-wide average was 0.6%. Agencies that had fewer than 25 complaints filed were not included in the ranking. Table B-1 in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

Table 10 - Agencies with the Highest Complainant Rate in FY 2006

Agency	Total Work Force	Percentage of Complainants
Broadcasting Board of Governors	1,741	1.6%
Government Printing Office	2,238	1.6%
Department of Education	4,353	1.5%
Department of Housing and Urban Development	9,364	1.0%
Department of Transportation	53,864	0.8%

b. Pre-Complaint ADR Usage – New Measurement for Rates

Historically, ADR offer and participation rates measured ADR activity in both completed and pending counselings at the end of the fiscal year. Including ADR activity in pending counselings occasionally created percentage rates greater than 100%. In FY 2006, the goal was to ensure greater uniformity, consistency, and quality in the

reporting and utilization of ADR data by the collection of ADR data only for completed/ended counselings.

Therefore, comparison of FY 2006 data with prior year's data is not possible. In FY 2006, the government–wide ADR offer rate was 75.6% based upon 29,352 ADR offers made in 38,824 completed/ended counselings. Of these offers, 17,309 were accepted into agencies' ADR programs, resulting in a 44.6% participation rate.

Ten agencies with 25 or more completed/ended counselings had 100% offer rates. These agencies are the Department of Labor, Department of Housing and Urban Development, Department of Education, Broadcasting Board of Governors, Defense National Security Agency, Office of Personnel Management, Equal Employment Opportunity Commission, Smithsonian Institution, Federal Reserve System-Board of Governors, and Defense Information Systems Agency.

The U.S. Postal Service Again Had the Highest ADR Participation Rate

In FY 2006, the U.S. Postal Service reported the highest ADR participation rate in the pre-complaint process (73.5%), while the government-wide average was 44.6%. No other agency with 25 or more completed/ended counselings had a participation rate greater than fifty percent. See Table 11. Agencies that had fewer than 25 completed/ended counseling were not included in the ranking. See Tables B-1 and B-4 in Appendix III for information on all agencies, which is located at www.eeoc.gov.

Table 11 - Highest ADR Participation Rate in the Pre-Complaint Process FY 2006

Agency	Total Work Force	Completed/ Ended Counselings	Participation in ADR	Participation Rate
U.S. Postal Service	795,850	16,954	12,455	73.5%
Department of Housing and Urban Development	9,364	156	72	46.2%
Department of Homeland Security	168,865	2,223	955	43.0%
National Archives and Records Administration	2,983	38	15	39.5%
Defense Finance and Accounting Service	13,176	147	53	36.1%

EEO Program Tips

To improve ADR programs:

Create a user friendly web-based program to provide employees basic EEO ADR orientation that includes high level administrators discussing the use and benefits of ADR. When developing the program, consider including information on other available employee dispute resolution programs as well as stakeholder testimonials showing the value of ADR.

Provide "neutral" training to the EEO intake staff/counselors so that they have additional tools to resolve traditional counselings. This will assist them in the intake phase so that they can fully explain the ADR processes to the parties.

Provide monthly tips on the benefits of ADR via email broadcasts to all employees.

Designate resolving/settlement officials who were not involved in the dispute as the agency representative with settlement authority who attends the ADR sessions. A resolving/settlement official may be more objective and could have broader authority to resolve disputes.

Even if ADR was not successful at the pre-complaint stage, attempt ADR after the report of investigation is completed - since both parties have had the opportunity to assess the strengths and weaknesses of their case, ADR may motivate the parties to resolve the dispute.

c. Agencies Meet Counseling Deadlines in 89% of Cases

On average, in FY 2006 agencies met timeliness requirements for EEO counseling in 89.0% of all completed/ended counselings, which is up from 80.7% in FY 2005 and 87.5% in FY 2002. Agencies are required to complete counseling in 30 days except when there is a 60-day extension due to an ADR election or the complainant agrees in writing to an extension.

Best Practices - Improving Counseling Times

See the Commission's "Attaining a Model Agency Program: Efficiency" report located on the web at www.eeoc.gov/federal/efficiency.html

d. Agencies Increase Pre-Complaint Resolution Rate in FY 2006

During counseling and ADR in the pre-complaint stage, EEO disputes can be resolved by either a settlement or a decision not to file a formal complaint. In FY 2006, the government-wide resolution rate average was 55.2%, up from 53.7% in FY 2005.

National Endowment for the Arts Had the Highest Pre-Complaint Resolution Rate

In FY 2006, the National Endowment for the Arts reported the highest pre-complaint resolution rate (100%). See Table 12. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. Table B-3 in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

Table 12 – Highest Pre-Complaint Resolution Rates FY 2006

Agency	Total Work Force	Completed Counselings	Total Resolved	Resolution Rate
National Endowment for the Arts	162	45	45	100%
Commodity Futures Trading Commission	466	73	70	95.9%
Federal Trade Commission	1,073	35	32	91.4%
Federal Reserve System - Board of Governors	1,862	27	21	77.8%
Defense National Guard Bureau	56,137	166	127	76.5%

National Aeronautics and Space Administration Had the Highest ADR Resolution Rate in FY 2006

In FY 2006, the National Aeronautics and Space Administration reported the highest ADR resolution rate in the pre-complaint process (73.1%), whereas the government-wide average was 50.1%. See Table 13. When the U.S. Postal Service resolution rate (50.9%) is excluded from the government-wide average, the government-wide ADR resolution rate decreased to 48.0% in FY 2006. Agencies that had fewer than 25 ADR closures were not included in the ranking. Table B-5 in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

Table 13 – Highest Pre-Complaint ADR Resolution Rates FY 2006

Agency	Total Work Force	ADR Closures	ADR Resolutions	ADR Resolution Rate
National Aeronautics and Space Administration	18,697	26	19	73.1%
Department of Veterans' Affairs	238,228	762	527	69.2%
Defense Logistics Agency	20,478	77	52	67.5%
Department of the Air Force	164,773	477	321	67.3%
Department of State	19,667	34	21	61.8%

e. Monetary Benefits in Pre-Complaint Phase Drop

Monetary benefits awarded in settlements during the pre-complaint phase, shown in Table 14, have dropped significantly since FY 2002. The data showed a decrease in the average amount of monetary benefits from $2,912 in FY 2005 to $2,680 in FY 2006.

Table 14 – Monetary Benefits Awarded In Settlements During the Pre-Complaint Stage of the EEO Process FY 2002 – FY 2006

FY	Completed Counselings	Total Resolutions		Total Settlements		Total Settlements with Monetary Benefits		Settlement Monetary Benefits	Average Award per Resolution with Monetary Benefits
		#	%	#	%	#	%		
2002	56,275	34,330	61.0	9,050	16.1	568	6.3	$2,527,538	$4,450
2003	45,030	28,011	62.2	8,199	18.2	621	7.6	$3,160,565	$5,089
2004	42,412	21,520	50.7	7,856	18.5	603	7.7	$3,137,911	$5,203
2005	41,070	22,038	53.7	7,652	18.7	585	7.7	$1,703,626	$2,912
2006	38,824	21,430	55.2	7,424	19.1	622	8.4	$1,666,651	$2,680

f. The Basis and Issue Most Frequently Alleged Remains Unchanged

Of the 16,723 complaints filed in FY 2006, the basis most frequently alleged was reprisal (6,535) and the issue most frequently alleged was non-sexual harassment (4,544). As shown in Tables 15 and 16, this trend has remained unchanged for the past five fiscal years.

Table 15 –Top 3 Bases in Complaint Allegations Filed for FY 2002 – FY 2006

Basis	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Reprisal	8,095	8,111	7,782	7,105	6,535
Age	5,344	5,774	5,449	5,088	4,769
Race – Black	5,647	5,279	5,021	4,478	4,125

Allegations of race discrimination were made in 37.1% of all complaints filed in FY 2006. In FY 2006, there was a 23.7% decrease in the number of complaints filed since FY 2002, and the percentage of complaints alleging discrimination based on race decreased by 27.5%. During that same period, the percentage of complaints filed alleging discrimination based on color soared 151.7%, from 644 in FY 2002 to 1,621 in FY 2006.[13]

In April 2006, EEOC issued Section 15 of the new Compliance Manual on "Race and Color Discrimination." It includes numerous examples and guidance in proactive prevention and "best practices." This Manual Section is located at www.eeoc.gov/policy/docs/race_color.html.

EEO Program Tip

The E-RACE Initiative enhances EEOC's efforts to ensure workplaces are free of race and color discrimination. Specifically, the EEOC will identify issues, criteria and barriers that contribute to race and color discrimination, explore strategies to improve the administrative processing and litigation of race and color discrimination claims, and enhance public awareness of race and color discrimination in employment.

Additionally, the Commission will combine the objectives of E-RACE with existing EEOC initiatives such as the Systemic Initiative by addressing race and color issues with class and systemic implications. E-Race also incorporates the principles of the Youth@Work Initiative by combating disparate treatment of youth based on race and color. The Commission also will complement the outreach and enforcement efforts of the LEAD Initiative by challenging exclusionary employment policies that adversely impact people of color who also have disabilities (in both the private and public sectors).

Finally, the Commission will strengthen partnerships with employee advocates and state and local human rights commissions and increase its outreach to human resource professionals and employer groups to address race and color discrimination in the workplace.

http://www.eeoc.gov/initiatives/e-race/index.html

[13] Complaints may contain multiple bases and issues.

Table 16 – Top 3 Issues in Complaint Allegations Filed for FY 2002 – FY 2006

ISSUE	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Harassment – Non-Sexual	5,431	5,689	5,175	4,550	4,544
Promotion/Non-Selection	3,664	4,435	3,892	2,937	2,793
Terms/Conditions	3,172	2,541	2,474	2,300	2,390

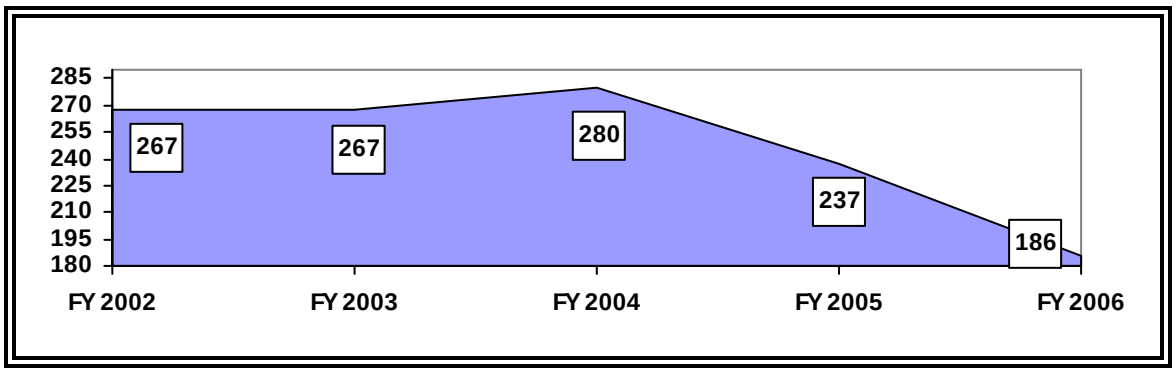
g. Agency Investigation Times Lowest in Five Years, Yet, Continue to Exceed Time Limits for Investigating Complaints and Issuing Final Agency Decisions

Investigations

Investigations into allegations of discrimination are a key component of the formal EEO complaint process. Delays may impede the primary goal of gathering sufficient evidence to permit a determination as to whether discrimination occurred. EEOC regulation 29 C.F.R. § 1614.106(e)(2) requires agencies to conduct an investigation and issue a report to the complainant within 180 days of the filing of a complaint unless: 1) the parties agreed to no more than a 90-day extension (may not exceed 270 days); or 2) the complaint was amended or consolidated, which can add another 180 days to the period but may not exceed 360 days.

In FY 2006, agencies were timely in completing investigations 69.4% of the time, up from 54.9% in FY 2005 (including written agreements to extend the investigation and consolidated or amended complaints). When the U.S. Postal Service is not included, the percentage of timely completed investigations decreased to 48.6% government-wide. Agencies reported the best investigation time in five years by averaging 186 days to complete an investigation in FY 2006. In comparison, agency investigations averaged 237 days in FY 2005 and 267 days in FY 2002. See Figure 3 below.

Figure 3 – Average Processing Days For Investigations for FY 2002 – FY 2006



Of those investigations required to be completed within the 180-day time limit, agency in-house investigators averaged 244 days to complete the investigation, while contract investigators averaged 158 days. Similarly, of those investigations required to be completed within the 181 to 360-day time limit (complaints amended, consolidated or extended by the parties), agency in-house investigators averaged 465 days to complete the investigation while contract investigators averaged 408 days.

After reviewing the investigatory practices of selected agencies, EEOC has identified several reasons for untimely investigations: poorly staffed EEO offices, unnecessary and time-consuming procedures,[14] delays in obtaining affidavits, and inadequate tracking and monitoring systems. For more information, see EEOC's *Federal Sector Investigations – Time and Cost*, issued June 2004 and *Attaining a Model Agency Program: Efficiency* at www.eeoc.gov/federal/efficiency.html.

Office of Personnel Management Completed the Highest Percentage of Timely Investigations

As shown in Table 17, the Office of Personnel Management timely completed 100% of its investigations.[15] Significantly the US Postal Service timely completed 99.1% of their 4,452 investigations in FY 2006. Agencies that had completed fewer than 25 investigations were not included in the ranking. Table B-9 in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

Table 17 – Highest Percentage of Timely Completed Investigations for FY 2006

Agencies	Total Work Force	# Completed Investigations	# Timely Completed	% Timely
Office of Personnel Management	5,335	25	25	100.0%
United States Postal Service	795,850	4,452	4,410	99.1%
General Services Administration	12,290	57	54	94.7%
Tennessee Valley Authority	12,600	35	33	94.3%
Broadcasting Board of Governors	1,741	31	29	93.6

In FY 2006, the government-wide average cost for contracting out complaint investigations was $2,113.26 – approximately 68% less than the $5,111.93 average cost of agency (in-house) investigations.

[14] For example, time-consuming procedures may appear in lengthy approval of investigative plans, or cumbersome procurement processes.

[15] Twenty one agencies with fewer than 25 total investigations timely completed 100% of their investigations.

Final Agency Actions

EEOC regulations require an agency to take a final action on each formal complaint filed. Table 18 below provides a breakdown with processing time for all final agency actions. Agencies may issue a decision dismissing a complaint on procedural grounds such as untimely EEO counselor contact or failure to state a claim. Government-wide, agencies took an average of 118 days to issue a decision dismissing a complaint on procedural grounds. EEOC maintains that, in general, acceptance letters/dismissal decisions should be issued well in advance of the 180-day time limit to complete an investigation. A suggested practical method of procedure is to issue these actions within 60 days of the filing of the formal complaint.

An agency may also issue a decision after an investigation, either finding discrimination or finding no discrimination. In FY 2006, agencies timely issued 62.3% of their final agency merit decisions, an increase from the 59.1% timely completed in FY 2005. Commission regulations require agencies to issue final decisions within 60 days of a complainant's request for such a decision or within 90 days after completion of an investigation if the complainant has not requested either a final decision or an EEOC hearing.

Finally, when an EEOC Administrative Judge has issued a decision, the agency must issue a final order either implementing the Administrative Judge's decision or not implementing and simultaneously appealing to EEOC. In FY 2006, agencies issued 4,418 final orders implementing and 87 orders not implementing the Administrative Judge's decision. Commission regulations require agencies to issue an order within 40 calendar days of receiving the Administrative Judge's decision or the decision becomes the agency's final decision. In FY 2006, agencies issued orders in an average of 135 days after receiving the Administrative Judge's decision, which is down from 191 days in FY 2005.

Table 18 – EEO Complaint Closures by Type with Government-Wide Average Processing Times in Days (APD) in FY 2002 – FY 2006

FY	Complaint Closures		Merit Final Agency Actions With AJ Decisions		Merit Final Agency Decisions Without AJ Decisions				Procedural Dismissals		Settlements		Withdrawals	
	Total	APD	Total	APD from Comp. Filed	Total	APD	APD from Date Required	% Timely	Total	APD	Total	APD	Total	APD
2002	22,889	**418**	3,841	833	5,467	474	--	--	5,770	N/A	5,606	482	2,205	309
2003	19,772	541	3,893	796	5,287	598	--	--	2,723	207	5,573	507	2,296	380
2004	23,153	469	4, 478	743	6,167	601	200	43.6%	5,444	150	4,469	473	2,325	308
2005	22,974	411	4,832	669	6,381	479	191	59.1%	5,510	127	4,264	436	1,997	294
2006	19,119	367	4,283	624	4,857	426	135	62.3%	4,895	118	3,490	378	1,594	236

-- EEOC did not collect data showing the timely merit Final Agency Decisions until FY 2004.

U. S. Postal Service Issued the Highest Percentage of Timely Merit Decisions Without an Administrative Judge Decision

In FY 2006, the U. S. Postal Service reported the highest percentage (95.9%) of timely issued merit decisions without an Administrative Judge decision. See Table 19 below.[16] Agencies that issued fewer than 25 merit decisions without a hearing were not included in the ranking. See Table B-14 in Appendix III for this information on all agencies located at www.eeoc.gov.

Best Practices - Final Action Times

See the Commission's "Attaining a Model Agency Program: Efficiency" report, located on the web at www.eeoc.gov/federal/efficiency.html

Table 19 – Agencies With the Highest Percentage of Timely Issued Merit Decisions (Without an Administrative Judge Decision) in FY 2006

Agencies	Total Work Force	Merit Decisions without an AJ Decision #	Timely	%
U.S. Postal Service	795,850	1,987	1,905	95.9%
Department of the Navy	192,412	138	114	82.6%
Department of the Treasury	121,452	175	141	80.6%
Army and Air Force Exchange Service	36,378	30	23	76.7%
Department of Housing and Urban Development	9,364	35	26	74.3%

h. Findings of Discrimination and Monetary Benefits on the Decline

For the first time in five years findings of discrimination have declined in the federal government. Table 20 below shows that both the total number of merit decisions and the number of findings of discrimination have decreased this year. In FY 2006, 2.5% of merit decisions resulted in a finding of discrimination.

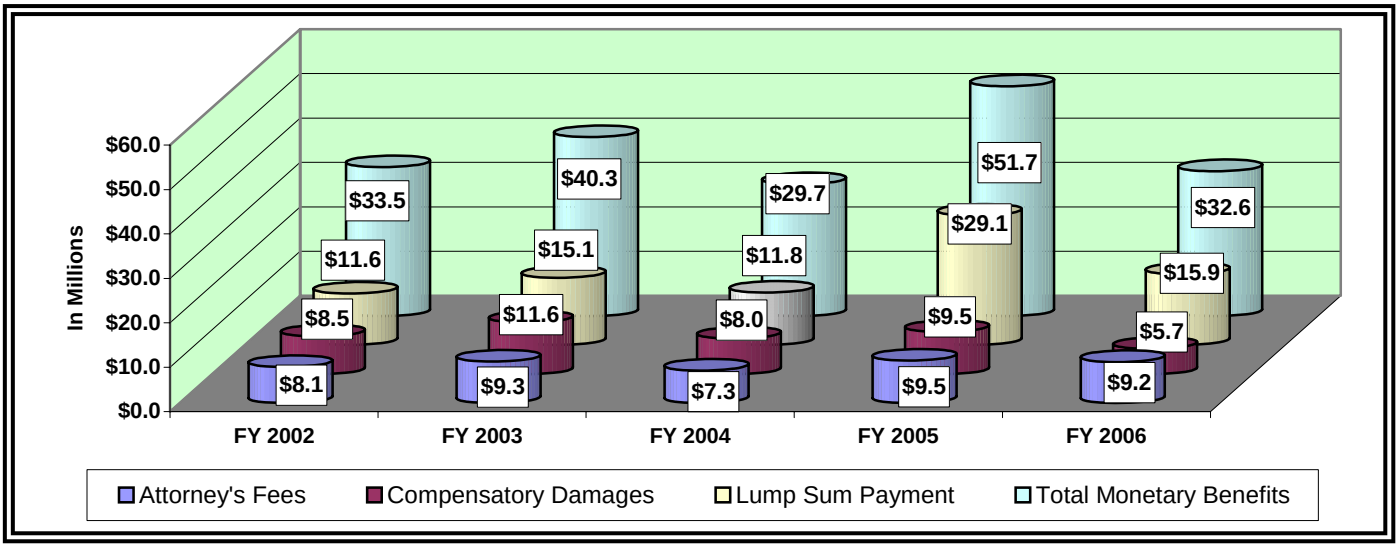
[16] We note that fourteen agencies issued 100.0% of their merit decisions in a timely fashion but issued fewer than 25 total merit decisions.

Table 20 – Amounts Awarded in Resolution of Formal EEO Complaints Before Appeals FY 2002 – FY 2006

Total Complaint Closures			Findings of Discrimination		Settlements		Monetary Benefits			
FY	#	Total Merit Decisions	#	% of Merits Decisions	#	% of Total Closures	# Total Complaint Closures with Benefits	% of Total Complaint Closures with Benefits	Total (in millions)	Per Capita
2002	22,889	9,308	248	2.7%	5,606	24.5%	5,854	25.6%	$33.5	$5,727
2003	19,772	9,180	264	2.9%	5,573	28.2%	5,823	29.5%	$40.3	$6,926
2004	23,153	10,915	321	2.9%	4,469	19.3%	4,739	20.5%	$29.7	$6,266
2005	22,974	11,213	345	3.1%	4,264	18.6%	4,525	19.7%	$51.7	$11,417
2006	19,119	9140	224	2.5%	3,490	18.3%	3,634	19.0%	$32.6	$8,978

Average monetary benefits awarded in resolution of formal EEO complaints decreased by 21.4% between FY 2005 and FY 2006 but still represented an increase of 56.8% from FY 2002. Table 20 above shows the total monetary benefits awarded during the formal complaint process for the past five fiscal years, while Figure 4 indicates what portion of these benefits were for compensatory damages, attorney's fees and lump sum payments.

Figure 4 – Monetary Benefits Awarded in the Formal Complaint Stage FY 2002 – FY 2006



i. Affirmation Rate of Final Agency Decisions on Appeal Falls

As demonstrated by the Table 21 below, 60% of final agency decisions (FADs), excluding those in which an AJ issued a decision, were affirmed on appeal in FY 2006. This represents an 18%decrease from FY 2005 and a 17.6% decrease from FY 2002.

Table 21 – Affirmation Rate of Final Agency Decisions on Appeal FY 2002 – FY 2006

Fiscal Year	FADs Decided on Appeal	FADs Affirmed on Appeal	Percentage of FADs Affirmed on Appeal
FY 2002	4,617	3,566	77.2%
FY 2003	3,599	2,888	80.2%
FY 2004	3,563	2,876	80.7%
FY 2005	3,316	2,595	78.3%
FY 2006	3,785	2,257	59.6%

2. EEOC Hearings and Appeals: Quicker Processing Times

By federal regulation, EEOC becomes involved in the handling of an EEO complaint from a federal employee after the case initially has been processed by the employing agency and a hearing has been requested before an EEOC Administrative Judge or an appeal from a final agency action has been filed.

If a complainant requests a hearing, an EEOC Administrative Judge may oversee discovery between the parties and hold a hearing or issue a decision on the record. If a hearing is held, the Administrative Judge will hear the testimony of witnesses, review relevant evidence, and make findings of fact and conclusions of law in a decision issued to the parties. In appropriate cases, an Administrative Judge may, in lieu of holding a hearing, procedurally dismiss a case or issue a decision by summary judgment.

EEOC is also responsible for deciding appeals from final actions issued by federal agencies on complaints of employment discrimination. These final actions may involve an agency's decision to procedurally dismiss a complaint, a final decision on the merits of a complaint when the complainant has not requested a hearing, or a decision on whether or not to fully implement the decision of an EEOC Administrative Judge. Once appellate decisions are issued, EEOC monitors agency compliance with all orders and takes appropriate action to enforce them. EEOC's adjudicatory responsibilities also include resolving allegations of a breach of a settlement agreement involving a federal sector EEO complaint, as well as deciding petitions for review of decisions involving claims of discrimination by the Merit Systems Protection Board and petitions for review

of final grievance decisions when claims of discrimination are permitted to be raised in the grievance procedure.

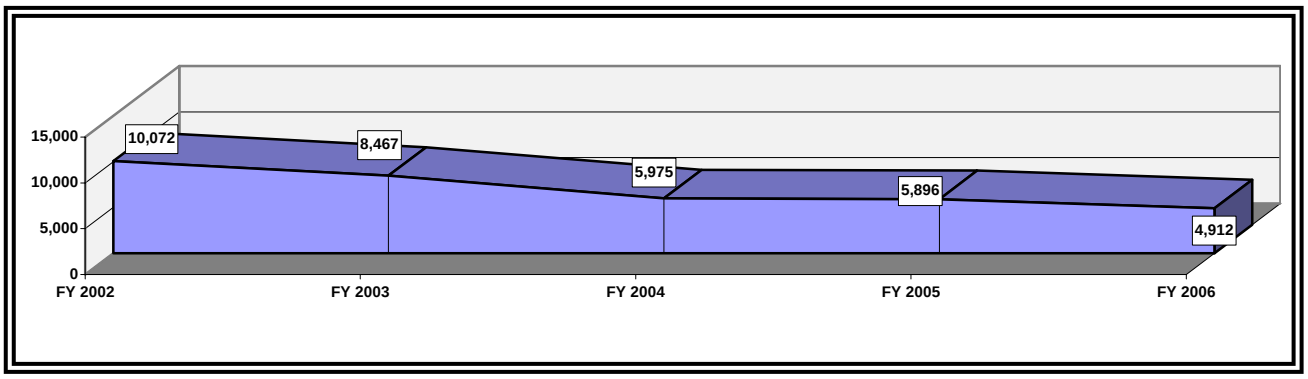
In addition to its equally important adjudicatory role, EEOC is vigorously engaged in assisting federal agencies in the proactive prevention of discrimination. EEOC's Office of Federal Operations (OFO) provides outreach, technical assistance and oversight to federal agencies, including conducting program reviews throughout the federal government to evaluate agencies' efforts to develop and maintain model EEO programs. OFO monitors and evaluates agencies' activities to identify and correct barriers to equal opportunity, reasonable accommodation procedures for individuals with disabilities, and ADR programs. OFO also gathers and analyzes data provided by federal agencies on employment trends and EEO complaint processing; issues periodic reports which are publicly available; and works with individual agencies to identify both positive and negative trends in their EEO programs. In addition, through EEOC's Revolving Fund, OFO develops and delivers training to federal agencies and other interested parties on a wide variety of federal-sector EEO topics.

a. HEARINGS

i. Hearings Inventory Continues to Decline

The hearings inventory decreased from 5,896 in FY 2005 to 4,912 in FY 2006, which represents a decline of 16.7%. Since FY 2002, the hearings inventory has fallen by 51.2% from a high of 10,072 cases.

Figure 5 – Hearings Inventory
FY 2002 – FY 2006

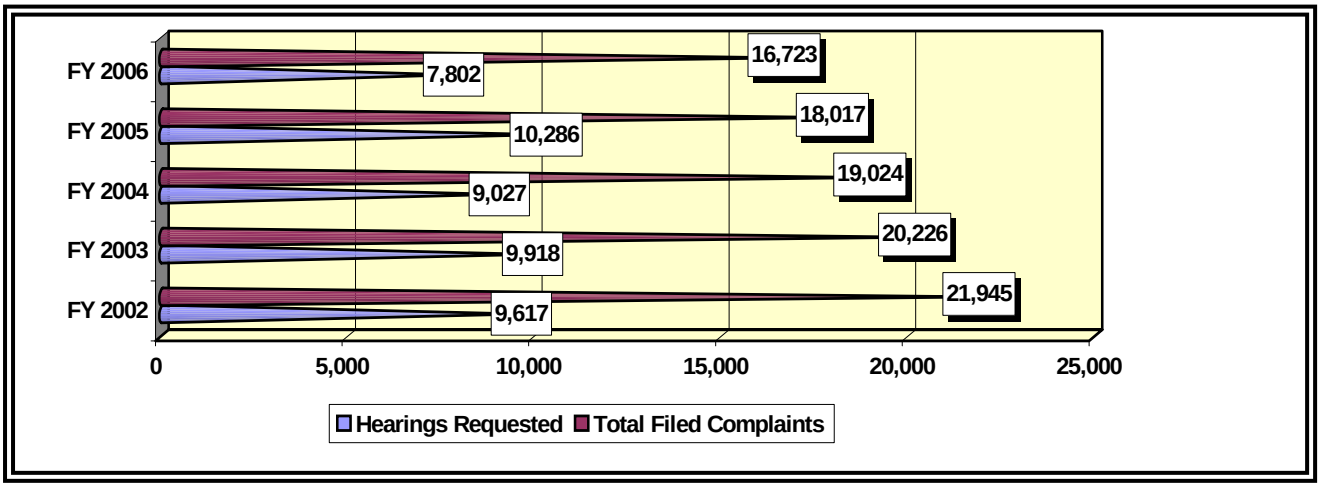


ii. Hearing Requests Down

Hearing requests decreased by 24.0% from 10,266 hearing requests in FY 2005 to 7,802 in FY 2006, and have decreased by 18.9% from FY 2002. For comparison

purposes, the 7,802 hearings requested comprised 46.7% of the total complaints filed in FY 2006.

Figure 6 – Comparison of Requests for EEOC Hearings to Complaints Filed FY 2002 – FY 2006



iii. Hearing Closures

During FY 2006, EEOC's Hearings Program resolved 8,685 cases, including 66 class actions, which represents a 15.0% decrease from the 10,221 cases closed in FY 2005 and a 25.6% decrease from the 11,666 cases closed in FY 2002. Excluding the class actions, the 8,619 individual cases in FY 2006 were closed in the following manner: 12.8% were by decision following a hearing; 33.4% were by decisions on the record; 24.0% were closed by settlements; 13.7% were by procedural dismissal; and 16.0% were withdrawals. See Table 22 for a comparison of FY 2002 – FY 2006.

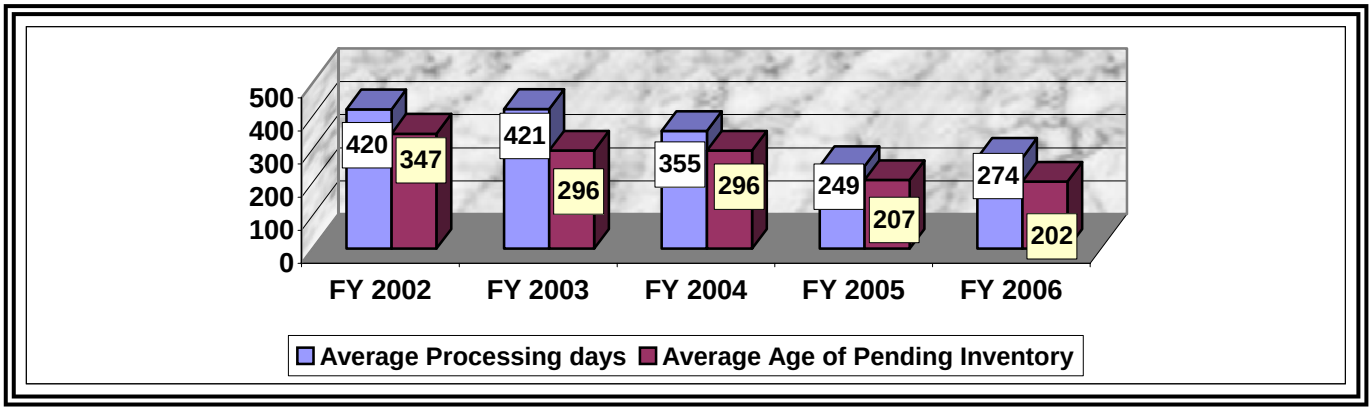
Table 22 – Hearings Program Individual Case Closures: FY 2002 – FY 2006

Closure Type	FY 2002		FY 2003		FY 2004		FY 2005		FY 2006	
	#	%	#	%	#	%	#	%	#	%
Decisions Following a Hearing	2,004	17.3	1,974	16.3	1,655	14.2	1,268	12.5	1,102	12.8
Decisions On the Record	2,274	19.7	2,804	23.1	3,481	30.0	3,272	32.3	2,883	33.4
Settlements	3,841	33.2	3,951	32.6	3,180	27.4	2,546	25.1	2,071	24.0
Procedural Dismissals	1,556	13.5	1,551	12.8	1,550	13.3	1,336	13.2	1,183	13.7
Withdrawals	1,893	16.4	1,844	15.2	1,760	15.1	1,721	17.0	1,380	16.0
Total Individual Case Closures	11,568		12,124		11,626		10,143		8,619	

iv. Average Processing Time for Hearings

The average processing time for hearing closures rose from 249 days in FY 2005 to 274 days in FY 2006, which still represents a significant decrease from the 420 days in FY 2002. The average age of the pending inventory decreased to 202 days in FY 2006 from 207 days in FY 2005, and is significantly lower than the 347 days in FY 2002.

Figure 7 - Average Processing Days for Hearings
FY 2002 - FY 2006



v. Agencies Challenge Findings of Discrimination

In FY 2006, EEOC Administrative Judges issued 203 decisions finding discrimination, which was 4.7% of all decisions on the merits of complaints. In comparison to the 232 decisions finding discrimination that Administrative Judges issued in FY 2005, the 203 decisions in FY 2006 represent a 12.5% decrease. Agencies may either fully implement or appeal the Administrative Judge's decision to the OFO. In FY 2006, agencies appealed only 2.0% of all Administrative Judge decisions; however, they appealed 42.5% of the cases where an Administrative Judge found discrimination.

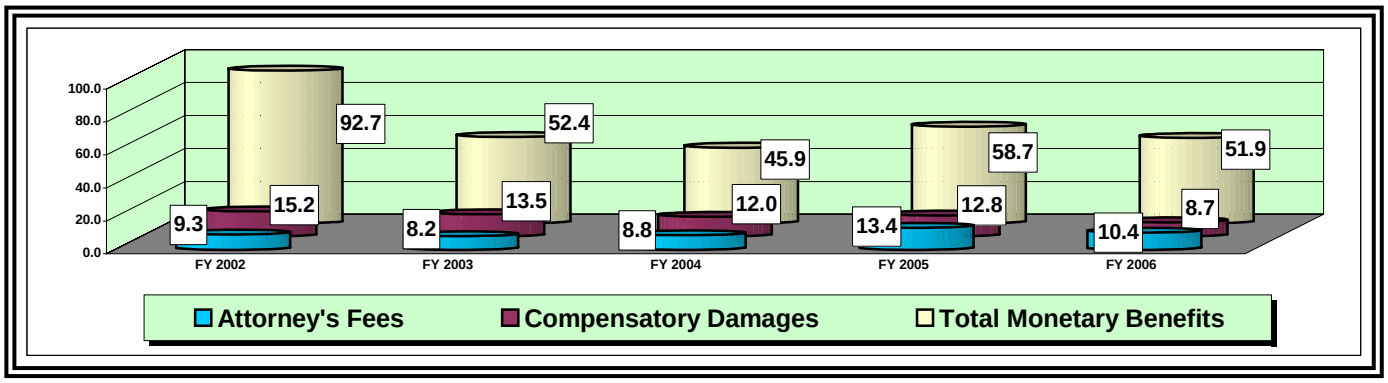
Table 23 - Agency Actions on Administrative Judge Decisions
FY 2002 - FY 2006

FY	Finding Discrimination[17]				Finding No Discrimination				Totals			
	Implemented		Appealed		Implemented		Appealed		Implemented		Appealed	
	#	%	#	%	#	%	#	%	#	%	#	%
2002	197	65.0%	106	35.0%	3,644	100.0%	0	0%	3,841	97.3%	106	2.7%
2003	159	63.3%	92	36.7%	3,639	99.9%	3	0.1%	3,798	97.6%	95	2.4%
2004	124	71.3%	50	28.7%	4,515	98.7%	59	0.3%	4,639	97.8%	109	2.2%
2005	182	69.7%	79	30.3%	4,567	99.9%	4	0.1%	4,749	98.3%	83	1.7%
2006	108	57.5%	80	42.5%	4,089	99.9%	6	0.1%	4,197	98.0%	86	2.0%

vi. Monetary Benefits Decrease at Hearings

In FY 2006, Administrative Judge decisions and settlements at the hearings stage awarded $51.9 million in benefits, as compared to the $58.7 million in FY 2005 and the $92.7 million awarded in FY 2002. Note that benefits at the hearings stage are preliminary, pending a decision on implementation by the agency or on appeal.

Figure 8 - Monetary Benefits Awarded from Hearings (In Millions of Dollars)
FY 2002 - FY 2006



[17] These numbers do not parallel Administrative Judge findings of discrimination because agencies may not take final action in the same fiscal year as the decision was issued, or they may settle a complaint where the Administrative Judge has found discrimination.

vii. High Affirmation Rate of AJ Decisions on Appeal

As demonstrated by the table below, over 94% of Administrative Judge's decisions were affirmed on appeal in FY 2006.[18] Although the percentage has declined for the last three years, the five-year trend has shown nearly a 5.2% increase of affirmed Administrative Judge's decisions since FY 2002.

Table 24 – Affirmation Rate of AJ Decisions on Appeal FY 2002 - FY 2006

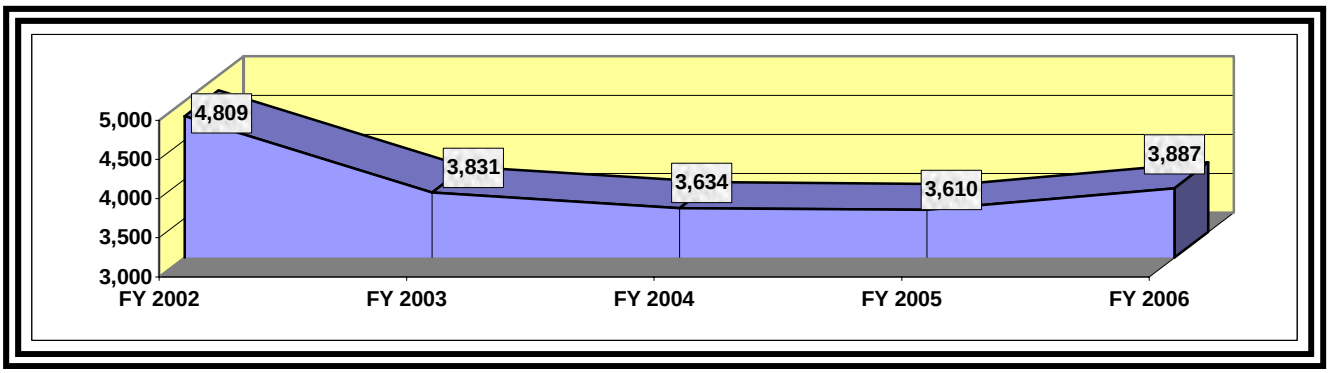
Fiscal Year	AJ Decisions Appealed			AJ Decisions Affirmed on Appeal			% of AJ Decisions Affirmed on Appeal		
	Total	Appeal By Agency[19]	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant
2002	2,033	57	1,976	1,811	37	1,774	89.1%	64.9%	89.8%
2003	1,772	123	1,649	1,703	87	1,616	96.1%	70.7%	98.0%
2004	1,828	152	1,676	1,741	107	1,634	95.2%	70.4%	97.5%
2005	1,712	93	1,619	1,616	71	1,545	94.4%	76.3%	95.4%
2006	1,443	58	1,384	1,361	47	1,313	94.3%	81.0%	95.0%

b. APPEALS

i. Appeals Inventory Turns Upward

OFO's appellate inventory rose in FY 2006 to 3,887, which represents a 7.7% increase from the 3,610 case inventory at the close of FY 2005 but a reduction of 19.2% from the 4,809 cases in inventory at the close of FY 2002.

Figure 9 - Appellate Inventory FY 2002 - FY 2006



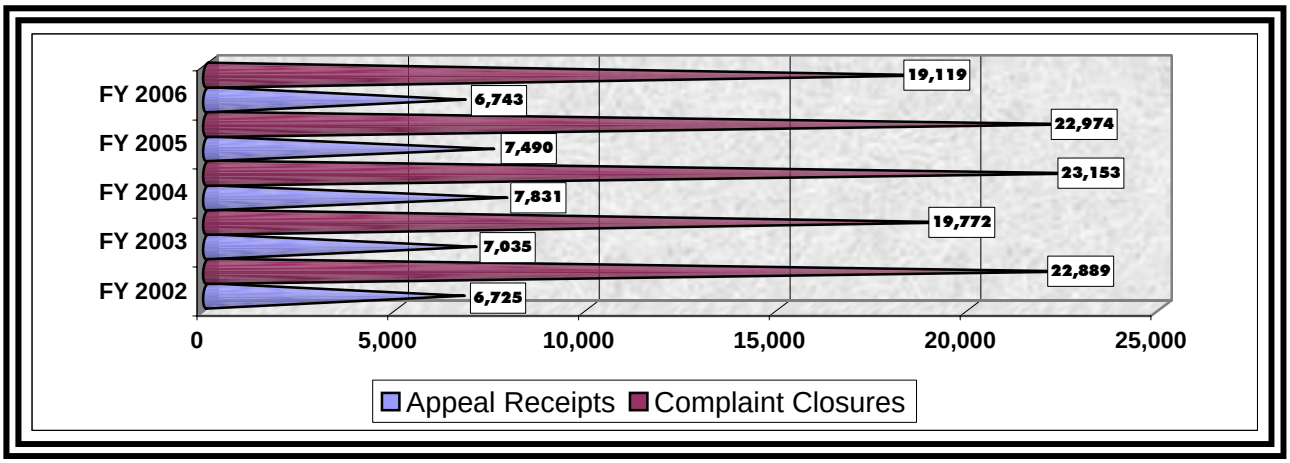
[18] Administrative Judge decisions reported here do not include Petitions for Enforcement.

[19] Appeal By Agency occurs when the agency did not fully implement the AJ decision.

ii. Appeal Receipts Create Two-Year Downward Trend

OFO received 6,743 appeals in FY 2006, representing a 10% decrease from the 7,490 appeals filed in FY 2005. FY 2006 appeal receipts, however, still represent an increase of 0.3% from the 6,725 appeals received in FY 2002.

Figure 10 – Comparison of Appeals Receipts to Complaint Closures FY 2002 - FY 2006



iii. Appeal Closures Remain Steady

OFO closed a total of 6,466 appellate cases in FY 2006, of which 5,118 (79.2%) alleged violations of Title VII; 1,703 (26.3%) involved the Rehabilitation Act; 1,721 (26.6%) violations of the ADEA; and 2 (0.03%) involved the Equal Pay Act of 1963. In FY 2005, OFO closed a total of 7,514 appellate cases, of which 5,831 were Title VII cases (77.6%); 2,040 involved the Rehabilitation Act (27.1%); 1,941 alleged violations of the ADEA (25.8%); and one involved the Equal Pay Act of 1963 (0.01%).[20] See Figure 11 for the appeal closures from FY 2002 to FY 2006.

[20] The number and percentage of resolutions by statute will be greater than the number of cases closed, because one or more statutory bases may be alleged in each appeal.

Figure 11 - Appeal Closures FY 2002 - FY 2006

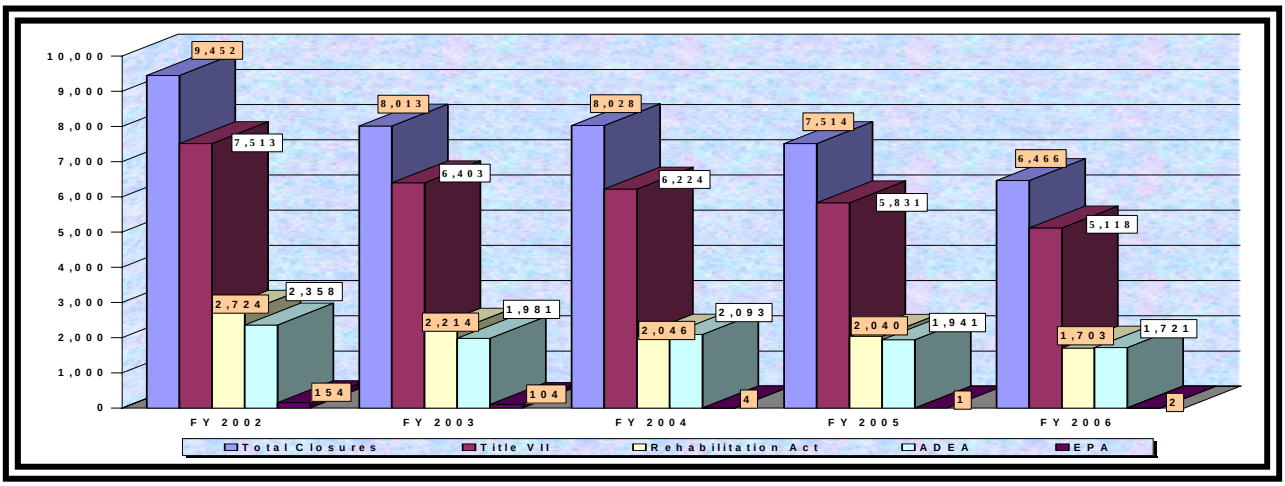


Table 25 below provides a breakdown by appeal type of all FY 2006 receipts and closures.

Table 25 - Types of Receipts and Appeals FY 2006

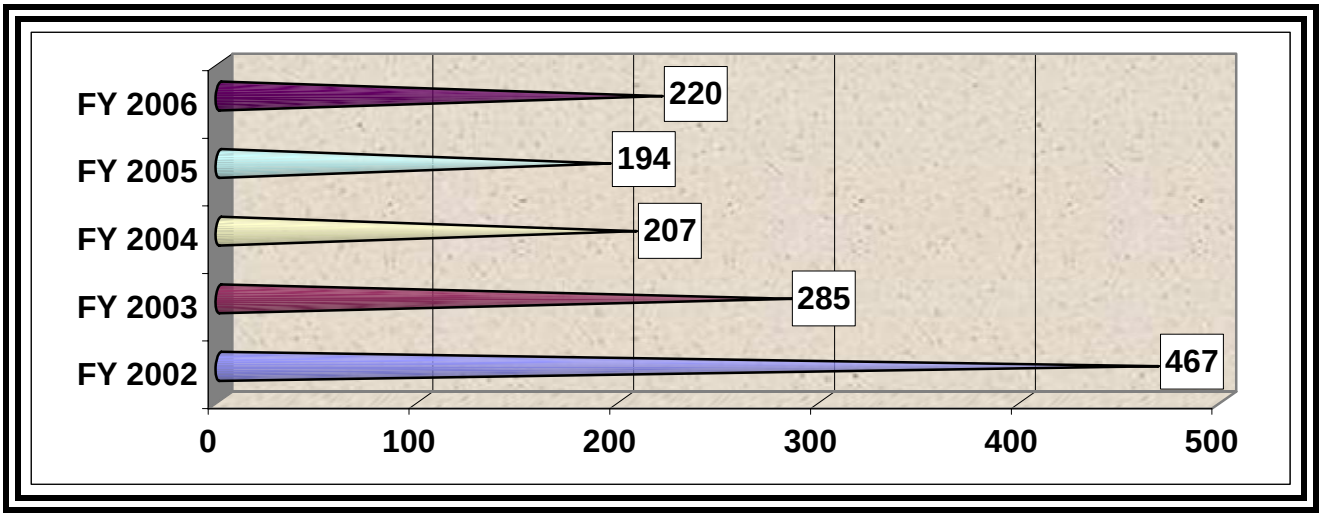
Types of Appeals	Receipts		Closures	
	#	% of Total	#	% of Total
Total	6,743		6,466	
Initial Appeals from Complainants	5,356	79.4	5,112	79.1
Initial Appeals from Agencies	94	1.4	67	1.0
Petitions to Review MSPB Decisions	133	2.0	125	1.9
Appeals from a Grievance/Arbitration of FLRA Decisions	15	0.2	15	0.2
Petitions for Enforcement	45	0.7	32	0.5
Requests for Reconsiderations	1,100	16.3	1,115	17.2

In FY 2006, OFO closed 2,637 appeals addressing the merits of the underlying discrimination claims, and made a total of 134 findings of discrimination, which represents 5.1% of the total. In FY 2005, OFO closed 3,000 appeals addressing the merits of the underlying discrimination claims, and made a total of 145 findings of discrimination, which represented 4.8% of the total. In FY 2006, OFO reversed 19.7% of the 3,266 appeals which addressed procedural closures.

iv. <u>Average Processing Time of Appeal Closures</u>

The average processing time for appeal closures rose to 220 days in FY 2006, representing a 13.4% increase from 194 days in FY 2005 and a 52.9% decrease from 467 days in FY 2002. OFO resolved 3,863 (59.7%) of the 6,466 appeals closed in FY 2006 within 180 days. The average age of the pending inventory at the end of FY 2006 was 205 days, a 3.5% increase from the 198-day average age at the end of FY 2005 and a 19.9% reduction from the 256-day average age of the open inventory at the end of FY 2002.

Figure 12 - Average Processing Days on Appeal
FY 2002 - FY 2006



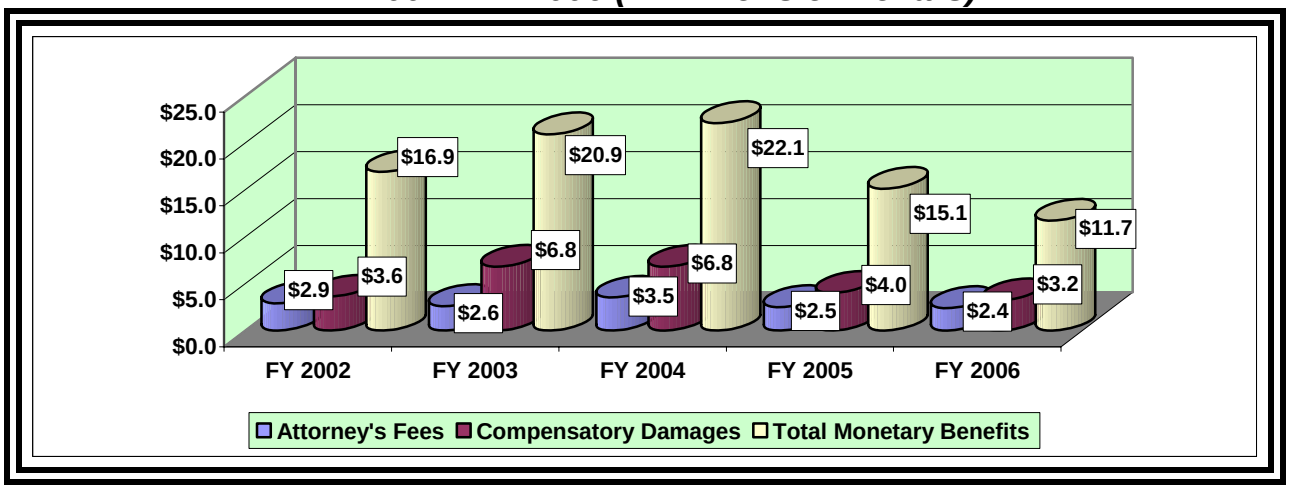
v. Three Most Prevalent Bases and Issues on Appeal Remain Unchanged

In FY 2006, reprisal, age and disability were the most prevalent bases of discrimination in closed appeals. In FY 2004 and FY 2005, reprisal, race (Black) and disability were the three most prevalent bases of discrimination in appeals. For all three years, harassment (non-sexual), promotion and removal were the most prevalent issues of discrimination in closed appeals.

vi. $11.7 Million Awarded on Appeal

In FY 2006, the $11.7 million in monetary benefits awarded in compliance with appellate decisions (including settlement agreements resolving appeals) is a decrease of 22.5% from the $15.1 million awarded in FY 2005 and a 30.8% decrease from the $16.9 million awarded in FY 2002.

Figure 13 - Monetary Benefits Awarded from Appeals[21]
FY 2002 - FY 2006 (In Millions of Dollars)



vii. Training and Outreach Conducted By EEOC

In FY 2006, EEOC staff members informed a large number of federal employees of their rights and responsibilities under the EEO process, affirmative employment programs and laws that the Commission enforces. EEOC's proactive prevention activities targeted multiple agencies, which provided to their managers and supervisors a better understanding of how to prevent employment discrimination within their workplace. These training sessions were provided by staff members from the OFO and various EEOC offices throughout the country.

Specifically, staff members conducted 161 training sessions reaching 3,875 federal employees, including 221 new EEO counselors, 141 new EEO investigators and 456 EEO professionals in affirmative employment programs. Additionally, staff members participated in 37 outreach sessions which reached another 2,283 individuals.

EEOC staff members also responded to more than 8,240 calls regarding the EEO complaint/appeals process, thereby providing the federal sector EEO community and employees with timely information. Additionally, in FY 2006 EEOC staff members provided 138 agencies and subcomponents with a written assessment of their FY 2005 MD-715 reports. Staff also provided technical assistance for affirmative employment programs through 80 in-person visits and 16,353 telephonic and email responses.

The Commission's training and outreach information can be found at http://www.eeoc.gov/outreach.

[21] Note: Hearings Benefits should not be added to Appeals Benefits for a grand total, as Hearings Benefits are only preliminary.

Section F- Responsiveness and Legal Compliance

The sixth MD-715 element, "Responsiveness and Legal Compliance," encompasses timely filing of required reports with EEOC and timely compliance with EEOC's issued orders.

1. 94% of Submitted EEOC 462 Reports Were Timely

EEOC regulation 29 C.F.R. § 1614.602(a) requires agencies to report to EEOC information concerning pre-complaint counseling, ADR, and the status, processing, and disposition of complaints under this part at such times and in such manner as the Commission prescribes.

The requirement to file an EEOC Form 462 Report applies to all federal agencies and departments covered by 29 C.F.R. Part 1614, as defined in 29 C.F.R. § 1614.103(b). This includes Executive agencies as defined in 5 U.S.C. 105, military departments as defined in 5 U.S.C. 102, the Government Printing Office, the Postal Rate Commission, the Smithsonian Institution, the Tennessee Valley Authority, the United States Postal Service, and those units of the judicial branch of the federal government having positions in the competitive service. All covered agencies must file Form 462 Reports with the Commission. EEOC Form 462 Reports are due on or before October 31st of each year.

Of 91 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report in FY 2006, 86 or 94.5% submitted them timely.

2. 68% of Submitted FY 2005 MD-715 Reports Were Timely

EEOC regulation 29 C.F.R. § 1614.601(g) requires agencies to report to EEOC "on employment by race, national origin, sex, and handicap in the form and at such times as the Commission may require." In addition, EEOC regulation 29 C.F.R. § 1614.602(c) requires agencies to "submit annually for the review and approval of the Commission written national and regional EEO plans of action."

MD-715 reports provide information on an agency's progress in achieving the model EEO program elements, elimination of barriers, and ability to conduct a wide array of examinations of the agency's Title VII and Section 501 work force profiles. MD-715 applies to all Executive agencies and military departments (except uniformed members) as defined in Sections 102 and 105 of Title 5. U.S.C. (including those with employees and applicants for employment who are paid from non-appropriated funds), the United

States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These agencies and their Second Level Reporting Components are required to file an EEOC FORM 715-01 on or before January 31st of each year.

Sixty-eight percent or 107 of the 158 agencies and subcomponents submitted timely MD-715 reports in FY 2005.

Program Tip
No FEAR Act

EEOC's Role	OPM's Role
Prescribe the time, form and manner in which a federal agency shall post on its public Web site summary statistical data pertaining to EEO complaints filed with the agency.	Issue rules regarding an agency's obligation to: 1) reimburse the Judgment Fund; 2) notify and train employees, former employees, and applicants, of their rights under antidiscrimination and whistleblower protection laws; and 3) report annually on certain topics regarding antidiscrimination and whistleblower protection laws, including disciplinary actions taken for conduct that is inconsistent with these laws.
Post on its public Web site summary statistical data relating to (1) hearings requested before an EEOC administrative judge and (2) appeals filed with EEOC from final agency actions which it gathers from its own sources.	Conduct a study to identify best practices within the executive branch for taking appropriate disciplinary actions against Federal employees for conduct inconsistent with antidiscrimination and whistleblower protection laws. Issue advisory guidelines based on these best practices which an agency may then follow when taking disciplinary action.
Post its own summary statistical data pertaining to complaints of employment discrimination filed against it.	Post its own summary statistical data pertaining to complaints of employment discrimination filed against it.
Like all agencies, submit its own annual report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, certain Congressional Committees and others.	Like all agencies, submit its own annual report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, certain Congressional Committees and others.
Final Rule: Posting Requirements in Federal Sector Equal Employment Opportunity -Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174.	***5 CFR Part 724 -- RIN 3206-AK55 -- Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002--Reporting & Best Practices*** http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=2006_register&docid=E6-22242

PART II
PROFILES FOR SELECTED FEDERAL AGENCIES

What follows are individual profiles of federal agencies with a total work force of 500 or more employees. These profiles of selected indicators were created from data submitted by agencies in annual EEOC Form 462 reports, and a September 30, 2006 snapshot from the Central Personnel Data File (CPDF)[1], which is maintained by the Office of Personnel Management (OPM).

Each agency's profile highlights the participation by race (including for the first time data on Native Hawaiian/Other Pacific Islanders and people of Two or More Races), national origin, gender, and disability status of employees in the work force as a whole, as well as in the agency's major occupations, supervisor and manager ranks, Senior Pay Level, career Senior Executive Service (SES) and the "feeder grades" (GS-14 and GS-15) to the SES.

The profiles include participation rates by race, national origin, gender and Individuals with Targeted Disabilities for persons who serve as supervisors and managers.[2] For the first time, the profiles include data on the participation rates for career SES positions. Since those supervisors and managers comprising an agency's First-Level Officials and Managers may constitute a large portion of an agency's available pool of candidates for higher level managerial positions, a comparison of the data on the participation rates of persons as they progress through the managerial ranks and into the career SES ranks can serve as a diagnostic tool to help agencies uncover and effectively address impediments to fair and open competition in the federal workplace and allow individuals equal opportunity for advancement.

In general, the data for the profiled agencies indicate that a comparison of the participation rates of women, Hispanic or Latinos, Black or African Americans, Asians, Native Hawaiian/Other Pacific Islanders and American Indian/Alaska Natives will show a decline from the First-Level positions to the Mid-Level positions and another decline from the Mid-Level positions to the Senior-Level positions.

The profile narratives also contain a number of measures related to the agencies' EEO complaint activities, including the number of complaints filed, complainants investigated, complaints closed, merit decisions, findings of discrimination, and settlements. Also included are timeliness measures for various stages of EEO complaint processing. EEOC relies on each agency to provide accurate and reliable data for its complaint processing program. Although the EEOC reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data.

---

[1] The September 30 snapshot includes only employees in pay status thus, some permanent employees, like seasonal employees or those on active military tours of duty are not included.

[2] Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers. If the CPDF was unable to determine the grade level of particular managers, they are identified as Unclassified Managers.

Finally, each profile narrative offers data concerning an agency's success in implementing ADR activities at the pre-complaint and formal complaint stages of the discrimination complaint process. EEOC is firmly committed to using ADR to resolve workplace disputes. Used properly and in appropriate circumstances, ADR can provide faster and less expensive results while at the same time improving workplace communication and morale.

List of Agencies Included in the Agency Profile Section

In addition to the government-wide profile, the following agencies have profiles listed alphabetically in this part:

Government-Wide (II-4)
Agency for International Development (II-6)
Agriculture, Department of (II-8)
Air Force, Department of the (II-10)
Army, Department of the (II-12)
Army and Air Force Exchange Service (II-14)
Broadcasting Board of Governors (II-16)
Commerce, Department of (II-18)
Corporation for National Community Service (II-20)
Court Services and Offender Supervision Agency (II-22)
Defense Commissary Agency (II-24)
Defense Contract Audit Agency (II-26)
Defense Contract Management Agency (II-28)
Defense Education Activity (II-30)
Defense Finance and Accounting Service (II-32)
Defense Human Resources Activity (II-34)
Defense Information Systems Agency (II-36)
Defense Inspector General, Office of the (II-38)
Defense Logistics Agency (II-40)
Office of the Secretary/Wash. Hqtrs. Services (II-42)
Defense Security Service (II-44)
Defense Threat Reduction Agency (II-46)
Education, Department of (II-48)
Energy, Department of (II-50)
Environmental Protection Agency (II-52)
Equal Employment Opportunity Commission (II-54)
Federal Communications Commission (II-56)
Federal Deposit Insurance Corporation (II-58)
Federal Energy Regulatory Commission (II-60)
Federal Trade Commission (II-62)
General Services Administration (II-64)
Government Printing Office (II-66)
Health and Human Services, Department of (II-68)
Homeland Security, Department of (II-70)
Housing and Urban Development, Department of (II-72)
Interior, Department of the (II-74)
Justice, Department of (II-76)
Labor, Department of (II-78)
National Aeronautics and Space Administration (II-80)
National Archives and Records Administration (II-82)
National Credit Union Administration (II-84)
National Gallery of Art (II-86)
National Labor Relations Board (II-88)
National Science Foundation (II-90)
Navy, Department of the (II-92)
Nuclear Regulatory Commission (II-94)
Office of Personnel Management (II-96)
Peace Corps (II-98)
Pension Benefit Guaranty Corporation (II-100)
Railroad Retirement Board (II-102)
Securities and Exchange Commission (II-104)
Small Business Administration (II-106)
Smithsonian Institution (II-108)
Social Security Administration (II-110)
State, Department of (II-112)
Tennessee Valley Authority (II-114)
Transportation, Department of (II-116)
Treasury, Department of (II-118)
U.S. Postal Service (II-120)
Veterans Affairs, Department of (II-124)

Government-Wide (The Government)

Permanent Work Force: 2,432,314 **Temporary Work Force:** 179,179 **Total Work Force:** 2,611,493

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	2,432,314	57.20%	42.80%	7.74%	65.85%	18.74%	5.90%	0.17%	1.51%	0.06%	0.97%
GS-14 and GS-15*	172,760	67.31%	32.69%	4.24%	78.75%	11.00%	6.12%	0.03%	0.91%	0.04%	0.49%
Senior Pay Level*	15,833	73.48%	26.52%	3.69%	85.35%	6.71%	3.29%	0.02%	0.88%	0.05%	0.47%
SES	7,038	72.04%	27.96%	3.71%	84.58%	8.10%	2.23%	0.01%	1.29%	0.07%	0.44%
First-Level Officials/Managers	63,066	60.13%	39.87%	8.21%	69.98%	14.99%	3.59%	0.29%	2.91%	0.03%	0.51%
Mid-Level Officials/Managers	82,725	67.14%	32.86%	5.65%	78.30%	11.14%	3.36%	0.10%	1.41%	0.05%	0.48%
Senior-Level Officials/Managers	45,746	71.93%	28.07%	3.62%	83.66%	8.01%	3.67%	0.02%	0.98%	0.03%	0.42%
Unclassified Managers	53,655	72.18%	27.82%	6.75%	72.77%	15.00%	3.24%	0.37%	1.85%	0.02%	0.46%

*Includes data for only permanent employees in pay status as of September 30, 2006 for those agencies that report to OPM's CPDF, Foreign Service, AAFES, FERC, TVA and USPS; does not include data for intelligence gathering agencies. Does not include pay-banded employees. The Senior Pay Level data includes SES employees.

Targeted Disabilities

In FY 2006, the government-wide participation rate for Individuals with Targeted Disabilities was 0.94%. Agencies are reminded of their affirmative requirements under the Rehabilitation Act to hire and advance Individuals with Targeted Disabilities. EEOC's LEAD Initiative has a goal of raising the government-wide participation rate to 2% by FY 2010. Each agency not currently above 2% should make plans to reach that goal.

EEO Complaint Processing

I. Counseling

The Government timely processed 89.02% of the 38,777 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 16,723 complaints filed government-wide contained 4,125 allegations of race (Black) discrimination, 1,410 allegations of race (White) discrimination, 501 allegations of race (Asian) discrimination, 161 allegations of race (American Indian/Alaska Native) discrimination, 1,621 allegations of color discrimination and 4,973 allegations of disability discrimination.

III. Complaint Processing Times

Of the 10,817 completed investigations, 69.4% were timely. The Government's average time for completing an investigation was 186 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

The Government's average processing time for all complaint closures decreased from 411 days in FY 2005 to 367 days in FY 2006.

IV. Costs

The Government agreed to pay $1,666,650 for 7,424 pre-complaint settlements, of which 622 were monetary settlements averaging $2,679. The Government expended a total of $33,345,454 for 10,817 complaint investigations, for an average expenditure of $3,082.

The Government agreed to pay a total of $32,625,667 for 3,634 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $8,977.

Government-Wide (The Government)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	21,514		17,309		38,824	
Settlements	1,616	7.5%	5,808	33.6%	7,424	19.1%
Withdrawals or No Complaints Filed	11,143	51.8%	2,863	16.5%	14,006	36.1%
Complaints Filed*					16,085	41.4%
Decision to File Complaint Pending at End of Fiscal Year					1,309	3.4%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	38,824	19,119
Total Number Offered ADR	29,352	2,737
ADR Offer Rate*	75.6%	14.3%
ADR Participation Rate*	44.6%	5.5%
Total ADR Settlements	5,808	678
Total ADR Settlements Amount	$980,797.50	$3,554,975.22

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	38,777	34520	89%			
All Investigations	10,817	7,506	69.4%	237	186	-21.5%
All Complaint Closures	19,119			411	367	-10.7%
Merit Decisions (no AJ)	4,857	3,026	62.3%	479	426	-11.1%
Dismissal Decisions (no AJ)	4,673			94	95	1.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	16,723							
Total Closures	19,119							
Settlements	3,490	18.3%						
Withdrawals	1,594	8.3%						
Total Final Agency Actions	14,035	73.4%	9,530	67.9%	4,418	31.5%	87	0.6%
Dismissals	4,895	34.9%	4,673	95.5%	221	4.5%	1	0%
Merit Decisions	9,140	65.1%	4,857	53.1%	4,197	45.9%	86	0.9%
Finding Discrimination	224	2.5%	36	16.1%	108	48.2%	80	35.7%
Finding No Discrimination	8,916	97.5%	4,821	54.1%	4,089	45.9%	6	0.1%

Agency for International Development (AID)

Permanent Work Force: 1,766 **Temporary Work Force:** 647 **Total Work Force:** 2,413

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	1,766	46.89%	53.11%	3.74%	61.66%	28.88%	5.55%	0.00%	0.17%	0.00%	0.57%
Major Occupations:											
Miscellaneous Administration and Program	374	51.07%	48.93%	5.88%	74.60%	15.24%	4.01%	0.00%	0.27%	0.00%	0.00%
Management and Program Analysis	406	42.86%	57.14%	3.20%	68.97%	22.17%	5.67%	0.00%	0.00%	0.00%	0.74%
Contracting	181	49.17%	50.83%	4.97%	60.77%	27.07%	7.18%	0.00%	0.00%	0.00%	0.55%
GS-14 and GS-15*	903	57.14%	42.86%	3.77%	75.64%	15.39%	5.09%	0.00%	0.11%	0.00%	0.44%
Senior Pay Level*	150	68.00%	32.00%	2.67%	80.67%	11.33%	4.67%	0.00%	0.67%	0.00%	0.00%
SES	18	50.00%	50.00%	5.56%	72.22%	16.67%	5.56%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	90	60.00%	40.00%	2.22%	78.89%	10.00%	7.78%	0.00%	1.11%	0.00%	0.00%
Mid-Level Officials/Managers	128	48.44%	51.56%	3.91%	72.66%	21.09%	1.56%	0.00%	0.78%	0.00%	0.00%
Senior-Level Officials/Managers	467	65.52%	34.48%	3.21%	83.08%	10.06%	3.43%	0.00%	0.21%	0.00%	0.21%
Unclassified Managers	14	78.57%	21.43%	0.00%	92.86%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

AID employed 14 Individuals with Targeted Disabilities in FY 2006, which was 0.58% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 3 employees since FY 2002. The participation rate for FY 2005 was 0.50% and for FY 2002 was 0.63%. Over the 5-year period AID had a net decrease of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

AID timely processed 35.7% o the 14 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; and (2) Race (Black). The 5 complaints filed at AID contained 3 allegations of race (Black) discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

III. Complaint Processing Times

Of the 13 completed investigations, 15.4% were timely. AID's average time for completing an investigation was 551 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

AID's average processing time for all complaint closures decreased from 637 days in FY 2005 to 631 days in FY 2006. The government-wide average was 367 days.

IV. Costs

AID reported no counseling settlements in FY 2006. AID expended a total of $30,094 for 13 complaint investigations, for an average expenditure of $2,314.

AID agreed to pay a total of $10,000 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $5,000.

Agency for International Development (AID)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	14		0		14	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	9	64.3%	0	0%	9	64.3%
Complaints Filed*					5	35.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	14	13
Total Number Offered ADR	0	1
ADR Offer Rate*	0%	7.7%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	14	5	35.7%			
All Investigations	13	2	15.4%	296	551	86.1%
All Complaint Closures	13			637	631	-0.9%
Merit Decisions (no AJ)	6	0	0%	681	639	-6.2%
Dismissal Decisions (no AJ)	3			143	222	55.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	5							
Total Closures	13							
Settlements	0	0%						
Withdrawals	1	7.7%						
Total Final Agency Actions	12	92.3%	9	75%	3	25%	0	0%
Dismissals	3	25%	3	100%	0	0%	0	0%
Merit Decisions	9	75%	6	66.7%	3	33.3%	0	0%
Finding Discrimination	2	22.2%	2	100%	0	0%	0	0%
Finding No Discrimination	7	77.8%	4	57.1%	3	42.9%	0	0%

Department of Agriculture (USDA)

Permanent Work Force: 86,870 **Temporary Work Force:** 18,616 **Total Work Force:** 105,486

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	86,870	56.63%	43.37%	5.94%	78.26%	10.76%	2.61%	0.06%	2.33%	0.01%	1.04%
Major Occupations:											
Gen Natural Resources Mgt and Bio Sci	4,729	67.14%	32.86%	6.41%	82.66%	3.93%	5.01%	0.15%	1.82%	0.02%	0.61%
Bio. Science Technician	5,480	57.37%	42.63%	5.35%	84.18%	4.09%	3.91%	0.88%	1.37%	0.24%	0.69%
Forestry Technician	13,549	80.32%	19.68%	8.37%	84.80%	1.46%	1.04%	0.00%	4.32%	0.01%	0.46%
GS-14 and GS-15*	5,974	69.57%	30.43%	3.72%	81.22%	9.57%	4.57%	0.00%	0.92%	0.00%	0.57%
Senior Pay Level*	471	74.31%	25.69%	2.97%	83.44%	8.28%	4.25%	0.21%	0.85%	0.00%	0.21%
SES	357	70.31%	29.69%	3.08%	81.79%	9.80%	4.20%	0.00%	1.12%	0.00%	0.28%
First-Level Officials/Managers	6,084	75.74%	24.26%	6.69%	81.41%	5.52%	2.78%	0.07%	3.52%	0.02%	0.46%
Mid-Level Officials/Managers	4,651	68.59%	31.41%	5.12%	80.67%	9.44%	3.27%	0.00%	1.51%	0.00%	0.60%
Senior-Level Officials/Managers	1,697	74.54%	25.46%	3.89%	84.33%	8.13%	2.89%	0.06%	0.71%	0.00%	0.47%
Unclassified Managers	187	87.17%	12.83%	3.74%	86.63%	6.95%	0.00%	1.60%	1.07%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

USDA employed 1,009 Individuals with Targeted Disabilities in FY 2006, which was 0.96% of its total work force. This represents an increase of 9 employees over FY 2005 and an increase of 19 employees since FY 2002. The participation rate for FY 2005 was 0.91% and for FY 2002 was 1.09%. Over the 5-year period USDA had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USDA timely processed 76.2% of the 1,078 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 536 complaints filed at USDA contained 120 allegations of race (Black) discrimination, 41 allegations of race (White) discrimination, 18 allegations of race (Asian) discrimination, 14 allegations of race (American Indian/Alaska Native) discrimination, 42 allegations of color discrimination and 106 allegations of disability discrimination.

III. Complaint Processing Times

Of the 412 completed investigations, 48.5% were timely. USDA's average time for completing an investigation was 216 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

USDA's average processing time for all complaint closures decreased from 703 days in FY 2005 to 680 days in FY 2006. The government-wide average was 367 days.

IV. Costs

USDA agreed to pay $246,438 for 125 pre-complaint settlements, of which 33 were monetary settlements averaging $7,467. USDA expended a total of $1,395,972 for 412 complaint investigations, for an average expenditure of $3,388.

USDA agreed to pay a total of $4,153,434 for 195 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $21,299.

Department of Agriculture (USDA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	818		261		1,079	
Settlements	56	6.8%	69	26.4%	125	11.6%
Withdrawals or No Complaints Filed	450	55%	12	4.6%	462	42.8%
Complaints Filed*					479	44.4%
Decision to File Complaint Pending at End of Fiscal Year					13	1.2%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	1,079	577
Total Number Offered ADR	744	46
ADR Offer Rate*	69%	8%
ADR Participation Rate*	24.2%	5%
Total ADR Settlements	69	21
Total ADR Settlements Amount	$42,829.26	$175,500.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,078	821	76.2%			
All Investigations	412	200	48.5%	246	216	-12.2%
All Complaint Closures	577			703	680	-3.3%
Merit Decisions (no AJ)	124	2	1.6%	736	919	24.9%
Dismissal Decisions (no AJ)	55			394	607	54.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	536							
Total Closures	577							
Settlements	182	31.5%						
Withdrawals	52	9%						
Total Final Agency Actions	343	59.4%	179	52.2%	162	47.2%	2	0.6%
Dismissals	85	24.8%	55	64.7%	30	35.3%	0	0%
Merit Decisions	258	75.2%	124	48.1%	132	51.2%	2	0.8%
Finding Discrimination	15	5.8%	4	26.7%	9	60%	2	13.3%
Finding No Discrimination	243	94.2%	120	49.4%	123	50.6%	0	0%

Department of the Air Force (USAF)

Permanent Work Force: 150,307 **Temporary Work Force:** 8,620 **Total Work Force:** 158,927

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	150,307	68.98%	31.02%	7.31%	76.63%	11.23%	3.38%	0.22%	1.14%	0.08%	0.74%
Major Occupations:											
Misc. Admin. and Program	5,599	60.37%	39.63%	5.25%	81.71%	10.18%	1.77%	0.16%	0.89%	0.04%	0.45%
Information Technology Management	5,462	72.41%	27.59%	6.10%	77.99%	11.53%	3.41%	0.24%	0.71%	0.02%	0.75%
Aircraft Mechanic	7,902	96.98%	3.02%	8.52%	81.12%	6.28%	2.42%	0.44%	1.14%	0.09%	0.19%
GS-14 and GS-15*	7,253	79.22%	20.78%	3.31%	89.03%	4.72%	2.43%	0.01%	0.47%	0.04%	0.00%
Senior Pay Level*	259	86.87%	13.13%	0.77%	91.12%	2.32%	3.47%	0.00%	1.93%	0.39%	0.00%
SES	165	82.42%	17.58%	1.21%	92.73%	3.64%	0.00%	0.00%	1.82%	0.61%	0.00%
First-Level Officials/Managers	9,766	65.11%	34.89%	6.11%	78.35%	11.61%	2.98%	0.17%	0.70%	0.07%	0.43%
Mid-Level Officials/Managers	9,766	65.11%	34.89%	6.11%	78.35%	11.61%	2.98%	0.17%	0.70%	0.07%	0.43%
Senior-Level Officials/Managers	1,810	79.67%	20.33%	2.71%	91.99%	3.43%	1.44%	0.00%	0.39%	0.06%	0.28%
Unclassified Managers	6,808	90.78%	9.22%	6.98%	81.32%	7.39%	2.36%	0.31%	1.57%	0.07%	0.32%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

USAF employed 1,123 Individuals with Targeted Disabilities in FY 2006, which was 0.71% of its total work force. This represents a decrease of 51 employees from FY 2005 and a decrease of 150 employees since FY 2002. The participation rate for FY 2005 was 0.75% and for FY 2002 was 0.90%. Over the 5-year period USAF had a net decrease of 0.19% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USAF timely processed 83.4% of the 1,351 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal and (2) Age. The 556 complaints filed at USAF contained 142 allegations of race (Black) discrimination, 45 allegations of race (White) discrimination, 17 allegations of race (Asian) discrimination, 10 allegations of race (American Indian/Alaska Native) discrimination, 59 allegations of color discrimination and 174 allegations of disability discrimination.

III. Complaint Processing Times

Of the 289 completed investigations, 65.1% were timely. USAF's average time for completing an investigation was 180 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

USAF's average processing time for all complaint closures increased from 326 days in FY 2005 to 333 days in FY 2006. The government-wide average was 367 days.

IV. Costs

USAF agreed to pay $84,207 for 247 pre-complaint settlements, of which 24 were monetary settlements averaging $3,508. USAF expended a total of $1,241,255 for 289 complaint investigations, for an average expenditure of $4,295.

USAF agreed to pay a total of $718,720 for 202 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $3,558.

Department of the Air Force (USAF)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	881		477		1,358	
Settlements	31	3.5%	216	45.3%	247	18.2%
Withdrawals or No Complaints Filed	430	48.8%	105	22%	535	39.4%
Complaints Filed*					546	40.2%
Decision to File Complaint Pending at End of Fiscal Year					30	2.2%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	1,358	583
Total Number Offered ADR	910	299
ADR Offer Rate*	67%	51.3%
ADR Participation Rate*	35.1%	26.9%
Total ADR Settlements	216	126
Total ADR Settlements Amount	$41,666.04	$312,928.33

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,351	1126	83.4%			
All Investigations	289	188	65.1%	219	180	-17.8%
All Complaint Closures	583			326	333	2.1%
Merit Decisions (no AJ)	88	21	23.9%	482	512	6.2%
Dismissal Decisions (no AJ)	110			71	136	91.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	556							
Total Closures	583							
Settlements	200	34.3%						
Withdrawals	80	13.7%						
Total Final Agency Actions	303	52%	198	65.3%	101	33.3%	4	1.3%
Dismissals	126	41.6%	110	87.3%	16	12.7%	0	0%
Merit Decisions	177	58.4%	88	49.7%	85	48%	4	2.3%
Finding Discrimination	3	1.7%	1	33.3%	1	33.3%	1	33.3%
Finding No Discrimination	174	98.3%	87	50%	84	48.3%	3	1.7%

Department of the Army (ARMY)

Permanent Work Force: 218,789 **Temporary Work Force:** 20,731 **Total Work Force:** 239,520

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	218,789	63.70%	36.29%	6.88%	71.83%	16.12%	3.79%	0.25%	1.01%	0.08%	0.76%
Major Occupations:											
Information Technology Management	9,497	67.76%	32.24%	5.50%	72.57%	16.42%	4.19%	0.26%	0.86%	0.20%	0.97%
Misc. Admin. and Program	12,236	63.94%	36.06%	5.39%	75.75%	15.18%	2.44%	0.22%	0.93%	0.09%	0.56%
Misc. Clerk and Assistant	10,005	32.87%	67.13%	8.40%	61.66%	24.86%	3.50%	0.35%	1.08%	0.16%	0.95%
GS-14 and GS-15*	14,184	77.14%	22.86%	3.38%	83.95%	7.37%	4.46%	0.04%	0.76%	0.04%	0.39%
Senior Pay Level*	323	82.35%	17.65%	1.86%	91.02%	3.41%	3.41%	0.00%	0.31%	0.00%	0.00%
SES	251	80.88%	19.12%	1.59%	92.83%	3.59%	1.99%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	9,575	66.35%	33.65%	6.44%	73.43%	15.39%	3.23%	0.43%	1.02%	0.05%	0.48%
Mid-Level Officials/Managers	10,406	75.49%	24.51%	4.23%	82.76%	8.63%	3.21%	0.13%	0.98%	0.06%	0.37%
Senior-Level Officials/Managers	3,523	80.70%	19.30%	2.50%	87.77%	6.47%	2.53%	0.03%	0.71%	0.00%	0.26%
Unclassified Managers	4,172	90.41%	9.59%	6.30%	78.76%	11.39%	1.92%	0.26%	1.34%	0.02%	0.22%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

ARMY employed 1,724 Individuals with Targeted Disabilities in FY 2006, which was 0.72% of its total work force. This represents a decrease of 28 employees from FY 2005 and a decrease of 69 employees since FY 2002. The participation rate for FY 2005 was 0.74% and for FY 2002 was 0.85%. Over the 5-year period ARMY had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

ARMY timely processed 79.3% of the 2,399 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; and (2) Race (Black). The 1,181 complaints filed at ARMY contained 346 allegations of race (Black) discrimination, 112 allegations of race (White) discrimination, 31 allegations of race (Asian) discrimination, 5 allegations of race (American Indian/Alaska Native) discrimination, 111 allegations of color discrimination and 256 allegations of disability discrimination.

III. Complaint Processing Times

Of the 467 completed investigations, 31.3% were timely. ARMY's average time for completing an investigation was 240 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

ARMY's average processing time for all complaint closures decreased from 335 days in FY 2005 to 316 days in FY 2006. The government-wide average was 367 days.

IV. Costs

ARMY agreed to pay $161,858 for 315 pre-complaint settlements, of which 34 were monetary settlements averaging $4,760. ARMY expended a total of $2,695,196 for 467 complaint investigations, for an average expenditure of $5,771.

ARMY agreed to pay a total of $2,954,803 for 600 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $4,924.

Department of the Army (ARMY)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,795		604		2,399	
Settlements	96	5.3%	219	36.3%	315	13.1%
Withdrawals or No Complaints Filed	871	48.5%	0	0%	871	36.3%
Complaints Filed*					1,133	47.2%
Decision to File Complaint Pending at End of Fiscal Year					80	3.3%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	2,399	1,460
Total Number Offered ADR	1,248	385
ADR Offer Rate*	52%	26.4%
ADR Participation Rate*	25.2%	18.8%
Total ADR Settlements	219	188
Total ADR Settlements Amount	$129,238.29	$792,353.47

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	2,399	1903	79.3%			
All Investigations	467	146	31.3%	247	240	-2.8%
All Complaint Closures	1,460			335	316	-5.7%
Merit Decisions (no AJ)	265	45	17%	669	622	-7%
Dismissal Decisions (no AJ)	286			122	68	-44.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,181							
Total Closures	1,460							
Settlements	588	40.3%						
Withdrawals	153	10.5%						
Total Final Agency Actions	719	49.2%	551	76.6%	165	22.9%	3	0.4%
Dismissals	297	41.3%	286	96.3%	11	3.7%	0	0%
Merit Decisions	422	58.7%	265	62.8%	154	36.5%	3	0.7%
Finding Discrimination	15	3.6%	1	6.7%	11	73.3%	3	20%
Finding No Discrimination	407	96.4%	264	64.9%	143	35.1%	0	0%

Defense Army and Air Force Exchange (AAFES)

Permanent Workforce: 36,504 **Temporary Workforce:** 0 **Total Workforce:** 36,504

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	36,504	35.85%	64.15%	12.84%	42.89%	29.51%	11.22%	1.91%	0.75%	0.89%	1.65%
Major Occupations:											
Retail Operations	2,698	29.02%	70.98%	11.12%	52.89%	24.31%	8.97%	1.96%	0.74%	0.00%	0.67%
Hospitality & Restaurant	946	40.38%	59.62%	9.83%	43.87%	32.14%	12.37%	1.16%	0.63%	0.00%	0.63%
Retail Specialist	262	37.40%	62.60%	9.16%	64.50%	18.32%	4.20%	1.91%	1.91%	0.00%	0.76%
Senior Pay Level*	14	71.43%	28.57%	0.00%	85.71%	0.00%	0.00%	0.00%	7.14%	7.14%	0.00%
First-Level Officials/Managers	3,052	35.85%	64.15%	10.06%	56.85%	23.07%	8.03%	1.15%	0.85%	0.00%	1.11%
Mid-Level Officials/Managers	461	63.77%	36.23%	7.16%	77.22%	8.03%	5.64%	0.65%	1.52%	0.00%	0.65%
Senior-Level Officials/Managers	100	78.00%	22.00%	3.00%	82.00%	9.00%	3.00%	0.00%	1.00%	1.00%	1.00%
Unclassified Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

* All work force numbers as reported by the agency to EEOC. **The numbers do not include pay-banded employees

Targeted Disabilities

AAFES employed 604 Individuals with Targeted Disabilities in FY 2006, which was 1.65% of its total work force. This represents an increase of 7 employees over FY 2005 and a decrease of 159 employees since FY 2002. The participation rate for FY 2005 was 0.20% and for FY 2002 was 1.87%. Over the 5-year period AAFES had a net decrease of 0.22% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

AAFES timely processed 72.2% of the 507 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Sex (Female). The 135 complaints filed at AAFES contained 32 allegations of race (Black) discrimination, 12 allegations of race (White) discrimination, 7 allegations of race (Asian) discrimination, 9 allegations of color discrimination and 28 allegations of disability discrimination.

III. Complaint Processing Times

Of the 81 completed investigations, 39.5% were timely. AAFES' average time for completing an investigation was 241 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

AAFES average processing time for all complaint closures decreased from 386 days in FY 2005 to 275 days in FY 2006. The government-wide average was 367 days.

IV. Costs

AAFES agreed to pay $458 for 45 pre-complaint settlements, of which 3 were monetary settlements averaging $152. AAFES expended a total of $430,854 for 81 complaint investigations, for an average expenditure of $5,319.

AAFES agreed to pay a total of $44,464 for 44 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $1,010.

Defense Army and Air Force Exchange (AAFES)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	431		76		507	
Settlements	33	7.7%	12	15.8%	45	8.9%
Withdrawals or No Complaints Filed	317	73.5%	10	13.2%	327	64.5%
Complaints Filed*					135	26.6%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	507	141
Total Number Offered ADR	500	77
ADR Offer Rate*	98.6%	54.6%
ADR Participation Rate*	15%	21.3%
Total ADR Settlements	12	29
Total ADR Settlements Amount	$458.31	$16,714.78

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	507	366	72.2%			
All Investigations	81	32	39.5%	275	241	-12.4%
All Complaint Closures	141			386	275	-28.8%
Merit Decisions (no AJ)	30	23	76.7%	595	388	-34.8%
Dismissal Decisions (no AJ)	33			140	87	-37.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	135							
Total Closures	141							
Settlements	44	31.2%						
Withdrawals	11	7.8%						
Total Final Agency Actions	86	61%	63	73.3%	23	26.7%	0	0%
Dismissals	36	41.9%	33	91.7%	3	8.3%	0	0%
Merit Decisions	50	58.1%	30	60%	20	40%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	50	100%	30	60%	20	40%	0	0%

Broadcasting Board of Governors (BBG)

Permanent Work Force: 1,642 **Temporary Work Force:** 99 **Total Work Force:** 1,741

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	1,642	61.94%	38.06%	9.07%	55.60%	20.71%	14.31%	0.00%	0.24%	0.06%	0.91%
Major Occupations:											
Broadcasting Equipment Operating	108	93.52%	6.48%	0.93%	70.37%	26.85%	0.00%	0.00%	1.85%	0.00%	1.85%
General Arts and Information	859	64.26%	35.74%	11.53%	52.39%	11.18%	24.80%	0.00%	0.12%	0.00%	0.58%
Audiovisual Production	156	58.97%	41.03%	10.90%	55.77%	20.51%	12.82%	0.00%	0.00%	0.00%	0.64%
GS-14 and GS-15*	284	72.89%	27.11%	7.04%	76.41%	10.56%	5.28%	0.00%	0.35%	0.35%	1.06%
Senior Pay Level*	21	76.19%	23.81%	4.76%	90.48%	0.00%	4.76%	0.00%	0.00%	0.00%	4.76%
SES	15	66.67%	33.33%	6.67%	86.67%	0.00%	6.67%	0.00%	0.00%	0.00%	6.67%
First-Level Officials/Managers	26	73.08%	26.92%	3.85%	65.38%	19.23%	11.54%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	344	65.41%	34.59%	11.34%	63.08%	13.37%	11.63%	0.00%	0.29%	0.29%	1.45%
Senior-Level Officials/Managers	106	77.36%	22.64%	4.72%	89.62%	2.83%	2.83%	0.00%	0.00%	0.00%	0.94%
Unclassified Managers	10	90.00%	10.00%	0.00%	70.00%	30.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

BBG employed 15 Individuals with Targeted Disabilities in FY 2006, which was 0.86% of its total work force. This represents a decrease of 2 employees from FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 0.96% and for FY 2002 was 0.89%. Over the 5-year period BBG had a net decrease of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

BBG timely processed 96% of the 85 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 30 complaints filed at BBG contained 4 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, no allegations of color discrimination and 2 allegations of disability discrimination.

III. Complaint Processing Times

Of the 31 completed investigations, 93.6% were timely. BBG's average time for completing an investigation was 119 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

BBG's average processing time for all complaint closures decreased from 407 days in FY 2005 to 227 days in FY 2006. The government-wide average was 367 days.

IV. Costs

BBG reported no counseling settlements in FY 2006. BBG expended a total of $71,670 for 31 complaint investigations, for an average expenditure of $2,311.

BBG agreed to pay a total of $1,286 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $643.

Broadcasting Board of Governors (BBG)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	81		4		85	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	50	61.7%	4	100%	54	63.5%
Complaints Filed*					30	35.3%
Decision to File Complaint Pending at End of Fiscal Year					1	1.2%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	85	24
Total Number Offered ADR	85	24
ADR Offer Rate*	100%	100%
ADR Participation Rate*	4.7%	8.3%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	85	82	96.5%			
All Investigations	31	29	93.5%	136	119	-12.5%
All Complaint Closures	24			407	227	-44.2%
Merit Decisions (no AJ)	9	0	0%	239	289	20.9%
Dismissal Decisions (no AJ)	6			46	44	-4.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	30							
Total Closures	24							
Settlements	2	8.3%						
Withdrawals	3	12.5%						
Total Final Agency Actions	19	79.2%	15	78.9%	4	21.1%	0	0%
Dismissals	9	47.4%	6	66.7%	3	33.3%	0	0%
Merit Decisions	10	52.6%	9	90%	1	10%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	10	100%	9	90%	1	10%	0	0%

Department of Commerce (DOC)

Permanent Work Force: 39,139 **Temporary Work Force:** 1,405 **Total Work Force:** 40,544

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	39,139	53.24%	46.76%	3.95%	69.95%	16.47%	8.87%	0.08%	0.61%	0.03%	0.83%
Major Occupations:											
Miscellaneous Clerk and Assistant	7,577	27.70%	72.30%	7.76%	74.00%	14.81%	2.02%	0.15%	1.21%	0.05%	1.10%
Patent Examining	5,239	72.13%	27.87%	3.78%	47.17%	13.86%	34.95%	0.00%	0.25%	0.00%	0.46%
Information Technology Management	2,905	64.82%	35.18%	3.03%	66.64%	16.73%	13.05%	0.03%	0.48%	0.03%	1.03%
GS-14 and GS-15*	9,018	69.97%	30.03%	2.82%	74.33%	9.45%	13.04%	0.01%	0.35%	0.00%	0.39%
Senior Pay Level*	511	73.19%	26.81%	2.15%	86.89%	6.65%	4.11%	0.00%	0.20%	0.00%	0.59%
SES	352	71.59%	28.41%	2.56%	86.93%	7.67%	2.56%	0.00%	0.28%	0.00%	0.28%
First-Level Officials/Managers	615	44.23%	55.77%	5.37%	62.28%	29.11%	2.76%	0.00%	0.49%	0.00%	0.49%
Mid-Level Officials/Managers	1,502	65.91%	34.09%	4.06%	80.43%	11.25%	3.79%	0.07%	0.40%	0.00%	0.27%
Senior-Level Officials/Managers	2,088	75.14%	24.86%	2.49%	81.08%	7.42%	8.38%	0.00%	0.62%	0.00%	0.48%
Unclassified Managers	40	87.50%	12.50%	5.00%	70.00%	22.50%	0.00%	2.50%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DOC employed 334 Individuals with Targeted Disabilities in FY 2006, which was 0.82% of its total work force. This represents a decrease of 24 employees from FY 2005 and an increase of 21 employees since FY 2002. The participation rate for FY 2005 was 0.89% and for FY 2002 was 0.87%. Over the 5-year period DOC had a net decrease of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOC timely processed 67% of the 321 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 173 complaints filed at DOC contained 52 allegations of race (Black) discrimination, 14 allegations of race (White) discrimination, 12 allegations of race (Asian) discrimination, 27 allegations of color discrimination and 53 allegations of disability discrimination.

III. Complaint Processing Times

Of the 172 completed investigations, 54.7% were timely. DOC's average time for completing an investigation was 244 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOC's average processing time for all complaint closures decreased from 605 days in FY 2005 to 553 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DOC agreed to pay $1,215 for 12 pre-complaint settlements, of which 1 were monetary settlements averaging $1,215. DOC expended a total of $742,007 for 172 complaint investigations, for an average expenditure of $4,313.

DOC agreed to pay a total of $813,323 for 65 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $12,512.

Department of Commerce (DOC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	288		33		321	
Settlements	5	1.7%	7	21.2%	12	3.7%
Withdrawals or No Complaints Filed	124	43.1%	11	33.3%	135	42.1%
Complaints Filed*					162	50.5%
Decision to File Complaint Pending at End of Fiscal Year					12	3.7%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	321	292
Total Number Offered ADR	209	110
ADR Offer Rate*	65.1%	37.7%
ADR Participation Rate*	10.3%	3.8%
Total ADR Settlements	7	7
Total ADR Settlements Amount	$0.00	$231,000.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	321	215	67%			
All Investigations	172	94	54.7%	434	244	-43.8%
All Complaint Closures	292			605	553	-8.6%
Merit Decisions (no AJ)	115	37	32.2%	962	791	-17.8%
Dismissal Decisions (no AJ)	49			127	79	-37.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	173							
Total Closures	292							
Settlements	65	22.3%						
Withdrawals	21	7.2%						
Total Final Agency Actions	206	70.5%	164	79.6%	41	19.9%	1	0.5%
Dismissals	55	26.7%	49	89.1%	6	10.9%	0	0%
Merit Decisions	151	73.3%	115	76.2%	35	23.2%	1	0.7%
Finding Discrimination	1	0.7%	0	0%	0	0%	1	100%
Finding No Discrimination	150	99.3%	115	76.7%	35	23.3%	0	0%

Corporation for National and Community Service (CNCS)

Permanent Workforce: 490 **Temporary Workforce:** 68 **Total Workforce:** 558

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	490	38.37%	61.63%	5.10%	57.76%	31.43%	5.31%	0.00%	0.41%	0.00%	0.82%
Major Occupations:											
Miscellaneous Administration and Program	371	38.54%	61.46%	4.31%	67.65%	23.99%	3.77%	0.00%	0.27%	0.00%	1.08%
Miscellaneous Clerk and Assistant	36	11.11%	88.89%	2.78%	50.00%	44.44%	0.00%	0.00%	2.78%	0.00%	0.00%
Financial Administration and Program	45	42.22%	57.78%	6.67%	37.78%	46.67%	8.89%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	6	83.33%	16.67%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	7	57.14%	42.86%	28.57%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	15	73.33%	26.67%	6.67%	66.67%	26.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	21	52.38%	47.62%	9.52%	80.95%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	111	53.15%	46.85%	5.41%	66.67%	23.42%	3.60%	0.00%	0.90%	0.00%	0.90%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

CNCS employed 4 Individuals with Targeted Disabilities in FY 2006, which was 0.72% of its total work force. This represents a decrease of 3 employees from FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 1.19% and for FY 2002 was 2.50%. Over the 5-year period CNCS had a net decrease of 1.78% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

CNCS timely processed 70% of the 10 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Age. The 6 complaints filed at CNCS contained 3 allegations of race (Black) discrimination, no allegations of color discrimination, and 2 allegations of disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 100% were timely. CNCS' average time for completing an investigation was 124 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

CNCS average processing time for all complaint closures increased from 100 days in FY 2005 to 268 days in FY 2006. The government-wide average was 367 days.

IV. Costs

CNCS agreed to pay $4,000 for 2 pre-complaint settlements, of which 2 were monetary settlements averaging $2,000. CNCS expended a total of $5,627 for 2 complaint investigations, for an average expenditure of $2,813.

CNCS agreed to pay a total of $5,000 for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $1,250.

Corporation for National and Community Service (CNCS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	9		1		10	
Settlements	2	22.2%	0	0%	2	20%
Withdrawals or No Complaints Filed	2	22.2%	0	0%	2	0.2%
Complaints Filed*					6	60%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	10	4
Total Number Offered ADR	10	4
ADR Offer Rate*	100%	100%
ADR Participation Rate*	10%	25%
Total ADR Settlements	0	1
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	10	7	70%			
All Investigations	2	2	100%	237	124	-47.7%
All Complaint Closures	4			100	268	168%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6							
Total Closures	4							
Settlements	4	100%						
Withdrawals	0	0%						
Total Final Agency Actions	0	0%	0	NA%	0	NA%	0	NA%
Dismissals	0	NA%	0	NA%	0	NA%	0	NA%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

Court Services and Offender Supervision Agency (CSOSA)

Permanent Work Force: 1,064 **Temporary Work Force:** 76 **Total Work Force:** 1,140

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	1,064	36.09%	63.91%	4.04%	12.59%	81.67%	1.60%	0.00%	0.00%	0.09%	0.09%
Major Occupations:											
Social Science	656	35.21%	64.79%	5.03%	12.20%	81.55%	1.07%	0.00%	0.00%	0.15%	0.15%
Social Science Aid and Technician	63	52.38%	47.62%	4.76%	3.17%	90.48%	1.59%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Clerk and Assistant	101	8.91%	91.09%	0.00%	2.97%	97.03%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	97	52.58%	47.42%	1.03%	37.11%	56.70%	5.15%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	11	54.55%	45.45%	9.09%	36.36%	45.45%	0.00%	0.00%	0.00%	9.09%	0.00%
First-Level Officials/Managers	10	40.00%	60.00%	0.00%	10.00%	90.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	95	43.16%	56.84%	3.16%	20.00%	76.84%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	38	65.79%	34.21%	5.26%	34.21%	55.26%	2.63%	0.00%	0.00%	2.63%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

CSOSA employed 1 Individuals with Targeted Disabilities in FY 2006, which was 0.09% of its total work force. This represents a decrease of one employee from FY 2005 and no change in the number of employees since FY 2002. The participation rate for FY 2005 was 0.18% and for FY 2002 was 0.11%. Over the 5-year period CSOSA had a net decrease of 0.02% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

CSOSA timely processed 18.2% of the 11 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Female) and (2) Reprisal. The 3 complaints filed at CSOSA contained no allegations of race or color discrimination and 1 allegation of disability discrimination.

III. Complaint Processing Times

CSOSA timely completed the one investigation it reported completing in FY 2006. CSOSA's average time for completing an investigation was 399 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

CSOSA's average processing time for all complaint closures increased from 392 days in FY 2005 to 506 days in FY 2006. The government-wide average was 367 days.

IV. Costs

CSOSA reported no counseling settlements in FY 2006. CSOSA expended $2,600 for the one investigation it completed in FY 2006.

