

RECLAMATION

Managing Water in the West

Equal Employment Opportunity

Management Directive 715 Plan

FY 2015 Accomplishments and FY 2016 Plan



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

December 2015



United States Department of the Interior

BUREAU OF RECLAMATION
Washington, DC 20240

IN REPLY REFER TO:

84-59000
ADM-1.10

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: Director, Office of Civil Rights
Attn: Mr. John Burden

Acting For

Through: Jennifer Gimbel
Principal Deputy Assistant Secretary – Water and Science

Carroll DEC 23 2015

From: Estevan R. López
Commissioner

Estevan R. Lopez

DEC 23 2015

Subject: Transmittal of Reclamation's Management Directive 715 (MD-715) Fiscal Year (FY) 2015 Accomplishment Report and FY 2016 Plan Update

We are pleased to forward the Bureau of Reclamation's MD-715 FY 2015 Accomplishment Report and FY 2016 Plan.

The Reclamation Diversity Council, sponsored by the Director of Policy and Administration and Chaired by the Deputy Commissioner of Operations, lead the development and preparation of MD-715 and regularly meet to maintain communication on progress of the MD -715 Plan.

This report is also being sent directly to the Equal Employment Opportunity Commission.

We look forward to a challenging and successful year. Please direct questions and inquiries to Mr. Brian D. Sutherland, Manager, Civil Rights Division, at 303-445-3680.

Attachment

cc: 84-58000 (Durrett), 84-59000 (Duriye, Sutherland)

MD-715 Plan

TABLE OF CONTENTS

Equal Employment Opportunity Commission Form 715-01

- Parts A – D – Agency Identifying Information
- Part E – Executive Summary
- Part F – Certification of Establishment of Continuing EEO Programs
- Part G – Agency Self-Assessment Checklist
- Part H – EEO Plans to Attain the Essential Elements of a Model EEO Program
 - FY2015 Accomplishments
 - FY2016 Updates
- Part I – EEO Plan to Eliminate Identified Barrier
 - FY2016 Updates
- Part J – Special Program Plan for the Recruitment, Hiring & Advancement of Individuals with Targeted Disabilities

Organizational Charts

Reclamation's EEO Policy Statements

Reclamation's Form 462 Report/No FEAR Act Report

Workforce Data Tables

**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, 2014 to September 30, 2015 Status Report
And Fiscal Year 2016 Plan Update**

PART A Department or Agency Identifying Information	1. Agency		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		Denver Federal Center, Bldg. 67 PO Box 25007	
	3. City, State, Zip Code		Denver, Colorado 80225-0007	
	4.CPDF Code	5. FIPS code(s)	IN-07	
PART B Total Employment	1. Enter total number of permanent full-time employees		1. 5015	
	2. Enter total number of temporary employees		2. 169	
	3. Enter total number employees paid from non-appropriated funds		3. TBD¹	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 5184	
PART C Agency Official(s) Responsible for Oversight of EEO Programs	1. Head of Agency Official Title		1. Commissioner	
	2. Agency Head Designee		2. Estevan R. López	
	3. Principal EEO Manager/Official Official Title/series/grade		3. Brian D. Sutherland Civil Rights Manager Civil Rights Division GS-0260-14	

¹Reclamation estimates 3,029 positions are funded at least in part through non-appropriated funds. An exact count of positions fully funded by non-appropriated funds will be assessed and included in the next reporting cycle.

	4. Title VII Affirmative EEO Program Official	4. Duriye Powell
	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, Antoinette Urioste, and 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	✓

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	✓

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
For Period Covering October 1, 2014 to September 30, 2015

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.

Corporate oversight of the execution of Reclamation programs and project operations is managed by offices in Denver, Colorado, and Washington, DC. Management of Reclamation's water resources activities in the 17 Western States is carried out by five Regional Offices which are located in Sacramento, California; Boise, Idaho; Billings, Montana; Boulder City, Nevada; and Salt Lake City, Utah. The Regional Offices provide services covering policy, management, and program administration or Reclamation mission related support to 19 area offices and 26 field offices.

The Reclamation Diversity Council (RDC) met to prepare the FY 2015 Accomplishments Report and FY 2016 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.

As a result, the MD-715 FY 2015 Accomplishments and FY 2016 Plan Report focuses on incorporating action items that resulted from prior years EEOC technical assistance visits, as well as appropriate continuation of current initiatives.

The Bureau of Reclamation Fiscal Year (FY) 2015 Summary to the Annual Equal Employment Opportunity (EEO) Program Status Report outlines progress; identifies program deficiencies and barriers to achieving a model EEO program; delineates the planned actions necessary to address and/or eliminate the program deficiencies and barriers; and outlines Reclamation accomplishments toward addressing the program.

Management Directive 715 divides the essential elements of model agency EEO programs into six broad categories.

1. Demonstrated Commitment from Agency Leadership
2. Integration of EEO into the Agency's Strategic Mission
3. Management and Program Accountability

4. Proactive Prevention of Unlawful Discrimination
5. Efficiency
6. Responsiveness and Legal Compliance

Reclamation reviewed its EEO and personnel programs, policies, and performance in light of these elements to identify where the EEO program can become more effective. These six elements serve as the organizing principles by which Reclamation can assess and improve its program. The major initiatives that were implemented for FY 2015 are listed below.

Demonstrated Commitment from Agency Leadership

Reclamation sponsored the development of a new Directorate Resource Assistant Fellows Program (DFP) in compliance with the Direct Hiring Authority authorized under DOI Personnel Bulletin No. 12-15. The program provides consideration to individuals who are enrolled in an institution of higher education with particular attention given to ensure full representation of women and participants from historically Black, Hispanic, Asian Pacific Islander, and Native American schools or other schools with diverse student populations. It allows greater flexibility in hiring, which supports the Reclamation's ability to achieve a more diverse workforce through targeted recruitment.

- **Rigorous Interns:** In 2015, Reclamation's piloted a rigorous internship for engineering students in the Materials and Corrosion Laboratory in partnership with youth corps partner Conservation Legacy. All 6 participants successfully completed the 11-week full-time internship and will be eligible for non-competitive hiring when they complete their degree.
- **AmeriCorps Environmental Summer Stewards:** In 2015, Reclamation utilized the AmeriCorps Environmental Summer Stewards program to bring on 10 Summer Stewards. Most of them were engineering students in the Materials and Corrosion Laboratory working on important research related to invasive species and protection of fish.
- **Hispanic Association of Colleges and Universities (HACU):** Reclamation placed two engineering students into mission critical occupations for 10-week internships.
- **Pathways Program:** Reclamation hired 7 engineering students for the summer from Fort Valley State University, a Historically Black College located in Fort Valley, Georgia. Reclamation Engineers worked with students and facilitated informal mentorships to provide guidance in students' academic pursuits.

Reclamation also provides non-paid internships to high school students interested in pursuing secondary education in STEM.

- Reclamation maintains a 5-year partnership with Science and Technology schools to host interns each semester of each school year for 100-hour project assignments.
- Reclamation maintains a 2-year partnership with local public schools to host high school students through the Jefferson County Executive High School Internship Program. Students participate in 100-hour internship positions during the school year through the summer.
- In FY2015, Reclamation established a partnership with the public schools system STEM-focused CareerLaunch Internship Program. Through this program students participate in 15-week summer internships in STEM related areas.

Reclamation remains committed to increasing the hires of people with targeted disabilities.

- Reclamation's permanent workforce representation of individuals with targeted disabilities has maintained the 1.7 percent at the close of FY 2015. Reclamation hired a total of 6 individuals with targeted disabilities in FY2015. (The Denver/Washington Office and the Pacific Northwest Region each hired 2 individuals with targeted disabilities, the Great Plains and Mid-Pacific Regions each hired 1 individual with a targeted disability.)
- Reclamation hosted the Department of the Interior Project SEARCH intern program. In FY 2015 there were a total of 6 high students mentored in the program. The year ended with all 6 student participants with permanent employment within the public private sector.

Management and Program Accountability

There were no findings of discrimination for FY 2015. The agency did ensure full and prompt compliance with the terms of settlement agreements that were reached during FY 2015. Once settlement agreements were finalized, the Civil Right Division was responsible for tracking compliance of all settlement agreements.

The Agency required all supervisors and managers to take a minimum of four hours of EEO training and four hours of Diversity training.

EEO staff provided facilitated on-site and off-site training to managers and supervisors through webinars and teleconferencing. Training included EEO Laws and Regulations, Disability Awareness, Reasonable Accommodations, Prevention of Sexual Harassment, and Alternative Dispute Resolution, the EEO Complaint Process (both formal and informal), Reprisal, and Communicating across Generations.

Workforce Data

Reclamation employs 5184 employees in various occupations and grades, including 5,015 permanent employees and 169 temporary employees. This is a net decrease of the total workforce of 0.5 percent when compared with FY 2014 data. Reclamation demonstrated a net percentage increase in the following EEO groups: White males and females, and Black or African American males. Reclamation shows a net percentage decrease for the following EEO groups: Hispanic or Latino, and Black or African American females. When comparing workforce data distributed by ethnicity, race, and gender to the 2010 National Civilian Labor Force (NCLF), data indicates Hispanic or Latino males, White males, Asian males; Native Hawaiian or Other Pacific Islanders, American Indian or Alaskan Natives are equal to or above the NCLF. Hispanic or Latino females, Black or African Americans, and Asian females continue to be below the 2010 NCLF.

Eleven mission-critical occupations have been identified within Reclamation, they are: Human Resources Specialist (0201), General Biological Science (0401), Accountant (0510), Budget Analyst (0560), Civil Engineer (0810), Mechanical Engineer (0830), Contract Specialist (1102), Information Technology Management (2210), Electrician (2810), and Plant Mechanic (5352). Table A6 reveals that Hispanic or

Latino females and American Indian or Alaskan Native males and females continue to exceed the Occupational Civilian Labor Force (OCLF), while Black or African American males and females are the most underrepresented. Reclamation will continue to focus its outreach and recruitment efforts towards these mission-critical occupational series as well as increase efforts to improve workforce retention.

FY 2016 Planned Action

Reclamation has established various priorities in FY 2016 to improve and strengthen the EEO Program:

- 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.
- Reclamation will revise and redraft the Targeted Recruitment Plan for Individuals with Targeted Disabilities in an effort to increase representation of this EEO group.
- Reclamation has established a goal of 7 hires of individuals with targeted disabilities into the permanent workforce for FY 2016.

Reclamation remains committed to meeting the objectives outlined in this report in order to create a model EEO Program.

EEOC FORM
715-01 PART F
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

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

I, **Brian D. Sutherland**, am the Principal EEO Director for the Bureau of Reclamation.

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

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

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



Brian D. Sutherland, Manager, Civil Rights Division
Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program
Status Report is in compliance with EEO MD-715.

