



Equal Employment Opportunity

Management Directive 715 Plan

FY 2013 Accomplishments and FY 2014 Plan



U.S. Department of the Interior
Bureau of Reclamation
Policy and Administration
Civil Rights Division

December 2013

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EEOC transmittal letter.**

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DOI transmittal memo.**

Parts A-D

**EEOC FORM
715-01 PART A - D**

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

**For period covering October 1, 2012 to September 30, 2013 Status Report
And Fiscal Year 2014 Plan Update**

PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of the Interior	
	1.a. 2 nd level reporting component		The Bureau of Reclamation	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. Denver Federal Center, Bldg. 67 PO Box 25007	
	3. City, State, Zip Code		3. Denver, Colorado 80225-0007	
	4.CPDF Code	5. FIPS code(s)	4. IN-07	5.
PART B Total Employment	1. Enter total number of permanent full-time employees			1. 5027
	2. Enter total number of temporary employees			2. 228
	3. Enter total number employees paid from non-appropriated funds			3. Not Applicable
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 5255

PART C Agency Official(s) Responsible for Oversight of EEO Programs	1. Head of Agency Official Title	1. Commissioner
	2. Agency Head Designee	2. Michael L. Connor
	3. Principal EEO Manager/Official Official Title/series/grade	3. Dean W. Teasdale Civil Rights Manager Civil Rights Division GS-0260-15

	4. Title VII Affirmative EEO Program Official	4. Minoo Mostafavifar	
	5. Section 501 Affirmative Action Program Official	5. Brian Sutherland	
	6. Complaint Processing Program Manager	6. Lorraine Bobian	
	7. Other Responsible EEO Staff	7. Rebecca Montoya, Duriye Powell, D. Zakeia Walker	
PART D List of Subordinate Components Covered in this Report	Subordinate Component and Location (City/State)		CPDF and FIPS codes
	Pacific Northwest Region		IN-07-01
	Mid-Pacific Region		IN-07-02
	Lower Colorado Region		IN-07-03
	Upper Colorado Region		IN-07-04
	Great Plains Region		IN-07-06
	Denver Office		IN-07-08
	Washington Office		IN-07-09
EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	✓	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	✓
Brief paragraph describing the agency's mission and mission-related functions	✓	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	✓

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

Part E

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

For Period Covering
October 1, 2012 to September 30, 2013

EXECUTIVE SUMMARY

Agency's Mission and Mission Related Functions

The Bureau of Reclamation is the largest wholesaler of water in the United States. Our mission is to manage, develop, and protect water and related resources in an environmentally and economically sound manner in the interest of the American public. We deliver water to more than 31 million people, and provide 1 of 5 Western farmers (140,000) with irrigation water for 10 million acres of farmland that produce 60 percent of the nation's vegetables and 25 percent of its fruits and nut crops. Reclamation is also the second largest producer of hydroelectric power in the western United States. Our 53 power plants annually provide more than 40 billion kilowatt hours, generate nearly a billion dollars in power revenues, and produce enough electricity to serve more than 3.5 million homes.

Reclamation is structured in 5 Regional Offices that service 19 area offices and 26 field offices, and an office in Denver, Colorado, which serves as the headquarters division in conjunction with the Washington, DC Office.

Typically, the annual Reclamation Diversity Council (RDC) would meet to prepare the FY 2013 Accomplishments Report and FY 2014 Plan Update. The RDC is comprised of a diverse group of senior executives and managers from all geographic regions/offices and occupations throughout Reclamation. While EEO and HR professionals actively participate to provide technical assistance, the RDC members are chartered with lead responsibility for the development and execution of the MD-715. In FY 2013, the RDC met in the months of March and June to track progress and maintain communication.

Budget sequestration and administrative cost savings initiatives caused Reclamation to experience consequences in the efforts to successfully complete some established FY 2013 MD 715 action items, as spending cutbacks affected new hires, training, and contracts.

On August 30, 2013, the EEOC, Office of Federal Operations, Federal Sector Programs conducted a technical assistance (TA) meeting with Reclamation, Civil Rights Division. During this meeting, EEOC officials discussed their review of Reclamation's MD 715 FY 2012 Accomplishments and FY 2013 Plan Report and as a result of the conversation established several action items to enhance Reclamation's EEO program for FY 2014.

As a result, the MD 715 FY 2013 Accomplishments and FY 2014 Plan Report focuses on incorporating action items that resulted from the TA visit, as well as appropriate continuation of current initiatives.

FY 2013 Accomplishment Highlights

Reclamation is proud of the successes it achieved in a challenging year and highlights its dedication to diversity related efforts with the following:

- Pacific Northwest region hired 3 individuals with a targeted disability, exceeding the established goal of 2.
- Great Plains Region increased its hiring of people with targeted disabilities by 2 new hires.
- Great Plains Region converted six Pathways Interns to permanent positions in the region.
- Lower Colorado Region demonstrated the highest percentage (44%) of employees that participated in Alternative Dispute Resolution training.
- Denver hired 9 engineering students from Fort Valley State University, a Historically Black College or University located in Fort Valley, Georgia. Managers within Denver's Technical Service Center worked with students and facilitated informal mentorships to provide guidance in students' academic pursuit. Upon the students' departure, management collaborated with HR to ensure students were placed on "Leave without Pay" to allow for future relationships, building on Reclamation's initial investment.
- Reclamation hosted the Department of the Interior Project SEARCH resulting in a hire of 1 within Reclamation out of a total of 11 students participating in the program. Reclamation continues to host Project SEARCH in FY 2014 with a total of 12 students.

Workforce Data

Reclamation employs 5,255 employees in various occupations and grades, including 5,027 permanent and 228 in temporary workforces. A review of prior year's (FY 2012) workforce data reveals that the net change of the total workforce decreased by 3.7%. The net change in the following EEO groups increased: Black or African American males (11.1%) and American Indian or Alaskan Native males and females (37.3% and 22.2%). When comparing workforce data distributed by ethnicity, race, and gender to the 2010 National Civilian Labor Force (NCLF), data indicates Hispanic, Asian, Native Hawaiian or Other Pacific Islander, and American Indian or Alaskan Native males and Asian, Native Hawaiian or Other Pacific Islander, and American Indian or Alaskan Native females are equal to or above the NCLF. Black or African American males and females employees continue to be below the 2010 NCLF (1.7% and 1.8% compared to 5.5% and 6.5% NCLF respectively). Reclamation had a net increase from FY 2012 of individuals with targeted disabilities from 1.6% to 1.7%.

Reclamation has 5 mission critical occupations: 0401 Natural Resources Management, 0810 Civil Engineer, 2210 Information Technology Management, 2810 High Voltage Electrician, and 5352 Industrial Equipment Mechanic. In the 0401 Natural Resources Management series, Table A6 reveals that Hispanic and American Indian or Alaskan Native males and females continue to exceed the Occupational Civilian Labor Force (OCLF), while Asian males and females are the most underrepresented. In the 0810 Civil Engineer series, Table A6 reveals that Hispanic and American Indian or Alaskan Native males and females and Asian Females exceed the OCLF, while Black or African America and Asian males are the most underrepresented compared to the OCLF. In the 2210 Information Technology series, Table A6 reveals that Hispanic, Native Hawaiian or Other Pacific Islander and American Indian or Alaskan Native males and females exceed the OCLF while Black or African or American males, and Asian males and females are the underrepresented compared to the OCLF. The 2810 High Voltage Electrician series and 5352 Industrial Equipment Mechanic series are within the labor and trade positions, of which the OCLF reveals a general low participation rate for females; however Reclamation has female representation in several EEO groups above the OCLF in these labor and trade occupations, specifically Hispanic, Asian, and American Indian or Alaskan Native females within the 2810 series and Native Hawaiian and American Indian or Alaskan Native females within the 5352 series. Reclamation has increased representation of individuals with targeted disabilities in the following mission critical occupations: 0810 Civil Engineer from 0.9% in FY 2012 to 1.0% in FY 2013 and 5352 Industrial Equipment Mechanic from 1.7% in FY 2012 to 1.8% in FY 2013.

FY 2014 Planned Action

Reclamation has established various priorities in FY 2014 to improve and strengthen the EEO Program:

- As sequestration and concerns of appropriations require strategic decision-making, the HR Policy and Programs Division and Civil Rights Division will conduct simultaneous HR Program Accountability and EEO Compliance Review evaluations. Preparation of these evaluations will include the streamlining of the collection of documentation, interview schedules, and visual inspections.
- As a result of the EEOC TA visit, separate and stronger messages from the Commissioner to employees will be distributed in FY 2014. These messages will separate the traditional EEO anti-discrimination policy and the anti-harassment policy allowing for a more clearly delineated and substantive message.
- In an effort to ascertain Reclamation's workforce separation trends, an action item was created to conduct a 3-5 year analysis to determine whether particular groups are separating at an unusually high rate.
- Reclamation's relationships with Tribal Colleges and Universities (TCU) are integral to successfully completing the mission of the agency. The greatest internal resource within Reclamation is the number of potential TCUs within the Great Plains Region. By the end of FY 2014, Reclamation Great Plains Region will establish an external SharePoint site to foster collaborative communication among stakeholders.
- FY 2014 calls for a renewal of the Targeted Recruitment Plan for Individuals with Targeted Disabilities. Reclamation will take advantage of several suggestions made by the EEOC as a result of the EEOC TA visit to rewrite the plan and conduct a resurvey of its workforce to accurately capture current disability status.

- Reclamation established a goal of 6 hires of individuals with targeted disabilities into the permanent workforce.

Reclamation moves into FY 2014 with inspiration from its dedicated leaders, supervisors, managers, and staff to fulfill its objectives within this report.

Part F

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Certification of
Establishment of
Continuing EEO Programs.**

Part G

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT BUREAU OF RECLAMATION FISCAL YEAR 2013			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
1. The Agency Head was installed on May 21, 2009. 2. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.				Commissioner Connor was confirmed 5-21-09 and issued a policy memo dated 09-16-09.
3. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? Issue Date – September 17, 2013 If no, provide an explanation.				EEO Policy has been re-issued to all employees on 11-29-10, 10-4-11, 9-27-12, and 9-17-13.

4. Are new employees provided a copy of the EEO policy statement during orientation?	✓		
5. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	✓		

 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
6. Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?				
7. Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?				
8. Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]				
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	

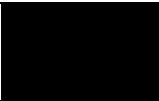
9. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	✓		
a. Resolve problems/disagreements and other conflicts in their respective work environments as they arise?	✓		
b. Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	✓		
c. Support the agency's EEO Program through allocation of mission personnel to participate in community out-reaches and recruitment programs with private employers, public schools, and universities?	✓		
d. Ensure full cooperation of employees under his/her supervision with EEO Office officials such as EEO Counselors, EEO Investigators, etc.?	✓		
e. Ensure a workplace that is free from all forms of discrimination, harassment, and retaliation?	✓		
f. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	✓		
g. Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	✓		
h. Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	✓		
10. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	✓		#11-New Employee Orientation, Ethics Training, No-FEAR Training, and Employee Newsletters

11. Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
12. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	✓		
13. Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	✓		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.

 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
		Yes	No	
 Measures				
14. Is the EEO Manager under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Manager/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		✓		
15. Are the duties and responsibilities of EEO officials clearly defined?		✓		
16. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		✓		
17. If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO Programs?		✓		
18. If the agency has 2 nd level reporting components, does the agency-wide EEO Manager have authority for the EEO Programs within the subordinate reporting components?		✓		

If not, please describe how EEO Program authority is delegated to subordinate reporting components.



 Compliance Indicator	The EEO Manager and other EEO professional staff responsible for EEO Programs have regular and effective means of informing the agency head and senior management officials of the status of EEO Programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
19. Does the EEO Manager/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency, and legal compliance of the agency's EEO Program?	✓			
20. Following the submission of the immediately preceding FORM 715-01, did the EEO Manager/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	✓			
21. Are EEO Program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	✓			
22. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and realignments?	✓			
23. Are management/personnel policies, procedures, and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	✓			

24. Is the EEO Manager included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?



 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
25. Does the EEO Manager have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		✓		
26. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		✓		
27. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		✓		
a. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		✓		
b. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		✓		
c. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		✓		
28. Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment		✓		

Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?				
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
29. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		✓		
30. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		✓		
31. Has funding been secured for publication and distribution of EEO materials (e.g., harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		✓		
32. Is there a central fund or other mechanism for funding supplies, equipment, and services necessary to provide disability accommodations?		✓		
33. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		✓		
34. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		✓		

a. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO Offices? [see 29 C.F.R. § 1614.102(b)(5)]	✓		
b. Is there sufficient funding to ensure that all employees have access to this training and information?	✓		
35. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	✓		
a. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	✓		
b. to provide religious accommodations?	✓		
c. to provide disability accommodations in accordance with the agency's written procedures?	✓		
d. in the EEO discrimination complaint process?	✓		
e. to participate in ADR?	✓		

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	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
36. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?				
37. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer?				
 Compliance Indicator	The Human Resources Manager and the EEO Manager meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
38. Have timetables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?				

39. Have timetables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		✓		
40. Have timetables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		✓		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
41. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		✓		
42. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		✓		
43. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		✓		
If so, cite number found to have discriminated and list penalty/disciplinary action for each type of violation.				

44. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	✓		
45. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	✓		

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
46. Do senior managers meet with and assist the EEO Manager and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		✓		
47. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		✓		
48. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		✓		
49. Are trend analyses of workforce profiles conducted by race, national origin, sex, and disability?		✓		
50. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex, and disability?		✓		
51. Are trend analyses of the workforce's grade level distribution conducted by race, national origin, sex, and disability?		✓		
52. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex, and disability?		✓		

53. Are trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex, and disability?		✓		
 Compliance Indicator	The use of Alternative Dispute Resolution(ADR) is encouraged by senior management	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
54. Are all employees encouraged to use ADR?		✓		
55. Is the participation of supervisors and managers in the ADR process required?		✓		

Essential Element E: EFFICIENCY				
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
56. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?				

