



**U.S. Equal Employment Opportunity Commission
Annual EEO Program Status Report
Management Directive – 715**



Army National Military Cemeteries

Fiscal Year 2022

This page intentionally left blank.

Table of Contents

PART A	Department or Agency Identifying Information	5
PART B	Total Employment	5
PART C.1	Head of Agency and Head of Agency Designee	5
PART C.2	Agency Official(s) Responsible For Oversight of EEO Program(s)	5
PART D	List of Subordinate Components Covered in This Report.....	5
PART D.2	Mandatory and Optional Documents for this Report.....	6
MD 715 - PART E	EXECUTIVE SUMMARY	7
ANMC EEO	Mission	7
Database	Information	8
Limitations	.....	8
WORKFORCE ANALYSIS	.....	8
ANMC Diversity and Inclusion	Strategic Plan.....	12
Applicant Flow	Data	12
Army EEO, Anti-Harassment, and No FEAR	Training	12
Pay Plans	.....	13
Occupational Categories (FED9)	.....	13
Mission Critical Occupations	.....	13
Supervisors by Gender, Race, and Ethnicity	.....	14
Distribution of Race/Ethnicity and Sex in the General Schedule	Ranks	15
Distribution of Accessions/Separations/Promotions by ERI/Gender	.....	16
Civilian Education System (CES) by Ethnicity/Race Identification (ERI)	.....	17
Employee Recognition of Awards by Types	.....	18
Persons with Disabilities	.....	18
Annual Federal EEO Statistical Report of Discrimination Complaints (462 Report)	.....	18
Reasonable Accommodations	.....	20
Results of the Agency's Annual Self-Assessment	.....	21
Part G Accomplishments	.....	21
Strategy for Fiscal Year 2023	.....	24
MD 715 - PART F	CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT PROGRAMS	26
MD 715 - PART G	Agency Self-Assessment Checklist.....	28

Essential Element A: Demonstrated Commitment From agency Leadership.....	28
Essential Element B: Integration of EEO into the agency's Strategic Mission	29
Essential Element C: Management and Program Accountability	34
Essential Element D: Proactive Prevention.....	39
Essential Element E: Efficiency.....	41
Essential Element F: Responsiveness and Legal Compliance.....	45
MD 715 - PART H	48
.....	56
MD 715 - Part I.....	57
EEO Plan to Eliminate Identified Barrier	57
MD 715 - Part J	62
Appendix A.....	76
Definitions.....	76
Database Notes.....	80
Appendix B.....	82
Data Tables & Supporting Documents.....	82

EEOC FORM 715-01 PART A - D

For period covering October 1, 2021 to September 30, 2022

PART A Department or Agency Identifying Information	1. Agency		Department of the Army	
	1.a. 2 nd level reporting component		Army National Military Cemeteries	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		1 Memorial Drive	
	3. City, State, Zip Code		Arlington, VA 22211-5003	
	4. Agency Code	5. FIPS Code	ARAN	8840
PART B Total Employment	1. Enter total number of permanent workforce			199
	2. Enter total number of temporary workforce			0
	3. Enter total number employees paid from non-appropriated funds			0
	TOTAL Workforce [add lines]			199
PART C.1 Head of Agency and Head of Agency Designee	Agency Leadership		Name & Title	
	1. Head of Agency		Karen L. Durham-Aguilera, Executive Director	
	2. Head of Agency Designee		N/A	
PART C.2 Agency Official(s) Responsible For Oversight of EEO Program(s)	EEO Program Staff		Name, Title, Series, Pay Plan and Grade	
	1. Principal EEO Supervisor/Official		Vacant, EEO Officer, GS-0260-14	
	2. Affirmative Employment Program Manager		Juan Torres, Diversity and Inclusion Officer/Disability Program Manager, GS-0260-12	
	3. Complaint Processing		Jessie Chevez, EEO Specialist/Special Emphasis Program Manager, GS-0260-12	
	4. Disability Program Manager (DPM)		Juan Torres, Diversity and Inclusion Officer/Disability Program Manager, GS-0260-12	
	5. Special Emphasis Program Manager (SEPM)		Jessie Chevez, EEO Specialist/Special Emphasis Program Manager, GS-0260-12	
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		Agency and FIPS Codes	
	N/A			

PART D.2 Mandatory and Optional Documents for this Report	Did the agency submit the following documents	Please respond Yes or No	Comments
	Organizational Chart	Y	
	462 Report	Y	
	EEO Policy	Y	
	Anti-harassment Policy	Y	
	Disabled Veterans Affirmative Action Plan	Y	
	FEORP	Y	
	Facility Accessibility Surveys		

MD 715 - PART E EXECUTIVE SUMMARY

Organization Information

The Army National Military Cemeteries (ANMC), consisting of Arlington National Cemetery in Arlington, Virginia, and Soldiers' and Airmen's Home National Cemetery in Washington, DC, is under the jurisdiction of the Department of the Army. Arlington National Cemetery (ANC) represents the American people for past, present, and future generations by laying to rest those few who have served our nation with dignity and honor while immersing guests in the cemetery's living history. ANC conducts between 27 and 30 funeral services each weekday and between six and eight services on Saturday. More than 3,000 ceremonies and memorial services also take place at the cemetery each year, including national observances for Memorial Day and Veterans Day held at the Memorial Amphitheater. Since May 1864, ANC has continuously interred or inurned nearly 400,000 people with honor in this sacred place, which has become a national shrine. More than three million people visit the cemetery annually. The ANMC mission statement can be found on our web site at www.arlingtoncemetery.mil.

ANMC EEO Mission

ANMC's mission for EEO is to provide leadership, direction, and guidance to plan, implement, and develop command-wide strategies and activities required to ensure that the command complies with federal law, statutes, regulations, and policies that support federal civil rights requirements to implement the model Equal Employment Opportunity (EEO) program.

ANMC established the EEO program in FY 2019. However, in summer 2022, the EEO staff experienced 100% turnover and ANMC is currently in the process of hiring a new EEO Supervisor. The primary goal of the ANMC EEO program is to align ANMC Diversity efforts to comply with Equal Employment Opportunity Commission (EEOC), Office of Personnel Management (OPM), Department of Defense (DoD), and Army strategic objectives, assessments, and reporting requirements in addition to maintaining a discrimination-free workplace. The EEO Supervisor is responsible for providing technical assistance, guidance, direction, and advice to ANMC Leadership and is responsible for maintaining and promoting an affirmative employment program throughout ANMC. The EEO Supervisor leads in reviewing, revising, and developing policies and programs that are necessary to promote a work environment in which all employees and applicants for employment at ANMC experience fair and equitable treatment.

ANMC leadership is committed to the EEO Mission in promoting, supporting, and institutionalizing EEO in the workplace through compliance and applicable laws. ANMC Leadership is committed to the Diversity Mission and works closely with the EEO Director and G-1 to ensure that ANMC is developing and implementing a strategy that contributes to mission readiness while transforming and sustaining ANMC as a national leader in diversity.

Management Directive 715 (MD-715) is the policy guidance which the EEOC provides to federal agencies for their use in establishing and maintaining effective programs of equal employment opportunity under Section 717 of Title VII of the Civil Rights Act of 1964 (Title VII), as amended, and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended.

MD-715 provides a roadmap for creating effective EEO programs for all federal employees as required by Title VII and the Rehabilitation Act. The stated objective of the Directive is to ensure that all employees and applicants for employment enjoy equality of opportunity, inclusion throughout the employment lifecycle, and accessibility in the federal workplace, regardless of race, age, sex (including sexual orientation or pregnancy), national origin, color, religion, disability, genetic information, reprisal for engaging in prior protected activity, or other protected categories.

MD-715 requires agencies to take appropriate steps to ensure that all employment decisions are free from discrimination. It sets forth standards by which agencies' EEO programs will be reviewed by the EEOC, including, but not limited to, the requirement that agencies conduct periodic self-assessments and barrier analysis to identify and remove barriers which may preclude access to equal employment opportunities in the workplace.

As required by the EEOC, this report was completed utilizing data compiled at the end of FY 2022 and covers the period from October 1, 2021, through September 30, 2022.

Database Information

ANMC's data contained in this report is extracted from the Defense Civilian Personnel Database System (DCPDS), BOXI, MD-715 Reporter and the Complaints Tracking System (iComplaints). Data reflects all permanent and temporary Appropriated Fund employees. ANMC uses the National Civilian Labor Force (NCLF) statistics for comparison due to its broad scope and geographic footprint. This report uses the Federal Information Processing Standards (FIPS) code 8840 (Washington, DC, Northern Virginia, Maryland, and Eastern West Virginia) because there is no "national" FIPS and ANMC is located in this FIPS area.

Limitations

Race, ethnicity, and disability information contained within DCPDS is obtained through voluntary employee submissions. Employee perceptions for self-identification on race and ethnicity may not coincide with the standard categories prescribed by the EEOC, the U.S. Census Bureau, or OPM. Obtaining fully accurate figures for the percentage of employees that are minorities and disability status is complicated due to three factors: 1) employees are not required to provide their ethnicity to their employer, 2) there is not any verification of minority status, and 3) employees are not required to provide their disability status to their employer, unless they are requesting a reasonable accommodation. Therefore, it is likely that the Army (and all federal employers) is either under or over reporting minority workforce participation.

WORKFORCE ANALYSIS

During the reporting period, ANMC had 199 permanent employees and no temporary or term employees. There was a small decrease in personnel in FY2022 from FY2021. The ANMC workforce remains comprised of 75% male and 25% female. The group that has had consistently low participation rate in the ANMC workforce is females.

The statistical data reflects that of ANMC's total workforce, White males and African American males

have a higher-than-expected representation rate, while White females, Hispanic males and females, and Asian males have a lower than anticipated representation, in comparison to the National Civilian Labor Force (NCLF) benchmarks.

ANMC Participation Rates Fiscal Year Comparison ¹					
ANMC Total Workforce Population		FY21	FY22	Net Change ²	NCLF/ Federal Goal
Total ANMC Workforce		100%	100%	-3.86%	
Male		76.19%	74.87%	-6.28%	51.80%
Female		23.80%	25.13%	4.16%	48.20%
Hispanic/Latino	Male	1.42%	1.50%	0.00%	6.80%
	Female	2.38%	3.51%	40.00%	6.20%
White	Male	46.19%	44.72%	-8.24%	35.70%
	Female	11.42%	12.56%	8.69%	31.80%
Black / African American	Male	23.80%	23.61%	-6.00%	5.70%
	Female	9.04%	7.03%	-22.22%	6.60%
Asian	Male	2.38%	2.01%	-6.25%	2.20%
	Female	0.47%	0.50%	0.00%	2.20%
Native Hawaiian / Pacific Islander	Male	0.00%	0.50%	0.00%	0.10%
	Female	0.00%	0.00%	0.00%	0.10%
American Indian / Alaska Native	Male	0.95%	1.01%	0.00%	0.30%
	Female	0.00%	0.00%	0.00%	0.30%
Two or More Races	Male	1.42%	3.52%	3.00%	1.00%
	Female	0.47%	3.02%	3.00%	1.10%
PWD		9.09%	14.57%	61.11%	12.00%
PWTD		1.43%	4.02%	14.00%	2.00%

The chart above is based on the permanent workforce, which will be used for analysis throughout the remainder of the report.

In analyzing ANMC's total workforce which consisted of 100% permanent employees, the largest employee group by race for FY22 is White (57.28%) followed by Black/African American (30.64%), two or more races (6.54%), Hispanic/Latino (5.01%), Asian (2.51%), American Indian/Alaska Native (1.01%), and Native Hawaiian/Pacific Islander (0.50%).

¹ The workforce data used for this report was supplied by ANMC. The numbers in red represent areas of low representation, as compared to the CLF.

² EEOC defined Net Change by dividing the difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Of the total workforce, 74.87% are males and 25.13% are females. Of the total workforce, 74.87% of employees have no reported disabilities, 10.55% did not identify a disability, 14.57% have a reportable disability, and 7.04% employees have a targeted disability.

For the purpose of this report, areas of under-representation have been highlighted; however, when compared to the CLF, ANMC has met the parity required in the following areas: Native Hawaiian/Pacific Islander, American Indian/Alaska Native, and Two or More races. While the numbers are important, the full story is even more important. For example, according to the CLF, ANMC should have 0.30% of American Indian/Alaska Native Females, which is 0.633 people. ANMC currently has 0.00% (0 people) so we have not met that standard.

However, underrepresentation is present for Females overall, Hispanic/Latino, White Females, and Asian, Native Hawaiian/Pacific Islander, and Native American Females.

Demographics: Focus Area Summary

FY22 Triggers: Lower Than Expected Participation Rates for ANMC Permanent Workforce						
Race, National Origin, Sex, Disability Status		FY21		FY22		Current FY Gap
		Total %	CLF	Total %	CLF	
Hispanic	Male	1.43%	5.17%	1.50%	6.80%	5.30%
	Female	2.39%	4.50%	3.51%	6.20%	2.69%
Asian	Female	1.42%	1.70%	0.50%	2.20%	1.70%
American Indian/ Alaska Native	Female	0.00%	0.30%	0.00%	0.30%	0.30%
White	Female	11.48%	33.70%	12.56%	31.80%	19.42%
Female		24.17%	23.92%	25.04%	48.20%	23.16%
Native Hawaiian/ Pacific Islander	Female	0.00%	0.10%	0.00%	0.10%	0.10%
PWTD (GS-1 to GS-10)		0.00%	2.00%	0.00%	2.00%	2.00%

1. Persons with Disabilities and Persons with Targeted Disabilities

a. Lower than expected representation of persons with targeted disabilities in the ANMC workforce, GS-1 to GS-10, in FY22

The FY22 participation rate of GS-1 to GS-10 persons with targeted disabilities (0.00%) was lower than the 2.00% Federal Goal. Overall, from FY21 to FY22, ANMC experienced an increase in the number of persons with targeted disabilities, yielding a net difference of 5.60%. Currently the

percentage of persons with targeted disabilities is 7.04%, higher than Federal Goal of 2.00%.

b. Representation of persons with disabilities in the overall ANMC workforce in FY22

In FY22, ANMC had an increase in the number of persons with disabilities, yielding a net difference of 5.48%. Currently the percentage of persons with disability is 14.57%, higher than Federal Goal of 12.00%.

2. Females

a. Lower than expected representation of Females in the ANMC workforce in FY22.

The FY22 participation rate of females (25.13%) is lower than the CLF benchmark of 48.20% (23.16% gap). From FY21 to FY22, ANMC experienced a slight increase (2) in the number of females, yielding a net difference of 1.97%.

3. Hispanics

a. Lower than expected representation of Hispanic males and females in the ANMC workforce in FY22.

The FY22 participation rate of Hispanic males (1.50%) is lower than the CLF benchmark of 6.80% (5.30% gap). The representation rate of Hispanic females (3.51%) is lower than the CLF benchmark of 6.20% (2.69% gap). However, the representation rate of Hispanic females increased 48% in FY22.

4. White Females

a. Lower than expected representation of White females in the ANMC workforce in FY22.

The FY22 participation rate of White females (12.56%) is lower than the CLF benchmark of 31.80% (19.42% gap). From FY21 to FY22, ANMC experienced a slight increase (2) in the number of white females, yielding a net difference of 8.69%.

5. Native Hawaiian/Pacific Islander

a. Lower than expected representation of Native Hawaiian/Pacific Islander females in the ANMC workforce in FY22.

The FY22 participation rate of Native Hawaiian/Pacific Islander females (0.00%) is lower than the CLF benchmark of 0.10% (0.10% gap).

6. American Indian/Alaska Native Females

a. Lower than expected representation of American Indian/Alaska Native females in the ANMC workforce in FY22.

The FY22 participation rate of American Indian/Alaska Native females (0.00%) is lower than the CLF benchmark of 0.30% (0.30% gap). From FY21 to FY22, the number of American Indian/Alaska Native females remained 0.00%.