12/22/2015

Date



Carl Durrett, Manager, Human Resources Policy and Programs Division
Signature of Human Resources Manager

12/22/15

Date



Roseann Gonzales, Director, Policy and Administration
Signature of Policy and Administration Director

12/22/2015

Date



Estevan R. Lopez, Commissioner
Signature of Agency Head or Agency Head Designee

12/22/15

Date

<p>EEOC FORM 715-01 PART G</p>	<p align="center">U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p> <p align="center">BUREAU OF RECLAMATION FISCAL YEAR 2015</p>			
<p align="center">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.</p>				
<p> Compliance Indicator</p>	<p align="center">EEO policy statements are up-to-date.</p>	<p align="center">Measure has been met</p>		<p>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.</p>
<p> Measures</p>		<p align="center">Yes</p>	<p align="center">No</p>	
<p>1. The Agency Head was installed on December 19, 2014. 2. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.</p>		<p align="center">✓</p>		<p>Commissioner Lopez sworn in on December 19, 2014. Policy memo under commissioner's signature will be issued no later than April 30, 2015.</p>
<p>3. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? Issue Date – April 10, 2015 If no, provide an explanation.</p>		<p align="center">✓</p>		<p>EEO Policy has been re-issued to all employees on 11/29/10, 10/04/11, 09/27/12, 09/17/13, and 04/10/15.</p>
<p>4. Are new employees provided a copy of the EEO policy statement during orientation?</p>		<p align="center">✓</p>		
<p>5. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?</p>		<p align="center">✓</p>		

 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?		<input checked="" type="checkbox"/>		
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?		<input checked="" type="checkbox"/>		
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)]		<input checked="" type="checkbox"/>		
 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:		<input checked="" type="checkbox"/>		
a. Resolve problems/disagreements and other conflicts in their respective work environments as they arise?		<input checked="" type="checkbox"/>		
b. Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		<input checked="" type="checkbox"/>		
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?		<input checked="" type="checkbox"/>		

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 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO Programs?	✓			
18. If the agency has 2nd 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 manager 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.
		Yes	No	
 Measures				
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?			✓	See EEOC FORM 715-01 Part H.
d. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			✓	Explanation: Department Office of Civil Rights (OCR) issues all Final Agency Decisions (FAD). Reclamation will submit necessary documents to OCR within 15 days of receipt of Complainant request for FAD.
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?		✓		DOI, OCR is responsible for legal sufficiency review of all EEO matters.
79. Does the agency discrimination complaint process ensure a neutral adjudication function?		✓		DOI, OCR is responsible for legal sufficiency review of all EEO matters.
80. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		✓		DOI, OCR refer to MD-11-, Chapter 5 which specifically states "The agency is required to investigate complaints in a timely manner. The investigation must be appropriate, impartial, and completed within 180 days of filing the complaint.

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE

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

 Compliance Indicator	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.
 Measures		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?		✓		
 Compliance Indicator	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.
 Measures		Yes	No	
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?		✓		
 Compliance Indicator	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
 Measures		Yes	No	
83. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		✓		
<p>If so, please identify the employees by title in the comments section and state how performance is measured.</p> <p>All supervisory performance standards include an EEO/Diversity element.</p>				

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.	✓		

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		FY 2016
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>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.</p> <p>Compliance Indicator – EEO policy statements are up-to-date.</p> <p>Measures – On April 7, 2015, the U.S. Equal Employment Opportunity Commission (EEOC), Office of Federal Operations (OFO) met with the Department of the Interior (DOI), Bureau of Reclamation (Reclamation) to review the status of its EEO program with respect to its compliance with EEOC’s Management Directives.</p>	
OBJECTIVE:	To establish the required formal anti-harassment policy and procedures pursuant to EEOC <i>Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors</i> .	
RESPONSIBLE OFFICIAL:	Manager, Civil Right Division (CRD) Manager, Human Resources Policy and Programs Division (HRPPD)	
DATE OBJECTIVE INITIATED:	November 3, 2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	January 1, 2017	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Manager, CRD, and Manager, HRPPD, will meet to determine location and responsibility for anti-harassment program, and determine staff person(s) responsible for coordinating the anti-harassment program.	December 1, 2015	
Manager, HRPPD, will develop draft anti-harassment program procedures for internal Policy Directorate review and comment.	May 1, 2016	
The anti-harassment procedures shall contain, at a minimum, the following elements:		

<ul style="list-style-type: none"> • A clear explanation of prohibited conduct; • Assurance that employees who make claims of harassment or provide information related to such claims will be protected against retaliation; • A clearly described complaint process that provides accessible avenues for complainants; • Assurance that to the extent possible, the agency will protect the confidentiality of the individuals bringing harassment claims; • A complaint process that provides a prompt, thorough, and impartial investigation; and • Assurance that the agency will take immediate and appropriate corrective action when it determines that harassment has occurred. <p>Manager, HRPPD, will coordinate Executive Sponsor review and comment and submit through Reclamation Manual review process for Reclamation Leadership Team and public comment period.</p> <p>Manager, HRPPD, will finalize procedures and implement anti-harassment program.</p>	<p>September 1, 2016</p> <p>January 1, 2017</p>

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		Modified for FY 2016
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>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.</p> <p>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.</p> <p>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?</p>	
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 Manager, Human Resources Policy and Programs Division	
DATE OBJECTIVE INITIATED:	November 7, 2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Modified: In FY 2015 three Regional offices (Great Plains region, Lower Colorado region and Mid-Pacific region) have been selected to participate in the annual HR Program Accountability and EEO Compliance Review evaluations. The CRD will partner with the HR	September 30, 2016	

Policy and Programs Division (HRP&P) to coordinate simultaneous HR Program Accountability and EEO Compliance Review evaluations for efficiency in budget and management concerns. In order to complete this action item, below are intermittent milestones:

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.

September 30, 2016

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		FY 2016
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element - E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and 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.</p> <p>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.</p> <p>Measures – Are benchmarks in place which compares the agency's discrimination complaint processes with 29 C.F.R. Part 1614? c. Does the agency complete the investigations within the applicable prescribed time frame?</p>	
OBJECTIVE:	To ensure Reclamation meets regulatory timeframes for processing EEO complaints.	
RESPONSIBLE OFFICIAL:	Civil Rights Division; EEO Complaints Manager and CRD Manager	
DATE OBJECTIVE INITIATED:	October 14, 2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
The Civil Rights Division (CRD) will utilize iComplaints reporting features to more closely monitor and track processing times of all EEO complaints. Data tracking will include: Issuance of Acknowledgement Letters Issuance of Acceptance and Partial Dismissal Letters Issuance of Dismissal Letters	September 30, 2016	

Assignment of EEO Investigator
Weekly monitoring of Investigation Status

CRD will ensure EEO Investigators notify CRD within 5 business days when issues arise that may impact timely processing of EEO investigations. CRD will take prompt, appropriate action to ensure such issues are resolved as expeditiously as possible to ensure timely completion of the investigation and issuance of the final Report of Investigation. CRD will enlist assistance of regional EEO staff as necessary to ensure appropriate steps are taken within the regions to address timely response to EEO investigators requests for cooperation.

CRD will monitor investigation costs to determine whether micro-purchase limits impact timely processing.

EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

BUREAU OF RECLAMATION		FY 2016
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element - E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and 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.</p> <p>Compliance Indicator – The agency has a reasonable accommodation coordinator and a system in place to track and report requests for reasonable accommodation.</p> <p>Measures – Does the agency have an employee responsible for tracking and reporting requests for reasonable accommodation? Does the agency have a system in place to track and report requests for reasonable accommodation consistent with <i>EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation?</i></p>	
OBJECTIVE:	To assign responsibility for coordination of reasonable accommodation responsibilities and establish a system for tracking and reporting reasonable accommodation requests pursuant to <i>EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation.</i>	
RESPONSIBLE OFFICIAL:	Manager, Civil Right Division (CRD) Manager, Human Resources Policy and Programs Division (HRPPD)	
DATE OBJECTIVE INITIATED:	November 3, 2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2016	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Manager, CRD, and Manager, HRPPD, will meet to determine location and responsibility for reasonable accommodation program coordination and reasonable accommodation request tracking.	December 1, 2015	

<p>Manager, HRPPD, will appoint a Reclamation Reasonable Accommodation Coordinator.</p>	<p>December 1, 2015</p>
<p>Manager, HRPPD, will develop system to track and report Reclamation requests for reasonable accommodation. The tracking system will include at least the following information:</p> <ul style="list-style-type: none"> • the number and types of reasonable accommodations that have been requested in the application process and whether those requests have been granted or denied; • the jobs (occupational series, grade level, and agency component) for which reasonable accommodations have been requested; • the types of reasonable accommodations that have been requested for each of those jobs; • the number and types of reasonable accommodations for each job, by agency component, that have been approved, and the number and types that have been denied; • the number and types of requests for reasonable accommodations that relate to the benefits or privileges of employment, and whether those requests have been granted or denied; • the reasons for denial of requests for reasonable accommodation; • the amount of time taken to process each request for reasonable accommodation; and • the sources of technical assistance that have been consulted in trying to identify possible reasonable accommodations. 	<p>March 1, 2016</p>

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 2016
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p>	<p><u>Disability Workforce</u> Percentage of employees with targeted disabilities remains below EEOC goal of 2 percent for federal agencies.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>As suggested during the EEOC TA Visit, Reclamation will implement several actions to improve the employment and advancement of employees with targeted disabilities.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The primary barrier is that Reclamation is not recruiting and hiring individuals with disabilities at the rate needed to bring representation more in line with Federal averages and goals. Strategies and successes are not routinely shared across Reclamation.</p>	
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Reclamation will revise its Targeted Recruitment Plan for Individuals with Disabilities with an emphasis on workable strategies to increase outreach and recruitment as well as develop strategies to ensure Reclamation retains employees with targeted disabilities.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Manager, Civil Rights Division Manager, Human Resources Policy and Programs Division Reclamation Disability Employment Program Manager</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>December 1, 2015</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>June 30, 2016</p>	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Reclamation Diversity Council (RDC) identifies RDC member to lead team to review and revise existing Plan	December 1, 2015 COMPLETED
Reclamation Diversity Council identifies subject matter experts and other employees to serve on team to review and revise existing Plan	December 28, 2015
<p>Team will review existing Plan and develop strategies to:</p> <ul style="list-style-type: none"> • Establish hiring goals for individuals with targeted disabilities • Increase the applicant pool representation of individuals with targeted disabilities • Educate hiring officials on related hiring initiatives and authorities for individuals with disabilities, and resources available to accommodate needs of employees with targeted disabilities • Retain employees with targeted disabilities • Provide opportunities for career counseling and advancement for employees with targeted disabilities 	March 30, 2016
Team will revise Plan to incorporate strategies for outreach, recruitment and retention of individuals with targeted disabilities.	April 30, 2016
RDC member will coordinate review and comments from regional HR and EEO staff and submit final draft through RDC for concurrence.	May 1, 2016
Managers, CRD and HRPPD, will coordinate Executive Sponsor review and comment and submit through Reclamation Manual review process for Reclamation Leadership Team and public comment period.	June 1, 2016
CRD, HRPPD managers will finalize plan and implement plan.	June 30, 2016

EEOC FORM
715-01 PART J
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Status Report

FY 2015								
PART I Department or Agency Information	1. Agency	1. The Department of the Interior						
	1.a. 2 nd Level Component	1.a. Bureau of Reclamation						
	1.b. 3 rd Level or lower	1.b.						
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ... Permanent Only	beginning of FY2015		end of FY2015		Net Change		
		Number	%	Number	%	Number	Rate of Change	
	Total Work Force	5051	100%	5015	100%	- 36	- 0.71%	
	Reportable Disability	695	13.8%	679	13.5%	- 16	- 0.3%	
	Targeted Disability*	86	1.7%	85	1.7%	- 1	0%	
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						456	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						6 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	(See Table 9) Data Not Available	0	0%	0	0%	0	0%	5	100%
4. Non-Competitive Promotions	(See Table 10) Data Not Available	53	13%	8	2%	32	7.6%	325	78%
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	9,517 (see Table B-13)	1,223	12.9%	147	1.5%	384	4%	7,910	81%
6.a. Time-Off Awards (Total hours awarded)	31,006 (see Table B-13)	4460	14.3%	740	2.4%	1396	4.5%	25,150	81.0%
6.b. Cash Awards (total \$\$\$ awarded)	\$5,503,161 (see Table B-13)	\$630,400	11.0%	\$63,318	1.2%	\$183,017	3.3%	\$4,689,744	85.0%
6.c. Quality-Step Increase	180 (see Table B-13)	20	11%	3	1.7%	4	2.2%	156	87%
7. Details and Task Force Assignments	Data Not Available								

<p>EEOC FORM 715-01 Part J</p>	<p style="text-align: center;">Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p> <p style="text-align: right;">FY 2015</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p><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.</p>

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.