57. Has the agency implemented an adequate data collection and analysis system that permit tracking of the information required by MD-715 and these instructions?		✓		Currently accessing MD-715 reports from Interior Business Center (IBC) Datamart system which is linked to the Federal Payroll and Personnel System (FPPS). Applicant flow data is accessible from a separate software utilized for hiring, Monster Analytics.
58. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO Program and eliminate discrimination under Title VII and the Rehabilitation Act?		✓		
59. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		✓		
60. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		✓		
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
61. Does the agency use a complaint tracking and monitoring system that allows identification of the location, status of		✓		

complaints, and length of time elapsed at each stage of the agency's complaint resolution process?				
62. Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/ complainants, the involved management officials and other information to analyze complaint activity and trends?		✓		
63. Does the agency hold contractors accountable for delay in counseling and investigation processing times?		✓		
If yes, briefly describe how: Payment for investigations may be reduced; continued problems could result in loss of future business.				
64. Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		✓		
65. Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		✓		
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
66. Are benchmarks in place which compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		✓		

a. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		✓		
b. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		✓		
c. Does the agency complete the investigations within the applicable prescribed time frame?		✓		
d. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		N/A	N/A	The Department OCR issues all Final Agency Decisions.
e. When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		✓		
f. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		✓		
g. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		✓		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	

67. In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		✓		
68. Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		✓		
69. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		✓		
70. Does the responsible management official directly involved in the dispute have settlement authority?		✓		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Measures		Yes	No	
71. Does the agency have a system of management controls in place to ensure the timely, accurate, complete, and consistent reporting of EEO complaint data to the EEOC?		✓		
72. Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a) (1)?		✓		
73. Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the		✓		

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

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

 Co mpl ian ce Indi cat or	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Mea sur es		Yes	No	
81. Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?				
 Co mpl ian ce Indi cat or	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.
 Mea		Yes	No	

sur es				
82. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		✓		
a. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		✓		
b. Are procedures in place to promptly process other forms of ordered relief?		✓		
 Co mpl ian ce Indi cat or	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Mea sur es		Yes	No	
83. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		✓		
If so, please identify the employees by title in the comments section and state how performance is measured. All supervisory performance standards include an EEO/Diversity element.				

84. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	✓		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
85. Have the involved employees received any formal training in EEO compliance?	✓		
86. Does the agency promptly provide to the EEOC the following documentation for completing compliance:	✓		
a. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official or agency payment order dating the dollar amount of attorney fees paid?	✓		
b. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	✓		

c. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued narrative statement by an appropriate agency official of total monies paid?	✓		
d. Compensatory Damages: The final agency decision and evidence of payment, if made?	✓		
e. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	✓		
f. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	✓		

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

Part H

EEOC FORM
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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION	
Completed and Modified for FY 2014	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission. Compliance Indicator – The EEO Manager and other EEO professional staff responsible for EEO Programs have regular and effective means of informing the agency head and senior management officials of the status of EEO Programs and are involved in, and consulted on, management/personnel actions. Measures #24 – Is the EEO Manager included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?
OBJECTIVE:	To improve communication and advance a Model EEO Program through participation of EEO officials at agency deliberations at all levels within Reclamation.
RESPONSIBLE OFFICIAL:	Manager, Civil Right Division

B. The Manager, CRD and Manager, HRP&P will ensure a meeting with appropriate staff is conducted to coordinate respective HR Program Accountability and EEO Compliance Review itineraries and preparation efforts. The objective of this meeting is to find efficiencies in the collection of documentation, interview schedules, and visual inspections. * - Review dates have been identified as May 5-9, 2014 for the Pacific Northwest Region and September 29 – October 3, 2014 for Upper Colorado Region.	January 30, 2014
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: During FY 2013 the Denver Human Resources Office reorganized to better serve Reclamation as a whole resulting in a separation of the Denver/Washington HR Operations and HR Policy and Programs divisions. The Denver/Washington Human Resources Office provides full operating HR services to the Washington and Denver Offices. The HRP&P functions as liaison with the Department of the Interior, Office of Personnel Management. The division provides guidance and technical assistance to servicing human resources offices Reclamation-wide. The group is responsible for providing Reclamation-wide human resource policy development and implementation, interpreting and implementing human resources policies and regulations, developing Reclamation-wide procedures, handbooks, and guidelines, and providing advisory and consulting services on the human resources program areas. While the FY 2013 action has been successfully closed, Reclamation intends to continue strengthening efforts in this area in FY 2014 with its efforts to coordinate the HR Program Accountability and EEO Compliance Review evaluations.	

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BUREAU OF RECLAMATION Completed for FY 2013	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element B – Integration of EEO into the Agency’s Strategic Mission Requires the agency’s EEO Program be organized and structured to maintain a workplace that is free from discrimination in any of the agency’s policies, procedures or practices and supports the agency’s strategic mission. Compliance Indicator – The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation. Measures #27 – Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed? A.) Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204 B.) Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204 C.) People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709
OBJECTIVE:	To strengthen Special Emphasis Programs Reclamation-wide in the Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager and assure the target group has full participation throughout the work force.

RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Division Reclamation's HEPM Reclamation's FWPM Reclamation-wide DPM's
DATE OBJECTIVE INITIATED:	November 2, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE
1. Completed: Reclamation's HEPM will lead a Reclamation-wide assessment of the status of Hispanics in Reclamation's workforce through statistical analysis of various employment characteristics. Updates will be provided during the quarterly RDC meetings. a. Identified triggers will provide the basis for future barrier analyses. 2. Completed: Reclamation's FWPM will lead a Reclamation-wide assessment on the current status of the FWP within Reclamation. The assessment includes an analysis of regional FWPs, the kinds of activities that each region carry out, how the FWP is utilized, best practices that exist, ideas for local improvement of the program, program weaknesses and a discussion of the types of activities or action items that may lend	September 30, 2013 September 30, 2013

itself to Reclamation-wide activity. Updates will be provided during the quarterly RDC meetings. a. The Reclamation FWPM will prepare a gap analysis between the extents of program activities versus the holistic program management responsibilities. 3. Completed: Reclamation-wide DPMs will coordinate and provide training for managers and supervisors regarding managing employees with disabilities. Updates will be provided during the quarterly RDC meetings.	September 30, 2013
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
Reclamation's Special Emphasis Program (SEP) increased its scope of activities in FY 2013. Coordinated efforts in all SEPs engaged regional offices for a comprehensive approach to accomplishing established MD 715 FY 2013 action items: ● The HEPM held a dual role as the DOI Hispanic Association of Colleges and Universities (HACU) MOU Bureau lead. As the HACU lead, the HEPM oversaw the HACU National Intern Program, of which Reclamation hosted 7 interns in FY 2013 in two of Reclamation's mission critical occupations (2210-Information Technology and 0810-Civil Engineering). During FY 2013, the HEPM led a sub-team to conduct a Reclamation-wide assessment of the status of Hispanics within its workforce to identify triggers that would call for a more in depth barrier analysis. This initial assessment resulted in the following: - Reclamation's representation is higher than the Federal Workforce and the Department of the Interior 9.7% vs. 8.1% and 5.9% respectively. - Reclamation's participation rates for Hispanics is the highest in the Department. - Hispanics average grade level is GS-10 which is comparable to Reclamation's overall workforce. - Despite CLF data that indicates Hispanics high representation in Reclamation, numbers in leadership positions remain status quo, there has been no significant increase over the last three	

years. Low participation rates by Hispanic employees in Leadership Development Programs as compared to their non-Hispanic counterparts.

- Hispanic females are predominately represented in grades GS-3 through GS-9; absent in GS-10 but rise slightly in the higher grades, GS-12 through GS-15; however, the participation rates have steadily decreased in fiscal year 2012 at the higher grades.
- Recommendations include: (1) Reclamation's Federal Women's Program Manager conducts a barrier analysis of females in Reclamation to include why Hispanics female participation rates are in the lower grades; (2) Establish feeder programs to the Reclamation Leadership Development Program to assist in increasing the number of potential candidates eligible potentially building the pipeline of Hispanic representation within Reclamation's leadership; and (3) Revisit the recommendations that were outlined in the Barrier Analysis of Higher-Graded Positions Report dated May 2012, as similar assessment findings correlated to the Task Force findings in relationship to leadership development.

- The FWPM were selected in FY 2012 and in FY 2013 completed training on SEP to advance in their respective role. During FY 2013, in addition to facilitation events during the respective special observance months, the FWPM conducted a gap analysis of the FWP throughout Reclamation to determine strengths and weaknesses. Initial findings include the following:
 - Some regions have highly functioning programs
 - Tendency toward framing the program around monthly special observances
 - Limited barrier analysis
- The DPM coordinated training to be conducted in FY 2014, that allows for participation from employees within Reclamation and throughout the Department titled "Supervising an employee with a disability" with the objective to educate supervisors and managers on real-life situations that arise in the workplace and best approach to handle respective situations.

The overall objective of SEPMs is to assist management in the identification and elimination or mitigation of employment barriers that adversely affect recruitment, selection, advancement, and retention of target group members. With the scope of activities Reclamation's SEPMs conducted in FY 2013, a foundation has been established allowing for future activities to be conducted independent of actions within the MD 715. If and

when barrier analysis are conducted for a particular SEP, a Part I will be drafted, amending the current MD 715 report.

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EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		Completed for FY 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element E – Efficiency Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process. Compliance Indicator – There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program. Measures #68 – Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?	
OBJECTIVE:	To train all current and new supervisors and managers on the use of ADR in the EEO complaint process and inform them of their responsibilities in the ADR process.	
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Division Regional EEO Managers Regional HR Managers	

DATE OBJECTIVE INITIATED:	November 2, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Completed: EEO Managers will meet with necessary parties (i.e.: third party vendors, training office, CADR) to provide training for employees regarding benefits of Alternative Dispute Resolution in the complaints process.	September 30, 2013
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
Reclamation is committed to ensuring employees are aware of the benefits to utilizing ADR in the complaints process, as well as non-EEO workplace conflicts. In FY 2013, 15 out of 53 (28%) accepted the offer to enter into ADR during the informal EEO stage, and of those 15, 7 (47%) resulted in a settlement (monetary and non-monetary) closure. In the formal EEO stage, 4 out of 23 (17%) accepted the offer to enter into ADR, and of those 4, 3 (75%) resulted in a settlement (monetary and non-monetary) closure. During FY 2013, Reclamation trained 647 employees (15.5%) of the total workforce utilizing various methods to educate employees of ADR benefits. Reclamation will enhance its overall use and marketing of ADR programs for both EEO and non-EEO related disputes. Reclamation recognizes the challenge to ensure employees receive training in this area without a required EEOC directive or regulatory training regimen. Reclamation increase use of the Department's Office of Collaborative Action and Dispute Resolution (CADR), which provides leadership,	

guidance and assistance for Interior Bureaus on appropriate dispute resolution and effective conflict management, including early consensus-building and collaborative problem-solving and decision-making. CADR's mission is accomplished in collaboration with the Interior Dispute Resolution Council (IDRC). Reclamation has a representative on the IDRC and will work to market CADR when discussing workplace disputes and avenues of resolution with employees.

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EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		FY 2014
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element A - Demonstrated Commitment from Agency Leadership Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity. Compliance Indicator – EEO policy statements are up-to-date. Measures – This action item resulted from the EEOC TA visit rather than a particular measure.	
OBJECTIVE:	To issue separate policy statements that include (1) an anti-discrimination explaining various principles of EEO and assures that EEO program requirements will be enforced and (2) an effective anti-harassment policy to prevent harassment on all protected bases and retaliation in the workplace.	
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division	
DATE OBJECTIVE INITIATED:	October 1, 2013	

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Reclamation will revise its EEO Policy Statement into two separate EEO anti-discrimination and anti-harassment policies and ensure that the following are met: a. EEO Anti-Discrimination Policy 1. Equal employment opportunity for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, age, or disability. 2. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition. 3. Equal employment opportunity covers all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. 4. Reprisal against one who engaged in protected activity will not be tolerated, and the agency supports the rights of all employees to exercise their rights under the civil rights statutes. 5. A clearly described complaint process that provides accessible avenues of complaint. b. Anti-Harassment Policy	September 30, 2014	

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|---|--|
| <ol style="list-style-type: none">1. Workplace harassment will not be tolerated, allegations of harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken.2. Assurance that Reclamation will protect the confidentiality of harassment complaints to the extent possible.3. Clarification that not all harassment claims are necessarily EEO-based. | |
|---|--|

Part I

EEOC FORM
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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION	
Completed for FY 2014	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Applicant Flow Data</u> Reclamation strives to strategically outreach and recruit to increase the diversity of qualified applicants. Although Reclamation has implemented the Pre-Recruitment Consultations, a need to collaborate is of priority to employ diverse applicants and achieve greater results.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analysis of applicant flow data revealed that diverse candidates are not applying to Reclamation vacancies compared to the occupational civilian labor force.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Further analysis is needed to determine success of current outreach and recruiting efforts, however, a different approach may result in highly qualified diverse candidates to make the certificate for hiring officials.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To increase diversity in the applicant pool.
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Division
DATE OBJECTIVE INITIATED:	November 7, 2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Completed: The Reclamation Outreach and Recruitment Team (RORT) will establish a resource list of veteran organizations to share on the RORT SharePoint site. The resource list will be presented to the RDC for further consideration.	September 30, 2013
2. Completed: The RORT will catalog current outreach and recruiting methods for bargaining board positions. The catalog will be presented to the RDC for further consideration.	September 30, 2013
3. Modified in new Part I (TCU): The RORT will organize a reverse webinar to the American Indian Higher Education Consortium to market Reclamation to Tribal Colleges and Universities.	September 30, 2014
4. Completed: The RORT will organize and implement a Reclamation wide targeted recruitment event, with each region/Denver directorship providing at least 1 entry-level vacancy for filling positions through Pathways.	September 30, 2013
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
Reclamation continues to increase efforts to outreach across all segments of society. In order to preserve existing relationships and to determine whether continued improvements are necessary, resource lists were created and uploaded to a virtual shared drive, the RDC SharePoint site. Although Non-Hispanic, White males makeup the majority of the military services, diverse representation increases among younger veterans.¹ It is clear that Reclamation has made efforts to	

¹U.S. Census Bureau American Community Survey Brief, “Veterans Racial and Ethnic Composition and Place of Birth: 2011”.

increase engagement among Veteran Service Organizations and create a presence among veteran specific job fairs. Data demonstrated that although veteran hires are predominately White male (92), Black or African American males (11 out of 14 total hires, 79%) make up the highest percentage of veterans hired compared to their non-Veteran counterparts. This is also reflected within the workforce data, as veteran Black or African American males make up 51% (46 out of 90) of the workforce compared to their non-veteran counterparts, and Native Hawaiian or Other Pacific Islander males make up 55% (6 out of 11) of the veteran workforce compared to their non-veteran counterparts. Development of the Veteran Service Organizations resource list demonstrated that Reclamation partnerships are varied and resourceful. A full list may be viewed on the RDC SharePoint site.