CSOSA agreed to pay a total of $20,000 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

Court Services and Offender Supervision Agency (CSOSA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	8		3		11	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	8	100%	0	0%	8	72.7%
Complaints Filed*					3	27.3%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	11	3
Total Number Offered ADR	4	2
ADR Offer Rate*	36.4%	66.7%
ADR Participation Rate*	27.3%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	11	2	18.2%			
All Investigations	1	1	100%	241	399	65.6%
All Complaint Closures	3			392	506	29.1%
Merit Decisions (no AJ)	0	0	0%	737	0	-100%
Dismissal Decisions (no AJ)	1			0	226	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	3							
Settlements	1	33.3%						
Withdrawals	0	0%						
Total Final Agency Actions	2	66.7%	1	50%	1	50%	0	0%
Dismissals	1	50%	1	100%	0	0%	0	0%
Merit Decisions	1	50%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

Defense Commissary Agency (DeCA)

Permanent Work Force: 11,809 **Temporary Work Force:** 3,563 **Total Work Force:** 15,372

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	11,809	39.99%	60.01%	8.98%	45.75%	27.47%	16.28%	0.69%	0.78%	0.05%	1.10%
Major Occupations:											
Commissary Management	1,509	65.28%	42.88%	62.16%	18.89%	9.54%	0.33%	0.80%	0.07%	0.46%	0.00%
Sales Store Clerical	4,864	24.30%	84.42%	36.97%	30.88%	21.36%	1.19%	0.88%	0.27%	0.41%	0.00%
Store Working	4,307	68.49%	42.14%	43.93%	32.09%	12.51%	0.81%	0.56%	0.23%	0.33%	0.00%
GS-14 and GS-15*	123	69.11%	30.89%	4.88%	80.49%	8.94%	1.63%	0.00%	3.25%	0.81%	0.81%
Senior Pay Level*	5	80.00%	20.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	5	80.00%	20.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1,217	49.47%	50.53%	7.07%	59.16%	20.62%	11.59%	0.41%	1.15%	0.00%	0.58%
Mid-Level Officials/Managers	246	68.29%	31.71%	8.54%	71.95%	15.04%	3.25%	0.00%	0.81%	0.41%	0.41%
Senior-Level Officials/Managers	29	75.86%	24.14%	0.00%	93.10%	3.45%	0.00%	0.00%	3.45%	0.00%	0.00%
Unclassified Managers	133	90.23%	9.77%	9.02%	63.91%	19.55%	6.77%	0.00%	0.75%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DeCA employed 142 Individuals with Targeted Disabilities in FY 2006, which was 0.92% of its total work force. This represents an increase of one employee over FY 2005 and a decrease of 32 employees since FY 2002. The participation rate for FY 2005 was 0.92% and for FY 2002 was 1.42%. Over the 5-year period DeCA had a net decrease of 0.5% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DeCA timely processed 72.4% of the 174 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Disability (Physical). The 113 complaints filed at DeCA contained 29 allegations of race (Black) discrimination, 7 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 11 allegations of color discrimination and 36 allegations of disability discrimination.

III. Complaint Processing Times

Of the 86 completed investigations, 59.3% were timely. DeCA's average time for completing an investigation was 217 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DeCA's average processing time for all complaint closures decreased from 243 days in FY 2005 to 211 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DeCA agreed to pay $7,250 for 23 pre-complaint settlements, of which 7 were monetary settlements averaging $1,035. DeCA expended a total of $369,370 for 86 complaint investigations, for an average expenditure of $4,295.

DeCA agreed to pay a total of $288,663 for 35 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $8,247.

Defense Commissary Agency (DeCA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	130		45		175	
Settlements	9	6.9%	14	31.1%	23	13.1%
Withdrawals or No Complaints Filed	73	56.2%	0	0%	73	41.7%
Complaints Filed*					73	41.7%
Decision to File Complaint Pending at End of Fiscal Year					6	3.4%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	175	136
Total Number Offered ADR	110	92
ADR Offer Rate*	62.9%	67.7%
ADR Participation Rate*	25.7%	25.7%
Total ADR Settlements	14	16
Total ADR Settlements Amount	$7,250.00	$180,975.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	174	126	72.4%			
All Investigations	86	51	59.3%	201	217	8%
All Complaint Closures	136			243	211	-13.2%
Merit Decisions (no AJ)	20	19	95%	363	260	-28.4%
Dismissal Decisions (no AJ)	2			174	179	2.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	113							
Total Closures	136							
Settlements	33	24.3%						
Withdrawals	41	30.2%						
Total Final Agency Actions	62	45.6%	22	35.5%	40	64.5%	0	0%
Dismissals	4	6.5%	2	50%	2	50%	0	0%
Merit Decisions	58	93.5%	20	34.5%	38	65.5%	0	0%
Finding Discrimination	2	3.4%	0	0%	2	100%	0	0%
Finding No Discrimination	56	96.6%	20	35.7%	36	64.3%	0	0%

Defense Contract Audit Agency (DCAA)

Permanent Work Force: 3,983 **Temporary Work Force:** 35 **Total Work Force:** 4,018

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	3,983	47.70%	52.30%	5.20%	74.34%	11.15%	7.91%	0.23%	0.33%	0.85%	1.03%
Major Occupations:											
Human resources Management	37	21.62%	83.78%	72.97%	13.51%	5.41%	0.00%	0.00%	5.41%	0.00%	0.00%
OFC Automation Clerical And Assistance	317	18.61%	87.70%	66.25%	23.97%	5.36%	0.32%	0.63%	0.32%	0.00%	0.00%
Auditing	3,441	57.48%	47.60%	75.09%	10.64%	8.37%	0.23%	0.32%	0.84%	0.20%	0.00%
GS-14 and GS-15*	216	66.20%	33.80%	3.24%	86.11%	4.63%	5.09%	0.00%	0.00%	0.93%	1.39%
Senior Pay Level*	16	87.50%	12.50%	6.25%	93.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	16	87.50%	12.50%	6.25%	93.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	63	4.76%	95.24%	3.17%	66.67%	23.81%	4.76%	0.00%	0.00%	1.59%	1.59%
Mid-Level Officials/Managers	604	64.90%	35.10%	2.81%	85.76%	5.63%	4.80%	0.00%	0.33%	0.66%	0.66%
Senior-Level Officials/Managers	58	70.69%	29.31%	1.72%	89.66%	3.45%	3.45%	0.00%	0.00%	1.72%	1.72%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DCAA employed 41 Individuals with Targeted Disabilities in FY 2006, which was 1.02% of its total work force. This represents a decrease of 7 employees from FY 2005 and a decrease of 5 employees since FY 2002. The participation rate for FY 2005 was 1.17% and for FY 2002 was 1.13%. Over the 5-year period DCAA had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DCAA timely processed 90% of the 30 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Male). The 21 complaints filed at DCAA contained 6 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 2 allegations of color discrimination and 7 allegations of disability discrimination.

III. Complaint Processing Times

Of the 41 completed investigations, 63.4% were timely. DCAA's average time for completing an investigation was 257 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DCAA's average processing time for all complaint closures decreased from 624 days in FY 2005 to 484 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DCAA reported paying no monetary benefits for 5 pre-complaint settlements. DCAA expended a total of $0 for 41 complaint investigations, for an average expenditure of $0.

DCAA agreed to pay a total of $15,460 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $1,405.

Defense Contract Audit Agency (DCAA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	24		6		30	
Settlements	2	8.3%	3	50%	5	16.7%
Withdrawals or No Complaints Filed	4	16.7%	0	0%	4	13.3%
Complaints Filed*					21	70%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	30	41
Total Number Offered ADR	6	6
ADR Offer Rate*	20%	14.6%
ADR Participation Rate*	20%	14.6%
Total ADR Settlements	3	1
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	30	27	90%			
All Investigations	41	26	63.4%	268	257	-4.1%
All Complaint Closures	41			624	484	-22.4%
Merit Decisions (no AJ)	11	11	100%	627	284	-54.7%
Dismissal Decisions (no AJ)	2			44	24	-45.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	21							
Total Closures	41							
Settlements	11	26.8%						
Withdrawals	2	4.9%						
Total Final Agency Actions	28	68.3%	13	46.4%	15	53.6%	0	0%
Dismissals	3	10.7%	2	66.7%	1	33.3%	0	0%
Merit Decisions	25	89.3%	11	44%	14	56%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	25	100%	11	44%	14	56%	0	0%

Defense Contract Management Agency (DCMA)

Permanent Work Force: 9,829 **Temporary Work Force:** 43 **Total Work Force:** 9,872

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	9,829	62.85%	37.15%	5.43%	77.09%	12.44%	4.21%	0.02%	0.75%	0.05%	1.28%
Major Occupations:											
General Business and Industry	1,202	78.20%	26.62%	82.86%	8.99%	2.91%	0.00%	0.75%	0.08%	0.00%	0.00%
Contracting	1,869	51.85%	53.45%	76.67%	15.14%	4.07%	0.00%	0.54%	0.05%	0.00%	0.00%
Quality Assurance	2,615	92.20%	14.30%	80.27%	13.31%	2.37%	0.00%	0.96%	0.04%	0.00%	0.00%
GS-14 and GS-15*	540	66.48%	33.52%	4.44%	84.07%	8.52%	2.22%	0.00%	0.74%	0.00%	0.56%
Senior Pay Level*	8	62.50%	37.50%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	8	62.50%	37.50%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	8	50.00%	50.00%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	775	71.35%	28.65%	3.61%	85.03%	8.52%	2.32%	0.00%	0.39%	0.13%	0.26%
Senior-Level Officials/Managers	114	71.05%	28.95%	1.75%	79.82%	14.04%	2.63%	0.00%	1.75%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DCMA employed 127 Individuals with Targeted Disabilities in FY 2006, which was 1.29% of its total work force. This represents a decrease of 19 employees from FY 2005 and a decrease of 42 employees since FY 2002. The participation rate for FY 2005 was 1.39% and for FY 2002 was 1.49%. Over the 5-year period DCMA had a net decrease of 0.2% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DCMA timely processed 40.7% of the 59 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). The 34 complaints filed at DCMA contained 6 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 2 allegations of race (Asian) discrimination, 7 allegations of color discrimination and 10 allegations of disability discrimination.

III. Complaint Processing Times

Of the 10 completed investigations, 20% were timely. DCMA's average time for completing an investigation was 430 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DCMA's average processing time for all complaint closures increased from 490 days in FY 2005 to 961 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DCMA reported paying no monetary benefits for 4 pre-complaint settlements. DCMA expended a total of $42,950 for 10 complaint investigations, for an average expenditure of $4,295.

DCMA agreed to pay a total of $42,375 for 11 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $3,852.

Defense Contract Management Agency (DCMA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	50		9		59	
Settlements	2	4%	2	22.2%	4	6.8%
Withdrawals or No Complaints Filed	22	44%	1	11.1%	23	39%
Complaints Filed*					31	52.5%
Decision to File Complaint Pending at End of Fiscal Year					1	1.7%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	59	55
Total Number Offered ADR	20	3
ADR Offer Rate*	33.9%	5.5%
ADR Participation Rate*	15.3%	5.5%
Total ADR Settlements	2	3
Total ADR Settlements Amount	$0.00	$2,300.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	59	24	40.7%			
All Investigations	10	2	20%	311	430	38.3%
All Complaint Closures	55			490	961	96.1%
Merit Decisions (no AJ)	9	1	11.1%	811	653	-19.5%
Dismissal Decisions (no AJ)	10			33	100	203%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	34							
Total Closures	55							
Settlements	11	20%						
Withdrawals	2	3.6%						
Total Final Agency Actions	42	76.4%	19	45.2%	22	52.4%	1	2.4%
Dismissals	12	28.6%	10	83.3%	2	16.7%	0	0%
Merit Decisions	30	71.4%	9	30%	20	66.7%	1	3.3%
Finding Discrimination	1	3.3%	0	0%	0	0%	1	100%
Finding No Discrimination	29	96.7%	9	31%	20	69%	0	0%

Department of Defense Education Activity (DODEA)

Permanent Work Force: 10,446 **Temporary Work Force:** 5,891 **Total Work Force:** 16,337

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	10,446	28.92%	71.08%	6.87%	78.67%	11.23%	2.75%	0.06%	0.39%	0.04%	0.34%
Major Occupations:											
Miscellaneous Clerk and Assistant	411	46.96%	60.58%	71.29%	15.82%	5.11%	0.24%	0.00%	0.24%	0.00%	0.00%
General Education and Training	9,073	26.43%	76.84%	84.81%	8.17%	3.26%	0.09%	0.47%	0.11%	0.04%	0.00%
Education and Vocational Training	2,595	30.33%	85.16%	69.48%	11.79%	1.12%	0.04%	0.46%	0.00%	1.81%	0.00%
GS-14 and GS-15*	120	45.00%	55.00%	0.83%	85.00%	13.33%	0.83%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	21	61.90%	38.10%	4.76%	90.48%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%
SES	4	25.00%	75.00%	0.00%	75.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%
First-Level Officials/Managers	36	55.56%	44.44%	11.11%	69.44%	16.67%	2.78%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	69	37.68%	62.32%	1.45%	78.26%	15.94%	4.35%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	44	61.36%	38.64%	4.55%	81.82%	11.36%	0.00%	0.00%	2.27%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DODEA employed 44 Individuals with Targeted Disabilities in FY 2006, which was 0.27% of its total work force. This represents an increase of 3 employees over FY 2005 and an increase of 8 employees since FY 2002. The participation rate for FY 2005 was 0.25% and for FY 2002 was 0.33%. Over the 5-year period DODEA had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DODEA timely processed 42.2% of the 64 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 29 complaints filed at DODEA contained 12 allegations of race (Black) discrimination, 6 allegations of race (White) discrimination, 9 allegations of color discrimination and 12 allegations of disability discrimination.

III. Complaint Processing Times

Of the 16 completed investigations, 37.5% were timely. DODEA's average time for completing an investigation was 192 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DODEA's average processing time for all complaint closures decreased from 482 days in FY 2005 to 421 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DODEA agreed to pay $30,000 for 7 pre-complaint settlements, of which 1 were monetary settlements averaging $30,000. DODEA expended a total of $68,720 for 16 complaint investigations, for an average expenditure of $4,295.

DODEA agreed to pay a total of $71,300 for 8 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $8,912.

Department of Defense Education Activity (DODEA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	57		7		64	
Settlements	2	3.5%	5	71.4%	7	10.9%
Withdrawals or No Complaints Filed	31	54.4%	0	0%	31	48.4%
Complaints Filed*					26	40.6%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	64	36
Total Number Offered ADR	14	5
ADR Offer Rate*	21.9%	13.9%
ADR Participation Rate*	10.9%	8.3%
Total ADR Settlements	5	2
Total ADR Settlements Amount	$30,000.00	$4,800.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	64	27	42.2%			
All Investigations	16	6	37.5%	220	192	-12.7%
All Complaint Closures	36			482	421	-12.7%
Merit Decisions (no AJ)	8	2	25%	387	486	25.6%
Dismissal Decisions (no AJ)	5			62	211	240.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	29							
Total Closures	36							
Settlements	8	22.2%						
Withdrawals	2	5.6%						
Total Final Agency Actions	26	72.2%	13	50%	13	50%	0	0%
Dismissals	5	19.2%	5	100%	0	0%	0	0%
Merit Decisions	21	80.8%	8	38.1%	13	61.9%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	21	100%	8	38.1%	13	61.9%	0	0%

Defense Finance and Accounting Service (DFAS)

Permanent Work Force: 12,378 **Temporary Work Force:** 705 **Total Work Force:** 13,083

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	12,378	37.86%	62.14%	3.83%	68.16%	23.16%	3.76%	0.19%	0.82%	0.07%	2.06%
Major Occupations:											
Financial Administration and Program	1,896	45.57%	58.54%	71.89%	21.94%	2.22%	0.16%	0.69%	0.00%	0.16%	0.00%
Accounting	2,452	46.13%	57.87%	72.63%	19.13%	4.53%	0.16%	0.82%	0.04%	0.29%	0.00%
Accounting Technician	4,154	32.11%	70.94%	66.85%	24.77%	5.63%	0.67%	0.82%	0.19%	0.17%	0.00%
GS-14 and GS-15*	466	61.59%	38.41%	2.58%	80.26%	14.59%	2.15%	0.21%	0.21%	0.00%	1.50%
Senior Pay Level*	25	68.00%	32.00%	0.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	25	68.00%	32.00%	0.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	675	34.37%	65.63%	3.11%	62.96%	27.85%	4.00%	0.59%	1.48%	0.00%	0.89%
Mid-Level Officials/Managers	660	59.55%	40.45%	2.88%	79.24%	15.30%	2.12%	0.30%	0.15%	0.00%	0.76%
Senior-Level Officials/Managers	133	68.42%	31.58%	1.50%	87.22%	9.02%	1.50%	0.00%	0.75%	0.00%	1.50%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DFAS employed 261 Individuals with Targeted Disabilities in FY 2006, which was 1.99% of its total work force. This represents a decrease of 10 employees from FY 2005 and a decrease of 41 employees since FY 2002. The participation rate for FY 2005 was 2.02% and for FY 2002 was 2.11%. Over the 5-year period DFAS had a net decrease of 0.12% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DFAS timely processed 98.7% of the 147 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Age. The 63 complaints filed at DFAS contained 26 allegations of race (Black) discrimination, 4 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, 12 allegations of color discrimination and 20 allegations of disability discrimination.

III. Complaint Processing Times

Of the 38 completed investigations, 44.7% were timely. DFAS' average time for completing an investigation was 196 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DFAS' average processing time for all complaint closures increased from 372 days in FY 2005 to 506 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DFAS agreed to pay $12,500 for 29 pre-complaint settlements, of which 3 were monetary settlements averaging $4,166. DFAS expended a total of $337,782 for 38 complaint investigations, for an average expenditure of $8,889.

DFAS agreed to pay a total of $25,292 for 18 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $1,405.

Defense Finance and Accounting Service (DFAS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	94		53		147	
Settlements	3	3.2%	26	49.1%	29	19.7%
Withdrawals or No Complaints Filed	46	48.9%	3	5.7%	49	33.3%
Complaints Filed*					62	42.2%
Decision to File Complaint Pending at End of Fiscal Year					7	4.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	147	98
Total Number Offered ADR	91	22
ADR Offer Rate*	61.9%	22.5%
ADR Participation Rate*	36.1%	20.4%
Total ADR Settlements	26	10
Total ADR Settlements Amount	$10,500.00	$7,634.40

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	147	145	98.6%			
All Investigations	38	17	44.7%	160	196	22.5%
All Complaint Closures	98			372	506	36%
Merit Decisions (no AJ)	25	11	44%	196	317	61.7%
Dismissal Decisions (no AJ)	18			23	70	204.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	63							
Total Closures	98							
Settlements	18	18.4%						
Withdrawals	4	4.1%						
Total Final Agency Actions	76	77.6%	43	56.6%	33	43.4%	0	0%
Dismissals	18	23.7%	18	100%	0	0%	0	0%
Merit Decisions	58	76.3%	25	43.1%	33	56.9%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	58	100%	25	43.1%	33	56.9%	0	0%

Defense Human Resource Activity (DHRA)

Permanent Workforce: 864 **Temporary Workforce:** 16 **Total Workforce:** 880

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	864	38.77%	61.23%	6.60%	68.52%	18.29%	5.56%	0.00%	0.69%	0.35%	0.46%
Major Occupations:											
Human Resources Management	348	42.53%	67.53%	62.07%	24.71%	2.59%	0.00%	0.57%	0.57%	0.00%	0.00%
Management and Program Analysis	94	43.62%	59.57%	79.79%	11.70%	2.13%	0.00%	3.19%	0.00%	0.00%	0.00%
Information Technology Management	196	59.18%	48.47%	71.94%	8.67%	12.24%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	235	39.57%	60.43%	3.83%	80.00%	11.49%	4.26%	0.00%	0.43%	0.00%	0.00%
Senior Pay Level*	10	30.00%	70.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	10	30.00%	70.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	76	46.05%	53.95%	3.95%	78.95%	10.53%	6.58%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	79	48.10%	51.90%	0.00%	89.87%	10.13%	0.00%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DHRA employed 4 Individuals with Targeted Disabilities in FY 2006, which was 0.45% of its total work force. This is the same as the number of employees in FY 2005 and no change in the number of employees since FY 2002. The participation rate for FY 2005 was 0.50% and for FY 2002 was 0.60%. Over the 5-year period DHRA had a net decrease of 0.15% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DHRA timely processed 20% of the 5 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Sex (Male). The 4 complaints filed at DHRA contained 2 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

III. Complaint Processing Times

DHRA timely completed the one investigation it reported completing in FY 2006. DHRA's average time for completing an investigation was 102 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DHRA average processing time for all complaint closures increased from 291 days in FY 2005 to 592 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DHRA reported no counseling settlements in FY 2006. DHRA expended $4,373 for the one investigation it completed in FY 2006.

DHRA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

Defense Human Resource Activity (DHRA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	5		0		5	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	1	20%	0	0%	1	20%
Complaints Filed*					4	80%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	5	5
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	5	1	20%			
All Investigations	1	1	100%	151	102	-32.5%
All Complaint Closures	5			291	592	103.4%
Merit Decisions (no AJ)	1	0	0%	291	367	26.1%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	5							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	5	100%	1	20%	4	80%	0	0%
Dismissals	0	NA%	0	NA%	0	NA%	0	NA%
Merit Decisions	5	100%	1	20%	4	80%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	5	100%	1	20%	4	80%	0	0%

Defense Information Systems Agency (DISA)

Permanent Work Force: 5,249 **Temporary Work Force:** 121 **Total Work Force:** 5,370

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	5,249	56.35%	43.65%	3.31%	69.73%	19.03%	7.07%	0.15%	0.51%	0.17%	1.18%
Major Occupations:											
Management and Program Analysis	423	32.15%	69.98%	67.61%	26.71%	3.55%	0.00%	0.24%	0.24%	0.00%	0.00%
Telecommunications	500	79.80%	22.80%	70.20%	20.20%	6.40%	0.20%	0.60%	0.20%	0.00%	0.00%
Information Technology Management	2,099	65.51%	38.54%	74.23%	18.34%	3.57%	0.10%	0.71%	0.19%	0.00%	0.00%
GS-14 and GS-15*	1,084	69.56%	30.44%	2.68%	76.85%	13.38%	6.64%	0.09%	0.18%	0.18%	0.46%
Senior Pay Level*	978	78.53%	21.47%	4.29%	84.66%	4.70%	5.52%	0.00%	0.72%	0.00%	0.92%
SES	30	73.33%	26.67%	3.33%	90.00%	6.67%	0.00%	0.00%	0.00%	0.00%	3.33%
First-Level Officials/Managers	10	40.00%	60.00%	0.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	373	67.29%	32.71%	3.22%	78.02%	13.94%	4.02%	0.00%	0.54%	0.27%	0.80%
Senior-Level Officials/Managers	269	70.26%	29.74%	1.49%	84.01%	11.52%	2.97%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	2	100.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DISA employed 62 Individuals with Targeted Disabilities in FY 2006, which was 1.15% of its total work force. This represents an increase of 9 employees over FY 2005 and a decrease of 12 employees since FY 2002. The participation rate for FY 2005 was 1.08% and for FY 2002 was 1.25%. Over the 5-year period DISA had a net decrease of 0.1% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DISA timely processed 96% of the 25 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Age; and (3) Reprisal. The 10 complaints filed at DISA contained 2 allegations of race (Black) discrimination, 1 allegation of color discrimination and 5 allegations of disability discrimination.

III. Complaint Processing Times

Of the 12 completed investigations, 100% were timely. DISA's average time for completing an investigation was 268 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DISA's average processing time for all complaint closures increased from 459 days in FY 2005 to 655 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DISA reported paying no monetary benefits for the one pre complaint settlement it reached in FY 2006. DISA expended a total of $76,275 for 12 complaint investigations, for an average expenditure of $6,356.

DISA agreed to pay a total of $49,756 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $16,585.

Defense Information Systems Agency (DISA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	23		2		25	
Settlements	1	4.3%	0	0%	1	4%
Withdrawals or No Complaints Filed	14	60.9%	0	0%	14	56%
Complaints Filed*					10	40%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	25	19
Total Number Offered ADR	25	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	8%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	25	24	96%			
All Investigations	12	12	100%	300	268	-10.7%
All Complaint Closures	19			459	655	42.7%
Merit Decisions (no AJ)	6	5	83.3%	688	335	-51.3%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	10							
Total Closures	19							
Settlements	3	15.8%						
Withdrawals	2	10.5%						
Total Final Agency Actions	14	73.7%	6	42.9%	8	57.1%	0	0%
Dismissals	0	0%	0	NA%	0	NA%	0	NA%
Merit Decisions	14	100%	6	42.9%	8	57.1%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	14	100%	6	42.9%	8	57.1%	0	0%

Defense Office of the Inspector General (DOIG)

Permanent Workforce: 1,376 **Temporary Workforce:** 15 **Total Workforce:** 1,391

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,376	56.90%	43.10%	5.45%	69.77%	18.90%	4.80%	0.22%	0.80%	0.07%	1.09%
Major Occupations:											
Miscellaneous Administration and Program	69	55.07%	50.72%	56.52%	27.54%	8.70%	0.00%	1.45%	0.00%	0.00%	0.00%
Auditing	672	59.67%	46.28%	70.98%	18.60%	4.32%	0.15%	0.60%	0.15%	0.30%	0.00%
Criminal Investigating	330	86.97%	19.70%	79.39%	8.79%	3.94%	0.61%	0.61%	0.00%	0.30%	0.00%
GS-14 and GS-15*	315	69.52%	30.48%	2.86%	81.90%	10.48%	4.13%	0.00%	0.63%	0.00%	1.27%
Senior Pay Level*	20	75.00%	25.00%	5.00%	75.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%
SES	20	75.00%	25.00%	5.00%	75.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	2	0.00%	100.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	167	69.46%	30.54%	1.80%	81.44%	13.17%	2.99%	0.00%	0.60%	0.00%	1.20%
Senior-Level Officials/Managers	86	74.42%	25.58%	4.65%	81.40%	9.30%	3.49%	0.00%	1.16%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DOIG employed 15 Individuals with Targeted Disabilities in FY 2006, which was 1.08% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 2 employees since FY 2002. The participation rate for FY 2005 was 0.95% and for FY 2002 was 1.10%. Over the 5-year period DOIG had a net decrease of 0.02% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOIG timely processed 50% of the 8 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) National Origin (Hispanic); and (3) Age. The 4 complaints filed at DOIG contained 3 allegations of race (Black) discrimination, no allegations of color discrimination, and 1 allegation of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 33.3% were timely. DOIG's average time for completing an investigation was 306 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOIG average processing time for all complaint closures decreased from 593 days in FY 2005 to 170 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DOIG reported no counseling settlements in FY 2006. DOIG expended a total of $17,757 for 3 complaint investigations, for an average expenditure of $5,919.

DOIG agreed to pay a total of $867 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

Defense Office of the Inspector General (DOIG)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	8		0		8	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	3	37.5%	0	0%	3	27.3%
Complaints Filed*					31	70.5%
Decision to File Complaint Pending at End of Fiscal Year					1	2.3%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	8	3
Total Number Offered ADR	3	0
ADR Offer Rate*	37.5%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	8	4	50%			
All Investigations	3	1	33.3%	145	306	111%
All Complaint Closures	3			593	170	-71.3%
Merit Decisions (no AJ)	1	1	100%	1,607	336	-79.1%
Dismissal Decisions (no AJ)	1			0	28	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	3							
Settlements	1	33.3%						
Withdrawals	0	0%						
Total Final Agency Actions	2	66.7%	2	100%	0	0%	0	0%
Dismissals	1	50%	1	100%	0	0%	0	0%
Merit Decisions	1	50%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

Defense Logistics Agency (DLA)

Permanent Work Force: 20,783 **Temporary Work Force:** 676 **Total Work Force:** 21,459

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	20,783	58.20%	41.80%	4.61%	68.65%	22.71%	2.60%	0.27%	1.10%	0.06%	1.95%
Major Occupations:											
Misc. Admin. and Program	1,908	53.56%	49.79%	72.33%	22.69%	1.42%	0.16%	0.79%	0.10%	0.00%	0.00%
Contracting	2,234	42.21%	62.58%	64.19%	29.36%	1.92%	0.04%	0.49%	0.13%	0.00%	0.00%
Misc Warehousing & Stock Handling	1,587	88.97%	20.10%	57.15%	29.62%	4.10%	0.95%	0.88%	0.00%	0.00%	0.00%
GS-14 and GS-15*	1,107	60.89%	39.11%	2.80%	82.75%	12.01%	1.54%	0.09%	0.81%	0.00%	0.45%
Senior Pay Level*	25	72.00%	28.00%	0.00%	84.00%	12.00%	0.00%	0.00%	4.00%	0.00%	0.00%
SES	25	72.00%	28.00%	0.00%	84.00%	12.00%	0.00%	0.00%	4.00%	0.00%	0.00%
First-Level Officials/Managers	548	65.51%	34.49%	3.83%	69.89%	22.08%	2.19%	0.00%	2.01%	0.00%	0.55%
Mid-Level Officials/Managers	1,196	59.78%	40.22%	2.59%	81.19%	14.63%	0.92%	0.08%	0.59%	0.00%	0.50%
Senior-Level Officials/Managers	297	64.65%	35.35%	1.68%	87.21%	9.09%	0.67%	0.00%	1.35%	0.00%	0.34%
Unclassified Managers	210	84.76%	15.24%	12.86%	57.14%	24.29%	4.29%	0.48%	0.95%	0.00%	0.95%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DLA employed 413 Individuals with Targeted Disabilities in FY 2006, which was 1.92% of its total work force. This represents a decrease of 17 employees from FY 2005 and a decrease of 82 employees since FY 2002. The participation rate for FY 2005 was 2.00% and for FY 2002 was 2.28%. Over the 5-year period DLA had a net decrease of 0.36% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DLA timely processed 86.3% of the 350 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 111 complaints filed at DLA contained 38 allegations of race (Black) discrimination, 10 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 11 allegations of color discrimination and 33 allegations of disability discrimination.

III. Complaint Processing Times

Of the 40 completed investigations, 72.5% were timely. DLA's average time for completing an investigation was 209 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DLA's average processing time for all complaint closures increased from 299 days in FY 2005 to 335 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DLA agreed to pay $3,713 for 2 pre-complaint settlements, of which 5 were monetary settlements averaging $742. DLA expended a total of $220,658 for 40 complaint investigations, for an average expenditure of $5,516.

DLA agreed to pay a total of $165,662 for 31 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $5,343.

Defense Logistics Agency (DLA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	274		77		351	
Settlements	-22	-8%	24	31.2%	2	7.4%
Withdrawals or No Complaints Filed	158	57.7%	28	36.4%	186	53%
Complaints Filed*					110	31.3%
Decision to File Complaint Pending at End of Fiscal Year					12	3.4%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	351	105
Total Number Offered ADR	274	27
ADR Offer Rate*	78.1%	25.7%
ADR Participation Rate*	21.9%	22.9%
Total ADR Settlements	24	18
Total ADR Settlements Amount	$3,713.00	$102,493.44

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	350	302	86.3%			
All Investigations	40	29	72.5%	235	209	-11.1%
All Complaint Closures	105			299	335	12%
Merit Decisions (no AJ)	33	9	27.3%	540	435	-19.4%
Dismissal Decisions (no AJ)	11			84	92	9.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	111							
Total Closures	105							
Settlements	30	28.6%						
Withdrawals	8	7.6%						
Total Final Agency Actions	67	63.8%	44	65.7%	23	34.3%	0	0%
Dismissals	13	19.4%	11	84.6%	2	15.4%	0	0%
Merit Decisions	54	80.6%	33	61.1%	21	38.9%	0	0%
Finding Discrimination	1	1.9%	1	100%	0	0%	0	0%
Finding No Discrimination	53	98.1%	32	60.4%	21	39.6%	0	0%

Defense Office of the Secretary/Wash. Hqtrs. Services (OSD/WHS)

Permanent Workforce: 5,955 **Temporary Workforce:** 621 **Total Workforce:** 6,576

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	5,955	62.47%	37.53%	3.04%	69.55%	22.91%	3.41%	0.18%	0.55%	0.18%	0.65%
Major Occupations:											
Police	627	92.66%	12.12%	48.48%	43.54%	1.59%	0.00%	0.96%	0.00%	0.64%	0.00%
Miscellaneous Administration and Program	1,116	64.16%	38.44%	78.94%	15.68%	2.33%	0.09%	0.54%	0.00%	0.09%	0.00%
Management and Program Analysis	685	49.93%	52.26%	75.33%	19.27%	3.50%	0.15%	0.29%	0.15%	0.15%	0.00%
GS-14 and GS-15*	2,355	66.92%	33.08%	2.63%	83.23%	9.81%	3.44%	0.17%	0.51%	0.21%	0.00%
Senior Pay Level*	365	78.63%	21.37%	2.19%	92.60%	1.92%	2.47%	0.00%	0.55%	0.27%	0.00%
SES	308	79.22%	20.78%	2.60%	92.21%	1.30%	2.60%	0.00%	0.65%	0.32%	0.00%
First-Level Officials/Managers	45	62.22%	37.78%	2.22%	57.78%	33.33%	6.67%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	371	64.42%	35.58%	2.70%	77.09%	16.44%	2.96%	0.54%	0.27%	0.00%	0.00%
Senior-Level Officials/Managers	1,103	74.98%	25.02%	1.63%	89.94%	4.62%	3.26%	0.00%	0.36%	0.18%	0.09%
Unclassified Managers	531	57.82%	42.18%	5.65%	71.19%	21.28%	0.94%	0.00%	0.94%	0.00%	0.75%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

OSD/WHS employed 45 Individuals with Targeted Disabilities in FY 2006, which was 0.68% of its total work force. This represents an increase of 3 employees over FY 2005 and an increase of 21 employees since FY 2002. The participation rate for FY 2005 was 1.00% and for FY 2002 was 0.64%. Over the 5-year period OSD/WHS had a net increase of 0.04% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

OSD/WHS timely processed 100% of the 57 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Reprisal. The 29 complaints filed at OSD/WHS contained 13 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 1 allegation of race (Asian) discrimination, 4 allegations of color discrimination and 11 allegations of disability discrimination.

III. Complaint Processing Times

Of the 29 completed investigations, 24.1% were timely. OSD/WHS's average time for completing an investigation was 317 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

OSD/WHS average processing time for all complaint closures decreased from 628 days in FY 2005 to 605 days in FY 2006. The government-wide average was 367 days.

IV. Costs

OSD/WHS agreed to pay $3,000 for 2 pre-complaint settlements, of which 1 were monetary settlements averaging $3,000. OSD/WHS expended a total of $115,965 for 29 complaint investigations, for an average expenditure of $3,998.

OSD/WHS agreed to pay a total of $56,300 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $11,260.

Defense Office of the Secretary/Wash. Hqtrs. Services (OSD/WHS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	55		2		57	
Settlements	1	1.8%	1	50%	2	3.5%
Withdrawals or No Complaints Filed	26	47.3%	0	0%	26	45.6%
Complaints Filed*					27	47.4%
Decision to File Complaint Pending at End of Fiscal Year					2	3.5%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	57	34
Total Number Offered ADR	43	0
ADR Offer Rate*	75.4%	0%
ADR Participation Rate*	3.5%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	$3,000.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	57	57	100%			
All Investigations	29	7	24.1%	325	317	-2.5%
All Complaint Closures	34			628	605	-3.7%
Merit Decisions (no AJ)	12	1	8.3%	1,054	665	-36.9%
Dismissal Decisions (no AJ)	5			119	132	10.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	29							
Total Closures	34							
Settlements	5	14.7%						
Withdrawals	3	8.8%						
Total Final Agency Actions	26	76.5%	17	65.4%	9	34.6%	0	0%
Dismissals	5	19.2%	5	100%	0	0%	0	0%
Merit Decisions	21	80.8%	12	57.1%	9	42.9%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	21	100%	12	57.1%	9	42.9%	0	0%

Defense Security Service (DSS)

Permanent Work Force: 541 **Temporary Work Force:** 3 **Total Work Force:** 544

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	541	58.23%	41.77%	3.33%	78.00%	14.79%	2.22%	0.00%	1.11%	0.55%	1.11%
Major Occupations:											
Security Administration	377	57.82%	45.36%	77.45%	16.71%	1.86%	0.00%	1.59%	0.27%	0.00%	0.00%
Intelligence	29	100.00%	10.34%	79.31%	6.90%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%
Information Technology Management	51	88.24%	15.69%	74.51%	13.73%	7.84%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	80	63.75%	36.25%	2.50%	83.75%	11.25%	1.25%	0.00%	0.00%	1.25%	1.25%
Senior Pay Level*	4	25.00%	75.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	4	25.00%	75.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	8	75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	68	64.71%	35.29%	5.88%	75.00%	16.18%	1.47%	0.00%	1.47%	0.00%	0.00%
Senior-Level Officials/Managers	27	66.67%	33.33%	11.11%	74.07%	14.81%	0.00%	0.00%	0.00%	0.00%	3.70%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DSS employed 8 Individuals with Targeted Disabilities in FY 2006, which was 1.47% of its total work force. This represents an increase of one employee over FY 2005 and a decrease of 17 employees since FY 2002. The participation rate for FY 2005 was 1.33% and for FY 2002 was 0.98%. Over the 5-year period DSS had a net increase of 0.49% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DSS timely processed 66.7% of the 6 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); and (2) Reprisal. The 4 complaints filed at DSS contained 2 allegations of race (Black) discrimination, and no allegations of color or disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 33.3% were timely. DSS' average time for completing an investigation was 208 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DSS' average processing time for all complaint closures increased from 325 days in FY 2005 to 384 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DSS reported no counseling settlements in FY 2006. DSS expended a total of $18,573 for 3 complaint investigations, for an average expenditure of $6,191.

DSS reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

Defense Security Service (DSS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	6		0		6	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	2	33.3%	0	0%	2	33.3%
Complaints Filed*					4	66.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	6	3
Total Number Offered ADR	1	0
ADR Offer Rate*	16.7%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	6	4	66.7%			
All Investigations	3	1	33.3%	280	208	-25.7%
All Complaint Closures	3			325	384	18.2%
Merit Decisions (no AJ)	2	1	50%	494	278	-43.7%
Dismissal Decisions (no AJ)	0			45	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	3							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	3	100%	2	66.7%	1	33.3%	0	0%
Dismissals	0	0%	0	NA%	0	NA%	0	NA%
Merit Decisions	3	100%	2	66.7%	1	33.3%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	3	100%	2	66.7%	1	33.3%	0	0%

Defense Threat Reduction Agency (DTRA)

Permanent Work Force: 1,129 **Temporary Work Force:** 28 **Total Work Force:** 1,157

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	1,129	59.17%	40.83%	8.06%	65.37%	21.52%	4.25%	0.00%	0.53%	0.27%	0.80%
Major Occupations:											
Miscellaneous Administration and Program	277	77.62%	26.71%	71.12%	22.38%	1.08%	0.00%	1.08%	0.36%	0.00%	0.00%
Management and Program Analysis	129	31.01%	80.62%	44.96%	37.98%	4.65%	0.00%	0.00%	0.78%	0.00%	0.00%
Information Technology Management	80	80.00%	36.25%	70.00%	10.00%	3.75%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	10	70.00%	30.00%	0.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	15	80.00%	20.00%	0.00%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%
SES	15	80.00%	20.00%	0.00%	93.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	3	100.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	9	55.56%	44.44%	11.11%	77.78%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	16	81.25%	18.75%	0.00%	93.75%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	221	77.38%	22.62%	5.88%	77.38%	13.12%	3.62%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DTRA employed 10 Individuals with Targeted Disabilities in FY 2006, which was 0.86% of its total work force. This is the same as the number of employees in FY 2005 and an increase of 4 employees since FY 2002. The participation rate for FY 2005 was 0.90% and for FY 2002 was 0.63%. Over the 5-year period DTRA had a net increase of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DTRA timely processed 100% of the 14 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Age; and (3) Reprisal. The 7 complaints filed at DTRA contained 1 allegation of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of color discrimination and no allegations of disability discrimination.

III. Complaint Processing Times

Of the 9 completed investigations, 44.4% were timely. DTRA's average time for completing an investigation was 176 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DTRA's average processing time for all complaint closures decreased from 289 days in FY 2005 to 258 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DTRA reported no counseling settlements in FY 2006. DTRA expended a total of $37,700 for 9 complaint investigations, for an average expenditure of $4,188.

DTRA reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

Defense Threat Reduction Agency (DTRA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	14		0		14	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	7	50%	0	0%	7	50%
Complaints Filed*					7	50%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	14	12
Total Number Offered ADR	14	6
ADR Offer Rate*	100%	50%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	14	14	100%			
All Investigations	9	4	44.4%	206	176	-14.6%
All Complaint Closures	12			289	258	-10.7%
Merit Decisions (no AJ)	2	2	100%	0	338	NA%
Dismissal Decisions (no AJ)	2			33	25	-24.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	7							
Total Closures	12							
Settlements	1	8.3%						
Withdrawals	4	33.3%						
Total Final Agency Actions	7	58.3%	4	57.1%	3	42.9%	0	0%
Dismissals	2	28.6%	2	100%	0	0%	0	0%
Merit Decisions	5	71.4%	2	40%	3	60%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	5	100%	2	40%	3	60%	0	0%

Department of Education (ED)

Permanent Work Force: 3,893 **Temporary Work Force:** 451 **Total Work Force:** 4,344

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	3,893	37.19%	62.81%	3.98%	54.10%	36.91%	4.16%	0.08%	0.77%	0.00%	1.49%
Major Occupations:											
Miscellaneous Administration and Program	671	40.83%	59.17%	3.87%	66.92%	23.85%	2.98%	0.15%	2.24%	0.00%	0.89%
Management and Program Analysis	992	30.04%	69.96%	2.92%	52.72%	41.83%	2.02%	0.00%	0.50%	0.00%	0.71%
Education Program	341	30.50%	69.50%	4.69%	58.36%	31.38%	1.76%	0.29%	3.52%	0.00%	0.29%
GS-14 and GS-15*	1,312	47.48%	52.52%	2.52%	69.74%	22.94%	3.73%	0.08%	0.99%	0.00%	1.14%
Senior Pay Level*	132	60.61%	39.39%	0.76%	83.33%	12.88%	3.03%	0.00%	0.00%	0.00%	0.76%
SES	88	59.09%	40.91%	1.14%	79.55%	15.91%	3.41%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	424	43.63%	56.37%	2.83%	64.39%	29.01%	2.83%	0.00%	0.94%	0.00%	1.18%
Senior-Level Officials/Managers	590	51.69%	48.31%	2.71%	78.31%	15.76%	2.37%	0.00%	0.85%	0.00%	0.34%
Unclassified Managers	16	68.75%	31.25%	0.00%	62.50%	31.25%	0.00%	6.25%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

ED employed 59 Individuals with Targeted Disabilities in FY 2006, which was 1.36% of its total work force. This represents a decrease of 4 employees from FY 2005 and a decrease of 14 employees since FY 2002. The participation rate for FY 2005 was 1.42% and for FY 2002 was 1.69%. Over the 5-year period ED had a net decrease of 0.33% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

ED timely processed 94.6% of the 92 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Race (White); and (3) National Origin-Hispanic. The 66 complaints filed at ED contained 54 allegations of race (Black) discrimination, 15 allegations of race (White) discrimination, 3 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, and no allegations of color or disability discrimination.

III. Complaint Processing Times

Of the 31 completed investigations, 0% were timely. ED's average time for completing an investigation was 220 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

ED's average processing time for all complaint closures increased from 415 days in FY 2005 to 426 days in FY 2006. The government-wide average was 367 days.

IV. Costs

ED agreed to pay $7,500 for 5 pre-complaint settlements, of which 1 were monetary settlements averaging $7,500. ED expended a total of $188,000 for 31 complaint investigations, for an average expenditure of $6,064.

ED agreed to pay a total of $37,000 for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $6,166.

Department of Education (ED)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	85		7		92	
Settlements	5	5.9%	0	0%	5	5.4%
Withdrawals or No Complaints Filed	31	36.5%	5	71.4%	36	39.1%
Complaints Filed*					51	55.4%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	92	61
Total Number Offered ADR	92	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	7.6%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	92	87	94.6%			
All Investigations	31	0	0%	196	220	12.2%
All Complaint Closures	61			415	426	2.7%
Merit Decisions (no AJ)	22	0	0%	449	492	9.6%
Dismissal Decisions (no AJ)	5			561	203	-63.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	66							
Total Closures	61							
Settlements	6	9.8%						
Withdrawals	13	21.3%						
Total Final Agency Actions	42	68.9%	27	64.3%	15	35.7%	0	0%
Dismissals	5	11.9%	5	100%	0	0%	0	0%
Merit Decisions	37	88.1%	22	59.5%	15	40.5%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	37	100%	22	59.5%	15	40.5%	0	0%

Department of Energy (DOE)

Permanent Work Force: 14,523 **Temporary Work Force:** 427 **Total Work Force:** 14,950

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	14,523	62.02%	37.98%	6.34%	76.18%	11.22%	4.54%	0.03%	1.58%	0.10%	0.75%
Major Occupations:											
Miscellaneous Administration and Program	1,370	47.01%	52.99%	6.79%	68.91%	21.02%	2.12%	0.07%	0.95%	0.15%	0.29%
Management and Program Analysis	770	36.36%	63.64%	7.40%	68.05%	21.30%	2.73%	0.13%	0.39%	0.00%	1.04%
General Engineering	1,528	84.82%	15.18%	9.16%	76.11%	4.12%	9.03%	0.00%	1.51%	0.07%	0.46%
GS-14 and GS-15*	4,665	70.31%	29.69%	4.57%	81.18%	7.55%	5.64%	0.04%	0.99%	0.04%	0.54%
Senior Pay Level*	546	80.40%	19.60%	5.31%	84.80%	5.31%	3.48%	0.00%	0.92%	0.18%	0.55%
SES	447	78.30%	21.70%	5.82%	85.46%	4.92%	2.68%	0.00%	0.89%	0.22%	0.67%
First-Level Officials/Managers	79	73.42%	26.58%	21.52%	69.62%	5.06%	0.00%	0.00%	3.80%	0.00%	0.00%
Mid-Level Officials/Managers	1,312	67.15%	32.85%	12.35%	75.15%	6.40%	4.34%	0.00%	1.75%	0.00%	0.76%
Senior-Level Officials/Managers	1,418	76.59%	23.41%	4.16%	83.99%	7.12%	3.60%	0.00%	1.13%	0.00%	0.35%
Unclassified Managers	373	88.20%	11.80%	12.06%	80.43%	3.22%	2.95%	0.00%	1.34%	0.00%	0.27%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DOE employed 111 Individuals with Targeted Disabilities in FY 2006, which was 0.74% of its total work force. This represents a decrease of 5 employees from FY 2005 and a decrease of 16 employees since FY 2002. The participation rate for FY 2005 was 0.77% and for FY 2002 was 0.81%. Over the 5-year period DOE had a net decrease of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOE timely processed 42.1% of the 126 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). The 75 complaints filed at DOE contained 15 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 7 allegations of color discrimination and 24 allegations of disability discrimination.

III. Complaint Processing Times

Of the 47 completed investigations, 53.2% were timely. DOE's average time for completing an investigation was 213 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOE's average processing time for all complaint closures increased from 456 days in FY 2005 to 506 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DOE agreed to pay $3,615 for 4 pre-complaint settlements, of which 1 were monetary settlements averaging $3,615. DOE expended a total of $142,992 for 47 complaint investigations, for an average expenditure of $3,042.

DOE agreed to pay a total of $622,866 for 25 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $24,914.

Department of Energy (DOE)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	117		9		126	
Settlements	1	0.9%	3	33.3%	4	3.2%
Withdrawals or No Complaints Filed	42	35.9%	1	11.1%	43	34.1%
Complaints Filed*					70	55.6%
Decision to File Complaint Pending at End of Fiscal Year					9	7.1%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	126	82
Total Number Offered ADR	97	45
ADR Offer Rate*	77%	54.9%
ADR Participation Rate*	7.1%	13.4%
Total ADR Settlements	3	5
Total ADR Settlements Amount	$3,615.00	$97,663.50

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	126	53	42.1%			
All Investigations	47	25	53.2%	193	213	10.4%
All Complaint Closures	82			456	506	11%
Merit Decisions (no AJ)	23	12	52.2%	310	577	86.1%
Dismissal Decisions (no AJ)	17			112	156	39.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	75							
Total Closures	82							
Settlements	22	26.8%						
Withdrawals	7	8.5%						
Total Final Agency Actions	53	64.6%	40	75.5%	12	22.6%	1	1.9%
Dismissals	17	32.1%	17	100%	0	0%	0	0%
Merit Decisions	36	67.9%	23	63.9%	12	33.3%	1	2.8%
Finding Discrimination	4	11.1%	3	75%	0	0%	1	25%
Finding No Discrimination	32	88.9%	20	62.5%	12	37.5%	0	0%

Environmental Protection Agency (EPA)

Permanent Work Force: 17,097 **Temporary Work Force:** 1,151 **Total Work Force:** 18,248

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	17,097	48.41%	51.59%	4.96%	70.49%	18.12%	5.65%	0.00%	0.77%	0.00%	1.09%
Major Occupations:											
Environmental Protection Specialist	2,812	39.72%	60.28%	3.91%	74.61%	15.75%	4.30%	0.00%	1.42%	0.00%	1.35%
Environmental Engineering	1,953	69.23%	30.77%	7.17%	73.48%	7.83%	11.11%	0.00%	0.41%	0.00%	0.36%
General Physical Science	2,277	61.31%	38.69%	4.74%	82.26%	7.20%	5.01%	0.00%	0.79%	0.00%	0.40%
GS-14 and GS-15*	5,203	58.18%	41.82%	3.86%	80.53%	10.61%	4.52%	0.00%	0.48%	0.00%	0.40%
Senior Pay Level*	4	75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	281	63.35%	36.65%	4.63%	84.70%	8.19%	2.49%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	569	58.00%	42.00%	3.16%	78.56%	13.18%	4.57%	0.00%	0.53%	0.00%	0.18%
Senior-Level Officials/Managers	1,408	61.01%	38.99%	4.62%	82.10%	9.59%	3.13%	0.00%	0.57%	0.00%	0.14%
Unclassified Managers	2	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

EPA employed 190 Individuals with Targeted Disabilities in FY 2006, which was 1.04% of its total work force. This represents a decrease of 7 employees from FY 2005 and an increase of 17 employees since FY 2002. The participation rate for FY 2005 was 1.07% and for FY 2002 was 0.99%. Over the 5-year period EPA had a net increase of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

EPA timely processed 67% of the 112 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age ; and (3) Sex (Female). The 76 complaints filed at EPA contained 21 allegations of race (Black) discrimination, 11 allegations of race (White) discrimination, 4 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 6 allegations of color discrimination and 33 allegations of disability discrimination.

III. Complaint Processing Times

Of the 53 completed investigations, 54.7% were timely. EPA's average time for completing an investigation was 206 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

EPA's average processing time for all complaint closures decreased from 676 days in FY 2005 to 505 days in FY 2006. The government-wide average was 367 days.

IV. Costs

EPA reported paying no monetary benefits for 3 pre-complaint settlements. EPA expended a total of $165,453 for 53 complaint investigations, for an average expenditure of $3,121.

EPA agreed to pay a total of $415,634 for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $31,971.

Environmental Protection Agency (EPA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	107		7		114	
Settlements	2	1.9%	1	14.3%	3	2.6%
Withdrawals or No Complaints Filed	22	20.6%	0	0%	22	19.3%
Complaints Filed*					88	77.2%
Decision to File Complaint Pending at End of Fiscal Year					1	0.9%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	114	84
Total Number Offered ADR	111	0
ADR Offer Rate*	97.4%	0%
ADR Participation Rate*	5.3%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	112	75	67%			
All Investigations	53	29	54.7%	233	206	-11.6%
All Complaint Closures	84			676	505	-25.3%
Merit Decisions (no AJ)	25	2	8%	792	677	-14.5%
Dismissal Decisions (no AJ)	18			232	137	-40.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	76							
Total Closures	84							
Settlements	13	15.5%						
Withdrawals	4	4.8%						
Total Final Agency Actions	67	79.8%	43	64.2%	24	35.8%	0	0%
Dismissals	24	35.8%	18	75%	6	25%	0	0%
Merit Decisions	43	64.2%	25	58.1%	18	41.9%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	43	100%	25	58.1%	18	41.9%	0	0%

Equal Employment Opportunity Commission (EEOC)

Permanent Work Force: 2,088 **Temporary Work Force:** 107 **Total Work Force:** 2,195

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	2,088	33.14%	66.86%	13.03%	39.56%	43.06%	3.64%	0.05%	0.67%	0.00%	2.44%
Major Occupations:											
Miscellaneous Administration and Program	142	28.17%	71.83%	10.56%	35.92%	50.00%	2.11%	0.00%	1.41%	0.00%	2.82%
General Attorney	511	38.36%	61.64%	9.00%	62.04%	23.48%	5.09%	0.20%	0.20%	0.00%	2.15%
General Investigating	788	37.44%	62.56%	18.91%	34.77%	42.26%	3.43%	0.00%	0.63%	0.00%	1.78%
GS-14 and GS-15*	594	42.42%	57.58%	9.60%	59.09%	25.93%	5.39%	0.00%	0.00%	0.00%	2.36%
Senior Pay Level*	27	55.56%	44.44%	18.52%	40.74%	40.74%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	27	55.56%	44.44%	18.52%	40.74%	40.74%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	24	25.00%	75.00%	20.83%	29.17%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	199	39.20%	60.80%	11.06%	45.23%	37.69%	6.03%	0.00%	0.00%	0.00%	2.01%
Senior-Level Officials/Managers	125	54.40%	45.60%	12.80%	53.60%	31.20%	2.40%	0.00%	0.00%	0.00%	4.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

EEOC employed 52 Individuals with Targeted Disabilities in FY 2006, which was 2.37% of its total work force. This represents an increase of one employee over FY 2005 and an increase of 3 employees since FY 2002. The participation rate for FY 2005 was 2.16% and for FY 2002 was 1.79%. Over the 5-year period EEOC had a net increase of 0.58% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

EEOC timely processed 91.3% of the 46 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 21 complaints filed at EEOC contained 4 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, no allegations of color discrimination and 6 allegations of disability discrimination.

III. Complaint Processing Times

Of the 14 completed investigations, 85.7% were timely. EEOC's average time for completing an investigation was 210 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

EEOC's average processing time for all complaint closures decreased from 470 days in FY 2005 to 408 days in FY 2006. The government-wide average was 367 days.

IV. Costs

EEOC agreed to pay $600 for 7 pre-complaint settlements, of which 1 were monetary settlements averaging $600. EEOC expended a total of $48,000 for 14 complaint investigations, for an average expenditure of $3,428.

EEOC agreed to pay a total of $98,229 for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $7,556.

Equal Employment Opportunity Commission (EEOC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	34		12		46	
Settlements	0	0%	7	58.3%	7	15.2%
Withdrawals or No Complaints Filed	18	52.9%	1	8.3%	19	41.3%
Complaints Filed*					19	41.3%
Decision to File Complaint Pending at End of Fiscal Year					1	2.2%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	46	30
Total Number Offered ADR	46	5
ADR Offer Rate*	100%	16.7%
ADR Participation Rate*	26.1%	16.7%
Total ADR Settlements	7	4
Total ADR Settlements Amount	$600.00	$23,705.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	46	42	91.3%			
All Investigations	14	12	85.7%	205	210	2.4%
All Complaint Closures	30			470	408	-13.2%
Merit Decisions (no AJ)	9	4	44.4%	614	611	-0.5%
Dismissal Decisions (no AJ)	4			100	76	-24%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	21							
Total Closures	30							
Settlements	13	43.3%						
Withdrawals	2	6.7%						
Total Final Agency Actions	15	50%	13	86.7%	1	6.7%	1	6.7%
Dismissals	4	26.7%	4	100%	0	0%	0	0%
Merit Decisions	11	73.3%	9	81.8%	1	9.1%	1	9.1%
Finding Discrimination	1	9.1%	0	0%	0	0%	1	100%
Finding No Discrimination	10	90.9%	9	90%	1	10%	0	0%

Federal Communications Commission (FCC)

Permanent Work Force: 1,802 **Temporary Work Force:** 45 **Total Work Force:** 1,847

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	1,802	46.95%	53.05%	3.16%	58.93%	32.41%	5.22%	0.00%	0.28%	0.00%	1.11%
Major Occupations:											
Miscellaneous Administration and Program	380	30.00%	70.00%	1.84%	48.16%	47.11%	2.63%	0.00%	0.26%	0.00%	1.32%
Electronics Engineering	267	88.76%	11.24%	3.75%	71.16%	9.36%	14.98%	0.00%	0.75%	0.00%	0.37%
General Attorney	511	52.25%	47.75%	2.54%	79.65%	13.11%	4.70%	0.00%	0.00%	0.00%	1.76%
GS-14 and GS-15*	989	61.27%	38.73%	2.43%	75.73%	14.96%	6.57%	0.00%	0.30%	0.00%	1.21%
Senior Pay Level*	36	72.22%	27.78%	0.00%	91.67%	5.56%	2.78%	0.00%	0.00%	0.00%	0.00%
SES	27	62.96%	37.04%	0.00%	88.89%	7.41%	3.70%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	2	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	29	34.48%	65.52%	0.00%	48.28%	51.72%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	263	60.46%	39.54%	1.14%	84.03%	11.41%	3.42%	0.00%	0.00%	0.00%	0.76%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

FCC employed 20 Individuals with Targeted Disabilities in FY 2006, which was 1.08% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 1.13% and for FY 2002 was 1.14%. Over the 5-year period FCC had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FCC timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Color; and (3) Disability (Physical). The 3 complaints filed at FCC contained 2 allegations of race (Black) discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

III. Complaint Processing Times

FCC timely completed the one investigation it reported completing in FY 2006. FCC's average time for completing an investigation was 64 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FCC's average processing time for all complaint closures was 340 days in FY 2006. The government-wide average was 367 days.

IV. Costs

FCC reported no counseling settlements in FY 2006. FCC expended $4,100 for the one investigation it completed in FY 2006.

FCC reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

Federal Communications Commission (FCC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	3		1		4	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	1	33.3%	0	0%	1	25%
Complaints Filed*					3	75%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	4	4
Total Number Offered ADR	1	1
ADR Offer Rate*	25%	25%
ADR Participation Rate*	25%	25%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	4	4	100%			
All Investigations	1	1	100%	180	64	-64.4%
All Complaint Closures	4			0	340	NA%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	2			0	34	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	4							
Settlements	1	25%						
Withdrawals	0	0%						
Total Final Agency Actions	3	75%	2	66.7%	1	33.3%	0	0%
Dismissals	2	66.7%	2	100%	0	0%	0	0%
Merit Decisions	1	33.3%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

Federal Deposit Insurance Corporation (FDIC)

Permanent Work Force: 4,315 **Temporary Work Force:** 236 **Total Work Force:** 4,551

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	4,315	55.94%	44.06%	4.06%	74.86%	17.08%	3.52%	0.00%	0.49%	0.00%	0.72%
Major Occupations:											
Miscellaneous Administration and Program	418	47.85%	52.15%	4.31%	67.94%	23.92%	3.35%	0.00%	0.48%	0.00%	0.24%
Miscellaneous Clerk and Assistant	298	16.44%	83.56%	6.04%	48.32%	40.60%	4.03%	0.00%	1.01%	0.00%	1.34%
Financial Institution Examining	2,202	66.85%	33.15%	4.22%	84.38%	8.40%	2.68%	0.00%	0.32%	0.00%	0.50%
GS-14 and GS-15*	1,025	66.15%	33.85%	3.12%	83.61%	8.98%	3.80%	0.00%	0.49%	0.00%	0.49%
Senior Pay Level*	90	75.56%	24.44%	2.22%	82.22%	13.33%	1.11%	0.00%	1.11%	0.00%	0.00%
First-Level Officials/Managers	10	10.00%	90.00%	10.00%	40.00%	40.00%	10.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	40	65.00%	35.00%	10.00%	57.50%	30.00%	2.50%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	94	75.53%	24.47%	2.13%	84.04%	11.70%	1.06%	0.00%	1.06%	0.00%	0.00%
Unclassified Managers	473	67.23%	32.77%	4.86%	84.99%	7.82%	2.11%	0.00%	0.21%	0.00%	0.21%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

FDIC employed 32 Individuals with Targeted Disabilities in FY 2006, which was 0.70% of its total work force. This represents a decrease of 3 employees from FY 2005 and a decrease of 18 employees since FY 2002. The participation rate for FY 2005 was 0.76% and for FY 2002 was 0.86%. Over the 5-year period FDIC had a net decrease of 0.16% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FDIC timely processed 98.1% of the 53 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 37 complaints filed at FDIC contained 15 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 2 allegations of color discrimination and 11 allegations of disability discrimination.

III. Complaint Processing Times

Of the 25 completed investigations, 44% were timely. FDIC's average time for completing an investigation was 236 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FDIC's average processing time for all complaint closures decreased from 601 days in FY 2005 to 600 days in FY 2006. The government-wide average was 367 days.

IV. Costs

FDIC agreed to pay $2,500 for 5 pre-complaint settlements, of which 2 were monetary settlements averaging $1,250. FDIC expended a total of $108,072 for 25 complaint investigations, for an average expenditure of $4,322.

FDIC agreed to pay a total of $156,009 for 14 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $11,143.

Federal Deposit Insurance Corporation (FDIC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	34		19		53	
Settlements	1	2.9%	4	21.1%	5	9.4%
Withdrawals or No Complaints Filed	11	32.4%	1	5.3%	12	22.6%
Complaints Filed*					34	64.2%
Decision to File Complaint Pending at End of Fiscal Year					2	3.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	53	45
Total Number Offered ADR	45	20
ADR Offer Rate*	84.9%	44.4%
ADR Participation Rate*	35.9%	20%
Total ADR Settlements	4	6
Total ADR Settlements Amount	$500.00	$48,500.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	53	52	98.1%			
All Investigations	25	11	44%	216	236	9.3%
All Complaint Closures	45			601	600	-0.2%
Merit Decisions (no AJ)	15	3	20%	507	361	-28.8%
Dismissal Decisions (no AJ)	0			544	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	37							
Total Closures	45							
Settlements	14	31.1%						
Withdrawals	5	11.1%						
Total Final Agency Actions	26	57.8%	15	57.7%	11	42.3%	0	0%
Dismissals	4	15.4%	0	0%	4	100%	0	0%
Merit Decisions	22	84.6%	15	68.2%	7	31.8%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	22	100%	15	68.2%	7	31.8%	0	0%

Federal Energy Regulatory Commission (FERC)

Permanent Workforce: 1,313 **Temporary Workforce:** 28 **Total Workforce:** 1,341

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,313	54.00%	46.00%	2.13%	66.79%	23.46%	6.32%	0.00%	0.61%	0.69%	0.84%
Major Occupations:											
Energy Industry Analyst	262	61.10%	38.90%	1.53%	77.48%	18.32%	2.67%	0.00%	0.00%	0.00%	0.00%
Attorney	233	48.50%	51.50%	2.14%	81.11%	10.73%	6.01%	0.00%	0.00%	0.00%	0.00%
Civil Engineer	130	85.40%	14.60%	3.85%	73.08%	5.38%	17.69%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	528	66.67%	33.33%	1.33%	83.33%	10.23%	4.73%	0.00%	0.19%	0.19%	0.76%
Senior Pay Level*	77	72.73%	27.27%	5.19%	83.12%	6.49%	3.90%	0.00%	1.30%	0.00%	1.30%
SES	49	69.39%	30.61%	4.08%	87.76%	8.16%	0.00%	0.00%	0.00%	0.00%	2.04%

* All work force numbers as reported by the agency to EEOC. **All numbers do not include pay-banded employees

Targeted Disabilities

FERC employed 11 Individuals with Targeted Disabilities in FY 2006, which was 0.82% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 2 employees since FY 2002. The participation rate for FY 2005 was 1.00% and for FY 2002 was 0.80%. Over the 5-year period FERC had a net increase of 0.02% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FERC timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Male) and (2) Disability (Physical). The 3 complaints filed at FERC contained no allegations of race or color discrimination, and 1 allegation of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 0% were timely. FERC's average time for completing an investigation was 200 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FERC average processing time for all complaint closures remained constant between FY 2005 and FY 2006 at 0 days. The government-wide average was 367 days.

IV. Costs

FERC reported no counseling settlements in FY 2006. FERC reported no expenditures for its 3 complaint investigations.

FERC reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

Federal Energy Regulatory Commission (FERC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4		0		4	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					4	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	4	3
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	4	4	100%			
All Investigations	3	0	0%	0	200	NA%
All Complaint Closures	3			0	0	NA%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	3							
Settlements	0	0%						
Withdrawals	3	100%						
Total Final Agency Actions	0	0%	0	NA%	0	NA%	0	NA%
Dismissals	0	NA%	0	NA%	0	NA%	0	NA%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

Federal Trade Commission (FTC)

Permanent Work Force: 960 **Temporary Work Force:** 108 **Total Work Force:** 1,068

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	960	48.75%	51.25%	3.23%	70.83%	20.63%	4.90%	0.00%	0.42%	0.00%	0.63%
Major Occupations:											
Economist	77	85.71%	14.29%	2.60%	92.21%	0.00%	5.19%	0.00%	0.00%	0.00%	0.00%
General Attorney	542	53.69%	46.31%	3.32%	84.50%	6.83%	5.17%	0.00%	0.18%	0.00%	0.55%
Paralegal Specialist	59	37.29%	62.71%	1.69%	81.36%	11.86%	5.08%	0.00%	0.00%	0.00%	1.69%
GS-14 and GS-15*	553	57.50%	42.50%	2.89%	84.99%	6.33%	5.42%	0.00%	0.36%	0.00%	0.72%
Senior Pay Level*	33	72.73%	27.27%	0.00%	96.97%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	32	71.88%	28.13%	0.00%	96.88%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	49	40.82%	59.18%	4.08%	69.39%	22.45%	4.08%	0.00%	0.00%	0.00%	4.08%
Senior-Level Officials/Managers	233	67.81%	32.19%	0.86%	93.99%	3.86%	1.29%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

FTC employed 7 Individuals with Targeted Disabilities in FY 2006, which was 0.66% of its total work force. This represents an increase of one employee over FY 2005 and an increase of 3 employees since FY 2002. The participation rate for FY 2005 was 0.59% and for FY 2002 was 0.42%. Over the 5-year period FTC had a net increase of 0.24% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FTC timely processed 100% of the 35 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Reprisal. The 3 complaints filed at FTC contained 2allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, no allegations of color discrimination and 1 allegation of disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 100% were timely. FTC's average time for completing an investigation was 192 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

FTC's average processing time for all complaint closures increased from 319 days in FY 2005 to 444 days in FY 2006. The government-wide average was 367 days.

IV. Costs

FTC agreed to pay $15,500 for 8 pre-complaint settlements, of which 2 were monetary settlements averaging $7,750. FTC expended a total of $5,586 for 2 complaint investigations, for an average expenditure of $2,793.

FTC agreed to pay a total of $159,466 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $79,733.

Federal Trade Commission (FTC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	33		2		35	
Settlements	6	18.2%	2	100%	8	22.9%
Withdrawals or No Complaints Filed	24	72.7%	0	0%	24	68.6%
Complaints Filed*					3	8.6%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	35	6
Total Number Offered ADR	31	2
ADR Offer Rate*	88.6%	33.3%
ADR Participation Rate*	5.7%	0%
Total ADR Settlements	2	0
Total ADR Settlements Amount	$9,500.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	35	35	100%			
All Investigations	2	2	100%	203	192	-5.4%
All Complaint Closures	6			319	444	39.2%
Merit Decisions (no AJ)	1	0	0%	342	269	-21.3%
Dismissal Decisions (no AJ)	1			0	113	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	6							
Settlements	2	33.3%						
Withdrawals	1	16.7%						
Total Final Agency Actions	3	50%	2	66.7%	1	33.3%	0	0%
Dismissals	1	33.3%	1	100%	0	0%	0	0%
Merit Decisions	2	66.7%	1	50%	1	50%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	1	50%	1	50%	0	0%

General Services Administration (GSA)

Permanent Work Force: 11,999 **Temporary Work Force:** 171 **Total Work Force:** 12,170

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	11,999	50.48%	49.52%	5.33%	62.10%	26.45%	4.95%	0.11%	0.80%	0.26%	0.82%
Major Occupations:											
Misc. Admin. and Program	1,191	45.09%	54.91%	4.95%	68.43%	21.83%	4.20%	0.08%	0.34%	0.17%	0.34%
General Business and Industry	1,169	52.61%	47.39%	5.90%	71.26%	18.65%	2.65%	0.17%	0.94%	0.43%	0.77%
Contracting	1,404	32.76%	67.24%	5.56%	54.20%	34.83%	4.56%	0.07%	0.64%	0.14%	0.78%
GS-14 and GS-15*	2,196	59.20%	40.80%	3.10%	74.36%	17.71%	4.10%	0.00%	0.41%	0.32%	0.23%
Senior Pay Level*	94	73.40%	26.60%	2.13%	89.36%	7.45%	1.06%	0.00%	0.00%	0.00%	0.00%
SES	88	73.86%	26.14%	2.27%	88.64%	7.95%	1.14%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	90	56.67%	43.33%	5.56%	64.44%	15.56%	11.11%	3.33%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,516	57.92%	42.08%	4.16%	68.67%	22.49%	3.83%	0.00%	0.73%	0.13%	0.13%
Senior-Level Officials/Managers	658	63.83%	36.17%	3.19%	83.74%	10.33%	2.13%	0.00%	0.30%	0.30%	0.30%
Unclassified Managers	68	83.82%	16.18%	8.82%	50.00%	38.24%	2.94%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

GSA employed 99 Individuals with Targeted Disabilities in FY 2006, which was 0.81% of its total work force. This represents a decrease of 16 employees from FY 2005 and a decrease of 81 employees since FY 2002. The participation rate for FY 2005 was 0.91% and for FY 2002 was 1.28%. Over the 5-year period GSA had a net decrease of 0.47% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

GSA timely processed 96.1% of the 152 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 101 complaints filed at GSA contained 37 allegations of race (Black) discrimination, 6 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 21 allegations of color discrimination and 16 allegations of disability discrimination.

III. Complaint Processing Times

Of the 57 completed investigations, 94.7% were timely. GSA's average time for completing an investigation was 158 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

GSA's average processing time for all complaint closures decreased from 444 days in FY 2005 to 373 days in FY 2006. The government-wide average was 367 days.

IV. Costs

GSA agreed to pay $85,065 for 13 pre-complaint settlements, of which 4 were monetary settlements averaging $21,266. GSA expended a total of $159,124 for 57 complaint investigations, for an average expenditure of $2,791.

GSA agreed to pay a total of $281,874 for 25 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $11,274.

General Services Administration (GSA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	131		21		152	
Settlements	6	4.6%	7	33.3%	13	8.6%
Withdrawals or No Complaints Filed	31	23.7%	8	38.1%	39	25.7%
Complaints Filed*					92	60.5%
Decision to File Complaint Pending at End of Fiscal Year					8	5.3%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	152	103
Total Number Offered ADR	119	16
ADR Offer Rate*	78.3%	15.5%
ADR Participation Rate*	13.8%	5.8%
Total ADR Settlements	7	3
Total ADR Settlements Amount	$85,065.57	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	152	146	96.1%			
All Investigations	57	54	94.7%	165	158	-4.2%
All Complaint Closures	103			444	373	-16%
Merit Decisions (no AJ)	21	21	100%	298	358	20.1%
Dismissal Decisions (no AJ)	18			44	29	-34.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	101							
Total Closures	103							
Settlements	24	23.3%						
Withdrawals	7	6.8%						
Total Final Agency Actions	72	69.9%	39	54.2%	33	45.8%	0	0%
Dismissals	20	27.8%	18	90%	2	10%	0	0%
Merit Decisions	52	72.2%	21	40.4%	31	59.6%	0	0%
Finding Discrimination	1	1.9%	0	0%	1	100%	0	0%
Finding No Discrimination	51	98.1%	21	41.2%	30	58.8%	0	0%

Government Printing Office (GPO)

Permanent Work Force: 2,189 **Temporary Work Force:** 46 **Total Work Force:** 2,235

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	2,189	57.97%	42.03%	1.74%	39.74%	56.10%	2.10%	0.00%	0.32%	0.00%	1.64%
Major Occupations:											
Bindery Working	172	61.63%	38.37%	1.74%	23.84%	72.67%	1.74%	0.00%	0.00%	0.00%	1.74%
Printing Services	259	52.12%	47.88%	1.93%	63.71%	32.43%	1.16%	0.00%	0.77%	0.00%	0.39%
Miscellaneous Printing and Reproduction	269	60.97%	39.03%	1.12%	16.36%	81.41%	1.12%	0.00%	0.00%	0.00%	0.74%
GS-14 and GS-15*	159	69.18%	30.82%	2.52%	73.58%	18.24%	5.03%	0.00%	0.63%	0.00%	1.89%
Senior Pay Level*	31	77.42%	22.58%	6.45%	77.42%	9.68%	6.45%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	29	41.38%	58.62%	6.90%	24.14%	68.97%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	117	59.83%	40.17%	3.42%	63.25%	30.77%	1.71%	0.00%	0.85%	0.00%	1.71%
Senior-Level Officials/Managers	90	77.78%	22.22%	1.11%	80.00%	12.22%	5.56%	0.00%	1.11%	0.00%	1.11%
Unclassified Managers	107	81.31%	18.69%	0.93%	43.93%	54.21%	0.93%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

GPO employed 39 Individuals with Targeted Disabilities in FY 2006, which was 1.74% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of 7 employees since FY 2002. The participation rate for FY 2005 was 1.65% and for FY 2002 was 1.49%. Over the 5-year period GPO had a net increase of 0.25% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

GPO timely processed 100% of the 63 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Age. The 38 complaints filed at GPO contained 16 allegations of race (Black) discrimination, 3 allegations of race (White) discrimination, 5 allegations of color discrimination and 5 allegations of disability discrimination.

III. Complaint Processing Times

Of the 22 completed investigations, 59.1% were timely. GPO's average time for completing an investigation was 208 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

GPO's average processing time for all complaint closures decreased from 790 days in FY 2005 to 496 days in FY 2006. The government-wide average was 367 days.

IV. Costs

GPO reported paying no monetary benefits for 2 pre-complaint settlements. GPO expended a total of $54,835 for 22 complaint investigations, for an average expenditure of $2,492.

GPO agreed to pay a total of $18,700 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $6,233.

Government Printing Office (GPO)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	60		3		63	
Settlements	0	0%	2	66.7%	2	3.2%
Withdrawals or No Complaints Filed	22	36.7%	0	0%	22	34.9%
Complaints Filed*					38	60.3%
Decision to File Complaint Pending at End of Fiscal Year					1	1.6%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	63	44
Total Number Offered ADR	19	0
ADR Offer Rate*	30.2%	0%
ADR Participation Rate*	4.8%	0%
Total ADR Settlements	2	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	63	63	100%			
All Investigations	22	13	59.1%	359	208	-42.1%
All Complaint Closures	44			790	496	-37.2%
Merit Decisions (no AJ)	12	6	50%	685	573	-16.4%
Dismissal Decisions (no AJ)	15			330	166	-49.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	38							
Total Closures	44							
Settlements	3	6.8%						
Withdrawals	4	9.1%						
Total Final Agency Actions	37	84.1%	27	73%	10	27%	0	0%
Dismissals	17	45.9%	15	88.2%	2	11.8%	0	0%
Merit Decisions	20	54.1%	12	60%	8	40%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	20	100%	12	60%	8	40%	0	0%

Department of Health and Human Services (HHS)

Permanent Work Force: 53,818 **Temporary Work Force:** 9,688 **Total Work Force:** 63,506

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	53,818	36.36%	63.64%	3.60%	52.38%	18.73%	7.13%	0.00%	17.92%	0.00%	0.98%
Major Occupations:											
Miscellaneous Administration and Program	3,470	28.10%	71.90%	4.29%	62.97%	26.34%	3.31%	0.00%	3.08%	0.00%	0.58%
General Health Science	3,938	43.14%	56.86%	3.99%	73.69%	8.76%	11.15%	0.00%	2.41%	0.00%	0.30%
Medical Officer	4,710	65.50%	34.50%	3.95%	76.41%	5.75%	12.10%	0.00%	1.78%	0.00%	0.55%
GS-14 and GS-15*	11,226	49.65%	50.35%	3.01%	75.89%	10.88%	7.67%	0.00%	2.56%	0.00%	0.64%
Senior Pay Level*	1,117	67.41%	32.59%	1.97%	81.11%	5.91%	9.31%	0.00%	1.70%	0.00%	0.72%
SES	386	56.99%	43.01%	2.33%	79.27%	11.14%	2.33%	0.00%	4.92%	0.00%	0.78%
First-Level Officials/Managers	1,074	28.49%	71.51%	1.40%	28.86%	7.91%	0.93%	0.00%	60.89%	0.00%	0.56%
Mid-Level Officials/Managers	2,212	48.96%	51.04%	2.80%	69.21%	15.60%	4.48%	0.00%	7.91%	0.00%	0.59%
Senior-Level Officials/Managers	3,546	59.67%	40.33%	2.45%	82.32%	7.95%	4.96%	0.00%	2.31%	0.00%	0.56%
Unclassified Managers	335	66.27%	33.73%	3.58%	49.85%	11.04%	8.66%	0.00%	26.87%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

HHS employed 576 Individuals with Targeted Disabilities in FY 2006, which was 0.91% of its total work force. This represents a decrease of 48 employees from FY 2005 and a decrease of 43 employees since FY 2002. The participation rate for FY 2005 was 0.97% and for FY 2002 was 1.14%. Over the 5-year period HHS had a net decrease of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

HHS timely processed 73% of the 462 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 249 complaints filed at HHS contained 73 allegations of race (Black) discrimination, 21 allegations of race (White) discrimination, 7 allegations of race (Asian) discrimination, 15 allegations of race (American Indian/Alaska Native) discrimination, 30 allegations of color discrimination and 67 allegations of disability discrimination.

III. Complaint Processing Times

Of the 185 completed investigations, 67% were timely. HHS' average time for completing an investigation was 193 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

HHS' average processing time for all complaint closures increased from 429 days in FY 2005 to 436 days in FY 2006. The government-wide average was 367 days.

IV. Costs

HHS agreed to pay $48,000 for 27 pre-complaint settlements, of which 3 were monetary settlements averaging $16,000. HHS expended a total of $730,952 for 185 complaint investigations, for an average expenditure of $3,951.

HHS agreed to pay a total of $1,410,316 for 75 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $18,804.

Department of Health and Human Services (HHS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	347		115		462	
Settlements	4	1.2%	23	20%	27	5.8%
Withdrawals or No Complaints Filed	123	35.4%	26	22.6%	149	32.3%
Complaints Filed*					250	54.1%
Decision to File Complaint Pending at End of Fiscal Year					36	7.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint*8
Completed/Ended Counselings/Complaint Closures	462	316
Total Number Offered ADR	444	49
ADR Offer Rate*	96.1%	15.5%
ADR Participation Rate*	24.9%	6%
Total ADR Settlements	23	7
Total ADR Settlements Amount	$48,000.00	$42,083.31

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	462	337	73%			
All Investigations	185	124	67%	164	193	17.7%
All Complaint Closures	316			429	436	1.6%
Merit Decisions (no AJ)	109	13	11.9%	611	726	18.8%
Dismissal Decisions (no AJ)	47			112	82	-26.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	249							
Total Closures	316							
Settlements	72	22.8%						
Withdrawals	37	11.7%						
Total Final Agency Actions	207	65.5%	156	75.4%	49	23.7%	2	1%
Dismissals	55	26.6%	47	85.5%	8	14.5%	0	0%
Merit Decisions	152	73.4%	109	71.7%	41	27%	2	1.3%
Finding Discrimination	3	2%	0	0%	3	100%	0	0%
Finding No Discrimination	149	98%	109	73.2%	38	25.5%	2	1.3%

Department of Homeland Security (DHS)

Permanent Work Force: 138,570 **Temporary Work Force:** 30,065 **Total Work Force:** 168,635

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	138,570	67.96%	32.04%	18.67%	60.55%	15.06%	4.57%	0.25%	0.84%	0.00%	0.41%
Major Occupations*:											
Misc. Admin. and Program	19,157	53.07%	46.93%	9.38%	69.47%	15.96%	1.80%	0.06%	3.33%	0.00%	0.53%
Compliance Inspection and Support	50,264	60.73%	39.27%	14.23%	55.89%	22.89%	5.30%	0.54%	1.14%	0.00%	0.56%
Customs and Border Protection	17,895	79.63%	20.37%	27.34%	59.13%	6.72%	6.08%	0.13%	0.59%	0.00%	0.09%
GS-14 and GS-15*	8,831	67.91%	32.09%	8.38%	77.42%	10.76%	2.89%	0.00%	0.55%	0.00%	0.18%
Senior Pay Level*	346	77.75%	22.25%	5.49%	88.15%	4.91%	1.16%	0.00%	0.29%	0.00%	0.29%
SES	313	77.00%	23.00%	5.75%	87.54%	5.43%	0.96%	0.00%	0.32%	0.00%	0.32%
First-Level Officials/Managers	4,916	71.16%	28.84%	27.83%	58.67%	9.24%	3.28%	0.12%	0.71%	0.00%	0.24%
Mid-Level Officials/Managers	6,002	72.83%	27.17%	14.65%	73.76%	8.16%	2.88%	0.02%	0.53%	0.00%	0.13%
Senior-Level Officials/Managers	2,427	72.39%	27.61%	6.72%	83.44%	7.33%	2.06%	0.00%	0.45%	0.00%	0.16%
Unclassified Managers	7,376	74.95%	25.05%	9.44%	71.23%	13.52%	3.97%	0.57%	1.27%	0.00%	0.37%

*Includes data for only permanent employees in pay status as of September 30, 2006. does not include pay-banded employees.

Targeted Disabilities

DHS employed 709 Individuals with Targeted Disabilities in FY 2006, which was 0.42% of its total work force. This represents a decrease of 11 employees from FY 2005 and an increase of 165 employees since FY 2003. The participation rate for FY 2005 was 0.44% and 0.49% for FY 2003. Over the 4-year period DHS had a net increase of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DHS timely processed 80.8% of the 2,223 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 1,015 complaints filed at DHS contained 192 allegations of race (Black) discrimination, 54 allegations of race (White) discrimination, 16 allegations of race (Asian) discrimination, 14 allegations of race (American Indian/Alaska Native) discrimination, 76 allegations of color discrimination and 195 allegations of disability discrimination.

III. Complaint Processing Times

Of the 796 completed investigations, 31.9% were timely. DHS' average time for completing an investigation was 279 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DHS' average processing time for all complaint closures decreased from 675 days in FY 2005 to 558 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DHS agreed to pay $73,919 for 215 pre-complaint settlements, of which 15 were monetary settlements averaging $4,927. DHS expended a total of $2,588,951 for 796 complaint investigations, for an average expenditure of $3,252.

DHS agreed to pay a total of $2,746,648 for 221 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $12,428.

Department of Homeland Security (DHS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,268		955		2,223	
Settlements	37	2.9%	178	18.6%	215	9.7%
Withdrawals or No Complaints Filed	659	52%	230	24.1%	889	40%
Complaints Filed*					983	44.2%
Decision to File Complaint Pending at End of Fiscal Year					136	6.1%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	2,223	1,195
Total Number Offered ADR	1,689	320
ADR Offer Rate*	76%	26.8%
ADR Participation Rate*	43%	3.2%
Total ADR Settlements	178	13
Total ADR Settlements Amount	$26,585.00	$19,900.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	2,223	1,796	80.8%			
All Investigations	796	254	31.9%	330	279	-15.5%
All Complaint Closures	1,195			675	558	-17.3%
Merit Decisions (no AJ)	266	4	1.5%	979	728	-25.6%
Dismissal Decisions (no AJ)	304			252	256	1.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,015							
Total Closures	1,195							
Settlements	204	17.1%						
Withdrawals	85	7.1%						
Total Final Agency Actions	906	75.8%	570	62.9%	329	36.3%	7	0.8%
Dismissals	320	35.3%	304	95%	16	5%	0	0%
Merit Decisions	586	64.7%	266	45.4%	313	53.4%	7	1.2%
Finding Discrimination	24	4.1%	3	12.5%	14	58.3%	7	29.2%
Finding No Discrimination	562	95.9%	263	46.8%	299	53.2%	0	0%

Department of Housing and Urban Development (HUD)

Permanent Work Force: 9,462 **Temporary Work Force:** 363 **Total Work Force:** 9,825

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	9,462	39.39%	60.61%	7.26%	49.69%	37.42%	4.38%	0.04%	1.08%	0.07%	1.31%
Major Occupations:											
Misc. Admin. and Program	1,458	43.14%	56.86%	7.34%	50.75%	37.31%	3.77%	0.14%	0.62%	0.07%	0.82%
Misc. Clerk and Assistant	919	19.15%	80.85%	8.49%	33.62%	51.80%	3.59%	0.11%	2.39%	0.00%	3.59%
General Business and Industry	3,030	37.76%	62.24%	7.79%	54.55%	32.87%	3.14%	0.03%	1.52%	0.10%	1.02%
GS-14 and GS-15*	2,349	52.36%	47.64%	5.79%	57.98%	31.16%	4.34%	0.00%	0.68%	0.04%	0.64%
Senior Pay Level*	235	63.40%	36.60%	5.11%	71.06%	19.57%	3.83%	0.00%	0.43%	0.00%	1.28%
SES	99	64.65%	35.35%	7.07%	63.64%	25.25%	3.03%	0.00%	1.01%	0.00%	2.02%
First-Level Officials/Managers	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	714	50.28%	49.72%	8.40%	59.38%	28.01%	3.78%	0.00%	0.42%	0.00%	0.42%
Senior-Level Officials/Managers	772	59.59%	40.41%	5.96%	61.79%	27.98%	2.98%	0.00%	1.30%	0.00%	1.30%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

HUD employed 130 Individuals with Targeted Disabilities in FY 2006, which was 1.32% of its total work force. This represents a decrease of 4 employees from FY 2005 and a decrease of 8 employees since FY 2002. The participation rate for FY 2005 was 1.35% and for FY 2002 was 1.41%. Over the 5-year period HUD had a net decrease of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

HUD timely processed 100% of the 156 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Female). The 97 complaints filed at HUD contained 27 allegations of race (Black) discrimination, 12 allegations of race (White) discrimination, 3 allegations of race (Asian) discrimination, 2 allegations of race (American Indian/Alaska Native) discrimination, 17 allegations of color discrimination and 29 allegations of disability discrimination.

III. Complaint Processing Times

Of the 60 completed investigations, 76.7% were timely. HUD's average time for completing an investigation was 201 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

HUD's average processing time for all complaint closures decreased from 520 days in FY 2005 to 270 days in FY 2006. The government-wide average was 367 days.

IV. Costs

HUD agreed to pay $3,801 for 12 pre-complaint settlements, of which 3 were monetary settlements averaging $1,267. HUD expended a total of $177,653 for 60 complaint investigations, for an average expenditure of $2,960.

HUD agreed to pay a total of $101,098 for 32 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $3,159.

Department of Housing and Urban Development (HUD)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	84		72		156	
Settlements	3	3.6%	9	12.5%	12	7.7%
Withdrawals or No Complaints Filed	25	29.8%	19	26.4%	44	28.2%
Complaints Filed*					97	62.2%
Decision to File Complaint Pending at End of Fiscal Year					3	1.9%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	156	143
Total Number Offered ADR	156	19
ADR Offer Rate*	100%	13.3%
ADR Participation Rate*	46.2%	12.6%
Total ADR Settlements	9	10
Total ADR Settlements Amount	$3,801.00	$22,254.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	156	156	100%			
All Investigations	60	46	76.7%	309	201	-35%
All Complaint Closures	143			520	270	-48.1%
Merit Decisions (no AJ)	35	26	74.3%	670	97	-85.5%
Dismissal Decisions (no AJ)	33			168	31	-81.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	97							
Total Closures	143							
Settlements	30	21%						
Withdrawals	11	7.7%						
Total Final Agency Actions	102	71.3%	68	66.7%	34	33.3%	0	0%
Dismissals	33	32.4%	33	100%	0	0%	0	0%
Merit Decisions	69	67.6%	35	50.7%	34	49.3%	0	0%
Finding Discrimination	2	2.9%	0	0%	2	100%	0	0%
Finding No Discrimination	67	97.1%	35	52.2%	32	47.8%	0	0%

Department of the Interior (DOI)

Permanent Work Force: 58,070 **Temporary Work Force:** 15,056 **Total Work Force:** 73,126

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	58,070	60.71%	39.29%	5.11%	74.53%	5.85%	2.01%	0.17%	12.11%	0.20%	1.02%
Major Occupations:											
Park Ranger	4,922	65.50%	34.50%	3.60%	87.77%	4.02%	1.56%	0.33%	2.62%	0.10%	0.77%
Miscellaneous Clerk and Assistant	3,909	19.77%	80.23%	6.01%	70.38%	7.96%	2.02%	0.18%	13.25%	0.20%	1.89%
Gen Natural Resources Mgt and Bio Sci	3,654	66.17%	33.83%	3.56%	90.39%	1.04%	1.53%	0.03%	3.42%	0.03%	0.55%
GS-14 and GS-15*	5,000	69.62%	30.38%	2.88%	82.20%	4.16%	2.14%	0.04%	8.46%	0.12%	0.40%
Senior Pay Level*	350	72.00%	28.00%	4.00%	78.57%	6.00%	1.71%	0.00%	9.43%	0.29%	0.00%
SES	260	67.69%	32.31%	4.62%	74.62%	6.54%	1.54%	0.00%	12.31%	0.38%	0.00%
First-Level Officials/Managers	4,623	66.34%	33.66%	4.41%	79.78%	3.29%	1.32%	0.19%	11.01%	0.00%	0.56%
Mid-Level Officials/Managers	4,360	69.52%	30.48%	4.36%	80.96%	3.42%	1.58%	0.05%	9.40%	0.23%	0.48%
Senior-Level Officials/Managers	1,340	70.52%	29.48%	2.69%	80.30%	4.63%	1.42%	0.07%	10.82%	0.07%	0.22%
Unclassified Managers	1,110	85.23%	14.77%	3.87%	62.34%	7.48%	0.72%	0.18%	25.32%	0.09%	0.36%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DOI employed 684 Individuals with Targeted Disabilities in FY 2006, which was 0.94% of its total work force. This represents an increase of 6 employees over FY 2005 and an increase of 86 employees since FY 2002. The participation rate for FY 2005 was 0.88% and for FY 2002 was 0.99%. Over the 5-year period DOI had a net decrease of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOI timely processed 69.2% of the 539 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 349 complaints filed at DOI contained 59 allegations of race (Black) discrimination, 25 allegations of race (White) discrimination, 11 allegations of race (Asian) discrimination, 36 allegations of race (American Indian/Alaska Native) discrimination, 40 allegations of color discrimination and 67 allegations of disability discrimination.

III. Complaint Processing Times

Of the 216 completed investigations, 34.7% were timely. DOI's average time for completing an investigation was 272 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOI's average processing time for all complaint closures decreased from 515 days in FY 2005 to 495 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DOI agreed to pay $61,471 for 57 pre-complaint settlements, of which 14 were monetary settlements averaging $4,390. DOI expended a total of $745,055 for 216 complaint investigations, for an average expenditure of $3,449.

DOI agreed to pay a total of $1,035,819 for 62 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $16,706.

Department of the Interior (DOI)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	446		93		539	
Settlements	28	6.3%	29	31.2%	57	10.6%
Withdrawals or No Complaints Filed	143	32.1%	2	2.2%	145	26.9%
Complaints Filed*					327	60.7%
Decision to File Complaint Pending at End of Fiscal Year					10	1.9%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	539	251
Total Number Offered ADR	332	11
ADR Offer Rate*	61.6%	4.4%
ADR Participation Rate*	17.3%	0.4%
Total ADR Settlements	29	1
Total ADR Settlements Amount	$15,055.60	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	539	373	69.2%			
All Investigations	216	75	34.7%	241	272	12.9%
All Complaint Closures	251			515	495	-3.9%
Merit Decisions (no AJ)	65	19	29.2%	493	471	-4.5%
Dismissal Decisions (no AJ)	37			149	282	89.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	349							
Total Closures	251							
Settlements	61	24.3%						
Withdrawals	14	5.6%						
Total Final Agency Actions	176	70.1%	102	58%	74	42%	0	0%
Dismissals	48	27.3%	37	77.1%	11	22.9%	0	0%
Merit Decisions	128	72.7%	65	50.8%	63	49.2%	0	0%
Finding Discrimination	1	0.8%	0	0%	1	100%	0	0%
Finding No Discrimination	127	99.2%	65	51.2%	62	48.8%	0	0%

Department of Justice (DOJ)

Permanent Work Force: 103,228 **Temporary Work Force:** 2,599 **Total Work Force:** 105,827

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	103,228	60.50%	39.50%	8.81%	69.68%	17.44%	3.01%	0.06%	0.84%	0.00%	0.39%
Major Occupations:											
Correctional Officer	16,167	86.25%	13.75%	12.82%	60.28%	24.05%	1.24%	0.22%	1.37%	0.01%	0.24%
General Attorney	9,283	62.54%	37.46%	4.66%	84.29%	6.95%	3.67%	0.01%	0.40%	0.01%	0.46%
Criminal Investigating	22,541	84.69%	15.31%	8.05%	81.84%	6.27%	3.30%	0.01%	0.53%	0.00%	0.04%
GS-14 and GS-15*	12,509	68.25%	31.75%	5.88%	79.02%	11.02%	3.54%	0.00%	0.54%	0.01%	0.42%
Senior Pay Level*	3,987	69.73%	30.27%	4.84%	85.38%	7.25%	2.06%	0.03%	0.45%	0.00%	0.28%
SES	656	77.74%	22.26%	5.18%	82.77%	10.37%	0.91%	0.00%	0.61%	0.00%	0.00%
First-Level Officials/Managers	3,915	62.22%	37.78%	11.19%	63.07%	22.04%	2.25%	0.03%	1.43%	0.00%	0.28%
Mid-Level Officials/Managers	6,611	72.89%	27.11%	7.88%	76.39%	12.46%	2.57%	0.00%	0.70%	0.00%	0.23%
Senior-Level Officials/Managers	3,904	72.75%	27.25%	5.25%	82.30%	9.66%	2.41%	0.00%	0.38%	0.00%	0.41%
Unclassified Managers	5,735	86.16%	13.84%	9.10%	70.69%	17.38%	1.31%	0.10%	1.41%	0.00%	0.26%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DOJ employed 413 Individuals with Targeted Disabilities in FY 2006, which was 0.39% of its total work force. This represents an increase of 7 employees over FY 2005 and a decrease of 72 employees since FY 2002. The participation rate for FY 2005 was 0.39% and for FY 2002 was 0.39%. Over the 5-year period DOJ had no percentage change in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOJ timely processed 97.1% of the 2,203 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 676 complaints filed at DOJ contained 200 allegations of race (Black) discrimination, 69 allegations of race (White) discrimination, 24 allegations of race (Asian) discrimination, 6 allegations of race (American Indian/Alaska Native) discrimination, 6 allegations of color discrimination and 167 allegations of disability discrimination.

III. Complaint Processing Times

Of the 325 completed investigations, 55.7% were timely. DOJ's average time for completing an investigation was 261 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOJ's average processing time for all complaint closures increased from 254 days in FY 2005 to 388 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DOJ reported paying no monetary benefits for 255 pre-complaint settlements. DOJ expended a total of $1,322,474 for 325 complaint investigations, for an average expenditure of $4,069.

DOJ agreed to pay a total of $737,513 for 87 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $8,477.

Department of Justice (DOJ)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	2,111		92		2,203	
Settlements	223	10.6%	32	34.8%	255	11.6%
Withdrawals or No Complaints Filed	1,080	51.2%	16	17.4%	1,096	49.8%
Complaints Filed*					671	30.5%
Decision to File Complaint Pending at End of Fiscal Year					181	8.2%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	2,203	600
Total Number Offered ADR	1,110	230
ADR Offer Rate*	50.4%	38.3%
ADR Participation Rate*	4.2%	4.5%
Total ADR Settlements	32	15
Total ADR Settlements Amount	$0.00	$121,475.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	2,203	2,138	97.1%			
All Investigations	325	181	55.7%	262	261	-0.4%
All Complaint Closures	600			254	388	52.8%
Merit Decisions (no AJ)	223	106	47.5%	251	369	47%
Dismissal Decisions (no AJ)	125			66	169	156.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	676							
Total Closures	600							
Settlements	72	12%						
Withdrawals	58	9.7%						
Total Final Agency Actions	470	78.3%	348	74%	116	24.7%	6	1.3%
Dismissals	129	27.4%	125	96.9%	3	2.3%	1	0.8%
Merit Decisions	341	72.6%	223	65.4%	113	33.1%	5	1.5%
Finding Discrimination	20	5.9%	8	40%	7	35%	5	25%
Finding No Discrimination	321	94.1%	215	67%	106	33%	0	0%

Department of Labor (DOL)

Permanent Work Force: 14,835 **Temporary Work Force:** 504 **Total Work Force:** 15,339

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	14,835	49.95%	50.05%	6.88%	64.68%	23.24%	4.54%	0.03%	0.63%	0.00%	1.23%
Major Occupations:											
Economist	1,369	62.89%	37.11%	3.51%	80.20%	11.03%	5.11%	0.00%	0.15%	0.00%	0.73%
Worker's Compensation Claims Examining	1,238	38.53%	61.47%	6.70%	62.52%	25.61%	4.60%	0.00%	0.57%	0.00%	0.65%
Mine Safety and Health	1,218	95.40%	4.60%	2.96%	94.99%	1.56%	0.08%	0.00%	0.41%	0.00%	0.16%
GS-14 and GS-15*	2,273	58.78%	41.22%	4.62%	75.45%	15.09%	4.18%	0.00%	0.66%	0.00%	1.10%
Senior Pay Level*	189	70.90%	29.10%	4.76%	86.24%	7.41%	1.59%	0.00%	0.00%	0.00%	0.00%
SES	137	68.61%	31.39%	6.57%	81.75%	10.22%	1.46%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	65	18.46%	81.54%	3.08%	53.85%	41.54%	1.54%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,378	65.38%	34.62%	6.89%	73.80%	15.82%	2.54%	0.00%	0.94%	0.00%	0.51%
Senior-Level Officials/Managers	739	64.14%	35.86%	3.38%	81.46%	12.72%	2.30%	0.00%	0.14%	0.00%	0.41%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DOL employed 186 Individuals with Targeted Disabilities in FY 2006, which was 1.21% of its total work force. This represents a decrease of 21 employees from FY 2005 and an increase of 2 employees since FY 2002. The participation rate for FY 2005 was 1.35% and for FY 2002 was 1.16%. Over the 5-year period DOL had a net increase of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOL timely processed 98.3% of the 177 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 123 complaints filed at DOL contained 41 allegations of race (Black) discrimination, 9 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 24 allegations of color discrimination and 38 allegations of disability discrimination.

III. Complaint Processing Times

Of the 139 completed investigations, 34.5% were timely. DOL's average time for completing an investigation was 426 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOL's average processing time for all complaint closures increased from 680 days in FY 2005 to 958 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DOL reported paying no monetary benefits for 3 pre-complaint settlements. DOL expended a total of $331,419 for 139 complaint investigations, for an average expenditure of $2,384.

DOL agreed to pay a total of $404,748 for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $31,134.