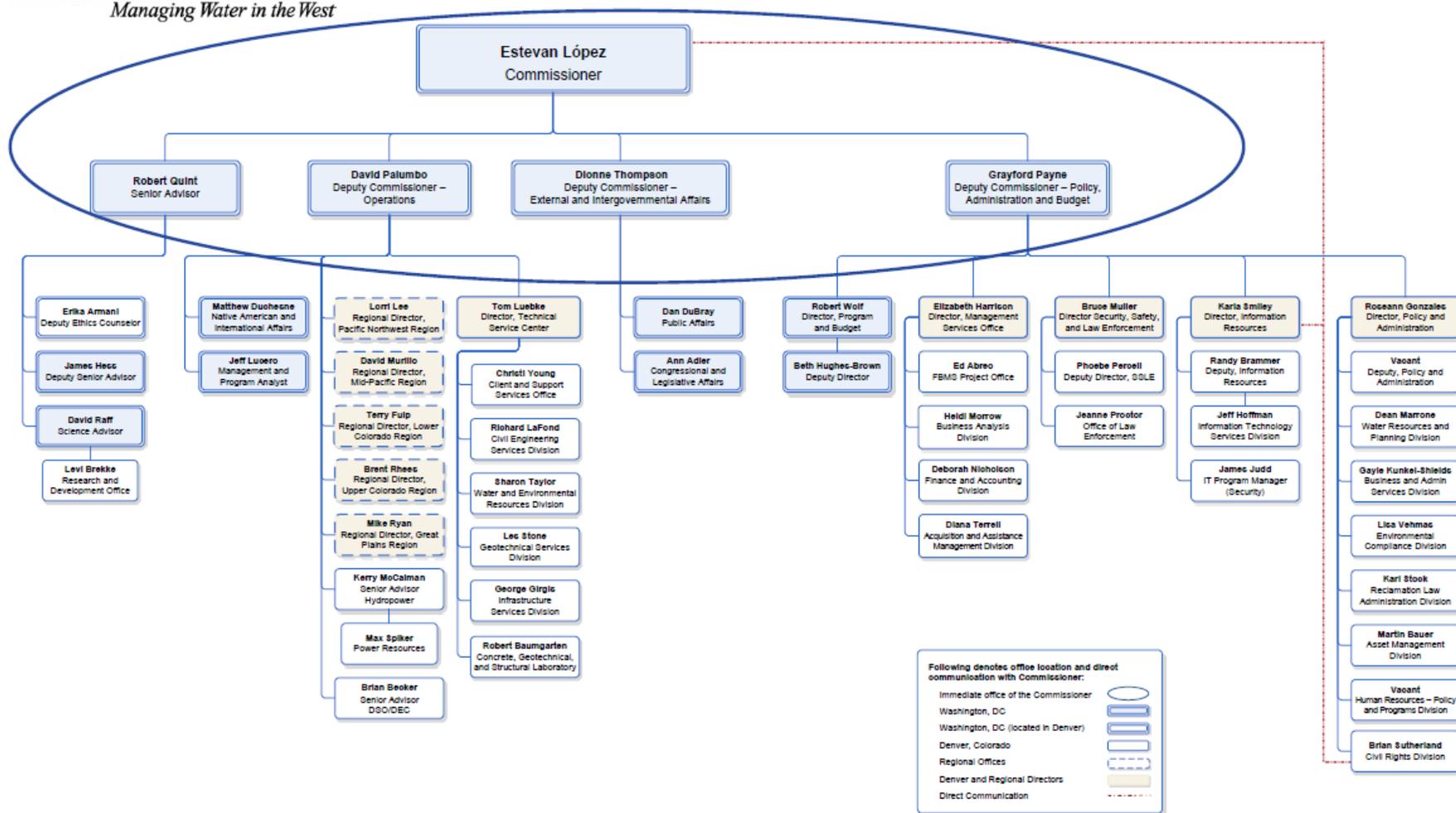
FY 2015 ACCOMPLISHMENTS: Reclamation's permanent workforce representation of individuals with targeted disabilities has maintained the 1.7 percent at the close of FY 2015 and to include 6 permanent new hires with targeted disabilities. This year was Reclamation 3rd year of dedicating a member of the Civil Rights Division 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 2015, Project SEARCH resulted in 6 permanent hire within the public sector businesses.

The following *measurable goals* have been set to improve participation rates by the end of FY 2016:

GOAL 1: Reclamation will hire 7 individuals with targeted disabilities into the permanent workforce.

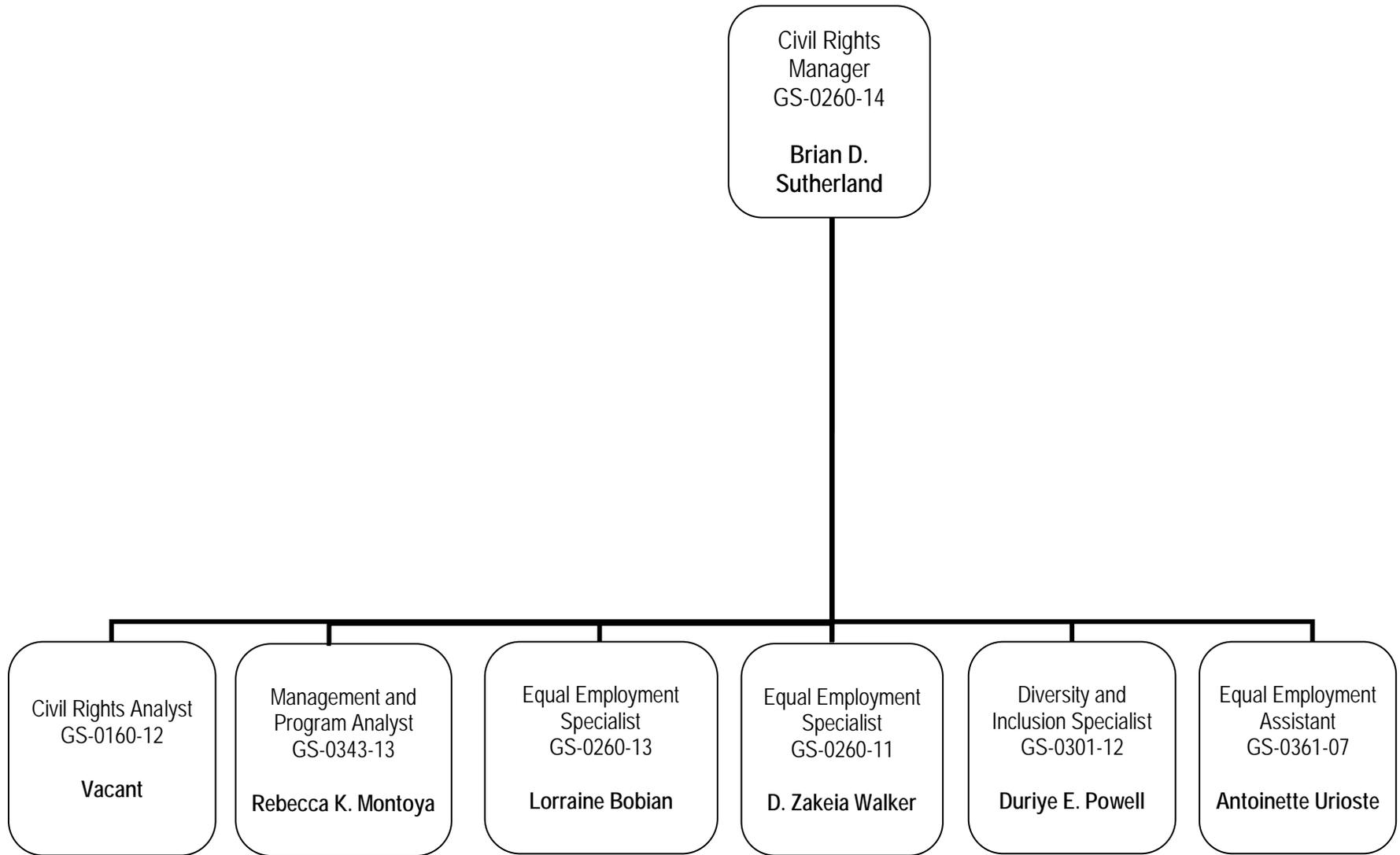
Strategies:

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. Maximize Reclamation's participation in various internship and recent graduate programs to increase the number hires of individuals with disabilities, by utilizing the Workforce Recruitment Program.
3. Continue to strengthen and maintain partnerships with various organizations, such as the local Department of Vocational Rehabilitation, including veteran associated organizations.



FY 2015

84-59000 Civil Rights Division





United States Department of the Interior

BUREAU OF RECLAMATION
Washington, DC 20240

IN REPLY REFER TO:

APR 10 2015

84-59000
ADM-1.10

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Bureau of Reclamation Employees

From: Estevan R. López
Commissioner

Subject: Zero Tolerance Policy Statement

In addition to Reclamation's Anti-Discrimination Policy Statement, I want to assure all employees of Reclamation's commitment to maintaining a work environment that is free of harassment and in which all employees are treated with dignity and respect. Harassment of any kind is contrary to our core values and undermines performance and productivity. Harassment in the workplace will not be tolerated.

Workplace harassment is a form of unlawful employment discrimination, and will not be tolerated. Workplace harassment is defined as any unwelcome, hostile, or offensive conduct taken on the bases of sex (with or without sexual conduct), race, color, religion, national origin, disability, reprisal, and/or age that interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment. Petty slights, annoyances, and isolated incidents will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to a reasonable person. Unlawful harassment includes oral, written, or electronic communications – including social media, physical gestures or contact, images, and objects.

Sexual harassment is a form of workplace harassment that is prohibited and will not be tolerated in Reclamation. Analogous to other forms of workplace harassment, it involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of one's employment; (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or (3) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment.

Bullying, a form of harassment that is not necessarily Equal Employment Opportunity (EEO)-based, is defined as unwanted, offensive or malicious behavior calculated to undermine, patronize, humiliate, intimidate, or demean the recipient. Bullying can range from face-to-face encounters to "cyberbullying" and can occur on a peer-to-peer basis, as well as between a supervisor and subordinate.

If possible, an employee who believes he or she is being harassed should communicate clearly to the other person that their conduct is unwelcome and must stop immediately. If problems continue, the employee should contact a supervisor or manager, their local EEO or Human Resources Office, or the Civil Rights Division in Denver. Employees may pursue allegations of EEO-based harassment through the EEO complaint process within 45 calendar days of the latest incident of harassment or awareness of it. All information provided during the harassment investigation process will be maintained on a confidential basis to the greatest extent possible. The maintenance of records and any disclosures of information from these records will be in compliance with the Privacy Act, 5 U.S.C. §552a.

Allegations of any type of harassment cannot be ignored. Once Reclamation is made aware of a report, it must be taken seriously and management must conduct a prompt, thorough and impartial investigation into the allegations immediately. The scope and formality of an inquiry depends on the nature of the allegations. An inquiry is required, even if the person alleging harassment asks that nothing be done or has filed an EEO complaint. Management must also take appropriate corrective action to prevent and correct unlawful harassment and ensure such behavior is not repeated. Any action taken to resolve and address issues of harassment will be confidential. Retaliatory action against an employee who raises a claim of harassment will not be tolerated.

Each of us is responsible for treating one another with professionalism and respect, and contributing to a workplace free from harassment and/or retaliation. It is my expectation that all Reclamation employees will abide by the letter, spirit, and intent of this policy statement.

If you have questions regarding this policy statement contact Reclamation's Civil Rights Division at 303-445-3680.

Distribution E



United States Department of the Interior

BUREAU OF RECLAMATION
Washington, DC 20240

IN REPLY REFER TO:

84-59000
ADM-1.10

APR 10 2015

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Bureau of Reclamation Employees

From: Estevan R. López
Commissioner

Subject: Anti-Discrimination Policy Statement

As Commissioner, I want to emphasize my personal commitment to equal employment opportunity (EEO) principles, and issue this Anti-Discrimination Policy to guide Reclamation employees, managers, supervisors, and executives in understanding their rights and responsibilities relating to equal employment.

Reclamation employees are protected by Federal laws, regulations, and Presidential Executive Orders designed to protect Federal employees from discrimination on the bases of race, religion, color, sex (including pregnancy and gender identity), sexual orientation, parental status, national origin, age, disability, genetic information, or reprisal. These protections extend to all terms, conditions, benefits, and privileges of employment.