- Reclamation outreach efforts and relationships with labor trade service organizations are slim, but is positively highlighted by the efforts conducted with local high schools to garner interest for our labor trade occupations while building a potential pipeline. Although the majority of hires made in labor trade positions were predominately White male (61), American Indian or Alaskan Native males make up the highest percentage (5 out of a total of 8 hires, 63%) of labor trade hires compared to their white-collar counterparts.
- After the Pathways regulation became effective on July 10, 2012, Reclamation began its transition period. In an effort to capitalize on marketing the program, Reclamation sought out to host a recruitment event utilizing Pathways. Although, the budget sequestration in 2013 affected the complete integration of the Pathways program into Reclamation's hiring practices, successful attempts to engage students were present as exemplified by collaborative and innovative approach Denver's Technical Service Center (TSC) took to bringing on 9 students from Fort Valley State University, a Historically Black College and University located in Fort Valley, Georgia. Managers within Denver's TSC worked with students and facilitated informal mentorships to provide guidance in students' academic pursuit. Upon the students departure, management collaborated with HR to ensure students were placed on "Leave without Pay" to allow for future relationships to continue, building on Reclamation's initial investment.

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EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION	
Completed and Modified for FY 2014	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Separation</u> Data in tables A-14 and B-14 indicated a high separation rate of all EEO groups.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Analyzed tables A-14 and B-14 and determined that retirement was the most frequent reason for voluntary separation while resignation was the second most frequent cause.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	An initial analysis revealed that resignations are the second highest reason for voluntary separation.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop an exit interview to utilize throughout Reclamation and conduct a detailed analysis of reasons employees resign. Reclamation will work with the Department to better facilitate the structure of analytical results of the exit interview survey (i.e. separation of results by retirements, separation of results by ethnicity, race, or gender, etc.).
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Division
DATE OBJECTIVE INITIATED:	November 2, 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013

EEO Plan to Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Completed: The out-processing workgroup will revise the checklist to ensure separating employees are informed and aware of the exit survey. 2. Completed: Exit Interview Survey will be reviewed for qualitative measures. 3. Removed and Renumbered: Pending sufficient amount of information is collected; CRD will analyze results and determine areas of success/weakness or potential triggers. a. Analysis of results will distinguish retirements from other forms of separations to narrow focus to preventable forms of separation. 4. Reclamation's Civil Rights Division will perform a longitudinal analysis of Table A14 going back 3-5 years, in order to ascertain whether a pattern exists with respect to particular groups separating. Below are initial guidelines: a. Analysis will be conducted on permanent workforce only. b. Retirements, deaths, involuntary, and RIF separations shall be filtered out when conducting the analysis.	September 30, 2013 September 30, 2014
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
This Part I Plan represents the close out of the first and second action items established in FY 2013. ● Reclamation established a corporate Out-Processing Checklist to ensure appropriate offices become aware of the individuals departure and final actions are taken to close out respective items. For	

example, the Civil Rights Division is incorporated in the out-processing checklist to ensure if separating employees are involved with the EEO complaints process, relevant information is provided and contact information is up to date.

- HR worked with the vendor to revise the online exit survey and has implemented final revisions. The revision was a result of a previous lengthy survey, as many individuals would begin the online survey only to reach midway and discontinue. Managers are encouraged to direct departing employees to the online survey to allow for substantive data collection. This online exit survey has been implemented Reclamation wide.
- Action item 3 was removed and renumbered as 4 as suggested during the EEOC TA Visit. The revised action allows for insight as to whether particular groups demonstrate a trigger to equal employment requiring a multi-year analysis.

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EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION		FY 2014
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Tribal Colleges and Universities</u> This is in support of Presidential Executive Order 13270 that directs the heads of Federal agencies to increase opportunities for American's 34 TCUs to participate in federally funded projects and programs, as well as the Departments MOU with the American Indian Higher Education Consortium (AIHEC). Historically, Reclamation's relationships with the schools are seldom when compared to other Interior Bureaus as reported in the Annual Performance Plan and Accomplishments.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Towards the end of FY 2013, steps were taken to better understand the reason for the cyclic relationships with TCUs. The first phase is to establish relationships with respective TCUs that are within proximity to a Reclamation office that are secure in mutual commitment. Because Reclamation's Great Plains Office hosts the majority of TCUs within proximity, opportunities are plentiful to begin the infrastructure integral to a successful relationship.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined	Reclamation fluctuates in its outreach efforts towards TCUs due to issues in accreditation or change in priorities. This creates a cycle that is not conducive to a long lasting partnership.	

to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Develop a relationship that is long lasting that supports both the Annual TCU Performance Plan and AIHEC MOU. The objective is to provide a cooperative framework for the parties to develop and establish a program that will empower the TCU community and to promote academic, professional, and career opportunities.
RESPONSIBLE OFFICIAL:	Great Plains Reclamation Diversity Council Representatives Great Plains Regional Human Resources Officer
DATE OBJECTIVE INITIATED:	October 1, 2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Great Plains Region will select two TCUs to begin formal discussions regarding opportunities for a mutual benefiting relationship.	October 30, 2013
2. Great Plains Region will facilitate a meeting (virtual or in person), that includes the TCU President, with a conversation that includes the following: a. conversation of potential opportunities to speak to classes regarding relevant Reclamation projects; b. conversation of opportunities to work with Reclamation via Pathways; c. conversation of opportunities for potential mentorships with management in respective academic fields;	June 30, 2014

d. inquiries to the needs of the college and how Reclamation can reciprocate; and e. topics of interest from the respective TCU.	
3. An external SharePoint site will be created for record keeping of meeting minutes and foster collaborative communication among stakeholders.	September 30, 2014

EEOC FORM
715-01 PART I
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

BUREAU OF RECLAMATION		FY 2014
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue.	<u>Disability Workforce</u> Although the percentage of employees with targeted disabilities has increase since FY 2012, the 1.6% still fell below EEOC's 2% goal for federal agencies.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	As suggested during the EEOC TA Visit, Reclamation will implement several actions to improve the employment and advancement of employees with targeted disabilities.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Self-identifying a disability is entirely voluntary. Although, there is an exception referenced within the SF - 256 (Self-identification of Disability) forms, "with the exception of employees appointed under Schedule A, section 213.3102(u). These employees will be requested to identify their disability status and if they decline to do so, their correct disability code will be obtained from medical documentation used to support their appointment." However, skepticism is still high in terms of the purpose of these statistics.	

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	In FY 2014, Reclamation will begin to address if the percentage represented in FY 2012 1.6% and FY 2013 1.7% accurately portrays the workforce.	
RESPONSIBLE OFFICIAL:	Manager, Civil Rights Division Manager, Human Resources Policy and Programs Division Manager, Human Resources Operations Division Reclamation's Disability Program Manager	
DATE OBJECTIVE INITIATED:	October 1, 2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Renew Reclamation's Targeted Recruitment Plan for Individuals with Disabilities with an emphasis on Recruitment and Retention. The plan will include: a. A review of FY 2012 and FY 2013 Reclamation wide applicant flow data for individuals with targeted disabilities. The review should assess outreach and recruitment efforts as well as the type of positions filled by qualified individuals with targeted disabilities with recommendations to improve future efforts.	September 30, 2014	

b. Established Reclamation point of contacts (whether Bureau wide or Regional) for external recruitment programs, such as Department of Labor's Workforce Recruitment Program, and EEOC's/OPM's partnership with Bender Consulting Services. c. A review of FY 2012 and FY 2013 advancement of individuals with targeted disabilities. The review should assess advancement opportunities and successes with recommendations to improve future retention efforts.	
2. Reclamation will resurvey its workforce to accurately capture current disability status of its employees. A joint memo will be sent from the Manager, CRD and Manager, HRP&P describing the purpose of the resurvey, the use of the statistics collected, and encourage participation in the survey. In addition to the collection of disability status from employees, the survey should allow for comments and feedback regarding perceptions of the workforce.	September 30, 2014

Part J

	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.	Data not available.
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.	7 total permanent hires per Table B-8

PART III Participation Rates In Agency Employment Programs									
Other Employment/ Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	171 (Dr. Davis Promotions Table)	13	7.6%	1	0.6%	4	2.3%	154	90.1%
4. Non-Competitive Promotions	427 (Dr. Davis Promotions Table)	51	11.9%	3	0.7%	24	5.6%	352	82.4%
5. Employee Development/Training	Data Not Available								
5.a. Grades 5 - 12	Data Not Available								
5.b. Grades 13 - 14	Data Not Available								
5.c. Grade 15 & SES Development/Training	Data Not Available								
6. Employee Recognition and Awards	5,433 (see Table B-13)	542	9.9%	72	1.3%	196	3.6%	4,623	85.1%

6.a. Time-Off Awards (Total hours awarded)	10,324 (see Table B-13)	1165	11.3%	167	1.6%	368	3.7%	8,624	83.5%
6.b. Cash Awards (total \$\$\$ awarded)	\$3,372,190 (see Table B-13)	\$324,020	9.6%	\$42,166	1.3%	\$105,251	3.12%	\$2,900,753	86.0%
6.c. Quality-Step Increase	179 (see Table B-13)	10	5.6%	1	0.6%	3	1.7%	165	92.2%
7. Details and Task Force Assignments	Data Not Available								

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities FY 2014
Part IV Identification and Elimination of Barriers	<i>Instructions:</i> Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.

Instructions: Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.

Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

FY 2013 ACCOMPLISHMENTS: Reclamation's permanent workforce representation of individuals with targeted disabilities increased from 1.6 percent in FY 2012 to 1.7 percent at the close of FY 2013. Reclamation dedicated a member of the CRD staff to coordinate the entire Department of the Interior Project SEARCH, facilitating a classroom onsite, internship rotations with participating Interior Bureaus, internal coordination with Colorado Jefferson County Schools to provide teachers, job coaches, and support services for students. In FY 2013, Project SEARCH resulted in 1 permanent and 1 temporary hire within Reclamation out of a total of 11 students participating in the program, while 3 students were hired within other Interior Bureaus. Reclamation continues to dedicate a staff member to facilitate the coordination of the program and its students to host Project SEARCH in FY 2014 with a total of 12 students.