Department of Labor (DOL)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	156		21		177	
Settlements	0	0%	3	14.3%	3	1.7%
Withdrawals or No Complaints Filed	43	27.6%	5	23.8%	48	27.1%
Complaints Filed*					118	66.7%
Decision to File Complaint Pending at End of Fiscal Year					8	4.5%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	177	127
Total Number Offered ADR	177	127
ADR Offer Rate*	100%	100%
ADR Participation Rate*	11.9%	15.8%
Total ADR Settlements	3	9
Total ADR Settlements Amount	$0.00	$78,648.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	177	174	98.3%			
All Investigations	139	48	34.5%	406	426	4.9%
All Complaint Closures	127			680	958	40.9%
Merit Decisions (no AJ)	31	6	19.4%	1,007	695	-31%
Dismissal Decisions (no AJ)	31			387	189	-51.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	123							
Total Closures	127							
Settlements	9	7.1%						
Withdrawals	15	11.8%						
Total Final Agency Actions	103	81.1%	62	60.2%	41	39.8%	0	0%
Dismissals	33	32%	31	93.9%	2	6.1%	0	0%
Merit Decisions	70	68%	31	44.3%	39	55.7%	0	0%
Finding Discrimination	4	5.7%	2	50%	2	50%	0	0%
Finding No Discrimination	66	94.3%	29	43.9%	37	56.1%	0	0%

National Aeronautics and Space Administration (NASA)

Permanent Work Force: 17,229 **Temporary Work Force:** 1,228 **Total Work Force:** 18,457

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	17,229	64.97%	35.03%	5.39%	75.98%	11.76%	6.01%	0.01%	0.80%	0.05%	0.99%
Major Occupations:											
Miscellaneous Administration and Program	1,035	38.55%	61.45%	5.22%	73.72%	16.14%	3.38%	0.00%	1.55%	0.00%	0.48%
General Engineering	2,802	77.37%	22.63%	6.07%	81.51%	6.14%	5.21%	0.04%	0.93%	0.04%	0.43%
Aerospace Engineering	4,194	80.85%	19.15%	5.29%	80.73%	5.87%	7.51%	0.02%	0.57%	0.00%	0.57%
GS-14 and GS-15*	7,636	75.89%	24.11%	4.27%	81.97%	6.69%	6.38%	0.00%	0.68%	0.01%	0.51%
Senior Pay Level*	526	80.80%	19.20%	4.18%	84.22%	5.70%	5.13%	0.00%	0.76%	0.00%	0.95%
SES	423	77.30%	22.70%	4.73%	83.92%	6.38%	4.26%	0.00%	0.71%	0.00%	0.24%
First-Level Officials/Managers	5	60.00%	40.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	408	63.48%	36.52%	5.39%	75.00%	12.99%	6.37%	0.00%	0.25%	0.00%	0.74%
Senior-Level Officials/Managers	1,776	75.68%	24.32%	5.63%	82.49%	6.53%	4.45%	0.00%	0.90%	0.00%	0.39%
Unclassified Managers	4	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NASA employed 174 Individuals with Targeted Disabilities in FY 2006, which was 0.94% of its total work force. This represents a decrease of 3 employees from FY 2005 and a decrease of 16 employees since FY 2002. The participation rate for FY 2005 was 0.94% and for FY 2002 was 1.03%. Over the 5-year period NASA had a net decrease of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NASA timely processed 91.6% of the 107 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 47 complaints filed at NASA contained 16 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 1 allegation of race (Asian) discrimination, 3 allegations of color discrimination and 13 allegations of disability discrimination.

III. Complaint Processing Times

Of the 32 completed investigations, 75% were timely. NASA's average time for completing an investigation was 233 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NASA's average processing time for all complaint closures decreased from 682 days in FY 2005 to 545 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NASA agreed to pay $59,525 for 23 pre-complaint settlements, of which 8 were monetary settlements averaging $7,440. NASA expended a total of $101,399 for 32 complaint investigations, for an average expenditure of $3,168.

NASA agreed to pay a total of $54,545 for 16 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $3,409.

National Aeronautics and Space Administration (NASA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	82		26		108	
Settlements	9	11%	14	53.9%	23	21.3%
Withdrawals or No Complaints Filed	29	35.4%	5	19.2%	34	31.5%
Complaints Filed*					48	44.4%
Decision to File Complaint Pending at End of Fiscal Year					3	2.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	108	64
Total Number Offered ADR	89	32
ADR Offer Rate*	82.4%	50%
ADR Participation Rate*	24.1%	37.5%
Total ADR Settlements	14	8
Total ADR Settlements Amount	$40,785.67	$26,018.67

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	107	98	91.6%			
All Investigations	32	24	75%	290	233	-19.7%
All Complaint Closures	64			682	545	-20.1%
Merit Decisions (no AJ)	24	0	0%	1,174	916	-22%
Dismissal Decisions (no AJ)	19			223	316	41.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	47							
Total Closures	64							
Settlements	15	23.4%						
Withdrawals	2	3.1%						
Total Final Agency Actions	47	73.4%	43	91.5%	4	8.5%	0	0%
Dismissals	19	40.4%	19	100%	0	0%	0	0%
Merit Decisions	28	59.6%	24	85.7%	4	14.3%	0	0%
Finding Discrimination	1	3.6%	0	0%	1	100%	0	0%
Finding No Discrimination	27	96.4%	24	88.9%	3	11.1%	0	0%

National Archives and Records Administration (NARA)

Permanent Work Force: 2,639 **Temporary Work Force:** 379 **Total Work Force:** 3,018

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	2,639	46.99%	53.01%	1.44%	66.77%	28.95%	2.50%	0.04%	0.30%	0.00%	1.74%
Major Occupations:											
Information Technology Management	104	58.65%	41.35%	0.96%	50.00%	33.65%	14.42%	0.00%	0.96%	0.00%	1.92%
Archivist	315	58.10%	41.90%	0.00%	91.11%	7.30%	1.27%	0.00%	0.32%	0.00%	0.95%
Archives Technician	1,591	47.71%	52.29%	1.57%	57.32%	38.34%	2.33%	0.06%	0.31%	0.06%	2.07%
GS-14 and GS-15*	227	59.03%	40.97%	1.76%	81.50%	12.33%	4.41%	0.00%	0.00%	0.00%	0.44%
Senior Pay Level*	23	86.96%	13.04%	0.00%	91.30%	0.00%	8.70%	0.00%	0.00%	0.00%	0.00%
SES	17	82.35%	17.65%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	123	42.28%	57.72%	0.81%	68.29%	30.89%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	166	61.45%	38.55%	1.20%	88.55%	9.04%	1.20%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	96	69.79%	30.21%	1.04%	91.67%	4.17%	3.13%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	3	100.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NARA employed 47 Individuals with Targeted Disabilities in FY 2006, which was 1.56% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 7 employees since FY 2002. The participation rate for FY 2005 was 1.58% and for FY 2002 was 1.98%. Over the 5-year period NARA had a net decrease of 0.42% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NARA timely processed 89.5% of the 38 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 18 complaints filed at NARA contained 8 allegations of race (Black) discrimination, 1 allegation of race (White) discrimination, 3 allegations of color discrimination and 4 allegations of disability discrimination.

III. Complaint Processing Times

Of the 10 completed investigations, 50% were timely. NARA's average time for completing an investigation was 185 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NARA's average processing time for all complaint closures decreased from 676 days in FY 2005 to 110 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NARA agreed to pay $435 for 17 pre-complaint settlements, of which 1 were monetary settlements averaging $435. NARA expended a total of $38,583 for 10 complaint investigations, for an average expenditure of $3,858.

NARA agreed to pay a total of $17,117 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $3,423.

National Archives and Records Administration (NARA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	23		15		38	
Settlements	13	56.5%	4	26.7%	17	44.7%
Withdrawals or No Complaints Filed	0	0%	3	20%	3	7.9%
Complaints Filed*					18	47.4%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	38	13
Total Number Offered ADR	28	2
ADR Offer Rate*	73.7%	15.4%
ADR Participation Rate*	39.5%	15.4%
Total ADR Settlements	4	2
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	38	34	89.5%			
All Investigations	10	5	50%	234	185	-20.9%
All Complaint Closures	13			676	110	-83.7%
Merit Decisions (no AJ)	4	2	50%	779	90	-88.4%
Dismissal Decisions (no AJ)	2			0	214	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	18							
Total Closures	13							
Settlements	5	38.5%						
Withdrawals	2	15.4%						
Total Final Agency Actions	6	46.2%	6	100%	0	0%	0	0%
Dismissals	2	33.3%	2	100%	0	0%	0	0%
Merit Decisions	4	66.7%	4	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	4	100%	4	100%	0	0%	0	0%

National Credit Union Administration (NCUA)

Permanent Work Force: 889 **Temporary Work Force:** 22 **Total Work Force:** 911

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	889	55.12%	44.88%	3.60%	78.52%	13.05%	3.26%	0.34%	0.45%	0.79%	0.34%
Major Occupations:											
Information Technology Management	27	62.96%	37.04%	7.41%	59.26%	14.81%	18.52%	0.00%	0.00%	0.00%	3.70%
Miscellaneous Clerk and Assistant	42	14.29%	85.71%	9.52%	47.62%	33.33%	2.38%	2.38%	4.76%	0.00%	0.00%
Credit Union Examiner	677	61.45%	38.55%	2.95%	84.34%	8.42%	2.95%	0.30%	0.30%	0.74%	0.00%
Senior Pay Level*	34	76.47%	23.53%	2.94%	85.29%	5.88%	2.94%	0.00%	0.00%	2.94%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	38	73.68%	26.32%	5.26%	81.58%	7.89%	2.63%	0.00%	0.00%	2.63%	0.00%
Unclassified Officials/Managers	92	61.96%	38.04%	5.43%	84.78%	9.78%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NCUA employed 3 Individuals with Targeted Disabilities in FY 2006, which was 0.33% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of 4 employees since FY 2002. The participation rate for FY 2005 was 0.33% and for FY 2002 was 0.76%. Over the 5-year period NCUA had a net decrease of 0.43% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NCUA timely processed 100% of the 8 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Age; and (3) Sex (Male). The 8 complaints filed at NCUA contained 6 allegations of race (Black) discrimination, 1 allegation of race (Asian) discrimination, 1 allegation of color discrimination and no allegations of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 100% were timely. NCUA's average time for completing an investigation was 154 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NCUA's average processing time for all complaint closures decreased from 553 days in FY 2005 to 503 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NCUA agreed to pay $3,276 for the one pre complaint settlement it reached in FY 2006. NCUA expended a total of $18,004 for 4 complaint investigations, for an average expenditure of $4,501.

NCUA agreed to pay a total of $500 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $166.

National Credit Union Administration (NCUA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	7		1		8	
Settlements	0	0%	1	100%	1	12.5%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					7	87.5%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	8	8
Total Number Offered ADR	8	4
ADR Offer Rate*	100%	50%
ADR Participation Rate*	12.5%	12.5%
Total ADR Settlements	1	0
Total ADR Settlements Amount	$3,276.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	8	8	100%			
All Investigations	4	4	100%	178	154	13.5%
All Complaint Closures	8			553	503	9.0%
Merit Decisions (no AJ)	2	0	0%	382	1,404	268.0%
Dismissal Decisions (no AJ)	3			271	119	56.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	8							
Total Closures	8							
Settlements	3	37.5%						
Withdrawals	0	0%						
Total Final Agency Actions	5	62.5%	5	100%	0	0%	0	0%
Dismissals	3	60%	3	100%	0	0%	0	0%
Merit Decisions	2	40%	2	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	2	100%	0	0%	0	0%

National Gallery of Arts (NGA)

Permanent Workforce: 786 **Temporary Workforce:** 6 **Total Workforce:** 792

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	786	58.65%	41.35%	1.91%	49.87%	46.18%	1.78%	0.00%	0.25%	0.00%	0.64%
GS-14 and GS-15*	76	46.05%	53.95%	2.63%	89.47%	3.95%	3.95%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	25	60.00%	40.00%	0.00%	88.00%	8.00%	4.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	49	81.63%	18.37%	0.00%	24.49%	73.47%	2.04%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	35	60.00%	40.00%	0.00%	94.29%	2.86%	2.86%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	34	52.94%	47.06%	0.00%	94.12%	2.94%	2.94%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	7	57.14%	42.86%	0.00%	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NGA employed 5 Individuals with Targeted Disabilities in FY 2006, which was 0.63% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 2 employees since FY 2002. The participation rate for FY 2005 was 0.74% and for FY 2002 was 0.93%. Over the 5-year period NGA had a net decrease of 0.3% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NGA timely processed 100% of the 11 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal and (2) Age. The 4 complaints filed at NGA contained no allegations of race discrimination, 1 allegation of color discrimination and 1 allegation of disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, none were timely. NGA's average time for completing an investigation was 190 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NGA's average processing time for all complaint closures increased from 413 days in FY 2005 to 825 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NGA reported paying no monetary benefits for 3 pre-complaint settlements. NGA expended a total of $3,490 for 2 complaint investigations, for an average expenditure of $1,745.

NGA reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

National Gallery of Arts (NGA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	11		0		11	
Settlements	3	27.3%	0	0%	3	27.3%
Withdrawals or No Complaints Filed	4	36.4%	0	0%	4	36.4%
Complaints Filed*					4	36.4%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	11	1
Total Number Offered ADR	8	0
ADR Offer Rate*	72.7%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	11	11	100%			
All Investigations	2	0	0%	115	190	65.2%
All Complaint Closures	1			413	825	99.8%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	0	0%	1	100%	0	0%
Dismissals	0	NA%	0	NA%	0	NA%	0	NA%
Merit Decisions	1	100%	0	0%	1	100%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

National Labor Relations Board (NLRB)

Permanent Work Force: 1,800 **Temporary Work Force:** 36 **Total Work Force:** 1,836

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	1,800	38.33%	61.67%	8.28%	66.89%	21.39%	3.00%	0.11%	0.33%	0.00%	0.61%
Major Occupations:											
Labor-Management Relations Examining	361	48.75%	51.25%	9.42%	80.33%	7.48%	2.77%	0.00%	0.00%	0.00%	0.55%
Secretary	155	5.16%	94.84%	12.26%	41.94%	39.35%	5.16%	0.65%	0.65%	0.00%	0.00%
General Attorney	737	48.85%	51.15%	7.06%	79.78%	9.63%	2.99%	0.14%	0.41%	0.00%	0.54%
GS-14 and GS-15*	783	51.47%	48.53%	6.77%	78.42%	11.49%	2.81%	0.13%	0.38%	0.00%	0.64%
Senior Pay Level*	107	77.57%	22.43%	4.67%	86.92%	8.41%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	60	70.00%	30.00%	5.00%	81.67%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	49	8.16%	91.84%	6.12%	51.02%	36.73%	4.08%	0.00%	2.04%	0.00%	0.00%
Mid-Level Officials/Managers	127	52.76%	47.24%	5.51%	64.57%	25.20%	3.94%	0.00%	0.79%	0.00%	0.79%
Senior-Level Officials/Managers	267	67.04%	32.96%	4.87%	83.52%	10.11%	1.50%	0.00%	0.00%	0.00%	1.12%
Unclassified Managers	1	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NLRB employed 12 Individuals with Targeted Disabilities in FY 2006, which was 0.65% of its total work force. This represents an increase of 8 employees over FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 0.21% and for FY 2002 was 0.71%. Over the 5-year period NLRB had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NLRB timely processed 83.3% of the 24 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal and (2) Sex (Female). The 12 complaints filed at NLRB contained 1 allegation of race (Black) discrimination, no allegations of color discrimination and 5 allegations of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 100% were timely. NLRB's average time for completing an investigation was 178 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NLRB's average processing time for all complaint closures decreased from 912 days in FY 2005 to 259 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NLRB reported paying no monetary benefits for 8 pre-complaint settlements. NLRB expended a total of $15,000 for 3 complaint investigations, for an average expenditure of $5,000.

NLRB agreed to pay a total of $5,800 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $1,933.

National Labor Relations Board (NLRB)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	21		3		24	
Settlements	8	38.1%	0	0%	8	33.3%
Withdrawals or No Complaints Filed	6	28.6%	0	0%	6	25%
Complaints Filed*					10	41.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	24	4
Total Number Offered ADR	19	0
ADR Offer Rate*	79.2%	0%
ADR Participation Rate*	12.5%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	24	20	83.3%			
All Investigations	3	3	100%	210	178	-15.2%
All Complaint Closures	4			912	259	-71.6%
Merit Decisions (no AJ)	0	0	0%	343	0	-100%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	12							
Total Closures	4							
Settlements	3	75%						
Withdrawals	0	0%						
Total Final Agency Actions	1	25%	0	0%	1	100%	0	0%
Dismissals	0	0%	0	NA%	0	NA%	0	NA%
Merit Decisions	1	100%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

National Science Foundation (NSF)

Permanent Workforce: 1,102 **Temporary Workforce:** 263 **Total Workforce:** 1,365

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,102	36.57%	63.43%	2.45%	59.44%	32.21%	5.72%	0.00%	0.18%	0.00%	1.18%
Major Occupations:											
Miscellaneous Administration and Program	124	26.61%	73.39%	0.81%	47.58%	48.39%	3.23%	0.00%	0.00%	0.00%	0.81%
Miscellaneous Clerk and Assistant	119	12.61%	87.39%	2.52%	17.65%	73.95%	5.88%	0.00%	0.00%	0.00%	2.52%
Management and Program Analysis	98	14.29%	85.71%	0.00%	45.92%	50.00%	4.08%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	179	44.69%	55.31%	2.23%	79.33%	12.29%	5.59%	0.00%	0.56%	0.00%	0.00%
Senior Pay Level*	295	62.37%	37.63%	3.73%	83.39%	5.76%	6.78%	0.00%	0.34%	0.00%	1.36%
SES	78	57.69%	42.31%	2.56%	84.62%	5.13%	7.69%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	30	0.00%	100.00%	0.00%	30.00%	70.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	19	31.58%	68.42%	0.00%	68.42%	31.58%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	154	54.55%	45.45%	4.55%	83.77%	7.79%	3.90%	0.00%	0.00%	0.00%	1.30%
Unclassified Managers	13	30.77%	69.23%	7.69%	76.92%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NSF employed 17 Individuals with Targeted Disabilities in FY 2006, which was 1.25% of its total work force. This represents an increase of 2 employees over FY 2005 and an increase of 5 employees since FY 2002. The participation rate for FY 2005 was 1.12% and for FY 2002 was 1.11%. Over the 5-year period NSF had a net increase of 0.14% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NSF timely processed 50% of the 2 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Color. The single complaint filed at NSF contained 1 allegation of race (Black) discrimination, 1 allegation of color discrimination and no allegations of disability discrimination.

III. Complaint Processing Times

NSF reported completing no investigations in FY 2006.

NSF average processing time for all complaint closures increased from 236 days in FY 2005 to 768 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NSF reported no counseling settlements in FY 2006. NSF reported completing no investigations in FY 2006.NSF.

NSF reported paying no monetary benefits for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

National Science Foundation (NSF)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1		1		2	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	1	100%	0	0%	1	50%
Complaints Filed*					1	50%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	2	2
Total Number Offered ADR	2	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	50%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	2	1	50%			
All Investigations	0	0	NA%	0	0	NA%
All Complaint Closures	2			236	768	225.4%
Merit Decisions (no AJ)	0	0	0%	236	0	-100%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1							
Total Closures	2							
Settlements	1	50%						
Withdrawals	0	0%						
Total Final Agency Actions	1	50%	0	0%	1	100%	0	0%
Dismissals	1	100%	0	0%	1	100%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

Department of the Navy (NAVY)

Permanent Workforce: 168,687 **Temporary Workforce:** 5,257 **Total Workforce:** 173,944

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	168,687	70.35%	29.65%	4.45%	71.22%	12.97%	9.73%	0.80%	0.69%	0.09%	0.83%
Major Occupations:											
Management and Program Analysis	6,331	38.48%	61.52%	3.95%	75.74%	13.74%	5.61%	0.33%	0.52%	0.11%	0.51%
Electronics Engineering	8,547	89.82%	10.18%	5.23%	72.94%	3.93%	17.02%	0.48%	0.35%	0.05%	0.46%
Information Tech. Mgt.	7,232	61.39%	38.61%	3.80%	77.21%	11.12%	6.61%	0.53%	0.58%	0.15%	1.09%
GS-14 and GS-15*	11,718	79.72%	20.28%	2.42%	87.69%	4.75%	4.55%	0.20%	0.35%	0.03%	0.31%
Senior Pay Level*	635	85.20%	14.80%	0.63%	91.65%	2.05%	4.88%	0.00%	0.79%	0.00%	0.00%
SES	309	82.85%	17.15%	0.32%	93.20%	3.88%	1.94%	0.00%	0.65%	0.00%	0.00%
First-Level Officials/Managers	6,484	63.28%	36.72%	4.15%	73.16%	14.85%	6.32%	0.76%	0.66%	0.09%	0.34%
Mid-Level Officials/Managers	10,164	75.69%	24.31%	2.85%	83.67%	6.74%	5.89%	0.36%	0.43%	0.05%	0.39%
Senior-Level Officials/Managers	3,324	82.40%	17.60%	2.02%	90.19%	4.06%	3.19%	0.12%	0.42%	0.00%	0.30%
Unclassified Managers	4,346	88.84%	11.16%	2.78%	73.19%	11.27%	9.25%	2.37%	1.06%	0.07%	0.41%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NAVY employed 1,430 Individuals with Targeted Disabilities in FY 2006, which was 0.82% of its total work force. This represents a decrease of 70 employees from FY 2005 and a decrease of 294 employees since FY 2002. The participation rate for FY 2005 was 0.86% and for FY 2002 was 0.97%. Over the 5-year period NAVY had a net decrease of 0.15% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NAVY timely processed 61.4% of the 1,123 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 597 complaints filed at NAVY contained 162 allegations of race (Black) discrimination, 54 allegations of race (White) discrimination, 38 allegations of race (Asian) discrimination, 5 allegations of race (American Indian/Alaska Native) discrimination, 92 allegations of color discrimination and 130 allegations of disability discrimination.

III. Complaint Processing Times

Of the 281 completed investigations, 61.6% were timely. NAVY's average time for completing an investigation was 239 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NAVY average processing time for all complaint closures decreased from 452 days in FY 2005 to 376 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NAVY agreed to pay $59,670 for 133 pre-complaint settlements, of which 15 were monetary settlements averaging $3,978. NAVY expended a total of $2,547,270 for 281 complaint investigations, for an average expenditure of $9,065.

NAVY agreed to pay a total of $1,634,871 for 183 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $8,933.

Department of the Navy (NAVY)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	900		223		1,123	
Settlements	47	5.2%	86	38.6%	133	11.8%
Withdrawals or No Complaints Filed	458	50.9%	12	5.4%	470	41.9%
Complaints Filed*					500	44.5%
Decision to File Complaint Pending at End of Fiscal Year					20	1.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	1,123	664
Total Number Offered ADR	639	18
ADR Offer Rate*	56.9%	2.7%
ADR Participation Rate*	19.9%	1.4%
Total ADR Settlements	86	5
Total ADR Settlements Amount	$4,500.00	$3,500.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,123	690	61.4%			
All Investigations	281	173	61.6%	260	239	-8.1%
All Complaint Closures	664			452	376	-16.8%
Merit Decisions (no AJ)	138	114	82.6%	577	480	-16.8%
Dismissal Decisions (no AJ)	174			187	200	7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	597							
Total Closures	664							
Settlements	181	27.3%						
Withdrawals	64	9.6%						
Total Final Agency Actions	419	63.1%	312	74.5%	106	25.3%	1	0.2%
Dismissals	180	43%	174	96.7%	6	3.3%	0	0%
Merit Decisions	239	57%	138	57.7%	100	41.8%	1	0.4%
Finding Discrimination	3	1.3%	1	33.3%	1	33.3%	1	33.3%
Finding No Discrimination	236	98.7%	137	58.1%	99	41.9%	0	0%

Nuclear Regulatory Commission (NRC)

Permanent Work Force: 3,306 **Temporary Work Force:** 186 **Total Work Force:** 3,492

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	3,306	62.86%	37.14%	4.84%	72.44%	13.82%	8.20%	0.06%	0.48%	0.15%	0.94%
Major Occupations:											
Secretary	238	2.52%	97.48%	2.52%	64.29%	27.31%	4.62%	0.42%	0.42%	0.42%	0.84%
General Engineering	984	83.13%	16.87%	6.91%	72.26%	8.13%	11.79%	0.10%	0.71%	0.10%	0.81%
Nuclear Engineering	411	92.70%	7.30%	4.14%	87.10%	3.41%	4.87%	0.00%	0.49%	0.00%	0.49%
GS-14 and GS-15*	1,622	76.70%	23.30%	2.22%	80.27%	7.52%	9.49%	0.00%	0.37%	0.12%	0.62%
Senior Pay Level*	221	81.00%	19.00%	1.81%	85.97%	4.98%	6.79%	0.00%	0.45%	0.00%	1.81%
SES	152	79.61%	20.39%	1.97%	84.87%	7.24%	5.26%	0.00%	0.66%	0.00%	1.97%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	10	70.00%	30.00%	0.00%	60.00%	30.00%	0.00%	0.00%	10.00%	0.00%	0.00%
Senior-Level Officials/Managers	396	77.53%	22.47%	2.27%	81.06%	9.60%	6.31%	0.00%	0.51%	0.25%	1.01%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

NRC employed 31 Individuals with Targeted Disabilities in FY 2006, which was 0.89% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 0.97% and for FY 2002 was 1.18%. Over the 5-year period NRC had a net decrease of 0.29% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NRC timely processed 95.5% of the 22 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Age. The 13 complaints filed at NRC contained 5 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, no allegations of color discrimination and 3 allegations of disability discrimination.

III. Complaint Processing Times

Of the 10 completed investigations, 30% were timely. NRC's average time for completing an investigation was 314 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

NRC's average processing time for all complaint closures decreased from 353 days in FY 2005 to 326 days in FY 2006. The government-wide average was 367 days.

IV. Costs

NRC agreed to pay $17,500 for 2 pre-complaint settlements, of which 1 were monetary settlements averaging $17,500. NRC expended a total of $29,103 for 10 complaint investigations, for an average expenditure of $2,910.

NRC agreed to pay a total of $11,000 for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $3,666.

Nuclear Regulatory Commission (NRC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	13		9		22	
Settlements	2	15.4%	0	0%	2	9.1%
Withdrawals or No Complaints Filed	7	53.8%	0	0%	7	31.8%
Complaints Filed*					13	59.1%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	22	13
Total Number Offered ADR	22	13
ADR Offer Rate*	100%	100%
ADR Participation Rate*	40.9%	30.8%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	22	21	95.5%			
All Investigations	10	3	30%	320	314	-1.9%
All Complaint Closures	13			353	326	-7.6%
Merit Decisions (no AJ)	4	2	50%	167	544	225.7%
Dismissal Decisions (no AJ)	1			0	86	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	13							
Total Closures	13							
Settlements	3	23.1%						
Withdrawals	4	30.8%						
Total Final Agency Actions	6	46.2%	5	83.3%	1	16.7%	0	0%
Dismissals	1	16.7%	1	100%	0	0%	0	0%
Merit Decisions	5	83.3%	4	80%	1	20%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	5	100%	4	80%	1	20%	0	0%

Office of Personnel Management (OPM)

Permanent Work Force: 5,225 **Temporary Work Force:** 51 **Total Work Force:** 5,276

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	5,225	40.57%	59.43%	4.02%	69.15%	23.73%	2.37%	0.17%	0.54%	0.02%	0.73%
Major Occupations:											
Human Resources Management	398	33.42%	66.58%	5.03%	57.29%	32.41%	4.02%	0.25%	0.75%	0.00%	0.50%
Misc. Clerk and Assistant	1,111	38.70%	61.30%	4.50%	75.25%	18.27%	0.99%	0.18%	0.81%	0.00%	0.45%
General Investigating	1,599	51.41%	48.59%	5.32%	79.99%	11.26%	2.56%	0.38%	0.50%	0.00%	0.31%
GS-14 and GS-15*	525	48.57%	51.43%	3.43%	72.95%	19.62%	3.62%	0.00%	0.38%	0.00%	0.57%
Senior Pay Level*	47	65.96%	34.04%	8.51%	85.11%	6.38%	0.00%	0.00%	0.00%	0.00%	2.13%
SES	45	64.44%	35.56%	8.89%	84.44%	6.67%	0.00%	0.00%	0.00%	0.00%	2.22%
First-Level Officials/Managers	22	45.45%	54.55%	4.55%	50.00%	40.91%	4.55%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	227	52.86%	47.14%	2.64%	79.30%	15.86%	1.76%	0.00%	0.44%	0.00%	0.44%
Senior-Level Officials/Managers	184	59.78%	40.22%	4.35%	82.07%	12.50%	1.09%	0.00%	0.00%	0.00%	0.54%
Unclassified Managers	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

OPM employed 38 Individuals with Targeted Disabilities in FY 2006, which was 0.72% of its total work force. This represents a decrease of 2 employees from FY 2005 and a decrease of 3 employees since FY 2002. The participation rate for FY 2005 was 0.78% and for FY 2002 was 1.16%. Over the 5-year period OPM had a net decrease of 0.44% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

OPM timely processed 100% of the 64 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). The 36 complaints filed at OPM contained 9 allegations of race (Black) discrimination, 4 allegations of race (White) discrimination, 2 allegations of race (Asian) discrimination, 1 allegation of race (American Indian/Alaska Native) discrimination, 3 allegations of color discrimination and 12 allegations of disability discrimination.

III. Complaint Processing Times

Of the 25 completed investigations, 100% were timely. OPM's average time for completing an investigation was 105 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

OPM's average processing time for all complaint closures decreased from 346 days in FY 2005 to 131 days in FY 2006. The government-wide average was 367 days.

IV. Costs

OPM reported paying no monetary benefits for the one pre complaint settlement it reached in FY 2006. OPM expended a total of $187,000 for 25 complaint investigations, for an average expenditure of $7,480.

OPM agreed to pay a total of $176,800 for 12 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $14,733.

Office of Personnel Management (OPM)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	63		1		64	
Settlements	0	0%	1	100%	1	1.6%
Withdrawals or No Complaints Filed	26	41.3%	0	0%	26	40.6%
Complaints Filed*					36	56.3%
Decision to File Complaint Pending at End of Fiscal Year					1	1.6%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	64	45
Total Number Offered ADR	64	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	1.6%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	64	64	100%			
All Investigations	25	25	100%	179	105	-41.3%
All Complaint Closures	45			346	131	-62.1%
Merit Decisions (no AJ)	9	7	77.8%	627	209	-66.7%
Dismissal Decisions (no AJ)	16			148	56	-62.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	36							
Total Closures	45							
Settlements	12	26.7%						
Withdrawals	4	8.9%						
Total Final Agency Actions	29	64.4%	25	86.2%	4	13.8%	0	0%
Dismissals	16	55.2%	16	100%	0	0%	0	0%
Merit Decisions	13	44.8%	9	69.2%	4	30.8%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	13	100%	9	69.2%	4	30.8%	0	0%

Peace Corps (PC)

Permanent Work Force: 20 **Temporary Work Force:** 863 **Total Work Force:** 883

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	20	25.00%	75.00%	0.00%	40.00%	55.00%	5.00%	0.00%	0.00%	0.00%	5.00%
Major Occupations:											
Miscellaneous Administration and Program	302	39.40%	60.60%	3.97%	80.13%	11.92%	3.64%	0.00%	0.33%	0.00%	0.00%
Miscellaneous Clerk and Assistant	75	29.33%	70.67%	1.33%	80.00%	14.67%	4.00%	0.00%	0.00%	0.00%	1.33%
Program Management	155	58.06%	41.94%	5.16%	87.10%	7.10%	0.65%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	5	0.00%	100.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	11	27.27%	72.73%	0.00%	81.82%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	38	36.84%	63.16%	0.00%	78.95%	15.79%	5.26%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	50	68.00%	32.00%	2.00%	80.00%	12.00%	6.00%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

PC employed 5 Individuals with Targeted Disabilities in FY 2006, which was 0.57% of its total work force. This represents an increase of 2 employees over FY 2005 and a decrease of 4 employees since FY 2002. The participation rate for FY 2005 was 0.35% and for FY 2002 was 1.08%. Over the 5-year period PC had a net decrease of 0.51% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

PC timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black) and (2) Age. The single complaint filed at PC contained an allegation of race (Black) discrimination and no allegations of color or disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 100% were timely. PC's average time for completing an investigation was 145 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

PC's average processing time for all complaint closures increased from 300 days in FY 2005 to 545 days in FY 2006. The government-wide average was 367 days.

IV. Costs

PC reported paying no monetary benefits for 2 pre-complaint settlements. PC expended a total of $5,500 for 2 complaint investigations, for an average expenditure of $2,750.

PC reported no complaint closures through settlement agreements, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

Peace Corps (PC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	5		2		7	
Settlements	0	0%	2	100%	2	28.6%
Withdrawals or No Complaints Filed	4	80%	0	0%	4	57.1%
Complaints Filed*					1	14.3%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	7	3
Total Number Offered ADR	7	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	28.6%	0%
Total ADR Settlements	2	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	7	7	100%			
All Investigations	2	2	100%	191	145	-24.1%
All Complaint Closures	3			300	545	81.7%
Merit Decisions (no AJ)	0	0	0%	337	0	-100%
Dismissal Decisions (no AJ)	0			115	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1							
Total Closures	3							
Settlements	0	0%						
Withdrawals	1	33.3%						
Total Final Agency Actions	2	66.7%	0	0%	2	100%	0	0%
Dismissals	1	50%	0	0%	1	100%	0	0%
Merit Decisions	1	50%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

Pension Benefit Guaranty Corporation (PBGC)

Permanent Work Force: 806 **Temporary Work Force:** 41 **Total Work Force:** 847

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	806	45.53%	54.47%	2.85%	48.76%	41.32%	6.70%	0.00%	0.37%	0.00%	1.49%
Major Occupations:											
Miscellaneous Administration and Program	118	38.14%	61.86%	3.39%	44.92%	45.76%	5.93%	0.00%	0.00%	0.00%	0.00%
Auditing	88	40.91%	59.09%	3.41%	32.95%	61.36%	2.27%	0.00%	0.00%	0.00%	2.27%
General Attorney	98	62.24%	37.76%	3.06%	86.73%	7.14%	3.06%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	303	55.78%	44.22%	1.65%	71.95%	19.47%	6.93%	0.00%	0.00%	0.00%	0.66%
Senior Pay Level*	30	73.33%	26.67%	0.00%	80.00%	16.67%	0.00%	0.00%	3.33%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	30	43.33%	56.67%	3.33%	63.33%	30.00%	3.33%	0.00%	0.00%	0.00%	6.67%
Senior-Level Officials/Managers	108	63.89%	36.11%	0.93%	73.15%	20.37%	4.63%	0.00%	0.93%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

PBGC employed 12 Individuals with Targeted Disabilities in FY 2006, which was 1.42% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 1.49% and for FY 2002 was 1.79%. Over the 5-year period PBGC had a net decrease of 0.37% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

PBGC timely processed 60% of the 25 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Age. The 19 complaints filed at PBGC contained 19 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 1 allegation of race (Asian) discrimination, 8 allegations of color discrimination and 4 allegations of disability discrimination.

III. Complaint Processing Times

Of the 6 completed investigations, 16.7% were timely. PBGC's average time for completing an investigation was 556 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

PBGC's average processing time for all complaint closures decreased from 483 days in FY 2005 to 329 days in FY 2006. The government-wide average was 367 days.

IV. Costs

PBGC reported paying no monetary benefits for 2 pre-complaint settlements. PBGC expended a total of $22,000 for 6 complaint investigations, for an average expenditure of $3,666.

PBGC agreed to pay a total of $62,762 for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $31,381.

Pension Benefit Guaranty Corporation (PBGC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	21		4		25	
Settlements	1	4.8%	1	25%	2	8%
Withdrawals or No Complaints Filed	4	19%	1	25%	5	20%
Complaints Filed*					18	72%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	25	15
Total Number Offered ADR	6	1
ADR Offer Rate*	24%	6.7%
ADR Participation Rate*	16%	6.7%
Total ADR Settlements	1	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	25	15	60%			
All Investigations	6	1	16.7%	368	556	51.1%
All Complaint Closures	15			483	329	-31.9%
Merit Decisions (no AJ)	4	0	0%	0	420	NA%
Dismissal Decisions (no AJ)	7			526	161	-69.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	19							
Total Closures	15							
Settlements	2	13.3%						
Withdrawals	1	6.7%						
Total Final Agency Actions	12	80%	11	91.7%	1	8.3%	0	0%
Dismissals	8	66.7%	7	87.5%	1	12.5%	0	0%
Merit Decisions	4	33.3%	4	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	4	100%	4	100%	0	0%	0	0%

Railroad Retirement Board (RRB)

Permanent Workforce: 990 **Temporary Workforce:** 4 **Total Workforce:** 994

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	990	37.47%	62.53%	5.05%	59.70%	32.42%	1.72%	0.10%	0.40%	0.61%	1.11%
Major Occupations:											
Miscellaneous Administration and Program	139	43.17%	56.83%	4.32%	69.78%	21.58%	2.88%	0.00%	0.72%	0.72%	0.00%
Railroad Retirement Claims Examining	441	29.93%	70.07%	6.35%	61.45%	29.93%	1.13%	0.00%	0.68%	0.45%	0.68%
Information Technology Management	113	67.26%	32.74%	0.88%	73.45%	23.01%	2.65%	0.00%	0.00%	0.00%	1.77%
GS-14 and GS-15*	87	62.07%	37.93%	2.30%	86.21%	9.20%	2.30%	0.00%	0.00%	0.00%	1.15%
Senior Pay Level*	10	60.00%	40.00%	0.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	10	60.00%	40.00%	0.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	51	52.94%	47.06%	3.92%	76.47%	19.61%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	114	55.26%	44.74%	0.88%	78.07%	18.42%	1.75%	0.00%	0.00%	0.88%	1.75%
Senior-Level Officials/Managers	49	69.39%	30.61%	2.04%	87.76%	8.16%	2.04%	0.00%	0.00%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

RRB employed 11 Individuals with Targeted Disabilities in FY 2006, which was 1.11% of its total work force. This is the same as the number of employees in FY 2005 and a decrease of 2 employees since FY 2002. The participation rate for FY 2005 was 1.09% and for FY 2002 was 1.12%. Over the 5-year period RRB had a net decrease of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

RRB timely processed the one pre-complaint counseling (without remand) reported for FY 2006.

II. Bases of Complaints Filed

The basis of alleged discrimination most often raised was: (1) Disability (Physical). The single complaint filed at RRB contained no allegations of race or color discrimination and 1 allegation of disability discrimination.

III. Complaint Processing Times

RRB timely completed the one investigation it reported completing in FY 2006. RRB's average time for completing an investigation was 162 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

IV. Costs

RRB reported no counseling settlements in FY 2006. RRB expended $2,650 for the one investigation it completed in FY 2006.

RRB reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2006.

Railroad Retirement Board (RRB)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1		0		1	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					1	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	1	0
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	1	1	100%			
All Investigations	1	1	100%	0	162	NA%
All Complaint Closures	0			418	0	-100%
Merit Decisions (no AJ)	0	0	0%	259	0	-100%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1							
Total Closures	0							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	0	0%	0	NA%	0	NA%	0	NA%
Dismissals	0	NA%	0	NA%	0	NA%	0	NA%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

Securities and Exchange Commission (SEC)

Permanent Work Force: 3,485 **Temporary Work Force:** 113 **Total Work Force:** 3,598

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	3,485	51.62%	48.38%	4.65%	68.26%	18.48%	8.26%	0.03%	0.32%	0.00%	1.21%
Major Occupations:											
Information Technology Management	201	63.68%	36.32%	3.98%	51.74%	26.87%	17.41%	0.00%	0.00%	0.00%	1.00%
Accounting	926	59.50%	40.50%	5.62%	76.67%	7.02%	10.37%	0.00%	0.32%	0.00%	0.43%
General Attorney	1,419	57.65%	42.35%	4.16%	80.27%	7.19%	7.96%	0.07%	0.35%	0.00%	0.85%
Senior Pay Level*	94	62.77%	37.23%	3.19%	91.49%	4.26%	1.06%	0.00%	0.00%	0.00%	1.06%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	92	65.22%	34.78%	4.35%	91.30%	3.26%	1.09%	0.00%	0.00%	0.00%	1.09%
Unclassified Managers	650	61.23%	38.77%	3.54%	81.08%	9.85%	5.38%	0.00%	0.15%	0.00%	0.46%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

SEC employed 42 Individuals with Targeted Disabilities in FY 2006, which was 1.17% of its total work force. This represents a decrease of 2 employees from FY 2005 and a decrease of one employee since FY 2002. The participation rate for FY 2005 was 1.13% and for FY 2002 was 1.47%. Over the 5-year period SEC had a net decrease of 0.3% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SEC timely processed 86.4% of the 22 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 13 complaints filed at SEC contained 5 allegations of race (Black) discrimination, no allegations of color discrimination and 3 allegations of disability discrimination.

III. Complaint Processing Times

Of the 15 completed investigations, 86.7% were timely. SEC's average time for completing an investigation was 171 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SEC's average processing time for all complaint closures increased from 277 days in FY 2005 to 358 days in FY 2006. The government-wide average was 367 days.

IV. Costs

SEC reported no counseling settlements in FY 2006. SEC expended a total of $150,621 for 15 complaint investigations, for an average expenditure of $10,041.

SEC agreed to pay a total of $49,767 for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $9,953.

Securities and Exchange Commission (SEC)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	22		0		22	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	10	45.5%	0	0%	10	45.5%
Complaints Filed*					11	50%
Decision to File Complaint Pending at End of Fiscal Year					1	4.6%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	22	16
Total Number Offered ADR	22	2
ADR Offer Rate*	100%	12.5%
ADR Participation Rate*	0%	12.5%
Total ADR Settlements	0	0
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	22	19	86.4%			
All Investigations	15	13	86.7%	208	171	-17.8%
All Complaint Closures	16			277	358	29.2%
Merit Decisions (no AJ)	4	2	50%	199	262	31.7%
Dismissal Decisions (no AJ)	4			131	19	-85.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	13							
Total Closures	16							
Settlements	5	31.3%						
Withdrawals	1	6.3%						
Total Final Agency Actions	10	62.5%	8	80%	2	20%	0	0%
Dismissals	5	50%	4	80%	1	20%	0	0%
Merit Decisions	5	50%	4	80%	1	20%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	5	100%	4	80%	1	20%	0	0%

Small Business Administration (SBA)

Permanent Work Force: 2,454 **Temporary Work Force:** 3,814 **Total Work Force:** 6,268

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	2,454	43.89%	56.11%	10.72%	57.54%	26.61%	4.44%	0.08%	0.61%	0.00%	1.10%
Major Occupations:											
Loan Specialist	1,074	54.38%	45.62%	7.82%	56.15%	30.63%	4.56%	0.00%	0.84%	0.00%	0.37%
General Attorney	642	51.71%	48.29%	3.43%	70.56%	19.47%	6.23%	0.00%	0.31%	0.00%	0.78%
General Business and Industry	1,613	40.55%	59.45%	10.60%	57.47%	27.59%	3.22%	0.06%	1.05%	0.00%	0.74%
GS-14 and GS-15*	519	60.69%	39.31%	7.51%	68.21%	18.30%	5.20%	0.19%	0.58%	0.00%	0.96%
Senior Pay Level*	46	71.74%	28.26%	17.39%	65.22%	15.22%	2.17%	0.00%	0.00%	0.00%	0.00%
SES	45	71.11%	28.89%	17.78%	64.44%	15.56%	2.22%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	16	18.75%	81.25%	18.75%	43.75%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	246	60.98%	39.02%	6.91%	69.51%	18.70%	4.88%	0.00%	0.00%	0.00%	0.41%
Senior-Level Officials/Managers	202	70.79%	29.21%	13.37%	65.35%	16.83%	2.97%	0.50%	0.99%	0.00%	0.99%
Unclassified Managers	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

SBA employed 48 Individuals with Targeted Disabilities in FY 2006, which was 0.77% of its total work force. This represents an increase of 10 employees over FY 2005 and an increase of 17 employees since FY 2002. The participation rate for FY 2005 was 0.88% and for FY 2002 was 0.96%. Over the 5-year period SBA had a net decrease of 0.19% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SBA timely processed 67.6% of the 71 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Disability (Physical). The 38 complaints filed at SBA contained 18 allegations of race (Black) discrimination, 13 allegations of race (White) discrimination, 1 allegation of color discrimination and 21 allegations of disability discrimination.

III. Complaint Processing Times

Of the 38 completed investigations, 76.3% were timely. SBA's average time for completing an investigation was 308 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SBA's average processing time for all complaint closures increased from 489 days in FY 2005 to 689 days in FY 2006. The government-wide average was 367 days.

IV. Costs

SBA agreed to pay $4,500 for 2 pre-complaint settlements, of which 2 were monetary settlements averaging $2,250. SBA expended a total of $118,528 for 38 complaint investigations, for an average expenditure of $3,119.

SBA agreed to pay a total of $331,200 for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $47,314.

Small Business Administration (SBA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	56		15		71	
Settlements	0	0%	2	13.3%	2	2.8%
Withdrawals or No Complaints Filed	28	50%	2	13.3%	30	42.3%
Complaints Filed*					36	50.7%
Decision to File Complaint Pending at End of Fiscal Year					3	4.2%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	71	29
Total Number Offered ADR	26	3
ADR Offer Rate*	36.6%	10.3%
ADR Participation Rate*	21.1%	10.3%
Total ADR Settlements	2	1
Total ADR Settlements Amount	$4,500.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	71	48	67.6%			
All Investigations	38	29	76.3%	438	308	-29.7%
All Complaint Closures	29			489	689	40.9%
Merit Decisions (no AJ)	6	0	0%	832	620	-25.5%
Dismissal Decisions (no AJ)	6			162	375	131.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	38							
Total Closures	29							
Settlements	7	24.1%						
Withdrawals	2	6.9%						
Total Final Agency Actions	20	69%	12	60%	8	40%	0	0%
Dismissals	6	30%	6	100%	0	0%	0	0%
Merit Decisions	14	70%	6	42.9%	8	57.1%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	14	100%	6	42.9%	8	57.1%	0	0%

Smithsonian Institution (SI)

Permanent Work Force: 4,019 **Temporary Work Force:** 125 **Total Work Force:** 4,144

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	4,019	57.15%	42.85%	5.13%	51.21%	38.72%	2.84%	0.02%	2.09%	0.00%	0.87%
Major Occupations:											
Security Guard	949	70.60%	29.40%	9.17%	6.01%	83.56%	0.84%	0.00%	0.42%	0.00%	0.63%
General Arts and Information	368	32.61%	67.39%	3.53%	69.02%	9.24%	4.08%	0.00%	14.13%	0.00%	1.09%
Museum Specialist and Technician	385	44.42%	55.58%	3.12%	88.05%	4.94%	1.82%	0.00%	2.08%	0.00%	0.26%
GS-14 and GS-15*	507	64.89%	35.11%	3.35%	83.83%	6.90%	5.13%	0.00%	0.79%	0.00%	0.39%
Senior Pay Level*	98	73.47%	26.53%	2.04%	91.84%	4.08%	0.00%	0.00%	2.04%	0.00%	0.00%
First-Level Officials/Managers	219	65.30%	34.70%	3.20%	37.44%	56.16%	1.37%	0.00%	1.83%	0.00%	0.91%
Mid-Level Officials/Managers	213	55.40%	44.60%	2.82%	78.87%	13.15%	3.76%	0.00%	1.41%	0.00%	0.47%
Senior-Level Officials/Managers	163	69.94%	30.06%	1.84%	84.66%	7.98%	3.07%	0.00%	2.45%	0.00%	0.00%
Unclassified Managers	64	76.56%	23.44%	4.69%	26.56%	64.06%	3.13%	0.00%	1.56%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

SI employed 36 Individuals with Targeted Disabilities in FY 2006, which was 0.87% of its total work force. This represents a decrease of 5 employees from FY 2005 and no change in the number of employees since FY 2002. The participation rate for FY 2005 was 1.01% and for FY 2002 was 0.77%. Over the 5-year period SI had a net increase of 0.10% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SI timely processed 100% of the 44 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black); (2) Reprisal; and (3) Color. The 23 complaints filed at SI contained 13 allegations of race (Black) discrimination, 2 allegations of race (White) discrimination, 8 allegations of color discrimination and 7 allegations of disability discrimination.

III. Complaint Processing Times

Of the 16 completed investigations, 100% were timely. SI's average time for completing an investigation was 136 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SI's average processing time for all complaint closures decreased from 250 days in FY 2005 to 202 days in FY 2006. The government-wide average was 367 days.

IV. Costs

SI reported no counseling settlements in FY 2006. SI expended a total of $64,400 for 16 complaint investigations, for an average expenditure of $4,025.

SI agreed to pay a total of $282,000 for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $47,000.

Smithsonian Institution (SI)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	35		9		44	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	15	42.9%	5	55.6%	20	45.5%
Complaints Filed*					22	50%
Decision to File Complaint Pending at End of Fiscal Year					2	4.6%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	44	28
Total Number Offered ADR	44	7
ADR Offer Rate*	100%	25%
ADR Participation Rate*	20.5%	25%
Total ADR Settlements	0	6
Total ADR Settlements Amount	$0.00	$282,000.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	44	44	100%			
All Investigations	16	16	100%	151	136	-9.9%
All Complaint Closures	28			250	202	-19.2%
Merit Decisions (no AJ)	9	0	0%	192	186	-3.1%
Dismissal Decisions (no AJ)	10			38	59	55.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	23							
Total Closures	28							
Settlements	6	21.4%						
Withdrawals	1	3.6%						
Total Final Agency Actions	21	75%	19	90.5%	2	9.5%	0	0%
Dismissals	10	47.6%	10	100%	0	0%	0	0%
Merit Decisions	11	52.4%	9	81.8%	2	18.2%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	11	100%	9	81.8%	2	18.2%	0	0%

Social Security Administration (SSA)

Permanent Work Force: 62,959 **Temporary Work Force:** 688 **Total Work Force:** 63,647

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	62,959	30.16%	69.84%	12.78%	53.72%	28.12%	3.98%	0.12%	1.21%	0.07%	2.08%
Major Occupations:											
Social Insurance Administration	27,725	30.03%	69.97%	15.26%	57.78%	21.14%	4.13%	0.12%	1.55%	0.03%	1.24%
Contact Representative	10,827	22.39%	77.61%	23.40%	37.69%	33.20%	4.22%	0.19%	1.23%	0.06%	3.57%
Information Technology Management	3,682	51.66%	48.34%	2.28%	68.20%	23.55%	5.32%	0.03%	0.60%	0.03%	1.36%
GS-14 and GS-15*	3,053	50.77%	49.23%	5.86%	72.49%	18.24%	2.23%	0.03%	1.11%	0.03%	0.59%
Senior Pay Level*	1,312	80.72%	19.28%	4.57%	86.13%	7.39%	0.53%	0.00%	1.30%	0.08%	1.14%
SES	152	61.84%	38.16%	7.24%	71.05%	21.05%	0.00%	0.00%	0.66%	0.00%	0.66%
First-Level Officials/Managers	1,579	26.85%	73.15%	14.82%	47.88%	33.31%	2.72%	0.25%	0.95%	0.06%	0.89%
Mid-Level Officials/Managers	3,235	44.05%	55.95%	8.75%	67.20%	20.12%	2.10%	0.12%	1.70%	0.00%	0.53%
Senior-Level Officials/Managers	667	54.12%	45.88%	4.80%	71.96%	21.14%	1.20%	0.00%	0.90%	0.00%	0.30%
Unclassified Managers	42	92.86%	7.14%	2.38%	40.48%	54.76%	0.00%	0.00%	2.38%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

SSA employed 1,318 Individuals with Targeted Disabilities in FY 2006, which was 2.07% of its total work force. This represents a decrease of 73 employees from FY 2005 and a decrease of 145 employees since FY 2002. The participation rate for FY 2005 was 2.10% and for FY 2002 was 2.31%. Over the 5-year period SSA had a net decrease of 0.24% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SSA timely processed 63.9% of the 753 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 394 complaints filed at SSA contained 110 allegations of race (Black) discrimination, 38 allegations of race (White) discrimination, 12 allegations of race (Asian) discrimination, 4 allegations of race (American Indian/Alaska Native) discrimination, 22 allegations of color discrimination and 149 allegations of disability discrimination.

III. Complaint Processing Times

Of the 311 completed investigations, 40.8% were timely. SSA's average time for completing an investigation was 256 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

SSA's average processing time for all complaint closures increased from 446 days in FY 2005 to 649 days in FY 2006. The government-wide average was 367 days.

IV. Costs

SSA agreed to pay $4,609 for 62 pre-complaint settlements, of which 3 were monetary settlements averaging $1,536. SSA expended a total of $806,023 for 311 complaint investigations, for an average expenditure of $2,591.

SSA agreed to pay a total of $310,522 for 49 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $6,337.

Social Security Administration (SSA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	622		131		753	
Settlements	13	2.1%	49	37.4%	62	8.2%
Withdrawals or No Complaints Filed	291	46.8%	7	5.3%	298	39.6%
Complaints Filed*					378	50.2%
Decision to File Complaint Pending at End of Fiscal Year					15	2%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	753	471
Total Number Offered ADR	610	278
ADR Offer Rate*	81%	59%
ADR Participation Rate*	17.4%	4.3%
Total ADR Settlements	49	7
Total ADR Settlements Amount	$0.00	$0.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	753	481	63.9%			
All Investigations	311	127	40.8%	290	256	-11.7%
All Complaint Closures	471			446	649	45.5%
Merit Decisions (no AJ)	200	5	2.5%	398	932	134.2%
Dismissal Decisions (no AJ)	92			147	109	-25.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	394							
Total Closures	471							
Settlements	44	9.3%						
Withdrawals	47	10%						
Total Final Agency Actions	380	80.7%	292	76.8%	84	22.1%	4	1.1%
Dismissals	92	24.2%	92	100%	0	0%	0	0%
Merit Decisions	288	75.8%	200	69.4%	84	29.2%	4	1.4%
Finding Discrimination	9	3.1%	0	0%	5	55.6%	4	44.4%
Finding No Discrimination	279	96.9%	200	71.7%	79	28.3%	0	0%

Department of State (STATE)

Permanent Work Force: 18,831 **Temporary Work Force:** 5,923 **Total Work Force:** 24,754

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	18,831	55.82%	44.18%	4.82%	72.64%	16.93%	5.00%	0.00%	0.34%	0.00%	0.40%
Major Occupations:											
Foreign Affairs	5,914	64.37%	35.63%	4.11%	85.68%	4.87%	4.99%	0.02%	0.34%	0.00%	0.20%
Security Administration	1,568	87.31%	12.69%	5.68%	78.70%	11.86%	3.06%	0.00%	0.70%	0.00%	0.06%
Miscellaneous Administration and Program	2,324	49.14%	50.86%	4.48%	76.46%	15.40%	3.23%	0.00%	0.43%	0.00%	0.26%
GS-14 and GS-15*	5,005	66.43%	33.57%	3.86%	85.13%	6.57%	3.92%	0.00%	0.32%	0.00%	0.36%
Senior Pay Level*	1,064	73.59%	26.41%	2.82%	86.18%	7.80%	2.63%	0.00%	0.56%	0.00%	0.19%
SES	151	71.52%	28.48%	1.99%	93.38%	3.97%	0.66%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	451	62.53%	37.47%	4.88%	70.51%	19.07%	5.32%	0.00%	0.22%	0.00%	0.00%
Mid-Level Officials/Managers	1,336	64.15%	35.85%	2.54%	79.49%	14.67%	2.99%	0.00%	0.30%	0.00%	0.22%
Senior-Level Officials/Managers	2,060	70.15%	29.85%	3.45%	87.86%	5.73%	2.62%	0.00%	0.34%	0.00%	0.29%
Unclassified Managers	12	58.33%	41.67%	0.00%	75.00%	16.67%	8.33%	0.00%	0.00%	0.00%	0.00%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

STATE employed 88 Individuals with Targeted Disabilities in FY 2006, which was 0.36% of its total work force. This represents a decrease of 2 employees from FY 2005 and an increase of 21 employees since FY 2002. The participation rate for FY 2005 was 0.37% and for FY 2002 was 0.49%. Over the 5-year period STATE had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

STATE timely processed 58% of the 169 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black); and (3) Sex (Female). The 101 complaints filed at STATE contained 39 allegations of race (Black) discrimination, 4 allegations of race (White) discrimination, 3 allegations of race (Asian) discrimination, 12 allegations of color discrimination and 19 allegations of disability discrimination.

III. Complaint Processing Times

Of the 59 completed investigations, 32.2% were timely. STATE's average time for completing an investigation was 245 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

STATE's average processing time for all complaint closures decreased from 394 days in FY 2005 to 368 days in FY 2006. The government-wide average was 367 days.

IV. Costs

STATE agreed to pay $29,000 for 12 pre-complaint settlements, of which 4 were monetary settlements averaging $7,250. STATE expended a total of $237,310 for 59 complaint investigations, for an average expenditure of $4,022.

STATE agreed to pay a total of $292,370 for 27 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $10,828.

Department of State (STATE)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	135		34		169	
Settlements	5	3.7%	7	20.6%	12	7.1%
Withdrawals or No Complaints Filed	48	35.6%	14	41.2%	62	36.7%
Complaints Filed*					92	54.4%
Decision to File Complaint Pending at End of Fiscal Year					3	1.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	169	86
Total Number Offered ADR	168	25
ADR Offer Rate*	99.4%	29.1%
ADR Participation Rate*	20.1%	26.7%
Total ADR Settlements	7	12
Total ADR Settlements Amount	$27,500.00	$36,953.60

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	169	98	58%			
All Investigations	59	19	32.2%	194	245	26.3%
All Complaint Closures	86			394	368	-6.6%
Merit Decisions (no AJ)	17	0	0%	378	466	23.3%
Dismissal Decisions (no AJ)	19			38	39	2.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	101							
Total Closures	86							
Settlements	27	31.4%						
Withdrawals	5	5.8%						
Total Final Agency Actions	54	62.8%	36	66.7%	18	33.3%	0	0%
Dismissals	19	35.2%	19	100%	0	0%	0	0%
Merit Decisions	35	64.8%	17	48.6%	18	51.4%	0	0%
Finding Discrimination	0	0%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	35	100%	17	48.6%	18	51.4%	0	0%

Tennessee Valley Authority (TVA)

Permanent Work Force: 12,476 **Temporary Work Force:** 124 **Total Work Force:** 12,600

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	12,476	79.94%	20.06%	0.61%	88.86%	8.88%	0.28%	0.02%	1.03%	0.32%	0.55%
Major Occupations:											
Unit Operations	762	92.39%	7.61%	0.39%	88.58%	9.19%	0.13%	0.00%	1.18%	0.39%	0.39%
Fossil Mechanical	517	96.91%	3.09%	0.77%	91.68%	6.19%	0.00%	0.00%	1.16%	0.00%	0.00%
Business Support Rep.	247	8.91%	91.09%	0.40%	85.83%	12.55%	0.00%	0.00%	1.21%	0.00%	2.43%
First-Level Officials/Managers	208	47.12%	52.88%	0.48%	87.50%	10.58%	0.00%	0.00%	1.44%	0.00%	0.48%
Mid-Level Officials/Managers	1,769	76.65%	23.35%	0.73%	89.99%	7.52%	0.45%	0.00%	1.13%	0.17%	0.45%
Senior-Level Officials/Managers	908	85.68%	14.32%	0.77%	93.61%	4.07%	0.55%	0.00%	0.77%	0.22%	0.44%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

* All work force numbers as reported by the agency to EEOC.

Targeted Disabilities

TVA employed 69 Individuals with Targeted Disabilities in FY 2006, which was 0.55% of its total work force. This represents a decrease of one employee from FY 2005 and a decrease of 9 employees since FY 2002. The participation rate for FY 2005 was 0.55% and for FY 2002 was 0.58%. Over the 5-year period TVA had a net decrease of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

TVA timely processed 90.6% of the 96 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black); and (3) Disability (Physical). The 51 complaints filed at TVA contained 15 allegations of race (Black) discrimination, 1 allegation of race (Asian) discrimination, no allegations of color discrimination and 16 allegations of disability discrimination.

III. Complaint Processing Times

Of the 35 completed investigations, 94.3% were timely. TVA's average time for completing an investigation was 109 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

TVA's average processing time for all complaint closures decreased from 457 days in FY 2005 to 137 days in FY 2006. The government-wide average was 367 days.

IV. Costs

TVA agreed to pay $6,139 for 5 pre-complaint settlements, of which 3 were monetary settlements averaging $2,046. TVA expended a total of $122,364 for 35 complaint investigations, for an average expenditure of $3,496.

TVA agreed to pay a total of $93,395 for 16 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $5,837.

Tennessee Valley Authority (TVA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	88		8		96	
Settlements	4	4.5%	1	12.5%	5	5.2%
Withdrawals or No Complaints Filed	20	22.7%	0	0%	20	20.8%
Complaints Filed*					51	53.1%
Decision to File Complaint Pending at End of Fiscal Year					20	20.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	96	85
Total Number Offered ADR	17	6
ADR Offer Rate*	17.7%	7.1%
ADR Participation Rate*	8.3%	7.1%
Total ADR Settlements	1	3
Total ADR Settlements Amount	$0.00	$21,500.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	96	87	90.6%			
All Investigations	35	33	94.3%	122	109	-10.7%
All Complaint Closures	85			457	137	-70%
Merit Decisions (no AJ)	42	31	73.8%	651	168	-74.2%
Dismissal Decisions (no AJ)	16			23	30	30.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	51							
Total Closures	85							
Settlements	14	16.5%						
Withdrawals	5	5.9%						
Total Final Agency Actions	66	77.6%	58	87.9%	8	12.1%	0	0%
Dismissals	16	24.2%	16	100%	0	0%	0	0%
Merit Decisions	50	75.8%	42	84%	8	16%	0	0%
Finding Discrimination	2	4%	1	50%	1	50%	0	0%
Finding No Discrimination	48	96%	41	85.4%	7	14.6%	0	0%

Department of Transportation (DOT)

Permanent Work Force: 52,644 **Temporary Work Force:** 1,217 **Total Work Force:** 53,861

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	52,644	73.42%	26.58%	5.92%	77.76%	11.07%	3.63%	0.11%	1.42%	0.05%	0.52%
Major Occupations:											
Air Traffic Control	19,222	84.62%	15.38%	4.69%	87.45%	5.08%	1.51%	0.12%	1.11%	0.04%	0.14%
Aviation Safety	3,902	92.64%	7.36%	5.38%	86.47%	4.74%	1.64%	0.15%	1.54%	0.08%	0.13%
Transportation Specialist	6,894	87.87%	12.13%	7.57%	75.70%	10.24%	4.29%	0.25%	1.91%	0.03%	0.38%
GS-14 and GS-15*	5,271	76.30%	23.70%	4.48%	79.57%	10.62%	4.53%	0.06%	0.70%	0.04%	0.61%
Senior Pay Level*	412	70.87%	29.13%	3.64%	83.01%	8.98%	3.88%	0.00%	0.49%	0.00%	0.49%
SES	205	66.83%	33.17%	1.46%	84.39%	10.24%	3.41%	0.00%	0.49%	0.00%	0.98%
First-Level Officials/Managers	70	72.86%	27.14%	21.43%	67.14%	10.00%	1.43%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,448	70.99%	29.01%	4.07%	77.00%	13.05%	5.46%	0.00%	0.41%	0.00%	1.10%
Senior-Level Officials/Managers	1,099	72.52%	27.48%	3.73%	81.44%	10.74%	3.73%	0.00%	0.36%	0.00%	1.00%
Unclassified Managers	5,428	80.97%	19.03%	5.75%	80.60%	9.41%	2.03%	0.11%	2.06%	0.04%	0.22%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

DOT employed 285 Individuals with Targeted Disabilities in FY 2006, which was 0.53% of its total work force. This represents a decrease of 13 employees from FY 2005 and a decrease of 213 employees since FY 2002. The participation rate for FY 2005 was 0.55% and for FY 2002 was 0.49%. Over the 5-year period DOT had a net increase of 0.04% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOT timely processed 63.4% of the 795 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Female). The 484 complaints filed at DOT contained 85 allegations of race (Black) discrimination, 39 allegations of race (White) discrimination, 12 allegations of race (Asian) discrimination, 6 allegations of race (American Indian/Alaska Native) discrimination, 60 allegations of color discrimination and 66 allegations of disability discrimination.

III. Complaint Processing Times

Of the 230 completed investigations, 80.9% were timely. DOT's average time for completing an investigation was 179 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

DOT's average processing time for all complaint closures decreased from 373 days in FY 2005 to 285 days in FY 2006. The government-wide average was 367 days.

IV. Costs

DOT agreed to pay $71,000 for 48 pre-complaint settlements, of which 2 were monetary settlements averaging $35,500. DOT expended a total of $1,131,466 for 230 complaint investigations, for an average expenditure of $4,919.

DOT agreed to pay a total of $707,537 for 63 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $11,230.

Department of Transportation (DOT)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	640		155		795	
Settlements	8	1.3%	40	25.8%	48	6%
Withdrawals or No Complaints Filed	264	41.3%	8	5.2%	272	34.2%
Complaints Filed*					452	56.9%
Decision to File Complaint Pending at End of Fiscal Year					23	2.9%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	795	408
Total Number Offered ADR	721	21
ADR Offer Rate*	90.7%	5.2%
ADR Participation Rate*	19.5%	4.7%
Total ADR Settlements	40	11
Total ADR Settlements Amount	$71,000.00	$19,000.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	795	504	63.4%			
All Investigations	230	186	80.9%	175	179	2.3%
All Complaint Closures	408			373	285	-23.6%
Merit Decisions (no AJ)	72	44	61.1%	461	352	-23.6%
Dismissal Decisions (no AJ)	197			95	159	67.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	484							
Total Closures	408							
Settlements	61	15%						
Withdrawals	17	4.2%						
Total Final Agency Actions	330	80.9%	269	81.5%	60	18.2%	1	0.3%
Dismissals	201	60.9%	197	98%	4	2%	0	0%
Merit Decisions	129	39.1%	72	55.8%	56	43.4%	1	0.8%
Finding Discrimination	2	1.6%	0	0%	2	100%	0	0%
Finding No Discrimination	127	98.4%	72	56.7%	54	42.5%	1	0.8%

Department of the Treasury (TREAS)

Permanent Work Force: 103,525 **Temporary Work Force:** 3,098 **Total Work Force:** 106,623

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	103,525	37.67%	62.33%	8.05%	62.68%	24.05%	4.28%	0.03%	0.82%	0.08%	1.75%
Major Occupations:											
Internal Revenue Agent	13,581	53.12%	46.88%	5.65%	71.20%	13.15%	9.09%	0.07%	0.76%	0.08%	0.98%
Tax Examining	11,677	22.69%	77.31%	9.07%	62.13%	24.79%	3.06%	0.02%	0.92%	0.01%	2.10%
Contact Representative	11,918	30.23%	69.77%	12.96%	52.20%	31.28%	2.74%	0.02%	0.74%	0.06%	2.63%
GS-14 and GS-15*	7,474	54.47%	45.53%	3.33%	76.12%	15.00%	4.72%	0.03%	0.59%	0.21%	0.76%
Senior Pay Level*	495	67.47%	32.53%	2.63%	82.83%	10.71%	2.63%	0.20%	0.81%	0.20%	0.20%
SES	404	66.09%	33.91%	3.22%	81.44%	11.14%	2.72%	0.25%	0.99%	0.25%	0.25%
First-Level Officials/Managers	172	29.65%	70.35%	7.56%	71.51%	19.19%	1.16%	0.00%	0.58%	0.00%	0.58%
Mid-Level Officials/Managers	648	57.41%	42.59%	4.48%	72.69%	20.37%	1.85%	0.00%	0.46%	0.15%	0.77%
Senior-Level Officials/Managers	1,134	63.67%	36.33%	2.20%	83.16%	11.11%	2.73%	0.09%	0.44%	0.26%	0.26%
Unclassified Managers	8,817	43.14%	56.86%	7.00%	67.64%	22.26%	2.34%	0.00%	0.76%	0.00%	0.99%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

TREAS employed 1,842 Individuals with Targeted Disabilities in FY 2006, which was 1.73% of its total work force. This represents a decrease of 122 employees from FY 2005 and a decrease of 308 employees since FY 2002. The participation rate for FY 2005 was 1.82% and for FY 2002 was 1.53%. Over the 5-year period TREAS had a net increase of 0.20% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

TREAS timely processed 99.5% of the 1,019 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black). The 488 complaints filed at TREAS contained 141 allegations of race (Black) discrimination, 36 allegations of race (White) discrimination, 7 allegations of race (Asian) discrimination, 4 allegations of race (American Indian/Alaska Native) discrimination, 7 allegations of color discrimination and 149 allegations of disability discrimination.

III. Complaint Processing Times

Of the 416 completed investigations, 20.2% were timely. TREAS' average time for completing an investigation was 334 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

TREAS' average processing time for all complaint closures decreased from 524 days in FY 2005 to 493 days in FY 2006. The government-wide average was 367 days.

IV. Costs

TREAS agreed to pay $75,413 for 181 pre-complaint settlements, of which 29 were monetary settlements averaging $2,600. TREAS expended a total of $2,677,752 for 416 complaint investigations, for an average expenditure of $6,436.

TREAS agreed to pay a total of $1,011,999 for 99 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $10,222.

Department of the Treasury (TREAS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	705		314		1,019	
Settlements	65	9.2%	116	36.9%	181	17.8%
Withdrawals or No Complaints Filed	185	26.2%	5	1.6%	190	18.7%
Complaints Filed*					504	49.5%
Decision to File Complaint Pending at End of Fiscal Year					144	14.1%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	1,019	592
Total Number Offered ADR	992	79
ADR Offer Rate*	97.4%	13.3%
ADR Participation Rate*	30.8%	2%
Total ADR Settlements	116	9
Total ADR Settlements Amount	$50,258.00	$11,000.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,019	1,014	99.5%			
All Investigations	416	84	20.2%	315	334	6%
All Complaint Closures	592			524	493	-5.9%
Merit Decisions (no AJ)	175	141	80.6%	559	492	-12%
Dismissal Decisions (no AJ)	84			348	385	10.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	488							
Total Closures	592							
Settlements	99	16.7%						
Withdrawals	88	14.9%						
Total Final Agency Actions	405	68.4%	259	64%	142	35.1%	4	1%
Dismissals	96	23.7%	84	87.5%	12	12.5%	0	0%
Merit Decisions	309	76.3%	175	56.6%	130	42.1%	4	1.3%
Finding Discrimination	4	1.3%	0	0%	0	0%	4	100%
Finding No Discrimination	305	98.7%	175	57.4%	130	42.6%	0	0%

U.S. Postal Service (USPS)

Permanent Workforce: N/A **Temporary Workforce:** N/A **Total Workforce:** 693,677

Workforce Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	693,677	60.63%	39.37%	8.09%	62.17%	21.23%	7.93%	0.00%	0.58%	0.00%	0.86%
Major Occupations:											
Clerk	213,262	44.21%	55.79%	7.53%	56.30%	24.58%	10.99%	0.00%	0.61%	0.00%	1.06%
City Carrier	224,009	73.44%	26.56%	10.76%	62.05%	18.23%	8.47%	0.00%	0.49%	0.00%	0.43%
Rural Carrier	66,582	46.08%	53.92%	3.14%	89.82%	4.53%	1.88%	0.00%	0.64%	0.00%	0.39%
GS-14 and GS-15**	8,606	69.11%	30.89%	6.29%	70.94%	34.57%	9.75%	0.00%	0.40%	0.00%	0.27%
Senior Pay Level**	768	71.35%	28.65%	7.03%	74.48%	15.49%	2.73%	0.00%	0.26%	0.00%	0.00%

* All work force numbers as reported by the agency to EEOC. **Does not include pay-banded employees

Targeted Disabilities

USPS employed 5,972 Individuals with Targeted Disabilities in FY 2006, which was 0.86% of its total work force. This represents a decrease of 194 employees from FY 2005 and a decrease of 1,043 employees since FY 2002. The participation rate for FY 2005 was 0.88% and for FY 2002 was 0.93%. Over the 5-year period USPS had a net decrease of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USPS timely processed 96.3% of the 16,926 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Disability (Physical); and (3) Age. The 6,183 complaints filed at USPS contained 1,445 allegations of race (Black) discrimination, 646 allegations of race (White) discrimination, 234 allegations of race (Asian) discrimination, 28 allegations of race (American Indian/Alaska Native) discrimination, 811 allegations of color discrimination and 2,541 allegations of disability discrimination.

III. Complaint Processing Times

Of the 4,452 completed investigations, 99.1% were timely. USPS' average time for completing an investigation was 106 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

USPS average processing time for all complaint closures decreased from 400 days in FY 2005 to 289 days in FY 2006. The government-wide average was 367 days.

IV. Costs

USPS agreed to pay $369,402 for 5,162 pre-complaint settlements, of which 376 were monetary settlements averaging $982. USPS expended a total of $5,676,799 for 4,452 complaint investigations, for an average expenditure of $1,275.

USPS agreed to pay a total of $5,575,275 for 845 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $6,597.

U.S. Postal Service (USPS)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4,499		12,455		16,954	
Settlements	741	16.5%	4,421	35.5%	5,162	30.5%
Withdrawals or No Complaints Filed	3,526	78.4%	1,919	15.4%	5,445	32.1%
Complaints Filed*					6,040	35.6%
Decision to File Complaint Pending at End of Fiscal Year					307	1.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	16,954	7,785
Total Number Offered ADR	15,188	42
ADR Offer Rate*	89.6%	0.5%
ADR Participation Rate*	73.5%	0.4%
Total ADR Settlements	4,421	7
Total ADR Settlements Amount	$228,000.76	$50,000.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	16,926	16,307	96.3%			
All Investigations	4,452	4,410	99.1%	227	106	-53.3%
All Complaint Closures	7,785			400	289	-27.8%
Merit Decisions (no AJ)	1,987	1,905	95.9%	417	267	-36%
Dismissal Decisions (no AJ)	2,305			47	36	-23.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6,183							
Total Closures	7,785							
Settlements	803	10.3%						
Withdrawals	492	6.3%						
Total Final Agency Actions	6,490	83.4%	4,292	66.1%	2,158	33.3%	40	0.6%
Dismissals	2,351	36.2%	2,305	98%	46	2%	0	0%
Merit Decisions	4,139	63.8%	1,987	48%	2,112	51%	40	1%
Finding Discrimination	82	2%	0	0%	42	51.2%	40	48.8%
Finding No Discrimination	4,057	98%	1,987	49%	2,070	51%	0	0%

Department of Veterans Affairs (VA)

Permanent Work Force: 219,647 **Temporary Work Force:** 20,042 **Total Work Force:** 239,689

Work Force Composition*

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Work Force	219,647	41.18%	58.82%	6.86%	61.46%	24.45%	6.13%	0.04%	0.95%	0.02%	1.55%
Major Occupations:											
Miscellaneous Clerk and Assistant	15,861	27.91%	72.09%	8.01%	54.59%	33.11%	2.94%	0.08%	1.24%	0.03%	2.31%
Medical Officer	16,561	69.77%	30.23%	7.04%	63.93%	4.17%	24.06%	0.09%	0.69%	0.01%	0.50%
Nurse	40,513	15.04%	84.96%	6.35%	66.62%	15.33%	10.89%	0.02%	0.78%	0.00%	0.50%
GS-14 and GS-15*	13,411	67.89%	32.11%	5.74%	70.40%	6.84%	16.50%	0.04%	0.45%	0.01%	0.67%
Senior Pay Level*	948	78.69%	21.31%	4.32%	84.60%	4.64%	5.70%	0.00%	0.74%	0.00%	0.84%
SES	237	75.95%	24.05%	2.95%	85.23%	8.02%	1.27%	0.00%	2.11%	0.00%	2.53%
First-Level Officials/Managers	6,864	45.99%	54.01%	6.59%	67.93%	21.34%	3.13%	0.03%	0.98%	0.00%	0.80%
Mid-Level Officials/Managers	4,978	57.53%	42.47%	4.84%	80.25%	11.39%	2.87%	0.02%	0.62%	0.00%	1.21%
Senior-Level Officials/Managers	3,233	76.09%	23.91%	5.07%	79.18%	4.55%	10.83%	0.03%	0.34%	0.00%	0.68%
Unclassified Managers	6,140	43.26%	56.74%	5.80%	65.72%	23.39%	4.50%	0.02%	0.57%	0.02%	0.65%

*Includes data for only permanent employees in pay status as of September 30, 2006; does not include pay-banded employees.

Targeted Disabilities

VA employed 3,566 Individuals with Targeted Disabilities in FY 2006, which was 1.49% of its total work force. This is the same as the number of employees in FY 2005 and an increase of 167 employees since FY 2002. The participation rate for FY 2005 was 1.52% and for FY 2002 was 1.69%. Over the 5-year period VA had a net decrease of 0.2% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

VA timely processed 98.4% of the 3,714 pre-complaint counselings (without remands) completed in FY 2006.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Race (Black). The 2,038 complaints filed at VA contained 364 allegations of race (Black) discrimination, 69 allegations of race (White) discrimination, 11 allegations of race (Asian) discrimination, 5 allegations of race (American Indian/Alaska Native) discrimination, 28 allegations of color discrimination and 356 allegations of disability discrimination.

III. Complaint Processing Times

Of the 1,032 completed investigations, 54.8% were timely. VA's average time for completing an investigation was 204 days. Of the agencies completing 25 or more investigations, the Office of Personnel Management had the lowest average of 105 days.

VA's average processing time for all complaint closures increased from 261 days in FY 2005 to 301 days in FY 2006. The government-wide average was 367 days.

IV. Costs

VA agreed to pay $97,236 for 186 pre-complaint settlements, of which 10 were monetary settlements averaging $9,723. VA expended a total of $4,270,911 for 1,032 complaint investigations, for an average expenditure of $4,138.

VA agreed to pay a total of $2,968,847 for 411 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was $7,223.

Department of Veterans Affairs (VA)

Outcome of Counselings Completed in FY 2006

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	2,957		762		3,719	
Settlements	42	1.4%	144	18.9%	186	5%
Withdrawals or No Complaints Filed	1,013	34.3%	383	50.3%	1,396	37.5%
Complaints Filed*					1,960	52.7%
Decision to File Complaint Pending at End of Fiscal Year					177	4.8%

*Includes only complaints filed in FY 2006 where counseling was also completed during FY 2006.

Agency Use of ADR for EEO Dispute Resolution in FY 2006

	Counseling	Complaint**
Completed/Ended Counselings/Complaint Closures	3,719	1,887
Total Number Offered ADR	1,685	167
ADR Offer Rate*	45.3%	8.9%
ADR Participation Rate*	20.5%	6.3%
Total ADR Settlements	144	99
Total ADR Settlements Amount	$87,500.00	$657,887.00

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.
**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness in FY 2006

	Total #	# Timely	% Timely	FY 2005 APD*	FY 2006 APD	% Change
All Pre-Complaint Counselings (minus remands)	3,714	3,656	98.4%			
All Investigations	1,032	565	54.7%	165	204	23.6%
All Complaint Closures	1,887			261	301	15.3%
Merit Decisions (no AJ)	502	329	65.5%	275	291	5.8%
Dismissal Decisions (no AJ)	419			58	53	-8.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2006

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	2,038							
Total Closures	1,887							
Settlements	402	21.3%						
Withdrawals	190	10.1%						
Total Final Agency Actions	1,295	68.6%	921	71.1%	367	28.3%	7	0.5%
Dismissals	430	33.2%	419	97.4%	11	2.6%	0	0%
Merit Decisions	865	66.8%	502	58%	356	41.2%	7	0.8%
Finding Discrimination	16	1.8%	6	37.5%	3	18.8%	7	43.8%
Finding No Discrimination	849	98.2%	496	58.4%	353	41.6%	0	0%

APPENDIX I

APPENDIX I

GLOSSARY / DEFINITIONS

Administrative Support Workers - See "Occupational Categories."

Affirmation Rate – The percentage of appeal closures involving agency final actions that were affirmed.

Alternative Dispute Resolution (ADR) – a process in which a third party neutral assists the disputants in reaching an amicable resolution through the use of various techniques.

ADR Closures – The number of counselings or complaints that completed the ADR process during the fiscal year, regardless of whether the matter is resolved.

ADR Offer Rate - The percentage of completed/ended counselings or the complaint closures that received an ADR offer.

ADR Participation Rate - The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

ADR Resolution Rate - The percentage of ADR closures that were resolved by either settlement or withdrawal from the EEO process.

Agency - Executive agencies as defined in Section 102 of Title 5, U.S. Code (including those with employees and applicants for employment who are paid from nonappropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the Federal government having positions in the competitive service.

Appeal Closures – The number of appeals decided by the EEOC during the fiscal year.

Appeal Receipts – The number of appeals filed with the EEOC during the fiscal year.

Appeals Inventory – The number of appeals pending at the end of the fiscal year.

Average Age of Pending Inventory – The sum of the total number of days that each complaint, hearing request or appeal was pending at the end of the fiscal year, divided by the total number of complaints, hearing requests or appeals.

Average Processing Time – The sum of the total number of days that it took to close each investigation, complaint, hearing request or appeal during the fiscal year, divided by the total number of investigations, complaints, hearing requests or appeals.

Central Personnel Data File (CPDF) - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by Executive Branch federal agency appointing offices, and is updated monthly. Some Executive Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Federal Energy Regulatory Commission, the Foreign Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

Civilian Labor Force (CLF) - Data derived from the decennial census reflecting those persons 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLF data used in this report is based on the 2000 Census.

Complainants – Individuals, either employees or applicants, who have filed a formal complaint of discrimination against a federal agency during the fiscal year.

Complaint Closures – The number of complaints that were completed in the formal complaint process during the fiscal year.

Complaint Rate – The percentage of individuals who filed a complaint per the total work force.

Complaints Filed – The number of complaints that were filed against the federal government during the fiscal year.

Completed/Ended Counselings – The number of counselings which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling in to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

Counseling Rate – The percentage of individuals who completed counseling per the total work force.

Counselings Initiated – The number of new counselings that began during the current fiscal year.

Craft Workers - See "Occupational Categories."

Data from 2000 Census Special EEO File - Data derived from the 2000 decennial census (www.census.gov/eeo2000/).

Decision to File Complaint Pending – The number of completed counselings in which (1) the agency did not receive a complaint, and (2) the 15-day period for filing a complaint had not expired at the end of the fiscal year.

Disability - A physical or mental impairment that substantially limits one or more major life activities.

Dismissals – An agency's final action on a complaint of discrimination which meets the criteria set forth in 29 C.F.R. § 1614.107(a).

EEO Form 462 Report – The document in which federal agencies report their discrimination complaint process statistics by October 31st of each year.

Federal Wage System Positions - Positions OPM classifies as those whose primary duty involves the performance of physical work which requires a knowledge of or experience in a trade, craft, or manual-labor work.

Final Agency Action – An agency's issuance of a final agency decision, a final order implementing an EEOC Administrative Judge's decision or a final determination on a breach of settlement agreement claim.

General Schedule and Related Positions - Positions OPM classifies as those whose primary duty requires knowledge of or experience in an administrative, clerical, scientific, artistic, or technical nature.

Hearing Closures – The number of hearings decided by EEOC Administrative Judges during the fiscal year.

Hearing Requests – The number of hearings requested by complainants during the fiscal year.

Hearings Inventory – The number of hearing requests on hand at the end of the fiscal year.

Investigations – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

Laborers and Helpers - See "Occupational Categories."

Lump Sum Payment - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees.

Major Occupations – Agency occupations that are heavily populated relative to other occupations within the agency.

Merit Decision – An administrative determination on a complaint or an appeal regarding whether an agency committed unlawful employment discrimination.

MD-110 - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission's regulations in 29 CFR Part 1614.

MD-715 – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies' EEO programs.

MD-715 Report – A agency submission to the EEOC describing the status of efforts to comply with its affirmative employment obligations under Title VII of the Civil Rights Act of 1964, as amended, and affirmative action obligations under the Rehabilitation Act of 1973.

Monetary Benefit – The payment of money to a complainant in connection with the resolution of an EEO complaint.

No Complaint Filed – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

Occupational Categories - The occupational categories for the EEO-9 are as follows:

> **Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.
>
> **Craft Workers** - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.
>
> **Laborers and Helpers** - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.
>
> **Officials and Managers** - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) Executive/Senior Level - includes those at the GS-15

grade or in the career Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

Operatives - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.

Professionals - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

Technicians - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Sales - Occupations engaging wholly or primarily in direct selling.

Service Workers - Workers in both protective and non-protective service occupations.

Officials and Managers - See “Occupational Categories.”

Operatives - See “Occupational Categories.”

Other Pay System Positions – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

Outreach - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

Participation Rate - The racial, ethnic or gender composition of a relevant labor market, applicant pool or agency workforce.

Permanent Work Force - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2006.

Professionals - See "Occupational Categories."

Race and Ethic Categories -

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Not of Hispanic Origin) - All persons having origins in any of the Black racial groups of Africa.

Native Hawaiian/Other Pacific Islander – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Persons of Two or More Races – All persons who identify with two or more of the above race categories.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Reportable Disability - Any self-identified disability reported by an employee to the employing agency.

Sales Workers - See "Occupational Categories."

Second Level Reporting Component - A subordinate component of a Federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level Reporting Components is posted on the EEOC's website at: http://www.eeoc.gov/federal/715instruct/agencylist.html.

Senior Pay Level Positions - Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule.

Service workers - See "Occupational Categories."

Settlements – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

Targeted Disabilities - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management's Standard Form 256) are: deafness (16 and 17); blindness (23 and 25); missing extremities (28 and 32 through 38); partial paralysis (64 through 68); complete paralysis (71 through 78); convulsive disorders (82); mental retardation (90); mental illness (91); and distortion of limb and/or spine (92)."

Technicians - See "Occupational Categories."

Temporary Work Force –Employees in positions established for a limited period of time, usually for less than a year.

Training – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's EO responsibilities.

Total Work Force - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in Part I, Sections A-D are as reported in the OPM's CPDF and include only those employees in pay status on September 30, 2006. Total Work Force numbers in Part I, Section E are as reported by agencies in their EEO Form 462 Reports.

Withdrawal – Action effectuating a complainant's decision to terminate participation in the EEO complaint process.

APPENDIX II

APPENDIX II

FEDERAL EEO COMPLAINT PROCESSING PROCEDURES

A. Contact EEO Counselor

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; or despite due diligence, he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

B. EEO Counseling

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform individuals of the right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of the duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90th day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Section 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

C. Alternative Dispute Resolution (ADR)

Beginning January 1, 2000, all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the

formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

D. Complaints

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

E. Dismissals of Complaints

Prior to a request for a hearing, in lieu of accepting a complaint for investigation an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which was the basis of a civil action already decided by a court; (5) where the complainant has already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other

than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

F. Investigations

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.[1] A copy of the investigative file must be provided to the complainant, along with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice than an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

G. Hearings

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

---

[1]The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency. 29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

H. Final Action by Agencies

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (*i.e.*, when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

I. Appeals to the EEOC

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as

to whether the agency has complied with the terms of a settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, an arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).

If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, both the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

J. Civil Actions

Prior to filing a civil action under Title VII of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion" for the purposes of filing a civil action may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), a complainant may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, a complainant may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

K. Class Complaints

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a complainant may move for class certification at any reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within 40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or

resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

L. Grievances

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

M. Mixed Case Complaints

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a "mixed case complaint" under Part 1614, or a "mixed case appeal" before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency's decision to the MSPB, not the EEOC, within 30 days of receipt of the agency's decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90 days) of receipt of: (1) the agency's final decision; (2) the MSPB's final decision; or (3) the EEOC's decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.