Every employee is responsible for maintaining a workplace free from prohibited discrimination and harassment. Managers and supervisors will ensure Reclamation maintains a productive work environment. I expect managers and supervisors to affirmatively and convincingly communicate to their employees that harassment and discrimination are illegal. All reports of harassment or discrimination will be taken seriously and appropriate action will be taken to immediately end inappropriate behavior and ensure such behavior does not occur again.

Maintaining a fair workplace and recruiting, developing, and retaining a diverse workforce creates an environment in which employees can develop and apply the widest possible range of competencies, ideas, and solutions. It is my expectation as Commissioner that all Reclamation employees live up to this standard and comply with this policy statement.

If you experience discrimination, harassment, or reprisal, you must contact an EEO Counselor, your regional EEO office, or the Civil Rights Division (CRD) in Denver within 45 days of the alleged discriminatory incident. For more information on the EEO complaints process or to locate an EEO Counselor, check your local employee bulletin boards or contact the CRD at 303-445-3680.

Distribution E

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	73	71
C.1. COUNSELED WITHIN 30 DAYS	21	21
C.2. COUNSELED WITHIN 31 TO 90 DAYS	45	45
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	25	25
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	15	15
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	5	5
C.3. COUNSELED BEYOND 90 DAYS	7	7
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	6	6
D.2. INITIATED DURING THE REPORTING PERIOD	76	74
D.3. COMPLETED/ENDED COUNSELINGS	73	71
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	9	9
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	22	22
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	39	38
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	9	9

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	3	3
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	1	1
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	1
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13. Working Conditions Improved	0	0
F.14.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$67,500.00
G.1. COMPENSATORY DAMAGES	1	1	\$50,000.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	1	1	\$7,500.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$10,000.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	5	5
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	1	1
H.2.a. RETROACTIVE	1	1
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	3	3
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	1	1
H.8. APOLOGY	1	1
H.9. DISCIPLINARY ACTIONS	1	1
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	1	1
H.10. PERFORMANCE EVALUATION MODIFIED	0	0
H.11. LEAVE RESTORED	0	0
H.12. NEUTRAL REFERENCE	1	1
H.13. Working Conditions Improved	3	3
H.14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	3	3

PART II - FORMAL COMPLAINT ACTIVITIES

57	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
40	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
97	D. TOTAL COMPLAINTS
97	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
34	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
63	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
39	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	5,199			
A.1.b. PERMANENT EMPLOYEES	5,017			
A.2. COUNSELOR	12		0	
A.2.a. FULL-TIME	9	75	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	3	25	0	0
A.3. INVESTIGATOR	0		7	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	7	100
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		4	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	4	100
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	12	0	0	7	0	4
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	1	0	0	7	0	4
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	11	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Brian D. Sutherland	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
			X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	Roseann C. Gonzales	
	PERSON	Roseann C. Gonzales	
	TITLE	Director, Policy and Administration	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	Briand D. Sutherland	
	PERSON	Briand D. Sutherland	
	TITLE	Manager, Civil Rights Division	
4.	WHO DOES THAT PERSON REPORT TO?	Roseann C. Gonzales	
	PERSON	Roseann C. Gonzales	
	TITLE	Director, Policy and Administration	

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	3	9	3	3
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	3	10	3	3
C. AWARDS	0	0	0	0	0	0	0	0	1	4	1	1
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	0	0	0	2	0	7	20	8	8
E.1. DEMOTION	0	0	0	0	0	0	0	0	2	5	2	2
E.2. REPRIMAND	0	0	0	0	0	0	1	0	1	3	2	2
E.3. SUSPENSION	0	1	0	0	0	0	1	0	3	10	3	3
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	2	1	1
E.5 5.	0	0	0	0	0	0	0	0	0	0	0	0
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	1	0	0	0	0	6	24	9	9
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	2	3	0	0	0	0	3	1	16	63	23	23
I.1. NON-SEXUAL	2	3	0	0	0	0	3	1	16	63	23	23
I.2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	3	2	2
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	2	7	2	2
M. REASSIGNMENT	1	0	0	0	0	0	1	0	2	6	2	2
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	1	0	0	0	0	0	1	0	2	6	2	2
N. REASONABLE ACCOMMODATION									3	9	4	4
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	1	0	0	0	0	0	0	1	7	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	2	0	0	0	1	0	0	1	7	22	7	7
V. TIME AND ATTENDANCE	1	0	0	1	0	0	0	0	3	11	4	4
W. TRAINING	0	0	0	1	0	0	0	0	0	3	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	6	5	0	3	1	0	6	2	55			
TOTAL ALL COMPLAINTS FILED BY BASES	3	3	0	1	1	0	3	2	29			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINANTS BY BASES	3	3	0	1	1	0	3	2	28			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	0	1	0	0	0	0			3	0	2	0	9	3	3
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0			2	2	2	0	10	3	3
C. AWARDS	1	0	0	0	0	0			1	0	1	0	4	1	1
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	2	2	0	0	0	1			4	1	0	0	20	8	8
E.1. DEMOTION	1	1	0	0	0	0			0	1	0	0	5	2	2
E.2. REPRIMAND	0	0	0	0	0	0			1	0	0	0	3	2	2
E.3. SUSPENSION	0	1	0	0	0	1			3	0	0	0	10	3	3
E.4. REMOVAL	1	0	0	0	0	0			0	0	0	0	2	1	1
E.5.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	1	3	0	0	0	0			4	3	6	0	24	9	9
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	2	6	0	0	1	3			10	6	10	0	63	23	23
I.1. NON-SEXUAL	2	6	0	0	1	3			10	6	10	0	63	23	23
I.2. SEXUAL	0	0	0	0									0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	1	1	0	3	2	2
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0			1	1	2	0	7	2	2
M. REASSIGNMENT	1	1	0	0	0	0			0	0	0	0	6	2	2
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0
M.2. DIRECTED	1	1	0	0	0	0			0	0	0	0	6	2	2
N. REASONABLE ACCOMMODATION DISABILI				0						3	3	0	9	4	4
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0
T. TERMINATION	0	1	0	0	0	1			2	0	1	0	7	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	1	1	0	0	0	2			2	2	3	0	22	7	7
V. TIME AND ATTENDANCE	0	2	0	0	0	0			2	1	1	0	11	4	4
W. TRAINING	0	1	0	0	0	0			1	0	0	0	3	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	8	20	0	0	1	7	0	0	32	20	32	0			
TOTAL ALL COMPLAINTS FILED BY BASES	2	10	0	0	1	5	0	0	17	11	20	0			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINANTS BY BASES	2	10	0	0	1	5	0	0	17	11	20	0			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	0	1	0	1	2	0	0	0	8	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	1	0	0	0	4	1	1
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	3	2	2	2	4	1	1
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	1	1	1	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	1	1	1	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	1	0	0	0	4	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	2	1	1	1	8	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	2	0	0	2	0	1	3	1	13	10	6	6	45	14	13
I.1. NON-SEXUAL	2	0	0	2	0	1	3	1	12	9	5	5	43	13	12
I.2. SEXUAL									1	1	1	1	2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	2	1	1	1	7	2	2
M. REASSIGNMENT	1	0	0	1	0	0	1	0	1	2	1	1	4	1	1
M.1. DENIED	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0
M.2. DIRECTED	1	0	0	0	0	0	1	0	1	0	0	0	4	1	1
N. REASONABLE ACCOMMODATION									1	0	0	0	4	1	1
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	1	0	1	3	4	1	1	11	3	3
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	2	0	0	0	0	3						
I.1.A. NUMBER OF COUNSELINGS SETTLED	0	0	0	1	0	0	0	0	3						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						BASES OF ALLEGED DISCRIMINATION IN SETELEMETS			NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	1	0	0	0	0	3						
2. COMPLAINT SETTLEMENT ALLEGATIONS	3	0	0	1	0	3	4	3	26						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	0	0	1	0	1	3	1	13						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	0	0	1	0	1	3	1	12						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	1	0	0	1	0			2	0	0	0	0	0	0	8	2	2
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0			0	0	0	0	0	0	0	4	1	1
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			1	1	1	0	2	2	2	4	1	1
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			1	1	1	0	0	0	0	4	1	1
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	1	0	0	0	0			2	2	2	0	1	1	1	8	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	10	0	0	4	1			7	5	4	0	10	6	6	45	14	13
I.1. NON-SEXUAL	1	9	0	0	4	1			7	5	4	0	9	5	5	43	13	12
I.2. SEXUAL	0	1	0	0									1	1	1	2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	2	0	0	0	0			1	2	1	0	1	1	1	7	2	2
M. REASSIGNMENT	0	2	0	0	0	0			0	0	0	0	2	1	1	4	1	1
M.1. DENIED	0	1	0	0	0	0			0	0	0	0	2	1	1	0	0	0
M.2. DIRECTED	0	1	0	0	0	0			0	0	0	0	0	0	0	4	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0								0	0	0	0	4	1	1
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	1	2	0	0	2	0			2	2	1	0	4	1	1	11	3	3
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	1	0	1	1	1	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	2	4	0	0	2	0	0	0	3	2	3	0						
I.1A. NUMBER OF COUNSELINGS SETTLED	1	3	0	0	1	0	0	0	2	1	2	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.B. NUMBER OF COUNSELEES SETTLED WITH	1	3	0	0	1	0	0	0	2	1	2	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	17	0	0	5	1	0	0	12	12	8	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	8	0	0	3	1	0	0	6	5	3	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	7	0	0	2	1	0	0	5	5	3	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
I.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART V - SUMMARY OF CLOSURES BY STATUTE

31	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
15	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
18	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
64	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	34	11356	334.00
A.1. WITHDRAWALS	3	374	124.67
A.1.a. NON-ADR WITHDRAWALS	3	374	124.67
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	15	4484	298.93
A.2.a. NON-ADR SETTLEMENTS	9	3644	404.89
A.2.b. ADR SETTLEMENTS	6	840	140.00
A.3. FINAL AGENCY ACTIONS	16	6498	406.13
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	13	4399	338.38
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	9	3673	408.11
B.3. DISMISSAL OF COMPLAINTS	4	726	181.50
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	3	2099	699.67
C.1. AJ DECISION FULLY IMPLEMENTED	3	2099	699.67
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	3	2099	699.67
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	9	515	57.22
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	3	180	60.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	3	180	60.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	0	0	0.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	5	276	55.20
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	4	212	53.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	64	64.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	1	59	59.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	59	59.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	15	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	10	\$120,080.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	10	\$90,080.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	2	\$30,000.00
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	\$0.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	13	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	1	0
F.3. EXPUNGEMENTS	0	1
F.4. REASSIGNMENTS	1	2
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	1
F.7. TRAINING	0	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	3	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	3	0
F.10. PERFORMANCE EVALUATION MODIFIED	2	1
F.11. LEAVE RESTORED	3	0
F.12. NEUTRAL REFERENCE	1	1
F.13. Working Conditions Improved	3	4
F.14. 14.	0	2

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	63	31410			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	1	1	1	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	3	49	16.33	29	
A.2. COMPLAINTS PENDING IN INVESTIGATION	12	1049	87.42	286	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	1	286	286	286	
A.3. COMPLAINTS PENDING IN HEARINGS	41	28608	697.76	1366	551-2012-00163X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	6	1703	283.83	489	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	26	5616	216.00
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	26	5616	216.00
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	10	1633	163.30
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	15	3580	238.67
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	3	640	213.33
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	12	2940	245.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	403	403.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$65,000.00		\$2,500.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY		70	69		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		48	47		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		22	22		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		11	11		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		11	11	496	45.09
D.1. MEDIATION		11	11	496	45.09
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. PEER REVIEW		0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.9.		0	0	0	0.00
D.10.		0	0	0	0.00
E.1. TOTAL CLOSED		22	22	933	42.41
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		6	6	217	36.17
E.1.b. NO FORMAL COMPLAINT FILED		5	5	262	52.40
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		7	7	302	43.14
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		4	4	152	38.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		0	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	33	31		
B.2. REJECTED BY COMPLAINANT	26	24		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	7	7		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	6	6		
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	6	6		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	6	6	500	83.33
D.1. MEDIATION	6	6	500	83.33
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	7	7	547	78.14
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	6	6	500	83.33
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	1	1	47	47.00
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	3	3	\$48,000.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	3	3	\$38,000.00	
F.1.d. ATTORNEY FEES AND COSTS	1	1	\$10,000.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	6	6		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	1	1		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	1	1		
F.2.c. EXPUNGEMENTS	1	1		
F.2.d. REASSIGNMENTS	1	1		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	1	1		
F.2.g. TRAINING	1	1		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	2	2		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	2	2		
F.2.j. PERFORMANCE EVALUATION MODIFIED	2	2		
F.2.k. LEAVE RESTORED	2	2		
F.2.l. NEUTRAL REFERENCE	1	1		
F.2.m. Working Conditions Improved	3	3		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	5199
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	1
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$6,971.00