ANMC Diversity and Inclusion Strategic Plan

The EEO Office (EEO) is in the process of developing a Diversity and Inclusion Strategic Plan and a Council Charter to focus on initiatives which foster and promote equity, diversity, and inclusion. The Diversity and Inclusion Strategic Plan will be a road-map to assist leadership in identifying strategies in hiring and maintaining an inclusive workforce that reflects America's diversity. The ANMC published a policy letter on Diversity, Equity, and Inclusion reaffirming the commitment to embrace these concepts and fully integrates them into our business practices and our organizational culture.

Applicant Flow Data

For Army, this information is collected using the Office of Personnel Management's USA Staffing tool. Currently, the applicant flow data is limited in scope per Office of Management and Budget direction to USAJOBS; therefore, data was not available at the end of this reporting period.

Army EEO, Anti-Harassment, and No FEAR Training

This mandatory online training is essential to educating the workforce on their rights and responsibilities as it pertains to EEO and maintaining a work environment of dignity and respect. In FY22, the ANMC completion rate for this training was 23% (46), compared to 38% in FY21. Obtaining 100% for this training continues to be a challenge, considering the high turnover rate in personnel and the lack of computers for our wage-grade workforce. ANC leadership and EEO staff are coordinating in-classroom training for the wage grade workforce in 2023 to address this gap.

The EEO Office will continue to encourage all employees, supervisors, and managers to complete the on-line training.

ANMC dedicated time each month to ensure employees have necessary time to complete mandatory annual training, including Sexual Harassment/Assault Response and Prevention (SHARP), EEO, and ethics courses. Consistent with the Army's priorities, EEO, diversity, and inclusion became a component of ANMC's new employee orientation to promulgate information on the diverse programs and services available to employees. EEO conducted an EEO Overview training session during a town hall to all employees in order to increase awareness within the Agency. Additionally, the EEO staff conducted several tailored training sessions including reasonable accommodation training for employees and supervisor.

Pay Plans

The most populous pay plans for ANMC are the General Schedule and Wage Grade pay plan. The General Schedule pay plan comprise 68.34% of the total ANMC civilian workforce. The second largest pay plan is the Wage Grade– Nonsupervisory Pay Schedules which comprise 23.62% of the workforce. Additionally, the Wage Leader and Wage Supervisor comprise 8.04% of the total civilian workforce.

Occupational Categories (FED9)

EEOC requires agencies to report their workforce data by aggregating it into nine employment categories (Fed9 Categories). Officials and Managers are the largest category at 42.71% (85 employees). The “Officials and Manager” category are 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. The second largest category is Craft Workers at 21.11% (42 employees) followed by Professionals at 19.59% (39 employees). The “Craft Workers” are manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. The “Professionals” category are occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

FED9 Description	FY20 ANMC Population	FY21 ANMC Population	FY22 ANMC Population	Current FY Percentage
Officials and Managers	83	83	85	42.71%
Professionals	39	40	39	19.59%
Technicians	2	2	1	0.50%
Administrative Support Workers	2	2	3	1.51%
Craft Workers	44	46	42	21.11%
Operatives	1	1	1	0.50%
Laborers and Helpers	21	21	19	9.55%
Service Workers	19	14	9	4.52%
Total Population	211	210	199	100.0%

Mission Critical Occupations

The mission critical occupations at ANMC during FY22 include Cemetery Administration Services (Series 1630), Cemetery Caretaking (Series 4754), and Engineering Equipment Operating (Series 5716). Other major occupations are Security Guard (Series 0085), Miscellaneous Administration and Program (Series 0301), Information Technology Management (Series 2210), Budget Analyst (Series 0560), Maintenance Mechanic (Series 4749), and Heavy Mobile Equipment Mechanic (Series 5803). These occupations represent a significant portion of the ANMC workforce.

FY22 Triggers: Lower Than Expected Participation Rates in Mission Critical Occupations							
Race, National Origin, Sex, Disability Status		1630 - Cemetery Admin Services		4754 - Cemetery Caretaking		5716 - Engineering Equipment Operator	
		% of ANMC	OCLF	% of ANMC	OCLF	% of ANMC	OCLF
Male		60.53%	82.70%	100.00%	92.40%	100.00%	98.20%
Female		39.47%	17.30%	0.00%	7.60%	0.00%	1.80%
Hispanic / Latino	Male	2.63%	2.00%	0.00%	28.70%	0.00%	7.80%
	Female	2.63%	0.90%	0.00%	1.10%	0.00%	0.10%
White	Male	28.95%	72.30%	84.21%	51.30%	38.89%	83.10%
	Female	13.16%	12.90%	0.00%	5.40%	0.00%	1.30%
Black / African American	Male	28.95%	7.50%	10.53%	8.80%	50.00%	4.80%
	Female	15.79%	3.10%	0.00%	0.60%	0.00%	0.30%
Asian	Male	0.00%	0.20%	0.00%	1.30%	5.56%	0.10%
	Female	0.00%	0.10%	0.00%	0.10%	0.00%	0.00%
Native Hawaiian / Pacific Islander	Male	0.00%	0.00%	5.26%	0.20%	0.00%	0.10%
	Female	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian / Alaska Native	Male	0.00%	0.00%	0.00%	0.70%	5.56%	1.30%
	Female	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%
Two or More Races	Male	0.00%	0.50%	0.00%	1.40%	0.00%	1.10%
	Female	7.89%	0.10%	0.00%	0.20%	0.00%	0.00%
PWD		5.26%	12.00%	10.53%	12.00%	0%	12.00%
PWTD		2.63%	2.00%	0.00%	2.00%	0%	2.00%

Supervisors by Gender, Race, and Ethnicity

The total number of supervisors in FY22 was 18.09% (36) of ANMC's total workforce. Males represented 72.22% (26) of supervisors and Females represented 27.78% (10) of supervisors in ANMC. Female representation in supervisory positions continue to be less than expected, which is consistent with their low representation in the total workforce. In the Senior Executive Service (SES) ranks, minorities and women are underrepresented. However, ANMC only has one SES allocation.

Representation rates indicate several triggers that need to be investigated further to decide the cause of any barriers and development of action plan(s).

Race, National Origin, Sex, Disability Status		Supervisors/ Leaders	Benchmarks for Supervisor	
		Representation Rate	% of ANMC Permanent Workforce	General CLF
Male		72.22%	76.07%	51.80%
Female		27.78%	23.92%	48.20%
Hispanic / Latino	Male	3.44%	1.43%	6.80%
	Female	3.44%	2.39%	6.20%
White	Male	59.66%	45.93%	35.70%
	Female	8.78%	11.48%	31.80%
Black / African American	Male	20.90%	23.92%	5.70%
	Female	7.21%	9.09%	6.60%
Asian	Male	0.00%	2.39%	2.20%
	Female	0.00%	0.47%	2.20%
Native Hawaiian / Pacific Islander	Male	0.00%	0.00%	0.10%
	Female	0.00%	0.00%	0.10%
American Indian / Alaska Native	Male	0.00%	0.95%	0.30%
	Female	0.00%	0.00%	0.30%
Two or More Races	Male	0.00%	1.43%	1.00%
	Female	3.44%	0.47%	1.10%
PWD		11.44%	9.09%	12.00%
PWTD		0.00%	1.44%	2.00%

Distribution of Race/Ethnicity and Sex in the General Schedule Ranks

In FY22, a trend identified in FY21 has continued as it relates to sex and grade structure. At the lowest level on the GS scale, ANMC hires at a GS-5. The A4 table shows that no males occupied a GS-5 position and the category was 100% represented by females. However, as the scale continued, males were found heavily represented in the higher grades as compared to females. At the GS-9

level, male and female representation is almost equal (7 and 6, respectfully); however, male representation increases while female representation decreases from GS-11 levels and above.

The same trend is noted for minorities, with exception to Black/African American males. In every other minority category, high representation rates are found in the lower grades as compared to non-minorities, who are highly represented in the grades GS-11 and above and underrepresented in GS-10 and below. This may indicate several barriers for females and minorities in ANMC. More barrier analysis needs to be conducted with these triggers to determine true barriers and action plans to eliminate or mitigate those barriers identified.

Distribution of Accessions/Separations/Promotions by ERI/Gender

Interpreting the table below is done with parity, as the idealized outcome. In an environment of parity, it's anticipated that all groups are expected to move through the human capital lifecycle in proportion to their size. Parity would result if each row in the table contained essentially the same percentage all the way across the board in each of the following areas: accessions, separations, and promotions.

In FY22, White males, black males and females voluntarily separated at a high rate as compared to their representation rate within the permanent workforce. White males represented 44.72% of the workforce, but voluntarily separated at a rate of 40.00%; white females represented 12.56% of the permanent workforce and had no voluntary separations. Black/African American males represented 23.61% of the permanent workforce, but voluntarily separated at 40.00%. As it relates to sex, males represented 76.2% of the permanent workforce, but they voluntarily separated at 100% while females represented 25.12% and had no separations. There were 5 separations for PWD and 2 separations for PWTD in FY22.

Of the 35 FY22 promotions at ANMC, 89% of the promotions were males, leaving 11% of females receiving a promotion. White employees receive 57% of the promotions, followed by Black/African American employees receiving 31%. The promotion rates for Women are lower than their workforce participation rate while promotion rates for Men are slightly higher than their workforce participation rate.

The data reveals no significant trends of disparity among any group by ERI/gender or disability status regarding accession rates. In FY22, some groups lost representation (White males, Blacks or African Americans, Asian Males), but the accession rates for Black or African American is slightly lower than their workforce participation rate; all other groups including women are comparable with their workforce participation rate. The accession rate for Whites, Native Hawaiian / Pacific Islander and two or more races is significantly higher than their workforce participation rate.

Despite ANC's best efforts to retain its workforce, employees often depart the organization for promotion opportunities, professional goals that exist within the National Capital Region and for personal reasons. Continued barrier analysis will be conducted to identify other factors that determine the trigger associated with ANC's employee voluntary separations incorporating the use of exit survey.

ERI/Gender	ANC Workforce	Accession	Separations	Losses to Other Agencies	Promotions	Reassignment
Female	23.8%	33.0%	0.0%	0.0%	11.0%	0.0%
Male	76.2%	67.0%	100.0%	100.0%	89.0%	100.0%
Hispanic/Latino	2.0%	3.0%	0.0%	0.0%	0.0%	0.0%
White	57.0%	64.0%	40.0%	40.0%	57.0%	100.0%
Black / African American	31.0%	17.0%	40.0%	40.0%	31.0%	0.0%
Asian	3.0%	0.0%	0.0%	0.0%	6.0%	0.0%
Native Hawaiian / Pacific Islander	1.0%	3.0%	0.0%	0.0%	0.0%	0.0%
American Indian / Alaskan Native	1.0%	0.0%	0.0%	0.0%	3.0%	0.0%
Two or More Races	7.0%	14.0%	20.0%	20.0%	3.0%	0.0%

Civilian Education System (CES) by Ethnicity/Race Identification (ERI)

The chart below is a snapshot of workforce representation compared to CES attendance rates in FY22. The chart below reveals no discernable trends of disparity in CES attendance rates compared to workforce representation. In fact, a review of CES attendance rates by ERI and gender indicate completion rates in each group are proportionate to their workforce representation. Additionally, CES attendance rates for employees across demographics increased significantly in FY 22 due to additional emphasis on these programs.

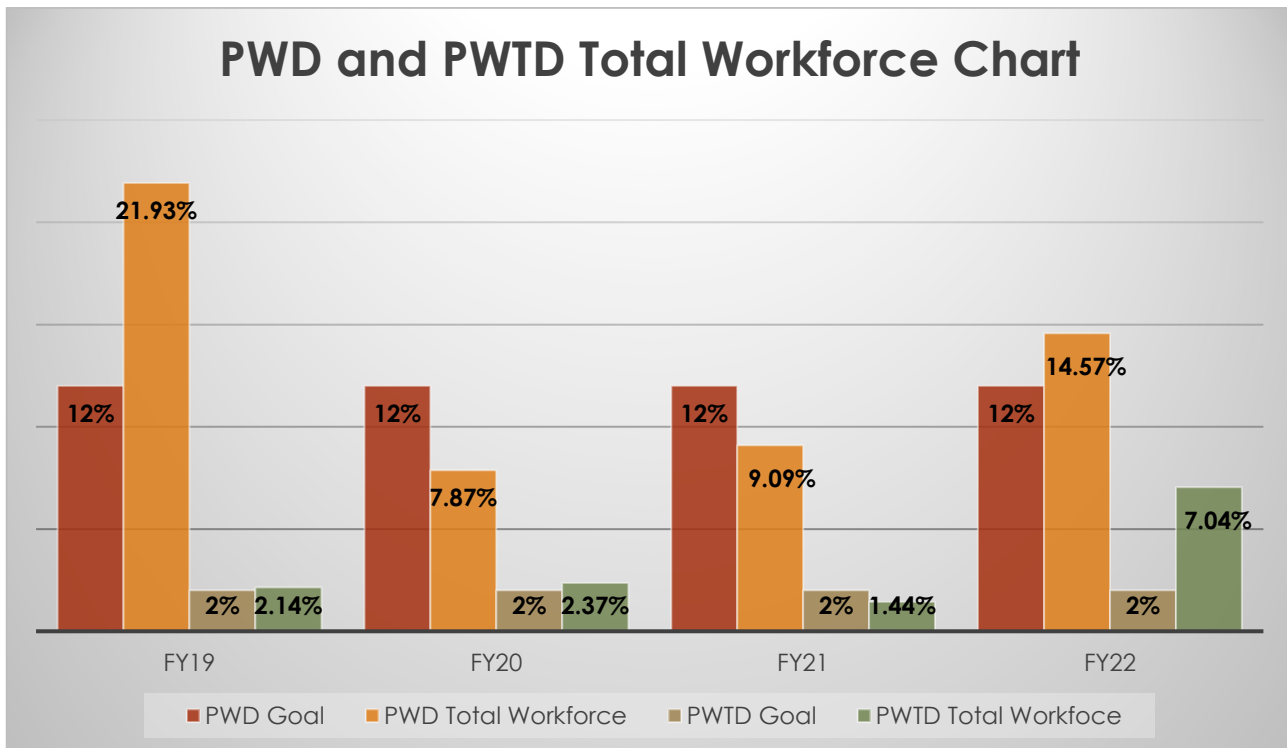
ERI/ Gender	ANC Workforce (Permanent)	CES Foundation Course Online	CES Basic Courses Online	CES Intermediate Part I & Part II Combined	CES Advanced Online Part I
Males	74.84%	8.05% (11) ³	6.71% (10)	4.02% (6)	4.69% (7)
Females	25.10%	8.00% (4)	6% (3)	10% (5)	8.00% (4)
Hispanic/Latino	5.01%	0%	0%	0%	0%
White	57.28%	5.26% (6)	5.26% (6)	5.26% (6)	4.38% (5)
Black/African American	30.64%	9.83% (6)	11.47% (7)	4.91% (3)	6.55% (4)
Asian	2.51%	0%	0%	0%	0%
Native Hawaiian/Other Pacific Islander	0.50%	0%	0%	0%	0%
American Indian/Alaskan Native	1.00%	0%	0%	0%	0%
Two or More Races	3.00%	50% (3)	0%	33% (2)	33% (2)

Employee Recognition of Awards by Types

Based on the data below, awards are being distributed throughout all segments of the workforce. The data also reveals the percentage of various awards received by Hispanic or Latino, Asian, Native Hawaiian/other Pacific Islander, American Indian/ Alaskan Native, 2 or More Races, and Women were generally higher compared to their workforce representation. Whereas the percentage of various awards received by White, Black or African American, and Men were generally lower compared to their workforce representation.