APPENDIX III

APPENDIX III

FY 2006 FEDERAL WORK FORCE TABLES

****NOTE** The following tables are available only on CD and the Commission's website - www.eeoc.gov**

GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, FERC, Foreign Service, TVA and USPS)

Table A-1	Government-Wide Employment of Workers in Federal Work Force
Table A-1a	Work Force Trend – Agencies with 500 or More Employees
Table A-1b	Department or Agency with Selective Second Level Reporting Components
Table A-2	Ten Year Trend - Government-Wide Employment of Workers in Senior Pay Level Positions
Table A-2a	Ten Year Trend – Senior Pay Level Government-Wide Employment of Workers
Table A-2b	Senior Pay Participation by Agency
Table A-3	Government Wide Employment of Workers in General Schedule and Related Pay Systems
Table A-3a	Distribution across Grade Ranges – General Schedule and Related
Table A-3b	Government-Wide Employment of Workers in GS and GS Related Grades
Table A-4	Government-Wide Employment of Workers in Federal Wage System Positions
Table A-5	Government-Wide Employment of Workers in Other Pay Systems Work Force
Table A-6	Ten Year Trend – Government-Wide Employment of Individuals with Targeted Disabilities
Table A-6a	Government-Wide Employment of Individuals with Disabilities – By Grade Level and Pay Plan
Table A-6b	Agency Participation of Individuals with Targeted Disabilities by Disability

GOVERNMENT-WIDE COMPLAINT PROCESSING, APPELLATE RECEIPTS AND CLOSURES, AND ALTERNATIVE DISPUTE RESOLUTION (Data provided by agencies' EEO Form 462 Reports)

Table B-1	Total Work Force, Counselings, and Complaints
Table B-2	All Timely Completed Counselings
Table B-3	Outcomes of All Pre-Complaint Closures
Table B-4	Pre-Complaint ADR Offers, Rejections, and Acceptances
Table B-5	ADR Pre-Complaint Resolutions
Table B-6	Benefits Provided in All Pre-Complaint Settlements
Table B-7	Agency Timeliness Indicators (totals with and without USPS data)
Table B-8	Complaints Filed Bases and Issues - Grand Total
Table B-8a	Complaints Filed Bases and Issues - Cabinet Level Agencies
Table B-8b	Complaints Filed Bases and Issues - Medium Size Agencies
Table B-8c	Complaints Filed Bases and Issues - Small Size Agencies
Table B-9	Timeliness and Cost of All Completed Complaint Investigations
Table B-9a	Timeliness/Cost of Complaint Investigations Completed by Agency Investigators
Table B-9b	Timeliness/Cost of Complaint Investigations Completed by Contract Investigators
Table B-10	Total Number and Average Processing Days for All Complaint Closures
Table B-11	Types of Complaints Closures
Table B-12	Average Processing Days (APD) All Complaint Closures

Table B-13 Complaints Closed with Dismissals
Table B-14 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)
Table B-15 Complaints Closed with Findings of Discrimination
Table B-16 Complaints Closed with Findings of No Discrimination
Table B-17 APD FADs/ Final Orders (FOs) Fully Implementing (FI) AJ Decisions
Table B-18 Average Processing Days, Final Orders Not Fully Implementing (NFI) AJ Decisions
Table B-19 Complaint ADR Offers, Rejections, and Acceptances
Table B-20 ADR Complaint Resolutions
Table B-21 Complaint Closures with Benefits
Table B-22 Complaint Closures By Statute
Table B-23 Summary of Pending Complaints By Category
Table B-24 Agency Staff Resources
Table B-25 Agency New Staff Training
Table B-26 Agency Experienced Staff Training
Table B-27 Contractor New Staff Training
Table B-28 Contractor Experienced Staff Training
Table B-29 Appellate Receipts and Closures

TABLE A-1
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE*

	2000CLF	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006
TOTAL WORK FORCE		**2,475,761**	**2,479,199**	**2,462,152**	**2,442,643**	**2,445,335**	**2,459,505**	**2,428,330**	**2,606,903**	**2,610,920**		**2,611,493**
% OF MEN	53.20	58.35	58.13	57.89	57.70	57.55	57.57	57.43	57.10	57.01	56.94	1,487,030
% OF WOMEN	46.80	41.65	41.87	42.11	42.30	42.45	42.43	42.57	42.90	42.99	43.06	1,124,463
HISPANIC OR LATINO (%)	**10.70**	**6.39**	**6.59**	**6.69**	**6.81**	**6.94**	**7.10**	**7.22**	**7.46**	**7.61**	**7.68**	**200,605**
% OF MEN	6.20	3.97	4.07	4.10	4.15	4.22	4.33	4.39	4.48	4.54	4.59	119,756
% OF WOMEN	4.50	2.42	2.52	2.59	2.65	2.72	2.77	2.83	2.98	3.07	3.10	80,849
WHITE (%)	**72.70**	**69.16**	**68.48**	**68.08**	**67.78**	**67.52**	**67.31**	**67.17**	**66.91**	**66.49**	**66.16**	**1,727,820**
% OF MEN	39.00	42.87	42.36	41.97	41.67	41.40	41.28	41.11	40.71	40.44	40.21	1,049,959
% OF WOMEN	33.70	26.29	26.12	26.11	26.10	26.11	26.03	26.06	26.19	26.05	25.96	677,861
BLACK OR AFRICAN AMERICAN (%)	**10.60**	**18.35**	**18.57**	**18.70**	**18.76**	**18.74**	**18.63**	**18.56**	**18.18**	**18.29**	**18.36**	**479,503**
% OF MEN	4.80	8.04	8.13	8.15	8.15	8.11	8.07	8.00	7.81	7.86	7.90	206,219
% OF WOMEN	5.80	10.31	10.45	10.55	10.62	10.63	10.56	10.56	10.37	10.43	10.46	273,284
ASIAN (%) **	**3.60**	**4.71**	**4.95**	**5.11**	**5.22**	**5.32**	**5.45**	**5.54**	**5.79**	**5.94**	**5.89**	**153,735**
% OF MEN	1.90	2.77	2.89	2.97	3.03	3.10	3.16	3.21	3.32	3.40	3.36	87,680
% OF WOMEN	1.70	1.93	2.06	2.14	2.18	2.22	2.29	2.33	2.46	2.54	2.53	66,055
NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER (%)***	**0.20**										**0.17**	**4,501**
% OF MEN	0.10										0.10	2,569
% OF WOMEN	0.10										0.07	1,932
AMERICAN INDIAN/ ALASKA NATIVE (%)	**1.00**	**1.39**	**1.40**	**1.42**	**1.44**	**1.48**	**1.50**	**1.50**	**1.67**	**1.67**	**1.68**	**43,807**
% OF MEN	0.50	0.69	0.69	0.69	0.70	0.71	0.72	0.71	0.77	0.77	0.77	20,089
% OF WOMEN	0.50	0.71	0.72	0.73	0.74	0.76	0.79	0.79	0.90	0.90	0.91	23,718
TWO OR MORE RACES (%) ***	**0.90**										**0.06**	**1,522**
% OF MEN	0.50										0.03	758
% OF WOMEN	0.40										0.03	764
INDIVIDUALS WITH TARGETED DISABILITIES %	**CLF not available**	**1.16**	**1.14**	**1.13**	**1.12**	**1.10**	**1.07**	**1.05**	**0.99**	**0.96**	**0.94**	**24,442**

*Includes September 30, 2006 agency data as reported in CPDF plus Foreign Service, AAFES, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. **The numbers for 1997-2005 include totals for "Native Hawaiian or Other Pacific Islanders." ***Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGENCY FOR INTERNATIONAL DEVELOPMENT																																	
1997	2,313	1,203	52.01	1,110	47.99	48	2.08	24	1.04	960	41.50	562	24.30	150	6.49	486	21.01	39	1.69	34	1.47					6	0.26	4	0.17				
1998	2,223	1,132	50.92	1,091	49.08	47	2.11	25	1.12	901	40.53	554	24.92	136	6.12	476	21.14	42	1.89	32	1.44					6	0.27	4	0.18				
1999	2,091	1,073	51.32	1,018	48.68	44	2.10	22	1.05	857	40.99	512	24.49	130	6.22	448	21.43	37	1.77	32	1.53					5	0.24	4	0.19				
2000	1,850	947	51.19	903	48.81	42	2.27	18	0.97	750	40.54	447	24.16	117	6.32	404	21.84	35	1.89	30	1.62					3	0.16	4	0.22				
2001	1,745	886	50.77	859	49.23	38	2.18	16	0.92	702	40.23	414	23.72	107	6.13	394	22.58	36	2.06	31	1.78					3	0.17	4	0.23				
2002	1,736	862	49.65	874	50.35	39	2.25	16	0.92	676	38.94	412	23.73	110	6.34	409	23.56	35	2.02	34	1.96					2	0.12	3	0.17				
2003	1,706	833	48.83	873	51.17	41	2.40	15	0.88	642	37.63	411	24.09	113	6.62	411	24.09	36	2.11	34	1.99					1	0.06	2	0.12				
2004	2,238	1,113	49.73	1,125	50.27	55	2.45	28	1.25	869	38.82	594	26.54	136	6.07	438	19.57	52	2.32	61	2.72					1	0.04	4	0.17				
2005	2,389	1,190	49.81	1,199	50.19	56	2.34	34	1.42	935	39.14	636	26.62	142	5.94	448	18.75	56	2.34	77	3.22					1	0.04	4	0.17				
2006	2,413	1,188	49.23	1,225	50.77	63	2.61	40	1.66	924	38.29	666	27.60	142	5.88	428	17.74	58	2.40	88	3.65	0	0.00	0	0.00	1	0.04	3	0.12	0	0.00	0	0.00
AGRICULTURE, DEPT. OF																																	
1997	87,392	51,367	58.78	36,025	41.22	2,817	3.22	1,626	1.86	42,727	48.89	27,402	31.36	3,388	3.88	5,353	6.13	1,144	1.31	754	0.86					1,291	1.48	890	1.02				
1998	85,711	50,131	58.49	35,580	41.51	2,841	3.31	1,636	1.91	41,476	48.39	26,850	31.33	3,373	3.94	5,461	6.37	1,160	1.35	758	0.88					1,281	1.49	875	1.02				
1999	85,156	49,626	58.28	35,530	41.72	2,850	3.35	1,660	1.95	40,973	48.12	26,711	31.37	3,361	3.95	5,527	6.49	1,171	1.38	767	0.90					1,271	1.49	865	1.02				
2000	85,305	49,347	57.85	35,958	42.15	2,901	3.40	1,714	2.01	40,595	47.59	26,861	31.49	3,392	3.98	5,703	6.69	1,194	1.40	799	0.94					1,265	1.48	881	1.03				
2001	88,194	50,947	57.77	37,247	42.23	3,142	3.56	1,817	2.06	41,672	47.25	27,720	31.43	3,506	3.98	5,969	6.77	1,281	1.45	851	0.96					1,346	1.53	890	1.01				
2002	90,858	52,339	57.61	38,519	42.39	3,291	3.62	1,943	2.14	42,790	47.10	28,629	31.51	3,550	3.91	6,118	6.73	1,378	1.52	923	1.02					1,330	1.46	906	1.00				
2003	89,853	51,355	57.15	38,498	42.85	3,051	3.40	1,819	2.02	42,298	47.07	28,727	74.62	3,425	3.81	6,130	6.82	1,280	1.42	918	1.02					1,301	1.45	904	1.01				
2004	112,084	64,084	57.17	48,000	42.83	4,249	3.79	2,652	2.36	52,451	46.80	35,405	73.76	4,070	3.63	7,685	6.85	1,779	1.58	1,224	1.09					1,535	1.36	1,034	0.92				
2005	109,344	62,294	56.97	47,050	43.03	4,255	3.89	2,697	2.47	50,760	46.42	34,589	31.63	3,955	3.62	7,525	6.88	1,814	1.66	1,246	1.14					1,510	1.38	993	0.91				
2006	105,486	59,963	56.84	45,523	43.16	4,144	3.93	2,691	2.55	48,639	46.11	33,170	31.44	3,921	3.72	7,427	7.04	1,706	1.62	1,185	1.12	92	0.09	54	0.05	1,436	1.36	986	0.93	25	0.02	10	0.01
BROADCASTING BOARD OF GOVERNORS****																																	
1997	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2000	1,899	1,239	65.24	660	34.76	107	5.63	56	8.48	808	42.55	311	47.12	156	8.21	222	33.64	164	8.64	71	10.76					4	9.40	0	0.00				
2001	1,848	1,196	64.72	652	35.28	106	5.74	53	8.13	773	41.83	302	46.32	151	8.17	225	34.51	161	8.71	72	11.04					5	11.95	0	0.00				
2002	1,912	1,230	64.33	682	35.67	108	5.65	54	7.92	794	41.53	324	47.51	157	8.21	225	32.99	166	8.68	79	11.58					5	12.04	0	0.00				
2003	1,900	1,221	64.26	679	35.74	107	5.63	56	8.25	786	41.37	317	46.69	148	7.79	225	33.14	175	9.21	81	11.93					5	12.09	0	0.00				
2004	1,830	1,168	63.83	662	36.17	102	5.57	55	8.31	752	41.09	299	45.17	144	7.87	223	33.69	166	9.07	85	12.84					4	9.73	0	0.00				
2005	1,765	1,115	63.17	650	36.83	104	5.89	56	3.17	695	39.38	283	16.03	143	8.10	215	12.18	169	9.58	96	5.44					4	0.23	0	0.00				
2006	1,741	1,087	62.44	654	37.56	106	6.09	56	3.22	677	38.89	286	16.43	139	7.98	212	12.18	161	9.25	99	5.69	0	0.00	0	0.00	4	0.23	0	0.00	0	0.00	1	0.06
COMMERCE, DEPT. OF																																	
1997	32,081	17,447	54.38	14,634	45.62	466	1.45	417	1.30	14,229	44.35	9,772	30.46	1,648	5.14	3,825	11.92	1,015	3.16	540	1.68					89	0.28	80	0.25				
1998	32,764	17,924	54.71	14,840	45.29	490	1.50	446	1.36	14,417	44.00	9,832	30.01	1,758	5.37	3,893	11.88	1,180	3.60	593	1.81					79	0.24	76	0.23				
1999	34,168	18,539	54.26	15,629	45.74	514	1.50	516	1.51	14,796	43.30	10,311	30.18	1,809	5.29	4,042	11.83	1,341	3.92	680	1.99					79	0.23	80	0.23				
2000	34,146	18,394	53.87	15,752	46.13	532	1.56	541	1.58	14,641	42.88	10,362	30.35	1,782	5.22	4,037	11.82	1,358	3.98	726	2.13					81	0.24	86	0.25				
2001	35,008	18,490	52.82	16,518	47.18	578	1.65	595	1.70	14,555	41.58	10,774	30.78	1,812	5.18	4,221	12.06	1,461	4.17	820	2.34					84	0.24	108	0.31				
2002	35,931	19,130	53.24	16,801	46.76	611	1.70	624	1.74	14,906	41.49	10,802	30.06	1,873	5.21	4,330	12.05	1,644	4.58	937	2.61					96	0.27	108	0.30				
2003	35,374	18,970	53.63	16,404	46.37	590	1.67	615	1.74	14,757	41.72	10,546	29.81	1,840	5.20	4,182	11.82	1,686	4.77	948	2.68					97	0.27	113	0.32				
2004	37,867	20,347	53.73	17,520	46.27	673	1.77	722	1.90	15,737	41.55	11,239	29.68	1,972	5.20	4,380	11.56	1,867	4.93	1,055	2.78					98	0.25	124	0.32				
2005	40,093	21,186	52.84	18,907	47.16	772	1.93	908	2.26	16,200	40.41	12,087	30.15	2,034	5.07	4,606	11.49	2,069	5.16	1,161	2.90					111	0.28	145	0.36				
2006	40,544	21,587	53.24	18,957	46.76	752	1.85	862	2.13	16,328	40.27	12,122	29.90	2,087	5.15	4,523	11.16	2,292	5.65	1,272	3.14	11	0.03	21	0.05	113	0.28	146	0.36	4	0.01	11	0.03
COMMODITY FUTURES TRADING COMMISSION****																																	
1997	564	290	51.42	274	48.58	3	0.53	6	1.06	240	42.55	133	23.58	38	6.74	124	21.99	9	1.60	11	1.95					0	0.00	0	0.00				
1998	580	294	50.69	286	49.31	6	1.03	5	0.86	234	40.34	141	24.31	43	7.41	132	22.76	11	1.90	8	1.38					0	0.00	0	0.00				
1999	571	285	49.91	286	50.09	4	0.70	7	1.23	232	40.63	128	22.42	40	7.01	140	24.52	9	1.58	11	1.93					0	0.00	0	0.00				
2000	570	297	52.11	273	47.89	4	0.70	5	0.88	234	41.05	125	21.93	47	8.25	132	23.16	12	2.11	11	1.93					0	0.00	0	0.00				
2001	542	281	51.85	261	48.15	5	0.92	5	0.92	217	40.04	119	21.96	43	7.93	126	23.25	16	2.95	11	2.03					0	0.00	0	0.00				
2002	522	274	52.49	248	47.51	6	1.15	5	0.96	210	40.23	113	21.65	43	8.24	114	21.84	15	2.87	16	3.07					0	0.00	0	0.00				
2003	533	274	51.41	259	48.59	7	1.31	4	0.75	216	40.53	127	23.83	38	7.13	115	21.58	13	2.44	13	2.44					0	0.00	0	0.00				
2004	501	260	51.90	241	48.10	6	1.20	4	0.80	211	42.12	123	24.55	31	6.19	103	20.56	12	2.40	11	2.20					0	0.00	0	0.00				
2005	511	268	52.45	243	47.55	6	1.17	4	0.78	216	42.27	126	24.66	33	6.46	103	20.16	13	2.54	10	1.96					0	0.00	0	0.00				
2006	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE																																	
1997	533	228	42.78	305	57.22	13	2.44	10	1.88	151	28.33	181	33.96	58	10.88	100	18.76	5	0.94	13	2.44					1	0.19	1	0.19				
1998	534	226	42.32	308	57.68	12	2.25	4	0.75	151	28.28	181	33.90	56	10.49	108	20.22	6	1.12	14	2.62					1	0.19	1	0.19				
1999	596	247	41.44	349	58.56	15	2.52	5	0.84	160	26.85	194	32.55	63	10.57	136	22.82	8	1.34	12	2.01					1	0.17	2	0.34				
2000	623	250	40.13	373	59.87	18	2.89	13	2.09	159	25.52	204	32.74	63	10.11	145	23.27	8	1.28	11	1.77					2	0.32	0	0.00				
2001	584	235	40.24	349	59.76	13	2.23	10	1.71	154	26.37	199	34.08	59	10.10	129	22.09	8	1.37	11	1.88					1	0.17	0	0.00				
2002	605	234	38.68	371	61.32	14	2.31	15	2.48	157	25.95	214	35.37	52	8.60	129	21.32	9	1.49	13	2.15					2	0.33	0	0.00				
2003	586	233	39.76	353	60.24	12	2.05	14	2.39	160	27.30	198	33.79	49	8.36	128	21.84	11	1.88	12	2.05					1	0.17	1	0.17				
2004	571	218	38.18	353	61.82	11	1.93	12	2.10	144	25.22	194	33.98	50	8.76	132	23.12	12	2.10	14	2.45					1	0.18	1	0.18				
2005	587	225	38.33	362	61.67	12	2.04	12	2.04	149	25.38	209	35.60	52	8.86	125	21.29	11	1.87	15	2.56					1	0.17	1	0.17				
2006	558	214	38.35	344	61.65	13	2.33	12	2.15	139	24.91	197	35.30	49	8.78	120	21.51	12	2.15	14	2.51	0	0.00	0	0.00	1	0.18	1	0.18	0	0.00	0	0.00
COURT SERVICES AND OFFENDER SUPERVISION****																																	
1997	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2001	860	327	38.02	533	61.98	11	1.28	11	1.28	72	8.37	62	7.21	240	27.91	450	52.33	4	0.47	9	1.05					0	0.00	1	0.12				
2002	915	347	37.92	568	62.08	14	1.53	16	1.75	68	7.43	71	7.76	258	28.20	471	51.48	7	0.77	9	0.98					0	0.00	1	0.11				
2003	987	370	37.49	617	62.51	16	1.62	18	1.82	63	6.38	77	7.80	286	28.98	511	51.77	5	0.51	10	1.01					0	0.00	1	0.10				
2004	1,054	401	38.05	653	61.95	15	1.42	23	2.18	75	7.12	83	7.87	304	28.84	536	50.85	7	0.66	9	0.85					0	0.00	2	0.19				
2005	1,082	396	36.60	686	63.40	17	1.57	24	2.22	68	6.28	85	7.86	303	28.00	565	52.22	8	0.74	10	0.92					0	0.00	2	0.18				
2006	1,140	409	35.88	731	64.12	19	1.67	27	2.37	63	5.53	81	7.11	316	27.72	613	53.77	11	0.96	8	0.70	0	0.00	0	0.00	0	0.00	1	0.09	0	0.00	1	0.09
DEFENSE, DEPT. OF																																	
1997	689,024	432,092	62.71	256,932	37.29	27,845	4.04	16,110	2.34	329,941	47.89	171,510	24.89	46,222	6.71	51,502	7.47	23,914	3.47	15,371	2.23					4,170	0.61	2,439	0.35				
1998	672,981	421,348	62.61	251,633	37.39	27,108	4.03	16,342	2.43	320,584	47.64	166,313	24.71	46,329	6.88	51,032	7.58	23,211	3.45	15,512	2.30					4,116	0.61	2,434	0.35				
1999	651,187	408,194	62.68	242,993	37.32	25,406	3.90	15,736	2.42	310,552	47.69	159,905	24.56	45,323	6.96	49,586	7.61	22,858	3.51	15,385	2.36					4,055	0.62	2,381	0.37				
2000	637,304	399,301	62.65	238,003	37.35	24,512	3.85	15,405	2.42	303,902	47.69	156,327	24.53	44,612	7.00	48,915	7.68	22,300	3.50	15,008	2.35					3,975	0.62	2,348	0.37				
2001	632,883	399,027	63.05	233,856	36.95	24,440	3.86	15,072	2.38	304,194	48.06	154,176	24.36	44,061	6.96	47,879	7.57	22,413	3.54	14,424	2.28					3,919	0.62	2,305	0.36				
2002	618,128	393,837	63.71	224,291	36.29	24,112	3.90	14,834	2.40	300,008	48.53	145,310	23.51	43,275	7.00	46,847	7.58	22,624	3.66	15,089	2.44					3,818	0.62	2,211	0.36				
2003	599,712	379,211	63.23	220,501	36.77	23,070	3.85	14,257	2.38	289,010	48.19	144,801	24.15	41,905	6.99	45,140	7.53	21,585	3.60	14,200	2.37					3,641	0.61	2,103	0.35				
2004	684,293	425,024	62.11	259,269	37.89	26,918	3.93	17,418	2.55	320,434	46.83	167,383	24.46	48,642	7.11	53,893	7.88	24,771	3.62	18,217	2.66					3,959	0.58	2,358	0.34				
2005	698,754	436,644	62.49	262,110	37.51	27,806	3.98	18,030	2.58	328,433	47.00	167,745	24.01	50,994	7.30	55,172	7.90	25,366	3.63	18,711	2.68					3,979	0.57	2,402	0.34				
2006	704,954	441,478	62.63	263,476	37.37	28,074	3.98	17,998	2.55	332,278	47.13	167,010	23.69	53,110	7.53	56,463	8.01	23,554	3.34	17,634	2.50	1,979	0.28	1,405	0.20	3,982	0.56	2,465	0.35	501	0.07	501	0.07
AIR FORCE, DEPARTMENT OF THE																																	
1997	159,788	107,578	67.33	52,210	32.67	10,367	6.49	4,649	2.91	84,606	52.95	37,532	23.49	8,331	5.21	7,654	4.79	3,118	1.95	1,759	1.10					1,156	0.72	616	0.39				
1998	154,697	104,446	67.52	50,251	32.48	9,812	6.34	4,426	2.86	82,304	53.20	36,086	23.33	8,157	5.27	7,417	4.79	3,042	1.97	1,740	1.12					1,131	0.73	582	0.39				
1999	149,797	101,148	67.52	48,649	32.48	8,337	5.57	3,976	2.65	80,666	53.85	35,106	23.44	7,986	5.33	7,251	4.84	3,013	2.01	1,728	1.15					1,146	0.77	588	0.39				
2000	144,758	97,206	67.15	47,552	32.85	7,370	5.09	3,700	2.56	77,905	53.82	34,388	23.76	7,786	5.38	7,144	4.94	3,026	2.09	1,716	1.19					1,119	0.77	604	0.42				
2001	144,290	97,421	67.52	46,869	32.48	7,019	4.86	3,553	2.46	78,407	54.34	33,783	23.41	7,785	5.44	7,187	4.98	3,086	2.14	1,740	1.21					1,124	0.78	606	0.42				
2002	142,123	95,389	67.12	46,734	32.88	6,815	4.80	3,541	2.49	76,525	53.84	33,610	23.65	7,840	5.52	7,179	5.05	3,101	2.18	1,794	1.26					1,108	0.78	610	0.43				
2003	132,948	89,857	67.59	43,091	32.41	5,992	4.51	3,059	2.30	73,301	55.14	31,640	23.80	7,612	5.73	6,754	5.08	1,923	1.45	1,061	0.80					1,029	0.77	577	0.43				
2004	150,032	101,454	67.62	48,578	32.38	7,487	4.99	3,815	2.54	80,697	53.78	34,257	22.83	8,809	5.87	7,878	5.25	3,364	2.24	2,009	1.33					1,097	0.73	619	0.41				
2005	157,050	106,960	68.11	50,090	31.89	7,822	4.98	3,971	2.53	85,080	54.17	35,274	22.46	9,354	5.96	8,154	5.19	3,565	2.27	2,053	1.31					1,139	0.73	640	0.41				
2006	158,927	109,058	68.62	49,869	31.38	7,866	4.95	3,954	2.49	88,429	55.64	34,888	21.95	9,813	6.17	8,243	5.19	3,421	2.15	1,983	1.25	265	0.17	107	0.07	1,171	0.74	642	0.40	93	0.06	52	0.03
ARMY, DEPARTMENT OF THE																																	
1997	224,582	141,609	63.05	82,973	36.95	8,529	3.80	4,181	1.86	111,272	49.55	56,944	25.36	15,376	6.85	17,635	7.85	4,855	2.16	3,308	1.47					1,577	0.70	905	0.40				
1998	216,796	137,013	63.20	79,783	36.80	8,434	3.89	4,133	1.91	107,239	49.47	54,527	25.15	15,099	6.96	17,000	7.84	4,710	2.17	3,241	1.49					1,531	0.71	882	0.41				
1999	210,054	132,873	63.26	77,181	36.74	8,394	4.00	4,107	1.96	103,501	49.27	52,502	24.99	14,837	7.06	16,514	7.86	4,634	2.21	3,177	1.51					1,507	0.72	881	0.42				
2000	208,803	132,250	63.34	76,553	36.66	8,536	4.09	4,174	2.00	102,600	49.14	51,706	24.76	14,974	7.17	16,636	7.97	4,646	2.23	3,154	1.51					1,494	0.72	883	0.42				
2001	208,792	132,340	63.38	76,452	36.62	8,850	4.24	4,212	2.02	102,370	49.03	51,578	24.70	14,935	7.15	16,612	7.96	4,724	2.26	3,198	1.53					1,461	0.70	852	0.41				
2002	209,797	132,519	63.17	77,278	36.83	8,961	4.27	4,354	2.08	102,316	48.77	51,783	24.68	15,062	7.18	16,940	8.07	4,714	2.25	3,361	1.60					1,466	0.70	840	0.40				
2003	205,878	129,355	62.83	76,523	37.17	9,065	4.40	4,478	2.18	99,550	48.35	50,977	24.76	14,574	7.08	16,825	8.17	4,767	2.32	3,426	1.66					1,399	0.68	817	0.40				
2004	226,568	142,889	63.07	83,679	36.93	10,122	4.46	5,178	2.28	109,524	48.34	55,022	24.28	16,599	7.32	18,632	8.22	5,112	2.25	3,979	1.75					1,532	0.68	868	0.38				
2005	235,848	150,092	63.64	85,756	36.36	10,554	4.47	5,401	2.29	114,485	48.54	55,788	23.65	18,204	7.72	19,528	8.28	5,301	2.25	4,157	1.76					1,548	0.66	882	0.37				
2006	239,520	152,809	63.80	86,711	36.20	10,792	4.51	5,466	2.28	115,930	48.40	55,768	23.28	18,954	7.91	20,106	8.39	5,130	2.14	4,070	1.70	347	0.14	283	0.12	1,529	0.64	911	0.38	127	0.05	107	0.04

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ARMY AND AIR FORCE EXCHANGE SERVICE																																	
1997	39,622	12,598	31.80	27,024	68.20	1,392	3.51	2,978	7.52	6,135	15.48	12,480	31.50	3,782	9.55	7,235	18.26	1,175	2.97	4,113	10.38					114	0.29	218	0.55				
1998	45,558	15,328	33.65	30,230	66.35	1,812	3.98	3,642	7.99	7,216	15.84	13,492	29.61	4,815	10.57	8,279	18.17	1,335	2.93	4,525	9.93					150	0.33	292	0.64				
1999	45,083	15,221	33.76	29,862	66.24	1,840	4.08	3,677	8.16	6,929	15.37	13,015	28.87	4,941	10.96	8,307	18.43	1,356	3.01	4,581	10.16					155	0.34	282	0.63				
2000	43,687	15,299	35.02	28,388	64.98	1,843	4.22	3,570	8.17	6,971	15.96	12,092	27.68	4,863	11.13	8,020	18.36	1,465	3.35	4,453	10.19					157	0.36	253	0.58				
2001	40,876	14,910	36.48	25,966	63.52	1,881	4.60	3,315	8.11	7,019	17.17	11,378	27.84	4,631	11.33	7,264	17.77	1,228	3.00	3,752	9.18					151	0.37	257	0.63				
2002	40,032	14,188	35.44	25,844	64.56	1,844	4.61	3,284	8.20	6,586	16.45	10,993	27.46	4,324	10.80	7,130	17.81	1,310	3.27	4,221	10.54					124	0.31	216	0.54				
2003	36,612	12,964	35.41	23,648	64.59	1,667	4.55	3,057	8.35	6,110	16.69	10,000	27.31	3,863	10.55	6,488	17.72	1,213	3.31	3,908	10.67					111	0.30	195	0.53				
2004	33,461	12,128	36.25	21,333	63.75	1,550	4.63	2,806	8.39	5,719	17.09	8,850	26.45	3,647	10.90	5,995	17.92	1,111	3.32	3,501	10.46					101	0.30	181	0.54				
2005	35,289	12,678	35.93	22,611	64.07	1,591	4.51	2,954	8.37	5,917	16.77	9,455	26.79	3,865	10.95	6,301	17.86	1,137	3.22	3,608	10.22					101	0.29	181	0.51				
2006	36,504	13,087	35.85	23,417	64.15	1,644	4.50	3,044	8.34	5,977	16.37	9,679	26.51	4,112	11.26	6,660	18.24	925	2.53	3,170	8.68	200	0.55	496	1.36	95	0.26	177	0.48	134	0.37	191	0.52
DEFENSE COMMISSARY AGENCY																																	
1997	17,086	7,148	41.84	9,938	58.16	613	3.59	626	3.66	4,231	24.76	5,304	31.04	1,546	9.05	2,684	15.71	698	4.09	1,255	7.35					60	0.35	69	0.40				
1998	17,290	7,147	41.34	10,143	58.66	630	3.64	708	4.09	4,188	24.22	5,380	31.12	1,596	9.23	2,651	15.33	671	3.88	1,326	7.67					62	0.36	78	0.45				
1999	17,762	7,291	41.05	10,471	58.95	642	3.61	745	4.19	4,252	23.94	5,450	30.68	1,643	9.25	2,773	15.61	692	3.90	1,406	7.92					62	0.35	97	0.55				
2000	17,367	7,039	40.53	10,328	59.47	652	3.75	786	4.53	3,808	21.93	4,946	28.48	1,760	10.13	2,954	17.01	759	4.37	1,554	8.95					60	0.35	88	0.51				
2001	16,207	6,580	40.60	9,627	59.40	602	3.71	765	4.72	3,619	22.33	4,586	28.30	1,598	9.86	2,672	16.49	710	4.38	1,524	9.40					51	0.31	80	0.49				
2002	15,133	6,106	40.35	9,027	59.65	593	3.92	752	4.97	3,159	20.87	3,831	25.32	1,606	10.61	2,656	17.55	688	4.55	1,718	11.35					60	0.40	70	0.46				
2003	15,928	6,531	41.00	9,397	59.00	643	4.04	818	5.14	3,354	21.06	4,004	25.14	1,735	10.89	2,694	16.91	737	4.63	1,809	11.36					62	0.39	72	0.45				
2004	14,815	5,951	40.17	8,864	59.83	588	3.97	780	5.26	3,047	20.57	3,694	24.93	1,528	10.31	2,564	17.31	735	4.96	1,756	11.85					53	0.36	70	0.47				
2005	15,319	6,286	41.03	9,033	58.97	625	4.08	844	5.51	3,215	20.99	3,765	24.58	1,659	10.83	2,581	16.85	736	4.80	1,772	11.57					51	0.33	71	0.46				
2006	15,372	6,211	40.40	9,161	59.60	620	4.03	787	5.12	3,137	20.41	3,797	24.70	1,673	10.88	2,679	17.43	680	4.42	1,717	11.17	48	0.31	84	0.55	44	0.29	81	0.53	9	0.06	16	0.10
DEFENSE CONTRACT AUDIT AGENCY																																	
1997	4,484	2,526	56.33	1,958	43.67	83	1.85	63	1.40	2,140	47.73	1,442	32.16	150	3.35	274	6.11	148	3.30	172	3.84					5	0.11	7	0.16				
1998	4,172	2,357	56.50	1,815	43.50	81	1.94	58	1.39	1,991	47.72	1,343	32.19	144	3.45	245	5.87	136	3.26	161	3.86					5	0.12	8	0.19				
1999	3,876	2,175	56.11	1,701	43.89	81	2.09	68	1.75	1,837	47.39	1,241	32.02	130	3.35	235	6.06	123	3.17	149	3.84					4	0.10	8	0.21				
2000	4,168	2,293	55.01	1,875	44.99	111	2.66	93	2.23	1,899	45.56	1,318	31.62	143	3.43	293	7.03	135	3.24	163	3.91					5	0.12	8	0.19				
2001	4,006	2,186	54.57	1,820	45.43	102	2.55	94	2.35	1,821	45.46	1,273	31.78	136	3.39	279	6.96	121	3.02	167	4.17					6	0.15	7	0.17				
2002	4,079	2,199	53.91	1,880	46.09	107	2.62	101	2.48	1,817	44.55	1,305	31.99	144	3.53	294	7.21	124	3.04	173	4.24					7	0.17	7	0.17				
2003	4,020	2,122	52.79	1,898	47.21	105	2.61	107	2.66	1,751	43.56	1,321	32.86	138	3.43	293	7.29	120	2.99	171	4.25					8	0.20	6	0.15				
2004	4,050	2,079	51.33	1,971	48.67	111	2.74	130	3.21	1,698	41.93	1,350	33.33	141	3.48	302	7.46	121	2.99	184	4.54					8	0.20	5	0.12				
2005	4,112	2,032	49.42	2,080	50.58	102	2.48	127	3.09	1,663	40.44	1,415	34.41	132	3.21	331	8.05	126	3.06	204	4.96					9	0.22	3	0.07				
2006	4,018	1,912	47.59	2,106	52.41	85	2.12	128	3.19	1,560	38.83	1,423	35.42	121	3.01	329	8.19	120	2.99	198	4.93	4	0.10	5	0.12	9	0.22	4	0.10	13	0.32	19	0.47
DEFENSE CONTRACT MANAGEMENT AGENCY****																																	
1997	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2001	12,142	7,463	61.46	4,679	38.54	374	3.08	271	2.23	6,087	50.13	3,338	27.49	644	5.30	880	7.25	302	2.49	149	1.23					56	0.46	41	0.34				
2002	11,370	6,962	61.23	4,408	38.77	358	3.15	252	2.22	5,643	49.63	3,127	27.50	617	5.43	842	7.41	292	2.57	147	1.29					52	0.46	40	0.35				
2003	10,840	6,617	61.04	4,223	38.96	343	3.16	242	2.23	5,358	49.43	3,007	27.74	581	5.36	799	7.37	282	2.60	139	1.28					53	0.49	36	0.33				
2004	11,122	6,835	61.45	4,287	38.55	341	3.07	244	2.19	5,575	50.13	3,050	27.42	576	5.18	808	7.26	289	2.60	151	1.36					54	0.49	34	0.31				
2005	10,535	6,533	62.01	4,002	37.99	347	3.29	231	2.19	5,270	50.02	2,815	26.72	572	5.43	772	7.33	295	2.80	151	1.43					49	0.47	33	0.31				
2006	9,872	6,203	62.83	3,669	37.17	324	3.28	213	2.16	5,031	50.96	2,582	26.15	530	5.37	696	7.05	273	2.77	143	1.45	0	0.00	2	0.02	44	0.45	30	0.30	1	0.01	3	0.03
DEFENSE EDUCATION ACTIVITY																																	
1997	10,463	3,059	29.24	7,404	70.76	272	2.60	462	4.42	2,442	23.34	5,951	56.88	299	2.86	818	7.82	33	0.32	143	1.37					13	0.12	30	0.29				
1998	10,491	3,091	29.46	7,400	70.54	274	2.61	476	4.54	2,450	23.35	5,872	55.97	320	3.05	858	8.18	38	0.36	166	1.58					9	0.09	28	0.27				
1999	10,498	3,068	29.22	7,430	70.78	270	2.57	488	4.65	2,411	22.97	5,903	56.23	334	3.18	857	8.16	44	0.42	157	1.50					9	0.09	25	0.24				
2000	10,741	3,084	28.71	7,657	71.29	263	2.45	519	4.83	2,434	22.66	6,058	56.40	331	3.08	880	8.19	46	0.43	172	1.60					10	0.09	28	0.26				
2001	16,969	3,659	21.56	13,310	78.44	330	1.94	890	5.24	2,804	16.52	10,475	61.73	446	2.63	1,514	8.92	68	0.40	388	2.29					11	0.06	43	0.25				
2002	10,800	3,097	28.68	7,703	71.32	260	2.41	533	4.94	2,437	22.56	6,095	56.44	337	3.12	869	8.05	53	0.49	187	1.73					10	0.09	19	0.18				
2003	10,750	3,082	28.67	7,668	71.33	252	2.34	521	4.85	2,435	22.65	6,087	56.62	327	3.04	848	7.89	56	0.52	192	1.79					12	0.11	20	0.19				
2004	17,244	3,819	22.15	13,425	77.85	302	1.75	892	5.17	2,988	17.33	10,577	61.34	425	2.46	1,465	8.50	88	0.51	449	2.60					16	0.09	42	0.24				
2005	16,439	3,588	21.83	12,851	78.17	297	1.81	881	5.36	2,786	16.95	9,991	60.78	398	2.42	1,457	8.86	92	0.56	471	2.87					15	0.09	51	0.31				
2006	16,337	3,632	22.23	12,705	77.77	282	1.73	851	5.21	2,816	17.24	9,825	60.14	418	2.56	1,486	9.10	90	0.55	451	2.76	2	0.01	22	0.13	22	0.13	58	0.36	2	0.01	12	0.07

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE FINANCE AND ACCOUNTING SERVICES																																	
1997	20,281	7,305	36.02	12,976	63.98	312	1.54	548	2.70	5,462	26.93	8,519	42.00	1,162	5.73	3,255	16.05	309	1.52	544	2.68					60	0.30	110	0.54				
1998	17,939	6,630	36.96	11,309	63.04	286	1.59	491	2.74	4,930	27.48	7,320	40.80	1,084	6.04	2,917	16.26	279	1.56	481	2.68					51	0.28	100	0.56				
1999	18,135	6,707	36.98	11,428	63.02	306	1.69	523	2.88	4,945	27.27	7,354	40.55	1,128	6.22	2,948	16.26	275	1.52	497	2.74					53	0.29	106	0.58				
2000	16,967	6,337	37.35	10,630	62.65	287	1.69	458	2.70	4,672	27.54	6,815	40.17	1,079	6.36	2,788	16.43	251	1.48	478	2.82					48	0.28	91	0.54				
2001	16,067	6,019	37.46	10,048	62.54	277	1.72	455	2.83	4,448	27.68	6,428	40.01	1,003	6.24	2,640	16.43	242	1.51	441	2.74					49	0.30	84	0.52				
2002	14,835	5,543	37.36	9,292	62.64	266	1.79	444	2.99	4,101	27.64	5,939	40.03	899	6.06	2,387	16.09	233	1.57	443	2.99					44	0.30	79	0.53				
2003	14,049	5,261	37.45	8,788	62.55	257	1.83	429	3.05	3,913	27.85	5,658	40.27	836	5.95	2,213	15.75	215	1.53	412	2.93					40	0.28	76	0.54				
2004	13,403	5,017	37.43	8,386	62.57	242	1.81	398	2.97	3,733	27.85	5,351	39.92	790	5.89	2,174	16.22	213	1.59	394	2.94					39	0.29	69	0.51				
2005	13,388	5,037	37.62	8,351	62.38	249	1.86	396	2.96	3,733	27.88	5,292	39.53	803	6.00	2,201	16.44	214	1.60	389	2.91					38	0.28	73	0.55				
2006	13,083	4,891	37.38	8,192	62.62	216	1.65	291	2.22	3,603	27.54	5,279	40.35	841	6.43	2,173	16.61	184	1.41	328	2.51	13	0.10	29	0.22	29	0.22	81	0.62	5	0.04	11	0.08
DEFENSE HUMAN RESOURCES ACTIVITY																																	
1997	707	307	43.42	400	56.58	13	1.84	20	2.83	262	37.06	298	42.15	20	2.83	58	8.20	11	1.56	21	2.97					1	0.14	3	0.42				
1998	717	306	42.68	411	57.32	13	1.81	20	2.79	253	35.29	303	42.26	24	3.35	63	8.79	14	1.95	22	3.07					2	0.28	3	0.42				
1999	664	284	42.77	380	57.23	13	1.96	17	2.56	241	36.30	285	42.92	18	2.71	53	7.98	10	1.51	22	3.31					2	0.30	3	0.45				
2000	687	285	41.48	402	58.52	14	2.04	19	2.77	243	35.37	302	43.96	14	2.04	55	8.01	12	1.75	23	3.35					2	0.29	3	0.44				
2001	674	275	40.80	399	59.20	13	1.93	20	2.97	235	34.87	301	44.66	15	2.23	54	8.01	11	1.63	21	3.12					1	0.15	3	0.45				
2002	673	285	42.35	388	57.65	12	1.78	22	3.27	237	35.22	287	42.64	24	3.57	57	8.47	11	1.63	20	2.97					1	0.15	2	0.30				
2003	734	312	42.51	422	57.49	16	2.18	28	3.81	253	34.47	299	40.74	26	3.54	70	9.54	16	2.18	23	3.13					1	0.14	2	0.27				
2004	772	320	41.45	452	58.55	17	2.20	33	4.27	254	32.90	313	40.54	32	4.15	83	10.75	16	2.07	21	2.72					1	0.13	2	0.26				
2005	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	37.99	34	4.28	108	13.58	18	2.26	24	3.02					1	0.13	4	0.50				
2006	880	344	39.09	536	60.91	17	1.93	41	4.66	262	29.77	344	39.09	43	4.89	115	13.07	19	2.16	30	3.41	0	0.00	0	0.00	2	0.23	4	0.45	1	0.11	2	0.23
DEFENSE INFORMATION SYSTEMS AGENCY																																	
1997	6,328	3,351	52.96	2,977	47.04	99	1.56	114	1.80	2,667	42.15	2,037	32.19	394	6.23	676	10.68	173	2.73	129	2.04					18	0.28	21	0.33				
1998	6,221	3,235	52.00	2,986	48.00	97	1.56	110	1.77	2,553	41.04	2,019	32.45	397	6.38	695	11.17	172	2.76	140	2.25					16	0.26	22	0.35				
1999	5,203	2,729	52.45	2,474	47.55	57	1.10	56	1.08	2,133	41.00	1,700	32.67	349	6.71	569	10.94	174	3.34	133	2.56					16	0.31	16	0.31				
2000	6,042	3,150	52.14	2,892	47.86	105	1.74	99	1.64	2,429	40.20	1,968	32.57	400	6.62	649	10.74	196	3.24	153	2.53					20	0.33	23	0.38				
2001	6,000	3,135	52.25	2,865	47.75	100	1.67	95	1.58	2,417	40.28	1,962	32.70	396	6.60	636	10.60	205	3.42	152	2.53					17	0.28	20	0.33				
2002	5,898	3,119	52.88	2,779	47.12	100	1.70	90	1.53	2,401	40.71	1,894	32.11	398	6.75	623	10.56	206	3.49	151	2.56					14	0.24	21	0.36				
2003	5,519	2,949	53.43	2,570	46.57	94	1.70	82	1.49	2,257	40.90	1,759	31.87	388	7.03	576	10.44	196	3.55	136	2.46					14	0.25	17	0.31				
2004	5,161	2,834	54.91	2,327	45.09	89	1.72	69	1.34	2,159	41.83	1,579	30.59	384	7.44	533	10.33	188	3.64	133	2.58					14	0.27	13	0.25				
2005	4,909	2,767	56.37	2,142	43.63	90	1.83	61	1.24	2,067	42.11	1,436	29.25	385	7.84	495	10.08	213	4.34	137	2.79					12	0.24	13	0.26				
2006	5,370	3,010	56.05	2,360	43.95	101	1.88	75	1.40	2,214	41.23	1,539	28.66	438	8.16	583	10.86	232	4.32	143	2.66	6	0.11	2	0.04	16	0.30	12	0.22	3	0.06	6	0.11
DEFENSE LOGISTICS AGENCY																																	
1997	44,209	26,639	60.26	17,570	39.74	1,615	3.65	748	1.69	19,687	44.53	11,812	26.72	4,186	9.47	4,358	9.86	890	2.01	479	1.08					261	0.59	173	0.39				
1998	40,545	24,328	60.00	16,217	40.00	1,260	3.11	633	1.56	18,282	45.09	11,021	27.18	3,767	9.29	4,007	9.88	774	1.91	394	0.97					245	0.60	162	0.40				
1999	38,076	22,883	60.10	15,193	39.90	1,211	3.18	592	1.55	17,068	44.83	10,204	26.80	3,557	9.34	3,824	10.04	812	2.13	420	1.10					235	0.62	153	0.40				
2000	35,300	21,026	59.56	14,274	40.44	1,124	3.18	551	1.56	15,788	44.73	9,595	27.18	3,122	8.84	3,589	10.17	773	2.19	390	1.10					219	0.62	149	0.42				
2001	22,651	13,200	58.28	9,451	41.72	730	3.22	291	1.28	9,494	41.91	6,139	27.10	2,360	10.84	2,674	11.81	462	2.04	242	1.07					154	0.68	105	0.46				
2002	21,698	12,469	57.47	9,229	42.53	721	3.32	317	1.46	9,019	41.57	5,981	27.56	2,153	9.92	2,611	12.03	425	1.96	217	1.00					151	0.70	103	0.47				
2003	20,763	11,929	57.45	8,834	42.55	649	3.13	307	1.48	8,673	41.77	5,688	27.39	2,109	10.16	2,523	12.15	364	1.75	222	1.07					134	0.65	94	0.45				
2004	21,685	12,707	58.60	8,978	41.40	707	3.26	330	1.52	9,155	42.22	5,783	26.67	2,333	10.76	2,543	11.73	383	1.77	230	1.06					129	0.59	92	0.42				
2005	21,501	12,596	58.58	8,905	41.42	656	3.05	329	1.53	9,082	42.24	5,732	26.66	2,328	10.83	2,516	11.70	398	1.85	296	1.38					132	0.61	92	0.43				
2006	21,459	12,585	58.65	8,874	41.35	665	3.10	324	1.51	9,034	42.10	5,675	26.45	2,364	11.02	2,536	11.82	335	1.56	221	1.03	40	0.19	20	0.09	138	0.64	95	0.44	9	0.04	3	0.01
DEFENSE SECURITY SERVICE																																	
1997	2,503	1,350	53.94	1,153	46.06	38	1.52	37	1.48	1,161	46.38	821	32.80	106	4.23	263	10.51	32	1.28	28	1.12					13	0.52	4	0.16				
1998	2,454	1,317	53.67	1,137	46.33	39	1.59	33	1.34	1,133	46.17	811	33.05	103	4.20	257	10.47	29	1.18	31	1.26					13	0.53	5	0.20				
1999	2,420	1,312	54.21	1,108	45.79	38	1.57	32	1.32	1,130	46.69	792	32.73	104	4.30	251	10.37	28	1.16	29	1.20					12	0.50	4	0.17				
2000	2,533	1,340	52.90	1,193	47.10	39	1.54	41	1.62	1,155	45.60	863	34.07	109	4.30	259	10.23	25	0.99	27	1.07					12	0.47	3	0.12				
2001	2,655	1,386	52.20	1,269	47.80	38	1.43	43	1.62	1,200	45.20	922	34.73	109	4.11	271	10.21	27	1.02	29	1.09					12	0.45	4	0.15				
2002	2,561	1,291	50.41	1,270	49.59	39	1.52	43	1.68	1,118	43.65	916	35.77	101	3.94	279	10.89	22	0.86	27	1.05					11	0.43	5	0.20				
2003	2,377	1,214	51.07	1,163	48.93	44	1.85	43	1.81	1,037	43.63	815	34.29	93	3.91	274	11.53	28	1.18	25	1.05					12	0.50	6	0.25				
2004	2,140	1,106	51.68	1,034	48.32	43	2.01	44	2.06	946	44.21	727	33.97	83	3.88	233	10.89	24	1.12	23	1.07					10	0.47	7	0.33				
2005	525	303	57.71	222	42.29	11	2.10	5	0.95	254	48.38	152	28.95	29	5.52	57	10.86	7	1.33	5	0.95					2	0.38	3	0.57				
2006	544	316	58.09	228	41.91	13	2.39	5	0.92	266	48.90	159	29.23	26	4.78	54	9.93	7	1.29	5	0.92	0	0.00	0	0.00	2	0.37	4	0.74	2	0.37	1	0.18

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE THREAT REDUCTION AGENCY****																																	
1997	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1999	925	454	49.08	471	50.92	49	5.30	48	5.19	344	37.19	346	37.41	40	4.32	73	7.89	19	2.05	4	0.43					2	0.22	0	0.00				
2000	960	487	50.73	473	49.27	51	5.31	49	5.10	367	38.23	340	35.42	47	4.90	79	8.23	20	2.08	5	0.52					2	0.21	0	0.00				
2001	960	515	53.65	445	46.35	46	4.79	41	4.27	397	41.35	317	33.02	45	4.69	81	8.44	24	2.50	6	0.63					3	0.31	0	0.00				
2002	1,004	537	53.49	467	46.51	45	4.48	43	4.28	409	40.74	314	31.27	55	5.48	102	10.16	25	2.49	8	0.80					3	0.30	0	0.00				
2003	949	509	53.64	440	46.36	47	4.95	40	4.21	376	39.62	285	30.03	61	6.43	107	11.28	23	2.42	8	0.84					2	0.21	0	0.00				
2004	1,045	582	55.69	463	44.31	50	4.78	40	3.83	126	12.06	288	27.56	79	7.56	122	11.67	24	2.30	12	1.15					3	0.29	1	0.10				
2005	1,116	648	58.06	468	41.94	50	4.48	45	4.03	452	40.50	283	25.36	110	9.86	123	11.02	32	2.87	16	1.43					4	0.36	1	0.09				
2006	1,157	682	58.95	475	41.05	49	4.24	42	3.63	475	41.05	281	24.29	116	10.03	134	11.58	36	3.11	14	1.21	0	0.00	0	0.00	4	0.35	2	0.17	2	0.17	2	0.17
NAVY, DEPARTMENT OF THE																																	
1997	194,345	131,843	67.84	62,502	32.16	5,419	2.79	2,860	1.47	98,488	50.68	41,709	21.46	13,475	6.93	12,275	6.32	13,453	6.92	5,198	2.67					1,008	0.52	460	0.24				
1998	186,794	127,158	68.07	59,636	31.93	5,232	2.80	2,794	1.50	95,061	50.89	39,743	21.28	12,960	6.94	11,602	6.21	12,905	6.91	5,053	2.71					1,000	0.54	444	0.24				
1999	181,149	123,856	68.37	57,293	31.63	5,111	2.82	2,703	1.49	92,636	51.14	38,111	21.04	12,546	6.93	11,116	6.14	12,608	6.96	4,945	2.73					955	0.53	418	0.23				
2000	176,151	120,638	68.49	55,513	31.51	5,055	2.87	2,621	1.49	90,433	51.34	37,016	21.01	12,310	6.99	10,774	6.12	11,918	6.77	4,711	2.67					922	0.52	391	0.22				
2001	174,813	120,462	68.91	54,351	31.09	4,993	2.86	2,626	1.50	90,483	51.76	36,143	20.68	11,958	6.84	10,462	5.98	12,125	6.94	4,740	2.71					903	0.52	380	0.22				
2002	176,216	126,762	71.94	49,454	28.06	5,204	2.95	2,528	1.43	95,574	54.24	31,400	17.82	12,478	7.08	10,260	5.82	12,593	7.15	4,881	2.77					913	0.52	385	0.22				
2003	175,794	122,842	69.88	52,952	30.12	5,126	2.92	2,562	1.46	91,622	52.12	35,161	20.00	12,361	7.03	9,883	5.62	12,829	7.30	4,982	2.83					904	0.51	364	0.21				
2004	177,538	123,983	69.83	53,555	30.17	5,163	2.90	2,611	1.47	92,384	52.03	35,355	19.91	12,551	7.06	9,950	5.60	13,003	7.32	5,293	2.98					882	0.50	346	0.19				
2005	174,728	122,368	70.03	52,360	29.97	5,248	3.00	2,658	1.52	90,821	51.98	34,306	19.63	12,355	7.07	9,737	5.57	13,090	7.49	5,319	3.04					854	0.49	340	0.19				
2006	173,944	121,798	70.02	52,146	29.98	5,238	3.01	2,668	1.53	89,792	51.62	33,845	19.46	12,831	7.38	9,840	5.66	11,940	6.86	5,035	2.89	1,051	0.60	344	0.20	850	0.49	345	0.20	96	0.06	69	0.04
OFFICE OF THE INSPECTOR GENERAL																																	
1997	1,332	794	59.61	538	40.39	23	1.73	11	0.83	661	49.62	347	26.05	86	6.46	155	11.64	21	1.58	22	1.65					3	0.23	3	0.23				
1998	1,221	744	60.93	477	39.07	22	1.80	12	0.98	616	50.45	306	25.06	81	6.63	134	10.97	21	1.72	21	1.72					4	0.33	4	0.33				
1999	1,224	734	59.97	490	40.03	20	1.63	12	0.98	607	49.59	304	24.84	85	6.94	148	12.09	19	1.55	22	1.80					3	0.25	4	0.33				
2000	1,207	724	59.98	483	40.02	21	1.74	10	0.83	594	49.21	306	25.35	88	7.29	143	11.85	19	1.57	20	1.66					2	0.17	4	0.33				
2001	1,248	741	59.38	507	40.63	22	1.76	14	1.12	608	48.72	331	26.52	87	6.97	140	11.22	22	1.76	18	1.44					2	0.16	4	0.32				
2002	1,179	682	57.85	497	42.15	21	1.78	17	1.44	556	47.16	305	25.87	80	6.79	149	12.64	23	1.95	22	1.87					2	0.17	4	0.34				
2003	1,180	678	57.46	502	42.54	23	1.95	17	1.44	550	46.61	301	25.51	77	6.53	153	12.97	26	2.20	25	2.12					2	0.17	6	0.51				
2004	1,271	746	58.69	525	41.31	29	2.28	19	1.49	595	46.81	314	24.70	90	7.08	156	12.27	31	2.44	29	2.28					1	0.08	7	0.55				
2005	1,373	798	58.12	575	41.88	34	2.48	25	1.82	628	45.74	352	25.64	97	7.06	157	11.43	40	2.91	33	2.40					1	0.07	8	0.58				
2006	1,391	794	57.08	597	42.92	42	3.02	34	2.44	612	44.00	358	25.74	97	6.97	166	11.93	39	2.80	28	2.01	1	0.07	2	0.14	3	0.22	8	0.58	0	0.00	1	0.07
OFFICE OF THE SECRETARY/WASH. HQTRS. SERVICE																																	
1997	4,677	2,742	58.63	1,935	41.37	48	1.03	33	0.71	2,124	45.41	1,248	26.68	503	10.75	593	12.68	54	1.15	53	1.13					13	0.28	8	0.17				
1998	4,859	2,902	59.72	1,957	40.28	53	1.09	29	0.60	2,252	46.35	1,275	26.24	524	10.78	598	12.31	60	1.23	49	1.01					13	0.27	6	0.12				
1999	4,807	2,844	59.16	1,963	40.84	61	1.27	47	0.98	2,207	45.91	1,274	26.50	498	10.36	585	12.17	61	1.27	53	1.10					17	0.35	4	0.08				
2000	4,898	2,908	59.37	1,990	40.63	57	1.16	48	0.98	2,244	45.81	1,292	26.38	528	10.78	591	12.07	60	1.22	57	1.16					19	0.39	2	0.04				
2001	4,551	2,650	58.23	1,901	41.77	57	1.25	45	0.99	2,014	44.25	1,219	26.79	502	11.03	579	12.72	58	1.27	57	1.25					19	0.42	1	0.02				
2002	4,493	2,584	57.51	1,909	42.49	60	1.34	40	0.89	2,071	46.09	1,231	27.40	377	8.39	575	12.80	62	1.38	62	1.38					14	0.31	1	0.02				
2003	5,352	3,294	61.55	2,058	38.45	93	1.74	47	0.88	2,471	46.17	1,313	24.53	628	11.73	638	11.92	80	1.49	59	1.10					22	0.41	1	0.02				
2004	5,552	3,430	61.78	2,122	38.22	108	1.95	60	1.08	2,560	46.11	1,363	24.55	647	11.65	628	11.31	92	1.66	68	1.22					23	0.41	3	0.05				
2005	5,827	3,637	62.42	2190	37.58	113	1.94	66	1.13	2,730	46.85	1,387	23.80	669	11.48	654	11.22	102	1.75	76	1.30					23	0.39	7	0.12				
2006	6,576	4,146	63.05	2,430	36.95	120	1.82	75	1.14	3,140	47.75	1,568	23.84	733	11.15	663	10.08	123	1.87	98	1.49	2	0.03	9	0.14	24	0.36	11	0.17	4	0.06	6	0.09
EDUCATION, DEPT. OF																																	
1997	4,265	1,629	38.19	2,636	61.81	64	1.50	88	2.06	1,133	26.57	1,241	29.10	363	8.51	1,218	28.56	61	1.43	67	1.57					8	0.19	22	0.52				
1998	4,311	1,628	37.76	2,683	62.24	72	1.67	98	2.27	1,113	25.82	1,248	28.95	373	8.65	1,238	28.72	59	1.37	77	1.79					11	0.26	22	0.51				
1999	4,366	1,653	37.86	2,713	62.14	72	1.65	101	2.31	1,121	25.68	1,256	28.77	387	8.86	1,255	28.74	63	1.44	78	1.79					10	0.23	23	0.53				
2000	4,369	1,642	37.58	2,727	62.42	70	1.60	99	2.27	1,118	25.59	1,224	28.02	384	8.79	1,296	29.66	60	1.37	85	1.95					10	0.23	23	0.53				
2001	4,411	1,633	37.02	2,778	62.98	71	1.61	109	2.47	1,110	25.16	1,242	28.16	381	8.64	1,311	29.72	60	1.36	94	2.13					11	0.25	22	0.50				
2002	4,309	1,618	37.55	2,691	62.45	70	1.62	110	2.55	1,093	25.37	1,204	27.94	383	8.89	1,263	29.31	61	1.42	93	2.16					11	0.26	21	0.49				
2003	4,225	1,585	37.51	2,640	62.49	71	1.68	111	2.63	1,081	25.59	1,179	27.91	367	8.69	1,241	29.37	55	1.30	90	2.13					11	0.26	19	0.45				
2004	4,584	1,746	38.09	2,838	61.91	76	1.65	125	2.72	1,195	26.06	1,326	28.92	389	8.48	1,253	27.33	66	1.44	101	2.20					20	0.44	33	0.72				
2005	4,445	1,709	38.45	2,736	61.55	78	1.75	116	2.61	1,164	26.19	1,291	29.04	376	8.46	1,197	26.93	74	1.66	105	2.36					17	0.38	27	0.61				
2006	4,344	1,648	37.94	2,696	62.06	75	1.73	107	2.46	1,124	25.87	1,291	29.72	355	8.17	1,159	26.68	73	1.68	111	2.56	2	0.05	1	0.02	19	0.44	27	0.62	0	0.00	0	0.00

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENERGY, DEPT. OF																																	
1997	18,145	11,196	61.70	6,949	38.30	474	2.61	421	2.32	9,453	52.10	4,779	26.34	654	3.60	1,454	8.02	471	2.60	202	1.11					144	0.79	93	0.51				
1998	16,759	10,386	61.97	6,373	38.03	445	2.66	398	2.37	8,767	52.31	4,361	26.02	598	3.57	1,335	7.97	449	2.68	192	1.15					127	0.76	87	0.52				
1999	15,828	9,849	62.23	5,979	37.77	428	2.70	384	2.43	8,307	52.48	4,078	25.76	552	3.49	1,256	7.94	434	2.74	178	1.12					128	0.81	83	0.52				
2000	15,368	9,556	62.18	5,812	37.82	439	2.86	367	2.39	8,037	52.30	3,947	25.68	516	3.36	1,224	7.96	435	2.83	189	1.23					129	0.84	85	0.55				
2001	15,608	9,690	62.08	5,918	37.92	463	2.97	384	2.46	8,123	52.04	4,032	25.83	524	3.36	1,210	7.75	446	2.86	204	1.31					134	0.86	88	0.56				
2002	15,726	9,745	61.97	5,981	38.03	486	3.09	408	2.59	8,133	51.72	4,073	25.90	529	3.36	1,199	7.62	463	2.94	209	1.33					134	0.85	92	0.59				
2003	15,196	9,451	62.19	5,745	37.81	473	3.11	399	2.63	7,863	51.74	3,888	25.59	516	3.40	1,153	7.59	463	3.05	213	1.40					136	0.89	92	0.61				
2004	15,023	9,408	62.62	5,615	37.38	488	3.24	404	2.68	7,817	52.03	3,781	25.16	521	3.46	1,135	7.55	448	2.98	206	1.37					134	0.89	89	0.59				
2005	14,973	9,330	62.31	5,643	37.69	517	3.45	426	2.85	7,704	51.45	3,766	25.15	518	3.46	1,148	7.67	447	2.99	213	1.42					144	0.96	90	0.60				
2006	14,950	9,290	62.14	5,660	37.86	526	3.52	433	2.90	7,658	51.22	3,753	25.10	515	3.44	1,147	7.67	443	2.96	227	1.52	5	0.03	1	0.01	137	0.92	95	0.64	6	0.04	4	0.03
ENVIRONMENTAL PROTECTION AGENCY																																	
1997	17,180	8,669	50.46	8,511	49.54	325	1.89	384	2.24	7,225	42.05	5,322	30.98	688	4.00	2,403	13.99	392	2.28	343	2.00					39	0.23	59	0.34				
1998	17,840	8,951	50.17	8,889	49.83	356	2.00	430	2.41	7,376	41.35	5,488	30.76	737	4.13	2,505	14.04	429	2.40	394	2.21					53	0.30	72	0.40				
1999	17,842	8,936	50.08	8,906	49.92	373	2.09	428	2.40	7,302	40.93	5,457	30.59	744	4.17	2,515	14.09	448	2.51	430	2.41					69	0.39	76	0.43				
2000	17,411	8,727	50.12	8,684	49.88	372	2.14	422	2.42	7,114	40.86	5,291	30.39	722	4.15	2,475	14.22	453	2.60	422	2.42					66	0.38	74	0.43				
2001	17,456	8,691	49.79	8,765	50.21	378	2.17	425	2.43	7,037	40.31	5,286	30.28	744	4.26	2,536	14.53	466	2.67	443	2.54					66	0.38	75	0.43				
2002	17,495	8,681	49.62	8,814	50.38	394	2.25	437	2.50	6,998	40.00	5,285	30.21	750	4.29	2,564	14.66	474	2.71	451	2.58					65	0.37	77	0.44				
2003	17,642	8,685	49.23	8,957	50.77	408	2.31	455	2.58	6,950	39.39	5,370	30.44	765	4.34	2,582	14.64	492	2.79	472	2.68					70	0.40	78	0.44				
2004	18,576	9,258	49.84	9,318	50.16	424	2.33	491	2.64	7,437	40.03	5,610	30.20	796	4.28	2,622	1.41	521	2.80	513	2.76					70	0.37	82	0.44				
2005	18,398	9,083	49.37	9,315	50.63	432	2.35	500	2.72	7,262	39.47	5,596	30.42	792	4.30	2,619	14.24	530	2.88	522	2.84					67	0.36	78	0.42				
2006	18,248	9,016	49.41	9,232	50.59	405	2.22	477	2.61	7,298	39.99	5,738	31.44	745	4.08	2,443	13.39	509	2.79	497	2.72	0	0.00	1	0.01	59	0.32	76	0.42	0	0.00	0	0.00
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																																	
1997	2,565	870	33.92	1,695	66.08	107	4.17	168	6.55	412	16.06	544	21.21	318	12.40	934	36.41	30	1.17	35	1.36					3	0.11	14	0.53				
1998	2,510	850	33.86	1,660	66.14	103	4.10	162	6.45	408	16.25	548	21.83	307	12.23	899	35.82	29	1.16	38	1.51					3	0.12	13	0.51				
1999	2,853	983	34.45	1,870	65.55	123	4.31	200	7.01	475	16.65	648	22.71	344	12.06	957	33.54	38	1.33	56	1.96					3	0.12	9	0.36				
2000	2,709	929	34.29	1,780	65.71	116	4.28	192	7.09	435	16.06	602	22.22	337	12.44	920	33.96	38	1.40	54	1.99					3	0.11	12	0.42				
2001	2,866	984	34.33	1,882	65.67	132	4.61	228	7.96	472	16.47	635	22.16	339	11.83	950	33.15	39	1.36	55	1.92					2	0.07	14	0.49				
2002	2,734	920	33.65	1,814	66.35	125	4.57	226	8.27	438	16.02	621	22.71	317	11.59	904	33.07	38	1.39	53	1.94					2	0.07	10	0.37				
2003	2,555	857	33.54	1,698	66.46	114	4.46	216	8.45	406	15.89	580	22.70	298	11.66	846	33.11	37	1.45	47	1.84					2	0.08	9	0.35				
2004	2,465	811	32.90	1,654	67.10	110	4.46	210	8.51	382	15.49	570	23.12	282	11.44	815	33.06	35	1.41	50	2.02					2	0.08	9	0.36				
2005	2,363	778	32.92	1,585	67.08	104	4.40	206	8.72	369	15.62	544	23.02	261	11.05	772	32.67	40	1.69	51	2.16					4	0.17	12	0.51				
2006	2,195	726	33.08	1,469	66.92	101	4.60	192	8.75	348	15.85	517	23.55	234	10.66	699	31.85	38	1.73	48	2.19	1	0.05	1	0.05	4	0.18	11	0.50	0	0.00	1	0.05
FEDERAL COMMUNICATIONS COMMISSION																																	
1997	1,879	912	48.54	967	51.46	24	1.28	25	1.33	715	38.05	466	24.80	133	7.08	440	23.42	36	1.92	34	1.81					4	0.21	2	0.11				
1998	1,656	782	47.22	874	52.78	21	1.27	18	1.09	615	37.14	412	24.88	111	6.70	416	25.12	31	1.87	26	1.57					4	0.24	2	0.12				
1999	1,599	751	46.97	848	53.03	21	1.31	18	1.13	585	36.59	393	24.58	110	6.88	409	25.58	31	1.94	26	1.63					4	0.25	2	0.13				
2000	1,909	896	46.94	1,013	53.06	25	1.31	22	1.15	685	35.88	502	26.30	134	7.02	450	23.57	47	2.46	37	1.94					5	0.26	2	0.10				
2001	1,955	934	47.77	1,021	52.23	30	1.53	21	1.07	702	35.91	484	24.76	151	7.72	470	24.04	47	2.40	45	2.30					4	0.20	1	0.05				
2002	2,024	970	47.92	1,054	52.08	31	1.53	20	0.99	728	35.97	510	25.20	156	7.71	478	23.62	51	2.52	45	2.22					4	0.20	1	0.05				
2003	2,012	962	47.81	1,050	52.19	39	1.94	22	1.09	714	35.49	500	24.85	157	7.80	481	23.91	48	2.39	46	2.29					4	0.20	1	0.05				
2004	1,952	928	47.54	1,024	52.46	35	1.79	22	1.12	691	35.39	487	24.94	150	7.68	466	23.87	48	2.45	48	2.45					4	0.20	1	0.05				
2005	1,854	876	47.25	978	52.75	36	1.94	23	1.24	643	34.68	466	25.13	145	7.82	444	23.95	48	2.59	43	2.32					4	0.22	2	0.11				
2006	1,847	868	47.00	979	53.00	36	1.95	22	1.19	637	34.49	461	24.96	144	7.80	446	24.15	48	2.60	48	2.60	0	0.00	0	0.00	3	0.16	2	0.11	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION																																	
1997	6,803	3,739	54.96	3,064	45.04	123	1.81	92	1.35	3,256	47.86	2,047	30.09	284	4.17	810	11.91	61	0.90	94	1.38					15	0.22	21	0.31				
1998	6,615	3,633	54.92	2,982	45.08	125	1.89	91	1.38	3,116	47.11	1,955	29.55	299	4.52	825	12.47	72	1.09	94	1.42					21	0.32	17	0.26				
1999	6,609	3,623	54.82	2,986	45.18	139	2.10	95	1.44	3,067	46.41	1,909	28.88	307	4.65	852	12.89	85	1.29	106	1.60					25	0.38	24	0.36				
2000	6,352	3,488	54.91	2,864	45.09	139	2.19	92	1.45	2,943	46.33	1,815	28.57	305	4.80	833	13.11	80	1.26	99	1.56					21	0.33	25	0.39				
2001	6,160	3,379	54.85	2,781	45.15	139	2.26	91	1.48	2,848	46.23	1,753	28.46	295	4.79	812	13.18	76	1.23	101	1.64					21	0.34	24	0.39				
2002	5,795	3,183	54.93	2,612	45.07	132	2.28	83	1.43	2,672	46.11	1,643	28.35	281	4.85	766	13.22	79	1.36	100	1.73					19	0.33	20	0.35				
2003	5,338	2,983	55.88	2,355	44.12	133	2.49	73	1.37	2,488	46.61	1,506	28.21	261	4.89	665	12.46	85	1.59	96	1.80					16	0.30	15	0.28				
2004	5,292	2,920	55.18	2,372	44.82	131	2.47	82	1.54	2,427	45.86	1,491	28.17	258	4.87	682	12.88	89	1.68	103	1.94					15	0.28	14	0.26				
2005	4,593	2,555	55.63	2,038	44.37	116	2.53	75	1.63	2,125	46.27	1,287	28.02	224	4.88	577	12.56	78	1.70	86	1.87					12	0.26	13	0.28				
2006	4,551	2,544	55.90	2,007	44.10	113	2.48	76	1.67	2,122	46.63	1,258	27.64	221	4.86	573	12.59	77	1.69	89	1.96	0	0.00	0	0.00	11	0.24	11	0.24	0	0.00	0	0.00

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
FEDERAL ENERGY REGULATORY COMMISSION																																	
1997	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2001	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2002	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2003	1,219	672	55.13	547	44.87	13	1.07	18	1.48	535	43.89	278	22.81	72	5.91	225	18.46	51	4.18	23	1.89	0	0.00	0	0.00	0	0.00	3	0.25	0	0.00	0	0.00
2004	1,255	690	54.98	565	45.02	13	1.04	17	1.35	548	43.67	290	23.11	75	5.98	230	18.33	54	4.30	23	1.83	0	0.00	0	0.00	0	0.00	3	0.24	1	0.08	1	0.08
2005	1,234	663	53.73	571	46.27	11	0.89	21	1.70	529	42.87	294	23.82	72	5.83	225	18.23	50	4.05	25	2.03	0	0.00	0	0.00	1	0.08	6	0.49	0	0.00	0	0.00
2006	1,341	716	53.39	625	46.61	10	0.75	20	1.49	566	42.21	324	24.16	77	5.74	241	17.97	54	4.03	31	2.31	0	0.00	0	0.00	2	0.15	7	0.52	7	0.52	2	0.15
FEDERAL TRADE COMMISSION																																	
1997	878	414	47.15	464	52.85	6	0.68	13	1.48	357	40.66	279	31.78	46	5.24	158	18.00	5	0.57	12	1.37					0	0.00	2	0.23				
1998	888	422	47.52	466	52.48	5	0.56	12	1.35	360	40.54	276	31.08	48	5.41	163	18.36	9	1.01	13	1.46					0	0.00	2	0.23				
1999	852	409	48.00	443	52.00	5	0.59	8	0.94	351	41.20	258	30.28	45	5.28	161	18.90	8	0.94	14	1.64					0	0.00	2	0.23				
2000	896	423	47.21	473	52.79	7	0.78	10	1.12	357	39.84	278	31.03	47	5.25	164	18.30	12	1.34	20	2.23					0	0.00	1	0.11				
2001	820	343	41.83	477	58.17	9	1.10	10	1.09	278	33.90	275	33.54	45	4.89	169	18.37	11	1.20	21	2.28					0	0.00	2	0.22				
2002	959	462	48.18	497	51.82	11	1.15	10	1.04	394	41.08	294	30.66	44	4.59	168	17.52	13	1.36	23	2.40					0	0.00	2	0.21				
2003	969	468	48.30	501	51.70	10	1.03	10	1.03	402	41.49	292	30.13	44	4.54	175	18.06	12	1.24	22	2.27					0	0.00	2	0.21				
2004	1,073	535	49.86	538	50.14	13	1.21	13	1.21	456	42.49	319	29.72	48	4.47	180	16.77	17	1.58	24	2.23					1	0.09	2	0.18				
2005	1,017	499	49.07	518	50.93	18	1.77	12	1.18	419	41.20	302	29.70	46	4.52	176	17.31	16	1.57	25	2.46					0	0.00	3	0.29				
2006	1,068	524	49.06	544	50.94	20	1.87	12	1.12	433	40.54	330	30.90	49	4.59	165	15.45	21	1.97	34	3.18	0	0.00	0	0.00	1	0.09	3	0.28	0	0.00	0	0.00
GENERAL SERVICES ADMINISTRATION																																	
1997	14,127	8,146	57.66	5,981	42.34	393	2.78	272	1.93	5,607	39.69	3,298	23.35	1,802	12.76	2,178	15.42	290	2.78	192	1.36					54	0.38	41	0.29				
1998	14,013	8,037	57.35	5,976	42.65	399	2.85	279	1.99	5,535	39.50	3,283	23.43	1,768	12.62	2,179	15.55	283	2.85	193	1.38					52	0.37	42	0.30				
1999	13,965	7,929	56.78	6,036	43.22	396	2.84	288	2.06	5,450	39.03	3,272	23.43	1,747	12.51	2,227	15.95	280	2.01	204	1.46					56	0.40	45	0.32				
2000	14,000	7,866	56.19	6,134	43.81	386	2.76	287	2.05	5,432	38.80	3,325	23.75	1,702	12.16	2,252	16.09	281	2.01	218	1.56					65	0.46	52	0.37				
2001	14,016	7,768	55.42	6,248	44.58	397	2.83	304	2.17	5,324	37.99	3,328	23.74	1,679	11.98	2,292	16.35	287	2.05	252	1.80					81	0.58	72	0.51				
2002	14,095	7,707	54.68	6,388	45.32	417	2.96	350	2.48	5,277	37.44	3,403	24.14	1,620	11.49	2,289	16.24	292	2.07	258	1.83					101	0.72	88	0.62				
2003	12,400	6,364	51.32	6,036	48.68	282	2.27	309	2.49	4,579	36.93	3,265	26.33	1,184	9.55	2,134	17.21	263	2.12	268	2.16					56	0.45	60	0.48				
2004	12,597	6,412	50.90	6,185	49.10	303	2.40	337	2.67	4,599	36.50	3,347	26.56	1,164	9.24	2,173	17.25	286	2.27	272	2.15					60	0.47	56	0.44				
2005	12,666	6,416	50.66	6,250	49.34	313	2.47	345	2.72	4,581	36.17	3,386	26.73	1,156	9.13	2,160	17.05	305	2.41	308	2.43					61	0.48	51	0.40				
2006	12,170	6,148	50.52	6,022	49.48	303	2.49	349	2.87	4,339	35.65	3,230	26.54	1,127	9.26	2,080	17.09	303	2.49	302	2.48	6	0.05	7	0.06	58	0.48	40	0.33	12	0.10	14	0.12
GOVERNMENT PRINTING OFFICE																																	
1997	3,554	2,106	59.26	1,448	40.74	51	1.44	28	0.79	998	28.08	388	10.92	1,035	29.12	1,020	28.70	20	0.56	9	0.25					2	0.06	3	0.08				
1998	3,389	2,001	59.04	1,388	40.96	47	1.39	25	0.74	946	27.91	365	10.77	986	29.09	985	29.06	20	0.59	10	0.30					2	0.06	3	0.09				
1999	3,232	1,878	58.11	1,354	41.89	43	1.33	28	0.87	875	27.07	349	10.80	938	29.02	964	29.83	20	0.62	10	0.31					2	0.06	3	0.09				
2000	3,149	1,822	57.86	1,327	42.14	42	1.33	26	0.83	849	26.96	344	10.92	909	28.87	944	29.98	19	0.60	10	0.32					3	0.10	3	0.10				
2001	3,001	1,733	57.75	1,268	42.25	35	1.17	26	0.87	800	26.66	320	10.66	877	29.22	908	30.26	16	0.53	11	0.37					5	0.17	3	0.10				
2002	2,979	1,727	57.97	1,252	42.03	36	1.21	25	0.84	770	25.85	324	10.88	897	30.11	887	29.78	17	0.57	15	0.50					7	0.23	1	0.03				
2003	2,789	1,618	58.01	1,171	41.99	31	1.11	19	0.68	725	25.99	314	11.26	840	30.12	816	29.26	18	0.65	19	0.68					4	0.14	3	0.11				
2004	2,396	1,405	58.64	991	41.36	25	1.04	13	0.54	653	27.25	295	12.31	706	29.46	661	27.58	18	0.75	19	0.79					3	0.12	3	0.12				
2005	2,363	1,365	57.77	998	42.23	26	1.10	13	0.55	630	26.66	290	12.27	682	28.86	668	28.27	20	0.85	24	1.02					4	0.17	3	0.13				
2006	2,235	1,300	58.17	935	41.83	27	1.21	12	0.54	605	27.07	285	12.75	641	28.68	611	27.34	23	1.03	24	1.07	0	0.00	0	0.00	4	0.18	3	0.13	0	0.00	0	0.00
HEALTH AND HUMAN SERVICES, DEPT. OF																																	
1997	48,605	18,313	37.68	30,292	62.32	555	1.14	782	1.61	12,458	25.63	15,964	32.84	2,431	5.00	6,235	12.83	828	1.70	1,020	2.10					2,041	4.20	6,291	12.94				
1998	49,151	18,342	37.32	30,809	62.68	585	1.19	808	1.64	12,439	25.31	16,095	32.75	2,387	4.86	6,385	12.99	849	1.73	1,094	2.23					2,082	4.24	6,427	13.08				
1999	50,163	18,606	37.09	31,557	62.91	632	1.26	851	1.70	12,543	25.00	16,436	32.77	2,391	4.77	6,608	13.17	909	1.81	1,191	2.37					2,131	4.25	6,471	12.90				
2000	51,173	18,786	36.71	32,387	63.29	668	1.31	922	1.80	12,502	24.43	16,667	32.57	2,439	4.77	6,958	13.60	1,001	1.96	1,308	2.56					2,176	4.25	6,532	12.76				
2001	52,241	18,919	36.21	33,322	63.79	702	1.34	1,010	1.93	12,439	23.81	16,824	32.20	2,500	4.79	7,343	14.06	1,073	2.05	1,443	2.76					2,205	4.22	6,702	12.83				
2002	54,147	19,588	36.18	34,559	63.82	776	1.43	1,089	2.04	12,693	23.44	17,135	31.65	2,593	4.79	7,583	14.00	1,198	2.21	1,587	2.93					2,328	4.30	7,165	13.23				
2003	52,938	19,007	35.90	33,931	64.10	773	1.46	1,088	2.06	12,241	23.12	16,702	31.55	2,509	4.74	7,438	14.05	1,220	2.30	1,652	3.12					2,264	4.28	7,051	13.32				
2004	63,581	24,965	39.26	38,616	60.74	992	1.56	1,263	1.98	16,319	25.66	19,205	30.20	2,792	4.39	7,891	12.41	2,230	3.50	2,347	3.69					2,632	4.13	7,910	12.44				
2005	64,244	25,118	39.10	39,126	60.90	1,024	1.59	1,333	2.07	16,331	25.42	19,216	29.91	2,851	4.44	8,078	12.57	2,253	3.51	2,455	3.82					2,656	4.13	8,044	12.52				
2006	63,506	24,750	38.97	38,756	61.03	1,003	1.58	1,316	2.07	15,898	25.03	18,716	29.47	2,807	4.42	8,089	12.74	2,323	3.66	2,585	4.07	0	0.00	1	0.00	2,719	4.28	8,049	12.67	0	0.00	0	0.00

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS ***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
HOMELAND SECURITY, DEPT. OF ****																																	
1997	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1998	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2001	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2002	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*					*	*	*	*				
2003	156,611	103,946	66.37	52,665	33.63	18,581	11.86	7,320	4.67	68,620	43.82	31,007	19.80	11,455	7.31	11,493	7.34	4,507	2.88	2,424	1.55					783	0.50	421	0.27				
2004	162,944	107,874	66.20	55,070	33.80	19,405	11.91	7,644	4.69	71,361	43.79	32,407	19.89	11,586	7.11	12,053	7.40	4,706	2.89	2,502	1.54					816	0.50	464	0.28				
2005	162,132	107,138	66.08	54,994	33.92	19,655	12.12	7,893	4.87	70,342	43.39	31,644	19.52	11,455	7.07	12,431	7.67	4,848	2.99	2,533	1.56					838	0.52	493	0.30				
2006	168,635	111,515	66.13	57,120	33.87	20,392	12.09	7,847	4.65	73,555	43.62	33,187	19.68	11,522	6.83	12,816	7.60	4,684	2.78	2,402	1.42	188	0.11	173	0.10	1,173	0.70	694	0.41	1	0.00	1	0.00
HOUSING AND URBAN DEVELOPMENT, DEPT. OF																																	
1997	9,987	4,059	40.64	5,928	59.36	249	2.49	398	3.99	2,810	28.14	2,839	28.43	824	8.25	2,465	24.68	135	1.35	161	1.61					41	0.41	65	0.65				
1998	9,405	3,817	40.58	5,588	59.42	241	2.56	375	3.99	2,636	28.03	2,635	28.02	766	8.14	2,357	25.06	135	1.44	158	1.68					39	0.41	63	0.67				
1999	9,448	3,848	40.73	5,600	59.27	253	2.68	385	4.07	2,624	27.77	2,618	27.71	786	8.32	2,366	25.04	145	1.53	170	1.80					40	0.42	61	0.65				
2000	9,822	4,062	41.36	5,760	58.64	279	2.84	402	4.09	2,728	27.77	2,649	26.97	855	8.70	2,466	25.11	156	1.59	181	1.84					44	0.45	62	0.63				
2001	9,727	3,952	40.63	5,775	59.37	278	2.86	405	4.16	2,622	26.96	2,583	26.55	850	8.74	2,535	26.06	161	1.66	190	1.95					41	0.42	62	0.64				
2002	9,793	3,948	40.31	5,845	59.69	278	2.84	411	4.20	2,594	26.49	2,550	26.04	872	8.90	2,623	26.78	166	1.70	199	2.03					38	0.39	62	0.63				
2003	10,177	4,040	39.70	6,137	60.30	290	2.85	437	4.29	2,608	25.63	2,636	25.90	935	9.19	2,765	27.17	170	1.67	230	2.26					37	0.36	69	0.68				
2004	10,218	4,064	39.77	6,154	60.23	284	2.77	437	4.27	2,573	25.18	2,613	25.57	987	9.65	2,786	27.26	186	1.82	246	2.40					34	0.33	72	0.70				
2005	9,921	3,960	39.92	5,961	60.08	283	2.85	428	4.31	2,508	25.28	2,505	25.25	954	9.62	2,714	27.36	181	1.82	242	2.44					34	0.34	72	0.73				
2006	9,825	3,886	39.55	5,939	60.45	283	2.88	431	4.39	2,423	24.66	2,431	24.74	954	9.71	2,751	28.00	191	1.94	244	2.48	0	0.00	5	0.05	31	0.32	75	0.76	4	0.04	2	0.02
INTERIOR, DEPT. OF																																	
1997	55,817	35,469	63.55	20,348	36.45	1,452	2.60	1,062	1.90	27,846	49.89	14,292	25.61	1,721	3.08	1,695	3.04	508	0.91	428	0.77					3,942	7.06	2,871	5.14				
1998	56,337	35,626	63.24	20,711	36.76	1,519	2.70	1,111	1.97	27,920	49.56	14,518	25.77	1,766	3.13	1,776	3.15	523	0.93	468	0.83					3,898	6.92	2,838	5.04				
1999	56,739	35,504	62.57	21,235	37.43	1,567	2.76	1,147	2.02	27,780	48.96	14,881	26.23	1,736	3.06	1,846	3.25	545	0.96	495	0.87					3,876	6.83	2,866	5.05				
2000	57,577	35,802	62.18	21,775	37.82	1,641	2.85	1,207	2.10	27,925	48.50	15,221	26.44	1,762	3.06	1,903	3.31	589	1.02	520	0.90					3,885	6.75	2,924	5.08				
2001	59,141	36,596	61.88	22,545	38.12	1,708	2.89	1,242	2.10	28,438	48.09	15,765	26.66	1,786	3.02	1,910	3.23	602	1.02	548	0.93					4,062	6.87	3,080	5.21				
2002	60,465	37,233	61.58	23,232	38.42	1,685	2.79	1,267	2.10	29,108	48.14	16,226	26.84	1,739	2.88	1,936	3.20	626	1.04	570	0.94					4,075	6.74	3,233	5.35				
2003	60,840	37,344	61.38	23,496	38.62	1,708	2.81	1,280	2.10	29,272	48.11	16,383	26.93	1,726	2.84	1,936	3.18	645	1.06	600	0.99					3,993	6.56	3,297	5.42				
2004	77,600	46,505	59.93	31,095	40.07	2,104	2.71	1,534	1.97	36,017	46.41	20,742	26.72	1,914	2.46	2,097	2.70	807	1.03	754	0.97					5,663	7.29	5,968	7.69				
2005	76,676	45,806	59.74	30,870	40.26	2,086	2.72	1,572	2.05	35,469	46.26	20,531	26.78	1,830	2.39	2,084	2.72	817	1.07	750	0.98					5,604	7.31	5,933	7.74				
2006	73,126	43,416	59.37	29,710	40.63	2,007	2.74	1,532	2.10	33,609	45.96	19,722	26.97	1,735	2.37	2,007	2.74	665	0.91	686	0.94	94	0.13	52	0.07	5,237	7.16	5,652	7.73	69	0.09	59	0.08
JUSTICE, DEPT. OF																																	
1997	111,218	69,092	62.12	42,126	37.88	9,273	8.34	3,903	3.51	50,231	45.16	26,351	23.69	7,353	6.61	10,387	9.34	1,672	1.50	1,202	1.08					563	0.51	283	0.25				
1998	117,180	72,831	62.15	44,349	37.85	10,050	8.58	4,252	3.63	52,708	44.98	27,533	23.50	7,679	6.55	10,953	9.35	1,807	1.54	1,302	1.11					587	0.50	309	0.26				
1999	119,902	74,169	61.86	45,733	38.14	10,321	8.61	4,439	3.70	53,386	44.52	28,277	23.58	7,972	6.65	11,333	9.45	1,884	1.57	1,367	1.14					606	0.51	317	0.26				
2000	120,858	75,108	62.15	45,750	37.85	11,024	9.12	4,586	3.79	53,470	44.24	28,185	23.30	8,047	6.66	11,305	9.35	1,946	1.61	1,393	1.15					621	0.51	311	0.26				
2001	122,669	76,390	62.27	46,279	37.73	8,971	7.31	4,792	3.91	56,420	45.99	28,222	23.01	8,279	6.75	11,465	9.35	2,088	1.70	1,479	1.21					632	0.52	321	0.26				
2002	124,539	77,466	62.20	47,073	37.80	12,623	10.14	5,081	4.08	53,712	43.13	28,618	22.98	8,296	6.66	11,616	9.33	2,219	1.78	1,419	1.14					616	0.49	339	0.27				
2003	98,180	58,404	59.49	39,776	40.51	5,148	5.24	3,138	3.20	43,817	44.63	25,071	25.54	7,382	7.52	10,238	10.43	1,515	1.54	1,045	1.06					542	0.55	284	0.29				
2004	102,906	61,303	59.57	41,603	40.43	5,415	5.26	3,432	3.33	46,037	44.74	26,044	25.30	7,600	7.38	10,641	10.34	1,693	1.64	1,198	1.16					558	0.54	288	0.27				
2005	104,098	62,430	59.97	41,668	40.03	5,528	5.31	3,521	3.38	46,914	45.07	26,059	25.03	7,655	7.35	10,559	10.14	1,775	1.71	1,242	1.19					558	0.54	287	0.28				
2006	105,827	63,784	60.27	42,043	39.73	5,701	5.39	3,584	3.39	47,810	45.18	26,082	24.65	7,776	7.35	10,680	10.09	1,878	1.77	1,373	1.30	43	0.04	20	0.02	571	0.54	303	0.29	5	0.00	1	0.00
LABOR, DEPT. OF																																	
1997	15,271	7,837	51.32	7,434	48.68	494	3.23	459	3.01	6,173	40.42	4,026	26.36	932	6.10	2,666	17.46	194	1.27	224	1.47					44	0.29	59	0.39				
1998	15,225	7,741	50.84	7,484	49.16	502	3.30	479	3.15	6,086	39.97	4,005	26.35	913	6.00	2,701	17.74	195	1.28	240	1.58					45	0.30	59	0.39				
1999	15,348	7,791	50.76	7,557	49.24	513	3.34	509	3.32	6,088	39.67	4,017	26.17	941	6.13	2,715	17.69	202	1.32	256	1.67					47	0.31	60	0.39				
2000	15,626	7,910	50.62	7,716	49.38	525	3.36	534	3.42	6,132	39.24	4,057	25.96	989	6.33	2,779	17.78	217	1.39	285	1.82					47	0.30	61	0.39				
2001	16,368	8,149	49.79	8,219	50.21	541	3.30	586	3.58	6,279	38.36	4,312	26.34	1,041	6.35	2,926	17.87	241	1.47	330	2.01					47	0.28	65	0.40				
2002	15,832	7,881	49.78	7,951	50.22	519	3.28	560	3.54	6,047	38.19	4,204	26.55	1,005	6.35	2,794	17.65	252	1.59	333	2.10					58	0.37	60	0.38				
2003	15,838	7,877	49.73	7,961	50.27	533	3.37	577	3.64	6,055	38.23	4,185	26.42	969	6.12	2,779	17.55	266	1.68	361	2.28					54	0.34	59	0.37				
2004	15,814	7,849	49.63	7,965	50.37	523	3.30	578	3.65	6,001	37.95	4,195	26.52	973	6.15	2,762	17.47	296	1.87	374	2.36					56	0.35	56	0.35				
2005	15,380	7,695	50.03	7,685	49.97	513	3.34	560	3.64	5,880	38.23	4,055	26.37	946	6.15	2,659	17.29	298	1.94	362	2.35					58	0.38	49	0.32				
2006	15,339	7,635	49.78	7,704	50.22	494	3.22	553	3.61	5,837	38.05	4,082	26.61	935	6.10	2,632	17.16	317	2.07	388	2.53	2	0.01	3	0.02	50	0.33	46	0.30	0	0.00	0	0.00

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS ***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																																	
1997	19,295	13,105	67.92	6,190	32.08	567	2.94	278	1.44	10,970	56.85	4,498	23.31	802	4.16	1,113	5.77	666	3.45	230	1.19					100	0.52	71	0.37				
1998	18,246	12,341	67.64	5,905	32.36	557	3.05	273	1.50	10,184	55.81	4,270	23.40	847	4.64	1,069	5.86	657	3.60	230	1.26					96	0.53	63	0.35				
1999	18,322	12,287	67.06	6,035	32.94	568	3.10	295	1.61	10,094	55.09	4,320	23.58	848	4.63	1,107	6.04	681	3.72	242	1.32					96	0.52	71	0.39				
2000	18,416	12,289	66.73	6,127	33.27	581	3.15	309	1.68	10,059	54.62	4,344	23.59	839	4.56	1,147	6.23	719	3.90	257	1.40					91	0.49	70	0.38				
2001	18,568	12,329	66.40	6,239	33.60	596	3.21	311	1.67	10,050	54.13	4,430	23.86	843	4.54	1,160	6.25	749	4.03	266	1.43					91	0.49	72	0.39				
2002	18,520	12,262	66.21	6,258	33.79	597	3.22	309	1.67	9,969	53.83	4,426	23.90	845	4.56	1,176	6.35	760	4.10	275	1.48					91	0.49	72	0.39				
2003	18,500	12,159	65.72	6,341	34.28	596	3.22	319	1.72	9,866	53.33	4,442	24.01	840	4.54	1,223	6.61	767	4.15	286	1.55					90	0.49	71	0.38				
2004	19,278	12,571	65.21	6,707	34.79	631	3.27	346	1.79	10,159	52.70	4,624	23.98	883	4.58	1,337	6.93	801	4.15	332	1.72					97	0.50	68	0.35				
2005	18,786	12,197	64.93	6,589	35.07	643	3.42	350	1.86	9,806	52.20	4,516	24.04	871	4.64	1,326	7.06	786	4.18	332	1.77					91	0.48	65	0.35				
2006	18,457	11,974	64.88	6,483	35.12	632	3.42	357	1.93	9,614	52.09	4,418	23.94	846	4.58	1,303	7.06	783	4.24	339	1.84	5	0.03	0	0.00	89	0.48	61	0.33	5	0.03	5	0.03
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION																																	
1997	2,854	1,278	44.78	1,576	55.22	25	0.88	24	0.84	884	30.97	871	30.52	339	11.88	642	22.49	27	0.95	31	1.09					3	0.11	8	0.28				
1998	2,417	1,063	43.98	1,354	56.02	19	0.79	16	0.66	772	31.94	771	31.90	250	10.34	523	21.64	19	0.79	36	1.49					3	0.12	8	0.33				
1999	2,403	1,059	44.07	1,344	55.93	17	0.71	18	0.75	773	32.17	782	32.54	251	10.45	507	21.10	16	0.67	31	1.29					2	0.08	6	0.25				
2000	2,482	1,106	44.56	1,376	55.44	18	0.73	17	0.68	794	31.99	803	32.35	268	10.80	521	20.99	22	0.89	29	1.17					4	0.16	6	0.24				
2001	2,585	1,174	45.42	1,411	54.58	19	0.74	20	0.77	844	32.65	807	31.22	282	10.91	547	21.16	26	1.01	31	1.20					3	0.12	6	0.23				
2002	2,723	1,262	46.35	1,461	53.65	20	0.73	23	0.84	910	33.42	841	30.89	297	10.91	556	20.42	31	1.14	33	1.21					4	0.15	8	0.29				
2003	2,619	1,221	46.62	1,398	53.38	22	0.84	21	0.80	886	33.83	840	32.07	283	10.81	501	19.13	27	1.03	30	1.15					3	0.11	6	0.23				
2004	2,979	1,391	46.69	1,588	53.31	25	0.83	26	0.87	990	33.23	952	31.95	341	11.44	556	18.66	31	1.04	47	1.57					4	0.13	7	0.23				
2005	3,043	1,412	46.40	1,631	53.60	26	0.85	25	0.82	1,010	33.19	971	31.91	331	10.88	581	19.09	41	1.35	46	1.51					4	0.13	8	0.26				
2006	3,018	1,392	46.12	1,626	53.88	25	0.83	25	0.83	1,004	33.27	981	32.50	324	10.74	570	18.89	36	1.19	42	1.39	0	0.00	1	0.03	3	0.10	6	0.20	0	0.00	1	0.03
NATIONAL CREDIT UNION ADMINSISTRATION																																	
1997	867	535	61.71	332	38.29	22	2.54	10	1.15	464	53.52	240	27.68	31	3.58	65	7.50	16	1.85	12	1.38					2	0.23	5	0.58				
1998	829	517	62.36	312	37.64	19	2.29	11	1.33	455	54.89	232	27.99	29	3.50	55	6.63	12	1.45	10	1.21					2	0.24	4	0.48				
1999	910	560	61.54	350	38.46	21	2.31	14	1.54	484	53.19	259	28.46	34	3.74	65	7.14	19	2.09	9	0.99					2	0.22	3	0.33				
2000	930	561	60.32	369	39.68	20	2.15	12	1.29	490	52.69	277	29.78	31	3.33	68	7.31	19	2.04	9	0.97					1	0.11	3	0.32				
2001	913	546	59.80	367	40.20	20	2.19	14	1.53	477	52.25	267	29.24	32	3.50	73	8.00	16	1.75	9	0.99					1	0.11	4	0.44				
2002	920	545	59.24	375	40.76	19	2.07	14	1.52	476	51.74	276	30.00	34	3.70	72	7.83	15	1.63	9	0.98					1	0.11	4	0.43				
2003	898	528	58.80	370	41.20	19	2.12	15	1.67	459	51.11	271	30.18	33	3.67	71	7.91	16	1.78	9	1.00					1	0.11	4	0.45				
2004	888	512	57.66	376	42.34	20	2.25	16	1.80	442	49.77	270	30.40	34	3.82	74	8.33	16	1.80	12	1.35					0	0.00	4	0.45				
2005	899	497	55.28	402	44.72	20	2.22	18	2.00	428	47.61	287	31.92	29	3.23	82	9.12	20	2.22	12	1.33					0	0.00	3	0.33				
2006	911	500	54.88	411	45.12	17	1.87	17	1.87	426	46.76	290	31.83	34	3.73	84	9.22	16	1.76	14	1.54	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
NATIONAL GALLERY OF ART																																	
1997	795	473	59.50	322	40.50	5	0.63	5	0.63	171	21.51	205	25.79	294	36.98	107	13.46	2	0.25	5	0.63					1	0.13	0	0.00				
1998	774	451	58.27	323	41.73	6	0.78	4	0.52	170	21.96	204	26.36	272	35.14	107	13.82	2	0.26	7	0.90					1	0.13	1	0.13				
1999	795	462	58.11	333	41.89	9	1.13	4	0.50	171	21.51	207	26.04	279	35.09	115	14.47	2	0.25	6	0.75					1	0.13	1	0.13				
2000	779	454	58.28	325	41.72	9	1.16	4	0.51	167	21.44	203	26.06	275	35.30	110	14.12	2	0.26	7	0.90					1	0.13	1	0.13				
2001	781	470	60.18	311	39.82	11	1.41	3	0.38	185	23.69	195	24.97	271	34.70	106	13.57	2	0.26	6	0.77					1	0.13	1	0.13				
2002	795	469	58.99	326	41.01	8	1.01	4	0.50	183	23.02	206	25.91	275	34.59	108	13.58	2	0.25	8	1.01					1	0.13	0	0.00				
2003	806	467	57.94	339	42.06	14	1.74	6	0.74	188	23.33	212	26.30	260	32.26	108	13.40	4	0.50	13	1.61					1	0.12	0	0.00				
2004	810	469	57.90	341	42.10	13	1.60	6	0.74	192	23.70	221	27.28	259	31.98	103	12.72	4	0.49	1	0.12					1	0.12	0	0.00				
2005	810	471	58.15	337	41.60	13	1.60	6	0.74	194	23.95	212	26.17	260	32.10	110	13.58	4	0.49	9	1.11					2	0.25	0	0.00				
2006	792	465	58.71	327	41.29	10	1.26	5	0.63	192	24.24	205	25.88	256	32.32	108	13.64	5	0.63	9	1.14	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD																																	
1997	1,918	791	41.24	1,127	58.76	43	2.24	78	4.07	649	33.84	661	34.46	85	4.43	360	18.77	13	0.68	26	1.36					1	0.05	2	0.10				
1998	1,843	758	41.13	1,085	58.87	43	2.33	75	4.07	621	33.70	626	33.97	81	4.40	354	19.21	12	0.65	28	1.52					1	0.05	2	0.11				
1999	1,841	743	40.36	1,098	59.64	43	2.34	82	4.45	611	33.19	636	34.55	80	4.35	349	18.96	8	0.43	29	1.58					1	0.05	2	0.11				
2000	1,940	772	39.79	1,168	60.21	45	2.32	80	4.12	634	32.68	698	35.98	83	4.28	356	18.35	9	0.46	31	1.60					1	0.05	3	0.15				
2001	2,019	796	39.43	1,223	60.57	49	2.43	87	4.31	647	32.05	751	37.20	87	4.31	353	17.48	11	0.54	28	1.39					2	0.10	4	0.20				
2002	2,099	828	39.45	1,271	60.55	53	2.53	90	4.29	671	31.97	771	36.73	91	4.34	373	17.77	11	0.52	33	1.57					2	0.10	4	0.19				
2003	1,891	741	39.19	1,150	60.81	47	2.49	85	4.49	600	31.73	707	37.39	78	4.12	324	17.13	14	0.74	30	1.59					2	0.11	4	0.21				
2004	1,898	736	38.78	1,162	61.22	51	2.68	91	4.79	591	31.14	710	37.40	79	4.16	322	16.96	13	0.68	36	1.89					2	0.10	3	0.15				
2005	1,870	731	39.09	1,139	60.91	55	2.94	105	5.61	575	30.75	673	35.99	87	4.65	314	16.79	12	0.64	44	2.35					2	0.11	3	0.16				
2006	1,836	707	38.51	1,129	61.49	48	2.61	102	5.56	556	30.28	670	36.49	84	4.58	308	16.78	15	0.82	43	2.34	0	0.00	2	0.11	4	0.22	4	0.22	0	0.00	0	0.00

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS ***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NATIONAL SCIENCE FOUNDATION																																	
1997	1,090	410	37.61	680	62.39	6	0.55	12	1.10	328	30.09	303	27.80	55	5.05	345	31.65	19	1.74	20	1.83					2	0.18	0	0.00				
1998	1,013	380	37.51	633	62.49	5	0.49	12	1.18	304	30.01	277	27.34	51	5.03	324	31.98	18	1.78	20	1.97					2	0.20	0	0.00				
1999	931	352	37.81	579	62.19	4	0.43	11	1.18	281	30.18	250	26.85	50	5.37	298	32.01	15	1.61	20	2.15					2	0.21	0	0.00				
2000	861	325	37.75	536	62.25	3	0.35	11	1.28	263	30.55	231	26.83	43	4.99	276	32.06	14	1.63	18	2.09					2	0.23	0	0.00				
2001	1,075	381	35.44	694	64.56	9	0.84	14	1.30	295	27.44	311	28.93	57	5.30	341	31.72	19	1.77	26	2.42					1	0.09	2	0.19				
2002	1,077	384	35.65	693	64.35	9	0.84	15	1.39	304	28.23	326	30.27	50	4.64	323	29.99	20	1.86	29	2.69					1	0.09	0	0.00				
2003	1,092	396	36.26	696	63.74	11	1.01	17	1.56	304	27.84	322	29.49	57	5.22	326	29.85	23	2.11	31	2.84					1	0.09	0	0.00				
2004	1,333	523	39.23	810	60.77	17	1.27	18	1.35	400	30.01	402	30.15	67	5.02	351	26.33	36	2.70	39	2.92					3	0.22	0	0.00				
2005	1,339	517	38.61	822	61.39	17	1.27	18	1.34	406	30.32	408	30.47	62	4.63	355	26.51	30	2.24	39	2.91					2	0.15	2	0.15				
2006	1,365	548	40.15	817	59.85	17	1.25	17	1.25	426	31.21	410	30.04	61	4.47	345	25.27	42	3.08	41	3.00	0	0.00	0	0.00	2	0.15	4	0.29	0	0.00	0	0.00
NULCLEAR REGULATORY COMMISSION																																	
1997	2,999	1,892	63.09	1,107	36.91	40	1.33	21	0.70	1,587	52.92	781	26.04	116	3.87	256	8.54	145	4.83	46	1.53					4	0.13	3	0.10				
1998	2,903	1,840	63.38	1,063	36.62	38	1.31	21	0.72	1,532	52.77	742	25.56	116	4.00	251	8.65	149	5.13	46	1.58					5	0.17	3	0.10				
1999	2,813	1,771	62.96	1,042	37.04	38	1.35	22	0.78	1,465	52.08	719	25.56	112	3.98	252	8.96	151	5.37	45	1.60					5	0.18	4	0.14				
2000	2,787	1,744	62.58	1,043	37.42	43	1.54	25	0.90	1,439	51.63	713	25.58	108	3.88	257	9.22	150	5.38	46	1.65					4	0.14	2	0.07				
2001	2,785	1,743	62.59	1,042	37.41	58	2.08	30	1.08	1,425	51.17	708	25.42	107	3.84	253	9.08	147	5.28	49	1.76					6	0.22	2	0.07				
2002	2,872	1,782	62.05	1,090	37.95	71	2.47	45	1.57	1,436	50.00	723	25.17	116	4.04	267	9.30	153	5.33	53	1.85					6	0.21	2	0.07				
2003	2,995	1,878	62.70	1,117	37.30	81	2.70	52	1.74	1,499	50.05	733	24.47	128	4.27	276	9.22	162	5.41	54	1.80					8	0.27	2	0.07				
2004	3,224	2,033	63.06	1,191	36.94	84	2.60	55	1.70	1,633	50.65	783	24.28	135	4.18	284	8.80	170	5.27	68	2.10					11	0.34	1	0.03				
2005	3,295	2,080	63.13	1,215	36.87	85	2.58	58	1.76	1,660	50.38	781	23.70	140	4.25	301	9.14	183	5.55	71	2.15					12	0.36	4	0.12				
2006	3,492	2,217	63.49	1,275	36.51	94	2.69	68	1.95	1,749	50.09	813	23.28	154	4.41	311	8.91	202	5.78	76	2.18	1	0.03	1	0.03	14	0.40	4	0.11	3	0.09	2	0.06
OFFICE OF PERSONNEL MANAGEMENT																																	
1997	3,471	1,303	37.54	2,168	62.46	50	1.44	52	1.50	1,004	28.93	1,327	38.23	226	6.51	749	21.58	19	0.55	33	0.95					4	0.12	7	0.20				
1998	3,443	1,284	37.29	2,159	62.71	49	1.42	54	1.57	983	28.55	1,304	37.87	227	6.59	760	22.07	20	0.58	34	0.99					5	0.15	7	0.20				
1999	3,484	1,306	37.49	2,178	62.51	54	1.55	69	1.98	989	28.39	1,282	36.80	236	6.77	781	22.42	21	0.60	36	1.03					6	0.17	10	0.29				
2000	3,598	1,325	36.83	2,273	63.17	59	1.64	79	2.20	991	27.54	1,333	37.05	245	6.81	799	22.21	23	0.64	48	1.33					7	0.19	14	0.39				
2001	3,441	1,264	36.73	2,177	63.27	54	1.57	73	2.12	942	27.38	1,261	36.65	241	7.00	782	22.73	22	0.64	47	1.37					5	0.15	14	0.41				
2002	3,534	1,291	36.53	2,243	63.47	57	1.61	82	2.32	963	27.25	1,296	36.67	243	6.88	801	22.67	23	0.65	47	1.33					5	0.14	17	0.48				
2003	3,456	1,267	36.66	2,189	63.34	56	1.62	88	2.55	946	27.37	1,258	36.40	235	6.80	789	22.83	24	0.69	42	1.22					6	0.17	12	0.35				
2004	3,648	1,366	37.45	2,282	62.55	59	1.61	79	2.16	1,011	27.71	1,312	35.96	260	7.12	835	22.88	29	0.79	45	1.23					7	0.19	11	0.30				
2005	5,107	2,075	40.63	3,032	59.37	90	1.76	120	2.35	1,607	31.47	1,871	36.64	310	6.07	958	18.76	52	1.02	66	1.29					16	0.31	16	0.31				
2006	5,276	2,149	40.73	3,127	59.27	87	1.65	124	2.35	1,681	31.86	1,971	37.36	315	5.97	935	17.72	49	0.93	75	1.42	3	0.06	6	0.11	14	0.27	15	0.28	0	0.00	1	0.02
PEACE CORPS OF THE UNITED STATES																																	
1997	855	388	45.38	467	54.62	13	1.52	13	1.52	304	35.56	303	35.44	48	5.61	125	14.62	22	2.57	25	2.92					1	0.12	1	0.12				
1998	841	382	45.42	459	54.58	11	1.31	8	0.95	297	35.32	304	36.15	49	5.83	117	13.91	25	2.97	28	3.33					0	0.00	2	0.24				
1999	829	375	45.24	454	54.76	13	1.57	11	1.33	287	34.62	293	35.34	56	6.76	118	14.23	18	2.17	31	3.74					1	0.12	1	0.12				
2000	822	356	43.31	466	56.69	17	2.07	12	1.46	266	32.36	304	36.98	55	6.69	121	14.72	17	2.07	28	3.41					1	0.12	1	0.12				
2001	778	333	42.80	445	57.20	17	2.19	7	0.90	243	31.23	290	37.28	59	7.58	123	15.81	13	1.67	23	2.96					1	0.13	2	0.26				
2002	844	353	41.82	491	58.18	20	2.37	11	1.30	258	30.57	322	38.15	56	6.64	128	15.17	18	2.13	28	3.32					1	0.12	2	0.24				
2003	912	388	42.54	524	57.46	24	2.63	12	1.32	288	31.58	361	39.58	51	5.59	121	13.27	24	2.63	25	2.74					1	0.11	5	0.55				
2004	844	378	44.79	466	55.21	21	2.49	14	1.66	288	34.12	335	39.69	50	5.92	96	11.37	19	2.25	18	2.13					0	0.00	3	0.36				
2005	869	376	43.27	493	56.73	22	2.53	12	1.38	291	33.49	337	38.78	48	5.52	114	13.12	15	1.73	27	3.11					0	0.00	3	0.35				
2006	883	376	42.58	507	57.42	19	2.15	9	1.02	297	33.64	362	41.00	41	4.64	105	11.89	18	2.04	23	2.60	0	0.00	0	0.00	1	0.11	3	0.34	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION																																	
1997	744	338	45.43	406	54.57	8	1.08	9	1.21	241	32.39	165	22.18	71	9.54	216	29.03	17	2.28	16	2.15					1	0.13	0	0.00				
1998	750	334	44.53	416	55.47	7	0.93	7	0.93	238	31.73	162	21.60	73	9.73	230	30.67	14	1.87	17	2.27					2	0.27	0	0.00				
1999	737	325	44.10	412	55.90	8	1.09	7	0.95	225	30.53	160	21.71	77	10.45	225	30.53	13	1.76	19	2.58					2	0.27	1	0.14				
2000	745	335	44.97	410	55.03	8	1.07	10	1.34	226	30.34	156	20.94	83	11.14	226	30.34	16	2.15	18	2.42					2	0.27	0	0.00				
2001	755	341	45.17	414	54.83	6	0.79	8	1.06	228	30.20	150	19.87	89	11.79	235	31.13	15	1.99	20	2.65					3	0.40	1	0.13				
2002	776	351	45.23	425	54.77	8	1.03	10	1.29	234	30.15	150	19.33	90	11.60	238	30.67	17	2.19	26	3.35					2	0.26	1	0.13				
2003	793	359	45.27	434	54.73	7	0.88	12	1.51	237	29.89	156	19.67	96	12.11	242	30.52	18	2.27	23	2.90					1	0.13	1	0.13				
2004	802	366	45.64	436	54.36	7	0.87	15	1.87	237	29.55	154	19.20	98	12.22	244	30.42	23	2.87	23	2.87					1	0.12	0	0.00				
2005	806	365	45.29	441	54.71	12	1.49	14	1.74	237	29.40	147	18.24	95	11.79	250	31.02	20	2.48	29	3.60					1	0.12	1	0.12				
2006	847	382	45.10	465	54.90	12	1.42	13	1.53	243	28.69	156	18.42	101	11.92	263	31.05	25	2.95	31	3.66	0	0.00	0	0.00	1	0.12	2	0.24	0	0.00	0	0.00