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Matthew Costello
E.2. TITLE	Acting Director, Office of CADR
E.3. TELEPHONE NUMBER	703-235-3791
E.4. EMAIL	matthew_costello@ios.doi.gov

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	YES	NO
F.1a. If yes, is there a written policy requiring the participation?	X	
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Tanisha Edmonds
TITLE OF CERTIFYING OFFICIAL:	Chief, ECAD
TELEPHONE NUMBER:	(202) 208-4016
E-MAIL:	tanisha_edmonds@ios.doi.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	25-10-2015

NAME OF PREPARER:	Tanisha Edmonds
TITLE OF PREPARER:	Chief, ECAD
TELEPHONE NUMBER:	(202) 208-4016
E-MAIL:	tanisha_edmonds@ios.doi.gov
DATE:	25-10-2015

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOI Bureau of Reclamation

REPORTING PERIOD: FY 2015

Form 462 Comments

Part Name	COMMENT(expression left evaluation symbol expression right value1 value2 comment)
Part I	<p>D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) = D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) 6 10 4 complaints were created in error</p> <p>D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) = D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) 6 10 4 complaints were created in error</p> <p>D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II.J 38 39 Complainant was issued his NOFI on 9/23/14 and filed formal on 10/9/14</p> <p>D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints = Part II.B 39 40 Complainant was issued his NOFI on 9/23/14 and filed formal on 10/9/14</p>
Part II	<p>A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) = I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) 57 10 4 complaints were created in error</p>
PART III	<p>If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) > 0 11 0 Verified. Experienced staff obtained 32 hours o.f training</p>
PART XII	<p>C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY), N/A Not empty N/A 1 Verified. 1 employee is CADR Manager.</p>

Bureau of Reclamation - FY2015
Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
Total Workforce																		
Prior FY	#	5216	3474	1742	307	199	2806	1279	94	96	121	80	19	13	116	60	11	15
	%	100%	66.6%	33.4%	5.9%	3.8%	53.8%	24.5%	1.8%	1.8%	2.3%	1.5%	0.4%	0.2%	2.2%	1.2%	0.2%	0.3%
Current FY	#	5184	3483	1701	298	190	2818	1283	106	80	119	76	19	9	108	53	15	10
	%	100%	67.2%	32.8%	5.7%	3.7%	54.4%	24.7%	2.0%	1.5%	2.3%	1.5%	0.4%	0.2%	2.1%	1.0%	0.3%	0.2%
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%	51.2%	25.5%	4.8%	4.1%	3.2%	1.9%	0.1%	0.1%	0.7%	0.4%	0.3%	0.2%
Difference	#	-32	9	-41	-9	-9	12	4	12	-16	-2	-4	0	-4	-8	-7	4	-5
Ratio Change	%	-	0.6%	-0.6%	-0.1%	-0.2%	0.6%	0.2%	0.2%	-0.3%	0.0%	-0.1%	0.0%	-0.1%	-0.1%	-0.1%	0.1%	-0.1%
Net Change	%	-0.6%	0.3%	-2.4%	-2.9%	-4.5%	0.4%	0.3%	12.8%	-16.7%	-1.7%	-5.0%	0.0%	-30.8%	-6.9%	-11.7%	36.4%	-33.3%
Permanent Workforce																		
Prior FY	#	5037	3357	1680	299	191	2712	1241	85	91	118	76	19	12	114	54	10	15
	%	100%	66.6%	33.4%	5.9%	3.8%	53.8%	24.6%	1.7%	1.8%	2.3%	1.5%	0.4%	0.2%	2.3%	1.1%	0.2%	0.3%
Current FY	#	5015	3366	1649	290	185	2722	1241	101	79	113	76	19	9	106	49	15	10
	%	100%	67.1%	32.9%	5.8%	3.7%	54.3%	24.7%	2.0%	1.6%	2.3%	1.5%	0.4%	0.2%	2.1%	1.0%	0.3%	0.2%
Difference	#	-22	9	-31	-9	-6	10	0	16	-12	-5	0	0	-3	-8	-5	5	-5
Ratio Change	%	-	0.5%	-0.5%	-0.2%	-0.1%	0.4%	0.1%	0.3%	-0.2%	-0.1%	0.0%	0.0%	-0.1%	-0.1%	-0.1%	0.1%	-0.1%
Net Change	%	-0.4%	0.3%	-1.8%	-3.0%	-3.1%	0.4%	0.0%	18.8%	-13.2%	-4.2%	0.0%	0.0%	-25.0%	-7.0%	-9.3%	50.0%	-33.3%
Temporary Workforce																		
Prior FY	#	179	117	62	8	8	94	38	9	5	3	4		1	2	6	1	
	%	100%	65.4%	34.6%	4.5%	4.5%	52.5%	21.2%	5.0%	2.8%	1.7%	2.2%	0.0%	0.6%	1.1%	3.4%	0.6%	0.0%
Current FY	#	169	117	52	8	5	96	42	5	1	6			2	4			
	%	100%	69.2%	30.8%	4.7%	3.0%	56.8%	24.9%	3.0%	0.6%	3.6%	0.0%	0.0%	0.0%	1.2%	2.4%	0.0%	0.0%
Difference	#	-10	0	-10	0	-3	2	4	-4	-4	3	-4	0	-1	0	-2	-1	0
Ratio Change	%	-	3.9%	-3.9%	0.3%	-1.5%	4.3%	3.6%	-2.1%	-2.2%	1.9%	-2.2%	0.0%	-0.6%	0.1%	-1.0%	-0.6%	0.0%
Net Change	%	-5.6%	0.0%	-16.1%	0.0%	-37.5%	2.1%	10.5%	-44.4%	-80.0%	100.0%	-100.0%	-	-100.0%	0.0%	-33.3%	-100.0%	-

Bureau of Reclamation - FY2015
 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		
Non-Appropriated Workforce																		
Prior FY	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Current FY	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Change	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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, 2015

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component	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	
Total	#	5015	3366	1649	290	185	2722	1241	101	79	113	76	19	9	106	49	15	10
	%	100%	67.1%	32.9%	5.8%	3.7%	54.3%	24.7%	2.0%	1.6%	2.3%	1.5%	0.4%	0.2%	2.1%	1.0%	0.3%	0.2%
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%	3.2%	1.9%	0.1%	0.0%	0.7%	0.4%	0.3%	0.2%
Pacific Northwest Region	#	1100	826	274	47	25	707	230	13	4	15	4	4	1	39	9	1	1
	%	100%	75.1%	24.9%	4.3%	2.3%	64.3%	20.9%	1.2%	0.4%	1.4%	0.4%	0.4%	0.1%	3.5%	0.8%	0.1%	0.1%
Mid-Pacific Region	#	953	602	351	63	41	430	237	32	27	53	34	4	3	13	5	7	4
	%	100%	63.2%	36.8%	6.6%	4.3%	45.1%	24.9%	3.4%	2.8%	5.6%	3.6%	0.4%	0.3%	1.4%	0.5%	0.7%	0.4%
Lower Colorado Region	#	794	514	280	75	42	385	192	17	18	16	14	7	2	8	10	6	2
	%	100%	64.7%	35.3%	9.4%	5.3%	48.5%	24.2%	2.1%	2.3%	2.0%	1.8%	0.9%	0.3%	1.0%	1.3%	0.8%	0.3%
Upper Colorado Region	#	680	475	205	60	26	379	160	5	3	8	6	1	1	22	9		
	%	100%	69.9%	30.1%	8.8%	3.8%	55.7%	23.5%	0.7%	0.4%	1.2%	0.9%	0.1%	0.1%	3.2%	1.3%	0.0%	0.0%
Great Plains Region	#	591	405	186	7	8	373	164	6	2	1		1	1	17	11		
	%	100%	68.5%	31.5%	1.2%	1.4%	63.1%	27.7%	1.0%	0.3%	0.2%	0.0%	0.2%	0.2%	2.9%	1.9%	0.0%	0.0%
Denver-Washington DC	#	897	544	353	38	43	448	258	28	25	20	18	2	1	7	5	1	3
	%	100%	60.6%	39.4%	4.2%	4.8%	49.9%	28.8%	3.1%	2.8%	2.2%	2.0%	0.2%	0.1%	0.8%	0.6%	0.1%	0.3%

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

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

Bureau of Reclamation - as of September 30, 2015

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	51	21	4	4	44	15	1	2					2			
	%	100%	70.8%	29.2%	5.6%	5.6%	61.1%	20.8%	1.4%	2.8%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%
Mid-level (Grades 13-14)	#	427	304	123	24	11	255	106	6	2	13	4			5		1	
	%	100%	71.2%	28.8%	5.6%	2.6%	59.7%	24.8%	1.4%	0.5%	3.0%	0.9%	0.0%	0.0%	1.2%	0.0%	0.2%	0.0%
First-Level (Grades 12 and Below)	#	166	118	48	18	3	88	36	5	5	2	1		1	5	2		
	%	100%	71.1%	28.9%	10.8%	1.8%	53.0%	21.7%	3.0%	3.0%	1.2%	0.6%	0.0%	0.6%	3.0%	1.2%	0.0%	0.0%
- Other	#	819	357	462	25	60	283	340	18	26	13	18	4	1	11	14	3	3
	%	100%	43.6%	56.4%	3.1%	7.3%	34.6%	41.5%	2.2%	3.2%	1.6%	2.2%	0.5%	0.1%	1.3%	1.7%	0.4%	0.4%
Officials and Managers - TOTAL	#	1484	830	654	71	78	670	497	30	35	28	23	4	2	23	16	4	3
	%	100%	55.9%	44.1%	4.8%	5.3%	45.1%	33.5%	2.0%	2.4%	1.9%	1.5%	0.3%	0.1%	1.5%	1.1%	0.3%	0.2%
2. Professionals	#	1583	1073	510	81	43	870	388	37	23	52	38	4	6	23	10	6	2
	%	100%	67.8%	32.2%	5.1%	2.7%	55.0%	24.5%	2.3%	1.5%	3.3%	2.4%	0.3%	0.4%	1.5%	0.6%	0.4%	0.1%
3. Technicians	#	270	215	55	23	7	172	43	3	2	7	1	2		7	2	1	
	%	100%	79.6%	20.4%	8.5%	2.6%	63.7%	15.9%	1.1%	0.7%	2.6%	0.4%	0.7%	0.0%	2.6%	0.7%	0.4%	0.0%
4. Sales Workers	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	510	145	365	16	51	101	262	12	19	8	11	2	1	4	17	2	4
	%	100%	28.4%	71.6%	3.1%	10.0%	19.8%	51.4%	2.4%	3.7%	1.6%	2.2%	0.4%	0.2%	0.8%	3.3%	0.4%	0.8%
6. Craft Workers	#	796	776	20	65	3	644	13	13		11	1	3		38	2	2	1
	%	100%	97.5%	2.5%	8.2%	0.4%	80.9%	1.6%	1.6%	0.0%	1.4%	0.1%	0.4%	0.0%	4.8%	0.3%	0.3%	0.1%
7. Operatives	#	63	59	4	6		50	4					1		2			
	%	100%	93.7%	6.3%	9.5%	0.0%	79.4%	6.3%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	3.2%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	39	35	4	4		26	4	1		1		1		2			
	%	100%	89.7%	10.3%	10.3%	0.0%	66.7%	10.3%	2.6%	0.0%	2.6%	0.0%	2.6%	0.0%	5.1%	0.0%	0.0%	0.0%
9. Service Workers	#	105	91	14	7		76	12	3		2		2		1	2		
	%	100%	86.7%	13.3%	6.7%	0.0%	72.4%	11.4%	2.9%	0.0%	1.9%	0.0%	1.9%	0.0%	1.0%	1.9%	0.0%	0.0%