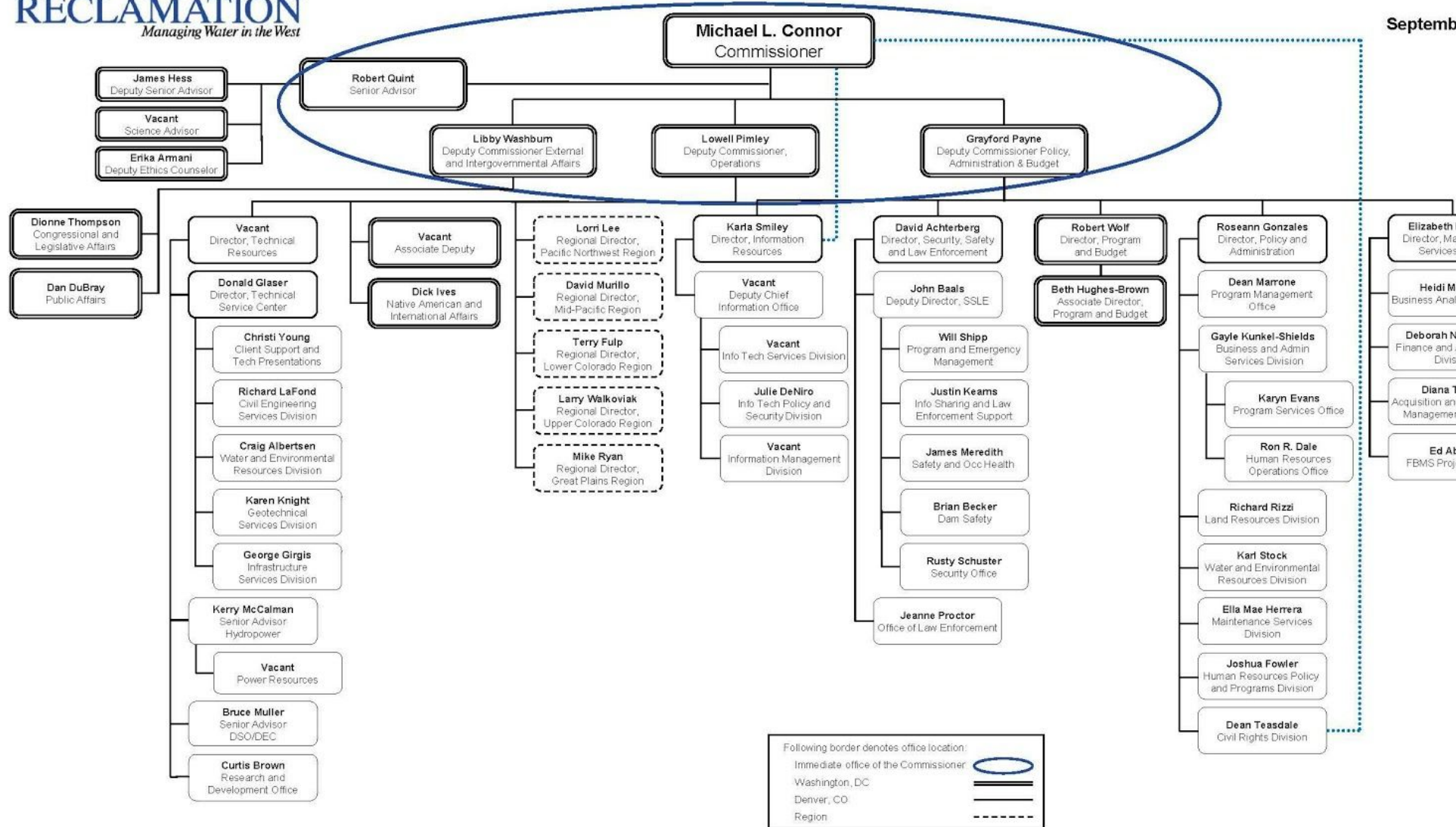
The following ***measurable goals*** have been set to improve participation rates by the end of FY 2014:

GOAL 1: Reclamation will hire 6 individuals with targeted disabilities into the permanent workforce, 1 each for PN, MP, LC, UC, GP, DO and D.C.

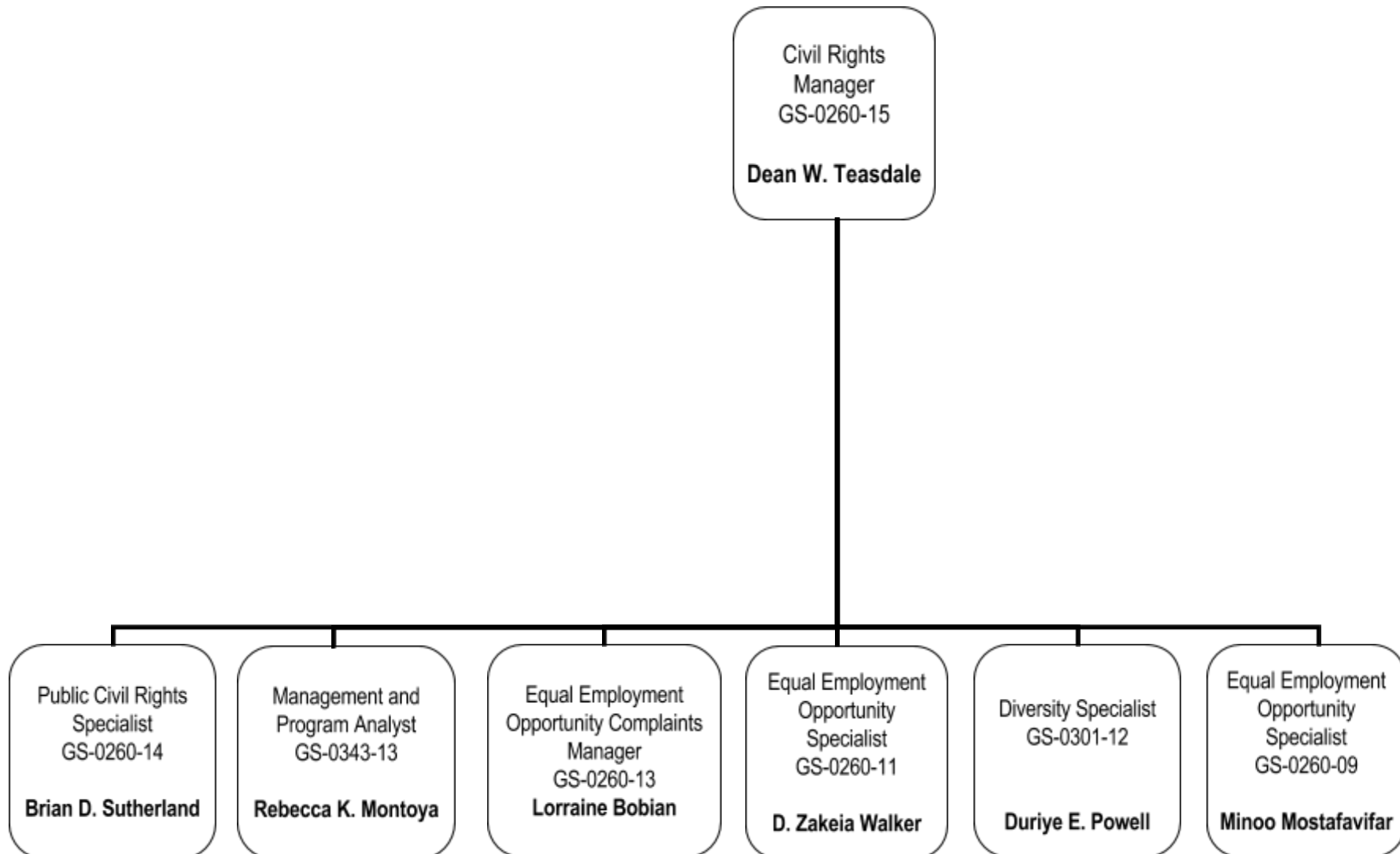
Strategies:

1. Maximize the use of available hiring authorities, such as Schedule A hiring to place individuals with disabilities in permanent jobs at all grade levels and in various job occupations.
2. Expand Reclamation's participation in various internship programs to increase the number of individuals with disabilities, such as the Workforce Recruitment Program and Bender Consulting Services.
3. Continue to strengthen and maintain partnerships with various organizations, such as the local Department of Vocational Rehabilitation, including veteran associated organizations.

Organizational Charts



FY 2013
84-59000 Civil Rights Division



**EEO Policy
Statements**



THE SECRETARY OF THE INTERIOR
WASHINGTON

JUL 26 2011

Memorandum

To: All Department of the Interior Employees

From: Secretary *Ken Salazar*

Subject: Policy on Equal Opportunity and Zero Tolerance of Discrimination and Harassment

I am dedicated to promoting equal opportunity and a discrimination-free workplace at the Department of the Interior. The Department of the Interior is the face of America. The public we serve can only benefit from a workforce that thrives on equal opportunity.

I am also committed to the Department's long-standing policy that any type of unlawful discrimination or harassment will not be tolerated and must not occur. This policy affirms the Department's zero tolerance for discrimination and harassment on the bases of race, color, national origin, religion, sex (including pregnancy and gender identity), age, disability, sexual orientation, genetic information, or protected activity. All employees have a public trust to carry out the Department's policy on equal opportunity and create a work environment that a reasonable person would not consider intimidating, hostile, or offensive.

Employees who believe that they have been victims of harassment may, without fear of reprisal, seek immediate assistance of a management official as well as their Office of Civil Rights or Office of Equal Employment Opportunity. Employees may also utilize the Department's CORE Plus Program to mediate conflicts in the workplace. For additional information, please go to www.doi.gov/eo.

Our policy on Equal Opportunity, and Zero Tolerance of Discrimination and Harassment extend to programs conducted by or receiving financial assistance from the Department. All equal opportunity and civil rights laws will be strictly enforced throughout the Department, and there



United States Department of the Interior

BUREAU OF RECLAMATION
Washington, DC 20240

IN REPLY REFER TO:

84-59000
ADM-1.10

SEP 17 2013

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Bureau of Reclamation Employees

From: Michael L. Connor 
Commissioner

Subject: Policy on Equal Employment Opportunity and Hostile Work Environment Harassment

I want to emphasize to all employees of the Bureau of Reclamation my firm commitment to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in an environment that is free of discriminatory practices and behavior, including harassment.

It is the policy of Reclamation to ensure that individuals will not be denied opportunities in employment or program delivery because of their race, color, national origin, religion, sex, age (40 and over), disability (physical or mental, sexual orientation, status as a parent, protected genetic information, or reprisal. Equally important, sexual harassment, in any of its various forms, by any employee of this Bureau, will not be tolerated.

It is important that employees of this Bureau be treated with respect and professionalism and not be subject to behavior or language that is insulting, threatening, harassing, or demeaning. This type of behavior or language is unacceptable as it not only can be personally offensive or harmful but it also can inhibit an employee's ability to reach his/her full potential. Anyone engaging in such behavior or language will be subject to appropriate disciplinary or administrative action. In addition, I expect managers to respond to complaints swiftly and appropriately as they will be held accountable for taking steps to eliminate such behavior and to ensure that the work environment is one where employees are treated fairly and respectfully. These policies apply to employees and applicants, and prohibit harassment, discrimination and

It is essential that each one of us understands our personal responsibility in this area and that each employee, at every level, will be held personally accountable in ensuring equal opportunity and in promoting individual civil rights.

If you experience discrimination, harassment, or reprisal, you must contact an Equal Employment Opportunity (EEO) Counselor, your regional EEO office, or the Civil Rights Division (CRD) in Denver within 45 days of the alleged discriminatory incident, prior to filing a formal complaint of discrimination against the agency.

For more information on the EEO complaints process or to locate an EEO Counselor, check your local employee bulletin boards, or the CRD Web site at http://intra.usbr.gov/cro/sub_eceostaff.html.

Distribution E

BOR Form 462
Report

**Workforce
Data Tables**

Bureau of Reclamation - FY2013																		
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex																		
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Workforce																		
Prior FY	#	5457	3627	1830	325	210	2959	1361	87	93	118	76	14	14	117	59	7	17
	%	100%	66.5%	33.5%	6.0%	3.8%	54.2%	24.9%	1.6%	1.7%	2.2%	1.4%	0.3%	0.3%	2.1%	1.1%	0.1%	0.3%
Current FY	#	5255	3507	1748	312	203	2857	1295	90	92	112	75	14	13	114	55	8	15
	%	100%	66.7%	33.3%	5.9%	3.9%	54.4%	24.6%	1.7%	1.8%	2.1%	1.4%	0.3%	0.2%	2.2%	1.0%	0.2%	0.3%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	65.0%	35.0%	4.6%	2.8%	51.3%	25.5%	4.8%	4.1%	3.3%	2.0%	0.1%	0.0%	0.7%	0.4%	0.3%	0.2%
Difference	#	-202	-120	-82	-13	-7	-102	-66	3	-1	-6	-1	0	-1	-3	-4	1	-2
Ratio Change	%	-	0.3%	-0.3%	0.0%	0.0%	0.1%	-0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Net Change	%	-3.7%	-3.3%	-4.5%	-4.0%	-3.3%	-3.4%	-4.8%	3.4%	-1.1%	-5.1%	-1.3%	0.0%	-7.1%	-2.6%	-6.8%	14.3%	-11.8%
Permanent Workforce																		
Prior FY	#	5168	3439	1729	311	191	2806	1293	76	86	114	75	14	13	112	56	6	15
	%	100%	66.5%	33.5%	6.0%	3.7%	54.3%	25.0%	1.5%	1.7%	2.2%	1.5%	0.3%	0.3%	2.2%	1.1%	0.1%	0.3%
Current FY	#	5027	3350	1677	302	187	2726	1251	84	84	106	74	14	13	112	53	6	15
	%	100%	66.6%	33.4%	6.0%	3.7%	54.2%	24.9%	1.7%	1.7%	2.1%	1.5%	0.3%	0.3%	2.2%	1.1%	0.1%	0.3%
Difference	#	-141	-89	-52	-9	-4	-80	-42	8	-2	-8	-1	0	0	0	-3	0	0
Ratio Change	%	-	0.1%	-0.1%	0.0%	0.0%	-0.1%	-0.1%	0.2%	0.0%	-0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Net Change	%	-2.7%	-2.6%	-3.0%	-2.9%	-2.1%	-2.9%	-3.2%	10.5%	-2.3%	-7.0%	-1.3%	0.0%	0.0%	0.0%	-5.4%	0.0%	0.0%
Temporary Workforce																		
Prior FY	#	289	188	101	14	19	153	68	11	7	4	1		1	5	3	1	2
	%	100%	65.1%	34.9%	4.8%	6.6%	52.9%	23.5%	3.8%	2.4%	1.4%	0.3%	0.0%	0.3%	1.7%	1.0%	0.3%	0.7%
Current FY	#	228	157	71	10	16	131	44	6	8	6	1			2	2	2	
	%	100%	68.9%	31.1%	4.4%	7.0%	57.5%	19.3%	2.6%	3.5%	2.6%	0.4%	0.0%	0.0%	0.9%	0.9%	0.9%	0.0%
Difference	#	-61	-31	-30	-4	-3	-22	-24	-5	1	2	0	0	-1	-3	-1	1	-2
Ratio Change	%	-	3.8%	-3.8%	-0.5%	0.4%	4.5%	-4.2%	-1.2%	1.1%	1.2%	0.1%	0.0%	-0.3%	-0.9%	-0.2%	0.5%	-0.7%
Net Change	%	-21.1%	-16.5%	-29.7%	-28.6%	-15.8%	-14.4%	-35.3%	-45.5%	14.3%	50.0%	0.0%	-	-100.0%	-60.0%	-33.3%	100.0%	-100.0%