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS ***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
RAILROAD RETIREMENT BOARD																																	
1997	1,318	520	39.45	798	60.55	8	0.61	43	3.26	439	33.31	392	29.74	63	4.78	353	26.78	10	0.76	8	0.61					0	0.00	2	0.14				
1998	1,279	499	39.01	780	60.99	8	0.63	40	3.13	420	32.84	386	30.18	61	4.77	343	26.82	10	0.78	8	0.63					0	0.00	2	0.15				
1999	1,247	486	38.97	761	61.03	9	0.72	44	3.53	407	32.64	366	29.35	59	4.73	340	27.27	10	0.80	8	0.64					1	0.08	3	0.23				
2000	1,165	459	39.40	706	60.60	7	0.60	46	3.95	385	33.05	336	28.84	58	4.98	313	26.87	8	0.69	8	0.69					1	0.09	3	0.24				
2001	1,171	457	39.03	714	60.97	8	0.68	44	3.76	379	32.37	335	28.61	58	4.95	324	27.67	11	0.94	8	0.68					1	0.09	3	0.26				
2002	1,161	453	39.02	708	60.98	7	0.60	47	4.05	378	32.56	329	28.34	57	4.91	321	27.65	10	0.86	8	0.69					1	0.09	3	0.26				
2003	1,128	440	39.01	688	60.99	7	0.62	47	4.17	367	32.54	316	28.01	56	4.96	314	27.84	9	0.80	8	0.71					1	0.09	3	0.27				
2004	1,087	419	38.55	668	61.45	7	0.64	43	3.96	345	31.74	311	28.61	55	5.06	303	27.87	11	1.01	8	0.74					1	0.09	3	0.28				
2005	1,007	383	38.03	624	61.97	6	0.60	39	3.87	313	31.08	291	28.90	53	5.26	282	28.00	11	1.09	9	0.89					0	0.00	3	0.30				
2006	994	375	37.73	619	62.27	6	0.60	44	4.43	310	31.19	285	28.67	47	4.73	274	27.57	9	0.91	8	0.80	0	0.00	1	0.10	0	0.00	4	0.40	3	0.30	3	0.30
SECURITIES AND EXCHANGE COMMISSION																																	
1997	2,689	1,338	49.76	1,351	50.24	38	1.41	59	2.19	1,049	39.01	740	27.52	184	6.84	478	17.78	63	2.34	71	2.64					4	0.15	3	0.11				
1998	2,652	1,310	49.40	1,342	50.60	39	1.47	52	1.96	1,025	38.65	737	27.79	179	6.75	476	17.95	63	2.38	74	2.79					4	0.15	3	0.11				
1999	2,703	1,341	49.61	1,362	50.39	45	1.66	56	2.07	1,039	38.44	764	28.26	185	6.84	464	17.17	68	2.52	77	2.85					4	0.15	1	0.04				
2000	2,804	1,414	50.43	1,390	49.57	50	1.78	63	2.25	1,103	39.34	780	27.82	176	6.28	464	16.55	80	2.85	82	2.92					5	0.18	1	0.04				
2001	2,913	1,449	49.74	1,464	50.26	52	1.79	67	2.30	1,130	38.79	815	27.98	174	5.97	486	16.68	87	2.99	95	3.26					6	0.21	1	0.03				
2002	2,926	1,456	49.76	1,470	50.24	49	1.67	67	2.29	1,140	38.96	819	27.99	165	5.64	483	16.51	97	3.32	100	3.42					5	0.17	1	0.03				
2003	3,116	1,559	50.03	1,557	49.97	54	1.73	73	2.34	1,226	39.35	887	28.47	165	5.30	481	15.44	108	3.47	114	3.66					6	0.19	2	0.06				
2004	3,797	1,934	50.93	1,863	49.07	76	2.00	94	2.48	1,528	40.24	1,074	28.29	188	4.95	536	14.12	136	3.58	155	4.08					6	0.16	4	0.11				
2005	3,907	2,008	51.39	1,899	48.61	86	2.20	98	2.51	1,572	40.24	1,092	27.95	190	4.86	542	13.87	154	3.94	163	4.17					6	0.15	4	0.10				
2006	3,598	1,843	51.22	1,755	48.78	83	2.31	89	2.47	1,427	39.66	1,010	28.07	183	5.09	498	13.84	144	4.00	152	4.22	0	0.00	1	0.03	6	0.17	5	0.14	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION																																	
1997	3,418	1,590	46.52	1,828	53.48	138	4.04	172	5.03	1,184	34.64	1,010	29.55	207	6.06	571	16.71	48	1.40	62	1.81					13	0.38	13	0.38				
1998	3,564	1,618	45.40	1,946	54.60	148	4.15	186	5.22	1,186	33.28	1,078	30.25	216	6.06	592	16.61	55	1.54	76	2.13					13	0.36	14	0.39				
1999	3,554	1,625	45.72	1,929	54.28	148	4.16	185	5.21	1,179	33.17	1,065	29.97	230	6.47	589	16.57	55	1.55	78	2.19					13	0.37	12	0.34				
2000	3,447	1,571	45.58	1,876	54.42	142	4.12	187	5.43	1,142	33.13	1,024	29.71	224	6.50	579	16.80	51	1.48	74	2.15					12	0.35	12	0.35				
2001	3,339	1,513	45.31	1,826	54.69	141	4.22	182	5.45	1,090	32.64	985	29.50	222	6.65	574	17.19	49	1.47	73	2.19					11	0.33	12	0.36				
2002	3,243	1,471	45.36	1,772	54.64	142	4.38	176	5.43	1,051	32.41	953	29.39	223	6.88	562	17.33	45	1.39	70	2.16					10	0.31	11	0.34				
2003	3,145	1,422	45.21	1,723	54.79	141	4.48	172	5.47	1,009	32.08	916	29.13	217	6.90	551	17.52	46	1.46	71	2.26					9	0.29	13	0.41				
2004	4,152	1,956	47.11	2,196	52.89	207	4.99	256	6.17	1,388	33.43	1,130	27.22	299	7.20	697	16.79	51	1.23	87	2.10					11	0.26	26	0.63				
2005	4,322	2,038	47.15	2,284	52.85	182	4.21	231	5.34	1,483	34.31	1,195	27.65	301	6.96	743	17.19	61	1.41	91	2.11					11	0.25	24	0.56				
2006	6,268	2,919	46.57	3,349	53.43	230	3.67	268	4.28	2,043	32.59	1,599	25.51	520	8.30	1,307	20.85	104	1.66	137	2.19	2	0.03	0	0.00	20	0.32	38	0.61	0	0.00	0	0.00
SMITHSONIAN INSTITUTION																																	
1997	4,590	2,683	58.45	1,907	41.55	69	1.50	44	0.96	1,390	30.28	1,116	24.31	1,157	25.21	688	14.99	52	1.13	33	0.72					15	0.33	26	0.57				
1998	4,619	2,698	58.41	1,921	41.59	78	1.69	42	0.91	1,414	30.61	1,119	24.23	1,133	24.53	695	15.05	52	1.13	36	0.78					21	0.45	29	0.63				
1999	4,688	2,744	58.53	1,944	41.47	85	1.81	46	0.98	1,423	30.35	1,121	23.91	1,163	24.81	716	15.27	54	1.15	33	0.70					19	0.41	28	0.60				
2000	4,638	2,709	58.41	1,929	41.59	81	1.75	49	1.06	1,399	30.16	1,104	23.80	1,162	25.05	707	15.24	45	0.97	38	0.82					22	0.47	31	0.67				
2001	4,595	2,678	58.28	1,917	41.72	85	1.85	48	1.04	1,423	30.97	1,099	23.92	1,102	23.98	696	15.15	45	0.98	40	0.87					23	0.50	34	0.74				
2002	4,677	2,744	58.67	1,933	41.33	96	2.05	54	1.15	1,415	30.25	1,088	23.26	1,165	24.91	715	15.29	44	0.94	43	0.92					24	0.51	33	0.71				
2003	4,783	2,800	58.54	1,983	41.46	134	2.80	64	1.34	1,406	29.40	1,079	22.56	1,182	24.71	750	15.68	55	1.15	54	1.13					23	0.48	36	0.75				
2004	5,042	2,853	56.58	2,189	43.42	138	2.74	79	1.57	1,425	28.26	1,193	23.66	1,180	23.40	795	15.77	65	1.29	60	1.19					45	0.89	62	1.23				
2005	4,061	2,295	56.51	1,766	43.49	106	2.61	74	1.82	1,189	29.28	930	22.90	899	22.14	652	16.06	61	1.50	56	1.38					40	0.98	54	1.33				
2006	4,144	2,346	56.61	1,798	43.39	136	3.28	75	1.81	1,206	29.10	942	22.73	909	21.94	663	16.00	63	1.52	59	1.42	0	0.00	1	0.02	37	0.89	58	1.40	0	0.00	0	0.00
SOCIAL SECURITY ADMINISTRATION																																	
1997	64,207	18,590	28.95	45,617	71.05	1,389	2.16	3,730	5.81	13,882	21.62	26,094	40.64	2,811	4.38	14,590	22.72	384	0.60	864	1.35					124	0.19	339	0.50				
1998	63,403	18,435	29.08	44,968	70.92	1,463	2.31	3,948	5.23	13,584	21.42	25,449	40.14	2,836	4.47	14,312	22.57	398	0.63	908	1.43					154	0.24	351	0.52				
1999	62,004	18,193	29.34	43,811	70.66	1,529	2.47	4,157	6.70	13,249	21.37	24,331	39.24	2,843	4.59	13,960	22.51	434	0.70	998	1.61					138	0.22	365	0.59				
2000	62,247	18,240	29.30	44,007	70.70	1,697	2.73	4,513	7.25	13,004	20.89	24,114	38.74	2,880	4.63	13,868	22.28	494	0.79	1,075	1.73					165	0.27	437	0.70				
2001	63,178	18,478	29.25	44,700	70.75	1,867	2.96	4,935	7.81	12,885	20.39	24,032	38.04	2,977	4.71	13,981	22.13	562	0.89	1,214	1.92					187	0.30	538	0.85				
2002	63,226	18,486	29.24	44,740	70.76	1,869	2.96	5,130	8.11	12,700	20.09	23,646	37.40	3,110	4.92	14,104	22.31	598	0.95	1,310	2.07					209	0.33	550	0.87				
2003	63,599	18,630	29.29	44,969	70.71	1,952	3.07	5,425	8.53	12,552	19.74	23,321	36.67	3,248	5.11	14,215	22.35	664	1.04	1,445	2.27					214	0.34	563	0.89				
2004	65,258	19,375	29.69	45,883	70.31	2,104	3.22	5,781	8.86	12,777	19.58	23,375	35.82	3,515	5.39	14,568	22.32	765	1.17	1,588	2.43					214	0.33	571	0.87				
2005	66,147	19,894	30.08	46,253	69.92	2,249	3.40	6,028	9.11	12,847	19.42	23,242	35.14	3,721	5.63	14,685	22.20	855	1.29	1,725	2.61					222	0.34	593	0.90				
2006	63,647	19,219	30.20	44,428	69.80	2,217	3.48	5,934	9.32	12,220	19.20	21,876	34.37	3,699	5.81	14,291	22.45	858	1.35	1,670	2.62	13	0.02	63	0.10	206	0.32	563	0.88	6	0.01	31	0.05

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS ***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
STATE , DEPT. OF																																	
1997	11,730	6,538	55.74	5,192	44.26	257	2.19	203	1.73	5,467	46.61	3,280	27.96	600	5.12	1,487	12.68	184	1.57	200	1.71					30	0.26	22	0.19				
1998	11,631	6,465	55.58	5,166	44.42	161	2.24	201	1.73	5,507	47.35	3,266	28.08	580	4.99	1,480	12.72	188	1.62	197	1.69					29	0.25	22	0.19				
1999	11,780	6,474	54.96	5,306	45.04	247	2.10	197	1.67	5,418	45.99	3,370	28.61	593	4.03	1,521	12.91	188	1.60	196	1.66					28	0.24	22	0.19				
2000	13,294	7,076	53.23	6,218	46.77	267	2.01	228	1.72	5,873	44.18	3,844	28.92	697	5.24	1,906	14.34	208	1.56	216	1.62					31	0.23	24	0.18				
2001	13,234	7,057	53.32	6,177	46.68	277	2.09	222	1.68	5,840	44.13	3,812	28.80	698	5.27	1,897	14.33	211	1.59	221	1.67					31	0.23	25	0.19				
2002	13,721	7,290	53.13	6,431	46.87	305	2.22	210	1.53	6,004	43.76	4,009	29.22	719	5.24	1,930	14.07	231	1.68	257	1.87					31	0.23	25	0.18				
2003	17,511	9,795	55.94	7,716	44.06	483	2.76	320	1.83	7,937	45.33	4,868	27.80	932	5.32	2,124	12.13	406	2.32	377	2.15					37	0.21	27	0.15				
2004	24,040	12,305	51.19	11,735	48.81	606	2.52	668	2.78	9,996	41.58	7,811	32.49	1,133	4.71	2,503	10.41	523	2.18	715	2.97					47	0.20	38	0.16				
2005	24,498	12,556	51.25	11,942	48.75	643	2.62	727	2.97	10,123	41.32	7,962	32.50	1,192	4.87	2,467	10.07	554	2.26	748	3.05					44	0.18	38	0.16				
2006	24,754	12,722	51.39	12,032	48.61	672	2.71	772	3.12	10,137	40.95	7,857	31.74	1,246	5.03	2,528	10.21	582	2.35	795	3.21	0	0.00	4	0.02	46	0.19	43	0.17	39	0.16	33	0.13
TENNESSEE VALLEY AUTHORITY																																	
1997	14,510	11,376	78.40	3,134	21.60	49	0.34	6	0.04	10,240	70.57	2,679	18.46	915	6.31	386	2.66	88	0.61	26	0.18					84	0.58	37	0.25				
1998	13,818	10,887	78.79	2,931	21.21	47	0.34	6	0.04	9,825	71.10	2,515	18.20	853	6.17	351	2.54	85	0.62	26	0.19					77	0.56	33	0.24				
1999	13,321	10,503	78.85	2,818	21.15	44	0.33	6	0.05	9,474	71.12	2,404	18.05	833	6.25	349	2.62	80	0.60	25	0.19					72	0.54	34	0.26				
2000	13,121	10,363	78.98	2,758	21.02	46	0.35	7	0.05	9,326	71.08	2,344	17.86	838	6.39	354	2.70	81	0.62	24	0.18					72	0.55	29	0.22				
2001	13,430	10,626	79.12	2,804	20.88	43	0.32	10	0.07	9,521	70.89	2,379	17.71	893	6.65	364	2.71	89	0.66	24	0.18					80	0.60	27	0.20				
2002	13,444	10,625	79.03	2,819	20.97	46	0.34	10	0.07	9,534	70.92	2,390	17.78	862	6.41	366	2.72	97	0.72	27	0.20					86	0.64	26	0.19				
2003	13,379	10,561	78.94	2,818	21.06	54	0.40	11	0.08	9,450	70.63	2,393	17.89	865	6.47	359	2.68	102	0.76	28	0.21					90	0.67	27	0.20				
2004	12,742	10,188	79.96	2,554	20.04	57	0.45	13	0.10	9,096	71.39	2,161	16.96	824	6.47	329	2.58	104	0.82	24	0.19					95	0.75	21	0.16				
2005	12,565	10,054	80.02	2,511	19.98	58	0.46	16	0.13	6,048	48.13	2,146	17.08	807	6.42	320	2.55	14	0.11	3	0.02					108	0.86	19	0.15				
2006	12,600	9,973	79.15	2,503	19.87	60	0.48	16	0.13	8,947	71.01	2,139	16.98	790	6.27	318	2.52	28	0.22	7	0.06	2	0.02	0	0.00	113	0.90	16	0.13	33	0.26	7	0.06
TRANSPORTATION, DEPT. OF																																	
1997	63,016	46,006	73.01	17,010	26.99	2,112	3.35	755	1.20	38,618	61.28	11,913	18.90	3,237	5.14	3,602	5.72	1,327	2.11	470	0.75					712	1.13	270	0.43				
1998	63,647	46,402	72.91	17,245	27.09	2,157	3.39	786	1.23	38,949	61.20	12,061	18.95	3,249	5.10	3,645	5.73	1,345	2.11	484	0.76					702	1.10	269	0.42				
1999	62,898	45,738	72.72	17,160	27.28	2,188	3.48	788	1.25	38,237	60.79	11,971	19.03	3,253	5.17	3,655	5.81	1,380	2.19	478	0.76					680	1.08	268	0.43				
2000	62,372	45,318	72.66	17,054	27.34	2,197	3.52	816	1.31	37,818	60.63	11,810	18.94	3,243	5.20	3,676	5.89	1,397	2.24	494	0.79					663	1.06	258	0.41				
2001	64,316	46,579	72.42	17,737	27.58	2,340	3.64	860	1.34	38,651	60.10	12,174	18.93	3,419	5.32	3,881	6.03	1,507	2.34	557	0.87					662	1.03	265	0.41				
2002	100,754	72,373	71.83	28,381	28.17	5,425	5.38	1,947	1.93	56,189	55.77	18,558	18.42	7,607	7.55	6,704	6.65	2,284	2.27	809	0.80					868	0.86	363	0.36				
2003	57,731	42,445	73.52	15,286	26.48	2,363	4.09	816	1.41	34,991	60.61	10,453	18.11	3,015	5.22	3,258	5.64	1,444	2.50	511	0.89					632	1.09	248	0.43				
2004	57,349	41,903	73.07	15,446	26.93	2,396	4.18	867	1.51	34,369	59.93	10,445	18.21	3,057	5.33	3,344	5.83	1,464	2.55	536	0.93					617	1.08	254	0.44				
2005	53,878	39,398	73.12	14,480	26.88	2,334	4.33	843	1.56	32,156	59.68	9,752	18.10	2,880	5.35	3,130	5.81	1,457	2.70	525	0.97					571	1.06	230	0.43				
2006	53,861	39,461	73.26	14,400	26.74	2,361	4.38	867	1.61	32,179	59.74	9,669	17.95	2,889	5.36	3,106	5.77	1,415	2.63	526	0.98	51	0.09	12	0.02	548	1.02	214	0.40	18	0.03	6	0.01
TREASURY, DEPT. OF																																	
1997	137,362	61,912	45.07	75,450	54.93	5,085	3.70	5,850	4.26	46,643	33.96	45,196	32.90	7,627	5.55	21,563	15.70	2,136	1.56	2,215	1.61					421	0.31	626	0.46				
1998	137,444	61,275	44.58	76,169	55.42	5,234	3.81	6,091	4.43	45,786	33.31	45,125	32.83	7,640	5.56	22,023	16.02	2,182	1.59	2,296	1.67					433	0.32	634	0.46				
1999	139,632	61,607	44.12	78,025	55.88	5,378	3.85	6,250	4.48	45,730	32.75	45,962	32.92	7,818	5.60	22,774	16.31	2,234	1.60	2,380	1.70					447	0.32	659	0.47				
2000	139,663	61,347	43.93	78,316	56.07	5,525	3.96	6,464	4.63	45,318	32.45	45,961	32.91	7,843	5.62	22,847	16.36	2,220	1.59	2,388	1.71					441	0.32	656	0.47				
2001	143,588	62,606	43.60	80,982	56.40	5,860	4.08	6,956	4.84	45,899	31.97	47,236	32.90	8,027	5.59	23,560	16.41	2,358	1.64	2,543	1.77					462	0.32	687	0.48				
2002	140,690	61,396	43.64	79,294	56.36	5,878	4.18	6,668	4.74	45,028	32.01	46,781	33.25	7,695	5.47	22,647	16.10	2,347	1.67	2,546	1.81					448	0.32	652	0.46				
2003	108,199	40,683	37.60	67,516	62.40	2,699	2.49	5,333	4.93	30,055	27.78	39,273	36.30	5,967	5.51	20,139	18.61	1,681	1.55	2,173	2.01					281	0.26	598	0.55				
2004	110,612	41,432	37.46	69,180	62.54	2,861	2.59	5,796	5.24	30,303	27.40	39,613	35.81	6,135	5.55	20,727	18.74	1,835	1.66	2,435	2.20					298	0.27	609	0.55				
2005	107,753	40,292	37.39	67,461	62.61	2,801	2.60	5,739	5.33	29,290	27.18	38,315	35.56	6,081	5.64	20,379	18.91	1,839	1.71	2,443	2.27					281	0.26	585	0.54				
2006	106,623	40,062	37.57	66,561	62.43	2,854	2.68	5,823	5.46	28,989	27.19	37,752	35.41	5,956	5.59	19,699	18.48	1,945	1.82	2,632	2.47	8	0.01	19	0.02	282	0.26	590	0.55	28	0.03	46	0.04
U.S. POSTAL SERVICE																																	
1997	764,681	489,649	64.03	275,032	35.97	36,364	4.76	15,271	2.00	335,567	43.88	168,356	22.02	87,929	11.50	74,687	9.77	27,612	3.61	14,994	1.96					2,177	0.28	1,724	0.23				
1998	791,073	500,821	63.31	290,252	36.69	38,431	4.86	16,762	2.12	338,496	42.79	174,517	22.06	90,766	11.47	79,564	10.06	30,842	3.90	17,535	2.22					2,286	0.29	1,874	0.24				
1999	794,495	499,575	62.88	294,920	37.12	39,447	4.97	17,581	2.21	335,083	42.18	176,198	22.18	90,539	11.40	80,611	10.15	32,208	4.05	18,584	2.34					2,298	0.29	1,946	0.24				
2000	786,516	493,033	62.69	293,483	37.31	39,434	5.01	17,770	2.26	329,161	41.85	175,483	22.31	89,104	11.33	79,445	10.10	33,053	4.20	18,826	2.39					2,281	0.29	1,959	0.25				
2001	774,675	483,846	62.46	290,829	37.54	39,313	5.07	17,889	2.31	321,049	41.44	173,695	22.42	87,456	11.29	78,194	10.09	33,732	4.35	19,072	2.46					2,296	0.30	1,979	0.26				
2002	751,711	467,740	62.22	283,971	37.78	38,459	5.12	17,725	2.36	309,238	41.14	169,743	22.58	84,147	11.19	75,618	10.06	33,677	4.48	18,947	2.52					2,219	0.30	1,938	0.26				
2003	729,398	451,809	61.94	277,589	38.06	37,496	5.14	17,526	2.40	297,638	40.81	166,171	22.78	80,813	11.08	73,172	10.03	33,697	4.62	18,841	2.58					2,165	0.30	1,879	0.26				
2004	704,109	434,151	61.66	269,958	38.34	36,775	5.22	17,482	2.48	283,569	40.27	161,310	22.91	77,714	11.04	70,535	10.02	33,971	4.82	18,783	2.67					2,122	0.30	1,848	0.26				
2005	701,979	428,746	61.08	273,233	38.92	37,107	5.29	18,270	2.60	227,204	32.37	161,886	23.06	77,429	11.03	71,581	10.20	34,894	4.97	19,590	2.79					2,112	0.30	1,906	0.27				
2006	693,677	420,598	60.63	273,079	39.37	37,302	5.38	18,830	2.71	269,849	38.90	161,379	23.26	76,113	10.97	71,185	10.26	35,251	5.08	19,753	2.85	0	0.00	0	0.00	2,083	0.30	1,932	0.28	0	0.00	0	0.00

TABLE A-1a

WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDERS ***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
VETERANS AFFAIRS, DEPT. OF																																	
1997	201,701	87,300	43.28	114,401	56.72	6,036	2.99	5,660	2.81	58,147	28.83	72,446	35.92	18,727	9.28	29,459	14.61	3,691	1.83	5,966	2.96					699	0.35	870	0.43				
1998	198,272	85,812	43.28	112,460	56.72	5,988	3.02	5,656	2.85	56,849	28.67	70,956	35.79	18,544	9.35	28,874	14.56	3,735	1.88	6,079	3.07					696	0.35	895	0.45				
1999	195,226	84,289	43.18	110,937	56.82	5,989	3.07	5,678	2.91	55,439	28.40	69,644	35.67	18,372	9.41	28,629	14.66	3,790	1.94	6,090	3.12					699	0.36	896	0.46				
2000	196,009	84,352	43.03	111,657	56.97	6,201	3.16	5,921	3.02	55,041	28.08	69,747	35.58	18,473	9.42	28,786	14.69	3,930	2.01	6,290	3.21					707	0.36	913	0.47				
2001	201,343	86,173	42.80	115,170	57.20	6,396	3.18	6,243	3.10	55,833	27.73	71,050	35.51	19,094	9.48	29,708	14.75	4,115	2.04	6,732	3.34					735	0.37	987	0.49				
2002	201,078	85,354	42.45	115,724	57.55	6,372	3.17	6,382	3.17	55,114	27.41	71,619	35.62	18,946	9.42	29,743	14.79	4,193	2.09	6,963	3.46					729	0.36	1,017	0.51				
2003	207,091	87,231	42.12	119,860	57.88	6,605	3.19	6,382	3.27	55,915	27.00	73,855	35.66	19,576	9.45	30,833	14.89	4,388	2.12	7,309	3.53					747	0.36	1,089	0.53				
2004	236,258	98,435	41.66	137,823	58.34	7,851	3.32	8,266	3.50	61,981	26.23	84,147	35.62	21,548	9.12	34,595	14.64	6,189	2.62	9,573	4.05					866	0.37	1,242	0.53				
2005	235,042	97,429	41.45	137,613	58.55	7,840	3.34	8,361	3.56	61,088	25.99	83,732	35.62	21,303	9.06	34,566	14.71	6,343	2.70	9,740	4.14					855	0.36	1,214	0.52				
2006	239,689	98,648	41.16	141,041	58.84	7,902	3.30	8,576	3.58	61,707	25.74	85,551	35.69	21,559	8.99	35,355	14.75	6,438	2.69	10,012	4.18	57	0.02	76	0.03	967	0.40	1,424	0.59	18	0.01	47	0.02

*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service, AAFES, FERC, TVA, and USPS. Does not include intelligence gathering

** The numbers for 1997-2005 include totals for "Native Hawaiian/Other Pacific Islander."

***Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

**** Agencies that have been established within last ten years or whose workforce has recently reached 500 or more employees or who no longer have 500 or more employees.

TABLE A-1b

FY 2006 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN / OTHER PACIFIC ISLANDER				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Agriculture, Department of	**105,486**	**59,963**	**56.84**	**45,523**	**43.155**	**4,144**	**3.93**	**2,691**	**2.55**	**48,639**	**46.11**	**33,170**	**31.44**	**3,921**	**3.72**	**7,427**	**7.04**	**1,706**	**1.62**	**1,185**	**1.12**	**92**	**0.09**	**54**	**0.05**	**1,436**	**1.36**	**986**	**0.93**	**25**	**0.02**	**10**	**0.01**
Second Level Reporting Components:																																	
Agricultural Marketing Service	5,374	2,438	45.37	2,936	54.63	270	5.02	382	7.11	1,569	29.20	1,387	25.81	498	9.27	1,076	20.02	73	1.36	58	1.08	0	0.00	2	0.04	28	0.52	29	0.54	0	0.00	2	0.04
Agricultural Research Service	9,202	5,219	56.72	3,983	43.28	274	2.98	188	2.04	4,243	46.11	2,990	32.49	304	3.30	506	5.50	364	3.96	246	2.67	8	0.09	6	0.07	24	0.26	44	0.48	2	0.02	3	0.03
Animal and Plant Health Inspection Service	8,056	4,764	59.14	3,292	40.86	594	7.37	315	3.91	3,454	42.87	2,367	29.38	225	2.79	419	5.20	360	4.47	126	1.56	74	0.92	28	0.35	40	0.50	34	0.42	17	0.21	3	0.04
Farm Service Agency	5,423	2,454	45.25	2,969	54.75	101	1.86	106	1.95	2,107	38.85	2,384	43.96	180	3.32	395	7.28	25	0.46	45	0.83	0	0.00	1	0.02	41	0.76	38	0.70	0	0.00	0	0.00
Food and Nutrition Service	1,391	459	33.00	932	67	27	1.94	70	5.03	332	23.87	534	38.39	81	5.82	282	20.27	16	1.15	38	2.73	0	0.00	0	0.00	3	0.22	8	0.58	0	0.00	0	0.00
Food Safety and Inspection Service	9,789	5,557	56.77	4,232	43.23	387	3.95	234	2.39	4,288	43.80	2,465	25.18	551	5.63	1,317	13.45	249	2.54	109	1.11	4	0.04	2	0.02	76	0.78	104	1.06	2	0.02	1	0.01
Forest Service	38,948	24,547	63.03	14,401	36.97	1,862	4.78	830	2.13	20,803	53.41	12,117	31.11	602	1.55	659	1.69	349	0.90	276	0.71	0	0.00	1	0.00	930	2.39	518	1.33	1	0.00	0	0.00
National Agricultural Statistics Service	1,111	524	47.16	587	52.84	17	1.53	28	2.52	425	38.25	421	37.89	55	4.95	100	9.00	18	1.62	29	2.61	0	0.00	1	0.09	9	0.81	8	0.72	0	0.00	0	0.00
Natural Resources Conservation Service	12,636	8,450	66.87	4,186	33.13	357	2.83	167	1.32	7,225	57.18	3,453	27.33	540	4.27	386	3.05	95	0.75	72	0.57	6	0.05	7	0.06	227	1.80	101	0.80	0	0.00	0	0.00
Office of Chief Financial Officer	1,280	395	30.86	885	69.14	20	1.56	23	1.80	250	19.53	403	31.48	115	8.98	436	34.06	7	0.55	15	1.17	0	0.00	0	0.00	3	0.23	8	0.63	0	0.00	0	0.00
Rural Development	6,517	2,249	34.51	4,270	65.52	129	1.98	250	3.84	1,780	27.31	3,059	46.94	263	4.04	811	12.44	45	0.69	73	1.12	0	0.00	6	0.09	32	0.49	71	1.09	0	0.00	0	0.00
Commerce, Department of	**40,544**	**21,585**	**53.24**	**18,957**	**46.76**	**752**	**1.85**	**862**	**2.13**	**16,326**	**40.27**	**12,122**	**29.90**	**2,087**	**5.15**	**4,523**	**11.16**	**2,292**	**5.65**	**1,272**	**3.14**	**11**	**0.03**	**21**	**0.05**	**113**	**0.28**	**146**	**0.36**	**4**	**0.01**	**11**	**0.03**
Second Level Reporting Components:																																	
Bureau of the Census	12,819	4,271	33.32	8,548	66.68	249	1.94	521	4.06	3,198	24.95	5,995	46.77	561	4.38	1,694	13.21	226	1.76	228	1.78	3	0.02	9	0.07	30	0.23	90	0.70	4	0.03	11	0.09
International Trade Administration	1,617	821	50.77	796	49.23	41	2.54	28	1.73	694	42.92	509	31.48	48	2.97	210	12.99	37	2.29	49	3.03	0	0.00	0	0.00	1	0.06	0	0.00	0	0.00	0	0.00
National Institute of Standards & Technology	2,867	1,845	64.35	1,022	35.65	35	1.22	43	1.50	1,532	53.44	775	27.03	109	3.80	102	3.56	161	5.62	94	3.28	2	0.07	1	0.03	6	0.21	7	0.24	0	0.00	0	0.00
National Oceanic & Atmospheric Administration	12,493	8,416	67.37	4,077	32.63	221	1.77	123	0.98	7,424	59.43	3,011	24.10	382	3.06	700	5.60	328	2.63	198	1.58	6	0.05	11	0.09	55	0.44	34	0.27	0	0.00	0	0.00
Patent and Trademark Office	8,181	4,903	59.93	3,278	40.07	157	1.92	101	1.23	2,514	30.73	1,208	14.77	759	9.28	1,332	16.28	1,457	17.81	629	7.69	0	0.00	0	0.00	16	0.20	8	0.10	0	0.00	0	0.00
Defense, Department of	**704,954**	**441,478**	**62.63**	**263,476**	**37.37**	**28,074**	**3.98**	**17,998**	**2.55**	**330,278**	**46.85**	**167,010**	**23.69**	**53,110**	**7.53**	**56,463**	**8.01**	**23,554**	**3.34**	**17,634**	**2.50**	**1,979**	**0.28**	**1,405**	**0.20**	**3,982**	**0.56**	**2,465**	**0.35**	**501**	**0.07**	**501**	**0.07**
Second Level Reporting Components:																																	
Air Force, Department of the	158,927	109,058	68.62	49,869	31.38	7,866	4.95	3,954	2.49	86,429	54.38	34,888	21.95	9,813	6.17	8,243	5.19	3,421	2.15	1,983	1.25	265	0.17	107	0.07	1,171	0.74	642	0.40	93	0.06	52	0.03
Army, Department of the	239,520	152,809	63.80	86,711	36.20	10,792	4.51	5,466	2.28	115,930	48.40	55,768	23.28	18,954	7.91	20,106	8.39	5,130	2.14	4,070	1.70	347	0.14	283	0.12	1,529	0.64	911	0.38	127	0.05	107	0.04
Army and Air Force Exchange Service	36,504	13,087	35.85	23,417	64.15	1,644	4.50	3,044	8.34	5,977	16.37	9,679	26.51	4,112	11.26	6,660	18.24	925	2.53	3,170	8.68	200	0.55	496	1.36	95	0.26	177	0.48	134	0.37	191	0.52
Defense Commissary Agency	15,372	6,211	40.40	9,161	59.60	620	4.03	787	5.12	3,137	20.41	3,797	24.70	1,673	10.88	2,679	17.43	680	4.42	1,717	11.17	48	0.31	84	0.55	44	0.29	81	0.53	9	0.06	16	0.10
Defense Contract Audit Agency	4,018	1,912	47.59	2,106	52.41	85	2.12	128	3.19	1,560	38.83	1,423	35.42	121	3.01	329	8.19	120	2.99	198	4.93	4	0.10	5	0.12	9	0.22	4	0.10	13	0.32	19	0.47
Defense Contract Management Agency	9,872	6,203	62.83	3,669	37.17	324	3.28	213	2.16	5,031	50.96	2,582	26.15	530	5.37	696	7.05	273	2.77	143	1.45	0	0.00	2	0.02	44	0.45	30	0.30	1	0.01	3	0.03
Defense Education Activity	16,337	3,632	22.23	12,705	77.77	282	1.73	851	5.21	2,816	17.24	9,825	60.14	418	2.56	1,486	9.10	90	0.55	451	2.76	2	0.01	22	0.13	22	0.13	58	0.36	2	0.01	12	0.07
Defense Finance & Accounting Service	13,083	4,891	37.38	8,192	62.62	216	1.65	291	2.22	3,603	27.54	5,279	40.35	841	6.43	2,173	16.61	184	1.41	328	2.51	13	0.10	29	0.22	29	0.22	81	0.62	5	0.04	11	0.08
Defense Human Resources Activity	880	344	39.09	536	60.91	17	1.93	41	4.66	262	29.77	344	39.09	43	4.89	115	13.07	19	2.16	30	3.41	0	0.00	0	0.00	2	0.23	4	0.45	1	0.11	2	0.23
Defense Information Systems Agency	5,370	3,010	56.05	2,360	43.95	101	1.88	75	1.40	2,214	41.23	1,539	28.66	438	8.16	583	10.86	232	4.32	143	2.66	6	0.11	2	0.04	16	0.30	12	0.22	3	0.06	6	0.11
Defense Logistics Agency	21,459	12,585	58.65	8,874	41.35	665	3.10	324	1.51	9,034	42.10	5,675	26.45	2,364	11.02	2,536	11.82	335	1.56	221	1.03	40	0.19	20	0.09	138	0.64	95	0.44	9	0.04	3	0.01
Defense Threat Reduction Agency	1,157	682	58.95	475	41.05	49	4.24	42	3.63	475	41.05	281	24.29	116	10.03	134	11.58	36	3.11	14	1.21	0	0.00	0	0.00	4	0.35	2	0.17	2	0.17	2	0.17
Defense Security Service	544	316	58.09	228	41.91	13	2.39	5	0.92	266	48.90	159	29.23	26	4.78	54	9.93	7	1.29	5	0.92	0	0.00	0	0.00	2	0.37	4	0.74	2	0.37	1	0.18
Navy, Department of the	173,944	121,798	70.02	52,146	29.98	5,238	3.01	2,668	1.53	89,792	51.62	33,845	19.46	12,831	7.38	9,840	5.66	11,940	6.86	5,035	2.89	1,051	0.60	344	0.20	850	0.49	345	0.20	96	0.06	69	0.04
Office of Inspector General	1,391	794	57.08	597	42.92	42	3.02	34	2.44	612	44.00	358	25.74	97	6.97	166	11.93	39	2.80	28	2.01	1	0.07	2	0.14	3	0.22	8	0.58	0	0.00	1	0.07
Office of the Secretary/Wash.Hqtrs. Service	6,576	4,146	63.05	2,430	36.95	120	1.82	75	1.14	3,140	47.75	1,568	23.84	733	11.15	663	10.08	123	1.87	98	1.49	2	0.03	9	0.14	24	0.36	11	0.17	4	0.06	6	0.09
Health and Human Services	**63,506**	**24,750**	**38.97**	**38,756**	**61.03**	**1,003**	**1.58**	**1,316**	**2.07**	**15,898**	**25.03**	**18,716**	**29.47**	**2,807**	**4.42**	**8,089**	**12.74**	**2,323**	**3.66**	**2,585**	**4.07**	**0**	**0.00**	**1**	**0.00**	**2,719**	**4.28**	**8,049**	**12.67**	**0**	**0.00**	**0**	**0.00**
Second Level Reporting Components:																																	
Administration for Children and Families	1,272	438	34.43	834	65.57	29	2.28	43	3.38	295	23.19	386	30.35	85	6.68	359	28.22	17	1.34	30	2.36	0	0.00	0	0.00	12	0.94	16	1.26	0	0.00	0	0.00
Centers for Disease Control and Prevention	7,768	3,174	40.86	4,594	59.14	127	1.63	150	1.93	2,292	29.51	2,711	34.90	518	6.67	1,426	18.36	225	2.90	284	3.66	0	0.00	0	0.00	12	0.15	23	0.30	0	0.00	0	0.00
Centers for Medicare & Medicaid Services	4,634	1,588	34.27	3,046	65.73	55	1.19	154	3.32	1,224	26.41	1,844	39.79	209	4.51	883	19.05	86	1.86	136	2.93	0	0.00	0	0.00	14	0.30	29	0.63	0	0.00	0	0.00
Food and Drug Administration	11,315	5,559	49.13	5,756	50.87	269	2.38	295	2.61	4,189	37.02	3,715	32.83	470	4.15	1,136	10.04	612	5.41	589	5.21	0	0.00	1	0.01	19	0.17	20	0.18	0	0.00	0	0.00
Health Resources and Services Administration	1,510	467	30.93	1,043	69.07	42	2.78	57	3.77	302	20.00	522	34.57	98	6.49	409	27.09	21	1.39	49	3.25	0	0.00	0	0.00	4	0.26	6	0.40	0	0.00	0	0.00
Indian Health Service	13,360	3,782	28.31	9,578	71.69	86	0.64	106	0.79	992	7.43	1,471	11.01	43	0.32	70	0.52	45	0.34	60	0.45	0	0.00	0	0.00	2,616	19.58	7,871	58.91	0	0.00	0	0.00
National Institutes of Health	17,733	7,435	41.93	10,298	58.07	284	1.60	337	1.90	4,899	27.63	6,064	34.20	1,022	5.76	2,600	14.66	1,203	6.78	1,250	7.05	0	0.00	0	0.00	27	0.15	47	0.27	0	0.00	0	0.00
Homeland Security, Department of	**168,635**	**111,515**	**66.13**	**57,120**	**33.87**	**20,392**	**12.09**	**7,847**	**4.65**	**73,555**	**43.62**	**33,187**	**19.68**	**11,522**	**6.83**	**12,816**	**7.60**	**4,684**	**2.78**	**2,402**	**1.42**	**188**	**0.11**	**173**	**0.10**	**1,173**	**0.70**	**694**	**0.41**	**1**	**0.00**	**1**	**0.00**
Second Level Reporting Components:																																	
Bureau of Citizenship and Immigration Services	8,610	3,431	39.85	5,179	60.15	456	5.30	850	9.87	2,194	25.48	2,687	31.21	382	4.44	1,108	12.87	380	4.41	493	5.73	0	0.00	2	0.02	19	0.22	39	0.45	0	0.00	0	0.00
Bureau of Customs & Border Protection	43,214	32,698	75.67	10,516	24.33	11,236	26.00	2,504	5.79	18,465	42.73	5,768	13.35	1,433	3.32	1,602	3.71	1,370	3.17	563	1.30	22	0.05	17	0.04	172	0.40	62	0.14	0	0.00	0	0.00
Bureau of Immigrations and Customs Enforcement	15,187	10,833	71.33	4,354	28.67	2,359	15.53	881	5.80	7,154	47.11	2,373	15.63	873	5.75	893	5.88	359	2.36	181	1.19	9	0.06	2	0.01	79	0.52	24	0.16	0	0.00	0	0.00
Dept. of Homeland Security Headquarters	1,219	692	56.77	527	43.23	22	1.80	17	1.39	574	47.09	313	25.68	76	6.23	173	14.19	16	1.31	18	1.48	0	0.00	0	0.00	4	0.33	6	0.49	0	0.00	0	0.00
Federal Emergency Management Agency	27,543	15,575	56.55	11,968	43.45	933	3.39	928	3.37	12,774	46.38	8,373	30.40	1,166	4.23	2,192	7.96	265	0.96	205	0.74	9	0.03	4	0.01	428	1.55	266	0.97	0	0.00	0	0.00
Federal Law Enforcement Training Center	1,153	803	69.64	350	30.36	42	3.64	20	1.73	700	60.71	272	23.59	39	3.38	48	4.16	7	0.61	5	0.43	0	0.00	0	0.00	15	1.30	5	0.43	0	0.00	0	0.00
Transportation Security Administration	55,992	36,675	65.50	19,317	34.50	4,813	8.60	2,366	4.23	22,959	41.00	10,330	18.45	6,421	11.47	5,491	9.81	1,945	3.47	726	1.30	141	0.25	141	0.25	396	0.71	263	0.47	0	0.00	0	0.00
United States Coast Guard	7,528	4,889	64.94	2,639	35.06	219	2.91	113	1.50	3,986	52.95	1,685	22.38	487	6.47	699	9.29	163	2.17	121	1.61	5	0.07	7	0.09	29	0.39	14	0.19	0	0.00	0	0.00
United States Secret Service	6,494	4,874	75.05	1,620	24.95	249	3.83	128	1.97	3,889	59.89	943	14.52	569	8.76	470	7.24	141	2.17	68	1.05	2	0.03	0	0.00	24	0.37	11	0.17	0	0.00	0	0.00

Table A-1b

FY 2006 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL				HISPANIC				WHITE				BLACK				ASIAN AMERICANS				NATIVE HAWAIIAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES				TWO OR MORE RACES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Interior, Department of the	**73,126**	**43,416**	**59.37**	**29,710**	**40.63**	**2,007**	**2.74**	**1,532**	**2.10**	**33,609**	**45.96**	**19,722**	**26.97**	**1,735**	**2.37**	**2,007**	**2.74**	**665**	**0.91**	**686**	**0.94**	**94**	**0.13**	**52**	**0.07**	**5,237**	**7.16**	**5,652**	**7.73**	**69**	**0.09**	**59**	**0.08**
Second Level Reporting Components:																																	
Bureau of Indian Affairs	9,986	4,894	49.01	5,092	50.99	75	0.75	65	0.65	741	7.42	436	4.37	21	0.21	11	0.11	13	0.13	5	0.05	0	0.00	4	0.04	4,044	40.50	4,570	45.76	0	0.00	1	0.01
Bureau of Land Management	11,386	7,303	64.14	4,083	35.86	448	3.93	305	2.68	6,442	56.58	3,303	29.01	118	1.04	238	2.09	87	0.76	72	0.63	3	0.03	0	0.00	196	1.72	159	1.40	9	0.08	6	0.05
Bureau of Reclamation	5,694	3,676	64.56	2,018	35.44	316	5.55	216	3.79	3,040	53.39	1,533	26.92	92	1.62	98	1.72	71	1.25	63	1.11	11	0.19	7	0.12	102	1.79	69	1.21	44	0.77	32	0.56
Fish and Wildlife Service	9,252	5,637	60.93	3,615	39.07	274	2.96	204	2.20	4,917	53.15	2,961	32.00	169	1.83	239	2.58	82	0.89	109	1.18	1	0.01	2	0.02	193	2.09	96	1.04	1	0.01	4	0.04
Geological Survey	8,819	5,515	62.54	3,304	37.46	154	1.75	152	1.72	5,047	57.23	2,757	31.26	122	1.38	213	2.42	132	1.50	128	1.45	6	0.07	2	0.02	52	0.59	49	0.56	2	0.02	3	0.03
Minerals Management Service	1,626	807	49.63	819	50.37	33	2.03	62	3.81	669	41.14	601	36.96	58	3.57	122	7.50	37	2.28	21	1.29	0	0.00	0	0.00	9	0.55	12	0.74	1	0.06	1	0.06
National Park Service	22,258	13,832	62.14	8,426	37.86	646	2.90	381	1.71	11,461	51.49	6,884	30.93	1,012	4.55	703	3.16	199	0.89	209	0.94	72	0.32	32	0.14	436	1.96	211	0.95	6	0.03	6	0.03
Ofc of Surface Mining Reclamation & Enforcement	531	299	56.31	232	43.69	10	1.88	13	2.45	263	49.53	153	28.81	16	3.01	60	11.30	6	1.13	4	0.75	0	0.00	0	0.00	3	0.56	2	0.38	1	0.19	0	0.00
Justice, Department of	**105,827**	**63,784**	**60.27**	**42,043**	**39.73**	**5,701**	**5.39**	**3,584**	**3.39**	**47,810**	**45.18**	**26,082**	**24.65**	**7,776**	**7.35**	**10,680**	**10.09**	**1,878**	**1.77**	**1,373**	**1.30**	**43**	**0.04**	**20**	**0.02**	**571**	**0.54**	**303**	**0.29**	**5**	**0.00**	**1**	**0.00**
Second Level Reporting Components:																																	
Bureau of Alcohol, Tobacco, Firearms, Explosives	4,870	3,015	61.91	1,819	37.35	202	4.15	109	2.24	2,444	50.18	1,162	23.86	302	6.20	494	10.14	71	1.46	46	0.94	1	0.02	1	0.02	31	0.64	6	0.12	0	0.00	1	0.02
Drug Enforcement Administration	9,595	6,127	63.86	3,468	36.14	590	6.15	400	4.17	4,854	50.59	2,044	21.30	488	5.09	891	9.29	172	1.79	119	1.24	0	0.00	0	0.00	23	0.24	14	0.15	0	0.00	0	0.00
Executive Office of the U.S. Attorneys	10,958	4,493	41.00	6,465	59.00	263	2.40	651	5.94	3,706	33.82	4,273	38.99	352	3.21	1,245	11.36	158	1.44	249	2.27	1	0.01	2	0.02	13	0.12	45	0.41	0	0.00	0	0.00
Federal Bureau of Investigation	30,584	16,903	55.27	13,681	44.73	1,137	3.72	940	3.07	13,708	44.82	9,134	29.87	1,250	4.09	3,062	10.01	729	2.38	472	1.54	0	0.00	0	0.00	79	0.26	73	0.24	0	0.00	0	0.00
Federal Bureau of Prisons	35,103	25,462	72.54	9,641	27.46	3,004	8.56	947	2.70	16,935	48.24	5,538	15.78	4,610	13.13	2,806	7.99	480	1.37	197	0.56	40	0.11	17	0.05	390	1.11	136	0.39	3	0.01	0	0.00
U.S. Marshals Service	4,569	3,343	73.17	1,226	26.83	303	6.63	154	3.37	2,686	58.79	788	17.25	241	5.27	232	5.08	89	1.95	41	0.90	1	0.02	0	0.00	23	0.50	11	0.24	0	0.00	0	0.00
Labor, Department of	**15,339**	**7,635**	**49.78**	**7,704**	**50.22**	**494**	**3.22**	**553**	**3.61**	**5,837**	**38.05**	**4,082**	**26.61**	**935**	**6.10**	**2,632**	**17.16**	**317**	**2.07**	**388**	**2.53**	**2**	**0.01**	**3**		**50**	**0.33**	**46**	**0.30**	**0**	**0.00**	**0**	**0.00**
Second Level Reporting Components:																																	
Bureau of Labor Statistics	2,578	1,320	51.20	1,258	48.80	36	1.40	48	1.86	1,037	40.22	738	28.63	148	5.74	368	14.27	95	3.69	98	3.80	0	0.00	0	0.00	4	0.16	6	0.23	0	0.00	0	0.00
Employment Standards Administration	3,932	1,551	39.45	2,381	60.55	219	5.57	253	6.43	956	24.31	1,101	28.00	270	6.87	900	22.89	90	2.29	114	2.90	0	0.00	3	0.08	16	0.41	10	0.25	0	0.00	0	0.00
Employment and Training Administration	962	394	40.96	568	59.04	29	3.01	54	5.61	258	26.82	231	24.01	90	9.36	259	26.92	13	1.35	19	1.98	0	0.00	0	0.00	4	0.42	5	0.52	0	0.00	0	0.00
Mine Safety & Health Administration	2,097	1,590	75.82	507	24.18	37	1.76	16	0.76	1,504	71.72	408	19.46	39	1.86	73	3.48	6	0.29	8	0.38	0	0.00	0	0.00	4	0.19	2	0.10	0	0.00	0	0.00
Occupational Safety & Health Administration	2,063	1,169	56.67	894	43.33	74	3.59	67	3.25	933	45.23	552	26.76	110	5.33	233	11.29	38	1.84	32	1.55	1	0.05	0	0.00	13	0.63	10	0.48	0	0.00	0	0.00
Transportation, Department of	**53,861**	**39,461**	**73.26**	**14,400**	**26.74**	**2,361**	**4.38**	**867**	**1.61**	**32,179**	**59.74**	**9,669**	**17.95**	**2,889**	**5.36**	**3,106**	**5.77**	**1,415**	**2.63**	**526**	**0.98**	**51**	**0.09**	**12**	**0.02**	**548**	**1.02**	**214**	**0.40**	**18**	**0.03**	**6**	**0.01**
Second Level Reporting Components:																																	
Federal Aviation Administration	44,777	33,888	75.68	10,889	24.32	1,909	4.26	664	1.48	27,960	62.44	7,768	17.35	2,301	5.14	1,872	4.18	1,136	2.54	377	0.84	51	0.11	9	0.02	516	1.15	194	0.43	15	0.03	5	0.01
Federal Highway Administration	2,827	1,787	63.21	1,040	36.79	104	3.68	53	1.87	1,414	50.02	667	23.59	142	5.02	270	9.55	118	4.17	43	1.52	0	0.00	1	0.04	9	0.32	6	0.21	0	0.00	0	0.00
Federal Motor Carrier Safety Administration	1,050	679	64.67	371	35.33	229	21.81	61	5.81	378	36.00	190	18.10	57	5.43	110	10.48	8	0.76	6	0.57	0	0.00	1	0.10	7	0.67	3	0.29	0	0.00	0	0.00
Treasury, Department of the	**106,623**	**40,062**	**37.57**	**66,561**	**62.43**	**2,854**	**2.68**	**5,823**	**5.46**	**28,989**	**27.19**	**37,752**	**35.41**	**5,956**	**5.59**	**19,699**	**18.48**	**1,945**	**1.82**	**2,632**	**2.47**	**8**	**0.01**	**19**	**0.02**	**282**	**0.26**	**590**	**0.55**	**28**	**0.03**	**46**	**0.04**
Second Level Reporting Components:																																	
Bureau of Engraving and Printing	2,220	1,642	73.96	578	26.04	92	4.14	19	0.86	886	39.91	146	6.58	625	28.15	389	17.52	28	1.26	13	0.59	0	0.00	0	0.00	8	0.36	7	0.32	3	0.14	4	0.18
Bureau of Public Debt	2,067	728	35.22	1,339	64.78	10	0.48	17	0.82	667	32.27	1,236	59.80	39	1.89	55	2.66	7	0.34	13	0.63	0	0.00	1	0.05	2	0.10	8	0.39	3	0.15	9	0.44
Departmental Offices	1,341	698	52.05	643	47.95	20	1.49	30	2.24	525	39.15	345	25.73	119	8.87	235	17.52	32	2.39	31	2.31	0	0.00	0	0.00	1	0.07	1	0.07	1	0.07	1	0.07
Financial Management Service	2,032	796	39.17	1,236	60.83	44	2.17	54	2.66	420	20.67	389	19.14	258	12.70	721	35.48	71	3.49	65	3.20	0	0.00	0	0.00	3	0.15	7	0.34	0	0.00	0	0.00
Internal Revenue Service	91,340	31,765	34.78	59,575	65.22	2,420	2.65	5,503	6.02	23,213	25.41	33,727	36.92	4,322	4.73	17,448	19.10	1,560	1.71	2,306	2.52	6	0.01	15	0.02	229	0.25	548	0.60	15	0.02	28	0.03
Office of the Comptroller of the Currency	2,951	1,571	53.24	1,380	46.76	72	2.44	81	2.74	1,249	42.32	898	30.43	166	5.63	320	10.84	62	2.10	73	2.47	1	0.03	0	0.00	21	0.71	8	0.27	0	0.00	0	0.00
U.S. Mint	1,914	1,337	69.85	577	30.15	133	6.95	59	3.08	802	41.90	221	11.55	279	14.58	236	12.33	108	5.64	58	3.03	1	0.05	0	0.00	11	0.57	3	0.16	3	0.16	0	0.00
U.S. Postal Service	**693,667**	**420,598**	**60.63**	**273,059**	**39.36**	**37,302**	**5.38**	**18,830**	**2.71**	**269,849**	**38.90**	**161,379**	**23.26**	**76,113**	**10.97**	**71,185**	**10.26**	**35,251**	**5.08**	**19,753**	**2.85**	**0**	**0.00**	**0**	**0.00**	**2,083**	**0.30**	**1,932**	**0.28**	**0**	**0.00**	**0**	**0.00**
Second Level Reporting Components:																																	
Headquarters	10,265	5,812	56.62	4,453	43.38	353	3.44	217	2.11	4,161	40.54	2,432	23.69	897	8.74	1,457	14.19	376	3.66	330	3.21	0	0.00	0	0.00	25	0.24	17	0.17	0	0.00	0	0.00
Capital Metro	54,606	31,703	58.06	22,903	41.94	623	1.14	286	0.52	16,155	29.58	11,023	20.19	12,709	23.27	10,201	18.68	2,108	3.86	1,284	2.35	0	0.00	0	0.00	108	0.20	109	0.20	0	0.00	0	0.00
Eastern Area	81,909	51,861	63.32	30,048	36.68	723	0.88	380	0.46	43,363	52.94	22,968	28.04	7,074	8.64	6,199	7.57	553	0.68	406	0.50	0	0.00	0	0.00	148	0.18	95	0.12	0	0.00	0	0.00
Great Lakes Area	88,561	48,037	54.24	40,524	45.76	1,444	1.63	880	0.99	33,612	37.95	24,022	27.12	11,195	12.64	14,237	16.08	1,606	1.81	1,233	1.39	0	0.00	0	0.00	180	0.20	152	0.17	0	0.00	0	0.00
New York Metro Area	65,995	43,261	65.55	22,734	34.45	7,118	10.79	3,120	4.73	22,343	33.86	7,392	11.20	8,399	12.73	9,087	13.77	5,230	7.92	3,016	4.57	0	0.00	0	0.00	171	0.26	119	0.18	0	0.00	0	0.00
Northeast Area	55,415	36,612	66.07	18,803	33.93	719	1.30	322	0.58	33,656	60.73	16,779	30.28	1,501	2.71	1,258	2.27	638	1.15	377	0.68	0	0.00	0	0.00	98	0.18	67	0.12	0	0.00	0	0.00
Pacific Area	80,677	49,849	61.79	30,828	38.21	9,974	12.36	6,155	7.63	14,975	18.56	9,536	11.82	6,483	8.04	6,125	7.59	18,147	22.49	8,797	10.90	0	0.00	0	0.00	270	0.33	215	0.27	0	0.00	0	0.00
Southeast Area	82,263	47,749	58.04	34,514	41.96	4,099	4.98	1,965	2.39	28,878	35.10	20,362	24.75	13,605	16.54	11,460	13.93	996	1.21	582	0.71	0	0.00	0	0.00	171	0.21	145	0.18	0	0.00	0	0.00
Southwest Area	69,381	41,354	59.60	28,027	40.40	7,985	11.51	3,237	4.67	21,136	30.46	14,509	20.91	10,341	14.90	8,869	12.78	1,476	2.13	1,007	1.45	0	0.00	0	0.00	416	0.60	405	0.58	0	0.00	0	0.00
Western Area	104,605	64,360	61.53	40,245	38.47	4,264	4.08	2,268	2.17	51,570	49.30	32,356	30.93	3,909	3.74	2,292	2.19	4,121	3.94	2,721	2.60	0	0.00	0	0.00	496	0.47	608	0.58	0	0.00	0	0.00
Veterans Affairs, Department of	**239,689**	**98,648**	**41.16**	**141,041**	**58.84**	**7,902**	**3.30**	**8,576**	**3.58**	**61,707**	**25.74**	**85,551**	**35.69**	**21,559**	**8.99**	**35,355**	**14.75**	**6,438**	**2.69**	**10,012**	**4.18**	**57**	**0.02**	**76**	**0.03**	**967**	**0.40**	**1,424**	**0.59**	**18**	**0.01**	**47**	**0.02**
Second Level Reporting Components:																																	
Veterans Health Administration	220,846	89,204	40.39	131,642	59.61	7,269	3.29	8,046	3.64	55,283	25.03	80,125	36.28	19,576	8.86	32,318	14.63	6,150	2.78	9,743	4.41	48	0.02	67	0.03	866	0.39	1,303	0.59	12	0.01	40	0.02
Veterans Benefits Administration	13,202	6,298	47.70	6,904	52.30	385	2.92	362	2.74	4,262	32.28	4,118	31.19	1,368	10.36	2,128	16.12	198	1.50	177	1.34	5	0.04	8	0.06	76	0.58	104	0.79	4	0.03	7	0.05
National Cemetery Administration	1,602	1,254	78.28	348	21.72	126	7.87	23	1.44	828	51.69	215	13.42	235	14.67	96	5.99	43	2.68	9	0.56	4	0.25	1	0.06	16	1.00	4	0.25	2	0.12	0	0.00

*Includes September 30, 2006 agency data as reported in CPDF, AAFES, Foreign Service and USPS. Does not include data for FERC, TVA, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN SENIOR PAY LEVEL POSITIONS (SPL)

	2000 CLF%	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006
TOTAL WORK FORCE		**2,475,761**	**2,479,199**	**2,462,152**	**2,442,643**	**2,445,335**	**2,459,505**	**2,428,330**	**2,606,903**	**2,610,920**		**2,611,493**
% of SPL Employees		**0.62**	**0.63**	**0.65**	**0.68**	**0.69**	**0.55**	**0.76**	**0.73**	**0.74**		**0.77**
SLP Work Force *		**15,381**	**15,633**	**15,972**	**16,675**	**16,918**	**13,508**	**18,472**	**19,117**	**19,268**		**20,070**
% OF MEN	53.20	78.83	77.81	76.56	75.58	75.88	75.28	74.78	74.25	73.72	73.81	14,814
% OF WOMEN	46.80	21.17	22.19	23.44	24.42	24.12	24.72	25.22	25.75	26.28	26.19	5,256
HISPANIC or LATINO (%)	**10.70**	**2.68**	**2.92**	**3.06**	**3.30**	**3.07**	**3.33**	**3.42**	**3.43**	**3.54**	**3.65**	**733**
% OF MEN	6.20	1.97	2.12	2.20	2.33	2.30	2.43	2.50	2.47	2.57	2.61	523
% OF WOMEN	4.50	0.71	0.79	0.86	0.97	0.77	0.90	0.93	0.96	0.97	1.05	210
WHITE (%)	**72.70**	**88.18**	**87.59**	**87.11**	**86.57**	**86.88**	**86.42**	**86.09**	**86.09**	**85.66**	**85.23**	**17,105**
% OF MEN	39.00	70.70	69.32	67.99	66.67	67.02	66.09	65.41	65.05	64.38	64.13	12,870
% OF WOMEN	33.70	17.48	18.27	19.11	19.90	19.87	20.33	20.68	21.02	21.28	21.10	4,235
BLACK or AFRICAN AMERICAN (%)	**10.60**	**6.53**	**6.70**	**6.93**	**7.11**	**6.76**	**6.77**	**6.79**	**6.50**	**6.62**	**6.51**	**1,307**
% OF MEN	4.80	4.23	4.28	4.26	4.38	4.18	4.21	4.16	3.80	3.78	3.78	758
% OF WOMEN	5.80	2.31	2.42	2.67	2.73	2.58	2.56	2.63	2.70	2.84	2.74	549
ASIAN **	**3.60**	**1.98**	**2.10**	**2.14**	**2.25**	**2.49**	**2.70**	**2.96**	**3.18**	**3.39**	**3.72**	**746**
% OF MEN	1.90	1.48	1.58	1.57	1.66	1.82	2.00	2.18	2.33	2.43	2.67	536
% OF WOMEN	1.70	0.49	0.52	0.58	0.59	0.67	0.71	0.77	0.85	0.96	1.05	210
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER ***	**0.20**										**0.01**	**3**
% OF MEN	0.10										0.01	3
% OF WOMEN	0.10										0.00	0
AMERICAN INDIAN/ ALASKA NATIVE (%)	**1.00**	**0.63**	**0.69**	**0.76**	**0.77**	**0.80**	**0.79**	**0.75**	**0.81**	**0.78**	**0.83**	**167**
% OF MEN	0.50	0.45	0.51	0.53	0.55	0.56	0.56	0.54	0.59	0.56	0.59	118
% OF WOMEN	0.50	0.18	0.19	0.23	0.23	0.24	0.23	0.21	0.21	0.22	0.24	49
TWO OR MORE RACES ***	**1.00**										**0.04**	**9**
% OF MEN	0.50										0.03	6
% OF WOMEN	0.50										0.01	3
INDIVIDUALS WITH TARGETED DISABILITIES %	**CLF not available**	**0.44**	**0.41**	**0.41**	**0.41**	**0.35**	**0.35**	**0.35**	**0.44**	**0.46**	**0.46**	**93**

*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA AND USPS or intelligence gathering agencies. **The numbers for 1997 - 2005 include totals for "Native Hawaiian or Other Pacific Islander." *** Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a

TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS *

	1997		1998		1999		2000		2001		2002		2003		2004		2005		2006	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SPL WORK FORCE	15,381		15,633		15,972		16,675		16,918		17,943		18,472		19,117		19,268		20,070	
MEN	12,124	78.83	12,164	77.81	12,228	76.56	12,603	75.58	12,837	75.88	13,508	75.28	13,814	74.78	14,196	74.25	14,205	73.72	14,814	73.81
WOMEN	3,257	21.17	3,469	22.19	3,744	23.44	4,072	24.42	4,081	24.12	4,435	24.72	4,658	25.22	4,921	25.75	5,063	26.28	5,256	26.19
HISPANIC or LATINO	**412**	**2.68**	**456**	**2.92**	**489**	**3.06**	**550**	**3.30**	**519**	**3.07**	**597**	**3.33**	**632**	**3.42**	**656**	**3.43**	**683**	**3.54**	**733**	**3.65**
MEN	303	1.97	332	2.12	352	2.20	388	2.33	389	2.30	436	2.43	461	2.50	472	2.47	496	2.57	523	2.61
WOMEN	109	0.71	124	0.79	137	0.86	162	0.97	130	0.77	161	0.90	171	0.93	184	0.96	187	0.97	210	1.05
WHITE	**13,563**	**88.18**	**13,693**	**87.59**	**13,913**	**87.11**	**14,436**	**86.57**	**14,699**	**86.88**	**15,506**	**86.42**	**15,902**	**86.09**	**16,457**	**86.09**	**16,505**	**85.66**	**17,105**	**85.23**
MEN	10,874	70.70	10,837	69.32	10,860	67.99	11,117	66.67	11,338	67.02	11,859	66.09	12,082	65.41	12,439	65.05	12,404	64.38	12,870	64.13
WOMEN	2,689	17.48	2,856	18.27	3,053	19.11	3,319	19.90	3,361	19.87	3,647	20.33	3,820	20.68	4,018	21.02	4,101	21.28	4,235	21.10
BLACK or AFRICAN AMERICAN	**1,005**	**6.53**	**1,048**	**6.70**	**1,107**	**6.93**	**1,185**	**7.11**	**1,143**	**6.76**	**1,214**	**6.77**	**1,254**	**6.79**	**1,243**	**6.50**	**1,275**	**6.62**	**1,307**	**6.51**
MEN	650	4.23	669	4.28	681	4.26	730	4.38	707	4.18	755	4.21	769	4.16	727	3.80	728	3.78	758	3.78
WOMEN	355	2.31	379	2.42	426	2.67	455	2.73	436	2.58	459	2.56	485	2.63	516	2.70	547	2.84	549	2.74
ASIAN**	**304**	**1.98**	**328**	**2.10**	**342**	**2.14**	**375**	**2.25**	**422**	**2.49**	**485**	**2.70**	**546**	**2.96**	**607**	**3.18**	**654**	**3.39**	**746**	**3.72**
MEN	228	1.48	247	1.58	250	1.57	277	1.66	308	1.82	358	2.00	403	2.18	445	2.33	469	2.43	536	2.67
WOMEN	76	0.49	81	0.52	92	0.58	98	0.59	114	0.67	127	0.71	143	0.77	162	0.85	185	0.96	210	1.05
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***																			**3**	**0.01**
MEN																			3	0.01
WOMEN																			0	0.00
AMERICAN INDIAN/ ALASKA NATIVE	**97**	**0.63**	**108**	**0.69**	**121**	**0.76**	**129**	**0.77**	**135**	**0.80**	**141**	**0.79**	**138**	**0.75**	**154**	**0.81**	**151**	**0.78**	**167**	**0.83**
MEN	69	0.45	79	0.51	85	0.53	91	0.55	95	0.56	100	0.56	99	0.54	113	0.59	108	0.56	118	0.59
WOMEN	28	0.18	29	0.19	36	0.23	38	0.23	40	0.24	41	0.23	39	0.21	41	0.21	43	0.22	49	0.24
TWO OR MORE RACES ***																			**9**	**0.04**
MEN																			6	0.03
WOMEN																			3	0.01
INDIVIDUALS WITH TARGETED DISABILITIES	**67**	**0.44**	**64**	**0.41**	**65**	**0.41**	**69**	**0.41**	**60**	**0.35**	**62**	**0.35**	**64**	**0.35**	**84**	**0.44**	**88**	**0.46**	**93**	**0.46**

*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gatering agencies. ** The numbers for 1997-2005 include totals for "Native Hawaiian or Other Pacific Islander." *** Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2b
FY 2006 SENIOR PAY PARTICIPATION BY AGENCY *

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKA NATIVE				TWO OR MORE RACES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AFRICAN DEVELOPMENT FOUNDATION	3	3	100.00	0	0.00	0	0.00	0	0.00	2	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	185	131	70.81	54	29.19	5	2.70	1	0.54	111	60.00	42	22.70	10	5.41	8	4.32	5	2.70	2	1.08	0	0.00	0	0.00	0	0.00	1	0.54	0	0.00	0	0.00
AGRICULTURE, DEPARTMENT OF	491	365	74.34	126	25.66	9	1.83	6	1.22	310	63.14	98	19.96	29	5.91	13	2.65	13	2.65	8	1.63	1	0.20	0	0.00	3	0.61	1	0.20	0	0.00	0	0.00
THE AMERICAN BATTLE MONUMENTS COMMISSION	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	2	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCHITECTURAL & TRANSPORTATION BARRIER COMPLIANCE BOARD	19	15	78.95	4	21.05	1	5.26	0	0.00	14	73.68	4	21.05	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCTIC RESEARCH COMMISSION	7	4	57.14	3	42.86	0	0.00	0	0.00	4	57.14	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00
ARMED FORCES RETIREMENT HOME	6	5	83.33	1	16.67	0	0.00	0	0.00	4	66.67	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BARRY GOLDWATER SCHOOL & EXCELLENCE IN EDUCATION FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BROADCASTING BOARD OF GOVERNORS	21	16	76.19	5	23.81	1	4.76	0	0.00	15	71.43	4	19.05	0	0.00	0	0.00	0	0.00	1	4.76	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CHEMICAL SAFETY/HAZARD INVESTIGATION BOARD	6	5	83.33	1	16.67	0	0.00	0	0.00	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMERCE, DEPARTMENT OF	536	398	74.25	138	25.75	12	2.24	2	0.37	344	64.18	117	21.83	26	4.85	11	2.05	15	2.80	8	1.49	0	0.00	0	0.00	1	0.19	0	0.00	0	0.00	0	0.00
COMMISSION ON CIVIL RIGHTS	9	6	66.67	3	33.33	0	0.00	1	11.11	1	11.11	1	11.11	3	33.33	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
COMMISSION OF FINE ARTS	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERE DISABLED	5	5	100.00	0	0.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	35	23	65.71	12	34.29	0	0.00	0	0.00	22	62.86	11	31.43	0	0.00	1	2.86	1	2.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	15	11	73.33	4	26.67	0	0.00	0	0.00	10	66.67	4	26.67	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	19	9	47.37	10	52.63	2	10.53	0	0.00	7	36.84	9	47.37	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL OF ECONOMIC ADVISERS	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL ON ENVIRONMENTAL QUALITY AND OFFICE OF ENVIRONMENTAL QUALITY	5	2	40.00	3	60.00	0	0.00	0	0.00	2	40.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	12	7	58.33	5	41.67	0	0.00	1	8.33	3	25.00	1	8.33	4	33.33	2	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	8.33
DEFENSE, DEPARTMENT OF **	2,165	1,788	82.59	377	17.41	32	1.48	3	0.14	1,637	75.61	341	15.75	37	1.71	21	0.97	65	3.00	12	0.55	0	0.00	0	0.00	14	0.65	3	0.14	2	0.09	0	0.00
AIR FORCE, DEPARTMENT OF THE	286	248	86.71	38	13.29	3	1.05	0	0.00	224	78.32	37	12.94	6	2.10	0	0.00	10	3.50	0	0.00	0	0.00	0	0.00	4	1.40	1	0.35	1	0.35	0	0.00
ARMY, DEPARTMENT OF THE	449	375	83.52	74	16.48	7	1.56	1	0.22	340	75.72	69	15.37	12	2.67	5	1.11	13	2.90	0	0.00	0	0.00	0	0.00	2	0.45	0	0.00	1	0.22	0	0.00
DEFENSE COMMISSARY AGENCY	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT AUDIT AGENCY	16	14	87.50	2	12.50	1	6.25	0	0.00	13	81.25	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT MANAGEMENT AGENCY	8	5	62.50	3	37.50	0	0.00	0	0.00	5	62.50	1	12.50	0	0.00	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE EDUCATION ACTIVITY	22	13	59.09	9	40.91	1	4.55	0	0.00	11	50.00	9	40.91	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00
DEFENSE FINANCE AND ACCOUNTING SERVICE	25	17	68.00	8	32.00	0	0.00	0	0.00	16	64.00	7	28.00	1	4.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE HUMAN RESOURCE ACTIVITY	12	4	33.33	8	66.67	0	0.00	0	0.00	4	33.33	8	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE INFORMATION SYSTEMS AGENCY	30	22	73.33	8	26.67	1	3.33	0	0.00	21	70.00	6	20.00	0	0.00	2	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE LOGISTICS AGENCY	50	40	80.00	10	20.00	0	0.00	0	0.00	37	74.00	9	18.00	2	4.00	1	2.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.00	0	0.00	0	0.00	0	0.00
DEFENSE SECURITY SERVICE	4	1	25.00	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE THREAT REDUCTION AGENCY	15	12	80.00	3	20.00	0	0.00	0	0.00	12	80.00	2	13.33	0	0.00	0	0.00	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NAVY, DEPARTMENT OF THE	767	658	85.79	109	14.21	9	1.17	1	0.13	600	78.23	100	13.04	11	1.43	4	0.52	34	4.43	3	0.39	0	0.00	0	0.00	4	0.52	1	0.13	0	0.00	0	0.00
OFFICE OF THE INSPECTOR GENERAL	20	15	75.00	5	25.00	1	5.00	0	0.00	13	65.00	2	10.00	0	0.00	2	10.00	1	5.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SECRETARY/WASH. HQTRS. SERVICES	456	360	78.95	96	21.05	8	1.75	1	0.22	337	73.90	85	18.64	5	1.10	3	0.66	7	1.54	7	1.54	0	0.00	0	0.00	2	0.44	1	0.22	0	0.00	0	0.00
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	35	35	100.00	0	0.00	1	2.86	0	0.00	33	94.29	0	0.00	0	0.00	0	0.00	1	2.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EDUCATION, DEPARTMENT OF	162	97	59.88	65	40.12	2	1.23	0	0.00	83	51.23	52	32.10	10	6.17	10	6.17	2	1.23	3	1.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ELECTION ASSISTANCE COMMISSION	7	4	57.14	3	42.86	0	0.00	0	0.00	4	57.14	2	28.57	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ENERGY, DEPARTMENT OF	597	483	80.90	114	19.10	22	3.69	10	1.68	425	71.19	86	14.41	19	3.18	10	1.68	14	2.35	6	1.01	0	0.00	0	0.00	3	0.50	2	0.34	0	0.00	0	0.00
ENVIRONMENTAL PROTECTION AGENCY	335	221	65.97	114	34.03	12	3.58	3	0.90	191	57.01	95	28.36	14	4.18	11	3.28	4	1.19	5	1.49	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	32	17	53.13	15	46.88	2	6.25	3	9.38	8	25.00	6	18.75	6	18.75	6	18.75	1	3.13	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EXPORT-IMPORT BANK OF THE UNITED STATES	31	24	77.42	7	22.58	1	3.23	0	0.00	21	67.74	5	16.13	2	6.45	2	6.45	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FARM CREDIT ADMINISTRATION	19	15	78.95	4	21.05	0	0.00	0	0.00	15	78.95	4	21.05	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CORPORATION	3	2	66.67	1	33.33	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL COMMUNICATIONS COMMISSION	44	32	72.73	12	27.27	1	2.27	0	0.00	29	65.91	11	25.00	2	4.55	0	0.00	0	0.00	1	2.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION	96	72	75.00	24	25.00	1	1.04	1	1.04	61	63.54	19	19.79	8	8.33	4	4.17	1	1.04	0	0.00	0	0.00	0	0.00	1	1.04	0	0.00	0	0.00	0	0.00
FEDERAL ELECTION COMMISSION	15	10	66.67	5	33.33	0	0.00	0	0.00	10	66.67	3	20.00	0	0.00	2	13.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL ENERGY REGULATORY COMMISSION	77	56	72.73	21	27.27	1	1.30	3	3.90	48	62.34	16	20.78	3	3.90	2	2.60	3	3.90	0	0.00	0	0.00	0	0.00	1	1.30	0	0.00	0	0.00	0	0.00
FEDERAL FINANCIAL INST. EXAM. COUNCIL	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL HOUSING FINANCE BOARD	23	19	82.61	4	17.39	1	4.35	1	4.35	15	65.22	3	13.04	3	13.04	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL LABOR RELATIONS AUTHORITY	22	12	54.55	10	45.45	0	0.00	0	0.00	12	54.55	8	36.36	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55	0	0.00	0	0.00
FEDERAL MARITIME COMMISSION	13	9	69.23	4	30.77	0	0.00	0	0.00	8	61.54	3	23.08	1	7.69	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	13	11	84.62	2	15.38	0	0.00	0	0.00	11	84.62	1	7.69	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	13	10	76.92	3	23.08	0	0.00	0	0.00	10	76.92	3	23.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL TRADE COMMISSION	40	29	72.50	11	27.50	0	0.00	0	0.00	28	70.00	10	25.00	1	2.50	1	2.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GENERAL SERVICES ADMINISTRATION	97	71	73.20	26	26.80	1	1.03	1	1.03	66	68.04	20	20.62	3	3.09	5	5.15	1	1.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GOVERNMENT PRINTING OFFICE	33	26	78.79	7	21.21	2	6.06	0	0.00	22	66.67	4	12.12	1	3.03	2	6.06	1	3.03	1	3.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH AND HUMAN SERVICES, DEPARTMENT OF	2,368	1,663	70.23	705	29.77	45	1.90	15	0.63	1,392	58.78	556	23.48	58	2.45	58	2.45	152	6.42	67	2.83	0	0.00	0	0.00	16	0.68	9	0.38	0	0.00	0	0.00

TABLE A-2b
FY 2006 SENIOR PAY PARTICIPATION BY AGENCY *

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKA NATIVE				TWO OR MORE RACES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
US HOLOCAUST MEMORIAL MUSEUM	8	6	75.00	2	25.00	0	0.00	0	0.00	6	75.00	2	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HOMELAND SECURITY, DEPARTMENT OF	513	398	77.58	115	22.42	25	4.87	4	0.78	343	66.86	99	19.30	20	3.90	9	1.75	8	1.56	3	0.58	0	0.00	0	0.00	2	0.39	0	0.00	0	0.00	0	0.00
HOUSING AND URBAN DEVELOPMENT, DEPT. OF	256	165	64.45	91	35.55	8	3.13	6	2.34	129	50.39	52	20.31	20	7.81	30	11.72	7	2.73	3	1.17	0	0.00	0	0.00	1	0.39	0	0.00	0	0.00	0	0.00
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	6	2	33.33	4	66.67	0	0.00	0	0.00	1	16.67	4	66.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERAGENCY COUNCIL ON HOMELESSNESS	3	2	66.67	1	33.33	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERIOR, DEPARTMENT OF	367	266	72.48	101	27.52	6	1.63	9	2.45	208	56.68	76	20.71	12	3.27	9	2.45	7	1.91	0	0.00	0	0.00	0	0.00	32	8.72	7	1.91	1	0.27	0	0.00
INTERNATIONAL BOUNDARY & WATER COMMISSION: US/MEXICO	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERNATIONAL JOINT COMMISSION: US/CANADA	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERNATIONAL TRADE COMMISSION	18	11	61.11	7	38.89	0	0.00	0	0.00	11	61.11	7	38.89	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAMES MADISON MEMORIAL FELLOWSHIP FOUND	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JUSTICE, DEPARTMENT OF	4,163	2,918	70.09	1,245	29.91	138	3.31	71	1.71	2,534	60.87	1,014	24.36	173	4.16	126	3.03	62	1.49	26	0.62	1	0.02	0	0.00	10	0.24	8	0.19	0	0.00	0	0.00
LABOR, DEPARTMENT OF	241	166	68.88	75	31.12	6	2.49	4	1.66	148	61.41	55	22.82	10	4.15	11	4.56	2	0.83	5	2.07	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MARINE MAMMAL COMMISSION	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MERIT SYSTEMS PROTECTION BOARD	17	8	47.06	9	52.94	0	0.00	0	0.00	6	35.29	6	35.29	1	5.88	3	17.65	1	5.88	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MILLENNIUM CHALLENGE CORPORATION	23	17	73.91	6	26.09	0	0.00	0	0.00	16	69.57	6	26.09	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	3	1	33.33	2	66.67	0	0.00	0	0.00	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	563	457	81.17	106	18.83	17	3.02	5	0.89	395	70.16	79	14.03	17	3.02	14	2.49	23	4.09	7	1.24	0	0.00	0	0.00	5	0.89	1	0.18	0	0.00	0	0.00
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	28	23	82.14	5	17.86	0	0.00	0	0.00	21	75.00	5	17.86	0	0.00	0	0.00	2	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CAPITAL PLANNING COMMISSION	8	6	75.00	2	25.00	1	12.50	0	0.00	2	25.00	2	25.00	2	25.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL COUNCIL ON DISABILITY	12	5	41.67	7	58.33	0	0.00	0	0.00	5	41.67	5	41.67	0	0.00	2	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL COMMISSION OF LIBRARIES AND INFORMATION SCIENCE	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CREDIT UNION ADMINISTRATION	38	28	73.68	10	26.32	1	2.63	1	2.63	23	60.53	8	21.05	2	5.26	1	2.63	1	2.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.63	0	0.00
NATIONAL ENDOWMENT FOR THE ARTS	7	5	71.43	2	28.57	1	14.29	0	0.00	4	57.14	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE HUMANITIES	10	6	60.00	4	40.00	0	0.00	0	0.00	6	60.00	3	30.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL GALLERY OF THE ARTS	25	15	60.00	10	40.00	0	0.00	0	0.00	13	52.00	9	36.00	2	8.00	0	0.00	0	0.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD	114	89	78.07	25	21.93	2	1.75	3	2.63	81	71.05	18	15.79	6	5.26	4	3.51	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL MEDIATION BOARD	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL SCIENCE FOUNDATION	347	225	64.84	122	35.16	9	2.59	4	1.15	185	53.31	101	29.11	8	2.31	11	3.17	22	6.34	6	1.73	0	0.00	0	0.00	1	0.29	0	0.00	0	0.00	0	0.00
NATIONAL SECURITY COUNCIL	13	8	61.54	5	38.46	1	7.69	0	0.00	7	53.85	4	30.77	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL TRANSPORTATION SAFETY BOARD	25	20	80.00	5	20.00	0	0.00	0	0.00	19	76.00	5	20.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NAVAJO AND HOPI INDIAN RELOCATION, OFFICE OF	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NUCLEAR REGULATORY COMMISSION	251	205	81.67	46	18.33	3	1.20	1	0.40	177	70.52	40	15.94	11	4.38	2	0.80	13	5.18	3	1.20	0	0.00	0	0.00	1	0.40	0	0.00	0	0.00	0	0.00
NUCLEAR WASTE TECHNICAL REVIEW BOARD	19	16	84.21	3	15.79	0	0.00	0	0.00	15	78.95	2	10.53	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION	16	13	81.25	3	18.75	1	6.25	0	0.00	12	75.00	1	6.25	0	0.00	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF ADMINISTRATION	5	2	40.00	3	60.00	2	40.00	0	0.00	0	0.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF GOVERNMENT ETHICS	6	3	50.00	3	50.00	0	0.00	0	0.00	3	50.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF MANAGEMENT AND BUDGET	77	52	67.53	25	32.47	0	0.00	2	2.60	50	64.94	22	28.57	2	2.60	0	0.00	0	0.00	1	1.30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF NATIONAL DRUG CONTROL POLICY	18	15	83.33	3	16.67	0	0.00	0	0.00	15	83.33	3	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	55	35	63.64	20	36.36	2	3.64	2	3.64	31	56.36	16	29.09	2	3.64	2	3.64	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SPECIAL COUNSEL	5	3	60.00	2	40.00	0	0.00	0	0.00	3	60.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF THE U.S. TRADE REPRESENTATIVE	35	20	57.14	15	42.86	0	0.00	2	5.71	18	51.43	11	31.43	1	2.86	2	5.71	1	2.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OVERSEAS PRIVATE INVESTMENT CORPORATION	27	20	74.07	7	25.93	0	0.00	0	0.00	18	66.67	7	25.93	1	3.70	0	0.00	1	3.70	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PEACE CORPS	18	14	77.78	4	22.22	0	0.00	0	0.00	10	55.56	4	22.22	3	16.67	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	32	24	75.00	8	25.00	0	0.00	0	0.00	20	62.50	6	18.75	4	12.50	1	3.13	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	3.13	0	0.00	0	0.00
PRESIDIO TRUST	21	15	71.43	6	28.57	0	0.00	0	0.00	15	71.43	6	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
RAILROAD RETIREMENT BOARD	14	10	71.43	4	28.57	0	0.00	0	0.00	10	71.43	3	21.43	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	100	63	63.00	37	37.00	4	4.00	0	0.00	56	56.00	35	35.00	2	2.00	2	2.00	1	1.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SELECTIVE SERVICE SYSTEM	2	2	100.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	70	50	71.43	20	28.57	7	10.00	1	1.43	35	50.00	13	18.57	7	10.00	5	7.14	1	1.43	1	1.43	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMITHSONIAN INSTITUTION	99	73	73.74	26	26.26	1	1.01	1	1.01	69	69.70	22	22.22	1	1.01	3	3.03	0	0.00	0	0.00	0	0.00	0	0.00	2	2.02	0	0.00	0	0.00	0	0.00
SOCIAL SECURITY ADMINISTRATION	1,351	1,093	80.90	258	19.10	50	3.70	12	0.89	965	71.43	200	14.80	61	4.52	38	2.81	6	0.44	1	0.07	0	0.00	0	0.00	10	0.74	7	0.52	1	0.07	0	0.00
STATE, DEPARTMENT OF	1,183	871	73.63	312	26.37	26	2.20	7	0.59	769	65.00	256	21.64	53	4.48	35	2.96	19	1.61	12	1.01	0	0.00	0	0.00	4	0.34	2	0.17	0	0.00	0	0.00
TRADE AND DEVELOPMENT AGENCY	6	4	66.67	2	33.33	0	0.00	0	0.00	4	66.67	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TRANSPORTATION, DEPARTMENT OF	446	320	71.75	126	28.25	10	2.24	7	1.57	276	61.88	97	21.75	20	4.48	18	4.04	13	2.91	3	0.67	0	0.00	0	0.00	1	0.22	1	0.22	0	0.00	0	0.00
TREASURY, DEPARTMENT OF	537	368	68.53	169	31.47	11	2.05	6	1.12	309	57.54	136	25.33	38	7.08	16	2.98	9	1.68	6	1.12	1	0.19	0	0.00	0	0.00	4	0.74	0	0.00	1	0.19
USINSTITUTE OF PEACE	28	17	60.71	11	39.29	0	0.00	0	0.00	17	60.71	10	35.71	0	0.00	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
US TAX COURT	11	9	81.82	2	18.18	0	0.00	0	0.00	8	72.73	2	18.18	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VETERANS AFFAIRS, DEPARTMENT OF	1,119	870	77.75	249	22.25	36	3.22	12	1.07	744	66.49	196	17.52	30	2.68	24	2.14	53	4.74	16	1.43	0	0.00	0	0.00	7	0.63	1	0.09	0	0.00	0	0.00
VIETNAM EDUCATION FOUNDATION	6	5	83.33	1	16.67	0	0.00	0	0.00	2	33.33	0	0.00	0	0.00	0	0.00	1	16.67	1	16.67	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
GOVERNMENT WIDE	20,070	14,814	73.81	5,256	26.19	523	2.61	210	1.05	12870	64.13	4235	21.10	758	3.78	549	2.74	536	2.67	210	1.05	3	0.01	0	0.00	118	0.59	49	0.24	6	0.03	3	0.01

*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or inelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLEA-3
Government Wide Employment of Workers in
GENERAL SCHEDULE AND RELATED (GSR) PAY SYSTEMS

		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006
TOTAL WORK FORCE	**2000CLF**	**2,475,761**	**2,479,199**	**2,462,152**	**2,442,643**	**2,445,335**	**2,459,505**	**2,428,330**	**2,606,903**	**2,610,920**		**2,611,493**
% of GSR Employees		51.27	50.42	50.33	50.88	51.88	52.21	52.93	49.70	54.60		54.26
GSR WORK FORCE*		**1,269,435**	**1,249,935**	**1,239,323**	**1,242,737**	**1,268,656**	**1,284,048**	**1,285,322**	**1,295,555**	**1,425,499**		**1,416,901**
% OF MEN	53.20	52.26	52.18	52.07	51.91	51.71	51.33	50.95	50.61	51.10	51.38	727,981
% OF WOMEN	46.80	47.74	47.82	47.93	48.09	48.29	48.67	49.05	49.39	48.90	48.62	688,920
HISPANIC or LATINO (%)	**10.70**	**6.27**	**6.47**	**6.61**	**6.75**	**6.93**	**7.06**	**7.24**	**7.44**	**7.36**	**7.50**	**106,330**
% OF MEN	6.20	3.14	3.26	3.33	3.41	3.52	3.63	3.76	3.88	3.89	4.00	56,725
% OF WOMEN	4.50	3.13	3.22	3.28	3.34	3.41	3.43	3.48	3.56	3.48	3.50	49,605
WHITE (%)	**72.70**	**69.64**	**69.26**	**68.94**	**68.60**	**68.32**	**68.23**	**68.11**	**67.80**	**68.42**	**67.94**	**962,634**
% OF MEN	39.00	36.51	36.40	36.35	36.33	36.34	36.54	36.75	36.85	38.39	38.32	542,959
% OF WOMEN	33.70	33.13	32.86	32.59	32.27	31.97	31.69	31.37	30.95	30.03	29.62	419,675
BLACK or AFRICAN AMERICAN (%)	**10.60**	**18.11**	**18.21**	**18.28**	**18.41**	**18.39**	**18.17**	**18.10**	**18.06**	**17.35**	**17.50**	**248,025**
% OF MEN	4.80	5.33	5.38	5.43	5.50	5.52	5.52	5.54	5.60	5.55	5.70	80,820
% OF WOMEN	5.80	12.78	12.82	12.85	12.91	12.86	12.65	12.55	12.47	11.80	11.80	167,205
ASIAN (%)**	**3.60**	**3.97**	**4.01**	**4.08**	**4.14**	**4.24**	**4.39**	**4.43**	**4.60**	**4.90**	**4.88**	**69,092**
% OF MEN	1.90	2.00	1.99	2.02	2.04	2.09	2.16	2.19	2.27	2.52	2.50	35,432
% OF WOMEN	1.70	1.98	2.02	2.06	2.10	2.15	2.22	2.23	2.33	2.38	2.38	33,660
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER(%) ***	**0.20**										**0.15**	**2,139**
% OF MEN	0.10										0.07	1,057
% OF WOMEN	0.10										0.08	1,082
AMERICAN INDIAN/ ALASKA NATIVE(%)	**1.00**	**2.00**	**2.04**	**2.08**	**2.11**	**2.13**	**2.16**	**2.12**	**2.10**	**1.97**	**1.96**	**27,791**
% OF MEN	0.50	0.77	0.79	0.80	0.81	0.82	0.82	0.80	0.80	0.76	0.75	10,587
% OF WOMEN	0.50	1.23	1.26	1.28	1.30	1.31	1.34	1.31	1.30	1.21	1.21	17,204
TWO OR MORE RACES(%)***	**1.00**										**0.06**	**890**
% OF MEN	0.50										0.03	401
% OF WOMEN	0.50										0.03	489
INDIVIDUALS WITH TARGETED DISABILITIES(%)	**CLF not avaialable**	**1.28**	**1.27**	**1.24**	**1.24**	**1.21**	**1.18**	**1.16**	**1.18**	**1.05**	**1.01**	**14,373**

*The remainder of the figures in this table include September 30, 2006 agency data as reported in CPDF, Foreign Service, and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. *** Separate data first became available in 2006.