Bureau of Reclamation - as of September 30, 2015
Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GL/GM, SES, AND RELATED GRADES	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	
GS-01	#	1		1		1												
	%	0.0%	0.0%	0.1%	0.0%	0.6%	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-02	#	2		2		1		1										
	%	0.1%	0.0%	0.1%	0.0%	0.6%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	22	9	13				4	10	1	1	1	1		1		2	1
	%	0.6%	0.4%	0.8%	0.0%	0.0%	0.2%	0.8%	1.2%	1.3%	1.1%	1.3%	0.0%	0.0%	1.7%	0.0%	15.4%	11.1%
GS-04	#	56	32	24	5	4	22	14	2	1	1	4			2	1		
	%	1.4%	1.4%	1.5%	2.5%	2.2%	1.2%	1.2%	2.3%	1.3%	1.1%	5.3%	0.0%	0.0%	3.4%	2.1%	0.0%	0.0%
GS-05	#	209	100	109	11	14	74	77	8	6	4	3			2	8	1	1
	%	5.3%	4.2%	6.8%	5.6%	7.7%	3.9%	6.4%	9.3%	7.6%	4.2%	4.0%	0.0%	0.0%	3.4%	17.0%	7.7%	11.1%
GS-06	#	155	60	95	7	12	43	74	6	1	1	1		1	2	6	1	
	%	3.9%	2.5%	5.9%	3.6%	6.6%	2.3%	6.1%	7.0%	1.3%	1.1%	1.3%	0.0%	11.1%	3.4%	12.8%	7.7%	0.0%
GS-07	#	336	149	187	14	28	117	130	8	12	5	6	3	1	2	9		1
	%	8.5%	6.3%	11.6%	7.1%	15.5%	6.2%	10.7%	9.3%	15.2%	5.3%	8.0%	21.4%	11.1%	3.4%	19.1%	0.0%	11.1%
GS-08	#	80	42	38	4	7	34	28		2	1			2			1	1
	%	2.0%	1.8%	2.4%	2.0%	3.9%	1.8%	2.3%	0.0%	2.5%	1.1%	0.0%	14.3%	0.0%	0.0%	2.1%	7.7%	0.0%
GS-09	#	347	190	157	18	19	137	115	8	12	13	6	3	1	8	3	3	1
	%	8.8%	8.1%	9.8%	9.1%	10.5%	7.2%	9.5%	9.3%	15.2%	13.7%	8.0%	21.4%	11.1%	13.6%	6.4%	23.1%	11.1%
GS-10	#	45	38	7	7		29	6	1			1			1			
	%	1.1%	1.6%	0.4%	3.6%	0.0%	1.5%	0.5%	1.2%	0.0%	0.0%	1.3%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%
GS-11	#	669	390	279	39	32	304	210	18	15	14	15	2	1	11	6	2	
	%	16.9%	16.6%	17.3%	19.8%	17.7%	16.1%	17.4%	20.9%	19.0%	14.7%	20.0%	14.3%	11.1%	18.6%	12.8%	15.4%	0.0%
GS-12	#	1147	722	425	50	35	604	332	20	16	28	27	3	4	15	9	2	2
	%	28.9%	30.7%	26.4%	25.4%	19.3%	32.0%	27.4%	23.3%	20.3%	29.5%	36.0%	21.4%	44.4%	25.4%	19.1%	15.4%	22.2%
GS-13	#	612	418	194	29	17	348	152	11	8	18	10	1	1	10	4	1	2
	%	15.4%	17.8%	12.0%	14.7%	9.4%	18.4%	12.6%	12.8%	10.1%	18.9%	13.3%	7.1%	11.1%	16.9%	8.5%	7.7%	22.2%
GS-14	#	211	153	58	9	7	130	46	2	3	9	1			3			1
	%	5.3%	6.5%	3.6%	4.6%	3.9%	6.9%	3.8%	2.3%	3.8%	9.5%	1.3%	0.0%	0.0%	5.1%	0.0%	0.0%	11.1%
GS-15	#	55	38	17	3	2	32	14	1	1					2			
	%	1.4%	1.6%	1.1%	1.5%	1.1%	1.7%	1.2%	1.2%	1.3%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	3	3				3											
	%	0.1%	0.1%	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%	0.0%
Senior Executive Service	#	14	10	4	1	2	9	1		1								
	%	0.4%	0.4%	0.2%	0.5%	1.1%	0.5%	0.1%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	3964	2354	1610	197	181	1890	1210	86	79	95	75	14	9	59	47	13	9
	%	100%	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.

Bureau of Reclamation - as of September 30, 2015
Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GL/GM, SES, AND RELATED GRADES	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	
GS-01	#	9	3	6	1		1	6							1			
	%	6.7%	3.6%	11.8%	14.3%	0.0%	1.5%	14.3%	0.0%	0.0%	0.0%	-	-	-	100.0%	0.0%	-	-
GS-02	#	5		5				4								1		
	%	3.7%	0.0%	9.8%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	-	-	-	0.0%	25.0%	-	-
GS-03	#	21	12	9		1	11	7			1				1			
	%	15.6%	14.3%	17.6%	0.0%	25.0%	16.4%	16.7%	0.0%	0.0%	25.0%	-	-	-	0.0%	25.0%	-	-
GS-04	#	39	21	18	3	3	14	13	3	1	1				1			
	%	28.9%	25.0%	35.3%	42.9%	75.0%	20.9%	31.0%	60.0%	100.0%	25.0%	-	-	-	0.0%	25.0%	-	-
GS-05	#	7	5	2	1		4	1							1			
	%	5.2%	6.0%	3.9%	14.3%	0.0%	6.0%	2.4%	0.0%	0.0%	0.0%	-	-	-	0.0%	25.0%	-	-
GS-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%	-	-
GS-07	#	2	2				1		1									
	%	1.5%	2.4%	0.0%	0.0%	0.0%	1.5%	0.0%	20.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
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%	-	-
GS-09	#	1	1						1									
	%	0.7%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
GS-11	#	7	4	3			4	3										
	%	5.2%	4.8%	5.9%	0.0%	0.0%	6.0%	7.1%	0.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
GS-12	#	17	15	2			14	2			1							
	%	12.6%	17.9%	3.9%	0.0%	0.0%	20.9%	4.8%	0.0%	0.0%	25.0%	-	-	-	0.0%	0.0%	-	-
GS-13	#	12	10	2	1		8	2			1							
	%	8.9%	11.9%	3.9%	14.3%	0.0%	11.9%	4.8%	0.0%	0.0%	25.0%	-	-	-	0.0%	0.0%	-	-
GS-14	#	8	8				8											
	%	5.9%	9.5%	0.0%	0.0%	0.0%	11.9%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
GS-15	#	2	1	1			1	1										
	%	1.5%	1.2%	2.0%	0.0%	0.0%	1.5%	2.4%	0.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
All other (unspecified GS)	#	3	1	2			1	2										
	%	2.2%	1.2%	3.9%	0.0%	0.0%	1.5%	4.8%	0.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
Senior Executive Service	#	2	1	1	1			1										
	%	1.5%	1.2%	2.0%	14.3%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	-	-
TOTAL	#	135	84	51	7	4	67	42	5	1	4				1	4		
	%	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, 2015
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										American Indian or Alaska Native		Two or more races
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander										
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade-01	#	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%	
Grade-02	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-03	#	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%	
Grade-04	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-05	#	10	10		2		8											
	%	100%	100.0%	0.0%	20.0%	0.0%	80.0%	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				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%	
Grade-08	#	22	21	1	4		15	1						2				
	%	100%	95.5%	4.5%	18.2%	0.0%	68.2%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	
Grade-09	#	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%	
Grade-10	#	37	37		15		20			2								
	%	100%	100.0%	0.0%	40.5%	0.0%	54.1%	0.0%	0.0%	5.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-11	#	5	5				5											
	%	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%	
Grade-12	#	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%	
Grade-13	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-14	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-15	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All Other Non-supervisory Wage Grades	#	958	920	38	69	4	768	30	15		16	1	5		45	2	2	1
	%	100%	96.0%	4.0%	7.2%	0.4%	80.2%	3.1%	1.6%	0.0%	1.7%	0.1%	0.5%	0.0%	4.7%	0.2%	0.2%	0.1%

Bureau of Reclamation - as of September 30, 2015

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		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
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	#	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-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	#	10	10		2		8										
	%	1.0%	1.0%	0.0%	2.2%	0.0%	1.0%	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				6										
	%	0.6%	0.6%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%
Grade-08	#	22	21	1	4		15	1							2		
	%	2.1%	2.1%	2.6%	4.4%	0.0%	1.8%	3.2%	0.0%	-	0.0%	0.0%	0.0%	-	4.3%	0.0%	0.0%
Grade-09	#	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-10	#	37	37		15		20				2						
	%	3.6%	3.7%	0.0%	16.7%	0.0%	2.4%	0.0%	0.0%	-	11.1%	0.0%	0.0%	-	0.0%	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	#	958	920	38	69	4	768	30	15		16	1	5		45	2	2
	%	91.9%	91.7%	97.4%	76.7%	100.0%	93.0%	96.8%	100.0%	-	88.9%	100.0%	100.0%	-	95.7%	100.0%	100.0%
Total Non-supervisory Wage Grades	#	1042	1003	39	90	4	826	31	15		18	1	5		47	2	2
	%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	-	100%	100%	100%

Bureau of Reclamation - as of September 30, 2015

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

WD, WG, WL, XD, XL, & XP	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
Grade-01	#																
	%	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%	-	-
Grade-03	#	6	6				6										
	%	17.6%	18.2%	0.0%	0.0%	0.0%	20.7%	-	-	-	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	5		1		3							1			
	%	14.7%	15.2%	0.0%	100.0%	0.0%	10.3%	-	-	-	0.0%	-	-	-	100.0%	-	-
Grade-06	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	-
Grade-07	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	-
Grade-08	#	2	2				1				1						
	%	5.9%	6.1%	0.0%	0.0%	0.0%	3.4%	-	-	-	50.0%	-	-	-	0.0%	-	-
Grade-09	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	-
Grade-10	#	2	2				2										
	%	5.9%	6.1%	0.0%	0.0%	0.0%	6.9%	-	-	-	0.0%	-	-	-	0.0%	-	-
Grade-11	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	-	-	-	0.0%	-	-
Grade-12	#																
	%	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%	-	-
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	#	19	18	1	1	1	17				1						
	%	55.9%	54.5%	100.0%	0.0%	100.0%	58.6%	-	-	-	50.0%	-	-	-	0.0%	-	-
Total Non-supervisory Wage Grades	#	34	33	1	1	1	29				2				1		
	%	100%	100%	100%	100%	100%	100%	-	-	-	100%	-	-	-	100%	-	-