All Occupations CLF is based on all workers in all Census Occupation groups.
Organizational CLF is based on the number of incumbants in each occupation in the organization

Bureau of Reclamation - as of September 30, 2013																		
Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex																		
Organizational Component		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Non- Hispanic or Latino													
		All	male	female	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total	#	5027	3350	1677	302	187	2726	1251	84	84	106	74	14	13	112	53	6	15
	%	100%	66.6%	33.4%	6.0%	3.7%	54.2%	24.9%	1.7%	1.7%	2.1%	1.5%	0.3%	0.3%	2.2%	1.1%	0.1%	0.3%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	65.4%	34.6%	4.6%	2.8%	51.6%	25.2%	4.9%	4.0%	3.3%	1.9%	0.1%	0.0%	0.7%	0.4%	0.3%	0.2%
Pacific Northwest Region	#	1029	766	263	37	26	666	218	9	4	14	4	3	1	37	10		
	%	100%	74.4%	25.6%	3.6%	2.5%	64.7%	21.2%	0.9%	0.4%	1.4%	0.4%	0.3%	0.1%	3.6%	1.0%	0.0%	0.0%
Mid-Pacific Region	#	967	601	366	70	43	430	245	26	29	53	31	4	4	16	6	2	8
	%	100%	62.2%	37.8%	7.2%	4.4%	44.5%	25.3%	2.7%	3.0%	5.5%	3.2%	0.4%	0.4%	1.7%	0.6%	0.2%	0.8%
Lower Colorado Region	#	784	506	278	76	45	391	196	11	10	9	13	6	4	11	9	2	1
	%	100%	64.5%	35.5%	9.7%	5.7%	49.9%	25.0%	1.4%	1.3%	1.1%	1.7%	0.8%	0.5%	1.4%	1.1%	0.3%	0.1%
Upper Colorado Region	#	693	488	205	65	27	390	155	6	5	9	7	1	1	17	9		1
	%	100%	70.4%	29.6%	9.4%	3.9%	56.3%	22.4%	0.9%	0.7%	1.3%	1.0%	0.1%	0.1%	2.5%	1.3%	0.0%	0.1%
Great Plains Region	#	611	423	188	11	8	388	165	4	2	1			1	19	12		
	%	100%	69.2%	30.8%	1.8%	1.3%	63.5%	27.0%	0.7%	0.3%	0.2%	0.0%	0.0%	0.2%	3.1%	2.0%	0.0%	0.0%
Denver-Washington DC	#	943	566	377	43	38	461	272	28	34	20	19		2	12	7	2	5
	%	100%	60.0%	40.0%	4.6%	4.0%	48.9%	28.8%	3.0%	3.6%	2.1%	2.0%	0.0%	0.2%	1.3%	0.7%	0.2%	0.5%

All Occupations CLF is based on all workers in all Census Occupation groups.
Organizational CLF is based on the number of incumbants in each occupation in the organization.

Bureau of Reclamation - as of September 30, 2013

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
1. Officials and Managers																	
Executive/Senior Level (Grades 15 and Above)	#	72	55	17	3	5	50	10	1	1				1	1		
	%	100%	76.4%	23.6%	4.2%	6.9%	69.4%	13.9%	1.4%	1.4%	0.0%	0.0%	0.0%	1.4%	1.4%	0.0%	0.0%
Mid-level (Grades 13-14)	#	402	286	116	24	11	241	93	3	4	9	4	1	8	2		2
	%	100%	71.1%	28.9%	6.0%	2.7%	60.0%	23.1%	0.7%	1.0%	2.2%	1.0%	0.2%	2.0%	0.5%	0.0%	0.5%
First-Level (Grades 12 and Below)	#	183	132	51	15	2	108	41	3	3	3	1	1	3	3		
	%	100%	72.1%	27.9%	8.2%	1.1%	59.0%	22.4%	1.6%	1.6%	1.6%	0.5%	0.0%	1.6%	1.6%	0.0%	0.0%
- Other	#	843	350	493	29	69	267	356	24	33	11	18	2	15	12	2	4
	%	100%	41.5%	58.5%	3.4%	8.2%	31.7%	42.2%	2.8%	3.9%	1.3%	2.1%	0.2%	1.8%	1.4%	0.2%	0.5%
Officials and Managers - TOTAL	#	1500	823	677	71	87	666	500	31	41	23	23	3	27	18	2	6
	%	100%	54.9%	45.1%	4.7%	5.8%	44.4%	33.3%	2.1%	2.7%	1.5%	1.5%	0.2%	1.8%	1.2%	0.1%	0.4%
2. Professionals	#	1606	1103	503	95	38	897	390	27	23	58	32	2	8	21	8	4
	%	100%	68.7%	31.3%	5.9%	2.4%	55.9%	24.3%	1.7%	1.4%	3.6%	2.0%	0.1%	0.5%	1.3%	0.5%	0.2%
3. Technicians	#	295	234	61	29	7	187	49	3	1	4	2	1	10	2		
	%	100%	79.3%	20.7%	9.8%	2.4%	63.4%	16.6%	1.0%	0.3%	1.4%	0.7%	0.3%	3.4%	0.7%	0.0%	0.0%
4. Sales Workers	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	493	117	376	16	50	82	267	8	19	6	13		3	5	20	4
	%	100%	23.7%	76.3%	3.2%	10.1%	16.6%	54.2%	1.6%	3.9%	1.2%	2.6%	0.0%	0.6%	1.0%	4.1%	0.8%
6. Craft Workers	#	775	756	19	66	2	624	13	10		10	1	4	41	2	1	1
	%	100%	97.5%	2.5%	8.5%	0.3%	80.5%	1.7%	1.3%	0.0%	1.3%	0.1%	0.5%	5.3%	0.3%	0.1%	0.1%
7. Operatives	#	57	53	4	4		49	4									
	%	100%	93.0%	7.0%	7.0%	0.0%	86.0%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	37	34	3	3		27	3	1		1		1	1			
	%	100%	91.9%	8.1%	8.1%	0.0%	73.0%	8.1%	2.7%	0.0%	2.7%	0.0%	2.7%	0.0%	2.7%	0.0%	0.0%
9. Service Workers	#	107	93	14	5		80	13	2				3	3	1		
	%	100%	86.9%	13.1%	4.7%	0.0%	74.8%	12.1%	1.9%	0.0%	0.0%	0.0%	2.8%	2.8%	0.9%	0.0%	0.0%

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Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013

Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	2		2		1						1						
	%	100%	0.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	2	1	1			1	1										
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	8	2	6		1	2	5										
	%	100%	25.0%	75.0%	0.0%	12.5%	25.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-04	#	62	31	31	7	5	17	22	4	1	2				1	2		1
	%	100%	50.0%	50.0%	11.3%	8.1%	27.4%	35.5%	6.5%	1.6%	3.2%	0.0%	0.0%	0.0%	1.6%	3.2%	0.0%	1.6%
GS-05	#	200	91	109	13	16	68	74	5	7	2	4		1	3	5		2
	%	100%	45.5%	54.5%	6.5%	8.0%	34.0%	37.0%	2.5%	3.5%	1.0%	2.0%	0.0%	0.5%	1.5%	2.5%	0.0%	1.0%
GS-06	#	169	62	107	3	14	49	76	5	6	2	2			3	7		2
	%	100%	36.7%	63.3%	1.8%	8.3%	29.0%	45.0%	3.0%	3.6%	1.2%	1.2%	0.0%	0.0%	1.8%	4.1%	0.0%	1.2%
GS-07	#	343	138	205	17	23	102	150	4	8	8	10	3	4	3	9	1	1
	%	100%	40.2%	59.8%	5.0%	6.7%	29.7%	43.7%	1.2%	2.3%	2.3%	2.9%	0.9%	1.2%	0.9%	2.6%	0.3%	0.3%
GS-08	#	83	47	36	6	6	36	28		1			1		3	1	1	
	%	100%	56.6%	43.4%	7.2%	7.2%	43.4%	33.7%	0.0%	1.2%	0.0%	0.0%	1.2%	0.0%	3.6%	1.2%	1.2%	0.0%
GS-09	#	349	183	166	19	18	143	121	10	14	2	6	1	1	8	5		1
	%	100%	52.4%	47.6%	5.4%	5.2%	41.0%	34.7%	2.9%	4.0%	0.6%	1.7%	0.3%	0.3%	2.3%	1.4%	0.0%	0.3%
GS-10	#	48	40	8	9		28	7	1			1			2			
	%	100%	83.3%	16.7%	18.8%	0.0%	58.3%	14.6%	2.1%	0.0%	0.0%	2.1%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%
GS-11	#	686	392	294	41	28	309	226	13	17	18	15	2	2	9	6		
	%	100%	57.1%	42.9%	6.0%	4.1%	45.0%	32.9%	1.9%	2.5%	2.6%	2.2%	0.3%	0.3%	1.3%	0.9%	0.0%	0.0%
GS-12	#	1138	737	401	51	43	615	308	18	13	31	22	1	4	18	8	3	3
	%	100%	64.8%	35.2%	4.5%	3.8%	54.0%	27.1%	1.6%	1.1%	2.7%	1.9%	0.1%	0.4%	1.6%	0.7%	0.3%	0.3%
GS-13	#	622	441	181	32	14	367	136	11	13	17	11	1	1	13	3		3
	%	100%	70.9%	29.1%	5.1%	2.3%	59.0%	21.9%	1.8%	2.1%	2.7%	1.8%	0.2%	0.2%	2.1%	0.5%	0.0%	0.5%
GS-14	#	216	145	71	15	8	120	56		3	7	1			3	2		1
	%	100%	67.1%	32.9%	6.9%	3.7%	55.6%	25.9%	0.0%	1.4%	3.2%	0.5%	0.0%	0.0%	1.4%	0.9%	0.0%	0.5%
GS-15	#	63	48	15	2	4	44	10	1	1					1			
	%	100%	76.2%	23.8%	3.2%	6.3%	69.8%	15.9%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	2	2				2											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	14	10	4	1	2	9	1							1			
	%	100%	71.4%	28.6%	7.1%	14.3%	64.3%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%

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Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013																	
Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce																	
GS/GM, SES, AND RELATED GRADES	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Non- Hispanic or Latino													
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	2		2		1						1					
	%	0.0%	0.0%	0.1%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	2	1	1				1	1								
	%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	8	2	6		1		2	5								
	%	0.2%	0.1%	0.4%	0.0%	0.5%	0.1%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-04	#	62	31	31	7	5	17	22	4	1	2			1	2		1
	%	1.5%	1.3%	1.9%	3.2%	2.7%	0.9%	1.8%	5.6%	1.2%	2.2%	0.0%	0.0%	1.5%	4.1%	0.0%	7.1%
GS-05	#	200	91	109	13	16	68	74	5	7	2	4		3	5		2
	%	5.0%	3.8%	6.7%	6.0%	8.7%	3.6%	6.1%	6.9%	8.3%	2.2%	5.5%	0.0%	4.5%	10.2%	0.0%	14.3%
GS-06	#	169	62	107	3	14	49	76	5	6	2	2		3	7		2
	%	4.2%	2.6%	6.5%	1.4%	7.7%	2.6%	6.2%	6.9%	7.1%	2.2%	2.7%	0.0%	4.5%	14.3%	0.0%	14.3%
GS-07	#	343	138	205	17	23	102	150	4	8	8	10	3	4	3	9	1
	%	8.6%	5.8%	12.5%	7.9%	12.6%	5.3%	12.3%	5.6%	9.5%	9.0%	13.7%	33.3%	30.8%	4.5%	18.4%	20.0%
GS-08	#	83	47	36	6	6	36	28		1			1	3	1	1	
	%	2.1%	2.0%	2.2%	2.8%	3.3%	1.9%	2.3%	0.0%	1.2%	0.0%	0.0%	11.1%	4.5%	2.0%	20.0%	0.0%
GS-09	#	349	183	166	19	18	143	121	10	14	2	6	1	1	8	5	
	%	8.7%	7.7%	10.1%	8.8%	9.8%	7.5%	9.9%	13.9%	16.7%	2.2%	8.2%	11.1%	7.7%	11.9%	10.2%	7.1%
GS-10	#	48	40	8	9		28	7	1			1		2			
	%	1.2%	1.7%	0.5%	4.2%	0.0%	1.5%	0.6%	1.4%	0.0%	0.0%	1.4%	0.0%	3.0%	0.0%	0.0%	0.0%
GS-11	#	686	392	294	41	28	309	226	13	17	18	15	2	2	9	6	
	%	17.1%	16.5%	18.0%	19.0%	15.3%	16.2%	18.5%	18.1%	20.2%	20.5%	22.2%	15.4%	13.4%	12.2%	0.0%	0.0%
GS-12	#	1138	737	401	51	43	615	308	18	13	31	22	1	4	18	8	3
	%	28.4%	31.1%	24.5%	23.6%	23.5%	32.2%	25.2%	25.0%	15.5%	34.8%	30.1%	11.1%	30.8%	26.9%	16.3%	60.0%
GS-13	#	622	441	181	32	14	367	136	11	13	17	11	1	1	13	3	
	%	15.5%	18.6%	11.1%	14.8%	7.7%	19.2%	11.1%	15.3%	15.5%	19.1%	15.1%	11.1%	7.7%	19.4%	6.1%	21.4%
GS-14	#	216	145	71	15	8	120	56		3	7	1		3	2		1
	%	5.4%	6.1%	4.3%	6.9%	4.4%	6.3%	4.6%	0.0%	3.6%	7.9%	1.4%	0.0%	4.5%	4.1%	0.0%	7.1%
GS-15	#	63	48	15	2	4	44	10	1	1				1			
	%	1.6%	2.0%	0.9%	0.9%	2.2%	2.3%	0.8%	1.4%	1.2%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	2	2				2										
	%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	14	10	4	1	2	9	1							1		
	%	0.3%	0.4%	0.2%	0.5%	1.1%	0.5%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
TOTAL	#	4007	2370	1637	216	183	1912	1221	72	84	89	73	9	13	67	49	14
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