Persons with Disabilities

As of September 30, 2022, the number of Persons with Disabilities (PWD) in the total workforce increased to 29 (14.57%) as compared to 18 (9.09%) in FY21. Of those PWD, 14 (7.04%) are Persons with Targeted Disabilities (PWTD). The PWD representation rate is above the Federal 12% goal, the representation rate of PWTD is above the 2% goal overall. In order to ensure that ANMC maintain the 2% Federal Goal, ANMC has a plan of action to recruit, hire, and advance PWTD is found in Part J, below. ANMC will also develop a plan to conduct barrier analysis into these triggers to determine where barriers may exist for PWD and PWTD within ANMC overall and within the grade clusters.



Annual Federal EEO Statistical Report of Discrimination Complaints (462 Report)

The chart below provides a snapshot of the number of complaints processed and Alternative Dispute Resolution (ADR) data for FY21.

Fiscal Year	EEO Contacts	Informal Cases	ADR Offered	ADR Conducted	Formal Complaints	Timely Processing
2019	14	6	6	5	4	83%
2020	14	7	7	3	58	100%
2021	5	5	5	1	1	100%
2022	7	3	7	1	1	100%

The number of formal complaints filed in FY22 remained the same compared to FY21 (1 in FY20 and 1 in FY21). There was also a decrease in the number of informal cases initiated in FY22, 3 compared to 5 in FY21. ANMC continues to demonstrate good efforts to resolve EEO Complaints and non-EEO related workplace disputes utilizing ADR (voluntary) at the earliest stage possible. All informal cases were offered ADR within the timeframes set by EEOC regulations. Results: Informal Complaints - 7 offered, 1 accepted; Formal Complaints - 1 offered, 0 accepted. A total of 1 formal complaint was closed during FY22. The closures included 1 dismissal. The 1 dismissal for FY22 was due to failure to state a claim. There were no findings of discrimination against ANMC in FY22.

Complaint Closure Awards:

	FY19	FY20	FY21	FY22
Lump Sum Payments to Complainants	\$13,000	\$10,000	\$115,000	\$15,000
Compensatory Damages	\$0	\$0	\$0	\$0
Attorney Fees and Costs	\$0	\$0	\$0	\$0
Total	\$13,000	\$10,000	\$115,000	\$15,000

“Alternative Dispute Resolution Fact Sheet” is distributed to complainants in the informal and formal EEO complaint process stage. The complainant is encouraged to sign and return the fact sheet agreeing/disagreeing to participate in the mediation process. The complainant has the option to elect between counseling and mediation. Additionally, Complainants are offered several opportunities to accept ADR throughout the complaint process. ANMC continues to educate and emphasize to managers, supervisors, and employees that the ADR process is timely, cost effective, and efficient.

Formal Complaints by Basis:

EEO complaints of discrimination are composed of two elements: a basis and an issue. To proceed with the complaint process, a complainant must identify at least one basis and state at least one issue. The ratio of complaints to bases and issues is not necessarily a one-to-one correlation. A complainant may identify more than one basis and more than one issue in a single complaint. Therefore, the count of bases and issues maybe higher than the count of cases. Percentages in the “Complaints by Basis” chart reflect this ratio and how FY22 cases compared to FY21 cases.

FY	Race	Color	Religion	National Origin	Disability	Age	Sex	Reprisal	GINA
20	4 27%	2 13%	0 0%	1 7%	2 13%	2 13%	3 20%	1 7%	0 0%
21	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	1 50%	0 0%
22	0 0%	1 20%	0 0%	0 0%	1 20%	1 20%	1 20%	1 20%	0 0%

Reasonable Accommodations

In accordance with Section 501 of the Rehabilitation Action of 1973, as amended, and Army Regulation (AR) 690-12 Appendix C, ANMC has established and implemented RA procedures. During FY22, ANMC received 20 requests for reasonable accommodations. Of the 20 RA request received in 2022, 8 of the reported RA requests required EEO intervention and all were processed within 30 business days. Table below shows the types of accommodations ANMC managers granted.

Types of Reasonable Accommodation Requested	FY19	FY20	FY21	FY22
Sign Language Interpretation (Section 504 Requests)	4	2	7	6
Computer Assisted Real-Time Transliteration (CART)	0	0	0	0
Telework	7	24	7	1
Office Equipment (Chairs, Keyboards, Monitors)	0	0	0	1
Modified Worksites/Schedules and Flexible Worksites/Schedules	8	3	0	6
Computer Accommodation Program (CAP) Assistive Devices	1	0	0	0
Leave (Sick, Annual, Leave without Pay)	3	1	0	5
Reassignment	2	3	2	1
Miscellaneous	1	0	0	0
Vaccination Exemption Requests (none granted as of reporting)	0	0	0	0
Total	26	33	16	20

Results of the Agency's Annual Self-Assessment

ANMC conducted its self-assessment of the six Essential Elements as regulated by EEOC's Management Directive (MD) 715 and continues to report steady progress towards model EEO program status. ANMC is committed to developing and maintaining a professional workplace in which individuals are treated with dignity and respect. ANMC continues to make progress toward implementing a Model EEO program IAW EEOC's six essential elements. ANMC achieved a score of 87.9% and this score reveals the ANMC EEO Program is proactive and goal oriented. However, ANMC remains committed to making meaningful progression towards creating and maintaining a model EEO program.

The following chart reflects the percentage met for each essential element of a model EEO program this fiscal year:

Essential Element	FY22 Deficiencies	FY22 Score	FY21 Deficiencies	FY21 Score	FY20 Deficiencies	FY20 Score	FY19 Deficiencies	FY19 Score
A - Demonstrated Commitment by Agency Leadership	0	100.0%	0	100.0%	0	100.0%	0	100.0%
B - Integration of EEO into the Agency's Strategic Mission	3	92%	9	73.5%	6	84.6%	8	79.0%
C - Management and Program Accountability	2	93%	5	88.6%	5	88.6%	17	61.4%
D - Proactive Prevention of Unlawful Discrimination	3	79%	3	78.6%	3	78.6%	4	71.0%
E - Efficiency	0	100%	1	97.0%	1	97.0%	1	97.0%
F - Responsiveness and Legal Compliance	0	100%	1	90.0%	0	100.0%	0	100.0%
Summary Score	94.0%		87.9%		91.5%		84.7%	

Part G Accomplishments

Essential Element A – Demonstrated commitment from agency leadership:

- In FY22, senior leaders attended an all-day barrier analysis training session to understand the barrier analysis process, the MD-715 report, and the necessity of a barrier analysis even with a small organization.
- The Executive Director signed a new policy concerning diversity, inclusion, equity, and accessibility, which was posted on March 2, 2022, on internal boards throughout the cemetery and on our internal website.
- In February 2022, the OAC/ANMC leadership established Command Climate Action Teams to gather diverse subgroups of the agency to allow a forum for employees to identify, expand on and address perceived problem areas, develop objectives, determine actions, goals/milestones, and identify responsible officials to champion initiatives.

Essential Element B – Integration of EEO into the agency's strategic mission:

- The EEO Office was invited to attend and participate in the mandated Civil Treatment training given to leaders and employees.
- The G5 assisted with the integration of EEO into the agency's strategic mission by facilitating a rigorous assessment framework to provide the EEO Director a platform to highlight agency EEO objectives and associated tasks and metrics, track the agency's progress toward accomplishing those tasks, and inform the leadership as to any challenges requiring resolution.
- The EEO Office reviewed interview questions and sat on multiple hiring panels to ensure interviews were fair and consistent.
- HR/G1 coordinated and facilitated Civil treatment training for both supervisory and non-supervisory personnel in FY22 resulting in a 90% participation/attendee rate.
- HR partnered with M&RA, ACCMA, Public Affairs, and EEO office to develop and publish a recruitment video which encapsulated the organizations mission critical positions and diverse workforce. Video is published on all job announcements and public YouTube site. All social media websites were updated to promote recruitment of disabled veterans, schedule A and diverse demographic groups. G1 is currently working with the Public Affairs office to update ANC public website to incorporate and promote information on organization mission, vacancies, benefits, and promotion of DEIA initiatives. These initiatives enhanced EEO principles and ensured all aspects of the organization's culture encapsulated such principles.
- HR facilitated and provided recommendations for resolutions for multiple focus groups to identify areas where leadership training, communication and skill enhancement was required. Training was provided to both supervisory and non-supervisory employees on performance management discussions and areas for improvement in communications and interpersonal skills during FY22. A total of 21 sessions were provided.
- HR assisted with the establishment and restart of the suggestion box program to capture areas where communication and training improvements on policies and procedures were needed.
- HR is currently developing a quarterly Supervisor and leader development training which will incorporate EEO, RA, and Anti-harassment training for all military and civilian supervisors and leaders within the organization.
- HR developed and implemented the organization mentorship program. Program included development of a mentorship handbook and mentorship training for supervisors and managers who serve as mentors in this program. This ensured supervisors and managers at all levels were trained and had the tools they needed to become effective supervisors in promoting EEO principles and enhanced an engaged and diverse workforce.

Essential Element C – Management and Program Accountability:

- In Quarter 2 of FY22, all supervisors and managers were given updated standards that included verbiage to hold them accountable for EEO programs, including Reasonable Accommodations, and the Anti-Harassment program.
- HR established screening process for all recruitments and referral of applicants from the Wounded Warrior Program and Special Candidate Tracker (includes disabled veterans and Schedule A applicants) to management for all identified and projected vacancies for consideration and placement. A repository resume pool was developed in conjunction with the

USAJobs Talent pool applications process to provide potential applicant resumes to supervisors for mission critical vacancies for consideration and placement of applicants in this area. Expansion and utilization of social media platforms (e.g., Twitter, LinkedIn, etc.) were implemented to recruit prospective candidates in these areas and to promote the mission of ANMC. Completion and publication of a recruitment video was also completed.

- No findings of discrimination in FY22.

Essential Element D – Proactive prevention of unlawful discrimination:

- The EEO Office updated all EEO-related policies and posted them on internal and external sites.
- HR updated the exit survey to include questions on diversity and inclusion, recruitment of persons with disabilities, and hiring strategies.
- The EEO Office issued statements regarding relevant special observance months to educate employees on various cultures and hosted two observance programs.
- HR implemented a new SHARP training.
- HR is working to establish the Anti-Harassment Program which was established in coordination EEO. The program is currently pending Department of Army review and approval for implementation.
- The ANMC leadership encouraged the continuation of the developed Action Teams to develop mechanisms to identify issues and perceptions as well as to create employee generated initiatives. This forum allows for improved communication and empowers employees to identify mechanisms for improvement.
- HR and EEO consistently communicate to develop and identify program improvements for both EEO and HR programs.
- EEO and HR work to develop input and response for the DVAAP program, MD-715 requirements, FEORP requirements, and strategic requirement and training initiatives.
- The EEO Office issued “EEO Tip of the Month” articles to all employees that covered such topics as Reasonable Accommodation, Conflict Resolution Tips, Cost of Stereotypes, and Unconscious Bias. Each tip was sent via email and posted on the EEO intranet page.

Essential Element E – Efficiency:

- The command promotes early resolution of complaints and the use of alternative dispute resolution (ADR) as an option to its traditional administrative EEO process. The commitment to ADR is communicated to employees through the intranet, training, and during individual meetings with parties seeking assistance from EEO.
- There is a clear separation between the EEO complaint program and the defensive function.
- All informal complainants were offered ADR within the timeframes set by EEOC regulations.
- With the increased presence of the EEO Office and the training provided, the number of informal cases and formal complaints decreased in FY22.

Essential Element F – Responsiveness and Legal Compliance:

- In FY22, ANMC successfully processed 100% of informal cases and formal complaints within regulatory time frames.

- Overall, the ANMC EEO program remains in compliance with EEO laws, EEOC directives, and Army regulations, policy guidance, and other written instruction as it relates to processing complaints.

Overall, ANMC remains committed to developing and maintaining a model EEO program. Senior leaders support the EEO Office by including staff in strategic planning, policy review, and climate assessments. As ANMC continues to strive for a model program, more barrier analysis will need to be conducted and resources devoted to the EEO Office to ensure compliance with Anti-Harassment, Special Emphasis Program, and Reasonable Accommodation. As a new program for ANMC, preliminary steps are being taken to support the development of the EEO Office and programs; however, complaint processing has remained timely for the second fiscal year and is likely to remain as such.

Strategy for Fiscal Year 2023

As we integrate EEO, Diversity and Inclusion, the overarching strategy for FY23 is to continue promoting the six essential elements of the Model EEO program. The following strategic objectives will result in continued progress for establishing and maintaining a Model EEO Program:

1. Identify triggers and begin to conduct barrier analysis to develop plans of action to addressing identified barriers.
2. Continue to engage and collaborate with all stakeholders to achieve EEO programmatic goals and objectives. Enhance the strategic partnerships with leaders to provide a strong foundation for developing and implementing EEO action plans and barrier analysis.
3. Continue to promote Alternate Dispute Resolution (ADR). The mediation process is swift, confidential, fair, low cost, and non-adversarial in nature. Early resolution of EEO complaints achieves better employee relations and is consistent with this command's commitment to EEO.
4. ANMC plans to create a Diversity and Inclusion (D&I) Strategic Plan and Council Charter which will assist the EEO and HR Offices with ideas to further enhance current activities to attract, develop and engage ANMC's employees and to carry out the D&I strategic goals and priorities. The D&I charter, and guidance is currently pending approval. Once approved, ANMC will begin integrating D&I practices, addressing barriers, and continuing to promote D&I initiatives.
5. Assist leaders and hiring officials in their commitment to improve the representation of Women, Minorities, and Persons with Targeted Disabilities (PWTD). This includes providing quarterly training to leaders and hiring officials on hiring authorities and flexibilities to facilitate understanding of program initiatives to strengthen organization recruitment effort to acquire top talent and increase opportunities for Women, Minorities, and Persons with Targeted Disabilities.

6. Engage with Enterprise Civilian Talent Acquisition Program, Wounded Warrior Program, Minority Service Institutions to market career opportunities to underrepresented groups, with the intent to facilitate a civilian workforce that is well represented by persons from all segments of society to include for Women, Minorities, and Persons with Targeted Disabilities.
7. Promote EEO training and education within the workforce (i.e., EEO, Anti-Harassment & No Fear, Reasonable Accommodation, Anti-Harassment Reporting Procedures, Complaints Processing Procedures, and Diversity & Inclusion) for all managers and supervisors to increase awareness of their responsibilities across all segments of the workforce.

**MD 715 - PART F CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT PROGRAMS**

I, Jessie I. Chevez, EEO Specialist, am the Acting Principal EEO Director/Official for: Army National Military Cemeteries.

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

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

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

Jessie I. Chevez, Acting Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715

Date

Karen L. Durham-Aguilera, Executive Director
Army National Military Cemeteries, Arlington National
Cemetery

Date

Army National Military Cemeteries

FY22 MD-715



Part G




Annual Self-Assessment Against Essential Elements




MD 715 - PART G Agency Self-Assessment Checklist




Essential Element A: Demonstrated Commitment From agency Leadership


This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.



 Compliance Indicator  Measures		Measure Met? (Yes/No)	Comments
	A.1 - The agency issues an effective, up-to-date EEO policy statement.		A "No" response to any measure in Part G is a program deficiency requiring a Part H.
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	YES	Issued March 2, 2022
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	YES	
	A.2 - The agency has communicated EEO policies and procedures to all employees.		A "No" response to any measure in Part G is a program deficiency requiring a Part H.
A.2.a	Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	YES	See Part H-1
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	YES	
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	YES	Currently not on the public website but it is posted throughout the workplace and on the internal site.
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	YES	Currently not on the public website but it is posted throughout the workplace and on the internal site.
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	YES	Currently not on the public website but it is posted throughout the workplace and on the internal site.