TABLE A-3a
FY 2006 DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)*

SCHEDULE AND RELATED GRADES	FY	TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
		#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GSR 1-6	2002	302,510	101,208	33.46	201,302	66.54	10,322	3.41	15,586	5.15	63,133	20.87	111,307	36.79	19,951	6.60	56,309	18.61	4,804	1.59	9,657	3.19					2,998	0.99	8,443	2.79				
	2003	289,422	99,141	34.25	190,258	65.74	10,084	3.48	14,867	5.14	62,458	21.58	105,037	36.29	19,235	6.65	53,204	18.38	4,590	1.59	9,108	3.15					2,797	0.97	8,042	2.78				
	2004	277,373	94,443	34.05	182,930	65.95	9,366	3.38	14,477	5.22	59,217	21.35	99,912	36.02	18,656	6.73	51,533	18.58	4,484	1.62	9,202	3.32					2,717	0.98	7,806	2.81				
	2005	267,541	90,987	34.01	176,554	65.99	9,138	3.42	14,247	5.33	56,577	21.15	96,022	35.89	18,283	6.83	49,641	18.55	4,335	1.62	8,925	3.34					2,654	0.99	7,719	2.89				
	2006	257,195	88,270	34.32	168,925	65.68	9,068	3.53	13,398	5.21	54,271	21.10	91,282	35.49	18,153	7.06	47,819	18.59	3,891	1.51	8,267	3.21	269	0.10	449	0.17	2,517	0.98	7,533	2.93	101	0.04	177	0.07
GSR 7-11	2002	531,578	238,842	44.93	292,736	55.07	22,400	4.21	20,815	3.92	173,261	32.59	181,762	34.19	29,166	5.49	71,969	13.54	9,645	1.81	11,715	2.20					4,368	0.82	6,475	1.22				
	2003	536,608	243,276	45.34	293,332	54.66	23,969	4.47	21,879	4.08	175,383	32.68	180,853	33.70	29,523	5.50	72,086	13.43	10,059	1.87	12,020	2.24					4,342	0.81	6,494	1.21				
	2004	547,366	252,224	46.08	295,142	53.92	25,857	4.72	23,064	4.21	180,642	33.00	180,376	32.95	30,602	5.59	72,374	13.22	10,706	1.96	12,728	2.33					4,417	0.81	6,600	1.21				
	2005	552,037	258,013	46.74	294,024	53.26	26,716	4.84	23,647	4.28	183,807	33.30	178,295	32.30	31,811	5.76	72,459	13.13	11,213	2.03	12,943	2.34					4,466	0.81	6,680	1.21				
	2006	551,522	260,562	47.24	290,960	52.76	27,525	4.99	24,039	4.36	184,110	33.38	174,318	31.61	32,872	5.96	72,411	13.13	11,036	2.00	12,770	2.32	476	0.09	451	0.08	4,393	0.80	6,775	1.23	150	0.03	198	0.04
GSR12-13	2002	426,056	264,204	62.01	161,852	37.99	13,737	3.22	8,100	1.90	213,614	50.14	110,128	25.85	20,815	4.89	34,155	8.02	13,259	3.11	7,396	1.74					2,779	0.65	2,073	0.49				
	2003	429,986	264,178	61.44	165,808	38.56	14,004	3.26	8,525	1.98	215,841	50.20	112,099	26.07	21,247	4.94	35,312	8.21	13,307	3.09	7,707	1.79					2,779	0.65	2,165	0.50				
	2004	432,842	263,545	60.89	169,297	39.11	14,532	3.36	9,052	2.09	210,928	48.73	113,419	26.20	21,568	4.98	36,263	8.38	13,776	3.18	8,328	1.92					2,741	0.63	2,235	0.52				
	2005	438,581	265,378	60.51	173,203	39.49	14,965	3.41	9,550	2.18	211,537	48.23	115,112	26.25	22,125	5.04	37,357	8.52	14,015	3.20	8,880	2.02					2,736	0.62	2,304	0.53				
	2006	440,646	266,436	60.46	174,210	39.54	15,449	3.51	9,954	2.26	211,118	47.91	114,685	26.03	22,769	5.17	37,812	8.58	14,004	3.18	9,204	2.09	268	0.06	165	0.04	2,713	0.62	2,300	0.52	115	0.03	90	0.02
GSR 14-15	2002	150,134	105,815	70.48	44,319	29.52	3,885	2.59	1,625	1.08	89,978	59.93	33,185	22.10	5,832	3.88	6,747	4.49	5,163	3.44	2,302	1.53					957	0.64	460	0.31				
	2003	155,595	108,385	69.66	47,210	30.34	4,111	2.64	1,773	1.14	91,592	58.87	35,000	22.49	6,158	3.96	7,364	4.73	5,547	3.57	2,578	1.66					977	0.63	495	0.32				
	2004	160,919	110,807	68.86	50,112	31.14	4,352	2.70	1,965	1.22	93,062	57.83	36,799	22.87	6,442	4.00	7,964	4.95	5,948	3.70	2,865	1.78					1,003	0.62	519	0.32				
	2005	167,340	114,130	68.20	53,210	31.80	4,594	2.75	2,119	1.27	95,261	56.93	38,702	23.13	6,904	4.13	8,705	5.20	6,391	3.82	3,121	1.87					980	0.59	563	0.34				
	2006	166,981	112,351	67.28	54,630	32.72	4,651	2.79	2,203	1.32	93,169	55.80	39,238	23.50	7,008	4.20	9,144	5.48	6,480	3.88	3,408	2.04	44	0.03	17	0.01	964	0.58	596	0.36	35	0.02	24	0.01
TOTAL GS GRADES	2002	1,410,278	710,069	50.35	700,209	49.65	50,344	3.57	46,126	3.27	539,986	38.29	436,382	30.94	75,764	5.37	169,180	12.00	32,871	2.33	31,070	2.20					11,102	0.79	17,451	1.24				
	2003	1,411,611	714,980	50.65	696,608	49.35	52,168	3.70	47,044	3.33	545,274	38.63	432,989	30.67	76,163	5.40	167,966	11.90	33,503	2.37	31,413	2.23					10,895	0.77	17,196	1.22				
	2004	1,418,500	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34					10,878	0.77	17,160	1.21				
	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21				
	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1,057	0.07	1,082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03

*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders

*** Separate data first became available in 2006

TABLE A-3b

FY 2006 GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1	2002	2,678	1,019	38.05	1,659	61.95	97	3.62	175	6.53	611	22.82	834	31.14	246	9.19	508	18.97	42	1.57	107	4.00					23	0.86	35	1.31				
	2003	2,753	1,067	38.76	1,686	61.24	94	3.41	170	6.18	637	23.14	829	30.11	236	8.57	527	19.14	81	2.94	138	5.01					19	0.69	22	0.80				
	2004	2,675	996	37.23	1,679	62.77	82	3.07	178	6.65	607	22.69	830	31.03	208	7.78	498	18.62	83	3.10	160	5.98					16	0.60	13	0.49				
	2005	2,826	1,110	39.28	1,716	60.72	107	3.79	171	6.05	643	22.75	833	29.48	234	8.28	522	18.47	109	3.86	169	5.98					17	0.60	21	0.74				
	2006	2,972	1,237	41.62	1,735	58.38	138	4.64	165	5.55	749	25.20	829	27.89	239	8.04	524	17.63	87	2.93	145	4.88	7	0.24	27	0.91	14	0.47	31	1.04	3	0.10	14	0.47
2	2002	6,026	2,320	38.50	3,706	61.50	264	4.38	411	6.82	1,345	22.32	1,788	29.67	527	8.75	1,257	20.86	105	1.74	131	2.17					79	1.31	119	1.97				
	2003	5,157	2,039	39.54	3,118	60.46	268	5.20	383	7.43	1,216	23.58	1,565	30.35	414	8.03	949	18.40	71	1.38	115	2.23					70	1.36	106	2.06				
	2004	4,580	1,858	40.57	2,722	59.43	221	4.83	300	6.55	1,114	24.32	1,409	30.76	385	8.41	795	17.36	83	1.81	122	2.66					55	1.20	96	2.10				
	2005	4,513	1,741	38.58	2,772	61.42	184	4.08	348	7.71	1,127	24.97	1,500	33.24	300	6.65	694	15.38	83	1.84	133	2.95					47	1.04	97	2.15				
	2006	4,535	1,765	38.92	2,770	61.08	162	3.57	311	6.86	1,126	24.83	1,409	31.07	339	7.48	805	17.75	77	1.70	131	2.89	4	0.09	10	0.22	48	1.06	92	2.03	9	0.20	12	0.26
3	2002	25,302	9,346	36.94	15,956	63.06	861	3.40	1,424	5.63	6,144	24.28	8,424	33.29	1,439	5.69	4,016	15.87	543	2.15	1,424	5.63					359	1.42	668	2.64				
	2003	22,306	8,253	37.00	14,053	63.00	785	3.52	1,289	5.78	5,404	24.23	7,271	32.60	1,298	5.82	3,560	15.96	480	2.15	1,343	6.02					286	1.28	590	2.65				
	2004	21,190	7,775	36.69	13,415	63.31	805	3.80	1,347	6.36	5,010	23.64	6,814	32.16	1,193	5.63	3,470	16.38	488	2.30	1,243	5.87					279	1.32	541	2.55				
	2005	20,462	7,405	36.19	13,057	63.81	742	3.63	1,342	6.56	4,794	23.43	6,671	32.60	1,117	5.46	3,315	16.20	495	2.42	1,200	5.86					257	1.26	529	2.59				
	2006	17,576	6,339	36.07	11,237	63.93	590	3.36	1,054	6.00	4,049	23.04	5,727	32.58	1,008	5.74	2,882	16.40	404	2.30	1,059	6.03	47	0.27	58	0.33	228	1.30	441	2.51	13	0.07	16	0.09
4	2002	63,006	21,479	34.09	41,527	65.91	1,884	2.99	3,204	5.09	13,542	21.49	22,496	35.70	4,353	6.91	11,569	18.36	941	1.49	2,083	3.31					759	1.20	2,175	3.45				
	2003	60,386	21,016	34.80	39,370	65.20	1,901	3.15	3,176	5.26	13,508	22.37	21,300	35.27	4,052	6.71	10,886	18.03	849	1.41	1,954	3.24					706	1.17	2,054	3.40				
	2004	57,798	20,238	35.02	37,560	64.98	2,002	3.46	3,043	5.26	12,937	22.38	20,161	34.88	3,795	6.57	10,505	18.18	816	1.41	1,930	3.34					688	1.19	1,921	3.32				
	2005	54,898	19,170	34.92	35,728	65.08	1,902	3.46	2,975	5.42	12,194	22.21	19,002	34.61	3,596	6.55	10,028	18.27	800	1.46	1,828	3.33					678	1.24	1,895	3.45				
	2006	51,771	18,062	34.89	33,709	65.11	1,738	3.36	2,707	5.23	11,566	22.34	18,164	35.09	3,387	6.54	9,176	17.72	676	1.31	1,758	3.40	49	0.09	95	0.18	625	1.21	1,773	3.42	21	0.04	36	0.07
5	2002	117,844	40,582	34.44	77,262	65.56	4,829	4.10	6,116	5.19	24,570	20.85	42,473	36.04	8,138	6.91	21,734	18.44	1,946	1.65	3,491	2.96					1,099	0.93	3,448	2.93				
	2003	112,913	40,248	35.65	72,665	64.35	4,683	4.15	5,750	5.09	24,634	21.82	39,816	35.26	7,931	7.02	20,609	18.25	1,939	1.72	3,224	2.86					1,061	0.94	3,266	2.89				
	2004	107,018	37,069	34.64	69,949	65.36	3,842	3.59	5,606	5.24	22,670	21.18	37,735	35.26	7,745	7.24	20,067	18.75	1,785	1.67	3,296	3.08					1,027	0.96	3,245	3.03				
	2005	103,196	35,721	34.61	67,475	65.39	3,778	3.66	5,323	5.16	21,675	21.00	36,382	35.26	7,596	7.36	19,430	18.83	1,653	1.60	3,127	3.03					1,019	0.99	3,213	3.11				
	2006	100,306	35,227	35.12	65,079	64.88	4,002	3.99	5,143	5.13	20,955	20.89	34,556	34.45	7,599	7.58	19,079	19.02	1,552	1.55	2,854	2.85	95	0.09	144	0.14	988	0.98	3,226	3.22	36	0.04	77	0.08
6	2002	87,654	26,462	30.19	61,192	69.81	2,387	2.72	4,256	4.86	16,921	19.30	35,292	40.26	5,248	5.99	17,225	19.65	1,227	1.40	2,421	2.76					679	0.77	1,998	2.28				
	2003	85,907	26,541	30.90	59,366	69.10	2,353	2.74	4,099	4.77	17,059	19.86	34,256	39.88	5,304	6.17	16,673	19.41	1,170	1.36	2,334	2.72					655	0.76	2,004	2.33				
	2004	84,103	26,503	31.51	57,600	68.49	2,414	2.87	4,003	4.76	16,876	20.07	32,961	39.19	5,329	6.34	16,195	19.26	1,232	1.46	3,296	3.92					652	0.78	1,990	2.37				
	2005	81,646	25,840	31.65	55,806	68.35	2,425	2.97	4,088	5.01	16,144	19.77	31,634	38.75	5,440	6.66	15,652	19.17	1,195	1.46	2,468	3.02					636	0.78	1,964	2.41				
	2006	80,035	25,640	32.04	54,395	67.96	2,438	3.05	4,018	5.02	15,826	19.77	30,597	38.23	5,581	6.97	15,353	19.18	1,095	1.37	2,320	2.90	67	0.08	115	0.14	614	0.77	1,970	2.46	19	0.02	22	0.03
7	2002	139,443	50,221	36.02	89,222	63.98	5,359	3.84	6,548	4.70	33,862	24.28	53,556	38.41	7,740	5.55	23,613	16.93	2,173	1.56	3,476	2.49					1,089	0.78	2,029	1.46				
	2003	140,599	52,381	37.26	88,218	62.74	5,909	4.20	6,860	4.88	35,220	25.05	52,401	37.27	7,862	5.59	23,461	16.69	2,319	1.65	3,488	2.48					1,071	0.76	2,008	1.43				
	2004	142,518	54,419	38.18	88,099	61.82	5,854	4.11	7,047	4.94	36,772	25.80	52,130	36.58	8,306	5.83	23,307	16.35	2,379	1.67	3,540	2.48					1,108	0.78	2,075	1.46				
	2005	141,206	54,461	38.57	86,745	61.43	5,181	3.67	6,885	4.88	37,288	26.41	51,117	36.20	8,483	6.01	23,072	16.34	2,388	1.69	3,558	2.52					1,121	0.79	2,113	1.50				
	2006	139,322	55,799	40.05	83,523	59.95	5,630	4.04	6,817	4.89	37,895	27.20	48,326	34.69	8,733	6.27	22,535	16.17	2,276	1.63	3,433	2.46	148	0.11	138	0.10	1,074	0.77	2,197	1.58	43	0.03	77	0.06
8	2002	53,654	18,629	34.72	35,025	65.28	1,866	3.48	2,928	5.46	12,425	23.16	19,433	36.22	3,382	6.30	11,193	20.86	537	1.00	965	1.80					419	0.78	506	0.94				
	2003	54,487	19,045	34.95	35,442	65.05	1,990	3.65	3,201	5.87	12,593	23.11	19,420	35.64	3,458	6.35	11,262	20.67	564	1.04	1,009	1.85					440	0.81	550	1.01				
	2004	56,607	20,062	35.44	36,545	64.56	2,161	3.82	3,473	6.14	13,173	23.27	19,870	35.10	3,621	6.40	11,477	20.27	634	1.12	1,138	2.01					473	0.84	587	1.04				
	2005	57,680	21,394	37.09	36,286	62.91	2,359	4.09	3,636	6.30	14,099	24.44	19,405	33.64	3,757	6.51	11,449	19.85	709	1.23	1,183	2.05					470	0.81	613	1.06				
	2006	58,520	21,720	37.12	36,800	62.88	2,413	4.12	3,832	6.55	14,292	24.42	19,565	33.43	3,765	6.43	11,564	19.76	725	1.24	1,181	2.02	36	0.06	46	0.08	480	0.82	603	1.03	9	0.02	11	0.02
9	2002	129,972	59,588	45.85	70,384	54.15	4,932	3.79	4,505	3.47	43,438	33.42	44,172	33.99	7,522	5.79	16,960	13.05	2,483	1.91	2,912	2.24					1,213	0.93	1,835	1.41				
	2003	130,976	60,420	46.13	70,556	53.87	5,181	3.96	4,594	3.51	43,955	33.56	44,195	33.74	7,581	5.79	16,915	12.91	2,548	1.95	3,025	2.31					1,155	0.88	1,827	1.39				
	2004	132,984	62,487	46.99	70,197	52.79	5,920	4.45	4,885	3.67	45,079	33.90	43,425	32.65	7,647	5.75	16,926	12.73	2,678	2.01	3,154	2.37					1,163	0.87	1,807	1.36				
	2005	135,523	64,711	47.75	70,812	52.25	6,092	4.50	4,985	3.68	46,455	34.28	43,723	32.26	8,176	6.03	17,177	12.67	2,777	2.05	3,136	2.31					1,211	0.89	1,791	1.32				
	2006	135,083	63,948	47.34	71,135	52.66	5,582	4.13	5,036	3.73	45,799	33.90	43,333	32.08	8,530	6.31	17,667	13.08	2,711	2.01	3,140	2.32	103	0.08	110	0.08	1,175	0.87	1,797	1.33	48	0.04	52	0.04

TABLE A-3b

FY 2006 GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	2002	17,208	8,640	50.21	8,568	49.79	510	2.96	432	2.51	6,828	39.68	5,483	31.86	895	5.20	2,084	12.11	278	1.62	316	1.84					129	0.75	253	1.47				
	2003	17,714	8,751	49.40	8,963	50.60	516	2.91	473	2.67	6,855	38.70	5,688	32.11	949	5.36	2,211	12.48	292	1.65	333	1.88					139	0.78	258	1.46				
	2004	17,899	8,952	50.01	8,947	49.99	523	2.92	485	2.71	6,969	38.94	5,665	31.65	995	5.56	2,199	12.29	340	1.90	345	1.93					125	0.70	253	1.41				
	2005	17,541	8,815	50.25	8,726	49.75	543	3.10	492	2.80	6,817	38.86	5,452	31.08	990	5.64	2,158	12.30	340	1.94	356	2.03					125	0.71	268	1.53				
	2006	16,515	8,511	51.53	8,004	48.47	527	3.19	433	2.62	6,535	39.57	4,957	30.02	982	5.95	2,005	12.14	318	1.93	341	2.06	18	0.11	6	0.04	128	0.78	257	1.56	3	0.02	5	0.03
11	2002	191,301	101,764	53.20	89,537	46.80	9,735	5.09	6,402	3.35	76,710	40.10	59,118	30.90	9,627	5.03	18,119	9.47	4,174	2.18	4,046	2.11					1,518	0.79	1,852	0.97				
	2003	192,832	102,679	53.25	90,153	46.75	10,373	5.38	6,751	3.50	76,760	39.81	59,149	30.67	9,673	5.02	18,237	9.46	4,336	2.25	4,165	2.16					1,537	0.80	1,851	0.96				
	2004	197,640	106,298	53.78	91,342	46.22	11,399	5.77	7,174	3.63	78,645	39.79	59,282	29.99	1,031	0.52	18,457	9.34	4,675	2.37	4,551	2.30					1,548	0.78	1,878	0.95				
	2005	200,087	108,632	54.29	91,455	45.71	12,541	6.27	7,649	3.82	79,148	39.56	58,598	29.29	10,405	5.20	18,603	9.30	4,999	2.50	4,710	2.35					1,539	0.77	1,895	0.95				
	2006	202,082	110,584	54.72	91,498	45.28	13,373	6.62	7,921	3.92	79,589	39.38	58,137	28.77	10,862	5.38	18,640	9.22	5,006	2.48	4,675	2.31	171	0.08	151	0.07	1,536	0.76	1,921	0.95	47	0.02	53	0.03
12	2002	229,528	135,369	58.98	94,159	41.02	7,651	3.33	5,183	2.26	107,880	47.00	62,945	27.42	11,434	4.98	20,361	8.87	6,831	2.98	4,308	1.88					1,573	0.69	1,362	0.59				
	2003	229,917	134,174	58.36	95,743	41.64	7,766	3.38	5,378	2.34	106,478	46.31	63,708	27.71	11,617	5.05	20,799	9.05	6,742	2.93	4,438	1.93					1,571	0.68	1,420	0.62				
	2004	228,407	131,388	57.52	97,019	42.48	7,817	3.42	5,682	2.49	103,467	45.30	63,936	27.99	11,620	5.09	21,204	9.28	6,929	3.03	4,743	2.08					1,555	0.68	1,454	0.64				
	2005	231,261	132,627	57.35	98,634	42.65	8,026	3.47	5,958	2.58	103,984	44.96	64,581	27.93	11,970	5.18	21,590	9.34	7,094	3.07	5,022	2.17					1,553	0.67	1,483	0.64				
	2006	231,347	132,825	57.41	98,522	42.59	8,274	3.58	6,216	2.69	103,467	44.72	63,806	27.58	12,309	5.32	21,722	9.39	6,998	3.02	5,160	2.23	173	0.07	113	0.05	1,545	0.67	1,449	0.63	59	0.03	56	0.02
13	2002	196,528	128,835	65.56	67,693	34.44	6,086	3.10	2,917	1.48	105,734	53.80	47,183	24.01	9,381	4.77	13,794	7.02	6,428	3.27	3,088	1.57					1,206	0.61	711	0.36				
	2003	200,069	130,004	64.98	70,065	35.02	6,238	3.12	3,147	1.57	106,363	53.16	48,391	24.19	9,630	4.81	14,513	7.25	6,565	3.28	3,269	1.63					1,208	0.60	745	0.37				
	2004	204,393	132,145	64.65	72,248	35.35	6,715	3.29	3,370	1.65	107,451	52.57	49,466	24.20	9,946	4.87	15,047	7.36	6,847	3.35	3,585	1.75					1,186	0.58	780	0.38				
	2005	207,320	132,751	64.03	74,569	35.97	6,939	3.35	3,592	1.73	107,553	51.88	50,531	24.37	10,155	4.90	15,767	7.61	6,921	3.34	3,858	1.86					1,183	0.57	821	0.40				
	2006	209,299	133,611	63.84	75,688	36.16	7,175	3.43	3,738	1.79	107,651	51.43	50,879	24.31	10,460	5.00	16,090	7.69	7,006	3.35	4,044	1.93	95	0.05	52	0.02	1,168	0.56	851	0.41	56	0.03	34	0.02
14	2002	93,303	63,970	68.56	29,333	31.44	2,479	2.66	1,083	1.16	54,073	57.95	21,593	23.14	3,940	4.22	5,006	5.37	2,835	3.04	1,301	1.39					643	0.69	350	0.38				
	2003	96,281	65,222	67.74	31,059	32.26	2,620	2.72	1,178	1.22	54,748	56.86	22,576	23.45	4,159	4.32	5,481	5.69	3,048	3.17	1,454	1.51					647	0.67	370	0.38				
	2004	99,432	66,607	66.99	32,825	33.01	2,773	2.79	1,312	1.32	55,485	55.80	23,570	23.70	4,395	4.42	5,938	5.97	3,305	3.32	1,625	1.63					649	0.65	380	0.38				
	2005	102,907	68,202	66.28	34,705	33.72	2,920	2.84	1,407	1.37	56,368	54.78	24,641	23.94	4,702	4.57	6,513	6.33	3,582	3.48	1,751	1.70					630	0.61	393	0.38				
	2006	100,947	65,978	65.36	34,969	34.64	2,875	2.85	1,452	1.44	54,211	53.70	24,491	24.26	4,728	4.68	6,748	6.68	3,502	3.47	1,851	1.83	27	0.03	14	0.01	615	0.61	395	0.39	23	0.02	18	0.02
15	2002	56,831	41,845	73.63	14,986	26.37	1,406	2.47	542	0.95	35,905	63.18	11,592	20.40	1,892	3.33	1,741	3.06	2,328	4.10	1,001	1.76					314	0.55	110	0.19				
	2003	59,314	43,163	72.77	16,151	27.23	1,491	2.51	595	1.00	36,844	62.12	12,424	20.95	1,999	3.37	1,883	3.17	2,499	4.21	1,124	1.89					330	0.56	125	0.21				
	2004	61,416	44,148	71.88	17,268	28.12	1,578	2.57	653	1.06	37,530	61.11	13,214	21.52	2,044	3.33	2,023	3.29	2,643	4.30	1,239	2.02					353	0.57	139	0.23				
	2005	64,433	45,928	71.28	18,505	28.72	1,674	2.60	712	1.11	38,893	60.36	14,061	21.82	2,202	3.42	2,192	3.40	2,809	4.36	1,370	2.13					350	0.54	170	0.26				
	2006	66,034	46,373	70.23	19,661	29.77	1,776	2.69	751	1.14	38,958	59.00	14,747	22.33	2,283	3.46	2,396	3.63	2,978	4.51	1,557	2.36	17	0.03	3	0.00	349	0.53	201	0.30	12	0.02	6	0.01
Total GS & GS Related	2002	1,410,278	710,069	50.35	700,209	49.65	50,344	3.57	46,126	3.27	539,988	38.29	436,382	30.94	75,764	5.37	169,180	12.00	32,871	2.33	31,070	2.20					11,102	0.79	17,451	1.24				
	2003	1,411,611	715,003	50.65	696,608	49.35	52,168	3.70	47,044	3.33	542,274	38.42	432,989	30.67	76,163	5.40	167,966	11.90	33,503	2.37	31,413	2.23					10,895	0.77	17,196	1.22				
	2004	1,418,500	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34					10,878	0.77	17,160	1.21				
	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21				
	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1057	0.07	1082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03

*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. ** The Numbers for 2003-2005 include totals for Native Hawaiin/Pacific Islanders. *** Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-4
Government Wide Employment of Workers in
FEDERAL WAGE SYSTEM (FWS) POSITIONS

	2000	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006
TOTAL WORK FORCE	**CLF**	**2,475,761**	**2,479,199**	**2,462,152**	**2,442,643**	**2,445,335**	**2,459,505**	**2,428,330**	**2,606,903**	**2,610,920**		**2,611,493**
% of FWS Employees		9.83	9.39	9.07	8.80	8.53	8.23	8.00	7.52	7.54		7.46
FWS WORK FORCE*		**243,343**	**232,693**	**223,421**	**214,880**	**208,580**	**202,471**	**194,259**	**196,114**	**196,800**		**194,858**
% OF MEN	53.20	89.41	89.37	89.05	88.96	89.48	89.47	89.09	89.19	89.06	173,389	88.98
% OF WOMEN	46.80	10.59	10.63	10.95	11.04	10.52	10.53	10.91	10.81	10.94	21,469	11.01
HISPANIC or LATINO (%)	**10.70**	**8.23**	**8.09**	**7.73**	**7.67**	**7.70**	**7.67**	**7.70**	**7.87**	**7.85**	**15,334**	**7.87**
% OF MEN	6.20	7.50	7.36	7.00	6.92	6.99	6.94	6.91	7.08	7.02	13,725	7.04
% OF WOMEN	4.50	0.73	0.73	0.73	0.75	0.71	0.73	0.79	0.79	0.82	1,609	0.83
WHITE (%)	**72.70**	**65.87**	**65.87**	**66.06**	**66.07**	**66.32**	**66.35**	**66.43**	**66.43**	**66.60**	**129,714**	**66.51**
% OF MEN	39.00	60.67	60.65	60.62	60.59	60.97	60.95	60.81	60.85	60.93	118,624	60.88
% OF WOMEN	33.70	5.20	5.22	5.39	5.49	5.35	5.40	5.63	5.58	5.67	11,090	5.70
BLACK or AFRICAN AMERICAN(%)	**10.60**	**18.61**	**18.73**	**18.88**	**18.95**	**18.60**	**18.48**	**18.62**	**18.34**	**18.21**	**35,490**	**18.21**
% OF MEN	4.80	14.78	14.89	14.93	15.04	15.06	15.02	15.10	14.86	14.75	28,688	14.72
% OF WOMEN	5.80	3.83	3.84	3.95	3.91	3.55	3.46	3.52	3.49	3.46	6,802	3.49
ASIAN (%)**	**3.60**	**4.65**	**4.63**	**4.71**	**4.60**	**4.62**	**4.75**	**4.50**	**4.73**	**4.75**	**8,163**	**4.19**
% OF MEN	1.90	4.21	4.18	4.22	4.11	4.13	4.24	3.98	4.20	4.18	7,115	3.65
% OF WOMEN	1.70	0.44	0.45	0.49	0.49	0.49	0.51	0.52	0.53	0.57	1,048	0.54
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***	**0.20**										**1,112**	**0.57**
% OF MEN	0.10										1,010	0.52
% OF WOMEN	0.10										102	0.05
AMERICAN INDIAN/ ALASKA NATIVE (%)	**1.00**	**2.63**	**2.68**	**2.67**	**2.71**	**2.76**	**2.74**	**2.75**	**2.62**	**2.60**	**4,937**	**2.53**
% OF MEN	0.50	2.25	2.28	2.27	2.30	2.35	2.32	2.30	2.19	2.18	4,131	2.12
% OF WOMEN	0.50	0.39	0.40	0.40	0.41	0.42	0.43	0.45	0.43	0.42	806	0.41
TWO OR MORE RACES***	**1.00**										**108**	**0.06**
% OF MEN	0.50										96	0.05
% OF WOMEN	0.50										12	0.01
INDIVIDUALS WITH TARGETED DISABILITIES %	**CLF not available**	**1.50**	**1.47**	**1.45**	**1.40**	**1.40**	**1.34**	**1.29**	**1.23**	**1.16**	**2,227**	**1.14**

*The remainder of the figures in this table include September 30, 2006 agency data as reported in CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders.

*** Separate data first became available in 2006.

TABLE A-5
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN OTHER PAY SYSTEMS (OPS) WORK FORCE*

	2000	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006
TOTAL WORK FORCE	**CLF**	**2,475,761**	**2,479,199**	**2,462,152**	**2,442,643**	**2,445,335**	**2,459,505**	**2,428,330**	**2,606,903**	**2,610,920**		**2,611,493**
% of Total Work Force		38.33	39.56	40.04	40.59	39.87	40.40	40.96	37.33	37.13		37.51
OPS WORK FORCE		**948,911**	**980,856**	**985,787**	**991,463**	**975,074**	**993,602**	**994,647**	**973,172**	**969,353**		**979,664**
% OF MEN	53.20	60.54	59.83	59.89	59.77	59.87	59.96	59.69	59.43	58.86	570,846	58.27
% OF WOMEN	46.80	39.46	40.17	40.11	40.23	40.13	40.04	40.31	40.57	41.14	408,818	41.73
HISPANIC or LATINO (%)	**10.70**	**6.64**	**6.92**	**7.13**	**7.16**	**7.26**	**7.43**	**7.61**	**7.77**	**7.99**	**78,208**	**7.98**
% OF MEN	6.20	4.33	4.45	4.55	4.57	4.65	4.78	4.87	4.96	5.03	48,783	4.98
% OF WOMEN	4.50	2.30	2.46	2.57	2.60	2.61	2.65	2.74	2.82	2.96	29,425	3.00
WHITE (%)	**72.70**	**66.21**	**65.13**	**64.90**	**64.92**	**64.66**	**64.59**	**64.32**	**64.03**	**63.26**	**618,367**	**63.12**
% OF MEN	39.00	41.80	40.72	40.74	40.59	40.45	40.45	40.04	39.64	38.83	375,506	38.33
% OF WOMEN	33.70	24.41	24.41	24.17	24.33	24.21	24.14	24.28	24.39	24.43	242,861	24.79
BLACK or AFRICAN AMERICAN (%)	**10.60**	**19.96**	**20.31**	**20.36**	**20.11**	**20.05**	**19.84**	**19.77**	**19.66**	**19.93**	**194,681**	**19.87**
% OF MEN	4.80	10.32	10.36	10.35	10.22	10.20	10.10	10.02	9.92	9.94	95,953	9.79
% OF WOMEN	5.80	9.64	9.95	10.01	9.90	9.85	9.74	9.74	9.74	9.99	98,728	10.08
ASIAN (%) **	**3.60**	**6.31**	**6.76**	**6.70**	**6.85**	**7.04**	**7.12**	**7.29**	**7.49**	**7.76**	**75,734**	**7.73**
% OF MEN	1.90	3.68	3.90	3.82	3.95	4.10	4.15	4.27	4.42	4.56	44,597	4.55
% OF WOMEN	1.70	2.62	2.86	2.87	2.90	2.94	2.97	3.01	3.07	3.20	31,137	3.18
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***	0.20										**1,247**	**0.13**
% OF MEN	0.10										499	0.05
% OF WOMEN	0.10										748	0.08
AMERICAN INDIAN/ ALASKA NATIVE(%)	**1.00**	**0.88**	**0.88**	**0.91**	**0.95**	**0.99**	**1.02**	**1.02**	**1.05**	**1.05**	**10,912**	**1.11**
% OF MEN	0.50	0.40	0.40	0.43	0.45	0.46	0.48	0.49	0.50	0.50	5,253	0.54
% OF WOMEN	0.50	0.49	0.48	0.48	0.50	0.52	0.53	0.53	0.55	0.55	5,659	0.58
TWO OR MORE RACES ***	**1.00**										**515**	**0.05**
% OF MEN	0.50										255	0.03
% OF WOMEN	0.50										260	0.03
Individuals With Targeted Disabilities %	CLF not available	0.96	0.93	0.93	0.91	0.91	0.88	0.86	0.84	0.81	**7,802**	0.80

* Includes September 30, 2006 agency data as reported in CPDF (236,883) and all employees of AAFES, TVA AND USPS (742,781), but does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding and the addition of "

Two or More Races" category in the 2000 Census Special EEO file. ** The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. *** Separate data first became available in 2006.

TABLE A-6
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF

	INDIVIDUALS WITH TARGETED DISABILITIES*										
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	TEN YEAR NET CHANGE
TOTAL WORK FORCE	2,475,761	2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	
% OF TOTAL WORK FORCE	1.16	1.14	1.13	1.12	1.10	1.07	1.05	0.99	0.96	0.94	
TOTAL INDIVIDUALS WITH TARGETED DISABILITIES	28,671	28,035	27,601	27,231	26,834	26,230	25,551	25,917	25,142	24,442	-14.75
DEAFNESS											
TOTAL	5,639	5,512	5,368	5,220	5,088	4,949	4,796	4,745	4,614	4,460	-20.90
% OF TARGETED DISABILITIES	19.67	19.66	19.45	19.17	18.96	18.87	18.77	18.31	18.35	18.25	
BLINDNESS											
TOTAL	2,676	2,615	2,570	2,603	2,636	2,582	2,588	2,687	2,606	2,573	-3.85
% OF TARGETED DISABILITIES	9.33	9.33	9.31	9.56	9.82	9.84	10.13	10.37	10.37	10.53	
MISSING EXTREMITIES											
TOTAL	1,856	1,812	1,733	1,697	1,627	1,556	1,525	1,505	1,446	1,376	-25.86
% OF TARGETED DISABILITIES	6.47	6.46	6.28	6.23	6.06	5.93	5.97	5.81	5.75	5.63	
PARTIAL PARALYSIS											
TOTAL	3,694	3,585	3,503	3,475	3,346	3,283	3,219	3,229	3,111	2,984	-19.22
% OF TARGETED DISABILITIES	12.88	12.79	12.69	12.76	12.47	12.52	12.6	12.46	12.37	12.21	
COMPLETE PARALYSIS											
TOTAL	1,559	1,507	1,459	1,435	1,415	1,387	1,316	1,328	1,258	1,222	-21.62
% OF TARGETED DISABILITIES	5.44	5.38	5.29	5.27	5.27	5.29	5.15	5.12	5.00	5.00	
CONVULSIVE DISORDERS											
TOTAL	3,967	3,860	3,826	3,811	3,767	3,730	3,637	3,660	3,537	3,452	-12.98
% OF TARGETED DISABILITIES	13.84	13.93	13.86	14	14.04	14.22	14.23	14.12	14.07	14.12	
MENTAL RETARDATION											
TOTAL	2,837	2,770	2,672	2,533	2,428	2,261	2,106	2,057	1,946	1,857	-34.54
% OF TARGETED DISABILITIES	9.9	9.88	9.68	9.3	9.05	8.62	8.24	7.94	7.74	7.60	
MENTAL ILLNESS											
TOTAL	5,622	5,579	5,690	5,697	5,801	5,786	5,695	6,043	5,982	5,900	4.94
% OF TARGETED DISABILITIES	19.61	19.9	20.62	20.92	21.62	22.06	22.29	23.32	23.79	24.14	
DISTORTION OF LIMB &/OR SPINE TOTAL	821	795	780	757	726	696	669	663	642	618	-24.72
% OF TARGETED DISABILITIES	2.86	2.84	2.83	2.78	2.71	2.65	2.62	2.56	2.55	2.53	

*Includes September 30, 2006 agency data as reported in CPDF plus Foreign Service, AAFES, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding.

TABLE A-6a

FY 2006 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN *

DISABILITY BY TYPE	GSR-1	GSR-2	GSR-3	GSR-4	GSR-5	GSR-6	GSR-7	GSR-8	GSR-9	GSR-10
# WORK FORCE IN GRADE	**2,972**	**4,535**	**17,576**	**51,771**	**100,306**	**80,035**	**139,322**	**58,520**	**135,083**	**16,515**
% OF WORK FORCE IN GRADE	0.16	0.24	0.94	2.77	5.37	4.28	7.46	3.13	7.23	0.88
NO DISABILITIES	**2,838**	**4,187**	**15,698**	**45,454**	**89,027**	**72,008**	**127,134**	**52,969**	**123,639**	**15,035**
% OF GRADE LEVEL	95.49	92.33	89.31	87.81	88.76	89.97	91.25	90.51	91.53	91.04
NOT IDENTIFIED/DISCLOSED	**26**	**69**	**307**	**1,024**	**2,216**	**1,647**	**2,877**	**1,458**	**3,162**	**459**
% OF GRADE LEVEL	0.87	1.52	1.75	1.98	2.21	2.06	2.07	2.49	2.34	2.78
REPORTABLE DISABILITIES	**108**	**279**	**1,568**	**5,286**	**9,050**	**6,373**	**9,297**	**4,093**	**8,269**	**1,020**
% OF GRADE LEVEL	3.63	6.15	8.92	10.21	9.02	7.96	6.67	6.99	6.12	6.18
TARGETED DISABILITIES	**30**	**103**	**406**	**1,343**	**1,992**	**1,147**	**1,518**	**900**	**1,207**	**111**
% OF GRADE LEVEL	1.01	2.27	2.31	2.59	1.99	1.43	1.09	1.54	0.89	0.67
DEAFNESS	**2**	**3**	**44**	**262**	**387**	**215**	**278**	**85**	**143**	**10**
% OF TARGETED DISABILITIES	6.67	2.91	10.84	19.51	19.43	18.74	18.31	9.44	11.85	9.01
BLINDNESS	**2**	**9**	**37**	**144**	**209**	**132**	**174**	**274**	**152**	**14**
% OF TARGETED DISABILITIES	6.67	8.74	9.11	10.72	10.49	11.51	11.46	30.44	12.59	12.61
MISSING EXTREMITIES	**2**	**2**	**4**	**39**	**77**	**53**	**79**	**45**	**75**	**13**
% OF TARGETED DISABILITIES	6.67	1.94	0.99	2.90	3.87	4.62	5.20	5.00	6.21	11.71
PARTIAL PARALYSIS	**4**	**12**	**42**	**198**	**268**	**164**	**239**	**123**	**234**	**12**
% OF TARGETED DISABILITIES	13.33	11.65	10.34	14.74	13.45	14.30	15.74	13.67	19.39	10.81
COMPLETE PARALYSIS	**2**	**5**	**6**	**59**	**111**	**62**	**88**	**63**	**93**	**12**
% OF TARGETED DISABILITIES	6.67	4.85	1.48	4.39	5.57	5.41	5.80	7.00	7.71	10.81
CONVULSIVE DISORDERS	**3**	**7**	**46**	**130**	**274**	**170**	**233**	**129**	**215**	**14**
% OF TARGETED DISABILITIES	10.00	6.80	11.33	9.68	13.76	14.82	15.35	14.33	17.81	12.61
MENTAL RETARDATION	**11**	**44**	**137**	**190**	**147**	**47**	**43**	**14**	**12**	**1**
% OF TARGETED DISABILITIES	36.67	42.72	33.74	14.15	7.38	4.10	2.83	1.56	0.99	0.90
MENTAL ILLNESS	**4**	**20**	**82**	**289**	**469**	**265**	**323**	**129**	**246**	**31**
% OF TARGETED DISABILITIES	13.33	19.42	20.20	21.52	23.54	23.10	21.28	14.33	20.38	27.93
DISTORTION OF LIMB &/OR SPINE	**0**	**1**	**8**	**32**	**50**	**39**	**61**	**38**	**37**	**4**
% OF TARGETED DISABILITIES	0.00	0.97	1.97	2.38	2.51	3.40	4.02	4.22	3.07	3.60

TABLE A-6a

FY 2006 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN *

DISABILITY BY TYPE	GSR-11	GSR-12	GSR-13	GSR-14	GSR-15	SENIOR PAY**	SES	WAGE AND NON_GS	TOTAL GS RELATED	ALL
# WORK FORCE IN GRADE	**202,082**	**231,347**	**209,299**	**100,947**	**66,034**	**12,804**	**7,266**	**432,298**	**1,416,344**	**1,868,712**
% OF WORK FORCE IN GRADE	10.81	12.38	11.20	5.40	3.53	0.69	0.39	23.13	75.79	
NO DISABILITIES	**185,337**	**211,021**	**193,298**	**93,382**	**61,063**	**11,720**	**6,612**	**401,834**	**1,292,090**	**1,712,256**
% OF GRADE LEVEL	91.71	91.21	92.35	92.51	92.47	91.53	91.00	92.95	91.23	91.63
NOT IDENTIFIED/DISCLOSED	**5,148**	**6,824**	**6,092**	**3,265**	**2,292**	**550**	**383**	**7,998**	**36,866**	**45,797**
% OF GRADE LEVEL	2.55	2.95	2.91	3.23	3.47	4.30	5.27	1.85	2.60	2.45
REPORTABLE DISABILITIES	**11,570**	**13,449**	**9,878**	**4,284**	**2,667**	**534**	**270**	**22,408**	**87,191**	**110,403**
% OF GRADE LEVEL	5.73	5.81	4.72	4.24	4.04	4.17	3.72	5.18	6.16	5.91
TARGETED DISABILITIES	**1,699**	**1,776**	**1,331**	**529**	**315**	**62**	**31**	**3,297**	**14,407**	**17,797**
% OF GRADE LEVEL	0.84	0.77	0.64	0.52	0.48	0.48	0.43	0.76	1.02	0.95
DEAFNESS	**165**	**209**	**118**	**20**	**8**	**1**	**0**	**468**	**1,949**	**2,418**
% OF TARGETED DISABILITIES	9.71	11.77	8.87	3.78	2.54	1.61	0.00	14.19	13.53	13.59
BLINDNESS	**280**	**265**	**225**	**83**	**51**	**13**	**7**	**341**	**2,051**	**2,412**
% OF TARGETED DISABILITIES	16.48	14.92	16.90	15.69	16.19	20.97	22.58	10.34	14.24	13.55
MISSING EXTREMITIES	**136**	**121**	**120**	**43**	**20**	**7**	**4**	**158**	**829**	**998**
% OF TARGETED DISABILITIES	8.00	6.81	9.02	8.13	6.35	11.29	12.90	4.79	5.75	5.61
PARTIAL PARALYSIS	**336**	**375**	**284**	**121**	**69**	**13**	**8**	**268**	**2,481**	**2,770**
% OF TARGETED DISABILITIES	19.78	21.11	21.34	22.87	21.90	20.97	25.81	8.13	17.22	15.56
COMPLETE PARALYSIS	**147**	**155**	**134**	**50**	**38**	**12**	**5**	**91**	**1,025**	**1,133**
% OF TARGETED DISABILITIES	8.65	8.73	10.07	9.45	12.06	19.35	16.13	2.76	7.11	6.37
CONVULSIVE DISORDERS	**261**	**259**	**207**	**92**	**57**	**6**	**5**	**488**	**2,097**	**2,596**
% OF TARGETED DISABILITIES	15.36	14.58	15.55	17.39	18.10	9.68	16.13	14.80	14.56	14.59
MENTAL RETARDATION	**7**	**5**	**2**	**1**	**0**	**1**	**0**	**569**	**661**	**1,231**
% OF TARGETED DISABILITIES	0.41	0.28	0.15	0.19	0.00	1.61	0.00	17.26	4.59	6.92
MENTAL ILLNESS	**311**	**333**	**202**	**108**	**65**	**8**	**0**	**851**	**2,877**	**3,736**
% OF TARGETED DISABILITIES	18.30	18.75	15.18	20.42	20.63	12.90	0.00	25.81	19.97	20.99
DISTORTION OF LIMB &/OR SPINE	**56**	**54**	**39**	**11**	**7**	**1**	**2**	**63**	**437**	**503**
% OF TARGETED DISABILITIES	3.30	3.04	2.93	2.08	2.22	1.61	6.45	1.91	3.03	2.83

*Includes September 30, 2006 agency data as reported in CPDF, Foreign Service and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.

**Note that Senior Executive Service employees are not included here, however they are reported separately.

TABLE A-6b

FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ADVISORY COUNCIL ON HISTORIC PRESERVATION	51	#	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%
AFRICAN DEVELOPMENT FOUNDATION	25	#	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%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,413	#	14	3	0	1	5	0	2	3	0	0
		%	0.58%	0.12%	0.00%	0.04%	0.21%	0.00%	0.08%	0.12%	0.00%	0.00%
AGRICULTURE, U. S DEPARTMENT OF	105,486	#	1,009	123	82	66	195	92	126	63	227	35
		%	0.96%	0.12%	0.08%	0.06%	0.18%	0.09%	0.12%	0.06%	0.22%	3.32%
AMERICAN BATTLE MONUMENTS COMMISSION	63	#	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%
APPALACHIAN REGIONAL COMMISSION	8	#	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%
ARCHITECTAL & TRANS. BARRIER COMPLIANCE BOARD	43	#	11	0	0	0	2	7	2	0	0	0
		%	25.58%	0.00%	0.00%	0.00%	4.65%	16.28%	4.65%	0.00%	0.00%	0.00%
ARCTIC RESEARCH COMMISSION	10	#	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%
ARMED FORCES RETIREMENT HOME	304	#	2	0	0	0	0	0	0	2	0	0
		%	0.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%	0.00%	0.00%
BARRY GOLDWATER SCHOOL & EXCELLENCE IN EDUCATION FOUNDATION	10	#	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%
BROADCASTING BOARD OF GOVERNORS	1,741	#	15	0	2	1	2	0	2	5	3	0
		%	0.86%	0.00%	0.11%	0.06%	0.11%	0.00%	0.11%	0.29%	0.17%	0.00%
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	41	#	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%
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	12	#	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%
COMMERCE, U.S. DEPARTMENT OF	40,554	#	334	47	36	5	41	19	53	33	92	8
		%	0.82%	0.12%	0.09%	0.01%	0.10%	0.05%	0.13%	0.08%	0.23%	1.97%
COMMISSION ON CIVIL RIGHTS	55	#	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%
COMMISSION OF FINE ARTS	8	#	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%
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	31	#	2	0	1	0	0	0	1	0	0	0
		%	6.45%	0.00%	3.23%	0.00%	0.00%	0.00%	3.23%	0.00%	0.00%	0.00%
COMMODITY FUTURES TRADING COMMISSION	465	#	1	0	0	0	1	0	0	0	0	0
		%	0.22%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%
CONSUMER PRODUCT SAFETY COMMISSION, U. S.	403	#	6	0	2	0	0	0	1	0	3	0
		%	1.49%	0.00%	0.50%	0.00%	0.00%	0.00%	0.25%	0.00%	0.74%	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	558	#	4	0	0	1	2	0	0	0	1	0
		%	0.72%	0.00%	0.00%	0.18%	0.36%	0.00%	0.00%	0.00%	0.18%	0.00%
COUNCIL OF ECONOMIC ADVISORS	24	#	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%
COUNCIL ON ENVIRONMENTAL QUALITY / OFFICE OF ENVIRONMENTAL QUALITY	17	#	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%
COURT SERVICES & OFFENDER SUPERVISION AGENCY	1,140	#	1	0	0	1	0	0	0	0	0	0
		%	0.09%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
	704,954	#	5,449	874	477	345	997	341	895	414	913	193
DEFENSE, U.S. DEPARTMENT OF **		%	0.77%	0.12%	0.07%	0.05%	0.14%	0.05%	0.13%	0.06%	0.13%	2.74%
	158,927	#	1,123	135	103	70	202	73	208	84	204	44
AIR FORCE, DEPARTMENT OF THE		%	0.71%	0.08%	0.06%	0.04%	0.13%	0.05%	0.13%	0.05%	0.13%	2.77%
	239,520	#	1,724	248	151	111	349	108	278	98	320	61
ARMY, DEPARTMENT OF THE		%	0.72%	0.10%	0.06%	0.05%	0.15%	0.05%	0.12%	0.04%	0.13%	2.55%
	36,504	#	604	58	51	23	54	23	84	153	142	16
ARMY AIR FORCE EXCHANGE SERVICE		%	1.65%	0.16%	0.14%	0.06%	0.15%	0.06%	0.23%	0.42%	0.39%	4.38%
	15,372	#	142	22	16	5	15	4	28	15	33	4
DEFENSE COMMISSARY AGENCY		%	0.92%	0.14%	0.10%	0.03%	0.10%	0.03%	0.18%	0.10%	0.21%	2.60%
	4,018	#	41	3	4	4	15	1	4	1	9	0
DEFENSE CONTRACT AUDIT AGENCY		%	1.02%	0.07%	0.10%	0.10%	0.37%	0.02%	0.10%	0.02%	0.22%	0.00%
DEFENSE CONTRACT	9,872	#	127	16	10	8	29	13	24	2	21	4
MANAGEMENT AGENCY		%	1.29%	0.16%	0.10%	0.08%	0.29%	0.13%	0.24%	0.02%	0.21%	4.05%
	16,337	#	44	3	5	5	7	1	17	0	6	0
DEFENSE EDUCATION ACTIVITY		%	0.27%	0.02%	0.03%	0.03%	0.04%	0.01%	0.10%	0.00%	0.04%	0.00%
DEFENSE FINANCE	13,083	#	261	82	18	16	47	20	28	8	35	7
AND ACCOUNTING SERVICE		%	1.99%	0.63%	0.14%	0.12%	0.36%	0.15%	0.21%	0.06%	0.27%	5.35%
DEFENSE HUMAN	880	#	4	1	2	0	1	0	0	0	0	0
RESOURCE ACTIVITY		%	0.45%	0.11%	0.23%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%
DEFENSE INFORMATION	5,370	#	62	13	6	3	11	4	12	5	5	3
SYSTEMS AGENCY		%	1.15%	0.24%	0.11%	0.06%	0.20%	0.07%	0.22%	0.09%	0.09%	5.59%
	21,459	#	413	110	31	26	61	21	53	42	55	14
DEFENSE LOGISTICS AGENCY		%	1.92%	0.51%	0.14%	0.12%	0.28%	0.10%	0.25%	0.20%	0.26%	6.52%
	544	#	8	0	1	0	3	0	2	0	2	0
DEFENSE SECURITY SERVICE		%	1.47%	0.00%	0.18%	0.00%	0.55%	0.00%	0.37%	0.00%	0.37%	0.00%
	1,157	#	10	1	1	0	1	0	2	3	2	0
DEFENSE THREAT REDUCTION AGENCY		%	0.86%	0.09%	0.09%	0.00%	0.09%	0.00%	0.17%	0.26%	0.17%	0.00%
	173,944	#	1,430	225	125	93	246	94	229	149	214	55
NAVY, DEPARTMENT OF THE		%	0.82%	0.13%	0.07%	0.05%	0.14%	0.05%	0.13%	0.09%	0.12%	3.16%
	1,391	#	15	2	1	2	4	0	1	2	3	0
OFFICE OF THE INSPECTOR GENERAL		%	1.08%	0.14%	0.07%	0.14%	0.29%	0.00%	0.07%	0.14%	0.22%	0.00%
OFFICE OF THE SECRETARY/	6,576	#	45	13	3	2	6	2	9	5	4	1
WASH. HQTRS SERVICES		%	0.68%	0.20%	0.05%	0.03%	0.09%	0.03%	0.14%	0.08%	0.06%	1.52%
DEFENSE NUCLEAR	85	#	1	0	0	0	0	0	0	0	1	0
FACILITIES SAFETY BOARD		%	1.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%
	4,344	#	59	9	23	1	7	5	4	6	4	0
EDUCATION, U.S. DEPARTMENT OF		%	1.36%	0.21%	0.53%	0.02%	0.16%	0.12%	0.09%	0.14%	0.09%	0.00%
	27	#	0	0	0	0	0	0	0	0	0	0
ELECTION ASSISTANCE COMMISSION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	14,950	#	111	11	13	6	18	16	19	1	23	4
ENERGY U.S. DEPARTMENT OF		%	0.74%	0.07%	0.09%	0.04%	0.12%	0.11%	0.13%	0.01%	0.15%	2.68%
	18,248	#	190	27	29	10	38	12	27	13	29	5
ENVIRONMENTAL PROTECTION AGENCY		%	1.04%	0.15%	0.16%	0.05%	0.21%	0.07%	0.15%	0.07%	0.16%	2.74%
EQUAL EMPLOYMENT OPPORTUNITY	2,195	#	52	9	11	2	10	3	6	0	11	0
COMMISSION, U.S.		%	2.37%	0.41%	0.50%	0.09%	0.46%	0.14%	0.27%	0.00%	0.50%	0.00%
EXPORT-IMPORT BANK	372	#	9	4	0	1	2	0	0	0	2	0
OF THE UNITED STATES		%	2.42%	1.08%	0.00%	0.27%	0.54%	0.00%	0.00%	0.00%	0.54%	0.00%

TABLE A-6b

FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
	257	#	3	0	1	0	1	0	0	0	1	0
FARM CREDIT ADMINISTRATION		%	1.17%	0.00%	0.39%	0.00%	0.39%	0.00%	0.00%	0.00%	0.39%	0.00%
FARM CREDIT SYSTEM	9	#	0	0	0	0	0	0	0	0	0	0
INSURANCE CORPORATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL COMMUNICATIONS	1,847	#	20	1	5	2	3	2	4	1	2	0
COMMISSION		%	1.08%	0.05%	0.27%	0.11%	0.16%	0.11%	0.22%	0.05%	0.11%	0.00%
FEDERAL DEPOSIT	4,551	#	32	12	2	1	7	1	3	1	3	2
INSURANCE CORPORATION		%	0.70%	0.26%	0.04%	0.02%	0.15%	0.02%	0.07%	0.02%	0.07%	4.39%
	361	#	1	1	0	0	0	0	0	0	0	0
FEDERAL ELECTION COMMISSION		%	0.28%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL ENERGY	1,341	#	11	0	0	0	1	2	3	0	5	0
REGULATORY COMMISSION		%	0.82%	0.00%	0.00%	0.00%	0.07%	0.15%	0.22%	0.00%	0.37%	0.00%
FEDERAL FINANCIAL INSTITUTIONS	7	#	0	0	0	0	0	0	0	0	0	0
EXAMINATION COUNCIL		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	133	#	0	0	0	0	0	0	0	0	0	0
FEDERAL HOUSING FINANCE BOARD		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	141	#	0	0	0	0	0	0	0	0	0	0
FEDERAL LABOR RELATIONS AUTHORITY		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	124	#	1	0	0	0	0	0	0	0	1	0
FEDERAL MARITIME COMMISSION		%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%
FEDERAL MEDIATION AND	262	#	6	2	0	0	0	0	0	2	2	0
CONCILIATION SERVICE		%	2.29%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.76%	0.76%	0.00%
FEDERAL MINE SAFETY AND	37	#	0	0	0	0	0	0	0	0	0	0
HEALTH REVIEW COMMISSION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL RETIREMENT THRIFT	70	#	0	0	0	0	0	0	0	0	0	0
INVESTMENT BOARD		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	1,068	#	7	0	3	0	0	1	2	0	1	0
FEDERAL TRADE COMMISSION		%	0.66%	0.00%	0.28%	0.00%	0.00%	0.09%	0.19%	0.00%	0.09%	0.00%
	12,170	#	99	11	16	4	14	8	15	21	8	2
GENERAL SERVICES ADMINISTRATION		%	0.81%	0.09%	0.13%	0.03%	0.12%	0.07%	0.12%	0.17%	0.07%	1.64%
	2,235	#	39	11	3	0	2	1	2	17	2	1
GOVERNMENT PRINTING OFFICE U. S.		%	1.74%	0.49%	0.13%	0.00%	0.09%	0.04%	0.09%	0.76%	0.09%	4.47%
HARRY S. TRUMAN	4	#	0	0	0	0	0	0	0	0	0	0
SCHOLARSHIP FOUNDATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HEALTH AND HUMAN SERVICES,	63,506	#	576	80	61	22	92	30	81	65	134	11
DEPARTMENT OF THE		%	0.91%	0.13%	0.10%	0.03%	0.14%	0.05%	0.13%	0.10%	0.21%	1.73%
	219	#	0	0	0	0	0	0	0	0	0	0
HOLOCAUST MEMORIAL MUSEUM		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HOMELAND SECURITY	168,635	#	709	72	106	33	84	45	139	38	180	12
DEPARTMENT OF THE		%	0.42%	0.04%	0.06%	0.02%	0.05%	0.03%	0.08%	0.02%	0.11%	0.71%
HOUSING & URBAN DEVELOPMENT,	9,825	#	130	17	21	7	29	12	15	4	18	7
DEPARTMENT OF THE		%	1.32%	0.17%	0.21%	0.07%	0.30%	0.12%	0.15%	0.04%	0.18%	7.12%
INSTITUTE OF MUSEUM	77	#	1	0	0	0	0	0	0	0	1	0
AND LIBRARY SERVICE		%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.30%	0.00%
INTERAGENCY COUNCIL	16	#	0	0	0	0	0	0	0	0	0	0
ON HOMELESSNESS		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	44	#	0	0	0	0	0	0	0	0	0	0
INTER-AMERICAN FOUNDATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
	73,126	#	684	75	79	38	123	33	95	52	169	20
INTERIOR, DEPARTMENT OF THE		%	0.94%	0.10%	0.11%	0.05%	0.17%	0.05%	0.13%	0.07%	0.23%	2.74%
INTERNATIONAL BOUNDARY & WATER	238	#	1	0	0	0	0	0	0	1	0	0
COMMISSION, US & MEXICO		%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.42%	0.00%	0.00%
INTERNATIONAL BOUNDARY	12	#	0	0	0	0	0	0	0	0	0	0
COMMISSION: US & CANADA		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL JOINT COMMISSION: US	19	#	0	0	0	0	0	0	0	0	0	0
AND CANADA		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	394	#	2	0	0	0	0	0	1	0	1	0
INTERNATIONAL TRADE COMMISSION		%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%
	13	#	0	0	0	0	0	0	0	0	0	0
JAPAN-US. FRIENDSHIP COMMISSION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JAMES MADISON MEMORIAL	6	#	0	0	0	0	0	0	0	0	0	0
FELLOWSHIP FOUNDATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	105,827	#	413	41	76	30	58	29	95	11	61	12
JUSTICE, DEPARTMENT OF THE		%	0.39%	0.04%	0.07%	0.03%	0.05%	0.03%	0.09%	0.01%	0.06%	1.13%
	15,339	#	186	30	28	13	33	17	25	4	32	4
LABOR, DEPARTMENT OF THE		%	1.21%	0.20%	0.18%	0.08%	0.22%	0.11%	0.16%	0.03%	0.21%	2.61%
	22	#	1	0	0	0	0	0	0	1	0	0
MARINE MAMMAL COMMISSION		%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%	0.00%	0.00%
	228	#	1	0	0	0	0	0	1	0	0	0
MERIT SYSTEMS PROTECTION BOARD		%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.44%	0.00%	0.00%	0.00%
MILLENNIUM CHALLENGE	277	#	0	0	0	0	0	0	0	0	0	0
CORPORATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MORRIS K. UDALL SCHOLARSHIP	46	#	0	0	0	0	0	0	0	0	0	0
FOUNDATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL AERONAUTICS AND	18,457	#	174	24	29	12	33	23	21	2	24	6
SPACE ADMINISTRATION		%	0.94%	0.13%	0.16%	0.07%	0.18%	0.12%	0.11%	0.01%	0.13%	3.25%
NATIONAL ARCHIVES AND	3,018	#	47	11	1	0	4	0	4	17	10	0
RECORDS ADMINISTRATION		%	1.56%	0.36%	0.03%	0.00%	0.13%	0.00%	0.13%	0.56%	0.33%	0.00%
NATIONAL CAPITAL	50	#	1	0	0	0	0	0	0	0	1	0
PLANNING COMMISSION		%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%
NATIONAL COMM. LIBRARIES	22	#	0	0	0	0	0	0	0	0	0	0
AND INFORMATION SCIENCE		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	25	#	5	1	3	0	1	0	0	0	0	0
NATIONAL COUNCIL ON DISABILITY		%	20.00%	4.00%	12.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL CREDIT UNION	911	#	3	0	0	0	0	0	2	0	1	0
ADMINISTRATION		%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.11%	0.00%
	171	#	1	0	0	1	0	0	0	0	0	0
NATIONAL ENDOWMENT FOR THE ARTS		%	0.58%	0.00%	0.00%	0.58%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL ENDOWMENT FOR	174	#	2	1	0	0	0	0	0	0	1	0
THE HUMANITIES		%	1.15%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%
	792	#	5	0	1	0	1	0	1	0	1	1
NATIONAL GALLERY OF ART		%	0.63%	0.00%	0.13%	0.00%	0.13%	0.00%	0.13%	0.00%	0.13%	12.63%
	1,836	#	12	0	1	0	4	2	1	1	3	0
NATIONAL LABOR RELATIONS BOARD		%	0.65%	0.00%	0.05%	0.00%	0.22%	0.11%	0.05%	0.05%	0.16%	0.00%
	47	#	0	0	0	0	0	0	0	0	0	0
NATIONAL MEDIATION BOARD		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
NATIONAL SCIENCE FOUNDATION	1,365	#	17	3	3	0	3	1	1	0	6	0
		%	1.25%	0.22%	0.22%	0.00%	0.22%	0.07%	0.07%	0.00%	0.44%	0.00%
NATIONAL SECURITY COUNCIL	57	#	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%
NATIONAL TRANSPORTATION SAFETY BOARD	383	#	1	1	0	0	0	0	0	0	0	0
		%	0.26%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF	46	#	2	0	1	0	0	0	0	0	1	0
		%	4.35%	0.00%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%
NUCLEAR REGULATORY COMMISSION	3,492	#	31	4	7	3	5	0	2	1	8	1
		%	0.89%	0.11%	0.20%	0.09%	0.14%	0.00%	0.06%	0.03%	0.23%	2.86%
NUCLEAR WASTE TECHNICAL REVIEW BOARD	25	#	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%
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	61	#	2	0	0	0	1	0	0	0	0	1
		%	3.28%	0.00%	0.00%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	163.93%
OFFICE OF ADMINISTRATION	221	#	4	1	0	0	1	0	0	0	2	0
		%	1.81%	0.45%	0.00%	0.00%	0.45%	0.00%	0.00%	0.00%	0.90%	0.00%
OFFICE OF GOVERNMENT ETHICS, US	77	#	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%
OFFICE OF MANAGEMENT AND BUDGET	481	#	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%
OFFICE OF NATIONAL DRUG CONTROL POLICY	120	#	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%
OFFICE OF PERSONNEL MANAGEMENT	5,276	#	38	5	3	3	8	2	5	4	7	1
		%	0.72%	0.09%	0.06%	0.06%	0.15%	0.04%	0.09%	0.08%	0.13%	1.90%
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	26	#	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%
OFFICE OF SPECIAL OUNSEL, US	110	#	1	0	0	0	1	0	0	0	0	0
		%	0.91%	0.00%	0.00%	0.00%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF U. S. TRADE REPRESENTATIVE	224	#	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%
OVERSEAS PRIVATE INVESTMENT CORPORATION	206	#	2	0	1	0	0	0	0	0	1	0
		%	0.97%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.49%	0.00%
PEACE CORPS OF THE UNITED STATES	883	#	5	0	1	0	1	1	0	0	2	0
		%	0.57%	0.00%	0.11%	0.00%	0.11%	0.11%	0.00%	0.00%	0.23%	0.00%
PENSION BENEFIT GUARANTY CORPORATION	847	#	12	3	1	0	1	0	3	1	3	0
		%	1.42%	0.35%	0.12%	0.00%	0.12%	0.00%	0.35%	0.12%	0.35%	0.00%
PRESIDIO TRUST	332	#	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%
RAILROAD RETIREMENT BOARD	994	#	11	1	2	0	1	0	2	0	5	0
		%	1.11%	0.10%	0.20%	0.00%	0.10%	0.00%	0.20%	0.00%	0.50%	0.00%
SECURITIES AND EXCHANGE COMMISSION, US	3,598	#	42	14	4	1	4	2	6	3	7	1
		%	1.17%	0.39%	0.11%	0.03%	0.11%	0.06%	0.17%	0.08%	0.19%	2.78%
SELECTIVE SERVICE SYSTEM	192	#	1	1	0	0	0	0	0	0	0	0
		%	0.52%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SMALL BUSINESS ADMINISTRATION	6,268	#	48	3	6	2	8	4	9	2	11	3
		%	0.77%	0.05%	0.10%	0.03%	0.13%	0.06%	0.14%	0.03%	0.18%	4.79%
SMITHSONIAN INSTITUTION	4,144	#	36	7	5	1	8	0	6	2	7	0
		%	0.87%	0.17%	0.12%	0.02%	0.19%	0.00%	0.14%	0.05%	0.17%	0.00%

TABLE A-6b

FY 2006 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
SOCIAL SECURITY ADMINISTRATION	63,647	#	1,318	196	327	77	224	133	109	67	145	40
		%	2.07%	0.31%	0.51%	0.12%	0.35%	0.21%	0.17%	0.11%	0.23%	6.28%
STATE, DEPARTMENT OF THE	24,754	#	88	15	14	7	19	1	12	4	15	1
		%	0.36%	0.06%	0.06%	0.03%	0.08%	0.00%	0.05%	0.02%	0.06%	0.40%
TENNESSEE VALLEY AUTHORITY	12,600	#	69	6	5	7	17	5	9	0	13	7
		%	0.55%	0.05%	0.04%	0.06%	0.13%	0.04%	0.07%	0.00%	0.10%	5.56%
TRADE AND DEVELOPMENT AGENCY	48	#	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%
TRANSPORTATION, DEPARTMENT OF THE	53,861	#	285	40	34	23	55	27	38	2	60	6
		%	0.53%	0.07%	0.06%	0.04%	0.10%	0.05%	0.07%	0.00%	0.11%	1.11%
TREASURY, DEPARTMENT OF THE	106,623	#	1,842	278	446	67	274	107	243	52	323	52
		%	1.73%	0.26%	0.42%	0.06%	0.26%	0.10%	0.23%	0.05%	0.30%	4.88%
UNITED STATES INSTITUTE OF PEACE	132	#	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%
UNITED STATES POSTAL SERVICE	693,677	#	5,972	1,978	105	348	143	61	763	473	2,009	92
		%	0.86%	0.29%	0.02%	0.05%	0.02%	0.01%	0.11%	0.07%	0.29%	1.33%
UNITED STATES TAX COURT	208	#	2	1	0	0	1	0	0	0	0	0
		%	0.96%	0.48%	0.00%	0.00%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	14	#	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%
VALLES CALDERA TRUST	38	#	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%
VETERANS' AFFAIRS, DEPARTMENT OF	239,689	#	3,566	348	445	211	345	154	512	315	1,162	74
		%	1.49%	0.15%	0.19%	0.09%	0.14%	0.06%	0.21%	0.13%	0.48%	3.09%
VIETNAM EDUCATION FOUNDATION	9	#	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%

***Includes September 30, 2006 agency data as reported in CPDF plus Foreign Service, AAFES, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding.**

Table B-1 FY 2006 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed Counselings	Number Individuals with Completed Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Agency for International Development	2,406	14	13	0.54%	5	5	0.21%
Armed Forces Retirement Home	405	18	17	4.20%	4	4	0.99%
Broadcasting Board of Governors	1,741	85	77	4.42%	30	28	1.61%
Central Intelligence Agency	0	21	21	0.00%	12	12	0.00%
Commodity Futures Trading Commission	466	73	72	15.45%	3	1	0.21%
Consumer Product Safety Commission	403	6	6	1.49%	5	3	0.74%
Corporation for National and Community Service	550	10	10	1.82%	6	6	1.09%
Court Services and Offender Supervision Agency for the District of Columbia	1,133	11	7	0.62%	3	3	0.26%
Defense Army and Air Force Exchange	36,378	507	474	1.30%	135	128	0.35%
Defense Commissary Agency	15,923	175	175	1.10%	113	107	0.67%
Defense Contract Audit Agency	4,051	30	28	0.69%	21	20	0.49%
Defense Contract Management Agency	9,922	59	54	0.54%	34	33	0.33%
Defense Finance and Accounting Service	13,176	147	132	1.00%	63	59	0.45%
Defense Human Resources Activity	895	5	5	0.56%	4	4	0.45%
Defense Information Systems Agency	5,097	25	24	0.47%	10	10	0.20%
Defense Intelligence Agency	0	44	42	0.00%	29	28	0.00%
Defense Logistics Agency	20,478	351	301	1.47%	111	100	0.49%
Defense National Geospatial-Intelligence	0	27	27	0.00%	17	17	0.00%
Defense National Guard Bureau	56,137	166	146	0.26%	32	29	0.05%
Defense National Security Agency	0	74	70	0.00%	31	29	0.00%
Defense Nuclear Facilities Safety Board	86	0	0	0.00%	0	0	0.00%
Defense Office of the Inspector General	1,396	8	7	0.50%	4	4	0.29%
Defense Security Service	545	6	6	1.10%	4	4	0.73%
Defense Threat Reduction Agency	1,155	14	9	0.78%	7	6	0.52%
Defense Uniformed Services University	725	4	4	0.55%	2	2	0.28%
Defense Office of the Secretary/Wash. Hqtrs. Services	6,525	57	52	0.80%	29	28	0.43%
Department of Agriculture	104,299	1,079	982	0.94%	536	484	0.46%
Department of Commerce	41,600	321	294	0.71%	173	166	0.40%
Department of Defense Education Activity	17,060	64	61	0.36%	29	28	0.16%

Table B-1 FY 2006 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed Counselings	Number Individuals with Completed Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Department of Education	4,353	92	80	1.84%	66	63	1.45%
Department of Energy	13,725	126	110	0.80%	75	69	0.50%
Department of Health and Human Services	64,049	462	433	0.68%	249	230	0.36%
Department of Homeland Security	168,865	2,223	2,148	1.27%	1,015	968	0.57%
Department of Housing and Urban Development	9,364	156	145	1.55%	97	95	1.01%
Department of Justice	106,125	2,203	2,108	1.99%	676	647	0.61%
Department of Labor	15,397	177	162	1.05%	123	116	0.75%
Department of State	19,667	169	164	0.83%	101	95	0.48%
Department of the Air Force	164,773	1,358	1,205	0.73%	556	517	0.31%
Department of the Army	222,342	2,399	2,212	0.99%	1,181	1,098	0.49%
Department of the Interior	74,577	539	490	0.66%	349	319	0.43%
Department of the Navy	192,412	1,123	1,039	0.54%	597	554	0.29%
Department of the Treasury	121,452	1,019	964	0.79%	488	473	0.39%
Department of Transportation	53,864	795	723	1.34%	484	435	0.81%
Department of Veterans Affairs	238,228	3,719	3,478	1.46%	2,038	1,861	0.78%
Environmental Protection Agency	18,367	114	93	0.51%	76	60	0.33%
EOP - National Drug Control Policy	0	0	0	0.00%	0	0	0.00%
EOP - Office of Administration	0	0	0	0.00%	0	0	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0	0.00%
Equal Employment Opportunity Commission	2,197	46	44	2.00%	21	19	0.86%
Export-Import Bank of the US	376	7	7	1.86%	1	1	0.27%
Farm Credit Administration	256	8	8	3.13%	1	1	0.39%
Federal Communications Commission	1,854	4	4	0.22%	3	3	0.16%
Federal Deposit Insurance Corporation	4,568	53	46	1.01%	37	34	0.74%
Federal Election Commission	356	7	6	1.69%	5	4	1.12%
Federal Energy Regulatory Commission	1,335	4	2	0.15%	3	2	0.15%
Federal Housing Finance Board	135	0	0	0.00%	1	1	0.74%
Federal Labor Relations Authority	142	1	1	0.70%	1	1	0.70%
Federal Maritime Commission	124	14	14	11.29%	0	0	0.00%

Table B-1 FY 2006 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed Counselings	Number Individuals with Completed Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Federal Mediation and Conciliation Service	280	2	1	0.36%	1	1	0.36%
Federal Reserve System--Board of Governors	1,862	27	27	1.45%	5	5	0.27%
Federal Retirement Thrift Investment Board	66	0	0	0.00%	0	0	0.00%
Federal Trade Commission	1,073	35	31	2.89%	3	3	0.28%
General Services Administration	12,290	152	131	1.07%	101	86	0.70%
Government Printing Office	2,238	63	57	2.55%	38	35	1.56%
Holocaust Memorial Museum U.S.	404	3	3	0.74%	4	4	0.99%
International Boundary and Water Commission	241	7	6	2.49%	3	3	1.24%
International Trade Commission	368	3	3	0.82%	2	2	0.54%
John F. Kennedy Center for the Performing Arts	1,325	2	2	0.15%	0	0	0.00%
Merit Systems Protection Board	230	1	1	0.43%	1	1	0.43%
National Aeronautics and Space Administration	18,697	108	102	0.55%	47	41	0.22%
National Archives and Records Administration	2,983	38	38	1.27%	18	18	0.60%
National Credit Union Administration	948	8	8	0.84%	8	8	0.84%
National Endowment for the Arts	162	45	40	24.69%	0	0	0.00%
National Endowment for the Humanities	175	0	0	0.00%	0	0	0.00%
National Gallery of Art	912	11	10	1.10%	4	4	0.44%
National Labor Relations Board	1,858	24	21	1.13%	12	10	0.54%
National Science Foundation	1,529	2	2	0.13%	1	1	0.07%
National Transportation Safety Board	422	4	4	0.95%	3	3	0.71%
Nuclear Regulatory Commission	3,482	22	21	0.60%	13	10	0.29%
Office of Personnel Management	5,335	64	60	1.12%	36	30	0.56%
Office of Special Counsel	113	4	2	1.77%	2	1	0.88%
Overseas Private Investment Corporation	199	1	1	0.50%	0	0	0.00%
Peace Corps	894	7	7	0.78%	1	1	0.11%
Pension Benefit Guaranty Corporation	848	25	22	2.59%	19	13	1.53%
Railroad Retirement Board	999	1	1	0.10%	1	1	0.10%
Securities and Exchange Commission	3,602	22	22	0.61%	13	13	0.36%
Selective Service System	160	6	6	3.75%	2	2	1.25%
Small Business Administration	6,280	71	70	1.11%	38	38	0.61%

Table B-1 FY 2006 Total Work Force, Counselings, and Complaints							
Agency or Department	**Total Work Force**	**Number Completed Counselings**	**Number Individuals with Completed Counselings**	**Counseled Individuals as % of Total Work Force**	**Number Complaints Filed**	**Number Complainants**	**Number Complainants as % of Total Work Force**
Smithsonian Institution	6,138	44	38	0.62%	23	20	0.33%
Social Security Administration	63,759	753	663	1.04%	394	351	0.55%
Tennessee Valley Authority	12,600	96	92	0.73%	51	48	0.38%
U.S. Postal Service	795,850	16,954	15,184	1.91%	6,183	5,592	0.70%
U.S. Tax Court	230	0	0	0.00%	0	0	0.00%
Cabinet Level Subtotal	2,600,491	36,677	33,538	1.29%	15,662	14,418	0.55%
Midsize Agencies Subtotal	142,699	1,391	1,235	0.87%	767	678	0.48%
Small Agencies Subtotal	46,817	756	705	1.51%	294	263	0.56%
Grand Total	2,790,007	38,824	35,478	1.27%	16,723	15,359	0.55%

* Total work force numbers do not include employees not reported for national security reasons.

Table B-2 FY 2006 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended	% Timely Completed Counselings (excluding remands)
Agency for International Development	14	14	5	0	0	5	35.71%
Armed Forces Retirement Home	18	18	14	4	0	18	100.00%
Broadcasting Board of Governors	85	85	70	8	4	82	96.47%
Central Intelligence Agency	21	21	11	8	2	21	100.00%
Commodity Futures Trading Commission	73	73	70	3	0	73	100.00%
Consumer Product Safety Commission	6	6	5	0	1	6	100.00%
Corporation for National and Community Service	10	10	0	6	1	7	70.00%
Court Services and Offender Supervision Agency for the District of Columbia	11	11	0	1	1	2	18.18%
Defense Army and Air Force Exchange	507	507	260	49	57	366	72.19%
Defense Commissary Agency	175	174	126	0	0	126	72.41%
Defense Contract Audit Agency	30	30	5	16	6	27	90.00%
Defense Contract Management Agency	59	59	18	0	6	24	40.68%
Defense Finance and Accounting Service	147	147	94	10	41	145	98.64%
Defense Human Resources Activity	5	5	1	0	0	1	20.00%
Defense Information Systems Agency	25	25	8	14	2	24	96.00%
Defense Intelligence Agency	44	44	5	19	1	25	56.82%
Defense Logistics Agency	351	350	244	27	31	302	86.29%
Defense National Geospatial-Intelligence	27	27	5	12	3	20	74.07%
Defense National Guard Bureau	166	165	108	8	9	125	75.76%
Defense National Security Agency	74	74	12	27	5	44	59.46%
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0.00%
Defense Office of the Inspector General	8	8	4	0	0	4	50.00%
Defense Security Service	6	6	4	0	0	4	66.67%
Defense Threat Reduction Agency	14	14	14	0	0	14	100.00%
Defense Uniformed Services University	4	4	4	0	0	4	100.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	57	57	29	27	1	57	100.00%
Department of Agriculture	1,079	1,078	357	260	204	821	76.16%
Department of Commerce	321	321	120	75	20	215	66.98%

Table B-2 FY 2006 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended	% Timely Completed Counselings (excluding remands)
Department of Defense Education Activity	64	64	17	7	3	27	42.19%
Department of Education	92	92	25	62	0	87	94.57%
Department of Energy	126	126	24	23	6	53	42.06%
Department of Health and Human Services	462	462	159	98	80	337	72.94%
Department of Homeland Security	2,223	2,223	756	486	554	1,796	80.79%
Department of Housing and Urban Development	156	156	83	0	73	156	100.00%
Department of Justice	2,203	2,203	1,688	389	61	2,138	97.05%
Department of Labor	177	177	92	51	31	174	98.31%
Department of State	169	169	55	41	2	98	57.99%
Department of the Air Force	1,358	1,351	434	338	354	1,126	83.35%
Department of the Army	2,399	2,399	1,343	201	359	1,903	79.32%
Department of the Interior	539	539	150	160	63	373	69.20%
Department of the Navy	1,123	1,123	390	185	115	690	61.44%
Department of the Treasury	1,019	1,019	499	188	327	1,014	99.51%
Department of Transportation	795	795	237	158	109	504	63.40%
Department of Veterans Affairs	3,719	3,714	2,675	319	662	3,656	98.44%
Environmental Protection Agency	114	112	54	15	6	75	66.96%
EOP - National Drug Control Policy	0	0	0	0	0	0	0.00%
EOP - Office of Administration	0	0	0	0	0	0	0.00%
EOP - Office of Management and Budget	0	0	0	0	0	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0	0.00%
Equal Employment Opportunity Commission	46	46	19	11	12	42	91.30%
Export-Import Bank of the US	7	7	4	1	1	6	85.71%
Farm Credit Administration	8	8	5	2	1	8	100.00%
Federal Communications Commission	4	4	3	1	0	4	100.00%
Federal Deposit Insurance Corporation	53	53	30	2	20	52	98.11%
Federal Election Commission	7	7	3	1	2	6	85.71%
Federal Energy Regulatory Commission	4	4	3	1	0	4	100.00%
Federal Housing Finance Board	0	0	0	0	0	0	0.00%

Table B-2 FY 2006 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended	% Timely Completed Counselings (excluding remands)
Federal Labor Relations Authority	1	1	0	1	0	1	100.00%
Federal Maritime Commission	14	14	14	0	0	14	100.00%
Federal Mediation and Conciliation Service	2	2	2	0	0	2	100.00%
Federal Reserve System--Board of Governors	27	27	27	0	0	27	100.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0.00%
Federal Trade Commission	35	35	35	0	0	35	100.00%
General Services Administration	152	152	58	70	18	146	96.05%
Government Printing Office	63	63	44	16	3	63	100.00%
Holocaust Memorial Museum U.S.	3	3	2	0	1	3	100.00%
International Boundary and Water Commission	7	7	5	1	1	7	100.00%
International Trade Commission	3	3	1	0	1	2	66.67%
John F. Kennedy Center for the Performing Arts	2	2	1	1	0	2	100.00%
Merit Systems Protection Board	1	1	0	0	1	1	100.00%
National Aeronautics and Space Administration	108	107	53	40	5	98	91.59%
National Archives and Records Administration	38	38	22	8	4	34	89.47%
National Credit Union Administration	8	8	4	2	2	8	100.00%
National Endowment for the Arts	45	45	45	0	0	45	100.00%
National Endowment for the Humanities	0	0	0	0	0	0	0.00%
National Gallery of Art	11	11	4	7	0	11	100.00%
National Labor Relations Board	24	24	10	7	3	20	83.33%
National Science Foundation	2	2	1	0	0	1	50.00%
National Transportation Safety Board	4	4	1	3	0	4	100.00%
Nuclear Regulatory Commission	22	22	6	12	3	21	95.45%
Office of Personnel Management	64	64	55	8	1	64	100.00%
Office of Special Counsel	4	4	1	3	0	4	100.00%
Overseas Private Investment Corporation	1	1	0	1	0	1	100.00%
Peace Corps	7	7	0	5	2	7	100.00%
Pension Benefit Guaranty Corporation	25	25	5	8	2	15	60.00%
Railroad Retirement Board	1	1	1	0	0	1	100.00%

Table B-2 FY 2006 All Timely Completed Counselings							
Agency or Department	**Total Number Completed / Ended Counselings**	**Total Number Completed / Ended Counselings (excluding remands)**	**Number Timely within 30 Days**	**Number Timely with Written Extension**	**Number Timely with ADR Participation**	**Total Number Timely Completed / Ended**	**% Timely Completed Counselings (excluding remands)**
Securities and Exchange Commission	22	22	2	17	0	19	86.36%
Selective Service System	6	6	6	0	0	6	100.00%
Small Business Administration	71	71	12	30	6	48	67.61%
Smithsonian Institution	44	44	25	14	5	44	100.00%
Social Security Administration	753	753	171	217	93	481	63.88%
Tennessee Valley Authority	96	96	45	37	5	87	90.63%
U.S. Postal Service	16,954	16,926	3,855	1,967	10,485	16,307	96.34%
U.S. Tax Court	0	0	0	0	0	0	0.00%
Cabinet Level Subtotal	36,677	36,633	13,900	5,217	13,670	32,787	89.50%
Midsize Agencies Subtotal	1,391	1,388	448	425	158	1,031	74.28%
Small Agencies Subtotal	756	756	506	147	49	702	92.86%
Grand Total	38,824	38,777	14,854	5,789	13,877	34,520	89.02%

Table B-3 FY 2006 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed / Ended Counselings	Number Settlements	% Settlements	Number Withdrawals/No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Resolutions	% Resolutions	Number Complaints	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Agency for International Development	14	0	0.00%	9	64.29%	9	64.29%	5	35.71%	0	0.00%
Armed Forces Retirement Home	18	0	0.00%	14	77.78%	14	77.78%	4	22.22%	0	0.00%
Broadcasting Board of Governors	85	0	0.00%	54	63.53%	54	63.53%	30	35.29%	1	1.18%
Central Intelligence Agency	21	0	0.00%	6	28.57%	6	28.57%	13	61.90%	2	9.52%
Commodity Futures Trading Commission	73	0	0.00%	70	95.89%	70	95.89%	3	4.11%	0	0.00%
Consumer Product Safety Commission	6	0	0.00%	1	16.67%	1	16.67%	5	83.33%	0	0.00%
Corporation for National and Community Service	10	2	20.00%	2	20.00%	4	40.00%	6	60.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0.00%	8	72.73%	8	72.73%	3	27.27%	0	0.00%
Defense Army and Air Force Exchange	507	45	8.88%	327	64.50%	372	73.37%	135	26.63%	0	0.00%
Defense Commissary Agency	175	23	13.14%	73	41.71%	96	54.86%	73	41.71%	6	3.43%
Defense Contract Audit Agency	30	5	16.67%	4	13.33%	9	30.00%	21	70.00%	0	0.00%
Defense Contract Management Agency	59	4	6.78%	23	38.98%	27	45.76%	31	52.54%	1	1.69%
Defense Finance and Accounting Service	147	29	19.73%	49	33.33%	78	53.06%	62	42.18%	7	4.76%
Defense Human Resources Activity	5	0	0.00%	1	20.00%	1	20.00%	4	80.00%	0	0.00%
Defense Information Systems Agency	25	1	4.00%	14	56.00%	15	60.00%	10	40.00%	0	0.00%
Defense Intelligence Agency	44	0	0.00%	12	27.27%	12	27.27%	31	70.45%	1	2.27%
Defense Logistics Agency	351	43	12.25%	186	52.99%	229	65.24%	110	31.34%	12	3.42%
Defense National Geospatial-Intelligence	27	2	7.41%	7	25.93%	9	33.33%	18	66.67%	0	0.00%
Defense National Guard Bureau	166	43	25.90%	84	50.60%	127	76.51%	20	12.05%	19	11.45%
Defense National Security Agency	74	1	1.35%	44	59.46%	45	60.81%	28	37.84%	1	1.35%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	8	0	0.00%	3	37.50%	3	37.50%	5	62.50%	0	0.00%
Defense Security Service	6	0	0.00%	2	33.33%	2	33.33%	4	66.67%	0	0.00%
Defense Threat Reduction Agency	14	0	0.00%	7	50.00%	7	50.00%	7	50.00%	0	0.00%
Defense Uniformed Services University	4	1	25.00%	1	25.00%	2	50.00%	2	50.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	57	2	3.51%	26	45.61%	28	49.12%	27	47.37%	2	3.51%
Department of Agriculture	1,079	125	11.58%	462	42.82%	587	54.40%	479	44.39%	13	1.20%
Department of Commerce	321	12	3.74%	135	42.06%	147	45.79%	162	50.47%	12	3.74%
Department of Defense Education Activity	64	7	10.94%	31	48.44%	38	59.38%	26	40.63%	0	0.00%
Department of Education	92	5	5.43%	36	39.13%	41	44.57%	51	55.43%	0	0.00%
Department of Energy	126	4	3.17%	43	34.13%	47	37.30%	70	55.56%	9	7.14%
Department of Health and Human Services	462	27	5.84%	149	32.25%	176	38.10%	250	54.11%	36	7.79%
Department of Homeland Security	2,223	215	9.67%	889	39.99%	1,104	49.66%	983	44.22%	136	6.12%
Department of Housing and Urban Development	156	12	7.69%	44	28.21%	56	35.90%	97	62.18%	3	1.92%
Department of Justice	2,203	255	11.58%	1,096	49.75%	1,351	61.33%	671	30.46%	181	8.22%
Department of Labor	177	3	1.69%	48	27.12%	51	28.81%	118	66.67%	8	4.52%
Department of State	169	12	7.10%	62	36.69%	74	43.79%	92	54.44%	3	1.78%
Department of the Air Force	1,358	247	18.19%	535	39.40%	782	57.58%	546	40.21%	30	2.21%
Department of the Army	2,399	315	13.13%	871	36.31%	1,186	49.44%	1,133	47.23%	80	3.33%

Table B-3 FY 2006 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed / Ended Counselings	Number Settlements	% Settlements	Number Withdrawals/No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Resolutions	% Resolutions	Number Complaints	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Department of the Interior	539	57	10.58%	145	26.90%	202	37.48%	327	60.67%	10	1.86%
Department of the Navy	1,123	133	11.84%	470	41.85%	603	53.70%	500	44.52%	20	1.78%
Department of the Treasury	1,019	181	17.76%	190	18.65%	371	36.41%	504	49.46%	144	14.13%
Department of Transportation	795	48	6.04%	272	34.21%	320	40.25%	452	56.86%	23	2.89%
Department of Veterans Affairs	3,719	186	5.00%	1,396	37.54%	1,582	42.54%	1,960	52.70%	177	4.76%
Environmental Protection Agency	114	3	2.63%	22	19.30%	25	21.93%	88	77.19%	1	0.88%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	46	7	15.22%	19	41.30%	26	56.52%	19	41.30%	1	2.17%
Export-Import Bank of the US	7	0	0.00%	4	57.14%	4	57.14%	3	42.86%	0	0.00%
Farm Credit Administration	8	2	25.00%	5	62.50%	7	87.50%	1	12.50%	0	0.00%
Federal Communications Commission	4	0	0.00%	1	25.00%	1	25.00%	3	75.00%	0	0.00%
Federal Deposit Insurance Corporation	53	5	9.43%	12	22.64%	17	32.08%	34	64.15%	2	3.77%
Federal Election Commission	7	0	0.00%	2	28.57%	2	28.57%	5	71.43%	0	0.00%
Federal Energy Regulatory Commission	4	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Federal Maritime Commission	14	0	0.00%	14	100.00%	14	100.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	2	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%
Federal Reserve System--Board of Governors	27	0	0.00%	21	77.78%	21	77.78%	6	22.22%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	35	8	22.86%	24	68.57%	32	91.43%	3	8.57%	0	0.00%
General Services Administration	152	13	8.55%	39	25.66%	52	34.21%	92	60.53%	8	5.26%
Government Printing Office	63	2	3.17%	22	34.92%	24	38.10%	38	60.32%	1	1.59%
Holocaust Memorial Museum U.S.	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
International Boundary and Water Commission	7	3	42.86%	1	14.29%	4	57.14%	3	42.86%	0	0.00%
International Trade Commission	3	1	33.33%	1	33.33%	2	66.67%	1	33.33%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%	1	50.00%
Merit Systems Protection Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
National Aeronautics and Space Administration	108	23	21.30%	34	31.48%	57	52.78%	48	44.44%	3	2.78%
National Archives and Records Administration	38	17	44.74%	3	7.89%	20	52.63%	18	47.37%	0	0.00%
National Credit Union Administration	8	1	12.50%	0	0.00%	1	12.50%	7	87.50%	0	0.00%
National Endowment for the Arts	45	45	100.00%	0	0.00%	45	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	11	3	27.27%	4	36.36%	7	63.64%	4	36.36%	0	0.00%
National Labor Relations Board	24	8	33.33%	6	25.00%	14	58.33%	10	41.67%	0	0.00%
National Science Foundation	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
National Transportation Safety Board	4	0	0.00%	1	25.00%	1	25.00%	3	75.00%	0	0.00%

Table B-3 FY 2006 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed / Ended Counselings	Number Settlements	% Settlements	Number Withdrawals/No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Resolutions	% Resolutions	Number Complaints	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Nuclear Regulatory Commission	22	2	9.09%	7	31.82%	9	40.91%	13	59.09%	0	0.00%
Office of Personnel Management	64	1	1.56%	26	40.63%	27	42.19%	36	56.25%	1	1.56%
Office of Special Counsel	4	0	0.00%	2	50.00%	2	50.00%	1	25.00%	1	25.00%
Overseas Private Investment Corporation	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Peace Corps	7	2	28.57%	4	57.14%	6	85.71%	1	14.29%	0	0.00%
Pension Benefit Guaranty Corporation	25	2	8.00%	5	20.00%	7	28.00%	18	72.00%	0	0.00%
Railroad Retirement Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Securities and Exchange Commission	22	0	0.00%	10	45.45%	10	45.45%	11	50.00%	1	4.55%
Selective Service System	6	0	0.00%	0	0.00%	0	0.00%	2	33.33%	4	66.67%
Small Business Administration	71	2	2.82%	30	42.25%	32	45.07%	36	50.70%	3	4.23%
Smithsonian Institution	44	0	0.00%	20	45.45%	20	45.45%	22	50.00%	2	4.55%
Social Security Administration	753	62	8.23%	298	39.58%	360	47.81%	378	50.20%	15	1.99%
Tennessee Valley Authority	96	5	5.21%	20	20.83%	25	26.04%	51	53.13%	20	20.83%
U.S. Postal Service	16,954	5,162	30.45%	5,445	32.12%	10,607	62.56%	6,040	35.63%	307	1.81%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	36,677	7,205	19.64%	13,182	35.94%	20,387	55.59%	15,049	41.03%	1,241	3.38%
Midsize Agencies Subtotal	1,391	113	8.12%	475	34.15%	588	42.27%	749	53.85%	54	3.88%
Small Agencies Subtotal	756	106	14.02%	349	46.16%	455	60.19%	287	37.96%	14	1.85%
Grand Total	38,824	7,424	19.12%	14,006	36.08%	21,430	55.20%	16,085	41.43%	1,309	3.37%

Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Completed / Ended Counselings Accepted into ADR	% Completed / Ended Counselings Accepted into ADR
Agency for International Development	14	0	0.00%	0	0	0	0.00%
Armed Forces Retirement Home	18	0	0.00%	0	0	0	0.00%
Broadcasting Board of Governors	85	85	100.00%	81	0	4	4.71%
Central Intelligence Agency	21	9	42.86%	7	0	2	9.52%
Commodity Futures Trading Commission	73	0	0.00%	0	0	0	0.00%
Consumer Product Safety Commission	6	3	50.00%	1	0	2	33.33%
Corporation for National and Community Service	10	10	100.00%	9	0	1	10.00%
Court Services and Offender Supervision Agency for the District of Columbia	11	4	36.36%	1	0	3	27.27%
Defense Army and Air Force Exchange	507	500	98.62%	424	0	76	14.99%
Defense Commissary Agency	175	110	62.86%	54	11	45	25.71%
Defense Contract Audit Agency	30	6	20.00%	0	0	6	20.00%
Defense Contract Management Agency	59	20	33.90%	11	0	9	15.25%
Defense Finance and Accounting Service	147	91	61.90%	37	1	53	36.05%
Defense Human Resources Activity	5	0	0.00%	0	0	0	0.00%
Defense Information Systems Agency	25	25	100.00%	23	0	2	8.00%
Defense Intelligence Agency	44	18	40.91%	17	0	1	2.27%
Defense Logistics Agency	351	274	78.06%	197	0	77	21.94%
Defense National Geospatial-Intelligence	27	15	55.56%	1	7	7	25.93%
Defense National Guard Bureau	166	42	25.30%	18	2	22	13.25%
Defense National Security Agency	74	74	100.00%	68	0	6	8.11%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0	0.00%
Defense Office of the Inspector General	8	3	37.50%	3	0	0	0.00%
Defense Security Service	6	1	16.67%	1	0	0	0.00%
Defense Threat Reduction Agency	14	14	100.00%	14	0	0	0.00%
Defense Uniformed Services University	4	0	0.00%	0	0	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	57	43	75.44%	39	2	2	3.51%
Department of Agriculture	1,079	744	68.95%	479	4	261	24.19%
Department of Commerce	321	209	65.11%	159	17	33	10.28%
Department of Defense Education Activity	64	14	21.88%	7	0	7	10.94%

Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Completed / Ended Counselings Accepted into ADR	% Completed / Ended Counselings Accepted into ADR
Department of Education	92	92	100.00%	83	2	7	7.61%
Department of Energy	126	97	76.98%	85	3	9	7.14%
Department of Health and Human Services	462	444	96.10%	316	13	115	24.89%
Department of Homeland Security	2,223	1,689	75.98%	707	27	955	42.96%
Department of Housing and Urban Development	156	156	100.00%	83	1	72	46.15%
Department of Justice	2,203	1,110	50.39%	1,001	17	92	4.18%
Department of Labor	177	177	100.00%	135	21	21	11.86%
Department of State	169	168	99.41%	131	3	34	20.12%
Department of the Air Force	1,358	910	67.01%	395	38	477	35.13%
Department of the Army	2,399	1,248	52.02%	644	0	604	25.18%
Department of the Interior	539	332	61.60%	228	11	93	17.25%
Department of the Navy	1,123	639	56.90%	345	71	223	19.86%
Department of the Treasury	1,019	992	97.35%	553	125	314	30.81%
Department of Transportation	795	721	90.69%	407	159	155	19.50%
Department of Veterans Affairs	3,719	1,685	45.31%	923	0	762	20.49%
Environmental Protection Agency	114	111	97.37%	88	12	6	5.26%
EOP - National Drug Control Policy	0	0	0.00%	0	0	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0	0	0.00%
Equal Employment Opportunity Commission	46	46	100.00%	34	0	12	26.09%
Export-Import Bank of the US	7	1	14.29%	1	0	0	0.00%
Farm Credit Administration	8	3	37.50%	2	0	1	12.50%
Federal Communications Commission	4	1	25.00%	0	0	1	25.00%
Federal Deposit Insurance Corporation	53	45	84.91%	25	1	19	35.85%
Federal Election Commission	7	2	28.57%	0	0	2	28.57%
Federal Energy Regulatory Commission	4	0	0.00%	0	0	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0	0	0.00%
Federal Labor Relations Authority	1	1	100.00%	1	0	0	0.00%
Federal Maritime Commission	14	0	0.00%	0	0	0	0.00%

Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Completed / Ended Counselings Accepted into ADR	% Completed / Ended Counselings Accepted into ADR
Federal Mediation and Conciliation Service	2	0	0.00%	0	0	0	0.00%
Federal Reserve System--Board of Governors	27	27	100.00%	24	0	3	11.11%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0	0.00%
Federal Trade Commission	35	31	88.57%	29	0	2	5.71%
General Services Administration	152	119	78.29%	92	6	21	13.82%
Government Printing Office	63	19	30.16%	16	0	3	4.76%
Holocaust Memorial Museum U.S.	3	1	33.33%	0	0	1	33.33%
International Boundary and Water Commission	7	5	71.43%	1	0	4	57.14%
International Trade Commission	3	2	66.67%	1	0	1	33.33%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0	0	0.00%
Merit Systems Protection Board	1	1	100.00%	0	0	1	100.00%
National Aeronautics and Space Administration	108	89	82.41%	56	7	26	24.07%
National Archives and Records Administration	38	28	73.68%	9	4	15	39.47%
National Credit Union Administration	8	8	100.00%	7	0	1	12.50%
National Endowment for the Arts	45	0	0.00%	0	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0	0.00%
National Gallery of Art	11	8	72.73%	8	0	0	0.00%
National Labor Relations Board	24	19	79.17%	15	1	3	12.50%
National Science Foundation	2	2	100.00%	1	0	1	50.00%
National Transportation Safety Board	4	2	50.00%	1	1	0	0.00%
Nuclear Regulatory Commission	22	22	100.00%	13	0	9	40.91%
Office of Personnel Management	64	64	100.00%	61	2	1	1.56%
Office of Special Counsel	4	0	0.00%	0	0	0	0.00%
Overseas Private Investment Corporation	1	1	100.00%	1	0	0	0.00%
Peace Corps	7	7	100.00%	4	1	2	28.57%
Pension Benefit Guaranty Corporation	25	6	24.00%	0	2	4	16.00%
Railroad Retirement Board	1	0	0.00%	0	0	0	0.00%
Securities and Exchange Commission	22	22	100.00%	22	0	0	0.00%
Selective Service System	6	0	0.00%	0	0	0	0.00%
Small Business Administration	71	26	36.62%	10	1	15	21.13%

Table B-4 FY 2006 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Completed / Ended Counselings Accepted into ADR	% Completed / Ended Counselings Accepted into ADR
Smithsonian Institution	44	44	100.00%	35	0	9	20.45%
Social Security Administration	753	610	81.01%	322	157	131	17.40%
Tennessee Valley Authority	96	17	17.71%	0	9	8	8.33%
U.S. Postal Service	16,954	15,188	89.58%	2,729	4	12,455	73.46%
U.S. Tax Court	0	0	0.00%	0	0	0	0.00%
Cabinet Level Subtotal	36,677	27,851	75.94%	10,317	539	16,995	46.34%
Midsize Agencies Subtotal	1,391	1,061	76.28%	628	193	235	16.89%
Small Agencies Subtotal	756	440	58.20%	350	11	79	10.45%
Grand Total	38,824	29,352	75.60%	11,295	743	17,309	44.58%

Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%
Broadcasting Board of Governors	4	0	0.00%	4	100.00%	4	100.00%
Central Intelligence Agency	2	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	3	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	76	12	15.79%	10	13.16%	22	28.95%
Defense Commissary Agency	45	14	31.11%	0	0.00%	14	31.11%
Defense Contract Audit Agency	6	3	50.00%	0	0.00%	3	50.00%
Defense Contract Management Agency	9	2	22.22%	1	11.11%	3	33.33%
Defense Finance and Accounting Service	53	26	49.06%	3	5.66%	29	54.72%
Defense Human Resources Activity	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	2	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	1	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	77	24	31.17%	28	36.36%	52	67.53%
Defense National Geospatial-Intelligence	7	2	28.57%	1	14.29%	3	42.86%
Defense National Guard Bureau	22	14	63.64%	8	36.36%	22	100.00%
Defense National Security Agency	6	1	16.67%	1	16.67%	2	33.33%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hdqtrs. Services	2	1	50.00%	0	0.00%	1	50.00%
Department of Agriculture	261	69	26.44%	12	4.60%	81	31.03%
Department of Commerce	33	7	21.21%	11	33.33%	18	54.55%
Department of Defense Education Activity	7	5	71.43%	0	0.00%	5	71.43%
Department of Education	7	0	0.00%	5	71.43%	5	71.43%
Department of Energy	9	3	33.33%	1	11.11%	4	44.44%

Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions
Department of Health and Human Services	115	23	20.00%	26	22.61%	49	42.61%
Department of Homeland Security	955	178	18.64%	230	24.08%	408	42.72%
Department of Housing and Urban Development	72	9	12.50%	19	26.39%	28	38.89%
Department of Justice	92	32	34.78%	16	17.39%	48	52.17%
Department of Labor	21	3	14.29%	5	23.81%	8	38.10%
Department of State	34	7	20.59%	14	41.18%	21	61.76%
Department of the Air Force	477	216	45.28%	105	22.01%	321	67.30%
Department of the Army	604	219	36.26%	0	0.00%	219	36.26%
Department of the Interior	93	29	31.18%	2	2.15%	31	33.33%
Department of the Navy	223	86	38.57%	12	5.38%	98	43.95%
Department of the Treasury	314	116	36.94%	5	1.59%	121	38.54%
Department of Transportation	155	40	25.81%	8	5.16%	48	30.97%
Department of Veterans Affairs	762	144	18.90%	383	50.26%	527	69.16%
Environmental Protection Agency	6	1	16.67%	0	0.00%	1	16.67%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	12	7	58.33%	1	8.33%	8	66.67%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	1	1	100.00%	0	0.00%	1	100.00%
Federal Communications Commission	1	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	19	4	21.05%	1	5.26%	5	26.32%
Federal Election Commission	2	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	3	0	0.00%	1	33.33%	1	33.33%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	2	2	100.00%	0	0.00%	2	100.00%

Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals No Complaints Filed	Number ADR Resolutions	% ADR Resolutions
General Services Administration	21	7	33.33%	8	38.10%	15	71.43%
Government Printing Office	3	2	66.67%	0	0.00%	2	66.67%
Holocaust Memorial Museum U.S.	1	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	4	3	75.00%	0	0.00%	3	75.00%
International Trade Commission	1	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	1	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	26	14	53.85%	5	19.23%	19	73.08%
National Archives and Records Administration	15	4	26.67%	3	20.00%	7	46.67%
National Credit Union Administration	1	1	100.00%	0	0.00%	1	100.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	3	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	1	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	9	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	1	1	100.00%	0	0.00%	1	100.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	2	2	100.00%	0	0.00%	2	100.00%
Pension Benefit Guaranty Corporation	4	1	25.00%	1	25.00%	2	50.00%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	15	2	13.33%	2	13.33%	4	26.67%
Smithsonian Institution	9	0	0.00%	5	55.56%	5	55.56%
Social Security Administration	131	49	37.40%	7	5.34%	56	42.75%
Tennessee Valley Authority	8	1	12.50%	0	0.00%	1	12.50%
U.S. Postal Service	12,455	4,421	35.50%	1,919	15.41%	6,340	50.90%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%

Table B-5 FY 2006 ADR Pre-Complaint Resolutions (Informal Phase)							
Agency or Department	**Number ADR Closures**	**Number ADR Settlements**	**% ADR Settlements**	**Number ADR Withdrawals/ No Complaints Filed**	**% ADR Withdrawals No Complaints Filed**	**Number ADR Resolutions**	**% ADR Resolutions**
Cabinet Level Subtotal	16,995	5,706	33.57%	2,825	16.62%	8,531	50.20%
Midsize Agencies Subtotal	235	78	33.19%	28	11.91%	106	45.11%
Small Agencies Subtotal	79	24	30.38%	10	12.66%	34	43.04%
Grand Total	17,309	5,808	33.55%	2,863	16.54%	8,671	50.10%

Table B-6 FY 2006 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed Counselings	Total Number Settlements	Number Completed Counselings with Non-Monetary Benefits	% Completed Counselings with Non-Monetary Benefits	Number Completed Counselings with Monetary Benefits	% Completed Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
Agency for International Development	14	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Armed Forces Retirement Home	18	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Broadcasting Board of Governors	85	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Central Intelligence Agency	21	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Commodity Futures Trading Commission	73	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Consumer Product Safety Commission	6	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Corporation for National and Community Service	10	2	1	50.00%	2	100.00%	$4,000.00	$2,000.00	$2,000.00
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Army and Air Force Exchange	507	45	42	93.33%	3	6.67%	$458.31	$10.18	$152.77
Defense Commissary Agency	175	23	16	69.57%	7	30.43%	$7,250.00	$315.22	$1,035.71
Defense Contract Audit Agency	30	5	5	100.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Contract Management Agency	59	4	4	100.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Finance and Accounting Service	147	29	29	100.00%	3	10.34%	$12,500.00	$431.03	$4,166.67
Defense Human Resources Activity	5	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Information Systems Agency	25	1	1	100.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Intelligence Agency	44	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Logistics Agency	351	43	39	90.70%	5	11.63%	$3,713.00	$86.35	$742.60
Defense National Geospatial-Intelligence	27	2	1	50.00%	1	50.00%	$1,500.00	$750.00	$1,500.00
Defense National Guard Bureau	166	43	39	90.70%	5	11.63%	$2,481.60	$57.71	$496.32
Defense National Security Agency	74	1	1	100.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Office of the Inspector General	8	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Security Service	6	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Threat Reduction Agency	14	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Uniformed Services University	4	1	1	100.00%	0	0.00%	$0.00	$0.00	$0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	57	2	2	100.00%	1	50.00%	$3,000.00	$1,500.00	$3,000.00
Department of Agriculture	1,079	125	115	92.00%	33	26.40%	$246,438.52	$1,971.51	$7,467.83
Department of Commerce	321	12	11	91.67%	1	8.33%	$1,215.00	$101.25	$1,215.00
Department of Defense Education Activity	64	7	7	100.00%	1	14.29%	$30,000.00	$4,285.71	$30,000.00
Department of Education	92	5	4	80.00%	1	20.00%	$7,500.00	$1,500.00	$7,500.00
Department of Energy	126	4	4	100.00%	1	25.00%	$3,615.00	$903.75	$3,615.00
Department of Health and Human Services	462	27	25	92.59%	3	11.11%	$48,000.00	$1,777.78	$16,000.00
Department of Homeland Security	2,223	215	209	97.21%	15	6.98%	$73,919.00	$343.81	$4,927.93

Table B-6 FY 2006 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed Counselings	Total Number Settlements	Number Completed Counselings with Non-Monetary Benefits	% Completed Counselings with Non-Monetary Benefits	Number Completed Counselings with Monetary Benefits	% Completed Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
Department of Housing and Urban Development	156	12	12	100.00%	3	25.00%	$3,801.00	$316.75	$1,267.00
Department of Justice	2,203	255	255	100.00%	0	0.00%	$0.00	$0.00	$0.00
Department of Labor	177	3	3	100.00%	0	0.00%	$0.00	$0.00	$0.00
Department of State	169	12	8	66.67%	4	33.33%	$29,000.00	$2,416.67	$7,250.00
Department of the Air Force	1,358	247	240	97.17%	24	9.72%	$84,207.04	$340.92	$3,508.63
Department of the Army	2,399	315	305	96.83%	34	10.79%	$161,858.29	$513.84	$4,760.54
Department of the Interior	539	57	53	92.98%	14	24.56%	$61,471.60	$1,078.45	$4,390.83
Department of the Navy	1,123	133	120	90.23%	15	11.28%	$59,670.00	$448.65	$3,978.00
Department of the Treasury	1,019	181	157	86.74%	29	16.02%	$75,413.00	$416.65	$2,600.45
Department of Transportation	795	48	47	97.92%	2	4.17%	$71,000.00	$1,479.17	$35,500.00
Department of Veterans Affairs	3,719	186	181	97.31%	10	5.38%	$97,236.00	$522.77	$9,723.60
Environmental Protection Agency	114	3	3	100.00%	0	0.00%	$0.00	$0.00	$0.00
EOP - National Drug Control Policy	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
EOP - Office of Administration	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
EOP - Office of Management and Budget	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Equal Employment Opportunity Commission	46	7	6	85.71%	1	14.29%	$600.00	$85.71	$600.00
Export-Import Bank of the US	7	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Farm Credit Administration	8	2	2	100.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Communications Commission	4	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Deposit Insurance Corporation	53	5	4	80.00%	2	40.00%	$2,500.00	$500.00	$1,250.00
Federal Election Commission	7	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Energy Regulatory Commission	4	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Housing Finance Board	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Labor Relations Authority	1	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Maritime Commission	14	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Mediation and Conciliation Service	2	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Reserve System--Board of Governors	27	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Federal Trade Commission	35	8	6	75.00%	2	25.00%	$15,500.00	$1,937.50	$7,750.00
General Services Administration	152	13	12	92.31%	4	30.77%	$85,065.57	$6,543.51	$21,266.39
Government Printing Office	63	2	2	100.00%	0	0.00%	$0.00	$0.00	$0.00
Holocaust Memorial Museum U.S.	3	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
International Boundary and Water Commission	7	3	3	100.00%	0	0.00%	$0.00	$0.00	$0.00