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Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GM, SES, AND RELATED GRADES		RACE/ETHNICITY																
		TOTAL EMPLOYEES			Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-01	#	10	5	5	2	4	3	1										
	%	5.0%	3.8%	7.1%	20.0%	26.7%	2.8%	2.3%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-02	#	8	3	5		1	3	4										
	%	4.0%	2.3%	7.1%	0.0%	6.7%	2.8%	9.1%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-03	#	29	15	14	2	2	11	10	2	1					1			
	%	14.4%	11.4%	20.0%	20.0%	13.3%	10.4%	22.7%	33.3%	12.5%	0.0%	0.0%	-	-	0.0%	50.0%	0.0%	-
GS-04	#	65	41	24	4	5	28	15	3	3	4				1	1	1	
	%	32.2%	31.1%	34.3%	40.0%	33.3%	26.4%	34.1%	50.0%	37.5%	66.7%	0.0%	-	-	50.0%	50.0%	50.0%	-
GS-05	#	11	7	4		2	7	1		1								
	%	5.4%	5.3%	5.7%	0.0%	13.3%	6.6%	2.3%	0.0%	12.5%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-06	#	1		1		1												
	%	0.5%	0.0%	1.4%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-07	#	10	6	4	1		3	3		1					1		1	
	%	5.0%	4.5%	5.7%	10.0%	0.0%	2.8%	6.8%	0.0%	12.5%	0.0%	0.0%	-	-	50.0%	0.0%	50.0%	-
GS-08	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-09	#	1		1							1							
	%	0.5%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%		-	-	0.0%	0.0%	0.0%	-
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-11	#	11	9	2			8	2	1									
	%	5.4%	6.8%	2.9%	0.0%	0.0%	7.5%	4.5%	16.7%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-12	#	19	15	4			15	3		1								
	%	9.4%	11.4%	5.7%	0.0%	0.0%	14.2%	6.8%	0.0%	12.5%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-13	#	13	12	1			11	1			1							
	%	6.4%	9.1%	1.4%	0.0%	0.0%	10.4%	2.3%	0.0%	0.0%	16.7%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-14	#	16	15	1			14	1			1							
	%	7.9%	11.4%	1.4%	0.0%	0.0%	13.2%	2.3%	0.0%	0.0%	16.7%	0.0%	-	-	0.0%	0.0%	0.0%	-
GS-15	#	3	2	1			2			1								
	%	1.5%	1.5%	1.4%	0.0%	0.0%	1.9%	0.0%	0.0%	12.5%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
All other (unspecified GS)	#	3	1	2			1	2										
	%	1.5%	0.8%	2.9%	0.0%	0.0%	0.9%	4.5%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
Senior Executive Service	#	2	1	1	1			1										
	%	1.0%	0.8%	1.4%	10.0%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-
TOTAL	#	202	132	70	10	15	106	44	6	8	6	1			2	2	2	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	-	100%	100%	100%	-

NOTE: Percentages computed down columns and NOT across rows.

Bureau of Reclamation - as of September 30, 2013																		
Table A5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce																		
WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female			White		Black or African American		Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	#	male	female	#	female	#	female	#	female	#	female	#	female	#	female	#	female	
Grade-01	#	1	1			1												
	%	100%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-02	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#	2	2			2												
	%	100%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-04	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	#	5	5		1	4												
	%	100%	100.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-06	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#	6	6			5								1				
	%	100%	100.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%
Grade-08	#	19	18	1	3	14	1							1				
	%	100%	94.7%	5.3%	15.8%	73.7%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	2	2			2												
	%	100%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	42	42		15	24				2				1				
	%	100%	100.0%	0.0%	35.7%	57.1%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%
Grade-11	#	5	5			5												
	%	100%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-12	#	1	1			1												
	%	100%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-13	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage Grades	#	929	890	39	64	751	29	12		15	1	5		42	4	1	1	
	%	100%	95.8%	4.2%	6.9%	80.8%	3.1%	1.3%	0.0%	1.6%	0.1%	0.5%	0.0%	4.5%	0.4%	0.1%	0.1%	

Table A5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013																		
Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce																		
WD, WG, WL, XD, XL, & XP	TOTAL EMPLOYEES				RACE/ETHNICITY													
					Hispanic or Latino	Non- Hispanic or Latino												
						White		Black or African American		Asian		Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	1	1			1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-02	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-03	#	2	2			2												
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-04	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-05	#	5	5		1	4												
	%	0.5%	0.5%	0.0%	1.2%	0.0%	0.5%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-06	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-07	#	6	6			5								1				
	%	0.6%	0.6%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	2.2%	0.0%	0.0%	
Grade-08	#	19	18	1	3	14	1							1				
	%	1.9%	1.9%	2.5%	3.6%	0.0%	1.7%	3.3%	0.0%	-	0.0%	0.0%	0.0%	-	2.2%	0.0%	0.0%	
Grade-09	#	2	2			2												
	%	0.2%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-10	#	42	42		15	24				2				1				
	%	4.2%	4.3%	0.0%	18.1%	0.0%	3.0%	0.0%	0.0%	-	11.8%	0.0%	0.0%	-	2.2%	0.0%	0.0%	
Grade-11	#	5	5			5												
	%	0.5%	0.5%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-12	#	1	1			1												
	%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-13	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
Grade-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	
All Other Non-supervisory Wage Grades	#	929	890	39	64	4	751	29	12		15	1	5		42	4	1	
	%	91.8%	91.6%	97.5%	77.1%	100.0%	92.8%	96.7%	100.0%	-	88.2%	100.0%	100.0%	-	93.3%	100.0%	100.0%	
Total Non-supervisory Wage Grades	#	1012	972	40	83	4	809	30	12		17	1	5		45	4	1	
	%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%	

Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

[illegible]

Table A5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

[illegible]

Table A5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

[illegible]

Table A5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

[illegible]

Table A5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	161	90	71	4	5	83	62		1	1				2	3		
	%	100%	55.9%	44.1%	2.5%	3.1%	51.6%	38.5%	0.0%	0.6%	0.6%	0.0%	0.0%	0.0%	1.2%	1.9%	0.0%	0.0%
Occupational CLF		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Civil Engineering (0810)	#	581	464	117	37	5	393	96	5	3	19	10	1		9	2		1
	%	100%	79.9%	20.1%	6.4%	0.9%	67.6%	16.5%	0.9%	0.5%	3.3%	1.7%	0.2%	0.0%	1.5%	0.3%	0.0%	0.2%
Occupational CLF		100%	87.6%	12.4%	4.0%	0.9%	72.0%	9.1%	3.6%	0.7%	7.0%	1.4%	0.1%	0.0%	0.4%	0.1%	0.4%	0.1%
Information Technology Management (2210)	#	213	150	63	15	13	115	39	7	4	8	3	1	2	4	1		1
	%	100%	70.4%	29.6%	7.0%	6.1%	54.0%	18.3%	3.3%	1.9%	3.8%	1.4%	0.5%	0.9%	1.9%	0.5%	0.0%	0.5%
Occupational CLF		100%	70.4%	29.6%	5.4%	2.2%	52.2%	20.9%	6.6%	4.5%	5.1%	1.6%	0.1%	0.0%	0.5%	0.3%	0.4%	0.2%
High Voltage Electrician (2810)	#	158	153	5	6	1	135	2	1		3	1			8	1		
	%	100%	96.8%	3.2%	3.8%	0.6%	85.4%	1.3%	0.6%	0.0%	1.9%	0.6%	0.0%	0.0%	5.1%	0.6%	0.0%	0.0%
Occupational CLF		100%	98.5%	1.5%	7.1%	0.2%	80.6%	1.1%	8.3%	0.1%	0.9%	0.0%	0.1%	0.0%	1.2%	0.1%	0.4%	0.0%
Industrial Equipment Mechanic (5352)	#	222	219	3	13		178	3	3		2		3		20			
	%	100%	98.6%	1.4%	5.9%	0.0%	80.2%	1.4%	1.4%	0.0%	0.9%	0.0%	1.4%	0.0%	9.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	96.5%	3.5%	8.4%	0.3%	77.6%	2.4%	7.1%	0.5%	2.0%	0.1%	0.1%	0.0%	1.0%	0.1%	0.3%	0.0%

Bureau of Reclamation - as of September 30, 2013

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Gen Natural Resources Mgmt & Bio Sciences (0401)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Civil Engineering (0810)	#	19	18	1			18	1										
	%	100%	94.7%	5.3%	0.0%	0.0%	94.7%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	87.6%	12.4%	4.0%	0.9%	72.0%	9.1%	3.6%	0.7%	7.0%	1.4%	0.1%	0.0%	0.4%	0.1%	0.4%	0.1%
Information Technology Management (2210)	#	10	8	2			7	1				1			1			
	%	100%	80.0%	20.0%	0.0%	0.0%	70.0%	10.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	70.4%	29.6%	5.4%	2.2%	52.2%	20.9%	6.6%	4.5%	5.1%	1.6%	0.1%	0.0%	0.5%	0.3%	0.4%	0.2%
High Voltage Electrician (2810)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	98.5%	1.5%	7.1%	0.2%	80.6%	1.1%	8.3%	0.1%	0.9%	0.0%	0.1%	0.0%	1.2%	0.1%	0.4%	0.0%
Industrial Equipment Mechanic (5352)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	96.5%	3.5%	8.4%	0.3%	77.6%	2.4%	7.1%	0.5%	2.0%	0.1%	0.1%	0.0%	1.0%	0.1%	0.3%	0.0%

Bureau of Reclamation - FY2013																		
Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce																		
Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Natural Resources Management and Biological Sciences (0401)																		
Accessions	#	13	6	7	1		4	4		1				1	2			
	%	100%	46.2%	53.8%	7.7%	0.0%	30.8%	30.8%	0.0%	7.7%	0.0%	0.0%	0.0%	7.7%	15.4%	0.0%	0.0%	
From Temporary	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Hires	#	14	7	7	1		5	4		1				1	2			
	%	100%	50.0%	50.0%	7.1%	0.0%	35.7%	28.6%	0.0%	7.1%	0.0%	0.0%	0.0%	7.1%	14.3%	0.0%	0.0%	
Occupational CLF		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
From SCEP or Pathways Intern (Perm)	#	4	1	3		1	2											
	%	100%	25.0%	75.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Civil Engineering (0810)																		
Accessions	#	27	21	6	1		20	5			1							
	%	100%	77.8%	22.2%	3.7%	0.0%	74.1%	18.5%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
From Temporary	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Hires	#	27	21	6	1		20	5			1							
	%	100%	77.8%	22.2%	3.7%	0.0%	74.1%	18.5%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Occupational CLF		100%	87.6%	12.4%	4.0%	0.9%	72.0%	9.1%	3.6%	0.7%	7.0%	1.4%	0.1%	0.0%	0.4%	0.1%	0.4%	0.1%
From SCEP or Pathways Intern (Perm)	#	4	3	1			1	1	1					1				
	%	100%	75.0%	25.0%	0.0%	0.0%	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	
Information Technology Management (2210)																		
Accessions	#	4	4				3							1				
	%	100%	100.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	
From Temporary	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Hires	#	4	4				3							1				
	%	100%	100.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	
Occupational CLF		100%	70.4%	29.6%	5.4%	2.2%	52.2%	20.9%	6.6%	4.5%	5.1%	1.6%	0.1%	0.0%	0.5%	0.3%	0.4%	0.2%
From SCEP or Pathways Intern (Perm)	#	2	1	1			1						1					
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	

Bureau of Reclamation - FY2013
Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce

[illegible]

Bureau of Reclamation - FY2013																		
Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce																		
Job Title/Series Agency Rate Occupational CLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Natural Resources Management and Biological Sciences (0401)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Civil Engineering (0810)																		
Accessions	#	5	4	1			4	1										
	%	100%	80.0%	20.0%	0.0%	0.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	87.6%	12.4%	4.0%	0.9%	72.0%	9.1%	3.6%	0.7%	7.0%	1.4%	0.1%	0.0%	0.4%	0.1%	0.4%	0.1%
Information Technology Management (2210)																		
Accessions	#	5	4	1			3				1			1				
	%	100%	80.0%	20.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	70.4%	29.6%	5.4%	2.2%	52.2%	20.9%	6.6%	4.5%	5.1%	1.6%	0.1%	0.0%	0.5%	0.3%	0.4%	0.2%
High Voltage Electrician (2810)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	98.5%	1.5%	7.1%	0.2%	80.6%	1.1%	8.3%	0.1%	0.9%	0.0%	0.1%	0.0%	1.2%	0.1%	0.4%	0.0%
Industrial Equipment Mechanic (5352)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	96.5%	3.5%	8.4%	0.3%	77.6%	2.4%	7.1%	0.5%	2.0%	0.1%	0.1%	0.0%	1.0%	0.1%	0.3%	0.0%

Bureau of Reclamation - FY2013																		
Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex																		
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	All	male	female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent Workforce																		
Accessions	#	282	199	83	13	7	160	60	13	8	6	4	1	1	5	3	1	
	%	100%	70.6%	29.4%	4.6%	2.5%	56.7%	21.3%	4.6%	2.8%	2.1%	1.4%	0.4%	0.4%	1.8%	1.1%	0.4%	0.0%
From Temporary	#	39	21	18	2	2	14	11	4	2		1				1	1	1
	%	100%	53.8%	46.2%	5.1%	5.1%	35.9%	28.2%	10.3%	5.1%	0.0%	2.6%	0.0%	0.0%	0.0%	2.6%	2.6%	2.6%
Total Hires	#	321	220	101	15	9	174	71	17	10	6	5	1	1	5	4	2	1
	%	100%	68.5%	31.5%	4.7%	2.8%	54.2%	22.1%	5.3%	3.1%	1.9%	1.6%	0.3%	0.3%	1.6%	1.2%	0.6%	0.3%
Temporary Workforce																		
Accessions	#	135	91	44	3	5	74	31	2	5	4	1			6	2	2	
	%	100%	67.4%	32.6%	2.2%	3.7%	54.8%	23.0%	1.5%	3.7%	3.0%	0.7%	0.0%	0.0%	4.4%	1.5%	1.5%	0.0%
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	65.0%	35.0%	4.6%	2.8%	51.3%	25.5%	4.8%	4.1%	3.3%	2.0%	0.1%	0.0%	0.7%	0.4%	0.3%	0.2%

All Occupations CLF is based on all workers in all Census Occupation groups.