A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	YES	Employees are informed through various trainings (i.e., New Employee orientation, EEO Briefing, Supervisory Training) annually, biannually, and ongoing. Also, posters and internal website.
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	YES	Employees are informed through various trainings (i.e., New Employee orientation, EEO Briefing, Supervisory Training) annually, biannually and ongoing. Information regarding the ADR process is also provided if an employee files an informal or formal complaint.
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	YES	Employees are informed through various trainings (i.e., New Employee orientation, EEO Briefing, Supervisory Training) annually, biannually, and ongoing.
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If "yes", please provide how often.	YES	Annually and the information is posted on the internal site
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	YES	Employees are informed through various trainings (i.e., New Employee orientation, EEO Briefing, Supervisory Training) annually, biannually and ongoing.
 Compliance Indicator  Measures	A.3 - The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If "yes", provide one or two examples in the comments section.	YES	Dept of the Army has several awards for excellence in EEO and Diversity and Inclusion
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	YES	
<u>Essential Element B: Integration of EEO into the agency's Strategic Mission</u> This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.			
	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to	Measure Met? (Yes/No)	Comments

Compliance Indicator 	effectively carry out a successful EEO program.		A "No" response to any measure in Part G is a program deficiency requiring a Part H.
Measures			
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	YES	The Agency head is the Secretary of the Army. Army Regulation 690-12 allows subordinate components to assign a designee. The Superintendent has appointed the Chief of Staff to be the EEO Officer's immediate supervisor.
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	YES	Chief of Staff
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	YES	
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	YES	
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comment's column.	YES	January 7, 2022
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	YES	The EEO Director attends weekly Agency wide senior staff meetings. The EEO Director also attends biweekly meetings of all Office Directors in the Executive Director's meeting.
 Compliance Indicator 	B.2 - The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
Measures			
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies,	YES	

	procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]		
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	YES	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	YES	
B.2.d	Is the EEO Director responsible for overseeing the timely issuing final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	YES	HQ Army EEOCCR oversee timely issuing of final agency decisions.
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	YES	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	YES	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	YES	
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	YES	
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	YES	The objective states: Optimize resources to establish and maintain a Model EEO Program.
 Compliance Indicator	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.



			
Measures			
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	YES	Part H-1 plan actions for this item are marked as completed
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	YES	Part H-1 plan actions for this item are marked as completed
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) - (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	YES	
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	YES	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	YES	
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	YES	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	YES	Data Collection and tracking systems for workforce demographics, applicant flow, and complaints tracking.
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	YES	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	YES	See Part H-1 ANC Organization has a draft program in place.



B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	YES	Part H-1 plan actions for this item are marked as completed
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	YES	
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	YES	See part H The organization allocates its EEO appropriations among the Chief of Staff budget.
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	YES	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	YES	
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	YES	
 Compliance Indicator  Measures	B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	YES	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	YES	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	YES	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	YES	In FY22, managers and supervisors were required to take Civil Treatment training.
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	YES	



 Compliance Indicator  Measures	B.6 - The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	YES	See Part H-2 The Special Emphasis Program was created in FY22
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	NO	See Part H-2 No barrier analysis has been conducted yet
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	NO	See Part H-2 No barrier analysis has been conducted yet
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	NO	See Part H-2 No barrier analysis has been conducted yet



Essential Element C: Management and Program Accountability



This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.





 Compliance Indicator  Measures	C.1 - The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	YES	Conducted at the HQDA level
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	YES	Conducted at the HQDA level
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	YES	Conducted at the HQDA level





 Compliance Indicator  Measures	C.2 - The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No)	Comments
			A "No" response to any measure in Part G is a program deficiency requiring a Part H.
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	YES	See Part H-1
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	YES	See Part H-1
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	YES	See Part H-1
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	YES	See Part H-1
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	YES	See Part H-1
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comment's column.	YES	See Part H-1
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	YES	See Part H-1
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with	YES	





	EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]		
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	YES	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	YES	See Part H-1
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	YES	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	YES	
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comment's column.	YES	
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	YES	See Part H-1
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comment's column.	YES	On the Internal site and bulletin boards.
 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	YES	



C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities?		
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	YES	
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	YES	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	YES	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	YES	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	YES	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	YES	
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	YES	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	YES	
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	YES	
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	YES	
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	YES	
 Compliance Indicator 	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.



Measures			
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	YES	
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	NO	See Part H-3
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	YES	
C.4.d	Does the HR office provide the EEO office timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	YES	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	YES	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	NO	See Part H-3
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	YES	
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	YES	
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	YES	
 Compliance Indicator  Measures	C.5 - Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also	YES	See Part H-3





	<u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)		
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	YES	
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	YES	Notify Responsible Management Official and Senior Leadership as appropriate.
 Compliance Indicator  Measures	C.6 - The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	YES	Biannually
C.6.b	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	YES	
<p style="text-align: center;"><u>Essential Element D: Proactive Prevention</u></p> <p style="text-align: center;">This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</p>			
 Compliance Indicator  Measures	D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	YES	
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation	YES	

	program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	YES	
 Compliance Indicator  Measures	D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	YES	
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	YES	
D.2.c	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	YES	
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comment's column.	YES	The Agency uses the following sources to find barriers: FEVS, Climate Surveys, Form 462, iComplaints, reasonable accommodation program data, and program evaluations.
 Compliance Indicator  Measures	D.3 - The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	NO	Barrier analysis has not yet been conducted.

D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	NO	Barrier analysis has not been conducted. See Part I plan for FY23 and future fiscal years
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	NO	Barrier analysis has not yet been conducted.
 Compliance Indicator  Measures	D.4 - The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	YES	Part H-4 plan actions for this item are marked as completed
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	YES	Posted statement on social media and updated language in our announcements to include EEO statement. Updated public page provides information as well.
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	YES	Established new Section 504 implementation plan in FY22.
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	YES	
<p style="text-align: center;"><u>Essential Element E: Efficiency</u></p> <p style="text-align: center;">This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.</p>			
 Compliance Indicator  Measures	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	YES	
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	YES	

E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	YES	
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	YES	
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	YES	
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	YES	
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	YES	
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	YES	ANMC does not issue FADs; HQDA issues these
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	YES	See above
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comment's column.	YES	Contractors are not used at ANC level
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	YES	Employees are not used
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	YES	
 Compliance Indicator  Measures	E.2 - The agency has a neutral EEO process.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.





E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	YES	
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comment's column.	YES	Office of the General Counsel, Headquarters Department of the Army
E.2.c	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	YES	Conducted at HQDA level; The EEO office does not conduct legal sufficiency reviews.
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	YES	
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)	YES	
 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	YES	
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	YES	
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	YES	
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	YES	
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	YES	



E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	YES	
 Compliance Indicator  Measures	E.4 - The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	YES	
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	YES	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	YES	See part H-3 Conducted at the HQDA level; Agency currently does not have a recruitment program.
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	YES	Conducted at the HQDA level; ANC is currently seeking approval for FY23 See part H-3
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	YES	
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	YES	See part H-3
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	YES	
 Compliance Indicator  Measures	E.5 - The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its	YES	

	obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		
E.5.b	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.	YES	
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	YES	

Essential Element F: Responsiveness and Legal Compliance

This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Compliance Indicator  Measures	F.1 - The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	YES	
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	YES	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	YES	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	YES	
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	YES	
 Compliance Indicator  Measures	F.2 - The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.

F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	YES	
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	YES	
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	YES	
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	YES	
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	YES	
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No)	Comments A "No" response to any measure in Part G is a program deficiency requiring a Part H.
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	YES	HQ Army EEOCCR submits to EEOC an accurate and complete No FEAR Act report.
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	YES	In addition to HQDA webpage, ANC last updated the public site September 2020.

Army National Military Cemeteries

FY21 MD-715

Part H

**EEO Plan to Attain the Essential Elements
of a Model EEO Office**

MD 715 - PART H
EEO Plan to Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

EEOC FORM 715-02 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
[DoD Army National Military Cemeteries]		Agency Part H-1 FY22
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>B.4.a - The Agency did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:</p> <ul style="list-style-type: none"> • B.4.a.1 - To conduct a self-assessment of the Agency for possible program deficiencies? [see MD-715, II(D)] • B.4.a.2 - To enable the Agency to conduct a thorough barrier analysis of its workforce. [see MD-715, II(B)] • B.4.a.8 - To effectively administer its special emphasis programs (such as, Federal Females Program, Hispanic Employment Program, and People with Disabilities Program Manager). [5USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709] • B.4.a.9 - To effectively manage its anti-harassment program. [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] • B.4.a.10 - To effectively manage its reasonable accommodation program. [see 29 CFR § 1614.203(d)(4)(ii)] • B.4.b - Does the EEO office have a budget that is separate from other offices within the Agency? [see 29 CFR § 1614.102(a)(1)] <p>C.2.a – Has the Agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD- 715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]</p> <ul style="list-style-type: none"> • C.2.a.1 – Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] • C.2.a.2 – Has the Agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti- Harassment Program (2006)] • C.2.a.4 – Does the Agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.] <p>C.2.b.2 – Has the Agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch.1(IV)(A)]</p>	
OBJECTIVE:	To ensure the Agency allocates sufficient funding and staffing to successfully implement the EEO programs. B.4.a.1, B.4.a.2, B.4.a.8, B.4.a.9, B.4.a.10, B.4.b, C.2.a, C.2.a.1, C.2.a.2, C.2.a.4, C.2.a.5, C.2.a.6, C.2.b.2, C.2.c, E.4.a.6, F.3.b	

RESPONSIBLE OFFICIAL:	EEO and HR		
DATE OBJECTIVE INITIATED:	December 2021		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 May 2023		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	COMPLETION DATE	
1. EEO and HR will evaluate staffing and budgetary needs to determine the full scope of resources required to ensure model EEO programs, to timely and thoroughly processing EEO complaints, manage the Reasonable Accommodation process, administer the Special Emphasis Program, thoroughly conduct year-round barrier analysis, and manage the Anti-Harassment Program. B.4.a.1, B.4.a.2, B.4.a.8, B.4.a.9, B.4.a.10, B.4.b, C.2.a, C.2.a.1, C.2.a.2, C.2.a.4, C.2.b.2	31 March 2022	15 August 2022	
2. EEO and HR will request full staffing and budgetary resources to ensure ANMC is able to fully manage all EEO and Anti-Harassment program. B.4.a.8, C.2.a, C.2.a.1, C.2.a.2, C.2.a.4, C.2.b.2	30 August 2022	31 March 2022	
3. HR Office will develop and implement guidance regarding ANMC Anti-Harassment procedures and post to internal and external websites. C.2.a, C.2.a.1, C.2.a.2, C.2.a.4, C.2.a.5, C.2.a.6, C.2.b.2, C.2.c, E.4.a.6	1 May 2023		
4. HR Office will develop effective ways to track Anti-Harassment complaints and timeliness, which will be included in future MD-715 reports and for program assessment. C.2.a, C.2.a.1, C.2.a.2, C.2.a.4, C.2.a.5, C.2.a.6, C.2.b.2, C.2.c, E.4.a.6	1 May 2023		
5. HR Office will develop training for Anti-Harassment to deliver to the entire workforce both annually and for new employee orientation. C.2.a, C.2.a.1, C.2.a.2, C.2.a.4, C.2.a.5, C.2.a.6, C.2.b.2, C.2.c, E.4.a.6	1 May 2023		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
FY22 Accomplishments: <ul style="list-style-type: none">The EEO Office fully staffed two positions (EEO Specialist/Special Emphasis Program Manager and Diversity and Inclusion Officer/Disability Program Manager).The HR Office assumed the role of Anti-Harassment coordinator.The Anti-Harassment policy and procedures were drafted and sent to HQDA for review and approval prior to implementing and posting, however HQDA must finalize their Anti-Harassment policy and producers prior to approving sub agency policies. FY22 Modification: <ul style="list-style-type: none">New action plan items were created regarding the creation and implementation of the Anti-Harassment program.New target dates were created to ensure items are achievable.			

EEOC FORM 715-02 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
[DoD Army National Military Cemeteries]		Agency Part H- 2 FY22	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	B.6 – The agency involves managers in the implementation of its EEO program including barrier analysis process. <ul style="list-style-type: none"> • B.6.a-d – Aside from the SEP Observance rotation process, the Agency does not have a codified process to involve senior managers in the implementation of Special Emphasis Programs, barrier analysis, or the development and implementation of EEO action plans. [see MD-715 Instructions, Sec. I] 		
OBJECTIVE:	Develop tailored action plans for improvement, developing overall objectives for barrier elimination with corresponding action items, responsible personnel, and target dates. Ensure that the Champions of the SEP Engagement teams are engaged in action planning for addressing barriers. B.6, B.6.a, B.6.b, B.6.c		
RESPONSIBLE OFFICIAL:	EEO		
DATE OBJECTIVE INITIATED:	February 2021		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 April 2024		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	COMPLETION DATE	
1. EEO will establish Champions of Special Emphasis Engagement Teams. B.6, B.6.a, B.6.b, B.6.c	1 April 2024		
2. EEO will work with HR and other proponents to conduct data analysis by using appropriate comparators and statistical methods and analyze and identify triggers to find possible barriers utilizing the EEOC root cause analysis/decision tree approach. B.6, B.6.a, B.6.b, B.6.c	1 May 2023		
3. EEO and HR will create a Diversity and Inclusion Council to enhance activities to attract, develop and promote a diverse, equitable, and inclusive workforce and workplace environment.	30 September 2023		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

FY22 Accomplishments:

- The EEO Office facilitated a Barrier Analysis training course for HR, Chief of Staff, and other senior leaders to ensure there is an understanding of what is barrier analysis.
- HR and EEO coordinated to ensure workforce data were correct, as there were errors and deficiencies in the FY21 report.

FY22 Modification:

- None.

EEOC FORM 715-02 PART H	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>		
[DoD Army National Military Cemeteries]		Agency Part H-3 FY22	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>C.4.b – Has the Agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]</p> <p>C.4.e.2 – Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]</p> <p>D.1.c – Does the Agency conduct exit interviews or surveys that include questions on how the Agency could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]</p> <p>E.4.a.3 – Does the Agency have systems in place to accurately collect, monitor, and analyze the following data: Recruitment activities? [see MD-715, II(E)]</p>		
OBJECTIVE:	Develop a Strategic Outreach and Recruitment Plan and Onboarding and Acculturation Program. C.4.b, C.4.e.2		
RESPONSIBLE OFFICIALS:	HR and EEO		
DATE OBJECTIVE INITIATED:	February 2021		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 April 2023		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE	COMPLETION DATE	
1. HR will work with EEO to establish timetables to review at regular intervals policies, practices, and procedures, including the merit promotion program, employee recognition awards program, and development/training programs for systemic barriers that may be impeding full participation in the program by all EEO groups. C.4.b	28 February 2023		
2. HR will develop recruitment schedule, to target underrepresented groups and share that schedule with EEO during the draft stage to monitor for triggers and/or barriers. C.4.e.2	1 May 2023		
3. HR will work with EEO to develop a new exit interview that includes questions on how ANMC can improve recruitment, hiring, inclusion, retention, and advancement of all underrepresented groups,	1 May 2022	3 February 2022	

but especially persons with disabilities. D.1.c		
4. HR will research ways to accurately collect, monitor, and gauge recruitment actions to use as a data resource for barrier analysis and accomplishments. E.4.a.3	1 May 2023	
5. HR will create a Strategic Outreach and Recruitment Plan which outlines organization's marketing and branding strategies and recruitment strategies to attract and recruit a diverse pool of highly skilled applicants and initiatives to recruit underrepresented groups of women, minorities, and persons with disabilities. C.4.e.2	1 February 2023	
6. HR will create an Onboarding and Acculturation program to increase employee engagement and retention of workforce and represented groups. D.1.c.	1 February 2023	
7. EEO and HR will create a Diversity and Inclusion (D&I) Strategic Plan and Council Charter to enhance activities to attract, develop and engage employees to carry out D&I strategic goals and priorities. C.4.b, D.1.c.	1 May 2023	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>FY22 Accomplishments:</p> <ul style="list-style-type: none"> In FY22, HR developed new questions for the exit survey to include questions as noted in D.1.c. The exit survey was immediately deployed after EEO's review. <p>FY22 Modification:</p> <ul style="list-style-type: none"> None. 		