Table B-6 FY 2006 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed Counselings	Total Number Settlements	Number Completed Counselings with Non-Monetary Benefits	% Completed Counselings with Non-Monetary Benefits	Number Completed Counselings with Monetary Benefits	% Completed Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
International Trade Commission	3	1	1	100.00%	1	100.00%	$8,350.00	$8,350.00	$8,350.00
John F. Kennedy Center for the Performing Arts	2	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Merit Systems Protection Board	1	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
National Aeronautics and Space Administration	108	23	21	91.30%	8	34.78%	$59,525.67	$2,588.07	$7,440.71
National Archives and Records Administration	38	17	17	100.00%	1	5.88%	$435.00	$25.59	$435.00
National Credit Union Administration	8	1	1	100.00%	1	100.00%	$3,276.00	$3,276.00	$3,276.00
National Endowment for the Arts	45	45	45	100.00%	0	0.00%	$0.00	$0.00	$0.00
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
National Gallery of Art	11	3	3	100.00%	0	0.00%	$0.00	$0.00	$0.00
National Labor Relations Board	24	8	8	100.00%	0	0.00%	$0.00	$0.00	$0.00
National Science Foundation	2	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
National Transportation Safety Board	4	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Nuclear Regulatory Commission	22	2	1	50.00%	1	50.00%	$17,500.00	$8,750.00	$17,500.00
Office of Personnel Management	64	1	1	100.00%	0	0.00%	$0.00	$0.00	$0.00
Office of Special Counsel	4	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Overseas Private Investment Corporation	1	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Peace Corps	7	2	2	100.00%	0	0.00%	$0.00	$0.00	$0.00
Pension Benefit Guaranty Corporation	25	2	2	100.00%	0	0.00%	$0.00	$0.00	$0.00
Railroad Retirement Board	1	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Securities and Exchange Commission	22	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Selective Service System	6	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Small Business Administration	71	2	2	100.00%	2	100.00%	$4,500.00	$2,250.00	$2,250.00
Smithsonian Institution	44	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Social Security Administration	753	62	61	98.39%	3	4.84%	$4,609.28	$74.34	$1,536.43
Tennessee Valley Authority	96	5	2	40.00%	3	60.00%	$6,139.53	$1,227.91	$2,046.51
U.S. Postal Service	16,954	5,162	4,891	94.75%	376	7.28%	$369,402.53	$71.56	$982.45
U.S. Tax Court	0	0	0	0.00%	0	0.00%	$0.00	$0.00	$0.00
Cabinet Level Subtotal	36,677	7,205	6,827	94.75%	591	8.20%	$1,454,649.89	$201.89	$2,461.34
Midsize Agencies Subtotal	1,391	113	105	92.92%	22	19.47%	$162,340.05	$1,436.64	$7,379.09
Small Agencies Subtotal	756	106	101	95.28%	9	8.49%	$49,661.00	$468.50	$5,517.89
Grand Total	38,824	7,424	7,033	94.73%	622	8.38%	$1,666,650.94	$224.50	$2,679.50

Table B-7 FY 2006 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs *No AJ Decision	Total Number Timely Merit FADs *No AJ Decision*	% Timely Merit FADs *No AJ Decision*	APD Merit FADs * No AJ Decision * from Date FAD Required	APD Merit FADs *No AJ Dec* from Date Complaint Filed/Remanded
Agency for International Development	14	5	35.71%	13	2	15.38%	550.92	13	630.62	6	0	0.00%	639.17	639.17
Armed Forces Retirement Home	18	18	100.00%	0	0	0.00%	0.00	8	336.13	0	0	0.00%	0.00	0.00
Broadcasting Board of Governors	85	82	96.47%	31	29	93.55%	118.90	24	226.75	9	0	0.00%	389.78	289.00
Central Intelligence Agency	21	21	100.00%	11	8	72.73%	205.27	22	523.59	6	6	100.00%	30.17	300.17
Commodity Futures Trading Commission	73	73	100.00%	2	2	100.00%	137.00	3	193.00	1	0	0.00%	264.00	264.00
Consumer Product Safety Commission	6	6	100.00%	3	3	100.00%	153.00	4	140.25	2	2	100.00%	24.50	273.50
Corporation for National and Community Service	10	7	70.00%	2	2	100.00%	123.50	4	268.00	0	0	0.00%	0.00	0.00
Court Services and Offender Supervision Agency for the District of Columbia	11	2	18.18%	1	1	100.00%	399.00	3	506.33	0	0	0.00%	0.00	0.00
Defense Army and Air Force Exchange	507	366	72.19%	81	32	39.51%	240.58	141	275.28	30	23	76.67%	66.17	387.90
Defense Commissary Agency	174	126	72.41%	86	51	59.30%	217.21	136	211.29	20	19	95.00%	46.85	260.05
Defense Contract Audit Agency	30	27	90.00%	41	26	63.41%	257.27	41	483.63	11	11	100.00%	25.09	283.91
Defense Contract Management Agency	59	24	40.68%	10	2	20.00%	430.10	55	960.71	9	1	11.11%	297.89	653.11
Defense Finance and Accounting Service	147	145	98.64%	38	17	44.74%	195.82	98	506.41	25	11	44.00%	98.36	316.92
Defense Human Resources Activity	5	1	20.00%	1	1	100.00%	102.00	5	591.80	1	0	0.00%	181.00	367.00
Defense Information Systems Agency	25	24	96.00%	12	12	100.00%	267.92	19	655.16	6	5	83.33%	47.50	335.00
Defense Intelligence Agency	44	25	56.82%	10	7	70.00%	289.00	4	372.75	0	0	0.00%	0.00	0.00
Defense Logistics Agency	350	302	86.29%	40	29	72.50%	208.85	105	334.90	33	9	27.27%	178.55	434.79
Defense National Geospatial-Intelligence	27	20	74.07%	13	0	0.00%	355.23	16	366.50	3	1	33.33%	110.00	544.33
Defense National Guard Bureau	165	125	75.76%	15	12	80.00%	115.33	27	226.41	3	3	100.00%	0.00	5.00
Defense National Security Agency	74	44	59.46%	27	6	22.22%	470.48	33	350.94	12	3	25.00%	150.00	574.75
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Defense Office of the Inspector General	8	4	50.00%	3	1	33.33%	305.67	3	170.00	1	1	100.00%	57.00	336.00
Defense Security Service	6	4	66.67%	3	1	33.33%	207.67	3	384.00	2	1	50.00%	51.50	278.00
Defense Threat Reduction Agency	14	14	100.00%	9	4	44.44%	175.89	12	258.33	2	2	100.00%	59.00	338.50
Defense Uniformed Services University	4	4	100.00%	0	0	0.00%	0.00	2	25.50	0	0	0.00%	0.00	0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	57	57	100.00%	29	7	24.14%	316.79	34	605.26	12	1	8.33%	212.58	664.83
Department of Agriculture	1,078	821	76.16%	412	200	48.54%	215.58	577	679.62	124	2	1.61%	546.54	919.10
Department of Commerce	321	215	66.98%	172	94	54.65%	244.34	292	553.30	115	37	32.17%	263.74	790.87
Department of Defense Education Activity	64	27	42.19%	16	6	37.50%	191.88	36	420.94	8	2	25.00%	103.63	486.50
Department of Education	92	87	94.57%	31	0	0.00%	220.32	61	426.34	22	0	0.00%	84.68	491.50
Department of Energy	126	53	42.06%	47	25	53.19%	212.68	82	505.85	23	12	52.17%	73.78	576.70
Department of Health and Human Services	462	337	72.94%	185	124	67.03%	193.07	316	435.74	109	13	11.93%	493.02	726.13
Department of Homeland Security	2,223	1,796	80.79%	796	254	31.91%	278.78	1,195	558.24	266	4	1.50%	399.73	728.28
Department of Housing and Urban Development	156	156	100.00%	60	46	76.67%	201.07	143	270.38	35	26	74.29%	53.60	97.00
Department of Justice	2,203	2,138	97.05%	325	181	55.69%	260.53	600	387.74	223	106	47.53%	135.50	369.26
Department of Labor	177	174	98.31%	139	48	34.53%	425.71	127	958.42	31	6	19.35%	184.71	695.32
Department of State	169	98	57.99%	59	19	32.20%	245.14	86	368.02	17	0	0.00%	465.88	465.88
Department of the Air Force	1,351	1,126	83.35%	289	188	65.05%	179.73	583	333.03	88	21	23.86%	251.97	512.18
Department of the Army	2,399	1,903	79.32%	467	146	31.26%	240.27	1,460	315.76	265	45	16.98%	223.52	622.24
Department of the Interior	539	373	69.20%	216	75	34.72%	271.91	251	495.05	65	19	29.23%	137.05	471.11
Department of the Navy	1,123	690	61.44%	281	173	61.57%	239.39	664	375.73	138	114	82.61%	56.04	479.81
Department of the Treasury	1,019	1,014	99.51%	416	84	20.19%	334.31	592	492.97	175	141	80.57%	30.84	491.91
Department of Transportation	795	504	63.40%	230	186	80.87%	179.37	408	284.64	72	44	61.11%	74.57	351.75
Department of Veterans Affairs	3,714	3,656	98.44%	1,032	565	54.75%	204.07	1,887	301.38	502	329	65.54%	68.81	291.42
Environmental Protection Agency	112	75	66.96%	53	29	54.72%	205.62	84	505.18	25	2	8.00%	348.88	677.04
EOP - National Drug Control Policy	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00

Table B-7 FY 2006 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs *No AJ Decision	Total Number Timely Merit FADs *No AJ Decision*	% Timely Merit FADs *No AJ Decision*	APD Merit FADs * No AJ Decision * from Date FAD Required	APD Merit FADs *No AJ Dec* from Date Complaint Filed/Remanded
EOP - Office of Administration	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
EOP - Office of Management and Budget	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Equal Employment Opportunity Commission	46	42	91.30%	14	12	85.71%	210.07	30	407.83	9	4	44.44%	254.78	610.56
Export-Import Bank of the US	7	6	85.71%	1	1	100.00%	120.00	7	325.71	0	0	0.00%	0.00	0.00
Farm Credit Administration	8	8	100.00%	0	0	0.00%	0.00	2	489.50	0	0	0.00%	0.00	0.00
Federal Communications Commission	4	4	100.00%	1	1	100.00%	64.00	4	339.75	0	0	0.00%	0.00	0.00
Federal Deposit Insurance Corporation	53	52	98.11%	25	11	44.00%	236.00	45	600.40	15	3	20.00%	125.80	360.87
Federal Election Commission	7	6	85.71%	5	5	100.00%	127.80	3	255.67	2	2	100.00%	46.00	235.50
Federal Energy Regulatory Commission	4	4	100.00%	3	0	0.00%	200.00	3	0.00	0	0	0.00%	0.00	0.00
Federal Housing Finance Board	0	0	0.00%	0	0	0.00%	0.00	1	73.00	0	0	0.00%	0.00	0.00
Federal Labor Relations Authority	1	1	100.00%	1	1	100.00%	176.00	2	884.50	0	0	0.00%	0.00	0.00
Federal Maritime Commission	14	14	100.00%	0	0	0.00%	0.00	1	14.00	0	0	0.00%	0.00	0.00
Federal Mediation and Conciliation Service	2	2	100.00%	0	0	0.00%	0.00	1	0.00	0	0	0.00%	0.00	0.00
Federal Reserve System--Board of Governors	27	27	100.00%	5	5	100.00%	180.00	4	512.25	1	1	100.00%	60.00	399.00
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Federal Trade Commission	35	35	100.00%	2	2	100.00%	192.50	6	444.33	1	0	0.00%	95.00	269.00
General Services Administration	152	146	96.05%	57	54	94.74%	158.14	103	372.62	21	21	100.00%	46.00	357.95
Government Printing Office	63	63	100.00%	22	13	59.09%	207.68	44	496.14	12	6	50.00%	68.25	572.75
Holocaust Memorial Museum U.S.	3	3	100.00%	2	2	100.00%	167.50	2	197.00	1	1	100.00%	36.00	250.00
International Boundary and Water Commission	7	7	100.00%	0	0	0.00%	0.00	6	587.17	1	1	100.00%	59.00	513.00
International Trade Commission	3	2	66.67%	1	1	100.00%	168.00	1	64.00	0	0	0.00%	0.00	0.00
John F. Kennedy Center for the Performing Arts	2	2	100.00%	2	0	0.00%	199.50	1	266.00	1	1	100.00%	56.00	266.00
Merit Systems Protection Board	1	1	100.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
National Aeronautics and Space Administration	107	98	91.59%	32	24	75.00%	232.78	64	544.64	24	0	0.00%	346.21	916.38
National Archives and Records Administration	38	34	89.47%	10	5	50.00%	184.80	13	110.31	4	2	50.00%	89.50	89.50
National Credit Union Administration	8	8	100.00%	4	4	100.00%	154.50	8	502.63	2	0	0.00%	1,238.50	1,404.00
National Endowment for the Arts	45	45	100.00%	0	0	0.00%	0.00	1	321.00	0	0	0.00%	0.00	0.00
National Endowment for the Humanities	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
National Gallery of Art	11	11	100.00%	2	0	0.00%	190.00	1	825.00	0	0	0.00%	0.00	0.00
National Labor Relations Board	24	20	83.33%	3	3	100.00%	178.00	4	258.75	0	0	0.00%	0.00	0.00
National Science Foundation	2	1	50.00%	0	0	0.00%	0.00	2	768.00	0	0	0.00%	0.00	0.00
National Transportation Safety Board	4	4	100.00%	5	2	40.00%	203.60	7	531.57	0	0	0.00%	0.00	0.00
Nuclear Regulatory Commission	22	21	95.45%	10	3	30.00%	314.30	13	325.77	4	2	50.00%	61.25	544.50
Office of Personnel Management	64	64	100.00%	25	25	100.00%	104.80	45	130.93	9	7	77.78%	47.67	209.22
Office of Special Counsel	4	4	100.00%	1	1	100.00%	180.00	1	600.00	0	0	0.00%	0.00	0.00
Overseas Private Investment Corporation	1	1	100.00%	0	0	0.00%	0.00	2	498.50	0	0	0.00%	0.00	0.00
Peace Corps	7	7	100.00%	2	2	100.00%	145.00	3	545.33	0	0	0.00%	0.00	0.00
Pension Benefit Guaranty Corporation	25	15	60.00%	6	1	16.67%	555.50	15	328.60	4	0	0.00%	249.50	419.75
Railroad Retirement Board	1	1	100.00%	1	1	100.00%	162.00	0	0.00	0	0	0.00%	0.00	0.00
Securities and Exchange Commission	22	19	86.36%	15	13	86.67%	170.87	16	358.31	4	2	50.00%	63.75	261.50
Selective Service System	6	6	100.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Small Business Administration	71	48	67.61%	38	29	76.32%	308.21	29	689.10	6	0	0.00%	565.17	620.50
Smithsonian Institution	44	44	100.00%	16	16	100.00%	136.31	28	202.18	9	9	100.00%	36.22	185.56
Social Security Administration	753	481	63.88%	311	127	40.84%	256.10	471	648.74	200	5	2.50%	453.40	931.87
Tennessee Valley Authority	96	87	90.63%	35	33	94.29%	108.80	85	136.81	42	31	73.81%	119.88	167.98
U.S. Postal Service	16,926	16,307	96.34%	4,452	4,410	99.06%	105.85	7,785	289.04	1,987	1,905	95.87%	24.91	267.08

Table B-7 FY 2006 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs *No AJ Decision	Total Number Timely Merit FADs *No AJ Decision*	% Timely Merit FADs *No AJ Decision*	APD Merit FADs * No AJ Decision * from Date FAD Required	APD Merit FADs *No AJ Dec* from Date Complaint Filed/Remanded
U.S. Tax Court	0	0	0.00%	1	1	100.00%	168.00	1	215.00	1	1	100.00%	0.00	215.00
Cabinet Level Subtotal Including USPS	36,633	32,787	89.50%	10,043	7,032	70.02%	182.95	17,879	358.66	4,435	2,917	65.77%	117.43	402.42
Midsize Agencies Subtotal	1,388	1,031	74.28%	567	323	56.97%	230.35	909	534.13	342	71	20.76%	348.87	732.96
Small Agencies Subtotal	756	702	92.86%	207	151	72.95%	205.98	331	359.45	80	38	47.50%	201.36	421.89
Grand Total Including USPS	38,777	34,520	89.02%	10,817	7,506	69.39%	185.88	19,119	367.01	4,857	3,026	62.30%	135.11	426.02
USPS Percentage of Cabinet Sub Total	46.20%	49.74%		44.33%	62.71%			43.54%		44.80%	65.31%			
USPS Percentage of Grand Total	43.65%	47.24%		41.16%	58.75%			40.72%		40.91%	62.95%			
Cabinet Level Subtotal Minus USPS	19,707	16,480	83.63%	5,591	2,622	46.90%	244.36	10,094	412.35	2,448	1,012	41.34%	192.53	729.07
Grand Total Minus USPS	21,851	18,213	83.35%	6,365	3,096	48.64%	241.86	11,334	420.57	2,870	1,121	39.06%	211.40	720.97

Table B-8 FY 2006 Complaints Filed Bases and Issues - Grand Total

	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION ACT		ALL STATUTES	TOTALS		
	RACE AND COLOR						SEX		NATIONAL ORIGIN										
ALLEGATION ISSUES	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN AMERICAN / PACIFIC ISLANDER	BLACK	WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
Appointment/Hire	19	43	155	52	62	26	86	104	37	84	0	0	265	30	170	187	1,320	622	602
Assignment Of Duties	11	46	456	167	169	51	195	430	77	118	0	0	479	93	378	783	3,453	1,509	1,467
Awards	2	11	119	29	35	11	37	82	20	15	0	0	98	15	50	185	709	291	285
Conversion To Full Time	0	4	5	4	4	3	5	5	2	2	0	0	11	2	14	9	70	36	36
Disciplinary Action	26	103	874	333	349	145	490	692	207	233	0	0	935	287	729	1,613	7,016	3,038	2,966
A. Demotion	2	3	26	6	5	4	21	20	6	7	0	0	53	7	14	30	204	104	103
B. Reprimand	7	37	231	132	111	55	162	209	67	78	0	0	300	74	210	506	2,179	936	915
C. Suspension	12	35	328	126	134	56	187	244	82	73	0	0	320	99	240	632	2,568	1,135	1,107
D. Removal	4	22	219	58	87	24	94	173	37	53	0	0	207	89	233	313	1,613	696	686
5. Other	1	6	70	11	12	6	26	46	15	22	0	0	55	18	32	132	452	167	155
Duty Hours	3	22	174	51	61	46	78	173	38	51	0	0	156	43	243	287	1,426	662	649
Evaluation/Appraisal	9	34	337	80	118	56	135	264	72	92	0	0	305	65	163	571	2,301	1,014	967
Examination/Test	0	2	15	3	6	1	5	6	0	5	0	0	15	7	14	16	95	45	45
Harassment	43	162	1,349	460	500	278	710	1,726	299	412	0	0	1,331	430	1,172	2,642	11,514	5,016	4,774
A. Non-Sexual	43	162	1,349	460	500	278	596	1,333	299	412	0	0	1,331	430	1,172	2,502	10,867	4,544	4,309
B. Sexual							114	393								140	647	472	465
Medical Examination	1	2	27	7	9	1	13	17	5	7	0	0	37	31	72	50	279	112	112
Pay Including Overtime	6	31	227	94	105	33	137	227	64	65	12	29	258	54	249	428	2,019	900	859
Promotion/Non-Selection	39	94	924	270	299	122	478	546	199	286	0	0	1,258	98	358	1,003	5,974	2,793	2,627
Reassignment	7	27	222	85	82	24	131	217	63	62	0	0	365	57	240	376	1,958	855	843
A. Denied	2	10	101	45	48	13	76	94	35	28	0	0	128	33	129	145	887	404	397
B. Directed	5	17	121	40	34	11	55	123	28	34	0	0	237	24	111	231	1,071	451	446
Reasonable Acommodation						36								254	849	383	1,522	1,026	991
Reinstatement	1	5	22	5	9	4	8	24	6	6	0	0	33	12	32	29	196	81	77
Retirement	3	0	31	9	9	8	13	26	6	4	0	0	88	21	43	50	311	137	135
Termination	18	45	369	109	152	71	175	328	71	110	0	0	344	149	341	394	2,676	1,280	1,266
Terms/Conditions Of Employment	14	96	591	256	279	123	353	629	174	161	0	0	679	189	675	1,202	5,421	2,390	2,281
Time And Attendance	12	42	345	126	159	64	186	340	66	89	0	0	343	152	448	772	3,144	1,288	1,222
Training	8	20	175	44	67	24	67	148	28	42	0	0	172	29	88	232	1,144	492	469
U. Other	7	11	233	80	88	58	90	205	62	51	0	0	215	90	240	454	1,884	811	790
Total Issues By Bases	229	800	6,650	2,264	2,562	1,185	3,392	6,189	1,496	1,895	12	29	7,387	2,108	6,568	11,666			
Total Complaints Filed By Bases	161	501	4,125	1,410	1,621	666	2,129	3,644	962	1,094	9	27	4,769	1,130	3,843	6,535			
Total Complainants By Bases	152	474	3,855	1,331	1,532	636	2,013	3,470	906	1,030	8	25	4,545	1,073	3,641	5,868			

Table B-8a FY 2006 Complaints Filed Bases and Issues - Cabinet Level Agencies

	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION ACT		ALL STATUTES	TOTALS		
	RACE AND COLOR						SEX		NATIONAL ORIGIN										
ALLEGATION ISSUES	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN AMERICAN / PACIFIC ISLANDER	BLACK	WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
Appointment/Hire	19	41	147	51	61	21	82	99	35	83	0	0	250	27	163	180	1,259	591	571
Assignment Of Duties	11	45	422	156	158	47	184	395	69	112	0	0	440	81	354	732	3,206	1,404	1,365
Awards	0	9	92	23	31	9	31	65	14	11	0	0	79	7	38	150	559	229	223
Conversion To Full Time	0	4	4	3	4	3	5	5	2	2	0	0	9	2	14	9	66	34	34
Disciplinary Action	25	98	835	310	338	137	471	655	191	222	0	0	877	259	695	1,527	6,640	2,882	2,811
A. Demotion	2	2	26	4	5	3	19	16	4	7	0	0	48	7	14	26	183	93	92
B. Reprimand	6	35	219	120	107	52	154	198	61	74	0	0	279	66	201	476	2,048	883	862
C. Suspension	12	34	315	121	131	54	180	235	79	68	0	0	308	89	229	606	2,461	1,088	1,060
D. Removal	4	21	214	56	84	23	93	166	34	52	0	0	198	85	226	305	1,561	674	664
5. Other	1	6	61	9	11	5	25	40	13	21	0	0	44	12	25	114	387	144	133
Duty Hours	3	22	170	49	59	41	77	170	37	50	0	0	154	41	238	277	1,388	646	633
Evaluation/Appraisal	8	32	296	70	106	45	121	224	61	88	0	0	265	52	142	496	2,006	881	842
Examination/Test	0	2	15	3	6	1	4	6	0	5	0	0	15	6	13	16	92	42	42
Harassment	42	159	1,222	440	470	263	662	1,620	282	389	0	0	1,230	382	1,097	2,430	10,688	4,654	4,445
A. Non-Sexual	42	159	1,222	440	470	263	553	1,245	282	389	0	0	1,230	382	1,097	2,295	10,069	4,204	4,002
B. Sexual							109	375								135	619	450	443
Medical Examination	1	2	27	7	9	1	13	17	5	6	0	0	37	30	70	49	274	107	107
Pay Including Overtime	6	30	215	92	102	32	137	214	61	63	12	26	244	51	240	407	1,932	858	817
Promotion/Non-Selection	35	79	789	226	252	104	409	476	184	255	0	0	1,100	82	312	847	5,150	2,431	2,306
Reassignment	7	25	202	77	77	20	123	200	59	57	0	0	344	51	225	344	1,811	786	777
A. Denied	2	9	91	39	45	12	72	83	32	24	0	0	120	29	119	130	807	368	363
B. Directed	5	16	111	38	32	8	51	117	27	33	0	0	224	22	106	214	1,004	418	414
Reasonable Acommodation						34								229	787	342	1,392	943	916
Reinstatement	1	5	21	5	8	3	8	21	6	6	0	0	32	9	30	28	183	78	74
Retirement	3	0	23	8	7	6	9	21	6	4	0	0	73	18	41	43	262	125	123
Termination	18	42	346	107	144	66	161	317	66	101	0	0	322	134	328	372	2,524	1,211	1,199
Terms/Conditions Of Employment	14	93	563	246	268	115	342	601	165	156	0	0	649	178	652	1,141	5,183	2,290	2,186
Time And Attendance	10	40	326	112	156	62	171	319	63	85	0	0	321	133	415	715	2,928	1,188	1,130
Training	8	18	156	39	66	22	59	136	24	35	0	0	151	23	81	206	1,024	441	420
U. Other	6	8	187	74	78	48	80	179	56	39	0	0	181	84	216	388	1,624	697	681
Total Issues By Bases	217	754	6,058	2,098	2,400	1,080	3,149	5,740	1,386	1,769	12	26	6,773	1,879	6,151	10,699			
Total Complaints Filed By Bases	154	469	3,775	1,317	1,529	617	1,964	3,413	902	1,020	9	24	4,393	1,030	3,609	5,997			
Total Complainants By Bases	146	444	3,526	1,251	1,451	590	1,867	3,257	849	964	8	22	4,192	981	3,422	5,408			

Table B-8b FY 2006 Complaints Filed Bases and Issues - Medium Size Agencies

	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION ACT		ALL STATUTES	TOTALS		
	RACE AND COLOR						SEX		NATIONAL ORIGIN										
ALLEGATION ISSUES	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN AMERICAN / PACIFIC ISLANDER	BLACK	WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
Appointment/Hire	0	2	6	0	1	2	3	4	2	0	0	0	12	2	4	6	44	24	24
Assignment Of Duties	0	0	27	7	11	4	7	21	5	4	0	0	27	10	19	33	175	75	74
Awards	2	2	21	3	4	1	5	14	5	3	0	0	16	7	10	28	121	47	47
Conversion To Full Time	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	2	1	1
Disciplinary Action	1	3	25	19	8	6	16	24	15	8	0	0	40	23	23	62	273	110	110
A. Demotion	0	0	0	2	0	0	2	4	2	0	0	0	5	0	0	3	18	9	9
B. Reprimand	1	1	10	9	3	3	7	9	6	3	0	0	15	7	7	24	105	41	41
C. Suspension	0	1	8	5	2	2	5	7	3	3	0	0	10	9	11	22	88	36	36
D. Removal	0	1	2	2	2	1	1	3	2	1	0	0	6	3	3	4	31	14	14
5. Other	0	0	5	1	1	0	1	1	2	1	0	0	4	4	2	9	31	10	10
Duty Hours	0	0	0	1	1	2	0	2	1	1	0	0	1	1	2	6	18	8	8
Evaluation/Appraisal	1	1	20	6	6	5	6	23	8	2	0	0	25	9	11	42	165	69	68
Examination/Test	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1	0	3	3	3
Harassment	1	2	90	16	26	13	30	73	12	19	0	0	71	40	61	160	614	260	238
A. Non-Sexual	1	2	90	16	26	13	26	61	12	19	0	0	71	40	61	157	595	244	222
B. Sexual							4	12								3	19	16	16
Medical Examination	0	0	0	0	0	0	0	0	0	1	0	0	0	1	2	1	5	5	5
Pay Including Overtime	0	0	10	2	3	1	0	9	3	1	0	0	13	2	9	19	72	35	35
Promotion/Non-Selection	3	8	86	32	25	6	51	44	10	16	0	0	109	11	34	111	546	232	212
Reassignment	0	1	14	6	3	2	5	12	2	3	0	0	13	5	13	22	101	44	43
A. Denied	0	0	9	5	2	0	3	8	2	2	0	0	5	3	10	13	62	27	26
B. Directed	0	1	5	1	1	2	2	4	0	1	0	0	8	2	3	9	39	17	17
Reasonable Acommodation						2								22	50	38	112	69	61
Reinstatement	0	0	1	0	1	1	0	1	0	0	0	0	1	1	0	1	7	1	1
Retirement	0	0	7	1	2	2	3	4	0	0	0	0	13	2	1	4	39	10	10
Termination	0	2	19	1	6	4	12	10	5	8	0	0	20	14	12	19	132	59	59
Terms/Conditions Of Employment	0	2	19	6	9	5	6	20	7	3	0	0	23	10	17	45	172	67	66
Time And Attendance	2	1	15	8	2	2	4	13	3	3	0	0	16	15	30	47	161	79	74
Training	0	1	10	3	1	2	5	8	3	6	0	0	14	4	6	17	80	33	33
U. Other	1	2	39	5	8	9	9	23	6	9	0	0	26	6	19	53	215	95	90
Total Issues By Bases	11	27	409	117	117	69	163	305	87	87	0	0	441	186	324	714			
Total Complaints Filed By Bases	6	20	245	73	63	30	118	154	46	52	0	0	267	77	189	392			
Total Complainants By Bases	5	20	229	66	59	29	103	146	43	46	0	0	252	71	176	329			

Table B-8c FY 2006 Complaints Filed Bases and Issues - Small Size Agencies

	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION ACT		ALL STATUTES	TOTALS		
	RACE AND COLOR						SEX		NATIONAL ORIGIN										
ALLEGATION ISSUES	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN AMERICAN / PACIFIC ISLANDER	BLACK	WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
Appointment/Hire	0	0	2	1	0	3	1	1	0	1	0	0	3	1	3	1	17	7	7
Assignment Of Duties	0	1	7	4	0	0	4	14	3	2	0	0	12	2	5	18	72	30	28
Awards	0	0	6	3	0	1	1	3	1	1	0	0	3	1	2	7	29	15	15
Conversion To Full Time	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	2	1	1
Disciplinary Action	0	2	14	4	3	2	3	13	1	3	0	0	18	5	11	24	103	46	45
A. Demotion	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	3	2	2
B. Reprimand	0	1	2	3	1	0	1	2	0	1	0	0	6	1	2	6	26	12	12
C. Suspension	0	0	5	0	1	0	2	2	0	2	0	0	2	1	0	4	19	11	11
D. Removal	0	0	3	0	1	0	0	4	1	0	0	0	3	1	4	4	21	8	8
5. Other	0	0	4	1	0	1	0	5	0	0	0	0	7	2	5	9	34	13	12
Duty Hours	0	0	4	1	1	3	1	1	0	0	0	0	1	1	3	4	20	8	8
Evaluation/Appraisal	0	1	21	4	6	6	8	17	3	2	0	0	15	4	10	33	130	64	57
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	1	37	4	4	2	18	33	5	4	0	0	30	8	14	52	212	102	91
A. Non-Sexual	0	1	37	4	4	2	17	27	5	4	0	0	30	8	14	50	203	96	85
B. Sexual							1	6								2	9	6	6
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	1	2	0	0	0	0	4	0	1	0	3	1	1	0	2	15	7	7
Promotion/Non-Selection	1	7	49	12	22	12	18	26	5	15	0	0	49	5	12	45	278	130	109
Reassignment	0	1	6	2	2	2	3	5	2	2	0	0	8	1	2	10	46	25	23
A. Denied	0	1	1	1	1	1	1	3	1	2	0	0	3	1	0	2	18	9	8
B. Directed	0	0	5	1	1	1	2	2	1	0	0	0	5	0	2	8	28	16	15
Reasonable Acommodation						0								3	12	3	18	14	14
Reinstatement	0	0	0	0	0	0	0	2	0	0	0	0	0	2	2	0	6	2	2
Retirement	0	0	1	0	0	0	1	1	0	0	0	0	2	1	1	3	10	2	2
Termination	0	1	4	1	2	1	2	1	0	1	0	0	2	1	1	3	20	10	8
Terms/Conditions Of Employment	0	1	9	4	2	3	5	8	2	2	0	0	7	1	6	16	66	33	29
Time And Attendance	0	1	4	6	1	0	11	8	0	1	0	0	6	4	3	10	55	21	18
Training	0	1	9	2	0	0	3	4	1	1	0	0	7	2	1	9	40	18	16
U. Other	0	1	7	1	2	1	1	3	0	3	0	0	8	0	5	13	45	19	19
Total Issues By Bases	1	19	183	49	45	36	80	144	23	39	0	3	173	43	93	253			
Total Complaints Filed By Bases	1	12	105	20	29	19	47	77	14	22	0	3	109	23	45	146			
Total Complainants By Bases	1	10	100	14	22	17	43	67	14	20	0	3	101	21	43	131			

Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Agency for International Development	13	550.92	2	0	2	15.38%	$30,094.48	$2,314.96
Armed Forces Retirement Home	0	0.00	0	0	0	0.00%	$250.00	$0.00
Broadcasting Board of Governors	31	118.90	29	0	29	93.55%	$71,670.00	$2,311.94
Central Intelligence Agency	11	205.27	7	1	8	72.73%	$86,200.00	$7,836.36
Commodity Futures Trading Commission	2	137.00	2	0	2	100.00%	$5,755.00	$2,877.50
Consumer Product Safety Commission	3	153.00	3	0	3	100.00%	$5,350.00	$1,783.33
Corporation for National and Community Service	2	123.50	2	0	2	100.00%	$5,627.00	$2,813.50
Court Services and Offender Supervision Agency for the District of Columbia	1	399.00	1	0	1	100.00%	$2,600.00	$2,600.00
Defense Army and Air Force Exchange	81	240.58	25	7	32	39.51%	$430,854.00	$5,319.19
Defense Commissary Agency	86	217.21	32	19	51	59.30%	$369,370.00	$4,295.00
Defense Contract Audit Agency	41	257.27	23	3	26	63.41%	$0.00	$0.00
Defense Contract Management Agency	10	430.10	2	0	2	20.00%	$42,950.00	$4,295.00
Defense Finance and Accounting Service	38	195.82	15	2	17	44.74%	$337,782.00	$8,889.00
Defense Human Resources Activity	1	102.00	1	0	1	100.00%	$4,373.42	$4,373.42
Defense Information Systems Agency	12	267.92	1	11	12	100.00%	$76,275.00	$6,356.25
Defense Intelligence Agency	10	289.00	0	7	7	70.00%	$2,500.00	$250.00
Defense Logistics Agency	40	208.85	18	11	29	72.50%	$220,658.18	$5,516.45
Defense National Geospatial-Intelligence	13	355.23	0	0	0	0.00%	$90,086.00	$6,929.69
Defense National Guard Bureau	15	115.33	12	0	12	80.00%	$8,179.00	$545.27
Defense National Security Agency	27	470.48	2	4	6	22.22%	$133,388.00	$4,940.30
Defense Nuclear Facilities Safety Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Office of the Inspector General	3	305.67	1	0	1	33.33%	$17,757.62	$5,919.21
Defense Security Service	3	207.67	1	0	1	33.33%	$18,573.00	$6,191.00
Defense Threat Reduction Agency	9	175.89	4	0	4	44.44%	$37,700.00	$4,188.89
Defense Uniformed Services University	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Office of the Secretary/Wash. Hdqtrs. Services	29	316.79	0	7	7	24.14%	$115,965.00	$3,998.79
Department of Agriculture	412	215.58	181	19	200	48.54%	$1,395,972.56	$3,388.28
Department of Commerce	172	244.34	70	24	94	54.65%	$742,007.00	$4,313.99
Department of Defense Education Activity	16	191.88	6	0	6	37.50%	$68,720.00	$4,295.00
Department of Education	31	220.32	0	0	0	0.00%	$188,000.00	$6,064.52

Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Department of Energy	47	212.68	20	5	25	53.19%	$142,992.42	$3,042.39
Department of Health and Human Services	185	193.07	93	31	124	67.03%	$730,952.39	$3,951.09
Department of Homeland Security	796	278.78	164	90	254	31.91%	$2,588,951.46	$3,252.45
Department of Housing and Urban Development	60	201.07	44	2	46	76.67%	$177,653.92	$2,960.90
Department of Justice	325	260.53	135	46	181	55.69%	$1,322,474.99	$4,069.15
Department of Labor	139	425.71	7	41	48	34.53%	$331,419.00	$2,384.31
Department of State	59	245.14	12	7	19	32.20%	$237,310.30	$4,022.21
Department of the Air Force	289	179.73	178	10	188	65.05%	$1,241,255.00	$4,295.00
Department of the Army	467	240.27	102	44	146	31.26%	$2,695,196.95	$5,771.30
Department of the Interior	216	271.91	58	17	75	34.72%	$745,055.64	$3,449.33
Department of the Navy	281	239.39	88	85	173	61.57%	$2,547,270.00	$9,065.02
Department of the Treasury	416	334.31	70	14	84	20.19%	$2,677,752.00	$6,436.90
Department of Transportation	230	179.37	162	24	186	80.87%	$1,131,466.00	$4,919.42
Department of Veterans Affairs	1,032	204.07	401	164	565	54.75%	$4,270,911.32	$4,138.48
Environmental Protection Agency	53	205.62	26	3	29	54.72%	$165,453.00	$3,121.75
EOP - National Drug Control Policy	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of Management and Budget	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0	0	0.00%	$0.00	$0.00
Equal Employment Opportunity Commission	14	210.07	8	4	12	85.71%	$48,000.00	$3,428.57
Export-Import Bank of the US	1	120.00	1	0	1	100.00%	$6,790.00	$6,790.00
Farm Credit Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Communications Commission	1	64.00	1	0	1	100.00%	$4,100.00	$4,100.00
Federal Deposit Insurance Corporation	25	236.00	7	4	11	44.00%	$108,072.00	$4,322.88
Federal Election Commission	5	127.80	5	0	5	100.00%	$16,787.40	$3,357.48
Federal Energy Regulatory Commission	3	200.00	0	0	0	0.00%	$0.00	$0.00
Federal Housing Finance Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Labor Relations Authority	1	176.00	1	0	1	100.00%	$2,641.60	$2,641.60
Federal Maritime Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Mediation and Conciliation Service	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Reserve System--Board of Governors	5	180.00	5	0	5	100.00%	$21,790.00	$4,358.00

Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Federal Retirement Thrift Investment Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Trade Commission	2	192.50	1	1	2	100.00%	$5,586.00	$2,793.00
General Services Administration	57	158.14	45	9	54	94.74%	$159,124.94	$2,791.67
Government Printing Office	22	207.68	11	2	13	59.09%	$54,835.00	$2,492.50
Holocaust Memorial Museum U.S.	2	167.50	2	0	2	100.00%	$5,000.00	$2,500.00
International Boundary and Water Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
International Trade Commission	1	168.00	1	0	1	100.00%	$8,466.00	$8,466.00
John F. Kennedy Center for the Performing Arts	2	199.50	0	0	0	0.00%	$5,400.00	$2,700.00
Merit Systems Protection Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Aeronautics and Space Administration	32	232.78	15	9	24	75.00%	$101,399.48	$3,168.73
National Archives and Records Administration	10	184.80	5	0	5	50.00%	$38,583.25	$3,858.33
National Credit Union Administration	4	154.50	4	0	4	100.00%	$18,004.00	$4,501.00
National Endowment for the Arts	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Endowment for the Humanities	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Gallery of Art	2	190.00	0	0	0	0.00%	$3,490.00	$1,745.00
National Labor Relations Board	3	178.00	3	0	3	100.00%	$15,000.00	$5,000.00
National Science Foundation	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Transportation Safety Board	5	203.60	2	0	2	40.00%	$21,228.00	$4,245.60
Nuclear Regulatory Commission	10	314.30	3	0	3	30.00%	$29,103.00	$2,910.30
Office of Personnel Management	25	104.80	25	0	25	100.00%	$187,000.00	$7,480.00
Office of Special Counsel	1	180.00	1	0	1	100.00%	$0.00	$0.00
Overseas Private Investment Corporation	0	0.00	0	0	0	0.00%	$0.00	$0.00
Peace Corps	2	145.00	2	0	2	100.00%	$5,500.00	$2,750.00
Pension Benefit Guaranty Corporation	6	555.50	0	1	1	16.67%	$22,000.00	$3,666.67
Railroad Retirement Board	1	162.00	1	0	1	100.00%	$2,650.00	$2,650.00
Securities and Exchange Commission	15	170.87	9	4	13	86.67%	$150,621.00	$10,041.40
Selective Service System	0	0.00	0	0	0	0.00%	$0.00	$0.00
Small Business Administration	38	308.21	0	29	29	76.32%	$118,528.00	$3,119.16
Smithsonian Institution	16	136.31	14	2	16	100.00%	$64,400.00	$4,025.00
Social Security Administration	311	256.10	98	29	127	40.84%	$806,023.00	$2,591.71
Tennessee Valley Authority	35	108.80	33	0	33	94.29%	$122,364.00	$3,496.11

Table B-9 FY 2006 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
U.S. Postal Service	4,452	105.85	4,329	81	4,410	99.06%	$5,676,799.58	$1,275.11
U.S. Tax Court	1	168.00	1	0	1	100.00%	$1,396.47	$1,396.47
Cabinet Level Subtotal Including USPS	10,043	182.95	6,257	775	7,032	70.02%	$30,818,571.75	$3,068.66
Midsize Agencies Subtotal	567	230.35	238	85	323	56.97%	$1,645,364.42	$2,901.88
Small Agencies Subtotal	207	205.98	138	13	151	72.95%	$881,518.20	$4,258.54
Grand Total Including USPS	10,817	185.88	6,633	873	7,506	69.39%	$33,345,454.37	$3,082.69
USPS Percentage of Cabinet Sub Total	44.33%		69.19%	10.45%	62.71%		18.42%	
USPS Percentage of Grand Total	41.16%		65.26%	9.28%	58.75%		17.02%	
Cabinet Level Subtotal Minus USPS	5,591	244.36	1,928	694	2,622	46.90%	$25,141,772.17	$4,496.83
Grand Total Minus USPS	6,365	241.86	2,304	792	3,096	48.64%	$27,668,654.79	$4,347.00

Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Agency for International Development	0	0.00	0	0	0	0.00%	$0.00	$0.00
Armed Forces Retirement Home	0	0.00	0	0	0	0.00%	$0.00	$0.00
Broadcasting Board of Governors	0	0.00	0	0	0	0.00%	$0.00	$0.00
Central Intelligence Agency	9	205.44	6	0	6	66.67%	$68,200.00	$7,577.78
Commodity Futures Trading Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Consumer Product Safety Commission	1	146.00	1	0	1	100.00%	$0.00	$0.00
Corporation for National and Community Service	0	0.00	0	0	0	0.00%	$0.00	$0.00
Court Services and Offender Supervision Agency for	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Army and Air Force Exchange	81	240.58	25	7	32	39.51%	$430,854.00	$5,319.19
Defense Commissary Agency	86	217.21	32	19	51	59.30%	$369,370.00	$4,295.00
Defense Contract Audit Agency	41	257.27	23	3	26	63.41%	$0.00	$0.00
Defense Contract Management Agency	10	430.10	2	0	2	20.00%	$42,950.00	$4,295.00
Defense Finance and Accounting Service	38	195.82	15	2	17	44.74%	$337,782.00	$8,889.00
Defense Human Resources Activity	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Information Systems Agency	12	267.92	1	11	12	100.00%	$76,275.00	$6,356.25
Defense Intelligence Agency	10	289.00	0	7	7	70.00%	$2,500.00	$250.00
Defense Logistics Agency	40	208.85	18	11	29	72.50%	$220,658.18	$5,516.45
Defense National Geospatial-Intelligence	13	355.23	0	0	0	0.00%	$90,086.00	$6,929.69
Defense National Guard Bureau	12	29.08	12	0	12	100.00%	$0.00	$0.00
Defense National Security Agency	26	476.54	2	4	6	23.08%	$128,448.00	$4,940.31
Defense Nuclear Facilities Safety Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Office of the Inspector General	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Security Service	3	207.67	1	0	1	33.33%	$18,573.00	$6,191.00
Defense Threat Reduction Agency	8	182.50	3	0	3	37.50%	$35,200.00	$4,400.00
Defense Uniformed Services University	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	29	316.79	0	7	7	24.14%	$115,965.00	$3,998.79
Department of Agriculture	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of Commerce	58	221.74	28	4	32	55.17%	$257,314.00	$4,436.45
Department of Defense Education Activity	16	191.88	6	0	6	37.50%	$68,720.00	$4,295.00
Department of Education	0	0.00	0	0	0	0.00%	$0.00	$0.00

Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Department of Energy	2	143.00	1	1	2	100.00%	$2,499.00	$1,249.50
Department of Health and Human Services	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of Homeland Security	48	298.21	18	5	23	47.92%	$96,295.00	$2,006.15
Department of Housing and Urban Development	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of Justice	121	332.50	20	7	27	22.31%	$667,935.56	$5,520.13
Department of Labor	139	425.71	7	41	48	34.53%	$331,419.00	$2,384.31
Department of State	3	302.67	0	1	1	33.33%	$14,640.30	$4,880.10
Department of the Air Force	289	179.73	178	10	188	65.05%	$1,241,255.00	$4,295.00
Department of the Army	467	240.27	102	44	146	31.26%	$2,695,196.95	$5,771.30
Department of the Interior	2	294.00	1	0	1	50.00%	$6,679.60	$3,339.80
Department of the Navy	281	239.39	88	85	173	61.57%	$2,547,270.00	$9,065.02
Department of the Treasury	416	334.31	70	14	84	20.19%	$2,677,752.00	$6,436.90
Department of Transportation	159	181.35	114	15	129	81.13%	$823,626.00	$5,180.04
Department of Veterans Affairs	1,025	204.30	395	163	558	54.44%	$4,239,345.32	$4,135.95
Environmental Protection Agency	3	198.33	2	0	2	66.67%	$1,600.00	$533.33
EOP - National Drug Control Policy	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of Management and Budget	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0	0	0.00%	$0.00	$0.00
Equal Employment Opportunity Commission	14	210.07	8	4	12	85.71%	$48,000.00	$3,428.57
Export-Import Bank of the US	0	0.00	0	0	0	0.00%	$0.00	$0.00
Farm Credit Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Communications Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Deposit Insurance Corporation	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Election Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Energy Regulatory Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Housing Finance Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Labor Relations Authority	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Maritime Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Mediation and Conciliation Service	0	0.00	0	0	0	0.00%	$0.00	$0.00

Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Federal Reserve System--Board of Governors	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Retirement Thrift Investment Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Trade Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
General Services Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
Government Printing Office	0	0.00	0	0	0	0.00%	$0.00	$0.00
Holocaust Memorial Museum U.S.	0	0.00	0	0	0	0.00%	$0.00	$0.00
International Boundary and Water Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
International Trade Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
John F. Kennedy Center for the Performing Arts	0	0.00	0	0	0	0.00%	$0.00	$0.00
Merit Systems Protection Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Aeronautics and Space Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Archives and Records Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Credit Union Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Endowment for the Arts	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Endowment for the Humanities	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Gallery of Art	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Labor Relations Board	3	178.00	3	0	3	100.00%	$15,000.00	$5,000.00
National Science Foundation	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Transportation Safety Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Nuclear Regulatory Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Office of Personnel Management	25	104.80	25	0	25	100.00%	$187,000.00	$7,480.00
Office of Special Counsel	1	180.00	1	0	1	100.00%	$0.00	$0.00
Overseas Private Investment Corporation	0	0.00	0	0	0	0.00%	$0.00	$0.00
Peace Corps	0	0.00	0	0	0	0.00%	$0.00	$0.00
Pension Benefit Guaranty Corporation	0	0.00	0	0	0	0.00%	$0.00	$0.00
Railroad Retirement Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Securities and Exchange Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Selective Service System	0	0.00	0	0	0	0.00%	$0.00	$0.00
Small Business Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
Smithsonian Institution	4	116.25	4	0	4	100.00%	$14,000.00	$3,500.00

Table B-9a FY 2006 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators								
Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Social Security Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
Tennessee Valley Authority	2	171.00	1	0	1	50.00%	$4,000.00	$2,000.00
U.S. Postal Service	0	0.00	0	0	0	0.00%	$0.00	$0.00
U.S. Tax Court	0	0.00	0	0	0	0.00%	$0.00	$0.00
Cabinet Level Subtotal	3,435	245.62	1,162	461	1,623	47.25%	$17,538,608.91	$5,105.85
Midsize Agencies Subtotal	9	155.78	7	0	7	77.78%	$19,600.00	$2,177.78
Small Agencies Subtotal	53	156.04	44	4	48	90.57%	$318,200.00	$6,003.77
Grand Total	3,497	244.03	1,213	465	1,678	47.98%	$17,876,408.91	$5,111.93

Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractors	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Agency for International Development	13	550.92	2	0	2	15.38%	$30,094.48	$2,314.96
Armed Forces Retirement Home	0	0.00	0	0	0	0.00%	$250.00	$0.00
Broadcasting Board of Governors	31	118.90	29	0	29	93.55%	$71,670.00	$2,311.94
Central Intelligence Agency	2	204.50	1	1	2	100.00%	$18,000.00	$9,000.00
Commodity Futures Trading Commission	2	137.00	2	0	2	100.00%	$5,755.00	$2,877.50
Consumer Product Safety Commission	2	156.50	2	0	2	100.00%	$5,350.00	$2,675.00
Corporation for National and Community Service	2	123.50	2	0	2	100.00%	$5,627.00	$2,813.50
Court Services and Offender Supervision Agency for the District of Columbia	1	399.00	1	0	1	100.00%	$2,600.00	$2,600.00
Defense Army and Air Force Exchange	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Commissary Agency	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Contract Audit Agency	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Contract Management Agency	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Finance and Accounting Service	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Human Resources Activity	1	102.00	1	0	1	100.00%	$4,373.42	$4,373.42
Defense Information Systems Agency	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Intelligence Agency	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Logistics Agency	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense National Geospatial-Intelligence	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense National Guard Bureau	3	460.33	0	0	0	0.00%	$8,179.00	$2,726.33
Defense National Security Agency	1	313.00	0	0	0	0.00%	$4,940.00	$4,940.00
Defense Nuclear Facilities Safety Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Office of the Inspector General	3	305.67	1	0	1	33.33%	$17,757.62	$5,919.21
Defense Security Service	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Threat Reduction Agency	1	123.00	1	0	1	100.00%	$2,500.00	$2,500.00
Defense Uniformed Services University	0	0.00	0	0	0	0.00%	$0.00	$0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of Agriculture	412	215.58	181	19	200	48.54%	$1,395,972.56	$3,388.28
Department of Commerce	114	255.84	42	20	62	54.39%	$484,693.00	$4,251.69
Department of Defense Education Activity	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of Education	31	220.32	0	0	0	0.00%	$188,000.00	$6,064.52
Department of Energy	45	215.78	19	4	23	51.11%	$140,493.42	$3,122.08
Department of Health and Human Services	185	193.07	93	31	124	67.03%	$730,952.39	$3,951.09

Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractors	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Department of Homeland Security	748	277.53	146	85	231	30.88%	$2,492,656.46	$3,332.43
Department of Housing and Urban Development	60	201.07	44	2	46	76.67%	$177,653.92	$2,960.90
Department of Justice	204	217.85	115	39	154	75.49%	$654,539.43	$3,208.53
Department of Labor	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of State	56	242.05	12	6	18	32.14%	$222,670.00	$3,976.25
Department of the Air Force	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of the Army	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of the Interior	214	271.70	57	17	74	34.58%	$738,376.04	$3,450.36
Department of the Navy	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of the Treasury	0	0.00	0	0	0	0.00%	$0.00	$0.00
Department of Transportation	71	174.92	48	9	57	80.28%	$307,840.00	$4,335.77
Department of Veterans Affairs	7	170.29	6	1	7	100.00%	$31,566.00	$4,509.43
Environmental Protection Agency	50	206.06	24	3	27	54.00%	$163,853.00	$3,277.06
EOP - National Drug Control Policy	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of Management and Budget	0	0.00	0	0	0	0.00%	$0.00	$0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0	0	0.00%	$0.00	$0.00
Equal Employment Opportunity Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Export-Import Bank of the US	1	120.00	1	0	1	100.00%	$6,790.00	$6,790.00
Farm Credit Administration	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Communications Commission	1	64.00	1	0	1	100.00%	$4,100.00	$4,100.00
Federal Deposit Insurance Corporation	25	236.00	7	4	11	44.00%	$108,072.00	$4,322.88
Federal Election Commission	5	127.80	5	0	5	100.00%	$16,787.40	$3,357.48
Federal Energy Regulatory Commission	3	200.00	0	0	0	0.00%	$0.00	$0.00
Federal Housing Finance Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Labor Relations Authority	1	176.00	1	0	1	100.00%	$2,641.60	$2,641.60
Federal Maritime Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Mediation and Conciliation Service	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Reserve System--Board of Governors	5	180.00	5	0	5	100.00%	$21,790.00	$4,358.00
Federal Retirement Thrift Investment Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
Federal Trade Commission	2	192.50	1	1	2	100.00%	$5,586.00	$2,793.00
General Services Administration	57	158.14	45	9	54	94.74%	$159,124.94	$2,791.67
Government Printing Office	22	207.68	11	2	13	59.09%	$54,835.00	$2,492.50

Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractors	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Holocaust Memorial Museum U.S.	2	167.50	2	0	2	100.00%	$5,000.00	$2,500.00
International Boundary and Water Commission	0	0.00	0	0	0	0.00%	$0.00	$0.00
International Trade Commission	1	168.00	1	0	1	100.00%	$8,466.00	$8,466.00
John F. Kennedy Center for the Performing Arts	2	199.50	0	0	0	0.00%	$5,400.00	$2,700.00
Merit Systems Protection Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Aeronautics and Space Administration	32	232.78	15	9	24	75.00%	$101,399.48	$3,168.73
National Archives and Records Administration	10	184.80	5	0	5	50.00%	$38,583.25	$3,858.33
National Credit Union Administration	4	154.50	4	0	4	100.00%	$18,004.00	$4,501.00
National Endowment for the Arts	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Endowment for the Humanities	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Gallery of Art	2	190.00	0	0	0	0.00%	$3,490.00	$1,745.00
National Labor Relations Board	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Science Foundation	0	0.00	0	0	0	0.00%	$0.00	$0.00
National Transportation Safety Board	5	203.60	2	0	2	40.00%	$21,228.00	$4,245.60
Nuclear Regulatory Commission	10	314.30	3	0	3	30.00%	$29,103.00	$2,910.30
Office of Personnel Management	0	0.00	0	0	0	0.00%	$0.00	$0.00
Office of Special Counsel	0	0.00	0	0	0	0.00%	$0.00	$0.00
Overseas Private Investment Corporation	0	0.00	0	0	0	0.00%	$0.00	$0.00
Peace Corps	2	145.00	2	0	2	100.00%	$5,500.00	$2,750.00
Pension Benefit Guaranty Corporation	6	555.50	0	1	1	16.67%	$22,000.00	$3,666.67
Railroad Retirement Board	1	162.00	1	0	1	100.00%	$2,650.00	$2,650.00
Securities and Exchange Commission	15	170.87	9	4	13	86.67%	$150,621.00	$10,041.40
Selective Service System	0	0.00	0	0	0	0.00%	$0.00	$0.00
Small Business Administration	38	308.21	0	29	29	76.32%	$118,528.00	$3,119.16
Smithsonian Institution	12	143.00	10	2	12	100.00%	$50,400.00	$4,200.00
Social Security Administration	311	256.10	98	29	127	40.84%	$806,023.00	$2,591.71
Tennessee Valley Authority	33	105.03	32	0	32	96.97%	$118,364.00	$3,586.79
U.S. Postal Service	4,452	105.85	4,329	81	4,410	99.06%	$5,676,799.58	$1,275.11
U.S. Tax Court	1	168.00	1	0	1	100.00%	$1,396.47	$1,396.47

Table B-9b FY 2006 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractors	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Cabinet Level Subtotal	6,608	150.38	5,095	314	5,409	81.86%	$13,279,962.84	$2,009.68
Midsize Agencies Subtotal	558	231.56	231	85	316	56.63%	$1,625,764.42	$2,913.56
Small Agencies Subtotal	154	223.17	94	9	103	66.88%	$563,318.20	$3,657.91
Grand Total	7,320	158.10	5,420	408	5,828	79.62%	$15,469,045.46	$2,113.26

Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions*	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimi-nation*	APD Complaint Closures Finding Discrimi-nation	Total Number Complaint Closures Finding No Discrimi-nation*	APD Complaint Closures FInding No Discrimination
Agency for International Development	13	630.62	3	221.67	6	639.17	3	796.33	2	543.00	7	734.00
Armed Forces Retirement Home	8	336.13	2	265.50	0	0.00	2	589.00	0	0.00	2	589.00
Broadcasting Board of Governors	24	226.75	9	153.11	9	289.00	1	322.00	0	0.00	10	292.30
Central Intelligence Agency	22	523.59	4	15.75	6	300.17	7	1,188.86	0	0.00	13	778.69
Commodity Futures Trading Commission	3	193.00	1	34.00	1	264.00	0	0.00	0	0.00	1	264.00
Consumer Product Safety Commission	4	140.25	2	7.00	2	273.50	0	0.00	0	0.00	2	273.50
Corporation for National and Community Service	4	268.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Court Services and Offender Supervision Agency for the District of Columbia	3	506.33	1	226.00	0	0.00	1	735.00	0	0.00	1	735.00
Defense Army and Air Force Exchange	141	275.28	36	122.03	30	387.90	20	604.05	0	0.00	50	474.36
Defense Commissary Agency	136	211.29	4	224.25	20	260.05	38	341.82	2	355.50	56	312.13
Defense Contract Audit Agency	41	483.63	3	314.33	11	283.91	14	814.86	0	0.00	25	581.24
Defense Contract Management Agency	55	960.71	12	289.83	9	653.11	21	1,628.86	1	977.00	29	1,348.52
Defense Finance and Accounting Service	98	506.41	18	70.50	25	316.92	33	1,094.97	0	0.00	58	759.60
Defense Human Resources Activity	5	591.80	0	0.00	1	367.00	4	648.00	0	0.00	5	591.80
Defense Information Systems Agency	19	655.16	0	0.00	6	335.00	8	852.50	0	0.00	14	630.71
Defense Intelligence Agency	4	372.75	0	0.00	0	0.00	2	579.50	0	0.00	2	579.50
Defense Logistics Agency	105	334.90	13	109.23	33	434.79	21	557.76	1	448.00	53	483.26
Defense National Geospatial-Intelligence	16	366.50	2	51.50	3	544.33	2	354.00	0	0.00	5	468.20
Defense National Guard Bureau	27	226.41	11	461.18	3	5.00	0	0.00	3	5.00	0	0.00
Defense National Security Agency	33	350.94	16	138.56	12	574.75	1	606.00	0	0.00	13	577.15
Defense Nuclear Facilities Safety Board	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Defense Office of the Inspector General	3	170.00	1	28.00	1	336.00	0	0.00	0	0.00	1	336.00
Defense Security Service	3	384.00	0	0.00	2	278.00	1	596.00	0	0.00	3	384.00
Defense Threat Reduction Agency	12	258.33	2	25.00	2	338.50	3	547.00	0	0.00	5	463.60
Defense Uniformed Services University	2	25.50	1	26.00	0	0.00	0	0.00	0	0.00	0	0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	34	605.26	5	132.40	12	664.83	9	880.44	0	0.00	21	757.24
Department of Agriculture	577	679.62	85	651.18	124	919.10	134	719.09	15	791.53	243	816.68
Department of Commerce	292	553.30	55	137.27	115	790.87	36	700.78	1	966.00	150	768.08
Department of Defense Education Activity	36	420.94	5	211.00	8	486.50	13	588.38	0	0.00	21	549.57
Department of Education	61	426.34	5	202.80	22	491.50	15	639.53	0	0.00	37	551.51
Department of Energy	82	505.85	17	156.06	23	576.70	13	944.08	4	1,024.75	32	669.94
Department of Health and Human Services	316	435.74	55	114.73	109	726.13	43	362.93	3	749.00	149	620.85

Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions*	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimi-nation*	APD Complaint Closures Finding Discrimi-nation	Total Number Complaint Closures Finding No Discrimi-nation*	APD Complaint Closures FInding No Discrimination
Department of Homeland Security	1,195	558.24	320	275.35	266	728.28	320	899.03	24	1,312.92	562	800.54
Department of Housing and Urban Development	143	270.38	33	31.12	35	97.00	34	632.53	2	694.00	67	350.94
Department of Justice	600	387.74	129	206.95	223	369.26	118	599.94	20	1,256.35	321	398.79
Department of Labor	127	958.42	33	228.79	31	695.32	39	1,923.46	4	1,237.25	66	1,388.20
Department of State	86	368.02	19	38.95	17	465.88	18	683.17	0	0.00	35	577.63
Department of the Air Force	583	333.03	126	190.17	88	512.18	89	655.12	3	686.00	174	582.30
Department of the Army	1,460	315.76	297	89.74	265	622.24	157	681.36	15	819.40	407	637.78
Department of the Interior	251	495.05	48	381.29	65	471.11	63	717.40	1	1,300.00	127	586.76
Department of the Navy	664	375.73	180	215.06	138	479.81	101	755.63	3	582.67	236	596.55
Department of the Treasury	592	492.97	96	432.50	175	491.91	134	631.29	4	842.50	305	548.55
Department of Transportation	408	284.64	201	174.75	72	351.75	57	476.74	2	337.00	127	408.08
Department of Veterans Affairs	1,887	301.38	430	61.56	502	291.42	363	488.10	16	427.81	849	372.94
Environmental Protection Agency	84	505.18	24	244.88	25	677.04	18	732.22	0	0.00	43	700.14
EOP - National Drug Control Policy	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EOP - Office of Administration	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EOP - Office of Management and Budget	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Employment Opportunity Commission	30	407.83	4	76.00	9	610.56	2	881.00	1	1,160.00	10	609.70
Export-Import Bank of the US	7	325.71	6	245.67	0	0.00	0	0.00	0	0.00	0	0.00
Farm Credit Administration	2	489.50	0	0.00	0	0.00	1	889.00	0	0.00	1	889.00
Federal Communications Commission	4	339.75	2	34.50	0	0.00	1	480.00	0	0.00	1	480.00
Federal Deposit Insurance Corporation	45	600.40	4	608.00	15	360.87	7	558.00	0	0.00	22	423.59
Federal Election Commission	3	255.67	0	0.00	2	235.50	0	0.00	0	0.00	2	235.50
Federal Energy Regulatory Commission	3	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Housing Finance Board	1	73.00	1	73.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Labor Relations Authority	2	884.50	0	0.00	0	0.00	2	884.50	2	884.50	0	0.00
Federal Maritime Commission	1	14.00	0	0.00	0	0.00	1	14.00	0	0.00	1	14.00
Federal Mediation and Conciliation Service	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Reserve System--Board of Governors	4	512.25	0	0.00	1	399.00	0	0.00	0	0.00	1	399.00
Federal Retirement Thrift Investment Board	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Trade Commission	6	444.33	1	113.00	1	269.00	1	440.00	0	0.00	2	354.50
General Services Administration	103	372.62	20	52.05	21	357.95	31	539.23	1	865.00	51	458.20
Government Printing Office	44	496.14	17	253.47	12	572.75	8	795.50	0	0.00	20	661.85

Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions*	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimi-nation*	APD Complaint Closures Finding Discrimi-nation	Total Number Complaint Closures Finding No Discrimi-nation*	APD Complaint Closures FInding No Discrimination
Holocaust Memorial Museum U.S.	2	197.00	0	0.00	1	250.00	0	0.00	0	0.00	1	250.00
International Boundary and Water Commission	6	587.17	0	0.00	1	513.00	0	0.00	0	0.00	1	513.00
International Trade Commission	1	64.00	1	64.00	0	0.00	0	0.00	0	0.00	0	0.00
John F. Kennedy Center for the Performing Arts	1	266.00	0	0.00	1	266.00	0	0.00	0	0.00	1	266.00
Merit Systems Protection Board	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Aeronautics and Space Administration	64	544.64	19	315.95	24	916.38	4	543.75	1	532.00	27	875.41
National Archives and Records Administration	13	110.31	2	213.50	4	89.50	0	0.00	0	0.00	4	89.50
National Credit Union Administration	8	502.63	3	118.67	2	1,404.00	0	0.00	0	0.00	2	1,404.00
National Endowment for the Arts	1	321.00	1	321.00	0	0.00	0	0.00	0	0.00	0	0.00
National Endowment for the Humanities	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Gallery of Art	1	825.00	0	0.00	0	0.00	1	825.00	0	0.00	1	825.00
National Labor Relations Board	4	258.75	0	0.00	0	0.00	1	280.00	0	0.00	1	280.00
National Science Foundation	2	768.00	1	719.00	0	0.00	0	0.00	0	0.00	0	0.00
National Transportation Safety Board	7	531.57	3	370.00	0	0.00	1	1,099.00	0	0.00	1	1,099.00
Nuclear Regulatory Commission	13	325.77	1	86.00	4	544.50	1	784.00	0	0.00	5	592.40
Office of Personnel Management	45	130.93	16	55.94	9	209.22	4	570.00	0	0.00	13	320.23
Office of Special Counsel	1	600.00	0	0.00	0	0.00	1	600.00	0	0.00	1	600.00
Overseas Private Investment Corporation	2	498.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Peace Corps	3	545.33	1	538.00	0	0.00	1	884.00	0	0.00	1	884.00
Pension Benefit Guaranty Corporation	15	328.60	8	261.63	4	419.75	0	0.00	0	0.00	4	419.75
Railroad Retirement Board	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Securities and Exchange Commission	16	358.31	5	371.00	4	261.50	1	684.00	0	0.00	5	346.00
Selective Service System	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Small Business Administration	29	689.10	6	375.33	6	620.50	8	1,195.63	0	0.00	14	949.14
Smithsonian Institution	28	202.18	10	59.00	9	185.56	2	651.50	0	0.00	11	270.27
Social Security Administration	471	648.74	92	109.15	200	931.87	88	784.30	9	1,254.22	279	874.92
Tennessee Valley Authority	85	136.81	16	30.00	42	167.98	8	73.50	2	204.00	48	150.73
U.S. Postal Service	7,785	289.04	2,351	43.66	1,987	267.08	2,152	545.86	82	910.99	4,057	401.94
U.S. Tax Court	1	215.00	0	0.00	1	215.00	0	0.00	0	0.00	1	215.00

Table B-10 FY 2006 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions*	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimi-nation*	APD Complaint Closures Finding Discrimi-nation	Total Number Complaint Closures Finding No Discrimi-nation*	APD Complaint Closures FInding No Discrimination
Cabinet Level Subtotal	17,879	358.66	4,609	115.43	4,435	402.42	4,076	619.48	206	909.21	8,305	496.38
Midsize Agencies Subtotal	909	534.13	191	150.35	342	732.96	166	701.51	13	1,007.15	495	715.21
Small Agencies Subtotal	331	359.45	95	186.49	80	421.89	41	782.93	5	803.00	116	533.07
Grand Total	19,119	367.01	4,895	118.17	4,857	426.02	4,283	624.23	224	912.52	8,916	509.01

***This column also includes Merit Decisions (with AJ Decision) that are not fully implemented (i.e. appealed) by the agency.**

Table B-11 FY 2006 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Agency for International Development	13	0	0.00%	1	7.69%	3	23.08%	9	69.23%
Armed Forces Retirement Home	8	4	50.00%	0	0.00%	2	25.00%	2	25.00%
Broadcasting Board of Governors	24	2	8.33%	3	12.50%	9	37.50%	10	41.67%
Central Intelligence Agency	22	3	13.64%	2	9.09%	4	18.18%	13	59.09%
Commodity Futures Trading Commission	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%
Consumer Product Safety Commission	4	0	0.00%	0	0.00%	2	50.00%	2	50.00%
Corporation for National and Community Service	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%
Defense Army and Air Force Exchange	141	44	31.21%	11	7.80%	36	25.53%	50	35.46%
Defense Commissary Agency	136	33	24.26%	41	30.15%	4	2.94%	58	42.65%
Defense Contract Audit Agency	41	11	26.83%	2	4.88%	3	7.32%	25	60.98%
Defense Contract Management Agency	55	11	20.00%	2	3.64%	12	21.82%	30	54.55%
Defense Finance and Accounting Service	98	18	18.37%	4	4.08%	18	18.37%	58	59.18%
Defense Human Resources Activity	5	0	0.00%	0	0.00%	0	0.00%	5	100.00%
Defense Information Systems Agency	19	3	15.79%	2	10.53%	0	0.00%	14	73.68%
Defense Intelligence Agency	4	1	25.00%	1	25.00%	0	0.00%	2	50.00%
Defense Logistics Agency	105	30	28.57%	8	7.62%	13	12.38%	54	51.43%
Defense National Geospatial-Intelligence	16	8	50.00%	1	6.25%	2	12.50%	5	31.25%
Defense National Guard Bureau	27	9	33.33%	4	14.81%	11	40.74%	3	11.11%
Defense National Security Agency	33	3	9.09%	1	3.03%	16	48.48%	13	39.39%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	3	1	33.33%	0	0.00%	1	33.33%	1	33.33%
Defense Security Service	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%
Defense Threat Reduction Agency	12	1	8.33%	4	33.33%	2	16.67%	5	41.67%
Defense Uniformed Services University	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	34	5	14.71%	3	8.82%	5	14.71%	21	61.76%
Department of Agriculture	577	182	31.54%	52	9.01%	85	14.73%	258	44.71%
Department of Commerce	292	65	22.26%	21	7.19%	55	18.84%	151	51.71%
Department of Defense Education Activity	36	8	22.22%	2	5.56%	5	13.89%	21	58.33%
Department of Education	61	6	9.84%	13	21.31%	5	8.20%	37	60.66%
Department of Energy	82	22	26.83%	7	8.54%	17	20.73%	36	43.90%
Department of Health and Human Services	316	72	22.78%	37	11.71%	55	17.41%	152	48.10%

Table B-11 FY 2006 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Department of Homeland Security	1,195	204	17.07%	85	7.11%	320	26.78%	586	49.04%
Department of Housing and Urban Development	143	30	20.98%	11	7.69%	33	23.08%	69	48.25%
Department of Justice	600	72	12.00%	58	9.67%	129	21.50%	341	56.83%
Department of Labor	127	9	7.09%	15	11.81%	33	25.98%	70	55.12%
Department of State	86	27	31.40%	5	5.81%	19	22.09%	35	40.70%
Department of the Air Force	583	200	34.31%	80	13.72%	126	21.61%	177	30.36%
Department of the Army	1,460	588	40.27%	153	10.48%	297	20.34%	422	28.90%
Department of the Interior	251	61	24.30%	14	5.58%	48	19.12%	128	51.00%
Department of the Navy	664	181	27.26%	64	9.64%	180	27.11%	239	35.99%
Department of the Treasury	592	99	16.72%	88	14.86%	96	16.22%	309	52.20%
Department of Transportation	408	61	14.95%	17	4.17%	201	49.26%	129	31.62%
Department of Veterans Affairs	1,887	402	21.30%	190	10.07%	430	22.79%	865	45.84%
Environmental Protection Agency	84	13	15.48%	4	4.76%	24	28.57%	43	51.19%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	30	13	43.33%	2	6.67%	4	13.33%	11	36.67%
Export-Import Bank of the US	7	1	14.29%	0	0.00%	6	85.71%	0	0.00%
Farm Credit Administration	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%
Federal Communications Commission	4	1	25.00%	0	0.00%	2	50.00%	1	25.00%
Federal Deposit Insurance Corporation	45	14	31.11%	5	11.11%	4	8.89%	22	48.89%
Federal Election Commission	3	1	33.33%	0	0.00%	0	0.00%	2	66.67%
Federal Energy Regulatory Commission	3	0	0.00%	3	100.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Federal Labor Relations Authority	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
Federal Maritime Commission	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Federal Mediation and Conciliation Service	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	4	3	75.00%	0	0.00%	0	0.00%	1	25.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	6	2	33.33%	1	16.67%	1	16.67%	2	33.33%
General Services Administration	103	24	23.30%	7	6.80%	20	19.42%	52	50.49%
Government Printing Office	44	3	6.82%	4	9.09%	17	38.64%	20	45.45%

Table B-11 FY 2006 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Holocaust Memorial Museum U.S.	2	0	0.00%	1	50.00%	0	0.00%	1	50.00%
International Boundary and Water Commission	6	5	83.33%	0	0.00%	0	0.00%	1	16.67%
International Trade Commission	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	64	15	23.44%	2	3.13%	19	29.69%	28	43.75%
National Archives and Records Administration	13	5	38.46%	2	15.38%	2	15.38%	4	30.77%
National Credit Union Administration	8	3	37.50%	0	0.00%	3	37.50%	2	25.00%
National Endowment for the Arts	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
National Labor Relations Board	4	3	75.00%	0	0.00%	0	0.00%	1	25.00%
National Science Foundation	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
National Transportation Safety Board	7	2	28.57%	1	14.29%	3	42.86%	1	14.29%
Nuclear Regulatory Commission	13	3	23.08%	4	30.77%	1	7.69%	5	38.46%
Office of Personnel Management	45	12	26.67%	4	8.89%	16	35.56%	13	28.89%
Office of Special Counsel	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Overseas Private Investment Corporation	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	3	0	0.00%	1	33.33%	1	33.33%	1	33.33%
Pension Benefit Guaranty Corporation	15	2	13.33%	1	6.67%	8	53.33%	4	26.67%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	16	5	31.25%	1	6.25%	5	31.25%	5	31.25%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	29	7	24.14%	2	6.90%	6	20.69%	14	48.28%
Smithsonian Institution	28	6	21.43%	1	3.57%	10	35.71%	11	39.29%
Social Security Administration	471	44	9.34%	47	9.98%	92	19.53%	288	61.15%
Tennessee Valley Authority	85	14	16.47%	5	5.88%	16	18.82%	50	58.82%
U.S. Postal Service	7,785	803	10.31%	492	6.32%	2,351	30.20%	4,139	53.17%
U.S. Tax Court	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%

Table B-11 FY 2006 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Cabinet Level Subtotal	17,879	3,271	18.30%	1,488	8.32%	4,609	25.78%	8,511	47.60%
Midsize Agencies Subtotal	909	137	15.07%	73	8.03%	191	21.01%	508	55.89%
Small Agencies Subtotal	331	82	24.77%	33	9.97%	95	28.70%	121	36.56%
Grand Total	19,119	3,490	18.25%	1,594	8.34%	4,895	25.60%	9,140	47.81%

Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
Agency for International Development	630.62	1,309.00	1,309.00	0.00	0.00	0.00	0.00	574.08
Armed Forces Retirement Home	336.13	0.00	0.00	0.00	245.00	697.00	94.33	427.25
Broadcasting Board of Governors	226.75	143.00	143.00	0.00	356.00	356.00	0.00	226.37
Central Intelligence Agency	523.59	176.50	228.00	125.00	326.67	326.67	0.00	599.18
Commodity Futures Trading Commission	193.00	0.00	0.00	0.00	281.00	281.00	0.00	149.00
Consumer Product Safety Commission	140.25	0.00	0.00	0.00	0.00	0.00	0.00	140.25
Corporation for National and Community Service	268.00	0.00	0.00	0.00	268.00	318.33	117.00	0.00
Court Services and Offender Supervision Agency for the District of Columbia	506.33	0.00	0.00	0.00	558.00	558.00	0.00	480.50
Defense Army and Air Force Exchange	275.28	170.18	178.20	90.00	200.73	387.60	104.07	326.87
Defense Commissary Agency	211.29	92.07	91.79	92.47	178.00	118.35	241.38	307.85
Defense Contract Audit Agency	483.63	96.00	96.00	0.00	378.45	414.30	20.00	552.64
Defense Contract Management Agency	960.71	405.50	405.50	0.00	781.73	1,031.38	116.00	1,034.02
Defense Finance and Accounting Service	506.41	131.50	183.50	79.50	209.78	356.00	92.80	596.39
Defense Human Resources Activity	591.80	0.00	0.00	0.00	0.00	0.00	0.00	591.80
Defense Information Systems Agency	655.16	261.50	261.50	0.00	1,031.67	1,031.67	0.00	630.71
Defense Intelligence Agency	372.75	205.00	205.00	0.00	127.00	0.00	127.00	579.50
Defense Logistics Agency	334.90	80.75	86.71	39.00	234.60	449.17	91.56	410.16
Defense National Geospatial-Intelligence	366.50	566.00	566.00	0.00	356.75	481.40	149.00	349.14
Defense National Guard Bureau	226.41	117.25	0.00	469.00	61.78	31.00	77.17	363.43
Defense National Security Agency	350.94	374.00	374.00	0.00	495.67	495.67	0.00	335.17
Defense Nuclear Facilities Safety Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Inspector General	170.00	0.00	0.00	0.00	146.00	146.00	0.00	182.00
Defense Security Service	384.00	0.00	0.00	0.00	0.00	0.00	0.00	384.00
Defense Threat Reduction Agency	258.33	154.25	154.25	0.00	115.00	115.00	0.00	338.29
Defense Uniformed Services University	25.50	0.00	0.00	0.00	25.00	25.00	0.00	26.00
Defense Office of the Secretary/Wash. Hqtrs. Services	605.26	271.67	271.67	0.00	640.00	640.00	0.00	637.08
Department of Agriculture	679.62	412.04	417.92	112.00	577.14	629.86	173.00	774.57
Department of Commerce	553.30	256.62	256.62	0.00	499.20	484.83	618.29	600.62
Department of Defense Education Activity	420.94	477.00	477.00	0.00	200.50	232.83	103.50	484.46
Department of Education	426.34	183.38	183.38	0.00	367.17	367.17	0.00	510.00
Department of Energy	505.85	281.71	281.71	0.00	514.45	543.35	416.20	531.89

Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
Department of Health and Human Services	435.74	238.08	256.73	84.25	386.40	402.75	234.57	488.23
Department of Homeland Security	558.24	209.41	214.17	12.00	391.02	405.17	183.15	628.62
Department of Housing and Urban Development	270.38	162.55	166.20	126.00	364.97	478.05	138.80	254.20
Department of Justice	387.74	267.97	287.64	59.40	517.58	586.54	255.53	382.63
Department of Labor	958.42	778.40	778.40	0.00	658.11	0.00	658.11	1,010.87
Department of State	368.02	266.00	266.00	0.00	346.78	506.47	147.17	388.09
Department of the Air Force	333.03	293.16	295.38	236.33	216.83	344.59	141.79	420.26
Department of the Army	315.76	223.33	229.14	81.17	218.23	264.63	119.52	415.19
Department of the Interior	495.05	221.43	221.43	0.00	443.25	446.55	245.00	534.77
Department of the Navy	375.73	173.84	173.84	0.00	315.54	319.38	180.60	432.56
Department of the Treasury	492.97	288.94	288.94	0.00	547.59	593.72	86.22	523.95
Department of Transportation	284.64	309.65	309.65	0.00	381.08	414.42	229.55	265.53
Department of Veterans Affairs	301.38	235.95	233.23	297.88	432.64	457.04	357.97	270.23
Environmental Protection Agency	505.18	675.00	675.00	0.00	288.62	288.62	0.00	537.06
EOP - National Drug Control Policy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Management and Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of the U.S. Trade Representative	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equal Employment Opportunity Commission	407.83	114.50	187.00	42.00	341.92	340.78	344.50	504.07
Export-Import Bank of the US	325.71	0.00	0.00	0.00	806.00	806.00	0.00	245.67
Farm Credit Administration	489.50	90.00	90.00	0.00	0.00	0.00	0.00	889.00
Federal Communications Commission	339.75	0.00	0.00	0.00	810.00	810.00	0.00	183.00
Federal Deposit Insurance Corporation	600.40	165.80	165.80	0.00	1,031.29	1,655.13	199.50	451.96
Federal Election Commission	255.67	0.00	0.00	0.00	296.00	296.00	0.00	235.50
Federal Energy Regulatory Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Housing Finance Board	73.00	0.00	0.00	0.00	0.00	0.00	0.00	73.00
Federal Labor Relations Authority	884.50	0.00	0.00	0.00	0.00	0.00	0.00	884.50
Federal Maritime Commission	14.00	0.00	0.00	0.00	0.00	0.00	0.00	14.00
Federal Mediation and Conciliation Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Reserve System--Board of Governors	512.25	0.00	0.00	0.00	550.00	550.00	0.00	399.00
Federal Retirement Thrift Investment Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Trade Commission	444.33	336.00	336.00	0.00	754.00	754.00	0.00	274.00

Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
General Services Administration	372.62	215.43	215.43	0.00	483.25	535.48	117.67	351.03
Government Printing Office	496.14	658.00	658.00	0.00	550.67	550.67	0.00	474.22
Holocaust Memorial Museum U.S.	197.00	144.00	144.00	0.00	0.00	0.00	0.00	250.00
International Boundary and Water Commission	587.17	0.00	0.00	0.00	602.00	602.00	0.00	513.00
International Trade Commission	64.00	0.00	0.00	0.00	0.00	0.00	0.00	64.00
John F. Kennedy Center for the Performing Arts	266.00	0.00	0.00	0.00	0.00	0.00	0.00	266.00
Merit Systems Protection Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Aeronautics and Space Administration	544.64	135.00	135.00	0.00	294.40	314.14	277.13	641.94
National Archives and Records Administration	110.31	39.50	39.50	0.00	114.00	154.33	53.50	130.83
National Credit Union Administration	502.63	0.00	0.00	0.00	285.67	285.67	0.00	632.80
National Endowment for the Arts	321.00	0.00	0.00	0.00	0.00	0.00	0.00	321.00
National Endowment for the Humanities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Gallery of Art	825.00	0.00	0.00	0.00	0.00	0.00	0.00	825.00
National Labor Relations Board	258.75	0.00	0.00	0.00	251.67	251.67	0.00	280.00
National Science Foundation	768.00	0.00	0.00	0.00	817.00	817.00	0.00	719.00
National Transportation Safety Board	531.57	163.00	163.00	0.00	674.50	674.50	0.00	552.25
Nuclear Regulatory Commission	325.77	176.25	180.67	163.00	160.67	160.67	0.00	508.00
Office of Personnel Management	130.93	208.50	208.50	0.00	0.00	0.00	0.00	174.41
Office of Special Counsel	600.00	0.00	0.00	0.00	0.00	0.00	0.00	600.00
Overseas Private Investment Corporation	498.50	0.00	0.00	0.00	498.50	498.50	0.00	0.00
Peace Corps	545.33	214.00	214.00	0.00	0.00	0.00	0.00	711.00
Pension Benefit Guaranty Corporation	328.60	247.00	247.00	0.00	455.00	455.00	0.00	314.33
Railroad Retirement Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Securities and Exchange Commission	358.31	370.00	370.00	0.00	355.60	355.60	0.00	358.50
Selective Service System	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Small Business Administration	689.10	138.50	138.50	0.00	595.29	668.00	159.00	777.00
Smithsonian Institution	202.18	16.00	0.00	16.00	347.00	0.00	347.00	169.67
Social Security Administration	648.74	314.81	316.09	256.00	575.64	658.81	136.00	698.51
Tennessee Valley Authority	136.81	366.20	366.20	0.00	119.64	127.18	92.00	123.08
U.S. Postal Service	289.04	197.75	197.75	0.00	429.44	432.07	130.29	278.59
U.S. Tax Court	215.00	0.00	0.00	0.00	0.00	0.00	0.00	215.00

Table B-12 FY 2006 Average Processing Days (APD) All Complaint Closures								
Agency or Department	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
Cabinet Level Subtotal	358.66	231.94	235.60	130.85	374.70	419.60	187.98	369.03
Midsize Agencies Subtotal	534.13	304.48	309.23	136.00	492.38	584.66	212.82	566.29
Small Agencies Subtotal	359.45	246.48	260.13	110.00	332.62	352.64	188.50	386.89
Grand Total	367.01	235.56	239.48	129.93	378.33	423.93	189.23	379.13

Table B-13 FY 2006 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Agency for International Development	13	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	8	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Broadcasting Board of Governors	24	9	6	66.67%	3	33.33%	3	100.00%	0	0.00%
Central Intelligence Agency	22	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	3	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	4	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	3	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	141	36	33	91.67%	3	8.33%	3	100.00%	0	0.00%
Defense Commissary Agency	136	4	2	50.00%	2	50.00%	2	100.00%	0	0.00%
Defense Contract Audit Agency	41	3	2	66.67%	1	33.33%	1	100.00%	0	0.00%
Defense Contract Management Agency	55	12	10	83.33%	2	16.67%	2	100.00%	0	0.00%
Defense Finance and Accounting Service	98	18	18	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	19	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	105	13	11	84.62%	2	15.38%	2	100.00%	0	0.00%
Defense National Geospatial-Intelligence	16	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	27	11	10	90.91%	1	9.09%	1	100.00%	0	0.00%
Defense National Security Agency	33	16	16	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	3	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	12	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	2	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	34	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	577	85	55	64.71%	30	35.29%	30	100.00%	0	0.00%
Department of Commerce	292	55	49	89.09%	6	10.91%	6	100.00%	0	0.00%
Department of Defense Education Activity	36	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Education	61	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Energy	82	17	17	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	316	55	47	85.45%	8	14.55%	8	100.00%	0	0.00%
Department of Homeland Security	1,195	320	304	95.00%	16	5.00%	16	100.00%	0	0.00%

Table B-13 FY 2006 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Department of Housing and Urban Development	143	33	33	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Justice	600	129	125	96.90%	4	3.10%	3	75.00%	1	25.00%
Department of Labor	127	33	31	93.94%	2	6.06%	2	100.00%	0	0.00%
Department of State	86	19	19	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	583	126	110	87.30%	16	12.70%	16	100.00%	0	0.00%
Department of the Army	1,460	297	286	96.30%	11	3.70%	11	100.00%	0	0.00%
Department of the Interior	251	48	37	77.08%	11	22.92%	11	100.00%	0	0.00%
Department of the Navy	664	180	174	96.67%	6	3.33%	6	100.00%	0	0.00%
Department of the Treasury	592	96	84	87.50%	12	12.50%	12	100.00%	0	0.00%
Department of Transportation	408	201	197	98.01%	4	1.99%	4	100.00%	0	0.00%
Department of Veterans Affairs	1,887	430	419	97.44%	11	2.56%	11	100.00%	0	0.00%
Environmental Protection Agency	84	24	18	75.00%	6	25.00%	6	100.00%	0	0.00%
EOP - National Drug Control Policy	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	30	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	7	6	1	16.67%	5	83.33%	5	100.00%	0	0.00%
Farm Credit Administration	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	4	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	45	4	0	0.00%	4	100.00%	4	100.00%	0	0.00%
Federal Election Commission	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	1	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	6	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
General Services Administration	103	20	18	90.00%	2	10.00%	2	100.00%	0	0.00%
Government Printing Office	44	17	15	88.24%	2	11.76%	2	100.00%	0	0.00%
Holocaust Memorial Museum U.S.	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	6	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 FY 2006 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
International Trade Commission	1	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	64	19	19	100.00%	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	13	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	8	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	1	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	2	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
National Transportation Safety Board	7	3	2	66.67%	1	33.33%	1	100.00%	0	0.00%
Nuclear Regulatory Commission	13	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	45	16	16	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	3	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Pension Benefit Guaranty Corporation	15	8	7	87.50%	1	12.50%	1	100.00%	0	0.00%
Railroad Retirement Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	16	5	4	80.00%	1	20.00%	1	100.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	29	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	28	10	10	100.00%	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	471	92	92	100.00%	0	0.00%	0	0.00%	0	0.00%
Tennessee Valley Authority	85	16	16	100.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	7,785	2,351	2,305	98.04%	46	1.96%	46	100.00%	0	0.00%
U.S. Tax Court	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	17,879	4,609	4,415	95.79%	194	4.21%	193	99.48%	1	0.52%
Midsize Agencies Subtotal	909	191	179	93.72%	12	6.28%	12	100.00%	0	0.00%
Small Agencies Subtotal	331	95	79	83.16%	16	16.84%	16	100.00%	0	0.00%
Grand Total	19,119	4,895	4,673	95.46%	222	4.54%	221	99.55%	1	0.45%

Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Agency for International Development	6	639.17	639.17	0	0	0	0	0.00%
Armed Forces Retirement Home	0	0.00	0.00	0	0	0	0	0.00%
Broadcasting Board of Governors	9	289.00	389.78	0	0	0	0	0.00%
Central Intelligence Agency	6	300.17	30.17	1	5	0	6	100.00%
Commodity Futures Trading Commission	1	264.00	264.00	0	0	0	0	0.00%
Consumer Product Safety Commission	2	273.50	24.50	0	1	1	2	100.00%
Corporation for National and Community Service	0	0.00	0.00	0	0	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0.00	0.00	0	0	0	0	0.00%
Defense Army and Air Force Exchange	30	387.90	66.17	11	8	4	23	76.67%
Defense Commissary Agency	20	260.05	46.85	15	3	1	19	95.00%
Defense Contract Audit Agency	11	283.91	25.09	2	7	2	11	100.00%
Defense Contract Management Agency	9	653.11	297.89	1	0	0	1	11.11%
Defense Finance and Accounting Service	25	316.92	98.36	4	7	0	11	44.00%
Defense Human Resources Activity	1	367.00	181.00	0	0	0	0	0.00%
Defense Information Systems Agency	6	335.00	47.50	2	3	0	5	83.33%
Defense Intelligence Agency	0	0.00	0.00	0	0	0	0	0.00%
Defense Logistics Agency	33	434.79	178.55	2	1	6	9	27.27%
Defense National Geospatial-Intelligence	3	544.33	110.00	0	1	0	1	33.33%
Defense National Guard Bureau	3	5.00	0.00	3	0	0	3	100.00%
Defense National Security Agency	12	574.75	150.00	3	0	0	3	25.00%
Defense Nuclear Facilities Safety Board	0	0.00	0.00	0	0	0	0	0.00%
Defense Office of the Inspector General	1	336.00	57.00	0	1	0	1	100.00%
Defense Security Service	2	278.00	51.50	1	0	0	1	50.00%
Defense Threat Reduction Agency	2	338.50	59.00	0	2	0	2	100.00%
Defense Uniformed Services University	0	0.00	0.00	0	0	0	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	12	664.83	212.58	0	1	0	1	8.33%
Department of Agriculture	124	919.10	546.54	0	0	2	2	1.61%
Department of Commerce	115	790.87	263.74	8	10	19	37	32.17%
Department of Defense Education Activity	8	486.50	103.63	0	2	0	2	25.00%
Department of Education	22	491.50	84.68	0	0	0	0	0.00%

Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Department of Energy	23	576.70	73.78	6	5	1	12	52.17%
Department of Health and Human Services	109	726.13	493.02	3	6	4	13	11.93%
Department of Homeland Security	266	728.28	399.73	1	1	2	4	1.50%
Department of Housing and Urban Development	35	97.00	53.60	15	7	4	26	74.29%
Department of Justice	223	369.26	135.50	59	38	9	106	47.53%
Department of Labor	31	695.32	184.71	0	1	5	6	19.35%
Department of State	17	465.88	465.88	0	0	0	0	0.00%
Department of the Air Force	88	512.18	251.97	3	11	7	21	23.86%
Department of the Army	265	622.24	223.52	13	21	11	45	16.98%
Department of the Interior	65	471.11	137.05	11	4	4	19	29.23%
Department of the Navy	138	479.81	56.04	104	2	8	114	82.61%
Department of the Treasury	175	491.91	30.84	115	10	16	141	80.57%
Department of Transportation	72	351.75	74.57	19	22	3	44	61.11%
Department of Veterans Affairs	502	291.42	68.81	84	153	92	329	65.54%
Environmental Protection Agency	25	677.04	348.88	0	2	0	2	8.00%
EOP - National Drug Control Policy	0	0.00	0.00	0	0	0	0	0.00%
EOP - Office of Administration	0	0.00	0.00	0	0	0	0	0.00%
EOP - Office of Management and Budget	0	0.00	0.00	0	0	0	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0.00	0.00	0	0	0	0	0.00%
Equal Employment Opportunity Commission	9	610.56	254.78	0	4	0	4	44.44%
Export-Import Bank of the US	0	0.00	0.00	0	0	0	0	0.00%
Farm Credit Administration	0	0.00	0.00	0	0	0	0	0.00%
Federal Communications Commission	0	0.00	0.00	0	0	0	0	0.00%
Federal Deposit Insurance Corporation	15	360.87	125.80	2	1	0	3	20.00%
Federal Election Commission	2	235.50	46.00	2	0	0	2	100.00%
Federal Energy Regulatory Commission	0	0.00	0.00	0	0	0	0	0.00%
Federal Housing Finance Board	0	0.00	0.00	0	0	0	0	0.00%
Federal Labor Relations Authority	0	0.00	0.00	0	0	0	0	0.00%
Federal Maritime Commission	0	0.00	0.00	0	0	0	0	0.00%
Federal Mediation and Conciliation Service	0	0.00	0.00	0	0	0	0	0.00%
Federal Reserve System--Board of Governors	1	399.00	60.00	1	0	0	1	100.00%

Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Federal Retirement Thrift Investment Board	0	0.00	0.00	0	0	0	0	0.00%
Federal Trade Commission	1	269.00	95.00	0	0	0	0	0.00%
General Services Administration	21	357.95	46.00	9	6	6	21	100.00%
Government Printing Office	12	572.75	68.25	2	4	0	6	50.00%
Holocaust Memorial Museum U.S.	1	250.00	36.00	0	1	0	1	100.00%
International Boundary and Water Commission	1	513.00	59.00	0	0	1	1	100.00%
International Trade Commission	0	0.00	0.00	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	1	266.00	56.00	0	0	1	1	100.00%
Merit Systems Protection Board	0	0.00	0.00	0	0	0	0	0.00%
National Aeronautics and Space Administration	24	916.38	346.21	0	0	0	0	0.00%
National Archives and Records Administration	4	89.50	89.50	0	2	0	2	50.00%
National Credit Union Administration	2	1,404.00	1,238.50	0	0	0	0	0.00%
National Endowment for the Arts	0	0.00	0.00	0	0	0	0	0.00%
National Endowment for the Humanities	0	0.00	0.00	0	0	0	0	0.00%
National Gallery of Art	0	0.00	0.00	0	0	0	0	0.00%
National Labor Relations Board	0	0.00	0.00	0	0	0	0	0.00%
National Science Foundation	0	0.00	0.00	0	0	0	0	0.00%
National Transportation Safety Board	0	0.00	0.00	0	0	0	0	0.00%
Nuclear Regulatory Commission	4	544.50	61.25	0	1	1	2	50.00%
Office of Personnel Management	9	209.22	47.67	3	3	1	7	77.78%
Office of Special Counsel	0	0.00	0.00	0	0	0	0	0.00%
Overseas Private Investment Corporation	0	0.00	0.00	0	0	0	0	0.00%
Peace Corps	0	0.00	0.00	0	0	0	0	0.00%
Pension Benefit Guaranty Corporation	4	419.75	249.50	0	0	0	0	0.00%
Railroad Retirement Board	0	0.00	0.00	0	0	0	0	0.00%
Securities and Exchange Commission	4	261.50	63.75	1	1	0	2	50.00%
Selective Service System	0	0.00	0.00	0	0	0	0	0.00%
Small Business Administration	6	620.50	565.17	0	0	0	0	0.00%
Smithsonian Institution	9	185.56	36.22	2	5	2	9	100.00%
Social Security Administration	200	931.87	453.40	3	0	2	5	2.50%
Tennessee Valley Authority	42	167.98	119.88	12	4	15	31	73.81%

Table B-14 FY 2006 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
U.S. Postal Service	1,987	267.08	24.91	262	1,039	604	1,905	95.87%
U.S. Tax Court	1	215.00	0.00	1	0	0	1	100.00%
Cabinet Level Subtotal	4,435	402.42	117.43	747	1,366	804	2,917	65.77%
Midsize Agencies Subtotal	342	732.96	348.87	28	18	25	71	20.76%
Small Agencies Subtotal	80	421.89	201.36	11	22	5	38	47.50%
Grand Total	4,857	426.02	135.11	786	1,406	834	3,026	62.30%

Table B-15 FY 2006 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination
Agency for International Development	9	6	2	33.33%	3	0	0.00%	0	0.00%
Armed Forces Retirement Home	2	0	0	0.00%	2	0	0.00%	0	0.00%
Broadcasting Board of Governors	10	9	0	0.00%	1	0	0.00%	0	0.00%
Central Intelligence Agency	13	6	0	0.00%	7	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	1	0	0.00%	0	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	2	0	0.00%	0	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	1	0	0	0.00%	1	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	50	30	0	0.00%	20	0	0.00%	0	0.00%
Defense Commissary Agency	58	20	0	0.00%	38	2	5.26%	2	100.00%
Defense Contract Audit Agency	25	11	0	0.00%	14	0	0.00%	0	0.00%
Defense Contract Management Agency	30	9	0	0.00%	21	1	4.76%	0	0.00%
Defense Finance and Accounting Service	58	25	0	0.00%	33	0	0.00%	0	0.00%
Defense Human Resources Activity	5	1	0	0.00%	4	0	0.00%	0	0.00%
Defense Information Systems Agency	14	6	0	0.00%	8	0	0.00%	0	0.00%
Defense Intelligence Agency	2	0	0	0.00%	2	0	0.00%	0	0.00%
Defense Logistics Agency	54	33	1	3.03%	21	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence	5	3	0	0.00%	2	0	0.00%	0	0.00%
Defense National Guard Bureau	3	3	3	100.00%	0	0	0.00%	0	0.00%
Defense National Security Agency	13	12	0	0.00%	1	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Inspector General	1	1	0	0.00%	0	0	0.00%	0	0.00%
Defense Security Service	3	2	0	0.00%	1	0	0.00%	0	0.00%
Defense Threat Reduction Agency	5	2	0	0.00%	3	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	21	12	0	0.00%	9	0	0.00%	0	0.00%
Department of Agriculture	258	124	4	3.23%	134	11	8.21%	9	81.82%
Department of Commerce	151	115	0	0.00%	36	1	2.78%	0	0.00%
Department of Defense Education Activity	21	8	0	0.00%	13	0	0.00%	0	0.00%
Department of Education	37	22	0	0.00%	15	0	0.00%	0	0.00%
Department of Energy	36	23	3	13.04%	13	1	7.69%	0	0.00%
Department of Health and Human Services	152	109	0	0.00%	43	3	6.98%	3	100.00%
Department of Homeland Security	586	266	3	1.13%	320	21	6.56%	14	66.67%