Bureau of Reclamation - as of September 30, 2015
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															
			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
Human Resources Management (0201)	#	116	35	81	3	9	27	59	2	5	2	4		2	1	1		1
	%	100%	30.2%	69.8%	2.6%	7.8%	23.3%	50.9%	1.7%	4.3%	1.7%	3.4%	0.0%	1.7%	0.9%	0.9%	0.0%	0.9%
Occupational CLF		100%	39.7%	60.3%	3.7%	5.8%	30.4%	44.2%	3.3%	7.1%	1.8%	2.3%	0.0%	0.1%	0.3%	0.5%	0.2%	0.3%
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	163	89	74	3	5	85	66		1					1	2		
	%	100%	54.6%	45.4%	1.8%	3.1%	52.1%	40.5%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.6%	1.2%	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%
Accounting (0510)	#	100	37	63	6	3	21	41	4	7	5	10		1	1	1		
	%	100%	37.0%	63.0%	6.0%	3.0%	21.0%	41.0%	4.0%	7.0%	5.0%	10.0%	0.0%	1.0%	1.0%	1.0%	0.0%	0.0%
Occupational CLF		100%	39.9%	60.1%	2.2%	3.9%	31.8%	44.2%	2.5%	5.7%	3.1%	5.5%	0.0%	0.1%	0.2%	0.4%	0.2%	0.3%
Budget Analysis (0560)	#	92	24	68	3	8	17	49	2	4	1	4	1			3		
	%	100%	26.1%	73.9%	3.3%	8.7%	18.5%	53.3%	2.2%	4.3%	1.1%	4.3%	1.1%	0.0%	0.0%	3.3%	0.0%	0.0%
Occupational CLF		100%	36.5%	63.5%	2.0%	4.7%	26.9%	41.1%	4.6%	11.5%	2.3%	4.7%	0.0%	0.2%	0.4%	0.6%	0.2%	0.7%
Civil Engineering (0810)	#	543	437	106	34	8	365	83	8	3	20	10	2		7	2	1	
	%	100%	80.5%	19.5%	6.3%	1.5%	67.2%	15.3%	1.5%	0.6%	3.7%	1.8%	0.4%	0.0%	1.3%	0.4%	0.2%	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%
Mechanical Engineering (0830)	#	80	69	11	2	3	61	7	1	1	5							
	%	100%	86.3%	13.8%	2.5%	3.8%	76.3%	8.8%	1.3%	1.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF		100%	92.7%	7.3%	3.9%	0.4%	78.5%	5.7%	3.6%	0.5%	5.8%	0.6%	0.1%	0.0%	0.4%	0.0%	0.4%	0.1%
Electrical Engineering (0850)	#	129	118	11	11		90	8	7		8	3			2			
	%	100%	91.5%	8.5%	8.5%	0.0%	69.8%	6.2%	5.4%	0.0%	6.2%	2.3%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%
Occupational CLF		100%	91.3%	8.7%	4.8%	0.7%	70.9%	5.5%	4.4%	0.9%	10.2%	1.5%	0.1%	0.0%	0.5%	0.1%	0.3%	0.1%
Contracting (1102)	#	131	57	74		16	43	54	6	1	6	1	1		1	2		
	%	100%	43.5%	56.5%	0.0%	12.2%	32.8%	41.2%	4.6%	0.8%	4.6%	0.8%	0.8%	0.0%	0.8%	1.5%	0.0%	0.0%
Occupational CLF		100%	46.2%	53.8%	3.3%	3.8%	38.1%	41.9%	3.0%	5.5%	1.4%	1.8%	0.0%	0.1%	0.3%	0.5%	0.1%	0.3%
High Voltage Electrician (2810)	#	171	165	6	7	1	143	3	3		4	1			8	1		
	%	100%	96.5%	3.5%	4.1%	0.6%	83.6%	1.8%	1.8%	0.0%	2.3%	0.6%	0.0%	0.0%	4.7%	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%

Bureau of Reclamation - as of September 30, 2015

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													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Industrial Equipment Mechanic (5352)	#	243	239	4	15	1	197	3	4		3		2		18			
	%	100%	98.4%	1.6%	6.2%	0.4%	81.1%	1.2%	1.6%	0.0%	1.2%	0.0%	0.8%	0.0%	7.4%	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%
Electric Power Controlling (5407)	#	140	132	8	6	1	115	6	2		2				5	1	2	
	%	100%	94.3%	5.7%	4.3%	0.7%	82.1%	4.3%	1.4%	0.0%	1.4%	0.0%	0.0%	0.0%	3.6%	0.7%	1.4%	0.0%
Occupational CLF		100%	93.0%	7.0%	4.9%	0.4%	78.2%	5.4%	6.3%	0.8%	1.0%	0.1%	0.0%	0.0%	2.3%	0.2%	0.3%	0.0%

Bureau of Reclamation - as of September 30, 2015
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														
				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	
Human Resources Management (0201)	#	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%	
Occupational CLF		100%	39.7%	60.3%	3.7%	5.8%	30.4%	44.2%	3.3%	7.1%	1.8%	2.3%	0.0%	0.1%	0.3%	0.5%	0.2%	0.3%
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%
Accounting (0510)	#	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%	
Occupational CLF		100%	39.9%	60.1%	2.2%	3.9%	31.8%	44.2%	2.5%	5.7%	3.1%	5.5%	0.0%	0.1%	0.2%	0.4%	0.2%	0.3%
Budget Analysis (0560)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational CLF		100%	36.5%	63.5%	2.0%	4.7%	26.9%	41.1%	4.6%	11.5%	2.3%	4.7%	0.0%	0.2%	0.4%	0.6%	0.2%	0.7%
Civil Engineering (0810)	#	19	17	2	1		16	2										
	%	100%	89.5%	10.5%	5.3%	0.0%	84.2%	10.5%	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%
Mechanical Engineering (0830)	#	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%	
Occupational CLF		100%	92.7%	7.3%	3.9%	0.4%	78.5%	5.7%	3.6%	0.5%	5.8%	0.6%	0.1%	0.0%	0.4%	0.0%	0.4%	0.1%
Electrical Engineering (0850)	#	5	5				4			1								
	%	100%	100.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Occupational CLF		100%	91.3%	8.7%	4.8%	0.7%	70.9%	5.5%	4.4%	0.9%	10.2%	1.5%	0.1%	0.0%	0.5%	0.1%	0.3%	0.1%
Contracting (1102)	#	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%	
Occupational CLF		100%	46.2%	53.8%	3.3%	3.8%	38.1%	41.9%	3.0%	5.5%	1.4%	1.8%	0.0%	0.1%	0.3%	0.5%	0.1%	0.3%
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%

Bureau of Reclamation - as of September 30, 2015

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													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Industrial Equipment Mechanic (5352)	#	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%	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%
Electric Power Controlling (5407)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	93.0%	7.0%	4.9%	0.4%	78.2%	5.4%	6.3%	0.8%	1.0%	0.1%	0.0%	0.0%	2.3%	0.2%	0.3%	0.0%

Bureau of Reclamation - FY2015

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												
	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	
Human Resources Management (0201)																		
Accessions	#	1		1				1										
	%	100%	0.0%	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%
Occupational CLF		100%	39.7%	60.3%	3.7%	5.8%	30.4%	44.2%	3.3%	7.1%	1.8%	2.3%	0.0%	0.1%	0.3%	0.5%	0.2%	0.3%
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%
Accounting (0510)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	39.9%	60.1%	2.2%	3.9%	31.8%	44.2%	2.5%	5.7%	3.1%	5.5%	0.0%	0.1%	0.2%	0.4%	0.2%	0.3%
Budget Analysis (0560)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF		100%	36.5%	63.5%	2.0%	4.7%	26.9%	41.1%	4.6%	11.5%	2.3%	4.7%	0.0%	0.2%	0.4%	0.6%	0.2%	0.7%
Civil Engineering (0810)																		
Accessions	#	6	6		1		5											
	%	100%	100.0%	0.0%	16.7%	0.0%	83.3%	0.0%	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%
Mechanical Engineering (0830)																		
Accessions	#	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%
Occupational CLF		100%	92.7%	7.3%	3.9%	0.4%	78.5%	5.7%	3.6%	0.5%	5.8%	0.6%	0.1%	0.0%	0.4%	0.0%	0.4%	0.1%
Electrical Engineering (0850)																		
Accessions	#	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%	0.0%
Occupational CLF		100%	91.3%	8.7%	4.8%	0.7%	70.9%	5.5%	4.4%	0.9%	10.2%	1.5%	0.1%	0.0%	0.5%	0.1%	0.3%	0.1%

Bureau of Reclamation - FY2015

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												
	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	male
Contracting (1102)																		
Accessions	#	1	1						1									
	%	100%	100.0%	0.0%	0.0%	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%
Occupational CLF	100%	46.2%	53.8%	3.3%	3.8%	38.1%	41.9%	3.0%	5.5%	1.4%	1.8%	0.0%	0.1%	0.3%	0.5%	0.1%	0.3%	
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	#	4	4				4											
	%	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%
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%	
Electric Power Controlling (5407)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	100%	93.0%	7.0%	4.9%	0.4%	78.2%	5.4%	6.3%	0.8%	1.0%	0.1%	0.0%	0.0%	2.3%	0.2%	0.3%	0.0%	

Bureau of Reclamation - FY2015

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										American Indian or Alaska Native		Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander							
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent Workforce																			
Accessions	#	534	349	185	20	22	280	140	24	11	12	7		1	9	4	4		
	%	100%	65.4%	34.6%	3.7%	4.1%	52.4%	26.2%	4.5%	2.1%	2.2%	1.3%	0.0%	0.2%	1.7%	0.7%	0.7%	0.0%	
From Temporary	#	42	27	15	2	3	22	8	3	1		3							
	%	100%	64.3%	35.7%	4.8%	7.1%	52.4%	19.0%	7.1%	2.4%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Hires	#	576	376	200	22	25	302	148	27	12	12	10		1	9	4	4		
	%	100%	65.3%	34.7%	3.8%	4.3%	52.4%	25.7%	4.7%	2.1%	2.1%	1.7%	0.0%	0.2%	1.6%	0.7%	0.7%	0.0%	
Temporary Workforce																			
Accessions	#	168	101	67	10	10	79	50	3	2	6	2	1		2	3			
	%	100%	60.1%	39.9%	6.0%	6.0%	47.0%	29.8%	1.8%	1.2%	3.6%	1.2%	0.6%	0.0%	1.2%	1.8%	0.0%	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%	51.2%	25.5%	4.8%	4.1%	3.2%	1.9%	0.1%	0.1%	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 - as of September 30, 2015

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	#	418	233	185	28	29	157	128	19	9	19	12		1	5	5	5	1
	%	100%	55.7%	44.3%	6.7%	6.9%	37.6%	30.6%	4.5%	2.2%	4.5%	2.9%	0.0%	0.2%	1.2%	1.2%	1.2%	0.2%
Time in grade in excess of minimum																		
1 - 12 months	#	24	10	14	2	2	6	10	1		1	1						1
	%	100%	41.7%	58.3%	8.3%	8.3%	25.0%	41.7%	4.2%	0.0%	4.2%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13 - 24 months	#	13	8	5	1		6	5	1									
	%	100%	61.5%	38.5%	7.7%	0.0%	46.2%	38.5%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25+ months	#	11	4	7	2	2		5	1									1
	%	100%	36.4%	63.6%	18.2%	18.2%	0.0%	45.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%