EEOC FORM 715-02 PART H	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>		
[DoD Army National Military Cemeteries]		Agency Part H-4 FY22	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>D.4 – The Agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</p> <ul style="list-style-type: none"> D.4.a – Does the Agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments. D.4.b – Does the Agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)] <p>C.2.c – Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]</p> <p>F.3.b – Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]</p>		
OBJECTIVE:	Develop and post an Affirmative Action plan for persons with disabilities and persons with targeted disabilities. C.2.c, D.4.a, D.4.b, F.3.b		
RESPONSIBLE OFFICIAL:	EEO		
DATE OBJECTIVE INITIATED:	February 2021		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 June 2022		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE	COMPLETION DATE
1. EEO will publish EEOC-approved Affirmative Action plan on internal and external Websites. D.4.a, D.4.b		1 June 2022	3 February 2022
2. EEO will update all reports (i.e., No FEAR) policies, including personal assistance services, and post to internal and external sites. C.2..c, D.4.a, D.4.b, F.3.b		28 February 2022	3 February 2022
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
<p>FY22 Accomplishments:</p> <ul style="list-style-type: none"> EEO updated all EEO-related policies and reports on our internal and external sites, including the MD-715 and No FEAR reports for full transparency. (NOTE: ANMC is not a reporting agency and is rolled up in the Headquarters Army MD-715 report and may not receive EEOC approval of the Part J Affirmative Action plan; therefore, ANMC will continue to post the annual report on internal and external sites.) <p>FY22 Modifications:</p> <ul style="list-style-type: none"> This plan is considered complete. 			

EEOC FORM 715-02 PART H	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>		
[DoD Army National Military Cemeteries]		Agency Part H-5 FY22	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>A.3.a – Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section.</p> <p>D.2.b – Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR § 1614.102(a)(3)]</p> <p>D.2.c – Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR § 1614.102(a)(3)]</p>		
OBJECTIVE:	Develop ways to encourage diversity, inclusion, accessibility, and equity within the workforce by recognizing superior efforts outside of HQDA while conducting assessments of how policies may impact such efforts and/or specific groups within the workforce. A.3.a, D.2.b, D.2.c		
RESPONSIBLE OFFICIAL:	EEO and HR		
DATE OBJECTIVE INITIATED:	August 2022		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1 September 2024		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE	COMPLETION DATE
1. EEO and HR will collaborate to conduct best practice research on ways to recognize employees and/or units demonstrating superior accomplishments in EEO. A.3.a		1 June 2023	
2. EEO and HR will present options for recognition to senior leaders (GS-15s) for approval prior to implementing. D.2.b, D.2.c		1 June 2023	
3. Senior Leaders, in coordination the Staff Action Control Officer, will ensure EEO reviews all organization/resource decisions, policies, and procedures for an initial determination of possible impact to any groups. Any routing procedures will be updated to include EEO review for all such items. D.2.b, D.2.c		28 February 2023	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
<p>FY22 Accomplishments:</p> <ul style="list-style-type: none"> None. <p>FY22 Modifications:</p> <ul style="list-style-type: none"> This is a new plan; therefore, there are no modifications or accomplishments. 			

Army National Military Cemeteries

FY22 MD-715

Part I

EEO Plan to Eliminate Identified Barriers

MD 715 - Part I
EEO Plan to Eliminate Identified Barrier

EEOC FORM 715-02 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
[DoD Army National Military Cemeteries]	FY22	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Data comparisons between the ANMC workforce, the Civilian Labor Force, and/or Executive Branch goals revealed lower than expected participation rates of employee groups in the ANMC workforce, the SES level, and Mission Critical Occupations. See Workforce charts located in this report in Part E, Executive Summary, Sections II & III.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.		In FY19, ANMC established a new EEO Office with three staff members. In FY22, the EEO office hosted a barrier analysis training session for senior leaders and Directors to facilitate and understand what barrier analysis is important for determining barriers to minorities, women, and PWD/PWTD within the ANMC workforce. Training on barrier analysis to other leaders and employees will continue into FY23. Once barriers have been identified, the EEO staff can work with the ANMC stakeholders to develop and monitor plans of action to remove or mitigate those barriers. The following were identified as Agency-wide focus areas for ANMC for FY23 – FY25: <ul style="list-style-type: none"> • The recruitment and retention of Hispanic and Asian (men and women); • The recruitment and retention of Females. • The recruitment and retention of PWD/PWTD overall and within the grade clusters; and, • The upward mobility to Senior Leader positions for Women, Hispanics, American Indian/Alaskan Natives, African Americans, and Asian women.
STATEMENT OF IDENTIFIED BARRIER:		Where under-representation or under participation exists, ANMC will conduct barrier analysis, review the results, and any root causes uncovered, and coordinate the

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		implementation of EEO action plans to eradicate barriers. ANMC sees the barrier analysis training as another step towards successfully analyzing its workforce data and proactively moving towards eliminating identified barriers.
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.		Upon completion of barrier analysis, ANMC will be able to state an alternative or revised Agency policy, procedure, or practice to be implemented to eliminate the identified barrier.
RESPONSIBLE OFFICIALS:		<p>The following ANMC offices are responsible for the actions related to this plan:</p> <ul style="list-style-type: none"> • EEO Office • HR • Chief of Staff • Superintendent • Executive Director
DATE OBJECTIVE INITIATED:		December 2021
TARGET DATE FOR COMPLETION OF OBJECTIVE:		<p>February 2023 – December 2024</p> <p>ANMC intends to complete this plan in six phases.</p>
EEOC FORM 715-02 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE

<p>Phase 1 – Benchmark with other agencies for best practices in conducting barrier analysis; determine feasibility of obtaining a contractor to assist with all or some of the barrier analysis; conduct appropriate market research; and develop a project schedule and standard operating procedure for conducting barrier analysis.</p>	October 2022 – June 2023
<p>Phase 2 – Establish focus groups to conduct barrier analysis for the following four corporate areas of focus: 1) High turnover rate, 2) Female workforce, 3) Hispanic and Asian workforce (men and women), 4) PWD/PWTD overall and within the grade clusters, and 5) Upward mobility for minorities in senior level positions.</p> <p>Phase 3 - Begin barrier analysis of identified workforce data.</p> <p>CHALLENGES: Due to the nature of ANMC’s mission, these dates are subject to change, as resources (people, money, and time) may not be available.</p>	<p>January 2023 – June 2024</p> <p>June 2023</p>
Develop Action Plans to address identified root causes and steps to remove barriers.	July 2023 - 2025: Ongoing as barrier analysis is completed.
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	

Accomplishments:

- In FY21, ANMC established working groups to address issues identified in a climate assessment completed in an earlier FY. Based on the relevant themes, four groups were created to address Racially Harassing Behaviors, Stress, Hostility, and Fairness. Working groups continued to meet throughout FY22 with projected continuation of focus groups into FY23. The goals of these groups may be used to help identify barriers to barriers within the workforce.
- In FY22, the EEO Office hosted a barrier analysis training session for senior leaders and directors to facilitate an understanding of what barrier analysis is and why it's important.
- The EEO Office and HR Officer worked together to identify the best data set to use in order to conduct barrier analysis after discovering the FY21 data were not fully accurate.
- HR and EEO worked together to create an updated exit interview worksheet to encourage more employees to fill it out as they were separating and create a new usable set of data for analysis.
- ANMC designated the first trigger to conduct barrier analysis to be understanding why turnover was above 40% across the organization and determine if any specific groups were separating at a higher rate than others. ANMC intends to conduct barrier analysis quarterly on this trigger during FY23.

Modifications:

- Included high turnover rate in list of triggers leading to barrier analysis.
- Updated the date regarding completion of studying to triggers to a more realistic date.

Army National Military Cemeteries

FY22 MD-715

Part J

**Special Program Plan for the Recruitment, Hiring, and
Advancement of Persons with Disabilities**

MD 715 - Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), Equal Employment Opportunity Commission (EEOC) regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

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

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

a. Cluster GS-1 to GS-10 (PWD)	Yes	X	No	
b. Cluster GS-11 to SES (PWD)	Yes		No	X
The percentage of PWD in the GS-1 to GS-10 cluster was 8.00% in FY 22. However, we exceeded the percentage of GS 11 to SES in FY 22 which was 20.18%.				

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

a. Cluster GS-1 to GS-10 (PWTD)	Yes	X	No	
b. Cluster GS-11 to SES (PWTD)	Yes		No	X
The percentage of PWTD in the GS-1 to GS10 cluster was 0% in FY 22 and for the GS 11 to SES was 9.17%.				

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

Provided quarterly training to supervisors and managers. The training will include a section on Schedule A hiring authorities, the Workforce Recruitment Program, and the provision of reasonable accommodation. In addition, EEO presents at all ANMC New Employee Orientations.

Section II: Model Disability Program

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

A. Plan to Provide Sufficient and Competent Staffing for the Disability Program.

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

	Yes	X	No	

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	1		0	Leilah Anderson, HR Specialist leilah.o.anderson.civ@army.mil Tina Coble, HR Specialist tina.m.coble5.civ@army.mil
Answering questions from the public about hiring authorities that take disability into account	1		0	Leilah Anderson, HR Specialist leilah.o.anderson@army.mil Tina Coble, HR Specialist tina.m.coble5.civ@army.mil
Processing reasonable accommodation requests from applicants and employees	1	0	0	Juan Torres, Diversity and Inclusion Officer/Disability Program Manager juan.l.torres.civ@army.mil
Section 508 Compliance	1	0	0	Juan Torres, Diversity and Inclusion Officer/Disability Program Manager juan.l.torres.civ@army.mil
Architectural Barriers Act (ABA) Compliance	1	0	0	COL Thomas Austin, Director of Engineering, thomas.e.austin14.mil@army.mil
Special Emphasis Program for PWD and PWTD	1	0	0	Jessie Chevez, EEO Specialist/Special Emphasis Program Manager jessie.i.chevez.civ@army.mil

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

	Yes	x	No	

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

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

	Yes	X	No	
ANMC budget allows for the production of training materials, sign language interpreting services, and participation in annual training conferences.				

Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. Plan to Identify Job Applicants with Disabilities.

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

ANMC posts job announcements in USAJobs, the Office of Personnel Management's (OPM) application tool, and DOD Civilian Careers website. OPM complies with requirements of Section 508 of the Rehabilitation Act Amendments of 1998 (29 U.S.C. 794) and adheres to Section 508 requirements.

Depending on where an applicant is in the application process, assistance is available through USAJobs or through Human Resource Specialists (HR), such as the Schedule A Coordinator. The Schedule A Coordinator, an employee in the Army Civilian Human Resource Agency (CHRA) Civilian Personnel Advisory Center (CPAC), has the required training and knowledge to assist an applicant with a disability through the process.

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

CHRA CPAC HR Specialists, ANMC HR Office, and the Schedule A Coordinator work collaboratively to implement Schedule A, Veterans' authorities, Workplace Recruitment Program, and other programs that might positively impact the hiring of individuals with disabilities.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When an applicant applies for a position under hiring authority such as Schedule A, the Schedule A Coordinator or other trained Human Resource Specialists determine eligibility based on the requirements of the hiring authority and the applicants' validation of disability.

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

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

All supervisors and managers completed a mandatory Supervisor/Manager's course on FY 22. ANMC will continue to provide training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A) quarterly in FY23.

B. Plan to Establish Contacts with Disability Employment Organizations

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

ANMC will initiate outreach opportunities with the Department of Defense Operation Warfighter Program, the Workforce Recruitment Program, Career service Offices and Veteran offices at identified institutions to educate leaders, professors and students on available careers, program and initiatives.

C. Progression Towards Goals (Recruitment and Hiring)

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

a. New Hires for Permanent Workforce (PWD)	Yes		No	
b. New Hires for Permanent Workforce (PWTD)	Yes		No	
ANMC makes an effort to hire PWD and PWTDs. However, self-identification of a disability is voluntary, which hinders our ability to accurately assess the percentage of PWTDs in the workforce. Organization will be conducting barrier analysis in FY23 to determine barriers in these categories. Organizations is working initiatives with CHRA and other organizations to obtain accurate information on applicant data flow to conduct barrier analysis on applicant data in these areas.				

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

a. New Hires for MCO (PWD)	Yes		No	
b. New Hires for MCO (PWTD)	Yes		No	
Army-wide plans are in place for EEO automated systems to access applicant pool data during the next reporting cycle.				

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

a. Qualified Applicants for MCO (PWD)	Yes		No	
b. Qualified Applicants for MCO (PWTD)	Yes		No	
Army-wide plans are in place for EEO automated systems to access applicant pool data during the next reporting cycle.				

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

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

Army-wide plans are in place for EEO automated systems to access applicant pool data during the next reporting cycle.

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

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

Advancement Program Plan

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

Army has career programs in place for all occupational series to provide equal, progressive, and sequential career advancement opportunities. Organization will be conducting barrier analysis in FY23 to identify barriers in these areas.

B. Career Development Opportunities

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

Army centrally manages career civilian development and advancement through internships, Congressional fellowships, long-term training assignments, and civilian leader development.

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

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

Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A
Other Career Development Programs	N/A	N/A	N/A	N/A	N/A	N/A

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

a. Applicants (PWD)	Yes		No	
b. Selections (PWD)	Yes		No	
Army-wide plans are in place for EEO automated systems to access applicant pool data during the next reporting cycle.				

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

a. Applicants (PWTD)	Yes	x	No	
b. Selections (PWTD)	Yes	x	No	
Army-wide plans are in place for EEO automated systems to access applicant pool data during the next reporting cycle.				

C. Awards

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

a. Awards, Bonuses, and Incentives (PWD)	Yes		No	
b. Awards, Bonuses, and Incentives (PWTD)	Yes		No	
Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.				

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

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

Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.

However, in general, pay increases are based on fully successful performance. Quality step increases are based on exceptional performance.

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

a. Other Types of Recognition (PWD)	Yes		No	
b. Other Types of Recognition (PWTD)	Yes		No	
Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.				
However, in general, employees are recognized based on merit.				

D. Promotions

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

a. SES	i. Qualified Internal Applicants (PWD)	Yes		No	
	ii. Internal Selections (PWD)	Yes		No	
b. Grade GS-15	i. Qualified Internal Applicants (PWD)	Yes		No	
	ii. Internal Selections (PWD)	Yes		No	
c. Grade GS-14	i. Qualified Internal Applicants (PWD)	Yes		No	
	ii. Internal Selections (PWD)	Yes		No	
d. Grade GS-13	i. Qualified Internal Applicants (PWD)	Yes		No	
	ii. Internal Selections (PWD)	Yes		No	
Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.					

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

a. SES	i. Qualified Internal Applicants (PWTD)	Yes		No	
	ii. Internal Selections (PWTD)	Yes		No	
b. Grade GS-15	i. Qualified Internal Applicants (PWTD)	Yes		No	
	ii. Internal Selections (PWTD)	Yes		No	
c. Grade GS-14	i. Qualified Internal Applicants (PWTD)	Yes		No	
	ii. Internal Selections (PWTD)	Yes		No	
d. Grade GS-13	i. Qualified Internal Applicants (PWTD)	Yes		No	
	ii. Internal Selections (PWTD)	Yes		No	
Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.					

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

a. New Hires to SES (PWD)	Yes		No	
b. New Hires to GS-15 (PWD)	Yes		No	
c. New Hires to GS-14 (PWD)	Yes		No	
d. New Hires to GS-13 (PWD)	Yes		No	
Army-wide plans are in place for EEO automated systems to access applicant pool data during the next reporting cycle. Therefore, triggers are unable to be identified in this category at this time.				