Organizational CLF is based on the number of incumbants in each occupation in the organization.

Bureau of Reclamation - FY2013
Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion

Action		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
General Natural Resources Management and Biological Sciences (0401)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	2	1	1	1		1											
	%	100%	50.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	152	93	59	3	4	88	54			1				1	1		
	%	100%	61.2%	38.8%	2.0%	2.6%	57.9%	35.5%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.7%	0.7%	0.0%	
Civil Engineering (0810)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	28	18	10		1	15	7		2	3							
	%	100%	64.3%	35.7%	0.0%	3.6%	53.6%	25.0%	0.0%	7.1%	10.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	588	475	113	39	4	400	94	5	2	20	10	2		9	2	1	
	%	100%	80.8%	19.2%	6.6%	0.7%	68.0%	16.0%	0.9%	0.3%	3.4%	1.7%	0.3%	0.0%	1.5%	0.3%	0.0%	
Information Technology Management (2210)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	223	155	68	16	14	115	45	8	4	12	3	1	1	3	1		
	%	100%	69.5%	30.5%	7.2%	6.3%	51.6%	20.2%	3.6%	1.8%	5.4%	1.3%	0.4%	0.4%	1.3%	0.4%	0.0%	
High Voltage Electrician (2810)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	6	6				6											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	170	163	7	8	1	142	3	2		3	1			8	2		
	%	100%	95.9%	4.1%	4.7%	0.6%	83.5%	1.8%	1.2%	0.0%	1.8%	0.6%	0.0%	0.0%	4.7%	1.2%	0.0%	

Bureau of Reclamation - FY2013
Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion

Action	TOTAL WORKFORCE			RACE/ETHNICITY													
				Non- Hispanic or Latino													
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Industrial Equipment Mechanic (5352)																	
Applicants	#																
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	6		1		3							2			
	%	100%	100.0%	0.0%	16.7%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%
Relevant Pool	#	238	235	3	12		195	3	3		2		3	20			
	%	100%	98.7%	1.3%	5.0%	0.0%	81.9%	1.3%	1.3%	0.0%	0.8%	0.0%	1.3%	8.4%	0.0%	0.0%	0.0%

Bureau of Reclamation - FY2013
Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion

Action		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
General Natural Resources Management and Biological Sciences (0401)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	4	2	2	1		1	2										
	%	100%	50.0%	50.0%	25.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	152	93	59	3	4	88	54			1				1	1		
	%	100%	61.2%	38.8%	2.0%	2.6%	57.9%	35.5%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.7%	0.7%	0.0%	
Civil Engineering (0810)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	27	19	8			16	6		2	3							
	%	100%	70.4%	29.6%	0.0%	0.0%	59.3%	22.2%	0.0%	7.4%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	588	475	113	39	4	400	94	5	2	20	10	2		9	2	1	
	%	100%	80.8%	19.2%	6.6%	0.7%	68.0%	16.0%	0.9%	0.3%	3.4%	1.7%	0.3%	0.0%	1.5%	0.3%	0.0%	
Information Technology Management (2210)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	1	1				1											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	223	155	68	16	14	115	45	8	4	12	3	1	1	3	1		
	%	100%	69.5%	30.5%	7.2%	6.3%	51.6%	20.2%	3.6%	1.8%	5.4%	1.3%	0.4%	0.4%	1.3%	0.4%	0.0%	
High Voltage Electrician (2810)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	6	6				6											
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	170	163	7	8	1	142	3	2		3	1			8	2		
	%	100%	95.9%	4.1%	4.7%	0.6%	83.5%	1.8%	1.2%	0.0%	1.8%	0.6%	0.0%	0.0%	4.7%	1.2%	0.0%	

Bureau of Reclamation - FY2013
Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion

Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Industrial Equipment Mechanic (5352)																		
Applicants	#																	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	6	5	1			3	1							2			
	%	100%	83.3%	16.7%	0.0%	0.0%	50.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Relevant Pool	#	238	235	3	12		195	3	3		2		3		20			
	%	100%	98.7%	1.3%	5.0%	0.0%	81.9%	1.3%	1.3%	0.0%	0.8%	0.0%	1.3%	0.0%	8.4%	0.0%	0.0%	

Bureau of Reclamation - as of September 30, 2013																		
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex																		
Permanent Workforce	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Employees Eligible for Career Ladder Promotions	#	375	203	172	24	19	149	127	12	8	12	11		1	4	4	2	2
	%	100%	54.1%	45.9%	6.4%	5.1%	39.7%	33.9%	3.2%	2.1%	3.2%	2.9%	0.0%	0.3%	1.1%	1.1%	0.5%	0.5%
Time in grade in excess of minimum																		
1 - 12 months	#	32	10	22	3	3	5	16		1	2	2						
	%	100%	31.3%	68.8%	9.4%	9.4%	15.6%	50.0%	0.0%	3.1%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13 - 24 months	#	14	8	6		2	7	4	1									
	%	100%	57.1%	42.9%	0.0%	14.3%	50.0%	28.6%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25+ months	#	12	7	5	2	2	4	1			2					1		
	%	100%	58.3%	41.7%	16.7%	16.7%	33.3%	8.3%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%

Bureau of Reclamation - FY2013																		
Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex																		
Action	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-13 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	40	26	14	2	3	24	9			2							
	%	100%	65.0%	35.0%	5.0%	7.5%	60.0%	22.5%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1148	747	401	53	44	630	300	16	14	29	25	1	4	16	12	2	2
	%	100%	65.1%	34.9%	4.6%	3.8%	54.9%	26.1%	1.4%	1.2%	2.5%	2.2%	0.1%	0.3%	1.4%	1.0%	0.2%	0.2%
GS-14 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	18	12	6	1	1	10	5			1							
	%	100%	66.7%	33.3%	5.6%	5.6%	55.6%	27.8%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	616	437	179	31	13	368	134	9	15	19	8		1	10	4		4
	%	100%	70.9%	29.1%	5.0%	2.1%	59.7%	21.8%	1.5%	2.4%	3.1%	1.3%	0.0%	0.2%	1.6%	0.6%	0.0%	0.6%
GS-15 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	5	3	2		2	3											
	%	100%	60.0%	40.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	227	153	74	12	9	128	59	1	3	9	1			3	2		
	%	100%	67.4%	32.6%	5.3%	4.0%	56.4%	26.0%	0.4%	1.3%	4.0%	0.4%	0.0%	0.0%	1.3%	0.9%	0.0%	0.0%
Senior Executive Service Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Pool	#	76	58	18	4	5	52	12	1	1				1				
	%	100%	76.3%	23.7%	5.3%	6.6%	68.4%	15.8%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%

Bureau of Reclamation - FY2013																		
Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - Permanent Workforce																		
Type of Award	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino	Non- Hispanic or Latino													
	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races							
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	1514	937	577	78	57	779	447	22	18	26	26	4	4	25	20	3	5
	%	100%	61.9%	38.1%	5.2%	3.8%	51.5%	29.5%	1.5%	1.2%	1.7%	1.7%	0.3%	0.3%	1.7%	1.3%	0.2%	0.3%
Total Hours		6626	3741	2885	351	288	3049	2207	123	115	123	137	14	24	73	82	8	32
Average Hours		4	4	5	5	5	4	5	6	6	5	5	4	6	3	4	3	6
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	228	145	83	15	12	113	60	5	4	6	4	1	1	5	1		1
	%	100%	63.6%	36.4%	6.6%	5.3%	49.6%	26.3%	2.2%	1.8%	2.6%	1.8%	0.4%	0.4%	2.2%	0.4%	0.0%	0.4%
Total Hours		3998	2550	1448	201	219	2079	1004	82	84	95	80	10	11	83	40		10
Average Hours		18	18	17	13	18	18	17	16	21	16	20	10	11	17	40	-	10
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	531	296	235	29	27	238	175	11	13	4	9	2		12	8		3
	%	100%	55.7%	44.3%	5.5%	5.1%	44.8%	33.0%	2.1%	2.4%	0.8%	1.7%	0.4%	0.0%	2.3%	1.5%	0.0%	0.6%
Total Amount		\$208,872	\$118,410	\$90,462	\$11,455	\$9,982	\$95,560	\$68,272	\$4,075	\$4,861	\$1,501	\$3,077	\$810		\$5,009	\$3,165		\$1,105
Average Amount		\$393	\$400	\$385	\$395	\$370	\$402	\$390	\$370	\$374	\$375	\$342	\$405	-	\$417	\$396	-	\$368
Cash Awards \$501+																		
Total Cash Awards Given	#	2969	2016	953	175	104	1666	715	38	41	68	48	9	10	58	27	2	8
	%	100%	67.9%	32.1%	5.9%	3.5%	56.1%	24.1%	1.3%	1.4%	2.3%	1.6%	0.3%	0.3%	2.0%	0.9%	0.1%	0.3%
Total Amount		\$3,163,318	\$2,189,102	\$974,216	\$186,931	\$109,758	\$1,818,356	\$725,375	\$38,396	\$44,562	\$76,373	\$50,164	\$8,490	\$11,576	\$58,981	\$26,281	\$1,575	\$6,500
Average Amount		\$1,065	\$1,086	\$1,022	\$1,068	\$1,055	\$1,091	\$1,015	\$1,010	\$1,087	\$1,123	\$1,045	\$943	\$1,158	\$1,017	\$973	\$788	\$813
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	12	9	3	1	2	8	1										
	%	100%	75.0%	25.0%	8.3%	16.7%	66.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$109,700	\$82,131	\$27,569	\$8,711	\$20,126	\$73,420	\$7,443										
Average Amount		\$9,142	\$9,126	\$9,190	\$8,711	\$10,063	\$9,178	\$7,443	-	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	179	81	98	5	13	71	81		2	4				1	2		
	%	100%	45.3%	54.7%	2.8%	7.3%	39.7%	45.3%	0.0%	1.1%	2.2%	0.0%	0.0%	0.0%	0.6%	1.1%	0.0%	0.0%
Total Benefit		\$440,839	\$213,705	\$227,134	\$10,957	\$28,848	\$191,530	\$189,655		\$5,905	\$7,996				\$3,222	\$2,726		
Average Benefit		\$2,463	\$2,638	\$2,318	\$2,191	\$2,219	\$2,698	\$2,341	-	\$2,953	\$1,999	-	-	-	\$3,222	\$1,363	-	-

Bureau of Reclamation - FY2013

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation		TOTAL WORKFORCE			RACE/ETHNICITY													
					Non- Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female														
Voluntary	#	458	320	138	26	10	265	105	8	10	12	6	1	1	7	5	1	1
	%	100%	69.9%	30.1%	5.7%	2.2%	57.9%	22.9%	1.7%	2.2%	2.6%	1.3%	0.2%	0.2%	1.5%	1.1%	0.2%	0.2%
Involuntary	#	10	5	5		1	3	3		1	1				1			
	%	100%	50.0%	50.0%	0.0%	10.0%	30.0%	30.0%	0.0%	10.0%	10.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%
RIF	#	1		1												1		
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Total Separations	#	469	325	144	26	11	268	108	8	11	13	6	1	1	8	6	1	1
	%	100%	69.3%	30.7%	5.5%	2.3%	57.1%	23.0%	1.7%	2.3%	2.8%	1.3%	0.2%	0.2%	1.7%	1.3%	0.2%	0.2%
Permanent Workforce (09/30/2012)	#	5168	3439	1729	311	191	2806	1293	76	86	114	75	14	13	112	56	6	15
	%	100%	66.5%	33.5%	6.0%	3.7%	54.3%	25.0%	1.5%	1.7%	2.2%	1.5%	0.3%	0.3%	2.2%	1.1%	0.1%	0.3%