Table B-15 FY 2006 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination
Department of Housing and Urban Development	69	35	0	0.00%	34	2	5.88%	2	100.00%
Department of Justice	341	223	8	3.59%	118	12	10.17%	7	58.33%
Department of Labor	70	31	2	6.45%	39	2	5.13%	2	100.00%
Department of State	35	17	0	0.00%	18	0	0.00%	0	0.00%
Department of the Air Force	177	88	1	1.14%	89	2	2.25%	1	50.00%
Department of the Army	422	265	1	0.38%	157	14	8.92%	11	78.57%
Department of the Interior	128	65	0	0.00%	63	1	1.59%	1	100.00%
Department of the Navy	239	138	1	0.72%	101	2	1.98%	1	50.00%
Department of the Treasury	309	175	0	0.00%	134	4	2.99%	0	0.00%
Department of Transportation	129	72	0	0.00%	57	2	3.51%	2	100.00%
Department of Veterans Affairs	865	502	6	1.20%	363	10	2.75%	3	30.00%
Environmental Protection Agency	43	25	0	0.00%	18	0	0.00%	0	0.00%
EOP - National Drug Control Policy	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	11	9	0	0.00%	2	1	50.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%
Farm Credit Administration	1	0	0	0.00%	1	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0	0.00%	1	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	22	15	0	0.00%	7	0	0.00%	0	0.00%
Federal Election Commission	2	2	0	0.00%	0	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Labor Relations Authority	2	0	0	0.00%	2	2	100.00%	0	0.00%
Federal Maritime Commission	1	0	0	0.00%	1	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	1	1	0	0.00%	0	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Trade Commission	2	1	0	0.00%	1	0	0.00%	0	0.00%
General Services Administration	52	21	0	0.00%	31	1	3.23%	1	100.00%
Government Printing Office	20	12	0	0.00%	8	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	1	1	0	0.00%	0	0	0.00%	0	0.00%
International Boundary and Water Commission	1	1	0	0.00%	0	0	0.00%	0	0.00%

Table B-15 FY 2006 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	1	1	0	0.00%	0	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Aeronautics and Space Administration	28	24	0	0.00%	4	1	25.00%	1	100.00%
National Archives and Records Administration	4	4	0	0.00%	0	0	0.00%	0	0.00%
National Credit Union Administration	2	2	0	0.00%	0	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Gallery of Art	1	0	0	0.00%	1	0	0.00%	0	0.00%
National Labor Relations Board	1	0	0	0.00%	1	0	0.00%	0	0.00%
National Science Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Transportation Safety Board	1	0	0	0.00%	1	0	0.00%	0	0.00%
Nuclear Regulatory Commission	5	4	0	0.00%	1	0	0.00%	0	0.00%
Office of Personnel Management	13	9	0	0.00%	4	0	0.00%	0	0.00%
Office of Special Counsel	1	0	0	0.00%	1	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Peace Corps	1	0	0	0.00%	1	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	4	4	0	0.00%	0	0	0.00%	0	0.00%
Railroad Retirement Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Securities and Exchange Commission	5	4	0	0.00%	1	0	0.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%
Small Business Administration	14	6	0	0.00%	8	0	0.00%	0	0.00%
Smithsonian Institution	11	9	0	0.00%	2	0	0.00%	0	0.00%
Social Security Administration	288	200	0	0.00%	88	9	10.23%	5	55.56%
Tennessee Valley Authority	50	42	1	2.38%	8	1	12.50%	1	100.00%
U.S. Postal Service	4,139	1,987	0	0.00%	2,152	82	3.81%	42	51.22%
U.S. Tax Court	1	1	0	0.00%	0	0	0.00%	0	0.00%
Cabinet Level Subtotal	8,511	4,435	33	0.74%	4,076	173	4.24%	100	57.80%
Midsize Agencies Subtotal	508	342	1	0.29%	166	12	7.23%	8	66.67%
Small Agencies Subtotal	121	80	2	2.50%	41	3	7.32%	0	0.00%
Grand Total	9,140	4,857	36	0.74%	4,283	188	4.39%	108	57.45%

Table B-16 FY 2006 Complaints Closed with Findings of No Discrimination

Agency or Department	Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number FADs Finding No Discrimination	% FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Decisions Finding No Discrimination	% FOs of AJ Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination	% FOs FI AJ Decisions Finding No Discrimination
Agency for International Development	9	6	4	66.67%	3	3	100.00%	3	100.00%
Armed Forces Retirement Home	2	0	0	0.00%	2	2	100.00%	2	100.00%
Broadcasting Board of Governors	10	9	9	100.00%	1	1	100.00%	1	100.00%
Central Intelligence Agency	13	6	6	100.00%	7	7	100.00%	7	100.00%
Commodity Futures Trading Commission	1	1	1	100.00%	0	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	2	2	100.00%	0	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	1	0	0	0.00%	1	1	100.00%	1	100.00%
Defense Army and Air Force Exchange	50	30	30	100.00%	20	20	100.00%	20	100.00%
Defense Commissary Agency	58	20	20	100.00%	38	36	94.74%	36	100.00%
Defense Contract Audit Agency	25	11	11	100.00%	14	14	100.00%	14	100.00%
Defense Contract Management Agency	30	9	9	100.00%	21	20	95.24%	20	100.00%
Defense Finance and Accounting Service	58	25	25	100.00%	33	33	100.00%	33	100.00%
Defense Human Resources Activity	5	1	1	100.00%	4	4	100.00%	4	100.00%
Defense Information Systems Agency	14	6	6	100.00%	8	8	100.00%	8	100.00%
Defense Intelligence Agency	2	0	0	0.00%	2	2	100.00%	2	100.00%
Defense Logistics Agency	54	33	32	96.97%	21	21	100.00%	21	100.00%
Defense National Geospatial-Intelligence	5	3	3	100.00%	2	2	100.00%	2	100.00%
Defense National Guard Bureau	3	3	0	0.00%	0	0	0.00%	0	0.00%
Defense National Security Agency	13	12	12	100.00%	1	1	100.00%	1	100.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Inspector General	1	1	1	100.00%	0	0	0.00%	0	0.00%
Defense Security Service	3	2	2	100.00%	1	1	100.00%	1	100.00%
Defense Threat Reduction Agency	5	2	2	100.00%	3	3	100.00%	3	100.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	21	12	12	100.00%	9	9	100.00%	9	100.00%
Department of Agriculture	258	124	120	96.77%	134	123	91.79%	123	100.00%
Department of Commerce	151	115	115	100.00%	36	35	97.22%	35	100.00%
Department of Defense Education Activity	21	8	8	100.00%	13	13	100.00%	13	100.00%
Department of Education	37	22	22	100.00%	15	15	100.00%	15	100.00%
Department of Energy	36	23	20	86.96%	13	12	92.31%	12	100.00%
Department of Health and Human Services	152	109	109	100.00%	43	40	93.02%	38	95.00%
Department of Homeland Security	586	266	263	98.87%	320	299	93.44%	299	100.00%

Table B-16 FY 2006 Complaints Closed with Findings of No Discrimination

Agency or Department	Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number FADs Finding No Discrimination	% FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Decisions Finding No Discrimination	% FOs of AJ Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination	% FOs FI AJ Decisions Finding No Discrimination
Department of Housing and Urban Development	69	35	35	100.00%	34	32	94.12%	32	100.00%
Department of Justice	341	223	215	96.41%	118	106	89.83%	106	100.00%
Department of Labor	70	31	29	93.55%	39	37	94.87%	37	100.00%
Department of State	35	17	17	100.00%	18	18	100.00%	18	100.00%
Department of the Air Force	177	88	87	98.86%	89	87	97.75%	84	96.55%
Department of the Army	422	265	264	99.62%	157	143	91.08%	143	100.00%
Department of the Interior	128	65	65	100.00%	63	62	98.41%	62	100.00%
Department of the Navy	239	138	137	99.28%	101	99	98.02%	99	100.00%
Department of the Treasury	309	175	175	100.00%	134	130	97.01%	130	100.00%
Department of Transportation	129	72	72	100.00%	57	55	96.49%	54	98.18%
Department of Veterans Affairs	865	502	496	98.80%	363	353	97.25%	353	100.00%
Environmental Protection Agency	43	25	25	100.00%	18	18	100.00%	18	100.00%
EOP - National Drug Control Policy	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	11	9	9	100.00%	2	1	50.00%	1	100.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%
Farm Credit Administration	1	0	0	0.00%	1	1	100.00%	1	100.00%
Federal Communications Commission	1	0	0	0.00%	1	1	100.00%	1	100.00%
Federal Deposit Insurance Corporation	22	15	15	100.00%	7	7	100.00%	7	100.00%
Federal Election Commission	2	2	2	100.00%	0	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Labor Relations Authority	2	0	0	0.00%	2	0	0.00%	0	0.00%
Federal Maritime Commission	1	0	0	0.00%	1	1	100.00%	1	100.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	1	1	1	100.00%	0	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Trade Commission	2	1	1	100.00%	1	1	100.00%	1	100.00%
General Services Administration	52	21	21	100.00%	31	30	96.77%	30	100.00%
Government Printing Office	20	12	12	100.00%	8	8	100.00%	8	100.00%
Holocaust Memorial Museum U.S.	1	1	1	100.00%	0	0	0.00%	0	0.00%
International Boundary and Water Commission	1	1	1	100.00%	0	0	0.00%	0	0.00%

Table B-16 FY 2006 Complaints Closed with Findings of No Discrimination

Agency or Department	Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number FADs Finding No Discrimination	% FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Decisions Finding No Discrimination	% FOs of AJ Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination	% FOs FI AJ Decisions Finding No Discrimination
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	1	1	1	100.00%	0	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Aeronautics and Space Administration	28	24	24	100.00%	4	3	75.00%	3	100.00%
National Archives and Records Administration	4	4	4	100.00%	0	0	0.00%	0	0.00%
National Credit Union Administration	2	2	2	100.00%	0	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Gallery of Art	1	0	0	0.00%	1	1	100.00%	1	100.00%
National Labor Relations Board	1	0	0	0.00%	1	1	100.00%	1	100.00%
National Science Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Transportation Safety Board	1	0	0	0.00%	1	1	100.00%	1	100.00%
Nuclear Regulatory Commission	5	4	4	100.00%	1	1	100.00%	1	100.00%
Office of Personnel Management	13	9	9	100.00%	4	4	100.00%	4	100.00%
Office of Special Counsel	1	0	0	0.00%	1	1	100.00%	1	100.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Peace Corps	1	0	0	0.00%	1	1	100.00%	1	100.00%
Pension Benefit Guaranty Corporation	4	4	4	100.00%	0	0	0.00%	0	0.00%
Railroad Retirement Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Securities and Exchange Commission	5	4	4	100.00%	1	1	100.00%	1	100.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%
Small Business Administration	14	6	6	100.00%	8	8	100.00%	8	100.00%
Smithsonian Institution	11	9	9	100.00%	2	2	100.00%	2	100.00%
Social Security Administration	288	200	200	100.00%	88	79	89.77%	79	100.00%
Tennessee Valley Authority	50	42	41	97.62%	8	7	87.50%	7	100.00%
U.S. Postal Service	4,139	1,987	1,987	100.00%	2,152	2,070	96.19%	2,070	100.00%
U.S. Tax Court	1	1	1	100.00%	0	0	0.00%	0	0.00%
Cabinet Level Subtotal	8,511	4,435	4,402	99.26%	4,076	3,903	95.76%	3,897	99.85%
Midsize Agencies Subtotal	508	342	341	99.71%	166	154	92.77%	154	100.00%
Small Agencies Subtotal	121	80	78	97.50%	41	38	92.68%	38	100.00%
Grand Total	9,140	4,857	4,821	99.26%	4,283	4,095	95.61%	4,089	99.85%

Table B-17 FY 2006 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD FADs Finding Discrimination	APD FADs Finding No Discrimination	APD Merit FADs From Date of Complaints Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Decisions Finding Discrimination	APD FI AJ Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Agency for International Development	500.00	543.00	687.25	639.17	221.67	796.33	796.33	0.00	796.33	0.00
Armed Forces Retirement Home	265.50	0.00	0.00	0.00	265.50	589.00	589.00	0.00	589.00	0.00
Broadcasting Board of Governors	191.20	0.00	289.00	289.00	44.50	358.25	358.25	0.00	322.00	370.33
Central Intelligence Agency	186.40	0.00	300.17	300.17	15.75	1,188.86	1,188.86	0.00	1,188.86	0.00
Commodity Futures Trading Commission	149.00	0.00	264.00	264.00	34.00	0.00	0.00	0.00	0.00	0.00
Consumer Product Safety Commission	140.25	0.00	273.50	273.50	7.00	0.00	0.00	0.00	0.00	0.00
Corporation for National and Community Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Court Services and Offender Supervision Agency for the District of Columbia	226.00	0.00	0.00	0.00	226.00	735.00	735.00	0.00	735.00	0.00
Defense Army and Air Force Exchange	230.46	0.00	387.90	387.90	87.33	590.96	590.96	0.00	604.05	503.67
Defense Commissary Agency	252.68	0.00	260.05	260.05	179.00	338.20	338.20	355.50	341.06	269.50
Defense Contract Audit Agency	244.00	0.00	283.91	283.91	24.50	820.13	820.13	0.00	814.86	894.00
Defense Contract Management Agency	362.26	0.00	653.11	653.11	100.50	1,594.74	1,622.82	0.00	1,661.45	1,236.50
Defense Finance and Accounting Service	213.77	0.00	316.92	316.92	70.50	1,094.97	1,094.97	0.00	1,094.97	0.00
Defense Human Resources Activity	367.00	0.00	367.00	367.00	0.00	648.00	648.00	0.00	648.00	0.00
Defense Information Systems Agency	335.00	0.00	335.00	335.00	0.00	852.50	852.50	0.00	852.50	0.00
Defense Intelligence Agency	0.00	0.00	0.00	0.00	0.00	579.50	579.50	0.00	579.50	0.00
Defense Logistics Agency	349.20	448.00	434.38	434.79	92.45	526.78	526.78	0.00	557.76	201.50
Defense National Geospatial-Intelligence	347.20	0.00	544.33	544.33	51.50	354.00	354.00	0.00	354.00	0.00
Defense National Guard Bureau	314.08	5.00	0.00	5.00	406.80	1,005.00	1,005.00	0.00	0.00	1,005.00
Defense National Security Agency	325.50	0.00	574.75	574.75	138.56	606.00	606.00	0.00	606.00	0.00
Defense Nuclear Facilities Safety Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Inspector General	182.00	0.00	336.00	336.00	28.00	0.00	0.00	0.00	0.00	0.00
Defense Security Service	278.00	0.00	278.00	278.00	0.00	596.00	596.00	0.00	596.00	0.00
Defense Threat Reduction Agency	181.75	0.00	338.50	338.50	25.00	547.00	547.00	0.00	547.00	0.00
Defense Uniformed Services University	26.00	0.00	0.00	0.00	26.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	508.24	0.00	664.83	664.83	132.40	880.44	880.44	0.00	880.44	0.00
Department of Agriculture	823.09	754.00	924.61	919.10	606.62	721.61	722.14	833.33	711.39	732.87
Department of Commerce	578.23	0.00	790.87	790.87	79.18	688.05	681.27	0.00	693.20	611.67
Department of Defense Education Activity	380.54	0.00	486.50	486.50	211.00	588.38	588.38	0.00	588.38	0.00
Department of Education	438.04	0.00	491.50	491.50	202.80	639.53	639.53	0.00	639.53	0.00
Department of Energy	397.93	333.00	613.25	576.70	156.06	944.08	764.42	0.00	764.42	0.00
Department of Health and Human Services	532.12	0.00	726.13	726.13	82.17	354.00	368.45	749.00	351.55	306.00
Department of Homeland Security	476.28	1,229.00	722.57	728.28	255.78	887.04	881.87	1,422.36	869.12	647.19
Department of Housing and Urban Development	65.03	0.00	97.00	97.00	31.12	632.53	632.53	694.00	628.69	0.00

Table B-17 FY 2006 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD FADs Finding Discrimination	APD FADs Finding No Discrimination	APD Merit FADs From Date of Complaints Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Decisions Finding Discrimination	APD FI AJ Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Department of Justice	297.42	472.63	365.41	369.26	169.26	625.66	567.97	1,721.71	466.48	1,462.00
Department of Labor	441.97	752.50	691.38	695.32	188.61	1,871.17	1,871.17	1,722.00	1,934.35	851.50
Department of State	240.56	0.00	465.88	465.88	38.95	683.17	683.17	0.00	683.17	0.00
Department of the Air Force	303.22	448.00	512.92	512.18	136.05	640.97	635.29	1,064.00	644.10	562.25
Department of the Army	334.80	2,167.00	616.39	622.24	68.46	678.86	674.91	676.00	677.27	643.09
Department of the Interior	402.56	0.00	471.11	471.11	282.14	717.01	717.01	1,300.00	708.00	714.82
Department of the Navy	323.89	482.00	479.80	479.81	200.23	749.43	750.10	588.00	758.11	645.00
Department of the Treasury	457.11	0.00	491.91	491.91	384.60	642.51	636.88	0.00	624.79	767.83
Department of Transportation	210.39	0.00	351.75	351.75	158.73	508.66	515.82	337.00	489.28	963.50
Department of Veterans Affairs	183.09	309.00	291.21	291.42	53.30	484.81	484.45	489.00	487.79	376.00
Environmental Protection Agency	451.14	0.00	677.04	677.04	137.39	691.00	691.00	0.00	732.22	567.33
EOP - National Drug Control Policy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Management and Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of the U.S. Trade Representative	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equal Employment Opportunity Commission	446.08	0.00	610.56	610.56	76.00	881.00	602.00	0.00	602.00	0.00
Export-Import Bank of the US	66.00	0.00	0.00	0.00	66.00	281.60	281.60	0.00	0.00	281.60
Farm Credit Administration	0.00	0.00	0.00	0.00	0.00	889.00	889.00	0.00	889.00	0.00
Federal Communications Commission	34.50	0.00	0.00	0.00	34.50	480.00	480.00	0.00	480.00	0.00
Federal Deposit Insurance Corporation	360.87	0.00	360.87	360.87	0.00	576.18	576.18	0.00	558.00	608.00
Federal Election Commission	235.50	0.00	235.50	235.50	0.00	0.00	0.00	0.00	0.00	0.00
Federal Energy Regulatory Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Housing Finance Board	73.00	0.00	0.00	0.00	73.00	0.00	0.00	0.00	0.00	0.00
Federal Labor Relations Authority	0.00	0.00	0.00	0.00	0.00	884.50	0.00	0.00	0.00	0.00
Federal Maritime Commission	0.00	0.00	0.00	0.00	0.00	14.00	14.00	0.00	14.00	0.00
Federal Mediation and Conciliation Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Reserve System--Board of Governors	399.00	0.00	399.00	399.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Retirement Thrift Investment Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Trade Commission	191.00	0.00	269.00	269.00	113.00	440.00	440.00	0.00	440.00	0.00
General Services Administration	205.97	0.00	357.95	357.95	28.67	522.45	522.45	865.00	528.37	262.50
Government Printing Office	347.00	0.00	572.75	572.75	166.40	817.70	817.70	0.00	795.50	906.50
Holocaust Memorial Museum U.S.	250.00	0.00	250.00	250.00	0.00	0.00	0.00	0.00	0.00	0.00
International Boundary and Water Commission	513.00	0.00	513.00	513.00	0.00	0.00	0.00	0.00	0.00	0.00
International Trade Commission	64.00	0.00	0.00	0.00	64.00	0.00	0.00	0.00	0.00	0.00
John F. Kennedy Center for the Performing Arts	266.00	0.00	266.00	266.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-17 FY 2006 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD FADs Finding Discrimination	APD FADs Finding No Discrimination	APD Merit FADs From Date of Complaints Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Decisions Finding Discrimination	APD FI AJ Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Merit Systems Protection Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Aeronautics and Space Administration	651.07	0.00	916.38	916.38	315.95	543.75	543.75	532.00	547.67	0.00
National Archives and Records Administration	130.83	0.00	89.50	89.50	213.50	0.00	0.00	0.00	0.00	0.00
National Credit Union Administration	632.80	0.00	1,404.00	1,404.00	118.67	0.00	0.00	0.00	0.00	0.00
National Endowment for the Arts	0.00	0.00	0.00	0.00	0.00	321.00	321.00	0.00	0.00	321.00
National Endowment for the Humanities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Gallery of Art	0.00	0.00	0.00	0.00	0.00	825.00	825.00	0.00	825.00	0.00
National Labor Relations Board	0.00	0.00	0.00	0.00	0.00	280.00	280.00	0.00	280.00	0.00
National Science Foundation	0.00	0.00	0.00	0.00	0.00	719.00	719.00	0.00	0.00	719.00
National Transportation Safety Board	317.50	0.00	0.00	0.00	317.50	787.00	787.00	0.00	1,099.00	475.00
Nuclear Regulatory Commission	452.80	0.00	544.50	544.50	86.00	784.00	784.00	0.00	784.00	0.00
Office of Personnel Management	111.12	0.00	209.22	209.22	55.94	570.00	570.00	0.00	570.00	0.00
Office of Special Counsel	0.00	0.00	0.00	0.00	0.00	600.00	600.00	0.00	600.00	0.00
Overseas Private Investment Corporation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Peace Corps	0.00	0.00	0.00	0.00	0.00	711.00	711.00	0.00	884.00	538.00
Pension Benefit Guaranty Corporation	255.18	0.00	419.75	419.75	161.14	965.00	965.00	0.00	0.00	965.00
Railroad Retirement Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Securities and Exchange Commission	140.38	0.00	261.50	261.50	19.25	1,231.00	1,231.00	0.00	684.00	1,778.00
Selective Service System	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Small Business Administration	497.92	0.00	620.50	620.50	375.33	1,195.63	1,195.63	0.00	1,195.63	0.00
Smithsonian Institution	118.95	0.00	185.56	185.56	59.00	651.50	651.50	0.00	651.50	0.00
Social Security Administration	672.66	0.00	931.87	931.87	109.15	784.30	768.12	1,358.40	730.76	0.00
Tennessee Valley Authority	129.91	278.00	165.29	167.98	30.00	73.50	73.50	130.00	65.43	0.00
U.S. Postal Service	142.98	0.00	267.08	267.08	35.99	543.39	535.49	855.38	531.39	427.89
U.S. Tax Court	215.00	0.00	215.00	215.00	0.00	0.00	0.00	0.00	0.00	0.00
Cabinet Level Subtotal	248.54	557.64	401.26	402.42	93.95	618.79	612.22	957.10	603.91	601.36
Midsize Agencies Subtotal	524.04	278.00	734.29	732.96	124.89	689.96	679.98	1,039.88	672.96	530.08
Small Agencies Subtotal	266.29	543.00	418.78	421.89	108.72	723.30	709.24	0.00	767.66	570.50
Grand Total	263.89	549.06	425.10	426.02	95.39	622.92	616.08	963.23	608.03	595.26

Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Agency for International Development	796.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Armed Forces Retirement Home	589.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Broadcasting Board of Governors	358.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Central Intelligence Agency	1,188.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Commodity Futures Trading Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consumer Product Safety Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Corporation for National and Community Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Court Services and Offender Supervision Agency for the District of Columbia	735.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Army and Air Force Exchange	590.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Commissary Agency	338.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Contract Audit Agency	820.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Contract Management Agency	1,594.74	977.00	977.00	0.00	0.00	977.00	0.00	0.00
Defense Finance and Accounting Service	1,094.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Human Resources Activity	648.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Information Systems Agency	852.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Intelligence Agency	579.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Logistics Agency	526.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense National Geospatial-Intelligence	354.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense National Guard Bureau	1,005.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense National Security Agency	606.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Nuclear Facilities Safety Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Inspector General	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Security Service	596.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Threat Reduction Agency	547.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Uniformed Services University	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	880.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Agriculture	721.61	678.50	678.50	0.00	0.00	678.50	0.00	0.00
Department of Commerce	688.05	966.00	966.00	0.00	0.00	966.00	0.00	0.00
Department of Defense Education Activity	588.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Education	639.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Energy	944.08	3,100.00	3,100.00	0.00	0.00	3,100.00	0.00	0.00

Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Department of Health and Human Services	354.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Homeland Security	887.04	1,130.00	1,130.00	0.00	0.00	1,130.00	0.00	0.00
Department of Housing and Urban Development	632.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Justice	625.66	1,741.00	1,858.80	0.00	0.00	1,858.80	0.00	1,152.00
Department of Labor	1,871.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of State	683.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of the Air Force	640.97	784.50	546.00	0.00	0.00	546.00	864.00	0.00
Department of the Army	678.86	896.00	896.00	0.00	1,436.00	626.00	0.00	0.00
Department of the Interior	717.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of the Navy	749.43	678.00	678.00	0.00	0.00	678.00	0.00	0.00
Department of the Treasury	642.51	842.50	842.50	0.00	0.00	842.50	0.00	0.00
Department of Transportation	508.66	79.00	0.00	0.00	0.00	0.00	79.00	0.00
Department of Veterans Affairs	484.81	503.43	503.43	0.00	506.00	497.00	0.00	0.00
Environmental Protection Agency	691.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - National Drug Control Policy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Management and Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of the U.S. Trade Representative	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equal Employment Opportunity Commission	881.00	1,160.00	1,160.00	0.00	0.00	1,160.00	0.00	0.00
Export-Import Bank of the US	281.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Farm Credit Administration	889.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Communications Commission	480.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Deposit Insurance Corporation	576.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Election Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Energy Regulatory Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Housing Finance Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Labor Relations Authority	884.50	884.50	884.50	0.00	0.00	884.50	0.00	0.00
Federal Maritime Commission	14.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Mediation and Conciliation Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Reserve System--Board of Governors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Retirement Thrift Investment Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Trade Commission	440.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
General Services Administration	522.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Government Printing Office	817.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Holocaust Memorial Museum U.S.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
International Boundary and Water Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
International Trade Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
John F. Kennedy Center for the Performing Arts	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Merit Systems Protection Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Aeronautics and Space Administration	543.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Archives and Records Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Credit Union Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Endowment for the Arts	321.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Endowment for the Humanities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Gallery of Art	825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Labor Relations Board	280.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Science Foundation	719.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Transportation Safety Board	787.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Nuclear Regulatory Commission	784.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of Personnel Management	570.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of Special Counsel	600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Overseas Private Investment Corporation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Peace Corps	711.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Pension Benefit Guaranty Corporation	965.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Railroad Retirement Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Securities and Exchange Commission	1,231.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selective Service System	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Small Business Administration	1,195.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Smithsonian Institution	651.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Social Security Administration	784.30	1,124.00	1,124.00	580.00	0.00	1,305.33	0.00	0.00
Tennessee Valley Authority	73.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
U.S. Postal Service	543.39	969.38	969.38	679.00	594.00	995.22	0.00	0.00
U.S. Tax Court	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-18 FY 2006 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Cabinet Level Subtotal	618.79	962.60	1,002.53	679.00	651.43	1,051.05	445.17	1,152.00
Midsize Agencies Subtotal	689.96	1,124.00	1,124.00	580.00	0.00	1,305.33	0.00	0.00
Small Agencies Subtotal	723.30	976.33	976.33	0.00	0.00	976.33	0.00	0.00
Grand Total	622.92	970.49	1,007.63	646.00	651.43	1,058.74	445.17	1,152.00

Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Complaint Closures	Number Complaint Closures Offered ADR	% Complaints Closures Offered ADR	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaint Closures Accepted into ADR	% Complaint Closures Accepted into ADR
Agency for International Development	13	1	7.69%	0	1	0	0.00%
Armed Forces Retirement Home	8	4	50.00%	0	0	4	50.00%
Broadcasting Board of Governors	24	24	100.00%	22	0	2	8.33%
Central Intelligence Agency	22	6	27.27%	4	0	2	9.09%
Commodity Futures Trading Commission	3	0	0.00%	0	0	0	0.00%
Consumer Product Safety Commission	4	0	0.00%	0	0	0	0.00%
Corporation for National and Community Service	4	4	100.00%	3	0	1	25.00%
Court Services and Offender Supervision Agency for the District of Columbia	3	2	66.67%	2	0	0	0.00%
Defense Army and Air Force Exchange	141	77	54.61%	27	20	30	21.28%
Defense Commissary Agency	136	92	67.65%	45	12	35	25.74%
Defense Contract Audit Agency	41	6	14.63%	0	0	6	14.63%
Defense Contract Management Agency	55	3	5.45%	0	0	3	5.45%
Defense Finance and Accounting Service	98	22	22.45%	2	0	20	20.41%
Defense Human Resources Activity	5	0	0.00%	0	0	0	0.00%
Defense Information Systems Agency	19	0	0.00%	0	0	0	0.00%
Defense Intelligence Agency	4	1	25.00%	0	0	1	25.00%
Defense Logistics Agency	105	27	25.71%	3	0	24	22.86%
Defense National Geospatial-Intelligence	16	5	31.25%	1	1	3	18.75%
Defense National Guard Bureau	27	26	96.30%	17	0	9	33.33%
Defense National Security Agency	33	33	100.00%	32	0	1	3.03%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0	0.00%
Defense Office of the Inspector General	3	0	0.00%	0	0	0	0.00%
Defense Security Service	3	0	0.00%	0	0	0	0.00%
Defense Threat Reduction Agency	12	6	50.00%	6	0	0	0.00%
Defense Uniformed Services University	2	0	0.00%	0	0	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	34	0	0.00%	0	0	0	0.00%
Department of Agriculture	577	46	7.97%	15	2	29	5.03%
Department of Commerce	292	110	37.67%	98	1	11	3.77%
Department of Defense Education Activity	36	5	13.89%	2	0	3	8.33%
Department of Education	61	0	0.00%	0	0	0	0.00%

Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Complaint Closures	Number Complaint Closures Offered ADR	% Complaints Closures Offered ADR	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaint Closures Accepted into ADR	% Complaint Closures Accepted into ADR
Department of Energy	82	45	54.88%	32	2	11	13.41%
Department of Health and Human Services	316	49	15.51%	30	0	19	6.01%
Department of Homeland Security	1,195	320	26.78%	280	2	38	3.18%
Department of Housing and Urban Development	143	19	13.29%	0	1	18	12.59%
Department of Justice	600	230	38.33%	200	3	27	4.50%
Department of Labor	127	127	100.00%	98	9	20	15.75%
Department of State	86	25	29.07%	0	2	23	26.74%
Department of the Air Force	583	299	51.29%	117	25	157	26.93%
Department of the Army	1,460	385	26.37%	110	0	275	18.84%
Department of the Interior	251	11	4.38%	8	2	1	0.40%
Department of the Navy	664	18	2.71%	6	3	9	1.36%
Department of the Treasury	592	79	13.34%	63	4	12	2.03%
Department of Transportation	408	21	5.15%	0	2	19	4.66%
Department of Veterans Affairs	1,887	167	8.85%	49	0	118	6.25%
Environmental Protection Agency	84	0	0.00%	0	0	0	0.00%
EOP - National Drug Control Policy	0	0	0.00%	0	0	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0	0	0.00%
Equal Employment Opportunity Commission	30	5	16.67%	0	0	5	16.67%
Export-Import Bank of the US	7	0	0.00%	0	0	0	0.00%
Farm Credit Administration	2	0	0.00%	0	0	0	0.00%
Federal Communications Commission	4	1	25.00%	0	0	1	25.00%
Federal Deposit Insurance Corporation	45	20	44.44%	11	0	9	20.00%
Federal Election Commission	3	0	0.00%	0	0	0	0.00%
Federal Energy Regulatory Commission	3	0	0.00%	0	0	0	0.00%
Federal Housing Finance Board	1	0	0.00%	0	0	0	0.00%
Federal Labor Relations Authority	2	2	100.00%	2	0	0	0.00%
Federal Maritime Commission	1	0	0.00%	0	0	0	0.00%
Federal Mediation and Conciliation Service	1	0	0.00%	0	0	0	0.00%
Federal Reserve System--Board of Governors	4	0	0.00%	0	0	0	0.00%

Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Complaint Closures	Number Complaint Closures Offered ADR	% Complaints Closures Offered ADR	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaint Closures Accepted into ADR	% Complaint Closures Accepted into ADR
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0	0.00%
Federal Trade Commission	6	2	33.33%	2	0	0	0.00%
General Services Administration	103	16	15.53%	9	1	6	5.83%
Government Printing Office	44	0	0.00%	0	0	0	0.00%
Holocaust Memorial Museum U.S.	2	1	50.00%	0	0	1	50.00%
International Boundary and Water Commission	6	0	0.00%	0	0	0	0.00%
International Trade Commission	1	1	100.00%	1	0	0	0.00%
John F. Kennedy Center for the Performing Arts	1	0	0.00%	0	0	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0	0	0.00%
National Aeronautics and Space Administration	64	32	50.00%	2	6	24	37.50%
National Archives and Records Administration	13	2	15.38%	0	0	2	15.38%
National Credit Union Administration	8	4	50.00%	3	0	1	12.50%
National Endowment for the Arts	1	0	0.00%	0	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0	0.00%
National Gallery of Art	1	0	0.00%	0	0	0	0.00%
National Labor Relations Board	4	0	0.00%	0	0	0	0.00%
National Science Foundation	2	0	0.00%	0	0	0	0.00%
National Transportation Safety Board	7	4	57.14%	2	2	0	0.00%
Nuclear Regulatory Commission	13	13	100.00%	9	0	4	30.77%
Office of Personnel Management	45	0	0.00%	0	0	0	0.00%
Office of Special Counsel	1	0	0.00%	0	0	0	0.00%
Overseas Private Investment Corporation	2	0	0.00%	0	0	0	0.00%
Peace Corps	3	0	0.00%	0	0	0	0.00%
Pension Benefit Guaranty Corporation	15	1	6.67%	0	0	1	6.67%
Railroad Retirement Board	0	0	0.00%	0	0	0	0.00%
Securities and Exchange Commission	16	2	12.50%	0	0	2	12.50%
Selective Service System	0	0	0.00%	0	0	0	0.00%
Small Business Administration	29	3	10.34%	0	0	3	10.34%
Smithsonian Institution	28	7	25.00%	0	0	7	25.00%
Social Security Administration	471	278	59.02%	210	48	20	4.25%
Tennessee Valley Authority	85	6	7.06%	0	0	6	7.06%

Table B-19 FY 2006 Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Complaint Closures	Number Complaint Closures Offered ADR	% Complaints Closures Offered ADR	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaint Closures Accepted into ADR	% Complaint Closures Accepted into ADR
U.S. Postal Service	7,785	42	0.54%	8	0	34	0.44%
U.S. Tax Court	1	0	0.00%	0	0	0	0.00%
Cabinet Level Subtotal	17,879	2,296	12.84%	1,249	91	956	5.35%
Midsize Agencies Subtotal	909	362	39.82%	232	55	75	8.25%
Small Agencies Subtotal	331	79	23.87%	50	3	26	7.85%
Grand Total	19,119	2,737	14.32%	1,531	149	1,057	5.53%

Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	4	3	75.00%	0	0.00%	3	75.00%
Broadcasting Board of Governors	2	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	2	0	0.00%	1	50.00%	1	50.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	1	100.00%	0	0.00%	1	100.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	30	29	96.67%	1	3.33%	30	100.00%
Defense Commissary Agency	35	16	45.71%	17	48.57%	33	94.29%
Defense Contract Audit Agency	6	1	16.67%	0	0.00%	1	16.67%
Defense Contract Management Agency	3	3	100.00%	0	0.00%	3	100.00%
Defense Finance and Accounting Service	20	10	50.00%	2	10.00%	12	60.00%
Defense Human Resources Activity	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	1	1	100.00%	0	0.00%	1	100.00%
Defense Logistics Agency	24	18	75.00%	1	4.17%	19	79.17%
Defense National Geospatial-Intelligence	3	3	100.00%	0	0.00%	3	100.00%
Defense National Guard Bureau	9	6	66.67%	1	11.11%	7	77.78%
Defense National Security Agency	1	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	29	21	72.41%	1	3.45%	22	75.86%
Department of Commerce	11	7	63.64%	0	0.00%	7	63.64%
Department of Defense Education Activity	3	2	66.67%	0	0.00%	2	66.67%
Department of Education	0	0	0.00%	0	0.00%	0	0.00%

Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
Department of Energy	11	5	45.45%	0	0.00%	5	45.45%
Department of Health and Human Services	19	7	36.84%	4	21.05%	11	57.89%
Department of Homeland Security	38	13	34.21%	2	5.26%	15	39.47%
Department of Housing and Urban Development	18	10	55.56%	1	5.56%	11	61.11%
Department of Justice	27	15	55.56%	5	18.52%	20	74.07%
Department of Labor	20	9	45.00%	0	0.00%	9	45.00%
Department of State	23	12	52.17%	0	0.00%	12	52.17%
Department of the Air Force	157	126	80.25%	3	1.91%	129	82.17%
Department of the Army	275	188	68.36%	6	2.18%	194	70.55%
Department of the Interior	1	1	100.00%	0	0.00%	1	100.00%
Department of the Navy	9	5	55.56%	0	0.00%	5	55.56%
Department of the Treasury	12	9	75.00%	0	0.00%	9	75.00%
Department of Transportation	19	11	57.89%	0	0.00%	11	57.89%
Department of Veterans Affairs	118	99	83.90%	8	6.78%	107	90.68%
Environmental Protection Agency	0	0	0.00%	0	0.00%	0	0.00%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	5	4	80.00%	1	20.00%	5	100.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	9	6	66.67%	0	0.00%	6	66.67%
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%

Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	6	3	50.00%	0	0.00%	3	50.00%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	1	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	24	8	33.33%	0	0.00%	8	33.33%
National Archives and Records Administration	2	2	100.00%	0	0.00%	2	100.00%
National Credit Union Administration	1	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	4	0	0.00%	1	25.00%	1	25.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	1	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	2	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	3	1	33.33%	0	0.00%	1	33.33%
Smithsonian Institution	7	6	85.71%	1	14.29%	7	100.00%
Social Security Administration	20	7	35.00%	1	5.00%	8	40.00%
Tennessee Valley Authority	6	3	50.00%	0	0.00%	3	50.00%

Table B-20 FY 2006 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
U.S. Postal Service	34	7	20.59%	0	0.00%	7	20.59%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	956	634	66.32%	52	5.44%	686	71.76%
Midsize Agencies Subtotal	75	34	45.33%	2	2.67%	36	48.00%
Small Agencies Subtotal	26	10	38.46%	3	11.54%	13	50.00%
Grand Total	1,057	678	64.14%	57	5.39%	735	69.54%

Table B-21 FY 2006 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaints Closed w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Agency for International Development	2	1	$0.00	$10,000.00	$0.00	$0.00	$10,000.00	$5,000.00	1	50.00%
Armed Forces Retirement Home	4	2	$1,195.72	$9,402.00	$0.00	$390.00	$10,987.72	$2,746.93	5	125.00%
Broadcasting Board of Governors	2	0	$0.00	$0.00	$0.00	$1,286.50	$1,286.50	$643.25	1	50.00%
Central Intelligence Agency	3	3	$0.00	$33,000.00	$0.00	$0.00	$33,000.00	$11,000.00	0	0.00%
Commodity Futures Trading Commission	1	0	$0.00	$0.00	$0.00	$11,600.00	$11,600.00	$11,600.00	0	0.00%
Consumer Product Safety Commission	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Corporation for National and Community Service	4	1	$0.00	$5,000.00	$0.00	$0.00	$5,000.00	$1,250.00	3	75.00%
Court Services and Offender Supervision Agency for the District of Columbia	1	1	$0.00	$20,000.00	$0.00	$0.00	$20,000.00	$20,000.00	0	0.00%
Defense Army and Air Force Exchange	44	20	$74.27	$42,640.51	$0.00	$1,750.00	$44,464.78	$1,010.56	19	43.18%
Defense Commissary Agency	35	15	$21,000.00	$190,940.00	$4,500.00	$72,223.00	$288,663.00	$8,247.51	10	28.57%
Defense Contract Audit Agency	11	5	$0.00	$7,960.00	$0.00	$7,500.00	$15,460.00	$1,405.45	3	27.27%
Defense Contract Management Agency	11	7	$0.00	$37,275.00	$4,200.00	$900.00	$42,375.00	$3,852.27	3	27.27%
Defense Finance and Accounting Service	18	11	$11,446.50	$7,634.00	$3,000.00	$3,212.00	$25,292.50	$1,405.14	5	27.78%
Defense Human Resources Activity	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Defense Information Systems Agency	3	3	$3,756.07	$46,000.00	$0.00	$0.00	$49,756.07	$16,585.36	0	0.00%
Defense Intelligence Agency	1	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	1	100.00%
Defense Logistics Agency	31	10	$16,764.76	$97,950.00	$8,900.00	$42,047.50	$165,662.26	$5,343.94	19	61.29%
Defense National Geospatial-Intelligence	8	5	$2,102.00	$173,619.00	$1,500.00	$150,000.00	$327,221.00	$40,902.63	5	62.50%
Defense National Guard Bureau	12	2	$0.00	$418,000.00	$0.00	$0.00	$418,000.00	$34,833.33	16	133.33%
Defense National Security Agency	3	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	3	100.00%
Defense Nuclear Facilities Safety Board	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Defense Office of the Inspector General	1	0	$0.00	$867.00	$0.00	$0.00	$867.00	$867.00	0	0.00%
Defense Security Service	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Defense Threat Reduction Agency	1	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	1	100.00%
Defense Uniformed Services University	1	1	$0.00	$2,500.00	$0.00	$0.00	$2,500.00	$2,500.00	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	5	4	$22,000.00	$11,300.00	$0.00	$23,000.00	$56,300.00	$11,260.00	4	80.00%
Department of Agriculture	195	115	$22,360.79	$2,789,092.00	$315,001.00	$1,026,980.78	$4,153,434.57	$21,299.66	64	32.82%
Department of Commerce	65	37	$0.00	$686,550.97	$8,140.68	$118,631.41	$813,323.06	$12,512.66	27	41.54%
Department of Defense Education Activity	8	5	$0.00	$23,800.00	$46,500.00	$1,000.00	$71,300.00	$8,912.50	2	25.00%
Department of Education	6	2	$0.00	$29,500.00	$0.00	$7,500.00	$37,000.00	$6,166.67	3	50.00%
Department of Energy	25	10	$0.00	$372,523.20	$51,855.00	$198,488.79	$622,866.99	$24,914.68	10	40.00%
Department of Health and Human Services	75	31	$29,799.89	$664,199.47	$18,810.00	$697,507.46	$1,410,316.82	$18,804.22	29	38.67%
Department of Homeland Security	221	71	$101,005.36	$1,856,927.07	$116,500.00	$672,216.30	$2,746,648.73	$12,428.27	135	61.09%
Department of Housing and Urban Development	32	8	$9,465.00	$59,441.00	$4,692.00	$27,500.00	$101,098.00	$3,159.31	24	75.00%
Department of Justice	87	31	$118,432.60	$252,332.00	$151,958.00	$214,791.00	$737,513.60	$8,477.17	64	73.56%
Department of Labor	13	7	$2,648.00	$58,500.00	$107,500.00	$236,100.41	$404,748.41	$31,134.49	6	46.15%
Department of State	27	13	$70,670.98	$169,000.00	$1,000.00	$51,700.00	$292,370.98	$10,828.55	12	44.44%
Department of the Air Force	202	57	$73,542.32	$469,910.49	$59,650.00	$115,618.01	$718,720.82	$3,558.02	126	62.38%
Department of the Army	600	221	$57,480.01	$1,517,002.41	$603,924.97	$776,396.58	$2,954,803.97	$4,924.67	336	56.00%

Table B-21 FY 2006 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaints Closed w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Department of the Interior	62	41	$70,358.78	$887,260.23	$1,000.00	$77,200.00	$1,035,819.01	$16,706.76	15	24.19%
Department of the Navy	183	70	$109,341.00	$513,834.00	$204,040.00	$807,656.00	$1,634,871.00	$8,933.72	115	62.84%
Department of the Treasury	99	31	$0.00	$144,449.26	$606,900.00	$260,650.20	$1,011,999.46	$10,222.22	52	52.53%
Department of Transportation	63	20	$20,218.50	$94,687.00	$376,500.00	$216,132.00	$707,537.50	$11,230.75	30	47.62%
Department of Veterans Affairs	411	123	$16,927.00	$1,683,920.00	$474,211.00	$793,789.00	$2,968,847.00	$7,223.47	307	74.70%
Environmental Protection Agency	13	3	$45,000.00	$59,500.00	$200,625.00	$110,509.00	$415,634.00	$31,971.85	0	0.00%
EOP - National Drug Control Policy	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
EOP - Office of Administration	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
EOP - Office of Management and Budget	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Equal Employment Opportunity Commission	13	5	$624.00	$85,745.00	$8,060.00	$3,800.00	$98,229.00	$7,556.08	7	53.85%
Export-Import Bank of the US	1	0	$0.00	$0.00	$0.00	$15,000.00	$15,000.00	$15,000.00	0	0.00%
Farm Credit Administration	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Federal Communications Commission	1	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	1	100.00%
Federal Deposit Insurance Corporation	14	10	$30,609.00	$110,401.00	$0.00	$14,999.00	$156,009.00	$11,143.50	4	28.57%
Federal Election Commission	1	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	1	100.00%
Federal Energy Regulatory Commission	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Federal Housing Finance Board	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Federal Labor Relations Authority	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Federal Maritime Commission	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Federal Mediation and Conciliation Service	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Federal Reserve System--Board of Governors	3	1	$0.00	$5,000.00	$0.00	$0.00	$5,000.00	$1,666.67	2	66.67%
Federal Retirement Thrift Investment Board	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Federal Trade Commission	2	2	$80,000.00	$5,000.00	$0.00	$74,466.82	$159,466.82	$79,733.41	0	0.00%
General Services Administration	25	11	$0.00	$134,868.92	$27,000.00	$120,005.09	$281,874.01	$11,274.96	13	52.00%
Government Printing Office	3	1	$0.00	$18,700.00	$0.00	$0.00	$18,700.00	$6,233.33	2	66.67%
Holocaust Memorial Museum U.S.	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
International Boundary and Water Commission	5	5	$314,917.00	$15,000.00	$0.00	$99,998.00	$429,915.00	$85,983.00	0	0.00%
International Trade Commission	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Merit Systems Protection Board	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
National Aeronautics and Space Administration	16	8	$0.00	$47,945.67	$0.00	$6,600.00	$54,545.67	$3,409.10	7	43.75%
National Archives and Records Administration	5	3	$0.00	$16,267.21	$0.00	$850.00	$17,117.21	$3,423.44	2	40.00%
National Credit Union Administration	3	0	$0.00	$0.00	$0.00	$500.00	$500.00	$166.67	2	66.67%
National Endowment for the Arts	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
National Endowment for the Humanities	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
National Gallery of Art	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
National Labor Relations Board	3	2	$0.00	$5,800.00	$0.00	$0.00	$5,800.00	$1,933.33	1	33.33%
National Science Foundation	1	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	1	100.00%
National Transportation Safety Board	2	1	$0.00	$2,500.00	$0.00	$66,000.00	$68,500.00	$34,250.00	1	50.00%

Table B-21 FY 2006 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaints Closed w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Nuclear Regulatory Commission	3	1	$0.00	$4,000.00	$0.00	$7,000.00	$11,000.00	$3,666.67	1	33.33%
Office of Personnel Management	12	1	$0.00	$300.00	$0.00	$176,500.00	$176,800.00	$14,733.33	8	66.67%
Office of Special Counsel	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Overseas Private Investment Corporation	2	0	$0.00	$0.00	$0.00	$55,000.00	$55,000.00	$27,500.00	0	0.00%
Peace Corps	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Pension Benefit Guaranty Corporation	2	2	$0.00	$19,059.00	$34,000.00	$9,703.00	$62,762.00	$31,381.00	0	0.00%
Railroad Retirement Board	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Securities and Exchange Commission	5	3	$0.00	$49,767.00	$0.00	$0.00	$49,767.00	$9,953.40	3	60.00%
Selective Service System	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Small Business Administration	7	4	$129,000.00	$100,000.00	$16,200.00	$86,000.00	$331,200.00	$47,314.29	4	57.14%
Smithsonian Institution	6	6	$0.00	$235,000.00	$3,000.00	$44,000.00	$282,000.00	$47,000.00	0	0.00%
Social Security Administration	49	17	$0.00	$104,185.00	$5,500.00	$200,837.40	$310,522.40	$6,337.19	26	53.06%
Tennessee Valley Authority	16	10	$10,367.00	$70,012.00	$5,000.00	$8,016.00	$93,395.00	$5,837.19	6	37.50%
U.S. Postal Service	845	525	$491,137.00	$1,402,069.31	$2,189,711.97	$1,492,356.83	$5,575,275.11	$6,597.96	265	31.36%
U.S. Tax Court	0	0	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	0	0.00%
Cabinet Level Subtotal	3,404	1,501	$1,270,530.83	$14,711,683.92	$5,359,994.62	$8,092,847.27	$29,435,056.64	$8,647.20	1,711	50.26%
Midsize Agencies Subtotal	146	69	$214,976.00	$861,912.59	$257,325.00	$590,966.49	$1,925,180.08	$13,186.16	60	41.10%
Small Agencies Subtotal	84	35	$396,736.72	$304,540.21	$42,060.00	$522,094.32	$1,265,431.25	$15,064.66	42	50.00%
Grand Total	3,634	1,605	$1,882,243.55	$15,878,136.72	$5,659,379.62	$9,205,908.08	$32,625,667.97	$8,977.89	1,813	49.89%

Table B-22 FY 2006 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Agency for International Development	13	13	5	2	0	20
Armed Forces Retirement Home	8	7	1	0	0	8
Broadcasting Board of Governors	24	23	6	0	0	29
Central Intelligence Agency	22	17	10	3	0	30
Commodity Futures Trading Commission	3	3	2	0	0	5
Consumer Product Safety Commission	4	4	4	1	0	9
Corporation for National and Community Service	4	4	3	1	0	8
Court Services and Offender Supervision Agency for the District of Columbia	3	3	2	0	0	5
Defense Army and Air Force Exchange	141	119	30	28	0	177
Defense Commissary Agency	136	130	17	31	0	178
Defense Contract Audit Agency	41	35	21	10	0	66
Defense Contract Management Agency	55	43	17	18	2	80
Defense Finance and Accounting Service	98	91	19	21	0	131
Defense Human Resources Activity	5	5	4	2	0	11
Defense Information Systems Agency	19	19	6	2	0	27
Defense Intelligence Agency	4	4	0	0	0	4
Defense Logistics Agency	105	89	43	25	2	159
Defense National Geospatial-Intelligence	16	12	5	1	0	18
Defense National Guard Bureau	27	24	3	0	0	27
Defense National Security Agency	33	27	13	4	0	44
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0
Defense Office of the Inspector General	3	3	2	1	0	6
Defense Security Service	3	3	0	0	0	3
Defense Threat Reduction Agency	12	12	4	0	0	16
Defense Uniformed Services University	2	2	1	0	0	3
Defense Office of the Secretary/Wash. Hqtrs. Services	34	29	9	3	0	41
Department of Agriculture	577	502	143	82	10	737
Department of Commerce	292	242	114	90	3	449
Department of Defense Education Activity	36	33	13	11	1	58
Department of Education	61	51	18	17	3	89
Department of Energy	82	70	29	15	1	115

Table B-22 FY 2006 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Department of Health and Human Services	316	268	97	53	4	422
Department of Homeland Security	1,195	1,052	381	303	1	1,737
Department of Housing and Urban Development	143	123	40	27	0	190
Department of Justice	600	523	135	117	0	775
Department of Labor	127	107	40	54	0	201
Department of State	86	57	26	12	1	96
Department of the Air Force	583	517	165	144	2	828
Department of the Army	1,460	1,250	423	271	9	1,953
Department of the Interior	251	208	81	55	2	346
Department of the Navy	664	558	230	139	7	934
Department of the Treasury	592	494	157	147	1	799
Department of Transportation	408	305	178	59	6	548
Department of Veterans Affairs	1,887	1,590	569	546	15	2,720
Environmental Protection Agency	84	77	30	28	0	135
EOP - National Drug Control Policy	0	0	0	0	0	0
EOP - Office of Administration	0	0	0	0	0	0
EOP - Office of Management and Budget	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0
Equal Employment Opportunity Commission	30	26	11	6	0	43
Export-Import Bank of the US	7	7	0	0	0	7
Farm Credit Administration	2	2	0	0	0	2
Federal Communications Commission	4	4	0	0	0	4
Federal Deposit Insurance Corporation	45	38	22	10	0	70
Federal Election Commission	3	3	0	0	0	3
Federal Energy Regulatory Commission	3	3	0	0	0	3
Federal Housing Finance Board	1	1	0	0	0	1
Federal Labor Relations Authority	2	2	2	0	2	6
Federal Maritime Commission	1	0	1	0	0	1
Federal Mediation and Conciliation Service	1	0	1	0	0	1
Federal Reserve System--Board of Governors	4	4	0	0	0	4
Federal Retirement Thrift Investment Board	0	0	0	0	0	0
Federal Trade Commission	6	6	0	2	0	8

Table B-22 FY 2006 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
General Services Administration	103	91	37	22	1	151
Government Printing Office	44	34	13	7	0	54
Holocaust Memorial Museum U.S.	2	0	2	0	0	2
International Boundary and Water Commission	6	6	0	1	0	7
International Trade Commission	1	0	1	0	0	1
John F. Kennedy Center for the Performing Arts	1	1	0	0	0	1
Merit Systems Protection Board	0	0	0	0	0	0
National Aeronautics and Space Administration	64	57	25	25	1	108
National Archives and Records Administration	13	10	1	4	0	15
National Credit Union Administration	8	8	0	0	0	8
National Endowment for the Arts	1	1	0	0	0	1
National Endowment for the Humanities	0	0	0	0	0	0
National Gallery of Art	1	1	1	0	0	2
National Labor Relations Board	4	4	1	0	0	5
National Science Foundation	2	2	1	0	0	3
National Transportation Safety Board	7	5	1	0	1	7
Nuclear Regulatory Commission	13	11	7	1	0	19
Office of Personnel Management	45	29	9	23	0	61
Office of Special Counsel	1	1	0	1	0	2
Overseas Private Investment Corporation	2	2	0	0	0	2
Peace Corps	3	3	1	0	0	4
Pension Benefit Guaranty Corporation	15	12	4	0	0	16
Railroad Retirement Board	0	0	0	0	0	0
Securities and Exchange Commission	16	13	6	6	0	25
Selective Service System	0	0	0	0	0	0
Small Business Administration	29	29	8	9	0	46
Smithsonian Institution	28	24	10	10	2	46
Social Security Administration	471	400	168	124	4	696
Tennessee Valley Authority	85	59	25	23	0	107
U.S. Postal Service	7,785	6,540	2,257	2,893	45	11,735
U.S. Tax Court	1	1	0	0	0	1

Table B-22 FY 2006 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Cabinet Level Subtotal	17,879	15,137	5,290	5,181	115	25,723
Midsize Agencies Subtotal	909	775	325	251	8	1,359
Small Agencies Subtotal	331	276	96	58	3	433
Grand Total	19,119	16,188	5,711	5,490	126	27,515

Table B-23 FY 2006 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Agency for International Development	27	19,333	716.04	0	0	0.00	8	2,797	349.63	9	8,088	898.67	10	8,448	844.80
Armed Forces Retirement Home	2	1,016	508.00	0	0	0.00	1	201	201.00	1	815	815.00	0	0	0.00
Broadcasting Board of Governors	27	2,714	100.52	0	0	0.00	11	1,258	114.36	10	803	80.30	6	653	108.83
Central Intelligence Agency	11	3,640	330.91	0	0	0.00	6	875	145.83	3	1,973	657.67	2	792	396.00
Commodity Futures Trading Commission	1	31	31.00	0	0	0.00	1	31	31.00	0	0	0.00	0	0	0.00
Consumer Product Safety Commission	3	1,140	380.00	0	0	0.00	0	0	0.00	3	1,140	380.00	0	0	0.00
Corporation for National and Community Service	6	1,089	181.50	0	0	0.00	2	89	44.50	2	413	206.50	2	587	293.50
Court Services and Offender Supervision Agency for the District of Columbia	8	3,942	492.75	1	51	51.00	3	828	276.00	3	2,136	712.00	1	927	927.00
Defense Army and Air Force Exchange	103	25,103	243.72	0	0	0.00	61	5,481	89.85	36	18,660	518.33	6	962	160.33
Defense Commissary Agency	104	21,509	206.82	11	675	61.36	46	10,567	229.72	42	9,200	219.05	5	1,067	213.40
Defense Contract Audit Agency	21	12,412	591.05	0	0	0.00	8	1,052	131.50	12	11,198	933.17	1	162	162.00
Defense Contract Management Agency	44	25,420	577.73	0	0	0.00	19	5,166	271.89	15	12,329	821.93	10	7,925	792.50
Defense Finance and Accounting Service	60	34,151	569.18	1	1	1.00	26	2,385	91.73	30	31,005	1,033.50	3	760	253.33
Defense Human Resources Activity	4	230	57.50	1	12	12.00	3	218	72.67	0	0	0.00	0	0	0.00
Defense Information Systems Agency	14	2,969	212.07	0	0	0.00	5	539	107.80	6	1,557	259.50	3	873	291.00
Defense Intelligence Agency	45	5,424	120.53	0	0	0.00	29	3,142	108.34	4	1,710	427.50	12	572	47.67
Defense Logistics Agency	134	40,753	304.13	5	945	189.00	71	11,063	155.82	40	20,141	503.53	18	8,604	478.00
Defense National Geospatial-Intelligence	25	10,564	422.56	1	217	217.00	8	1,338	167.25	8	4,789	598.63	8	4,220	527.50
Defense National Guard Bureau	75	38,054	507.39	10	150	15.00	19	7,060	371.58	6	4,852	808.67	40	25,992	649.80
Defense National Security Agency	36	14,691	408.08	2	7	3.50	13	1,333	102.54	9	6,116	679.56	12	7,235	602.92
Defense Nuclear Facilities Safety Board	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Defense Office of the Inspector General	4	839	209.75	0	0	0.00	3	185	61.67	1	654	654.00	0	0	0.00
Defense Security Service	7	2,172	310.29	0	0	0.00	3	487	162.33	3	1,320	440.00	1	365	365.00
Defense Threat Reduction Agency	5	1,216	243.20	0	0	0.00	2	167	83.50	3	1,049	349.67	0	0	0.00
Defense Uniformed Services University	1	5	5.00	0	0	0.00	1	5	5.00	0	0	0.00	0	0	0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	40	17,077	426.93	0	0	0.00	16	2,460	153.75	20	13,116	655.80	4	1,501	375.25
Department of Agriculture	1,371	917,914	669.52	127	13,229	104.17	226	52,269	231.28	452	360,967	798.60	566	491,449	868.28
Department of Commerce	223	90,134	404.19	4	17	4.25	56	5,536	98.86	106	64,215	605.80	57	20,366	357.30
Department of Defense Education Activity	33	10,818	327.82	1	30	30.00	16	1,532	95.75	8	5,477	684.63	8	3,779	472.38
Department of Education	84	25,924	308.62	23	5,042	219.22	32	7,666	239.56	29	13,216	455.72	0	0	0.00
Department of Energy	96	33,734	351.40	2	29	14.50	48	11,665	243.02	27	13,072	484.15	19	8,968	472.00
Department of Health and Human Services	300	98,504	328.35	18	296	16.44	95	11,006	115.85	134	50,824	379.28	53	36,378	686.38
Department of Homeland Security	2,001	1,259,456	629.41	28	397	14.18	618	138,086	223.44	608	553,050	909.62	747	567,923	760.27
Department of Housing and Urban Development	105	40,749	388.09	2	7	3.50	43	3,201	74.44	57	36,513	640.58	3	1,028	342.67
Department of Justice	708	269,425	380.54	2	10	5.00	363	67,612	186.26	190	129,871	683.53	153	71,932	470.14
Department of Labor	250	132,039	528.16	0	0	0.00	74	13,045	176.28	112	83,553	746.01	64	35,441	553.77
Department of State	96	27,317	284.55	7	505	72.14	43	6,137	142.72	31	15,022	484.58	15	5,653	376.87
Department of the Air Force	565	224,772	397.83	41	3,219	78.51	133	22,427	168.62	125	77,535	620.28	266	121,591	457.11
Department of the Army	903	276,253	305.93	12	292	24.33	467	55,586	119.03	282	157,881	559.86	142	62,494	440.10
Department of the Interior	535	230,683	431.18	87	9,384	107.86	194	44,196	227.81	182	135,264	743.21	72	41,839	581.10
Department of the Navy	558	166,472	298.34	4	77	19.25	307	40,815	132.95	141	83,196	590.04	106	42,384	399.85
Department of the Treasury	865	524,458	606.31	94	105,381	1,121.07	366	85,786	234.39	355	308,118	867.94	50	25,173	503.46
Department of Transportation	614	329,559	536.74	22	1,261	57.32	239	34,282	143.44	291	263,909	906.90	62	30,107	485.60

Table B-23 FY 2006 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Department of Veterans Affairs	1,857	495,708	266.94	15	144	9.60	1,033	124,779	120.79	714	331,907	464.86	95	38,878	409.24
Environmental Protection Agency	85	32,503	382.39	0	0	0.00	26	3,395	130.58	31	19,547	630.55	28	9,561	341.46
EOP - National Drug Control Policy	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
EOP - Office of Administration	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
EOP - Office of Management and Budget	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
EOP - Office of the U.S. Trade Representative	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Equal Employment Opportunity Commission	16	4,882	305.13	0	0	0.00	4	638	159.50	5	1,679	335.80	7	2,565	366.43
Export-Import Bank of the US	2	1,308	654.00	0	0	0.00	0	0	0.00	0	0	0.00	2	1,308	654.00
Farm Credit Administration	1	12	12.00	1	12	12.00	0	0	0.00	0	0	0.00	0	0	0.00
Federal Communications Commission	3	1,800	600.00	0	0	0.00	0	0	0.00	3	1,800	600.00	0	0	0.00
Federal Deposit Insurance Corporation	37	9,772	264.11	0	0	0.00	22	2,341	106.41	10	5,296	529.60	5	2,135	427.00
Federal Election Commission	4	726	181.50	0	0	0.00	2	146	73.00	1	331	331.00	1	249	249.00
Federal Energy Regulatory Commission	2	362	181.00	0	0	0.00	0	0	0.00	2	362	181.00	0	0	0.00
Federal Housing Finance Board	1	624	624.00	0	0	0.00	0	0	0.00	1	624	624.00	0	0	0.00
Federal Labor Relations Authority	1	179	179.00	0	0	0.00	0	0	0.00	0	0	0.00	1	179	179.00
Federal Maritime Commission	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Federal Mediation and Conciliation Service	2	60	30.00	0	0	0.00	2	60	30.00	0	0	0.00	0	0	0.00
Federal Reserve System--Board of Governors	5	1,162	232.40	1	5	5.00	0	0	0.00	4	1,157	289.25	0	0	0.00
Federal Retirement Thrift Investment Board	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Federal Trade Commission	2	277	138.50	0	0	0.00	0	0	0.00	1	274	274.00	1	3	3.00
General Services Administration	86	28,429	330.57	2	8	4.00	37	3,752	101.41	37	21,872	591.14	10	2,797	279.70
Government Printing Office	36	8,713	242.03	0	0	0.00	21	2,595	123.57	11	5,130	466.36	4	988	247.00
Holocaust Memorial Museum U.S.	2	138	69.00	0	0	0.00	2	138	69.00	0	0	0.00	0	0	0.00
International Boundary and Water Commission	3	201	67.00	0	0	0.00	3	201	67.00	0	0	0.00	0	0	0.00
International Trade Commission	1	306	306.00	0	0	0.00	0	0	0.00	1	306	306.00	0	0	0.00
John F. Kennedy Center for the Performing Arts	2	608	304.00	0	0	0.00	0	0	0.00	2	608	304.00	0	0	0.00
Merit Systems Protection Board	1	65	65.00	0	0	0.00	1	65	65.00	0	0	0.00	0	0	0.00
National Aeronautics and Space Administration	45	16,799	373.31	7	226	32.29	11	1,875	170.45	16	10,318	644.88	11	4,380	398.18
National Archives and Records Administration	16	908	56.75	1	17	17.00	7	335	47.86	4	283	70.75	4	273	68.25
National Credit Union Administration	5	2,118	423.60	0	0	0.00	2	371	185.50	0	0	0.00	3	1,747	582.33
National Endowment for the Arts	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
National Endowment for the Humanities	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
National Gallery of Art	5	1,527	305.40	0	0	0.00	2	156	78.00	3	1,371	457.00	0	0	0.00
National Labor Relations Board	24	4,132	172.17	0	0	0.00	7	992	141.71	5	2,828	565.60	12	312	26.00
National Science Foundation	3	3,867	1,289.00	0	0	0.00	1	25	25.00	0	0	0.00	2	3,842	1,921.00
National Transportation Safety Board	3	2,677	892.33	0	0	0.00	0	0	0.00	2	591	295.50	1	2,086	2,086.00
Nuclear Regulatory Commission	9	1,984	220.44	0	0	0.00	5	941	188.20	0	0	0.00	4	1,043	260.75
Office of Personnel Management	31	12,510	403.55	1	3	3.00	3	158	52.67	22	10,585	481.14	5	1,764	352.80
Office of Special Counsel	2	270	135.00	0	0	0.00	1	150	150.00	1	120	120.00	0	0	0.00
Overseas Private Investment Corporation	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Peace Corps	2	2,323	1,161.50	0	0	0.00	0	0	0.00	0	0	0.00	2	2,323	1,161.50
Pension Benefit Guaranty Corporation	25	10,596	423.84	0	0	0.00	16	5,074	317.13	5	3,488	697.60	4	2,034	508.50
Railroad Retirement Board	1	200	200.00	0	0	0.00	0	0	0.00	0	0	0.00	1	200	200.00
Securities and Exchange Commission	15	4,568	304.53	0	0	0.00	3	693	231.00	9	3,703	411.44	3	172	57.33

Table B-23 FY 2006 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Selective Service System	2	30	15.00	0	0	0.00	2	30	15.00	0	0	0.00	0	0	0.00
Small Business Administration	64	23,404	365.69	10	518	51.80	26	6,169	237.27	17	8,636	508.00	11	8,081	734.64
Smithsonian Institution	17	7,568	445.18	0	0	0.00	8	494	61.75	9	7,074	786.00	0	0	0.00
Social Security Administration	696	498,620	716.41	42	814	19.38	161	28,976	179.98	257	260,864	1,015.04	236	207,966	881.21
Tennessee Valley Authority	48	15,018	312.88	1	1,023	1,023.00	12	1,339	111.58	28	11,333	404.75	7	1,323	189.00
U.S. Postal Service	4,304	1,317,427	306.09	117	326	2.79	1,174	60,867	51.85	2,447	1,133,356	463.16	566	122,878	217.10
U.S. Tax Court	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Cabinet Level Subtotal	16,190	6,723,935	415.31	637	141,653	222.38	5,860	839,141	143.20	6,526	3,954,642	605.98	3,167	1,788,499	564.73
Midsize Agencies Subtotal	1,078	632,113	586.38	62	2,589	41.76	303	48,341	159.54	405	344,940	851.70	308	236,243	767.02
Small Agencies Subtotal	312	102,038	327.04	5	88	17.60	116	18,847	162.47	113	50,608	447.86	78	32,495	416.60
Grand Total	17,580	7,458,086	424.24	704	144,330	205.01	6,279	906,329	144.34	7,044	4,350,190	617.57	3,553	2,057,237	579.01

Table B-24 FY 2006 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigato						
		Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Agency for International Development	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Broadcasting Board of Governors	6	0	0.00%	2	33.33%	4	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	3	0	0.00%	0	0.00%	3	100.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	244	0	0.00%	0	0.00%	244	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	75	0	0.00%	0	0.00%	75	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	16	16	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	3	0	0.00%	0	0.00%	3	100.00%	90	90	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	18	3	16.67%	0	0.00%	15	83.33%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	61	21	34.43%	0	0.00%	40	65.57%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence	9	5	55.56%	0	0.00%	4	44.44%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	587	21	3.58%	39	6.64%	527	89.78%	64	4	6.25%	25	39.06%	35	54.69%	76	4	5.26%	0	0.00%	72	94.74%
Defense National Security Agency	3	3	100.00%	0	0.00%	0	0.00%	5	4	80.00%	1	20.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	58	44	75.86%	5	8.62%	9	15.52%	3	0	0.00%	1	33.33%	2	66.67%	0	0	0.00%	0	0.00%	0	0.00%
Department of Commerce	61	19	31.15%	0	0.00%	42	68.85%	6	6	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	16	10	62.50%	0	0.00%	6	37.50%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Education	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	83	1	1.20%	1	1.20%	81	97.59%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	242	25	10.33%	16	6.61%	201	83.06%	0	0	0.00%	0	0.00%	0	0.00%	23	0	0.00%	12	52.17%	11	47.83%
Department of Homeland Security	230	2	0.87%	34	14.78%	194	84.35%	12	1	8.33%	11	91.67%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Housing and Urban Development	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	392	14	3.57%	5	1.28%	373	95.15%	44	9	20.45%	5	11.36%	30	68.18%	0	0	0.00%	0	0.00%	0	0.00%
Department of Labor	23	1	4.35%	0	0.00%	22	95.65%	0	0	0.00%	0	0.00%	0	0.00%	8	3	37.50%	5	62.50%	0	0.00%
Department of State	200	0	0.00%	0	0.00%	200	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	294	121	41.16%	10	3.40%	163	55.44%	96	96	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Army	1,167	20	1.71%	11	0.94%	1,136	97.34%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Interior	398	15	3.77%	66	16.58%	317	79.65%	2	1	50.00%	0	0.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Navy	156	139	89.10%	2	1.28%	15	9.62%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	136	55	40.44%	0	0.00%	81	59.56%	50	32	64.00%	0	0.00%	18	36.00%	4	0	0.00%	0	0.00%	4	100.00%
Department of Transportation	248	0	0.00%	1	0.40%	247	99.60%	11	11	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs	42	42	100.00%	0	0.00%	0	0.00%	46	46	100.00%	0	0.00%	0	0.00%	10	10	100.00%	0	0.00%	0	0.00%
Environmental Protection Agency	47	12	25.53%	0	0.00%	35	74.47%	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 FY 2006 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigato						
		Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	2	2	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	5	2	40.00%	0	0.00%	3	60.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	4	0	0.00%	0	0.00%	4	100.00%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	9	1	11.11%	0	0.00%	8	88.89%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	7	0	0.00%	1	14.29%	6	85.71%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	5	1	20.00%	0	0.00%	4	80.00%	1	0	0.00%	0	0.00%	1	100.00%	1	1	100.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	3	1	33.33%	0	0.00%	2	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	29	10	34.48%	7	24.14%	12	41.38%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	2	1	50.00%	0	0.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	44	0	0.00%	0	0.00%	44	100.00%	0	0	0.00%	0	0.00%	0	0.00%	7	6	85.71%	1	14.29%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	16	0	0.00%	0	0.00%	16	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	6	5	83.33%	1	16.67%	0	0.00%
Office of Special Counsel	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	0	0.00%	3	100.00%
Overseas Private Investment Corporation	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	15	0	0.00%	0	0.00%	15	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	6	2	33.33%	0	0.00%	4	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	15	0	0.00%	0	0.00%	15	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	13	0	0.00%	0	0.00%	13	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	2	2	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	161	7	4.35%	6	3.73%	148	91.93%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Tennessee Valley Authority	24	1	4.17%	0	0.00%	23	95.83%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	162	0	0.00%	0	0.00%	162	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Tax Court	1	0	0.00%	0	0.00%	1	100.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 FY 2006 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigato						
		Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty			Full Time		Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Cabinet Level Subtotal	4,956	588	11.86%	190	3.83%	4,178	84.30%	434	300	69.12%	43	9.91%	91	20.97%	122	18	14.75%	17	13.93%	87	71.31%
Midsize Agencies Subtotal	288	34	11.81%	14	4.86%	240	83.33%	7	5	71.43%	0	0.00%	2	28.57%	0	0	0.00%	0	0.00%	0	0.00%
Small Agencies Subtotal	243	10	4.12%	2	0.82%	231	95.06%	9	2	22.22%	0	0.00%	7	77.78%	26	21	80.77%	2	7.69%	3	11.54%
Grand Total	5,487	632	11.52%	206	3.75%	4,649	84.73%	450	307	68.22%	43	9.56%	100	22.22%	148	39	26.35%	19	12.84%	90	60.81%

Table B-25 FY 2006 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors New Staff Training				Agency Investigators New Staff Training				Agency Counselors/Investigators New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Agency for International Development	2,406	0	0	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	405	1	1	0	0	0	0	0	0	0	0	0	0
Broadcasting Board of Governors	1,741	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	1	1	0	0
Commodity Futures Trading Commission	466	1	1	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	403	1	1	2	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	550	0	0	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,133	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	36,378	56	56	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,051	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,922	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	13,176	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	895	0	0	0	0	15	15	0	0	0	0	0	0
Defense Information Systems Agency	5,097	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,478	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	6	5	1	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	56,137	80	60	20	30	1	2	0	0	15	9	6	2
Defense National Security Agency	0	1	1	0	0	3	3	2	0	0	0	0	0
Defense Nuclear Facilities Safety Board	86	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,396	3	3	0	0	0	0	0	0	0	0	0	0
Defense Security Service	545	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,155	1	1	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	725	0	0	5	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	6,525	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	104,299	4	1	3	0	1	0	1	0	0	0	0	0
Department of Commerce	41,600	7	7	0	0	0	0	0	0	0	0	0	0
Department of Defense Education Activity	17,060	2	2	0	0	0	0	0	0	0	0	0	0
Department of Education	4,353	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,725	10	10	9	1	1	1	0	0	0	0	0	0
Department of Health and Human Services	64,049	51	36	8	10	0	0	0	0	6	6	0	0
Department of Homeland Security	168,865	16	10	6	0	0	0	0	0	0	0	0	0
Department of Housing and Urban Development	9,364	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	106,125	149	66	82	1	14	14	0	0	0	0	0	0
Department of Labor	15,397	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	19,667	67	67	0	0	0	0	0	0	0	0	0	0
Department of the Air Force	164,773	58	40	13	14	2	0	0	2	0	0	0	0

Table B-25 FY 2006 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors New Staff Training				Agency Investigators New Staff Training				Agency Counselors/Investigators New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Department of the Army	222,342	195	157	32	9	0	0	0	0	0	0	0	0
Department of the Interior	74,577	84	84	0	0	0	0	0	0	0	0	0	0
Department of the Navy	192,412	5	5	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	121,452	13	12	1	0	0	0	0	0	0	0	0	0
Department of Transportation	53,864	51	41	13	3	0	0	0	0	0	0	0	0
Department of Veterans Affairs	238,228	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Protection Agency	18,367	13	13	2	0	0	0	0	0	0	0	0	0
EOP - National Drug Control Policy	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Management and Budget	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,197	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	376	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	256	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,854	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,568	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	356	2	2	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,335	2	1	0	1	0	0	0	0	0	0	0	0
Federal Housing Finance Board	135	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	142	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	124	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	280	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,862	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,073	8	8	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,290	0	0	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,238	4	4	0	0	0	0	0	0	1	1	0	0
Holocaust Memorial Museum U.S.	404	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	241	1	1	0	0	0	0	0	0	0	0	0	0
International Trade Commission	368	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,325	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	230	1	0	1	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,697	4	3	1	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	2,983	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	948	3	2	3	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	162	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	175	2	2	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	912	1	1	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,858	7	7	3	0	0	0	0	0	0	0	0	0

Table B-25 FY 2006 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors New Staff Training				Agency Investigators New Staff Training				Agency Counselors/Investigators New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
National Science Foundation	1,529	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	422	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,482	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,335	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	113	4	4	4	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	199	3	3	0	0	0	0	0	0	0	0	0	0
Peace Corps	894	6	6	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	848	0	0	0	0	0	0	0	0	0	0	0	0
Railroad Retirement Board	999	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,602	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	160	1	1	0	0	0	0	0	0	0	0	0	0
Small Business Administration	6,280	9	9	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,138	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	63,759	41	41	7	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,600	2	2	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	795,850	16	16	0	0	0	0	0	0	0	0	0	0
U.S. Tax Court	230	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	2,600,491	875	680	193	68	37	35	3	2	21	15	6	2
Midsize Agencies Subtotal	142,699	69	68	10	0	0	0	0	0	0	0	0	0
Small Agencies Subtotal	46,817	48	45	13	1	0	0	0	0	2	2	0	0
Grand Total	2,790,007	992	793	216	69	37	35	3	2	23	17	6	2

Table B-26 FY 2006 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Agency for International Development	2,406	7	7	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	405	0	0	0	0	0	0	0	0	0	0	0	0
Broadcasting Board of Governors	1,741	6	6	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	6	6	0	0
Commodity Futures Trading Commission	466	6	6	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	403	2	2	1	0	1	1	0	0	0	0	0	0
Corporation for National and Community Service	550	6	6	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,133	9	9	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	36,378	188	157	8	23	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,051	1	1	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,922	75	0	0	75	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	13,176	16	14	2	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	895	3	3	0	0	80	76	4	0	0	0	0	0
Defense Information Systems Agency	5,097	18	18	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,478	61	39	7	15	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	3	3	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	56,137	507	344	70	126	63	66	0	5	61	32	3	44
Defense National Security Agency	0	2	2	2	0	2	1	0	1	0	0	0	0
Defense Nuclear Facilities Safety Board	86	3	2	0	1	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,396	4	0	4	0	0	0	0	0	0	0	0	0
Defense Security Service	545	5	0	0	5	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,155	3	1	2	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	725	5	5	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	6,525	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	104,299	54	32	20	2	2	2	0	0	0	0	0	0
Department of Commerce	41,600	54	52	2	0	6	6	0	0	1	1	0	0
Department of Defense Education Activity	17,060	14	0	14	0	0	0	0	0	0	0	0	0
Department of Education	4,353	3	3	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,725	73	68	2	3	1	1	0	0	0	0	0	0
Department of Health and Human Services	64,049	191	142	30	19	0	0	0	0	17	17	0	0
Department of Homeland Security	168,865	214	129	33	52	12	1	11	0	0	0	0	0
Department of Housing and Urban Development	9,364	4	4	0	0	0	0	0	0	0	0	0	0
Department of Justice	106,125	243	113	2	128	30	30	0	0	0	0	0	0
Department of Labor	15,397	23	23	0	0	0	0	0	0	8	8	0	0
Department of State	19,667	133	0	11	122	3	3	0	0	0	0	0	0
Department of the Air Force	164,773	236	159	12	70	94	0	0	94	0	0	0	0

Table B-26 FY 2006 Agency Experienced Staff Training													
Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Department of the Army	222,342	972	549	252	171	0	0	0	0	0	0	0	0
Department of the Interior	74,577	314	34	151	129	2	1	0	1	0	0	0	0
Department of the Navy	192,412	151	151	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	121,452	123	73	47	3	50	50	0	0	4	4	0	0
Department of Transportation	53,864	197	129	149	56	11	7	0	4	0	0	0	0
Department of Veterans Affairs	238,228	42	42	0	3	46	46	0	0	10	10	0	0
Environmental Protection Agency	18,367	34	34	0	0	4	4	0	0	0	0	0	0
EOP - National Drug Control Policy	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Management and Budget	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,197	2	2	0	0	1	1	0	0	0	0	0	0
Export-Import Bank of the US	376	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	256	7	7	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,854	8	8	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,568	5	5	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	356	0	0	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,335	2	0	1	1	0	0	0	0	0	0	0	0
Federal Housing Finance Board	135	3	3	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	142	4	4	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	124	2	2	0	0	0	0	0	0	1	1	1	0
Federal Mediation and Conciliation Service	280	4	4	0	0	2	2	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,862	2	2	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,073	1	0	1	0	0	0	0	0	0	0	0	0
General Services Administration	12,290	7	7	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,238	1	1	0	0	1	0	1	0	0	0	0	0
Holocaust Memorial Museum U.S.	404	7	6	0	1	0	0	0	0	0	0	0	0
International Boundary and Water Commission	241	1	1	0	0	0	0	0	0	0	0	0	0
International Trade Commission	368	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,325	2	2	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	230	2	2	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,697	25	22	0	3	0	0	0	0	0	0	0	0
National Archives and Records Administration	2,983	2	0	1	1	0	0	0	0	0	0	0	0
National Credit Union Administration	948	6	5	0	1	0	0	0	0	0	0	0	0
National Endowment for the Arts	162	1	1	0	0	0	0	0	0	1	1	0	0
National Endowment for the Humanities	175	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	912	5	4	0	1	0	0	0	0	0	0	0	0
National Labor Relations Board	1,858	37	37	0	0	0	0	0	0	7	7	0	0

Table B-26 FY 2006 Agency Experienced Staff Training													
Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
National Science Foundation	1,529	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	422	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,482	16	14	0	2	0	0	0	0	0	0	0	0
Office of Personnel Management	5,335	7	7	0	0	0	0	0	0	6	6	0	0
Office of Special Counsel	113	0	0	0	0	0	0	0	0	3	3	0	0
Overseas Private Investment Corporation	199	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	894	9	9	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	848	6	4	2	0	0	0	0	0	0	0	0	0
Railroad Retirement Board	999	6	6	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,602	15	11	0	4	3	3	0	0	0	0	0	0
Selective Service System	160	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	6,280	4	4	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,138	2	2	0	0	1	1	0	0	0	0	0	0
Social Security Administration	63,759	120	120	11	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,600	22	22	0	0	2	2	0	0	0	0	0	0
U.S. Postal Service	795,850	146	144	2	0	0	0	0	0	0	0	0	0
U.S. Tax Court	230	1	1	0	0	1	1	0	0	0	0	0	0
Cabinet Level Subtotal	2,600,491	4,081	2,436	822	1,003	402	290	15	105	101	72	3	44
Midsize Agencies Subtotal	142,699	219	216	11	3	7	7	0	0	0	0	0	0
Small Agencies Subtotal	46,817	195	179	6	11	9	8	1	0	24	24	1	0
Grand Total	2,790,007	4,495	2,831	839	1,017	418	305	16	105	125	96	4	44

Table B-27 FY 2006 Contractor New Staff Training													
Agency or Department	Total Work Force	Contract Counselors New Staff Training				Contract Investigators New Staff Training				Contract Counselors/Investigators New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Agency for International Development	2,406	0	0	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	405	0	0	0	0	0	0	0	0	0	0	0	0
Broadcasting Board of Governors	1,741	2	1	1	0	2	0	0	2	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	466	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	403	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	550	0	0	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,133	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	36,378	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,051	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,922	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	13,176	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	895	0	0	0	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,097	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,478	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	56,137	0	0	20	5	0	0	0	0	9	9	0	0
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	86	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,396	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	545	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,155	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	725	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	6,525	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	104,299	1	0	1	0	16	1	15	0	0	0	0	0
Department of Commerce	41,600	0	0	0	0	0	0	0	0	0	0	0	0
Department of Defense Education Activity	17,060	0	0	0	0	0	0	0	0	0	0	0	0
Department of Education	4,353	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,725	0	0	0	0	0	0	0	0	0	0	0	0
Department of Health and Human Services	64,049	0	0	0	0	0	0	0	0	0	0	0	0
Department of Homeland Security	168,865	2	2	0	0	11	5	6	0	0	0	0	0
Department of Housing and Urban Development	9,364	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	106,125	0	0	0	0	0	0	0	0	0	0	0	0
Department of Labor	15,397	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	19,667	1	1	0	0	0	0	0	0	0	0	0	0
Department of the Air Force	164,773	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Army	222,342	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Interior	74,577	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 FY 2006 Contractor New Staff Training													
Agency or Department	Total Work Force	Contract Counselors New Staff Training				Contract Investigators New Staff Training				Contract Counselors/Investigators New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Department of the Navy	192,412	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	121,452	0	0	0	0	0	0	0	0	0	0	0	0
Department of Transportation	53,864	0	0	0	0	0	0	0	0	0	0	0	0
Department of Veterans Affairs	238,228	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Protection Agency	18,367	0	0	0	0	0	0	0	0	0	0	0	0
EOP - National Drug Control Policy	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Management and Budget	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,197	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	376	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	256	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,854	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,568	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	356	0	0	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,335	0	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	135	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	142	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	124	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	280	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,862	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,073	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,290	0	0	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,238	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	404	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	241	0	0	0	0	0	0	0	0	0	0	0	0
International Trade Commission	368	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,325	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	230	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,697	0	0	0	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	2,983	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	948	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	162	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	175	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	912	0	0	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,858	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundation	1,529	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	422	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,482	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,335	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 FY 2006 Contractor New Staff Training													
Agency or Department	Total Work Force	Contract Counselors New Staff Training				Contract Investigators New Staff Training				Contract Counselors/Investigators New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Office of Special Counsel	113	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	199	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	894	0	0	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	848	0	0	0	0	2	0	2	0	0	0	0	0
Railroad Retirement Board	999	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,602	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	160	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	6,280	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,138	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	63,759	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,600	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	795,850	0	0	0	0	29	29	0	0	0	0	0	0
U.S. Tax Court	230	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	2,600,491	4	3	21	5	56	35	21	0	9	9	0	0
Midsize Agencies Subtotal	142,699	0	0	0	0	0	0	0	0	0	0	0	0
Small Agencies Subtotal	46,817	2	1	1	0	4	0	2	2	0	0	0	0
Grand Total	2,790,007	6	4	22	5	60	35	23	2	9	9	0	0

Table B-28 FY 2006 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigator			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Agency for International Development	2,406	0	0	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	405	0	0	0	0	1	1	0	0	0	0	0	0
Broadcasting Board of Governors	1,741	0	0	0	0	4	4	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	1	1	0	0	0	0	0	0
Commodity Futures Trading Commission	466	0	0	0	0	2	2	0	0	0	0	0	0
Consumer Product Safety Commission	403	0	0	0	0	3	0	3	0	0	0	0	0
Corporation for National and Community Service	550	0	0	0	0	6	6	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,133	0	0	0	0	1	1	0	0	0	0	0	0
Defense Army and Air Force Exchange	36,378	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,051	3	3	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,922	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	13,176	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	895	2	2	0	0	1	1	0	0	0	0	0	0
Defense Information Systems Agency	5,097	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,478	2	2	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	56,137	0	0	0	0	2	2	0	0	0	0	0	0
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	86	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,396	0	0	0	0	2	2	0	0	0	0	0	0
Defense Security Service	545	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,155	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	725	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	6,525	9	9	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	104,299	15	15	0	0	240	227	13	0	3	3	0	0
Department of Commerce	41,600	0	0	0	0	32	32	0	0	0	0	0	0
Department of Defense Education Activity	17,060	3	3	0	0	0	0	0	0	0	0	0	0
Department of Education	4,353	0	0	0	0	9	9	0	0	9	9	0	0
Department of Energy	13,725	4	4	0	0	26	24	2	0	0	0	0	0
Department of Health and Human Services	64,049	0	0	0	0	130	130	0	0	0	0	0	0
Department of Homeland Security	168,865	59	44	15	0	279	266	28	1	0	0	0	0
Department of Housing and Urban Development	9,364	0	0	0	0	87	87	5	0	0	0	0	0
Department of Justice	106,125	0	0	0	0	97	97	0	0	0	0	0	0
Department of Labor	15,397	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	19,667	15	15	0	0	0	0	0	0	0	0	0	0
Department of the Air Force	164,773	0	0	0	0	0	0	0	0	0	0	0	0

Table B-28 FY 2006 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigator			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Department of the Army	222,342	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Interior	74,577	0	0	0	0	59	45	0	14	0	0	0	0
Department of the Navy	192,412	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	121,452	0	9	0	0	0	0	0	0	0	0	0	0
Department of Transportation	53,864	8	8	0	0	33	32	1	0	0	0	0	0
Department of Veterans Affairs	238,228	4	4	0	0	12	12	0	0	0	0	0	0
Environmental Protection Agency	18,367	0	0	0	0	4	4	0	0	0	0	0	0
EOP - National Drug Control Policy	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Management and Budget	0	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,197	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	376	0	0	0	0	1	1	0	0	0	0	0	0
Farm Credit Administration	256	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,854	0	0	0	0	1	1	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,568	0	0	0	0	21	21	0	0	2	2	0	0
Federal Election Commission	356	5	5	0	0	4	4	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,335	0	0	0	0	3	0	3	0	0	0	0	0
Federal Housing Finance Board	135	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	142	0	0	0	0	1	1	0	0	0	0	0	0
Federal Maritime Commission	124	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	280	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,862	0	0	0	0	3	3	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	66	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,073	0	0	0	0	1	1	0	0	0	0	0	0
General Services Administration	12,290	47	46	0	1	34	30	0	4	0	0	0	0
Government Printing Office	2,238	0	0	0	0	6	6	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	404	0	0	0	0	1	1	0	0	0	0	0	0
International Boundary and Water Commission	241	0	0	0	0	0	0	0	0	0	0	0	0
International Trade Commission	368	1	1	0	0	1	1	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,325	1	1	0	0	1	1	0	0	0	0	0	0
Merit Systems Protection Board	230	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,697	22	22	0	0	0	0	0	0	4	4	0	0
National Archives and Records Administration	2,983	0	0	0	0	10	0	10	0	0	0	0	0
National Credit Union Administration	948	0	0	0	0	4	4	0	0	0	0	0	0
National Endowment for the Arts	162	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	175	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	912	0	0	0	0	1	1	0	0	0	0	0	0
National Labor Relations Board	1,858	0	0	0	0	0	0	0	0	0	0	0	0

Table B-28 FY 2006 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigator			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
National Science Foundation	1,529	1	0	1	0	1	0	1	0	0	0	0	0
National Transportation Safety Board	422	0	3	0	0	6	6	0	6	0	0	0	0
Nuclear Regulatory Commission	3,482	0	0	0	0	66	66	0	0	0	0	0	0
Office of Personnel Management	5,335	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	113	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	199	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	894	0	0	0	0	0	0	0	0	2	0	2	0
Pension Benefit Guaranty Corporation	848	0	0	0	0	1	1	0	0	0	0	0	0
Railroad Retirement Board	999	0	0	0	0	1	1	0	0	0	0	0	0
Securities and Exchange Commission	3,602	0	0	0	0	9	9	0	0	0	0	0	0
Selective Service System	160	0	0	0	0	0	0	0	0	1	1	0	0
Small Business Administration	6,280	0	0	0	0	2	0	0	2	0	0	0	0
Smithsonian Institution	6,138	0	0	0	0	5	5	0	0	0	0	0	0
Social Security Administration	63,759	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,600	0	0	0	0	4	4	0	0	0	0	0	0
U.S. Postal Service	795,850	0	0	0	0	78	78	5	0	0	0	0	0
U.S. Tax Court	230	0	0	0	0	1	1	0	0	0	0	0	0
Cabinet Level Subtotal	2,600,491	124	118	15	0	1,087	1,044	54	15	12	12	0	0
Midsize Agencies Subtotal	142,699	69	68	0	1	70	64	0	6	6	6	0	0
Small Agencies Subtotal	46,817	8	10	1	0	141	124	17	6	3	1	2	0
Grand Total	2,790,007	201	196	16	1	1,298	1,232	71	27	21	19	2	0

Table B-29 FY 2006 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimin-ation (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Agency for International Development	2,406	9	0.37%	5	2	0	0.00%	0	0	0.00%
Armed Forces Retirement Home	405	1	0.25%	0	0	0	0.00%	0	0	0.00%
Broadcasting Board of Governors	1,741	13	0.75%	14	7	0	0.00%	6	2	33.33%
Central Intelligence Agency	0	4	0.00%	7	3	0	0.00%	4	1	25.00%
Commodity Futures Trading Commission	466	1	0.21%	1	0	0	0.00%	1	1	100.00%
Consumer Product Safety Commission	403	1	0.25%	1	1	0	0.00%	0	0	0.00%
Corporation for National and Community Service	550	1	0.18%	1	0	0	0.00%	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	1,133	2	0.18%	1	1	0	0.00%	0	0	0.00%
Defense Army and Air Force Exchange	36,378	22	0.06%	19	10	2	20.00%	8	2	25.00%
Defense Commissary Agency	15,923	23	0.14%	36	22	2	9.09%	13	4	30.77%
Defense Contract Audit Agency	4,051	6	0.15%	8	3	0	0.00%	4	1	25.00%
Defense Contract Management Agency	9,922	24	0.24%	14	5	1	20.00%	6	1	16.67%
Defense Dependent Education Activity	17,060	15	0.09%	17	8	0	0.00%	8	0	0.00%
Defense Finance and Accounting Service	13,176	40	0.30%	26	11	1	9.09%	12	2	16.67%
Defense Human Resource Activity	895	0	0.00%	0	0	0	0.00%	0	0	0.00%
Defense Information Systems Agency	5,097	4	0.08%	2	2	0	0.00%	0	0	0.00%
Defense Intelligence Agency	0	3	0.00%	4	1	0	0.00%	3	0	0.00%
Defense Logistics Agency	20,478	39	0.19%	35	14	0	0.00%	17	4	23.53%
Defense National Geospatial-Intelligence	0	2	0.00%	4	1	0	0.00%	1	0	0.00%
Defense National Guard Bureau	56,137	14	0.02%	20	5	0	0.00%	12	2	16.67%
Defense National Security Agency	0	6	0.00%	3	3	0	0.00%	0	0	0.00%
Defense Nuclear Facilities Safety Board	86	0	0.00%	0	0	0	0.00%	0	0	0.00%
Defense Office of the Inspector General	1,396	4	0.29%	3	0	0	0.00%	2	1	50.00%
Defense Office of the Secretary/ Wash. Hdqtrs. Services	6,525	9	0.14%	11	7	0	0.00%	2	0	0.00%
Defense Security Service	545	1	0.18%	0	0	0	0.00%	0	0	0.00%

Table B-29 FY 2006 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimin-ation (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Defense Threat Reduction Agency	1,155	3	0.26%	2	0	0	0.00%	2	1	50.00%
Defense Uniformed Services University	725	0	0.00%	0	0	0	0.00%	0	0	0.00%
Department of Agriculture	104,299	153	0.15%	139	64	4	6.25%	61	6	9.84%
Department of Commerce	41,600	77	0.19%	94	25	0	0.00%	57	19	33.33%
Department of Education	4,353	12	0.28%	9	6	1	16.67%	2	1	50.00%
Department of Energy	13,725	30	0.22%	24	11	2	18.18%	8	0	0.00%
Department of Health and Human Services	64,049	73	0.11%	64	20	1	5.00%	37	7	18.92%
Department of Homeland Security	168,865	364	0.22%	298	119	11	9.24%	145	16	11.03%
Department of Housing and Urban Development	9,364	64	0.68%	58	27	3	11.11%	25	4	16.00%
Department of Justice	106,125	215	0.20%	152	60	7	11.67%	76	16	21.05%
Department of Labor	15,397	37	0.24%	42	14	0	0.00%	26	8	30.77%
Department of State	19,667	37	0.19%	36	17	1	5.88%	16	1	6.25%
Department of the Air Force	164,773	193	0.12%	186	68	2	2.94%	88	20	22.73%
Department of the Army	222,342	383	0.17%	358	106	11	10.38%	205	47	22.93%
Department of the Interior	74,577	97	0.13%	99	58	6	10.34%	31	3	9.68%
Department of the Navy	192,412	300	0.16%	264	104	6	5.77%	134	24	17.91%
Department of the Treasury	121,452	137	0.11%	142	78	0	0.00%	53	6	11.32%
Department of Transportation	53,864	196	0.36%	191	45	2	4.44%	134	37	27.61%
Department of Veterans Affairs	238,228	578	0.24%	603	265	9	3.40%	273	28	10.26%
Environmental Protection Agency	18,367	39	0.21%	33	15	0	0.00%	13	6	46.15%
EOP - National Drug Control Policy	0	0	0.00%	0	0	0	0.00%	0	0	0.00%
EOP - Office of Administration	0	2	0.00%	0	0	0	0.00%	0	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0	0	0.00%	0	0	0.00%
EOP - Office of the U.S. Trade	0	0	0.00%	0	0	0	0.00%	0	0	0.00%
Equal Employment Opportunity	2,197	7	0.32%	7	1	0	0.00%	2	0	0.00%
Export-Import Bank of the US	376	0	0.00%	1	1	0	0.00%	0	0	0.00%
Farm Credit Administration	256	0	0.00%	0	0	0	0.00%	0	0	0.00%

Table B-29 FY 2006 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimin-ation (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Federal Communications Commission	1,854	5	0.27%	3	1	0	0.00%	1	0	0.00%
Federal Deposit Insurance Corporation	4,568	15	0.33%	14	8	0	0.00%	1	0	0.00%
Federal Election Commission	356	3	0.84%	0	0	0	0.00%	0	0	0.00%
Federal Energy Regulatory Commission	1,335	3	0.22%	2	1	0	0.00%	0	0	0.00%
Federal Housing Finance Board	135	3	2.22%	2	0	0	0.00%	2	1	50.00%
Federal Labor Relations Authority	142	1	0.70%	0	0	0	0.00%	0	0	0.00%
Federal Maritime Commission	124	0	0.00%	0	0	0	0.00%	0	0	0.00%
Federal Mediation and Conciliation Service	280	0	0.00%	0	0	0	0.00%	0	0	0.00%
Federal Reserve System--Board of Governors	1,862	0	0.00%	0	0	0	0.00%	0	0	0.00%
Federal Retirement Thrift Investment Board	66	0	0.00%	0	0	0	0.00%	0	0	0.00%
Federal Trade Commission	1,073	2	0.19%	3	2	0	0.00%	1	0	0.00%
General Services Administration	12,290	24	0.20%	21	11	0	0.00%	9	3	33.33%
Government Printing Office	2,238	9	0.40%	9	4	0	0.00%	5	1	20.00%
Holocaust Memorial Museum U.S.	404	0	0.00%	0	0	0	0.00%	0	0	0.00%
International Boundary and Water Commission	241	0	0.00%	0	0	0	0.00%	0	0	0.00%
International Trade Commission	368	1	0.27%	1	0	0	0.00%	1	0	0.00%
John F. Kennedy Center for the Performing Arts	1,325	1	0.08%	0	0	0	0.00%	0	0	0.00%
Merit Systems Protection Board	230	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Aeronautics and Space Administration	18,697	17	0.09%	11	4	0	0.00%	4	0	0.00%
National Archives and Records	2,983	1	0.03%	2	2	0	0.00%	0	0	0.00%
National Credit Union Administration	948	5	0.53%	6	4	0	0.00%	2	0	0.00%
National Endowment for the Arts	162	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Endowment for the Humanities	175	0	0.00%	0	0	0	0.00%	0	0	0.00%
National Gallery of Art	912	1	0.11%	1	0	0	0.00%	1	0	0.00%

Table B-29 FY 2006 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimin-ation (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
National Labor Relations Board	1,858	4	0.22%	7	3	0	0.00%	4	1	25.00%
National Science Foundation	1,529	1	0.07%	3	2	2	100.00%	1	0	0.00%
National Transportation Safety Board	422	3	0.71%	6	4	0	0.00%	2	0	0.00%
Nuclear Regulatory Commission	3,482	1	0.03%	0	0	0	0.00%	0	0	0.00%
Office of Personnel Management	5,335	18	0.34%	20	3	0	0.00%	15	3	20.00%
Office of Special Counsel	113	0	0.00%	0	0	0	0.00%	0	0	0.00%
Overseas Private Investment Corporation	199	0	0.00%	0	0	0	0.00%	0	0	0.00%
Peace Corps	894	1	0.11%	0	0	0	0.00%	0	0	0.00%
Pension Benefit Guaranty Corporation	848	1	0.12%	1	1	0	0.00%	0	0	0.00%
Railroad Retirement Board	999	0	0.00%	0	1	0	0.00%	0	0	0.00%
Securities and Exchange Commission	3,602	6	0.17%	9	4	0	0.00%	5	1	20.00%
Selective Service System	160	0	0.00%	0	0	0	0.00%	0	0	0.00%
Small Business Administration	6,280	19	0.30%	28	14	1	7.14%	13	0	0.00%
Smithsonian Institution	6,138	11	0.18%	5	2	0	0.00%	2	0	0.00%
Social Security Administration	63,759	164	0.26%	148	81	10	12.35%	53	6	11.32%
Tennessee Valley Authority	12,600	31	0.25%	33	21	0	0.00%	10	2	20.00%
U.S. Postal Service	795,850	3,145	0.40%	3,089	1,251	49	3.92%	1,634	352	21.54%
U.S. Tax Court	230	0	0.00%	0	0	0	0.00%	0	0	0.00%
Other Agencies*		6	0.00%	8	3	0	0.00%	4	1	19.71%
Grand Total	2,790,007	6,743	0.24%	6,466	2,637	134	5.08%	3,257	642	19.71%

Other agencies include African Development Foundation, Institute of Museum & Library Services, Administrative Office of the U.S. Courts, National Reconnaissance Office, Presidio Trust, and Commission on Civil Rights.