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

a. New Hires to SES (PWTD)	Yes		No	
b. New Hires to GS-15 (PWTD)	Yes		No	
c. New Hires to GS-14 (PWTD)	Yes		No	
d. New Hires to GS-13 (PWTD)	Yes		No	
Army-wide plans are in place for EEO automated systems to access applicant pool data during the next reporting cycle.				

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

a. Executives	i. Qualified Internal Applicants (PWD)	Yes		No	
	ii. Internal Selections (PWD)	Yes		No	
b. Managers	i. Qualified Internal Applicants (PWD)	Yes		No	
	ii. Internal Selections (PWD)	Yes		No	
c. Supervisors	i. Qualified Internal Applicants (PWD)	Yes		No	
	ii. Internal Selections (PWD)	Yes		No	
Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.					

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

a. Executives	i. Qualified Internal Applicants (PWTD)	Yes		No	
	ii. Internal Selections (PWTD)	Yes		No	
b. Managers	i. Qualified Internal Applicants (PWTD)	Yes		No	
	ii. Internal Selections (PWTD)	Yes		No	
c. Supervisors	i. Qualified Internal Applicants (PWTD)	Yes		No	
	ii. Internal Selections (PWTD)	Yes		No	
Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.					

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

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

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

a. New Hires for Executives (PWTD)	Yes		No	
b. New Hires for Managers (PWTD)	Yes		No	
c. New Hires for Supervisors (PWTD)	Yes		No	
Data is not available to determine if triggers exist in this category. EEO and HR will collaborate to ensure data is properly gathered and tracked to be able to address this in the next performance cycle.				

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

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

	Yes		No	
The CHRA CPAC is responsible to perform the conversion of Schedule A employees. Therefore, data is not available to identify triggers in this category at this time.				

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

a. Voluntary Separations (PWD)	Yes		No	X
b. Involuntary Separations (PWD)	Yes		No	X
No triggers exist.				

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

a. Voluntary Separations (PWTD)	Yes		No	X
b. Involuntary Separations (PWTD)	Yes		No	X
No triggers exist.				

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

N/A

B. Accessibility of Technology and Facilities

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

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

<https://www.arlingtoncemetery.mil/>

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

<https://www.arlingtoncemetery.mil/Visit/Visitors-with-Disabilities>

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

ANMC has updated our policies relating to visitors and employees as it relates to requesting an RA (i.e., sign language interpretation services for funerals (504) or determining telework eligibility as an RA for employees). ANMC hired a Disability Program Manager at end of FY22 to support the Disability Program function that is separate from the EEO complaint processing function of the EEO Office as well as ensure we begin to properly gather and track data points that will allow for future barrier analysis.

C. Reasonable Accommodation Program

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

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

During this reporting period, 80% of initial requests were completed in less than 30 days, in accordance with AR 690-12 (EEO and Diversity).

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

During this reporting period, EEO received and processed 20 requests for reasonable accommodations (RA).

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

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

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

Policy and procedures are being implemented in accordance with recent organizational and EEOC guidance.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

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

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

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

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

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

There were no findings of discrimination.

B. EEO Complaint Data involving Reasonable Accommodation

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

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

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

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

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

There were no findings of discrimination.

Section VII: Identification and Removal of Barriers

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

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

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

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

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

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

Trigger 1	N/A			
Barrier(s)				
Objective(s)				
Responsible Official(s)		Performance Standards Address the Plan?		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

Fiscal Year	Accomplishments			

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

N/A

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

N/A

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

N/A

Army National Military Cemeteries

FY22 MD-715

Appendices

Appendix A

Definitions

The following definitions apply to Management Directive 715:

Applicant: A person who applies for employment.

Applicant Flow Data: Information reflecting characteristics of the pool of individuals applying for an employment opportunity.

Barrier: An agency policy, principle, practice, or condition that limits or tends to limit employment opportunities for members of a particular gender, race, or ethnic background or for an individual (or individuals) based on disability status.

Barrier Identification and Elimination: The process by which agencies uncover, examine, and remove barriers to equal participation at all levels of the workforce.

Disability: For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated they have a disability on a U.S. Office of Personnel Management (OPM) Standard Form (SF) 256. For all other purposes, the definition in 29 C.F.R. § 1630.2 applies.

Civilian Labor Force (CLF): Persons 16 years of age and over, except those in the Armed Forces, who are employed or are unemployed and seeking work.

EEO Groups: Members of groups protected under Title VII of the Civil Rights Act and other Federal guidelines. Includes White Men, White Women, Black Men, Black Women, Hispanic Men, Hispanic Women, Asian Men, Asian Women, Native American Men, Native American Women, and Persons with Disabilities.

Employees: Members of the agency's permanent or temporary workforce, whether full- or part-time and whether in competitive or excepted service positions.

Employment Decision: Any decision affecting the terms and conditions of an individual's employment, including but not limited to, hiring, promotion, demotion, disciplinary action, and termination.

Feeder Group or Pool: Occupational group(s) from which selections to a particular job are typically made.

Federal Categories (Fed9): For the first time, EEOC is requiring agencies to report their workforce data by aggregating it into nine employment categories. These categories are more consistent with those EEOC uses in private sector enforcement and will permit better analysis of trends in the Federal workplace than the previously used categories. The

Commission created a Census/OPM Occupation Cross-Classification Table by OPM Occupational Code, which helps agencies determine what category to place a position in through use of the position's OPM or Standard Occupational Classification codes, or the OPM or Census Occupation Title. The crosswalk table is intended as general guidance in cross-classifying OPM occupational codes to the nine EEO categories. Agencies are encouraged to contact the EEOC with specific questions about what category might be appropriate for their particular occupations. The nine job category titles are:

- **Officials and Manager:** Occupations requiring administrative and managerial personnel who set broad policies; exercise overall responsibility for execution of these policies; and direct individual offices, programs, divisions, or other units or special phases of an agency's operations. In the Federal sector, this category is further broken out into four subcategories: Executive/Senior-Level, Mid-Level, First-Level, and Other. When an employee is classified as a supervisor or manager, that employee should be placed in the Officials and Managers category instead of the category in the crosswalk they would otherwise be placed in based on their OPM occupational code. Those employees classified as supervisors or managers who are at the GS-12 level or below should be placed in the First-Level subcategory, those at the GS-13/14 level should be in the Mid-Level subcategory, and those at GS-15 or in the Senior Executive Service should be in the Executive/Senior-Level subcategory.

An agency may also choose to place employees who have significant policy-making responsibilities but do not supervise other employees in these three subcategories. The subcategory "Other" contains employees in several different occupations that are primarily business, financial, and administrative in nature and do not have supervisory or significant policy responsibilities. For example, Administrative Officers (OPM Code 0341) are appropriately placed in the "Other" subcategory.

- **Professionals:** Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors, and kindred workers.
- **Technicians:** Occupations requiring a combination of basic scientific knowledge and manual skill that can be obtained through 2 years of post-high school education, such as is offered by many technical institutes and junior colleges or through equivalent on-the-job training. Includes computer programmers; drafters; engineering aides; junior engineers; mathematical aides; licensed, practical, or vocational nurses; photographers; radio operators; scientific assistants; technical illustrators; technicians (medical, dental, electronic, and physical science); and kindred workers.

- **Sales:** Occupations engaging wholly or primarily in direct selling. Includes advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales workers, demonstrators, sales workers and salesclerks, grocery clerks, cashiers and checkers, and kindred workers.

- **Administrative Support Workers:** Includes all clerical-type work, regardless of level of difficulty, where the activities are predominantly non-manual, although some manual work not directly involved with altering or transporting the products is involved. Includes bookkeepers, collectors (bills and accounts), messengers, office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

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

- **Operatives (Semiskilled):** Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level that can be mastered in a few weeks and require only limited training. Includes apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, and so on); operatives; attendants (auto service and parking); blasters; chauffeurs; delivery workers; sewers and stitchers; dryers; furnace workers; heaters; laundry and dry cleaning operatives; milliners; mine operatives and laborers; motor operators; oilers and greasers (except auto); painters (manufactured articles); photographic process workers; truck and tractor drivers; knitting, looping, taping, and weaving machine operators; welders and flame cutters; electrical and electronic equipment assemblers; butchers and meat cutters; inspectors, testers and graders; hand packers and packagers; and kindred workers.

- **Laborers (Unskilled):** Workers in manual occupations that 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; groundskeepers and gardeners; farm workers; stevedores;

wood choppers; laborers performing lifting, digging, mixing, loading, and pulling operations; and kindred workers.

- **Service Workers:** Workers in both protective and non-protective service occupations. Includes attendants (hospital and other institutions); professional and personal service, including nurses' aides and orderlies); barbers; char workers and cleaners; cooks, counter, and fountain workers; elevator operators; firefighters and fire protection; guards; doorkeepers; stewards; janitors; police officers and detectives; porters, waiters and waitresses; amusement and recreation facilities attendants; guides; ushers; public transportation attendants; and kindred workers.

Fiscal Year (FY): The period from 1 October of one year to 30 September of the following year.

Goal: Under the Rehabilitation Act, an identifiable objective an agency sets to address or eliminate barriers to EEO or address the lingering effects of past discrimination.

Major Occupations: Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.

Onsite Program Review: Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of Management Directive 715 and/or to provide technical assistance.

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

Relevant Labor Force: The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.

Section 501 Program: The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.

Section 717 Program: The affirmative program of EEO that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.

Selection Procedure: Any employment policy or practice that is used as a basis for an employment decision.

Special Recruitment Program: A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.

Targeted Disabilities: Disabilities that the Federal Government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental retardation, mental illness, and distortion of limb and/or spine.

Technical Assistance: Training, assistance, or guidance the EEOC provides in writing, over the telephone, or in person.

Under representation: Result of conditions in which the representation of EEO groups is lower than expected.

Database Notes

1. The data for this report reflects the organization as of 1 October 2018. The HR database of record, the Defense Civilian Personnel Data System (DCPDS), was used to obtain the data. It is recognized that the HR database contains anomalies that affect data reporting. The variance didn't appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusions on data tables.
3. Manifested Imbalances and Conspicuous Absences (MICA) are the correct terms required by federal rulings to describe the term "under representation". Manifested Imbalances indicate that although women and minorities are present, their representation is below the CLF. Conspicuous Absences refers to an absence of women and/or minorities.
4. Grade designations are the same ones used in DCPDS based on federal guidelines. Senior individuals are defined as those members of the Senior Executive Service or equivalent, such as all pay plans that start with an "E", or "I", pay plan "ST" and some positions in the "AD" category. Data for Pay plan "EX" are excluded.
5. Because the HR data system has not been retooled to meet MD 715 requirements, and OPM has not issued an authorization for the retooling, many data points in the accompanying data tables will not consistently sum to the total Army workforce. This is especially true in the calculations for persons with disabilities. The reportable codes used by EEOC vary from those in the HR data system in that some codes were excluded. Because of this exclusion, many of the data tables will not sum to the total Army workforce. In addition, many of the tables that capture data on RNO groups, because of the variety of pay plans

used in Army do not fit into the aspects of “GS” or “Wage Grade” equivalents. Therefore, many of those data points were excluded.

Appendix B

Data Tables & Supporting Documents

- ✚ Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex (Across)
- ✚ Table B1: TOTAL WORKFORCE - Distribution by Disability (Across)
- ✚ Table A3-1-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex
- ✚ Table B3-1: OCCUPATIONAL GROUPS - Distribution by Disability
- ✚ Table A4: PARTICIPATION ACROSS GS GRADES - Distribution by Race/Ethnicity and Sex
- ✚ Table B4: PARTICIPATION ACROSS GS GRADES - Distribution by Disability
- ✚ Table A6: MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Mission Critical and most populous depicted only)
- ✚ Table B6: MAJOR OCCUPATIONS - Distribution by Disability (Mission Critical and most populous depicted only)
- ✚ Table A14: SEPARATIONS - Distribution by Race/Ethnicity and Sex
- ✚ Table B14: SEPARATIONS - Distribution by Disability
- ✚ ANMC Organizational Chart

******CONTROLLED UNCLASSIFIED INFORMATION******

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)
(ANC, FY 2022)**

Employment Tenure		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
CLF (2014-2018)	%	1.00%	51.80%	48.20%	6.80%	6.20%	35.70%	31.80%	5.70%	6.60%	2.20%	2.20%	0.10%	0.10%	0.30%	0.30%	1.00%	1.10%
CLF (2010)	%	1.00%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
TOTAL WORKFORCE																		
Prior FY	#	207	159	48	3	5	97	23	50	18	5	1	0	0	2	0	2	1
	%	100.00%	76.81%	23.18%	1.44%	2.41%	46.85%	11.11%	24.15%	8.69%	2.41%	0.48%	0.00%	0.00%	0.96%	0.00%	0.96%	0.48%
Current FY	#	199	149	50	3	7	89	25	47	14	4	1	1	0	2	0	3	3
	%	100.00%	74.87%	25.12%	1.50%	3.51%	44.72%	12.56%	23.61%	7.03%	2.01%	0.50%	0.50%	0.00%	1.00%	0.00%	1.50%	1.50%
Difference	#	-8	-10	2	0	2	-8	2	-3	-4	-1	0	1	0	0	0	1	2
Ratio Change	%	0.00%	-1.94%	1.94%	0.06%	1.10%	-2.13%	1.45%	-0.54%	-1.66%	-0.40%	0.02%	0.50%	0.00%	0.04%	0.00%	0.54%	1.02%
Net Change	%	-3.86%	-6.28%	4.16%	0.00%	40.00%	-8.24%	8.69%	-6.00%	-22.22%	-20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	200.00%
EMPLOYEE GAINS																		
New Hires	#	23	16	7	1	1	12	0	2	0	0	0	0	0	0	0	1	2
	%	100.00%	69.56%	30.43%	4.34%	0.00%	52.17%	0.00%	8.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.34%	8.69%
EMPLOYEE LOSSES																		
Reduction in Force	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Resignation	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Separations	#	195	145	50	3	7	87	25	46	14	4	1	1	0	2	0	2	3
	%	100.00%	74.35%	25.64%	1.53%	3.58%	44.61%	12.82%	23.58%	7.17%	2.05%	0.51%	0.51%	0.00%	1.02%	0.00%	1.02%	1.53%
Total Separations	#	199	149	50	3	7	89	25	47	14	4	1	1	0	2	0	3	3
	%	100.00%	74.87%	25.12%	1.50%	3.51%	44.72%	12.56%	23.61%	7.03%	2.01%	0.50%	0.50%	0.00%	1.00%	0.00%	1.50%	1.50%

PERMANENT WORKFORCE

[illegible]

EMPLOYEE GAINS

[illegible]

EMPLOYEE LOSSES

Reduction in Force	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Resignation	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Separations	#																	
	%	100.00%	74.35%	25.64%	1.53%	3.58%	44.61%	12.82%	23.58%	7.17%	2.05%	0.51%	0.51%	0.00%	1.02%	0.00%	1.02%	1.53%
Total Separations	#																	
	%	100.00%	74.87%	25.12%	1.50%	3.51%	44.72%	12.56%	23.61%	7.03%	2.01%	0.50%	0.50%	0.00%	1.00%	0.00%	1.50%	1.50%

TEMPORARY WORKFORCE

[illegible]

EMPLOYEE GAINS

[illegible]

EMPLOYEE LOSSES

[illegible]

****CONTROLLED UNCLASSIFIED INFORMATION****

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)
(ANC, FY 2022)