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Bureau of Reclamation - as of September 30, 2013														
Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability														
Component	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28, 30, 32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dysfunction
Total	# 5027	4187	184	656	84	10	2	5	19	4	14	4	24	2
	% 100%	83.3%	3.7%	13.0%	1.7%	0.2%	0.0%	0.1%	0.4%	0.1%	0.3%	0.1%	0.5%	0.0%
Federal Goal	%				2.0%									
Pacific Northwest Region	# 1029	838	45	146	21	3		2	4	1	4	1	6	
	% 100%	81.4%	4.4%	14.2%	2.0%	0.3%	0.0%	0.2%	0.4%	0.1%	0.4%	0.1%	0.6%	0.0%
Mid-Pacific Region	# 967	835	29	103	10	2			2	1	3		2	
	% 100%	86.3%	3.0%	10.7%	1.0%	0.2%	0.0%	0.0%	0.2%	0.1%	0.3%	0.0%	0.2%	0.0%
Lower Colorado Region	# 784	653	24	107	9		1		3		2		2	1
	% 100%	83.3%	3.1%	13.6%	1.1%	0.0%	0.1%	0.0%	0.4%	0.0%	0.3%	0.0%	0.3%	0.1%
Upper Colorado Region	# 693	542	42	109	21	3	1	2	6	1	1	1	6	
	% 100%	78.2%	6.1%	15.7%	3.0%	0.4%	0.1%	0.3%	0.9%	0.1%	0.1%	0.1%	0.9%	0.0%
Great Plains Region	# 611	505	15	91	8	1			3	1			2	1
	% 100%	82.7%	2.5%	14.9%	1.3%	0.2%	0.0%	0.0%	0.5%	0.2%	0.0%	0.0%	0.3%	0.2%
Denver-Washington DC	# 943	814	29	100	15	1		1	1		4	2	6	
	% 100%	86.3%	3.1%	10.6%	1.6%	0.1%	0.0%	0.1%	0.1%	0.0%	0.4%	0.2%	0.6%	0.0%

Bureau of Reclamation - as of September 30, 2013

Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Permanent Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability - Permanent Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce

[illegible]

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013															
Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce															
GS/GM, SES & Related Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28-30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Paralysis
GS-01	#	2	1		1										
	%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	2	1		1	1		1							
	%	0.0%	0.0%	0.0%	0.2%	1.3%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	8	2	1	5	2						2			
	%	0.2%	0.1%	0.7%	1.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
GS-04	#	62	43	1	18	9				1		1	6		
	%	1.5%	1.3%	0.7%	3.5%	11.7%	0.0%	0.0%	0.0%	5.3%	0.0%	9.1%	25.0%	28.6%	0.0%
GS-05	#	200	141	11	48	9	1	1	1	2		1	1	2	
	%	5.0%	4.2%	8.1%	9.3%	11.7%	10.0%	50.0%	25.0%	10.5%	0.0%	9.1%	25.0%	9.5%	0.0%
GS-06	#	169	127	4	38	3	1				1			1	
	%	4.2%	3.8%	3.0%	7.3%	3.9%	10.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	4.8%	0.0%
GS-07	#	343	268	15	60	10	2			2	2	2		2	
	%	8.6%	8.0%	11.1%	11.6%	13.0%	20.0%	0.0%	0.0%	10.5%	50.0%	18.2%	0.0%	9.5%	0.0%
GS-08	#	83	67	1	15	2				1				1	
	%	2.1%	2.0%	0.7%	2.9%	2.6%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	4.8%	0.0%
GS-09	#	349	294	12	43	4	1		1					2	
	%	8.7%	8.8%	8.9%	8.3%	5.2%	10.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%
GS-10	#	48	36	5	7										
	%	1.2%	1.1%	3.7%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	686	591	24	71	8	1			2		4		1	
	%	17.1%	17.6%	17.8%	13.7%	10.4%	10.0%	0.0%	0.0%	10.5%	0.0%	36.4%	0.0%	4.8%	0.0%
GS-12	#	1138	976	42	120	17	3			6		3		3	2
	%	28.4%	29.1%	31.1%	23.2%	22.1%	30.0%	0.0%	0.0%	31.6%	0.0%	27.3%	0.0%	14.3%	100.0%
GS-13	#	622	544	14	64	8	1		1	3	1			2	
	%	15.5%	16.2%	10.4%	12.4%	10.4%	10.0%	0.0%	25.0%	15.8%	25.0%	0.0%	0.0%	9.5%	0.0%
GS-14	#	216	188	5	23	4			1	2				1	
	%	5.4%	5.6%	3.7%	4.4%	5.2%	0.0%	0.0%	25.0%	10.5%	0.0%	0.0%	0.0%	4.8%	0.0%
GS-15	#	63	59		4										
	%	1.6%	1.8%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	2	2												
	%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	14	14												
	%	0.3%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	4007	3354	135	518	77	10	2	4	19	4	11	4	21	2
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Bureau of Reclamation - as of September 30, 2013															
Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce															
GS/GM, SES & Related Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
GS-01	#	10	8	1	1										
	%	5.0%	4.8%	10.0%	3.8%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-02	#	8	5	1	2	2					1			1	
	%	4.0%	3.0%	10.0%	7.7%	66.7%	-	-	-	-	100.0%	-	-	50.0%	-
GS-03	#	29	25	2	2										
	%	14.4%	15.1%	20.0%	7.7%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-04	#	65	59		6										
	%	32.2%	35.5%	0.0%	23.1%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-05	#	11	8	2	1										
	%	5.4%	4.8%	20.0%	3.8%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-06	#	1	1												
	%	0.5%	0.6%	0.0%	0.0%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-07	#	10	8	1	1										
	%	5.0%	4.8%	10.0%	3.8%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-08	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-09	#	1	1												
	%	0.5%	0.6%	0.0%	0.0%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-10	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-11	#	11	7	1	3										
	%	5.4%	4.2%	10.0%	11.5%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-12	#	19	14		5	1								1	
	%	9.4%	8.4%	0.0%	19.2%	33.3%	-	-	-	-	0.0%	-	-	50.0%	-
GS-13	#	13	9		4										
	%	6.4%	5.4%	0.0%	15.4%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-14	#	16	15		1										
	%	7.9%	9.0%	0.0%	3.8%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
GS-15	#	3	1	2											
	%	1.5%	0.6%	20.0%	0.0%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
All other (unspecified GS)	#	3	3												
	%	1.5%	1.8%	0.0%	0.0%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
Senior Executive Service	#	2	2												
	%	1.0%	1.2%	0.0%	0.0%	0.0%	-	-	-	-	0.0%	-	-	0.0%	-
TOTAL	#	202	166	10	26	3					1			2	
	%	100%	100%	100%	100%	100%	-	-	-	-	100%	-	-	100%	-

NOTE: Percentages computed down columns and NOT across rows.

Bureau of Reclamation - as of September 30, 2013															
Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce															
WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Deafness
Grade-01	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-02	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#	2	1		1										
	%	100%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-04	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	#	5	4	1											
	%	100%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-06	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#	6	4	1	1										
	%	100%	66.7%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-08	#	19	14	3	2										
	%	100%	73.7%	15.8%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	2	2												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	42	29	3	10										
	%	100%	69.0%	7.1%	23.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#	5	4	1											
	%	100%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-12	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage Grades	#	929	766	40	123	7			1		3		3		
	%	100%	82.5%	4.3%	13.2%	0.8%	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%

Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

[illegible]

Table B5S-1: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013																
Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce																
WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities									
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Grade-01	#	1	1													
	%	0.1%	0.1%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-02	#															
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-03	#	2	1		1											
	%	0.2%	0.1%	0.0%	0.7%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-04	#															
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-05	#	5	4	1												
	%	0.5%	0.5%	2.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-06	#															
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-07	#	6	4	1	1											
	%	0.6%	0.5%	2.0%	0.7%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-08	#	19	14	3	2											
	%	1.9%	1.7%	6.1%	1.5%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-09	#	2	2													
	%	0.2%	0.2%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-10	#	42	29	3	10											
	%	4.2%	3.5%	6.1%	7.3%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-11	#	5	4	1												
	%	0.5%	0.5%	2.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-12	#	1	1													
	%	0.1%	0.1%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-13	#															
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-14	#															
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-15	#															
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
All Other Non-supervisory Wage Grades	#	929	766	40	123	7			1			3		3		
	%	91.8%	92.7%	81.6%	89.8%	100.0%	-	-	100.0%	-	-	100.0%	-	100.0%	-	
Total Non-supervisory Wage Grades	#	1012	826	49	137	7			1			3		3		
	%	100%	100%	100%	100%	100%	-	-	100%	-	-	100%	-	100%	-	

Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

[illegible]

Table B5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013

Table B5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

[illegible]

Bureau of Reclamation - as of September 30, 2013

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Job Title/Series		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	161	148	2	11										
	%	100%	91.9%	1.2%	6.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Civil Engineering (0810)	#	581	518	21	42	6	2			3				1	
	%	100%	89.2%	3.6%	7.2%	1.0%	0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.2%	
Information Technology Management (2210)	#	213	170	8	35	6	1		1	2		2			
	%	100%	79.8%	3.8%	16.4%	2.8%	0.5%	0.0%	0.5%	0.9%	0.0%	0.9%	0.0%	0.0%	
High Voltage Electrician (2810)	#	158	126	6	26										
	%	100%	79.7%	3.8%	16.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Industrial Equipment Mechanic (5352)	#	222	190	4	28	4					1		3		
	%	100%	85.6%	1.8%	12.6%	1.8%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	1.4%	0.0%	

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Temporary Workforce

[illegible]

[illegible]

[illegible][illegible]

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Table B8-ALT: NEW HIRES By Type of Appointment - Distribution by Disability

[illegible]

Table B8-ALT_SchedA: NEW SCHEDULE A HIRES By Type of Appointment - Distribution by Disability

[illegible]

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability
Based on occupational series of employee after the promotion

[illegible]

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Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Industrial Equipment Mechanic (5352)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	5		1										
	%	100%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	238	206	5	27	4					1		3		
	%	100%	86.6%	2.1%	11.3%	1.7%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	1.3%	0.0%	0.0%

Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability
Based on occupational series of employee before the promotion

[illegible]

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Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee before the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dysfunctions	
Industrial Equipment Mechanic (5352)															
Applied	#														
Qualified	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	6	5	1											
	%	100%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	238	206	5	27	4					1		3		
	%	100%	86.6%	2.1%	11.3%	1.7%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	1.3%	0.0%	

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability - Permanent Workforce

[illegible]

[illegible]

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability - Permanent Workforce

Type of Award	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	
Time-Off awards - 1-9 hours															
Total Time-Off Awards Given	#	1514	1287	54	173	19	1		2	5	4	1	1	5	
	%	100%	85.0%	3.6%	11.4%	1.3%	0.1%	0.0%	0.1%	0.3%	0.3%	0.1%	0.1%	0.3%	0.0%
Total Hours		6626	5626	228	772	78	2		7	19	14	8	2	26	
Average Hours		4	4	4	4	4	2	-	4	4	4	8	2	5	-
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	228	186	9	33	5				1		2		2	
	%	100%	81.6%	3.9%	14.5%	2.2%	0.0%	0.0%	0.0%	0.4%	0.0%	0.9%	0.0%	0.9%	0.0%
Total Hours		3998	3298	140	560	89				10		38		41	
Average Hours		18	18	16	17	18	-	-	-	10	-	19	-	21	-
Cash Awards - \$100 - \$500															
Total Cash Awards Given	#	531	432	33	66	15	3	1		2	1	1	1	6	
	%	100%	81.4%	6.2%	12.4%	2.8%	0.6%	0.2%	0.0%	0.4%	0.2%	0.2%	0.2%	1.1%	0.0%
Total Amount		\$208,872	\$172,500	\$12,324	\$24,048	\$5,469	\$1,177	\$313		\$899	\$486	\$121	\$324	\$2,149	
Average Amount		\$393	\$399	\$373	\$364	\$365	\$392	\$313	-	\$450	\$486	\$121	\$324	\$358	-
Cash Awards \$501+															
Total Cash Awards Given	#	2969	2539	96	334	32	3		3	10	3	6		7	
	%	100%	85.5%	3.2%	11.2%	1.1%	0.1%	0.0%	0.1%	0.3%	0.1%	0.2%	0.0%	0.2%	0.0%
Total Amount		\$3,163,318	\$2,726,897	\$91,677	\$344,744	\$36,697	\$2,204		\$3,464	\$14,562	\$2,314	\$7,643		\$6,510	
Average Amount		\$1,065	\$1,074	\$955	\$1,032	\$1,147	\$735	-	\$1,155	\$1,456	\$771	\$1,274	-	\$930	-
Senior Executive Service Performance Awards															
Total Cash Awards Given	#	12	12												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$109,700	\$109,700												
Average Amount		\$9,142	\$9,142	-	-	-	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSI)															
Total QSIs Awarded	#	179	164	3	12	1								1	
	%	100%	91.6%	1.7%	6.7%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%
Total Benefit		\$440,839	\$405,956	\$6,269	\$28,614	\$2,293								\$2,293	
Average Benefit		\$2,463	\$2,475	\$2,090	\$2,385	\$2,293	-	-	-	-	-	-	-	\$2,293	

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Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Workforce

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) Reportable Disability	Targeted Disability	(16-18) Deafness	(21, 23, 25) Blindness	(28,30,32-38) Missing Extremities	(64-69) Partial Paralysis	(71-79) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Voluntary	#	458	351	20	87	4		1						3	
	%	100%	76.6%	4.4%	19.0%	0.9%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Involuntary	#	10	7		3	2								2	
	%	100%	70.0%	0.0%	30.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%
RIF	#	1	1												
	%	100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	#	469	359	20	90	6		1						5	
	%	100%	76.5%	4.3%	19.2%	1.3%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%
Total Permanent Workforce (09/30/2012)	#	5168	4300	185	683	81	10	3	5	15	4	13	2	27	2
	%	100%	83.2%	3.6%	13.2%	1.6%	0.2%	0.1%	0.1%	0.3%	0.1%	0.3%	0.0%	0.5%	0.0%