Employment Tenure by Sub-Component		Total	Total by Disability Status				Detail for Targeted Disabilities											
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
TOTAL WORKFORCE																		
Prior FY	#	207	163	26	18	3	0	0	1	1	0	0	0	0	0	1	0	0
	%	100.00%	78.74%	12.56%	8.70%	1.45%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%
Current FY	#	199	149	21	29	14	0	3	0	0	0	0	0	0	3	7	0	1
	%	100.00%	74.87%	10.55%	14.57%	7.04%	0.00%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	21.43%	50.00%	0.00%	7.14%
501 Goal					12.00%	2.00%												
Difference	#	-8	-14	-5	11	11	0	3	-1	-1	0	0	0	0	3	6	0	1
Ratio Change	%	0.00%	-3.87%	-2.01%	5.88%	5.59%	0.00%	21.43%	-33.33%	-33.33%	0.00%	0.00%	0.00%	0.00%	21.43%	16.67%	0.00%	7.14%
Net Change	%	-3.86%	-8.59%	-19.23%	61.11%	366.67%	0.00%	0.00%	-100.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	600.00%	0.00%	0.00%
EMPLOYEE GAINS																		
New Hires	#	23	15	3	5	3	0	0	0	0	0	0	0	0	1	2	0	0
	%	100.00%	65.22%	13.04%	21.74%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%
EMPLOYEE LOSSES																		
Reduction in Force	#	2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	3	0	0	3	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
Resignation	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Separations	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	9	2	0	7	2	0	1	0	0	0	0	0	0	1	0	0	0
	%	100.00%	22.22%	0.00%	77.77%	22.22%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%
PERMANENT WORKFORCE																		
Prior FY	#	207	163	26	18	3	0	0	1	1	0	0	0	0	0	1	0	0
	%	100.00%	78.74%	12.56%	8.70%	1.45%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%
Perm Current FY	#	199	149	21	29	14	0	3	0	0	0	0	0	0	3	7	0	1
	%	100.00%	74.87%	10.55%	14.57%	7.04%	0.00%	0.00%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%
Difference	#	-8	-14	-5	11	11	0	3	-1	-1	0	0	0	0	3	6	0	1
Ratio Change	%	0.00%	-3.87%	-2.01%	5.88%	5.59%	0.00%	0.00%	-26.19%	-26.19%	0.00%	0.00%	0.00%	0.00%	0.00%	-26.19%	0.00%	0.00%
Net Change	%	-3.86%	-8.59%	-19.23%	61.11%	366.67%	0.00%	0.00%	-100.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	600.00%	0.00%	0.00%
EMPLOYEE GAINS																		
New Hires	#	23	15	3	5	3	0	0	0	0	0	0	0	0	1	2	0	0
	%	100.00%	65.22%	13.04%	21.74%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%
EMPLOYEE LOSSES																		
Reduction in Force	#	2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Removal	#	3	0	0	3	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
Resignation	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Separations	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	9	2	0	7	2	0	1	0	0	0	0	0	0	1	0	0	0
	%	100.00%	22.22%	0.00%	77.77%	22.22%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A3-1-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex
(ANC, FY 2022)

Occupational Groups		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		Male	Female	Male	Female		
							Male	Female	Male	Female	Male	Female	Male	Female						
	#																			
Officials and Managers	#	85	57	28	2	4	34	13	19	10	1	0	0	0	0	0	1	1		
Professionals	#	39	22	17	0	2	17	9	4	3	1	1	0	0	0	0	0	2		
Technicians	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Administrative Support Workers	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0		
Craft Workers	#	42	40	3	0	1	20	1	14	1	2	0	0	0	1	0	1	0		
Operatives	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
Laborers and Helpers	#	19	19	0	0	0	16	0	1	0	0	0	1	0	0	0	1	0		
Service Workers	#	9	8	1	he pd	0	2	1	5	0	0	0	0	0	0	0	0	0		
Total		199	149	50	3	7	89	25	47	14	4	1	1	0	2	0	3	3		
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Officials and Managers	%	100.00%	66.26%	33.73%	2.40%	4.81%	38.55%	15.66%	22.89%	12.04%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	1.20%	1.20%		
Officials and Managers CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Professionals	%	100.00%	56.41%	43.58%	0.00%	5.12%	43.58%	23.07%	10.25%	7.69%	2.56%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	5.12%		
Professionals CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Technicians	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Technicians CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Administrative Support Workers	%	100.00%	66.66%	33.33%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Administrative Support Workers CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Craft Workers	%	100.00%	92.68%	7.31%	0.00%	2.43%	48.78%	2.43%	34.14%	2.43%	4.87%	0.00%	0.00%	0.00%	2.43%	0.00%	2.43%	0.00%		
Craft Workers CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Operatives	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%		
Operatives CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Laborers and Helpers	%	100.00%	100.00%	0.00%	0.00%	0.00%	88.23%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%		
Laborers and Helpers CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Service Workers	%	100.00%	87.50%	12.50%	12.50%	0.00%	12.50%	12.50%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Service Workers CLF 2010	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%		
Total	%	10,000	7,422	2,577	154	360	4,484	1,288	2,319	721	206	51	51	0	103	0	103	154		
CLF (2014-2018) %	%	100.00%	51.80%	48.20%	6.80%	6.20%	35.70%	31.80%	5.70%	6.60%	2.20%	2.20%	0.10%	0.10%	0.30%	0.30%	1.00%	1.10%		
	%	0.51%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Administrative Support Workers	%	1.54%	1.38%	2.00%	0.00%	0.00%	1.14%	4.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Craft Workers	%	21.13%	26.38%	6.00%	0.00%	14.28%	22.98%	4.00%	31.11%	7.14%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%		
Laborers and Helpers	%	8.76%	11.80%	0.00%	0.00%	0.00%	17.24%	0.00%	2.22%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Officials and Managers	%	42.78%	38.19%	56.00%	66.66%	57.14%	36.78%	52.00%	42.22%	71.42%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	33.33%		
Operatives	%	0.51%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%		
Professionals	%	20.10%	15.27%	34.00%	0.00%	28.57%	19.54%	36.00%	8.88%	21.42%	25.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.66%		
Service Workers	%	4.12%	4.86%	2.00%	33.33%	0.00%	1.14%	4.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Technicians	%	0.51%	0.69%	0.00%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Total	%	10,000	7,422	2,577	154	360	4,484	1,288	2,319	721	206	51	51	0	103	0	103	154		

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table B3-1: DISTRIBUTION BY OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability (ANC, FY 2022)																		
		Total	Detail by Disability Status				Detail for Targeted Disabilities											
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Develop- mental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Occupational Groups																		
Officials and Managers	#	85	53	13	17	4	0	2	0	0	0	0	0	0	0	2	0	0
Professionals	#	39	32	2	5	2	0	0	0	0	0	0	0	0	0	1	0	1
Technicians	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	#	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	#	42	36	3	1	1	0	0	0	0	0	0	0	0	1	0	0	0
Operatives	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	#	19	15	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0
Service Workers	#	9	9	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	199	149	21	29	14	0	3	0	0	0	0	0	0	3	7	0	1
Federal Goal				12.00%	2.00%													
Officials and Managers	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	%	100.00%	63.85%	15.66%	20.48%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
Technicians	%	100.00%	82.05%	5.12%	12.82%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%
Administrative Support Workers	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Craft Workers	%	100.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Operatives	%	100.00%	90.24%	7.31%	2.43%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Laborers and Helpers	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Workers	%	100.00%	88.23%	5.88%	5.88%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Total	%	100.00%	75.77%	10.82%	13.40%	100.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	37.50%	0.00%	12.50%
Officials and Managers	%	0.51%	0.00%	0.00%	3.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	%	42.78%	36.05%	61.90%	65.38%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.66%	0.00%	0.00%
Technicians	%	20.10%	21.76%	9.52%	19.23%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	100.00%
Administrative Support Workers	%	0.51%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Craft Workers	%	1.54%	0.68%	4.76%	3.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Operatives	%	21.13%	25.17%	14.28%	3.84%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Laborers and Helpers	%	0.51%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Workers	%	8.76%	10.20%	4.76%	3.84%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Total	%	4.12%	5.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	%	99.96%	99.98%	99.98%	99.97%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	99.99%	0.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A4-1 : PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex
(ANC, FY 2022)

GS/GM, and Related Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total GS/GM/GG/GR/GP	#	134	87	47	3	6	52	24	29	13	2	1	0	0	0	0	1	3
Grade - 5	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Grade - 6	#	7	6	1	1	0	1	1	4	0	0	0	0	0	0	0	0	0
Grade - 7	#	3	1	2	0	1	1	0	0	0	0	0	0	0	0	0	0	1
Grade - 8	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Grade - 9	#	13	7	6	0	0	4	4	3	2	0	0	0	0	0	0	0	0
Grade - 11	#	37	24	13	0	2	15	7	8	4	1	0	0	0	0	0	0	0
Grade - 12	#	18	12	6	1	0	6	3	4	3	0	0	0	0	0	0	1	0
Grade - 13	#	36	25	11	1	2	17	4	6	3	1	1	0	0	0	0	0	1
Grade - 14	#	13	8	5	0	1	6	3	2	1	0	0	0	0	0	0	0	0
Grade - 15	#	5	3	2	0	0	2	1	1	0	0	0	0	0	0	0	0	1
Total Non Wage Grade Pay Plans	#	134	87	47	3	6	52	24	29	13	2	1	0	0	0	0	1	3
CLF (2014-2018) %	%	100.00%	51.80%	48.20%	6.80%	6.20%	35.70%	31.80%	5.70%	6.60%	2.20%	2.20%	0.10%	0.10%	0.30%	0.30%	1.00%	1.10%
General CLF 2000	%	100.00%	51.86%	48.14%	5.17%	4.79%	38.33%	34.02%	5.38%	6.41%	1.83%	1.78%	0.07%	0.07%	0.32%	0.32%	0.75%	0.76%
Grade - 5	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	%	100.00%	85.71%	14.28%	14.28%	0.00%	14.28%	14.28%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 7	%	100.00%	33.33%	66.66%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Grade - 8	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 9	%	100.00%	53.84%	46.15%	0.00%	0.00%	30.76%	30.76%	23.07%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	%	100.00%	64.86%	35.13%	0.00%	5.40%	40.54%	18.91%	21.62%	10.81%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 12	%	100.00%	66.66%	33.33%	5.55%	0.00%	33.33%	16.66%	22.22%	16.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.55%	0.00%
Grade - 13	%	100.00%	69.44%	30.55%	2.77%	5.55%	47.22%	11.11%	16.66%	8.33%	2.77%	2.77%	0.00%	0.00%	0.00%	0.00%	0.00%	2.77%
Grade - 14	%	100.00%	61.53%	38.46%	0.00%	7.69%	46.15%	23.07%	15.38%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	%	100.00%	60.00%	40.00%	0.00%	0.00%	40.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%
Total Non Wage Grade Pay Plans	%	100.00%	64.92%	35.07%	2.23%	4.47%	38.80%	17.91%	21.64%	9.70%	1.49%	0.74%	0.00%	0.00%	0.00%	0.00%	0.74%	2.23%
Grade - 5	%	0.74%	0.00%	2.12%	0.00%	0.00%	0.00%	4.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 6	%	5.22%	6.89%	2.12%	33.33%	0.00%	1.92%	4.16%	13.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 7	%	2.23%	1.14%	4.25%	0.00%	16.66%	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Grade - 8	%	0.74%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	3.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 9	%	9.70%	8.04%	12.76%	0.00%	0.00%	7.69%	16.66%	10.34%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 11	%	27.61%	27.58%	27.65%	0.00%	33.33%	28.84%	29.16%	27.58%	30.76%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 12	%	13.43%	13.79%	12.76%	33.33%	0.00%	11.53%	12.50%	13.79%	23.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Grade - 13	%	26.86%	28.73%	23.40%	33.33%	33.33%	32.69%	16.66%	20.68%	23.07%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Grade - 14	%	9.70%	9.19%	10.63%	0.00%	16.66%	11.53%	12.50%	6.89%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	%	3.73%	3.44%	4.25%	0.00%	0.00%	3.84%	4.16%	3.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Total Non Wage Grade Pay Plans	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%

****CONTROLLED UNCLASSIFIED INFORMATION****																		
Table B4P: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate) (ANC, FY 2022)																		
GS/GM/GL GRADES		Total	Total by Disability Status				Detail for Targeted Disabilities											
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Develop-mental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00%	2.00%												
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.66%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	13	8	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	61.53%	30.76%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	37	29	4	4	3	0	1	0	0	0	0	0	0	0	1	0	1
	%	100.00%	78.37%	10.81%	10.81%	8.10%	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	0.00%	2.70%
GS-12	#	18	10	1	7	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	55.55%	5.55%	38.88%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%
GS-13	#	36	28	2	6	3	0	1	0	0	0	0	0	0	0	2	0	0
	%	100.00%	77.77%	5.55%	16.66%	8.33%	0.00%	2.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.55%	0.00%	0.00%
GS-14	#	13	7	2	4	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	53.84%	15.38%	30.76%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	15.38%	0.00%	0.00%
GS-15	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total GS Employees	#	134	95	15	24	10	0	2	0	0	0	0	0	0	0	7	0	1
	%	100.00%	70.89%	11.19%	17.91%	7.46%	0.00%	1.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.22%	0.00%	0.74%
SES	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-1 to GS-10	#	25	18	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	72.00%	20.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11 to SES	#	109	77	10	22	10	0	2	0	0	0	0	0	0	0	7	0	1
	%	100.00%	70.64%	9.17%	20.18%	9.17%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.42%	0.00%	0.91%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A6-1: DISTRIBUTION BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex
(ANC, FY 2022)

Job Title/Series		RACE/ETHNICITY (Non-Hispanic or Latino)																		
		Total Employees			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1630 - CEMETERY ADMINISTRATION SERVICES	#	38	23	15	1	3	11	5	11	6	0	0	0	0	0	0	0	0	0	1
Percent	%	100.00%	60.52%	39.47%	2.63%	7.89%	28.94%	13.15%	28.94%	15.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.63%	
11-9061 - Funeral Directors	%	100.00%	82.70%	17.30%	2.00%	0.90%	72.30%	12.90%	7.50%	3.10%	0.20%	0.10%	0.00%	0.00%	0.20%	0.00%	0.50%	0.10%		
5716 - ENGINEERING EQUIPMENT OPERATING	#	17	17	0	0	0	7	0	8	0	1	0	0	0	1	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	41.17%	0.00%	47.05%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%
53-7030 - Dredge, Excavating, and Loading Mac	%	100.00%	98.20%	1.80%	7.80%	0.10%	83.10%	1.30%	4.80%	0.30%	0.10%	0.00%	0.10%	0.00%	1.30%	0.00%	1.10%	0.00%		
4754 - CEMETERY CARETAKING	#	17	17	0	0	0	15	0	1	0	0	0	1	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	88.23%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
37-3010 - Grounds Maintenance Workers	%	100.00%	92.40%	7.60%	28.70%	1.10%	51.30%	5.40%	8.80%	0.60%	1.30%	0.10%	0.20%	0.00%	0.70%	0.10%	1.40%	0.20%		
4749 - MAINTENANCE MECHANIC	#	13	12	1	0	0	6	0	6	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	92.30%	7.69%	0.00%	0.00%	46.15%	0.00%	46.15%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
49-9042 - Maintenance and Repair Workers, Ge	%	100.00%	95.90%	4.10%	12.10%	0.50%	70.10%	2.60%	9.10%	0.70%	2.10%	0.10%	0.10%	0.00%	0.80%	0.10%	1.70%	0.00%		
0301 - MISCELLANEOUS ADMINISTRATION & PRO	#	12	8	4	0	1	5	1	2	2	0	0	0	0	0	0	1	0		
Percent	%	100.00%	66.66%	33.33%	0.00%	8.33%	41.66%	8.33%	16.66%	16.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%		
13-11XX - Other Business Operations Specialist	%	100.00%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%		
2210 - INFORMATION TECHNOLOGY MANAGEM	#	11	6	5	0	0	3	1	3	2	0	1	0	0	0	0	0	0	1	
Percent	%	100.00%	54.54%	45.45%	0.00%	0.00%	27.27%	9.09%	27.27%	18.18%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%		
15-10XX - Computer Scientists and Systems Ana	%	100.00%	66.80%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.20%	0.40%		
0560 - BUDGET ANALYSIS	#	8	4	4	0	0	3	4	0	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	0.00%	37.50%	50.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-2031 - Budget Analysts	%	100.00%	37.30%	62.70%	1.70%	3.60%	29.30%	45.10%	3.60%	9.50%	2.10%	3.20%	0.10%	0.10%	0.20%	0.50%	0.50%	0.70%		
0085 - SECURITY GUARD	#	8	7	1	1	0	1	1	5	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	87.50%	12.50%	12.50%	0.00%	12.50%	12.50%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
33-9030 - Security Guards and Gaming Surveilla	%	100.00%	79.00%	21.00%	9.00%	2.20%	46.20%	10.00%	18.30%	7.50%	2.20%	0.40%	0.30%	0.10%	0.90%	0.30%	2.00%	0.40%		
0080 - SECURITY ADMINISTRATION	#	6	6	0	0	0	4	0	2	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	66.66%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialist	%	100.00%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%		
0343 - MANAGEMENT AND PROGRAM ANALYSIS	#	5	5	0	0	0	3	0	2	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	60.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-1111 - Management Analysts	%	100.00%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%		
0801 - GENERAL ENGINEERING	#	5	3	2	0	1	1	0	1	0	1	0	0	0	0	0	0	0	1	
Percent	%	100.00%	60.00%	40.00%	0.00%	20.00%	20.00%	0.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
17-2XXX - Miscellaneous Engineers, Including A	%	100.00%	89.60%	10.40%	3.20%	0.60%	71.80%	7.10%	3.00%	0.80%	9.90%	1.60%	0.10%	0.00%	0.20%	0.00%	1.40%	0.20%		
5803 - HEAVY MOBILE EQUIPMENT MECHANIC	#	5	4	1	0	1	3	0	0	0	0	0	0	0	0	0	1	0		
Percent	%	100.00%	80.00%	20.00%	0.00%	20.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%		
49-3040 - Heavy Vehicle and Mobile Equipment	%	100.00%	99.00%	1.00%	8.60%	0.10%	82.80%	0.70%	4.60%	0.10%	0.80%	0.00%	0.10%	0.00%	0.70%	0.00%	1.30%	0.00%		
1035 - PUBLIC AFFAIRS	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
27-3031 - Public Relations Specialists	%	100.00%	38.30%	61.70%	2.30%	3.50%	31.80%	50.70%	2.50%	4.70%	0.90%	1.30%	0.00%	0.10%	0.20%	0.40%	0.60%	1.00%		
0170 - HISTORY	#	4	2	2	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-30XX - Miscellaneous Social Scientists,	%	100.00%	50.10%	49.90%	1.90%	2.20%	42.00%	40.40%	2.40%	3.80%	2.00%	2.10%	0.10%	0.00%	0.60%	0.50%	1.10%	0.90%		

0201 - HUMAN RESOURCES MANAGEMENT	#	4	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-1070 - Human Resources, Training, and Labor Relations	%	100.00%	33.30%	66.70%	2.70%	5.00%	25.50%	49.90%	3.60%	8.50%	0.80%	1.70%	0.00%	0.10%	0.20%	0.40%	0.40%	0.90%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	33.33%	66.66%	0.00%	0.00%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-1041 - Compliance Officers, Except Agricultural and Food Scientists	%	100.00%	52.90%	47.10%	4.20%	3.50%	41.30%	34.10%	4.50%	6.90%	1.70%	1.40%	0.10%	0.00%	0.40%	0.40%	0.80%	0.60%
0437 - HORTICULTURE	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	66.66%	33.33%	0.00%	0.00%	66.66%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-1010 - Agricultural and Food Scientists	%	100.00%	73.90%	26.10%	2.70%	1.10%	65.90%	21.70%	1.90%	1.50%	2.30%	1.40%	0.00%	0.00%	0.20%	0.00%	0.60%	0.30%
0346 - LOGISTICS MANAGEMENT	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-1081 - Logisticians	%	100.00%	65.10%	34.90%	4.20%	2.10%	50.60%	27.40%	6.50%	3.60%	2.20%	1.10%	0.10%	0.00%	0.30%	0.10%	1.10%	0.50%
0340 - PROGRAM MANAGEMENT	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialists	%	100.00%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
0028 - ENVIRONMENTAL PROTECTION SPECIALISTS	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-2040 - Environmental Scientists and Geoscientists	%	100.00%	75.80%	24.10%	1.80%	0.90%	69.00%	20.60%	1.70%	1.00%	2.00%	0.90%	0.00%	0.00%	0.40%	0.30%	0.70%	0.40%
1910 - QUALITY ASSURANCE	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-1041 - Compliance Officers, Except Agricultural and Food Scientists	%	100.00%	52.90%	47.10%	4.20%	3.50%	41.30%	34.10%	4.50%	6.90%	1.70%	1.40%	0.10%	0.00%	0.40%	0.40%	0.80%	0.60%
2001 - GENERAL SUPPLY	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-11XX - Other Business Operations Specialists	%	100.00%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
5806 - MOBILE EQUIPMENT SERVICING	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
49-909X - Other Installation, Maintenance, and Repair Workers	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2805 - ELECTRICIAN	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
47-2141 - Painters, Construction and Maintenance Workers	%	100.00%	92.60%	7.40%	23.90%	0.80%	57.80%	5.80%	6.90%	0.40%	1.40%	0.10%	0.10%	0.00%	0.70%	0.10%	1.80%	0.20%
1370 - CARTOGRAPHY	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17-1020 - Surveyors, Cartographers, and Photogrammetrists	%	100.00%	82.00%	18.00%	3.20%	0.60%	72.80%	15.10%	2.50%	0.90%	1.60%	0.80%	0.10%	0.00%	0.50%	0.10%	1.30%	0.50%
4204 - PIPEFITTING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
47-2150 - Pipelayers, Plumbers, Pipefitters, and Steamfitters	%	100.00%	98.30%	1.70%	11.60%	0.20%	76.90%	1.30%	6.70%	0.20%	0.70%	0.00%	0.10%	0.00%	0.90%	0.00%	1.40%	0.00%
5823 - AUTOMOTIVE MECHANIC	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
49-3023 - Automotive Service Technicians and Mechanics	%	100.00%	98.10%	1.90%	14.40%	0.30%	71.10%	1.20%	7.90%	0.30%	2.50%	0.10%	0.10%	0.00%	0.70%	0.00%	1.70%	0.00%
6904 - TOOL & PARTS ATTENDING	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
43-5081 - Stock Clerks and Order Fillers	%	100.00%	65.20%	34.80%	8.80%	3.90%	42.30%	24.30%	10.40%	4.70%	1.80%	0.90%	0.10%	0.10%	0.40%	0.30%	1.40%	0.60%
1152 - PRODUCTION CONTROL	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11-3051 - Industrial Production Managers	%	100.00%	83.40%	16.60%	4.50%	1.20%	72.90%	13.30%	2.40%	0.90%	2.40%	0.90%	0.00%	0.00%	0.20%	0.10%	0.80%	0.20%

1170 - REALTY	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11-9141 - Property, Real Estate, and Communit	%	100.00%	48.70%	51.30%	3.50%	4.20%	39.90%	40.90%	3.10%	4.10%	1.20%	0.90%	0.10%	0.00%	0.20%	0.40%	0.70%	0.90%
0808 - ARCHITECTURE	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17-1010 - Architects, Except Naval	%	100.00%	79.70%	20.30%	4.30%	1.30%	67.30%	16.30%	2.20%	0.50%	4.50%	1.80%	0.00%	0.00%	0.20%	0.00%	1.10%	0.40%
0950 - PARALEGAL SPECIALIST	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
23-2011 - Paralegals and Legal Assistants	%	100.00%	13.90%	86.10%	1.50%	6.60%	9.70%	68.70%	1.70%	6.90%	0.70%	2.00%	0.00%	0.10%	0.10%	0.40%	0.30%	1.40%
1015 - MUSEUM CURATOR	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
25-4010 - Archivists, Curators, and Museum Tec	%	100.00%	40.80%	59.30%	1.50%	2.10%	34.70%	51.10%	2.80%	2.60%	0.70%	1.70%	0.10%	0.00%	0.40%	0.60%	0.70%	1.30%
0018 - SAFETY AND OCCUPATIONAL HEALTH MA	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29-9000 - Other Healthcare Practitioners and T	%	100.00%	63.40%	36.60%	3.60%	1.80%	50.70%	28.50%	5.70%	4.10%	1.70%	1.20%	0.10%	0.10%	0.60%	0.30%	1.00%	0.70%
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
43-9199 - Office and Administrative Support W	%	100.00%	26.60%	73.40%	2.30%	5.80%	19.70%	54.70%	2.80%	8.90%	1.10%	2.30%	0.00%	0.10%	0.20%	0.50%	0.40%	1.20%
0308 - RECORDS AND INFORMATION MANAGEM	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
-	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0460 - FORESTRY	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19-1030 - Conservation Scientists and Foresters	%	100.00%	85.30%	14.70%	1.40%	0.50%	79.50%	13.20%	1.80%	0.20%	0.30%	0.20%	0.00%	0.00%	1.30%	0.30%	1.00%	0.10%
0505 - FINANCIAL MANAGEMENT	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-2099 - Financial Specialists, All Other	%	100.00%	43.00%	57.00%	3.60%	5.60%	33.00%	41.00%	3.90%	6.80%	1.60%	2.60%	0.10%	0.10%	0.20%	0.20%	0.70%	0.70%
0510 - ACCOUNTING	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-2011 - Accountants and Auditors	%	100.00%	43.00%	57.00%	2.00%	3.10%	35.00%	42.80%	2.60%	5.30%	2.70%	4.70%	0.00%	0.10%	0.10%	0.30%	0.50%	0.70%
5703 - MOTOR VEHICLE OPERATING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Percent	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
53-30XX - Miscellaneous Motor Vehicle Operat	%	100.00%	83.90%	16.10%	10.60%	1.80%	58.30%	10.40%	11.30%	3.40%	1.40%	0.10%	0.20%	0.00%	0.80%	0.20%	1.30%	0.20%

*****CONTROLLED UNCLASSIFIED INFORMATION*****

Table B6-1: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (ANC, FY 2022)

Job Title/Series		Total Employees	Detail by Disability Status				Detail for Targeted Disabilities											
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
0510 - ACCOUNTING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0808 - ARCHITECTURE	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5823 - AUTOMOTIVE MECHANIC	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0560 - BUDGET ANALYSIS	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1370 - CARTOGRAPHY	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1630 - CEMETERY ADMINISTRATION SERVICES	#	38	27	8	3	2	0	0	0	0	0	0	0	0	0	2	0	0
4754 - CEMETERY CARETAKING	#	17	15	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0
2805 - ELECTRICIAN	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5716 - ENGINEERING EQUIPMENT OPERATING	#	17	15	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0028 - ENVIRONMENTAL PROTECTION SPECIALIS	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	3	1	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
0505 - FINANCIAL MANAGEMENT	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0460 - FORESTRY	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0801 - GENERAL ENGINEERING	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2001 - GENERAL SUPPLY	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5803 - HEAVY MOBILE EQUIPMENT MECHANIC	#	5	3	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0
0170 - HISTORY	#	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0437 - HORTICULTURE	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0201 - HUMAN RESOURCES MANAGEMENT	#	4	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	1
2210 - INFORMATION TECHNOLOGY MANAGEME	#	11	9	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0
0346 - LOGISTICS MANAGEMENT	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4749 - MAINTENANCE MECHANIC	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0343 - MANAGEMENT AND PROGRAM ANALYSIS	#	5	3	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
0301 - MISCELLANEOUS ADMINISTRATION & PRO	#	12	5	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
0303 - MISCELLANEOUS CLERK & ASSISTANT	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
5806 - MOBILE EQUIPMENT SERVICING	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5703 - MOTOR VEHICLE OPERATING	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1015 - MUSEUM CURATOR	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0950 - PARALEGAL SPECIALIST	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4204 - PIPEFITTING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1152 - PRODUCTION CONTROL	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0340 - PROGRAM MANAGEMENT	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
1035 - PUBLIC AFFAIRS	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1910 - QUALITY ASSURANCE	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1170 - REALTY	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0308 - RECORDS AND INFORMATION MANAGEM	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
0018 - SAFETY AND OCCUPATIONAL HEALTH MA	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0080 - SECURITY ADMINISTRATION	#	6	2	0	4	4	0	0	2	0	0	0	0	0	0	2	0	0
0085 - SECURITY GUARD	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6904 - TOOL & PARTS ATTENDING	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Goal	%	0.00%	0.00%	0.00%	12.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 - ACCOUNTING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0808 - ARCHITECTURE	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5823 - AUTOMOTIVE MECHANIC	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0560 - BUDGET ANALYSIS	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1370 - CARTOGRAPHY	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1630 - CEMETERY ADMINISTRATION SERVICES	%	100.00%	71.05%	21.05%	7.89%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
4754 - CEMETERY CARETAKING	%	100.00%	88.23%	5.88%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
2805 - ELECTRICIAN	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5716 - ENGINEERING EQUIPMENT OPERATING	%	100.00%	88.23%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0028 - ENVIRONMENTAL PROTECTION SPECIALIS	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0260 - EQUAL EMPLOYMENT OPPORTUNITY	%	100.00%	33.33%	0.00%	66.66%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
0505 - FINANCIAL MANAGEMENT	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0460 - FORESTRY	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0801 - GENERAL ENGINEERING	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2001 - GENERAL SUPPLY	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5803 - HEAVY MOBILE EQUIPMENT MECHANIC	%	100.00%	60.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
0170 - HISTORY	%	100.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0437 - HORTICULTURE	%	100.00%	66.66%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0201 - HUMAN RESOURCES MANAGEMENT	%	100.00%	50.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
2210 - INFORMATION TECHNOLOGY MANAGEME	%	100.00%	81.81%	0.00%	18.18%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
0346 - LOGISTICS MANAGEMENT	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
4749 - MAINTENANCE MECHANIC	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0343 - MANAGEMENT AND PROGRAM ANALYSIS	%	100.00%	60.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

[illegible]

****CONTROLLED UNCLASSIFIED INFORMATION****

Table A14 : SEPARATIONS - Distribution by Race/Ethnicity and Sex
(ANC, FY 2022)

Type of Separation		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary	#	4	4	0	0	0	1	0	2	0	0	0	0	0	0	0	1	0
Involuntary	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total Separation	#	5	5	0	0	0	2	0	2	0	0	0	0	0	0	0	1	0
Total Work Force	#	199	149	50	3	7	89	25	47	14	4	1	1	0	2	0	3	3
Voluntary	%	100.00%	100.00%	0.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%
Involuntary	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separation	%	100.00%	100.00%	0.00%	0.00%	0.00%	40.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Total Work Force	%	100.00%	74.87%	25.12%	1.50%	3.51%	44.72%	12.56%	23.61%	7.03%	2.01%	0.50%	0.50%	0.00%	1.00%	0.00%	1.50%	1.50%

****CONTROLLED UNCLASSIFIED INFORMATION****

Table B14: SEPARATIONS - Distribution by Disability
(ANC, FY 2022)

Type of Appointment	Total Employees	Detail by Disability Status				Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Targeted Disability	Develop-mental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Voluntary	#	4	2	0	2	0	1	0	0	0	0	0	0	1	0	0	0
Involuntary	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Total Separation	#	5	2	0	3	0	1	0	0	0	0	0	0	1	0	0	0
Total Work Force	#	199	149	21	29	14	0	3	0	0	0	0	0	3	7	0	1
Voluntary	%	100.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Involuntary	%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separation	%	100.00%	40.00%	0.00%	60.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Total Work Force	%	100.00%	74.87%	10.55%	14.57%	7.04%	0.00%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	21.43%	50.00%	0.00%	7.14%

ANMC Organizational Chart