Bureau of Reclamation - FY2015

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	#	2078	1238	840	75	73	1060	663	37	38	21	28	4	6	38	27	3	5
	%	100%	59.6%	40.4%	3.6%	3.5%	51.0%	31.9%	1.8%	1.8%	1.0%	1.3%	0.2%	0.3%	1.8%	1.3%	0.1%	0.2%
Total Hours		11871	6997	4874	476	444	5948	3785	209	251	124	167	13	37	202	154	25	36
Average Hours		6	6	6	6	6	6	6	6	7	6	6	3	6	5	6	8	7
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	1002	666	336	44	47	563	249	9	13	17	14	4	3	28	8	1	2
	%	100%	66.5%	33.5%	4.4%	4.7%	56.2%	24.9%	0.9%	1.3%	1.7%	1.4%	0.4%	0.3%	2.8%	0.8%	0.1%	0.2%
Total Hours		19235	12546	6689	783	975	10719	4897	187	228	299	322	48	72	498	169	12	26
Average Hours		19	19	20	18	21	19	20	21	18	18	23	12	24	18	21	12	13
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	2357	1572	785	148	100	1277	568	36	43	47	39	9	6	51	23	4	6
	%	100%	66.7%	33.3%	6.3%	4.2%	54.2%	24.1%	1.5%	1.8%	2.0%	1.7%	0.4%	0.3%	2.2%	1.0%	0.2%	0.3%
Total Amount		\$828,067	\$541,032	\$287,035	\$54,194	\$38,421	\$435,287	\$206,710	\$13,498	\$15,960	\$18,124	\$14,048	\$2,687	\$2,408	\$15,792	\$7,299	\$1,450	\$2,189
Average Amount		\$351	\$344	\$366	\$366	\$384	\$341	\$364	\$375	\$371	\$386	\$360	\$299	\$401	\$310	\$317	\$363	\$365
Cash Awards \$501+																		
Total Cash Awards Given	#	3909	2537	1372	223	151	2085	1038	54	64	86	69	9	8	75	32	5	10
	%	100%	64.9%	35.1%	5.7%	3.9%	53.3%	26.6%	1.4%	1.6%	2.2%	1.8%	0.2%	0.2%	1.9%	0.8%	0.1%	0.3%
Total Amount		\$4,186,655	\$2,753,778	\$1,432,877	\$233,901	\$162,611	\$2,276,687	\$1,081,318	\$56,053	\$65,536	\$91,415	\$71,494	\$7,637	\$8,082	\$84,340	\$34,018	\$3,745	\$9,818
Average Amount		\$1,071	\$1,085	\$1,044	\$1,049	\$1,077	\$1,092	\$1,042	\$1,038	\$1,024	\$1,063	\$1,036	\$849	\$1,010	\$1,125	\$1,063	\$749	\$982
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	7	5	2	1	2	4											
	%	100%	71.4%	28.6%	14.3%	28.6%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount		\$66,809	\$44,121	\$22,688	\$8,248	\$22,688	\$35,873											
Average Amount		\$9,544	\$8,824	\$11,344	\$8,248	\$11,344	\$8,968	-	-	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	180	92	88	5	8	80	71	1	3	2	3	1	2	2	1	1	
	%	100%	51.1%	48.9%	2.8%	4.4%	44.4%	39.4%	0.6%	1.7%	1.1%	1.7%	0.6%	1.1%	1.1%	0.6%	0.6%	0.0%
Total Benefit		\$422,004	\$230,392	\$191,612	\$11,638	\$18,381	\$202,025	\$154,630	\$1,309	\$5,472	\$5,207	\$6,180	\$1,727	\$4,633	\$5,508	\$2,316	\$2,978	
Average Benefit		\$2,344	\$2,504	\$2,177	\$2,328	\$2,298	\$2,525	\$2,178	\$1,309	\$1,824	\$2,604	\$2,060	\$1,727	\$2,317	\$2,754	\$2,316	\$2,978	-

Bureau of Reclamation - FY2015

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

Type of Separation		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Voluntary	#	571	357	214	29	26	288	139	7	23	15	9		4	17	10	1	3
	%	100%	62.5%	37.5%	5.1%	4.6%	50.4%	24.3%	1.2%	4.0%	2.6%	1.6%	0.0%	0.7%	3.0%	1.8%	0.2%	0.5%
Involuntary	#	16	11	5		1	8	2			2				1			2
	%	100%	68.8%	31.3%	0.0%	6.3%	50.0%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	12.5%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	587	368	219	29	27	296	141	7	23	17	9		4	18	10	1	5
	%	100%	62.7%	37.3%	4.9%	4.6%	50.4%	24.0%	1.2%	3.9%	2.9%	1.5%	0.0%	0.7%	3.1%	1.7%	0.2%	0.9%
Permanent Workforce (09/30/2014)	#	5037	3357	1680	299	191	2712	1241	85	91	118	76	19	12	114	54	10	15
	%	100%	66.6%	33.4%	5.9%	3.8%	53.8%	24.6%	1.7%	1.8%	2.3%	1.5%	0.4%	0.2%	2.3%	1.1%	0.2%	0.3%

Bureau of Reclamation - as of September 30, 2015

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, Dwarfism
Total	#	5015	4082	253	680	85	8	4	5	16	5	14	4	27	2
	%	100%	81.4%	5.0%	13.6%	1.7%	0.2%	0.1%	0.1%	0.3%	0.1%	0.3%	0.1%	0.5%	0.0%
Federal Goal	%				2.0%										
Pacific Northwest Region	#	1100	868	72	160	21	2		2	3	1	4	1	8	
	%	100%	78.9%	6.5%	14.5%	1.9%	0.2%	0.0%	0.2%	0.3%	0.1%	0.4%	0.1%	0.7%	0.0%
Mid-Pacific Region	#	953	803	43	107	10	2	1		1	1	2		3	
	%	100%	84.3%	4.5%	11.2%	1.0%	0.2%	0.1%	0.0%	0.1%	0.1%	0.2%	0.0%	0.3%	0.0%
Lower Colorado Region	#	794	633	39	122	10		1		4		3		1	1
	%	100%	79.7%	4.9%	15.4%	1.3%	0.0%	0.1%	0.0%	0.5%	0.0%	0.4%	0.0%	0.1%	0.1%
Upper Colorado Region	#	680	529	48	103	20	3	1	2	6	1	1	1	5	
	%	100%	77.8%	7.1%	15.1%	2.9%	0.4%	0.1%	0.3%	0.9%	0.1%	0.1%	0.1%	0.7%	0.0%
Great Plains Region	#	591	482	17	92	9	1			2	2			3	1
	%	100%	81.6%	2.9%	15.6%	1.5%	0.2%	0.0%	0.0%	0.3%	0.3%	0.0%	0.0%	0.5%	0.2%
Denver-Washington DC	#	897	767	34	96	15		1	1			4	2	7	
	%	100%	85.5%	3.8%	10.7%	1.7%	0.0%	0.1%	0.1%	0.0%	0.0%	0.4%	0.2%	0.8%	0.0%

Bureau of Reclamation - as of September 30, 2015

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, Dwarfism
GS-01	#	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							
	%	0.1%	0.0%	0.0%	0.2%	1.3%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	22	16	3	3	1							1		
	%	0.6%	0.5%	1.5%	0.6%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%
GS-04	#	56	37	3	16	7						1	2	4	
	%	1.4%	1.1%	1.5%	3.0%	9.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	50.0%	16.7%	0.0%
GS-05	#	209	145	16	48	7	1	1		1		1	1	2	
	%	5.3%	4.5%	8.0%	8.9%	9.0%	12.5%	25.0%	0.0%	6.3%	0.0%	9.1%	25.0%	8.3%	0.0%
GS-06	#	155	95	10	50	9			1	1	1	1		5	
	%	3.9%	2.9%	5.0%	9.3%	11.5%	0.0%	0.0%	25.0%	6.3%	20.0%	9.1%	0.0%	20.8%	0.0%
GS-07	#	336	249	29	58	12	3	1		1	2	2		3	
	%	8.5%	7.7%	14.4%	10.8%	15.4%	37.5%	25.0%	0.0%	6.3%	40.0%	18.2%	0.0%	12.5%	0.0%
GS-08	#	80	68	1	11	2				1				1	
	%	2.0%	2.1%	0.5%	2.0%	2.6%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	4.2%	0.0%
GS-09	#	347	284	17	46	6	1		1	1				3	
	%	8.8%	8.8%	8.5%	8.6%	7.7%	12.5%	0.0%	25.0%	6.3%	0.0%	0.0%	0.0%	12.5%	0.0%
GS-10	#	45	34	4	7										
	%	1.1%	1.1%	2.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	669	554	37	78	7	1			2		3		1	
	%	16.9%	17.2%	18.4%	14.5%	9.0%	12.5%	0.0%	0.0%	12.5%	0.0%	27.3%	0.0%	4.2%	0.0%
GS-12	#	1147	962	56	129	12	2	1		4		2		1	2
	%	28.9%	29.8%	27.9%	24.0%	15.4%	25.0%	25.0%	0.0%	25.0%	0.0%	18.2%	0.0%	4.2%	100.0%
GS-13	#	612	530	19	63	10			1	3	2	1		3	
	%	15.4%	16.4%	9.5%	11.7%	12.8%	0.0%	0.0%	25.0%	18.8%	40.0%	9.1%	0.0%	12.5%	0.0%
GS-14	#	211	184	4	23	4			1	2				1	
	%	5.3%	5.7%	2.0%	4.3%	5.1%	0.0%	0.0%	25.0%	12.5%	0.0%	0.0%	0.0%	4.2%	0.0%
GS-15	#	55	50	1	4										
	%	1.4%	1.6%	0.5%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	3	3												
	%	0.1%	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	13	1											
	%	0.4%	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	3964	3225	201	538	78	8	4	4	16	5	11	4	24	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, 2015

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	#	9	9												
	%	6.7%	8.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-02	#	5	5												
	%	3.7%	4.5%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-03	#	21	19	1	1										
	%	15.6%	17.0%	16.7%	5.9%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-04	#	39	32	3	4	2								1	
	%	28.9%	28.6%	50.0%	23.5%	66.7%	-	100.0%	-	-	-	-	-	50.0%	-
GS-05	#	7	5		2										
	%	5.2%	4.5%	0.0%	11.8%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-06	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-07	#	2	2												
	%	1.5%	1.8%	0.0%	0.0%	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												
	%	0.7%	0.9%	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	#	7	6		1										
	%	5.2%	5.4%	0.0%	5.9%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-12	#	17	13		4	1								1	
	%	12.6%	11.6%	0.0%	23.5%	33.3%	-	0.0%	-	-	-	-	-	50.0%	-
GS-13	#	12	8	2	2										
	%	8.9%	7.1%	33.3%	11.8%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-14	#	8	6		2										
	%	5.9%	5.4%	0.0%	11.8%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
GS-15	#	2	1		1										
	%	1.5%	0.9%	0.0%	5.9%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
All other (unspecified GS)	#	3	3												
	%	2.2%	2.7%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
Senior Executive Service	#	2	2												
	%	1.5%	1.8%	0.0%	0.0%	0.0%	-	0.0%	-	-	-	-	-	0.0%	-
TOTAL	#	135	112	6	17	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, 2015
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, Dwarfism	
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	#	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-04	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-05	#	10	8		2										
	%	100%	80.0%	0.0%	20.0%	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	#	22	19	2	1										
	%	100%	86.4%	9.1%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	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-10	#	37	23	3	11										
	%	100%	62.2%	8.1%	29.7%	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	#	958	788	45	125	7			1			3		3	
	%	100%	82.3%	4.7%	13.0%	0.7%	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%

Bureau of Reclamation - as of September 30, 2015
Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary 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	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-02	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-03	#	6	4	2											
	%	100%	66.7%	33.3%	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												
	%	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-06	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-07	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-08	#	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-09	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-10	#	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-11	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-12	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Other Non-supervisory Wage Grades	#	19	16	1	2	1								1	
	%	100%	84.2%	5.3%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%

Bureau of Reclamation - as of September 30, 2015

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	#	1	1													
	%	0.1%	0.1%	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%	-	
Grade-05	#	10	8		2											
	%	1.0%	0.9%	0.0%	1.4%	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%	1.9%	0.7%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-08	#	22	19	2	1											
	%	2.1%	2.2%	3.8%	0.7%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-09	#	1	1													
	%	0.1%	0.1%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-10	#	37	23	3	11											
	%	3.6%	2.7%	5.8%	7.9%	0.0%	-	-	0.0%	-	-	0.0%	-	0.0%	-	
Grade-11	#	5	4	1												
	%	0.5%	0.5%	1.9%	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	#	958	788	45	125	7			1			3		3		
	%	91.9%	92.7%	86.5%	89.3%	100.0%	-	-	100.0%	-	-	100.0%	-	100.0%	-	
Total Non-supervisory Wage Grades	#	1042	850	52	140	7			1			3		3		
	%	100%	100%	100%	100%	100%	-	-	100%	-	-	100%	-	100%	-	

Bureau of Reclamation - as of September 30, 2015

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

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04, 05) No Disability	(01) Not Identified	(06-94) 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	(91) Psychiatric Disability	(92) Dwarfism
Grade-01	#														
	%	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%	-
Grade-03	#	6	4	2											
	%	17.6%	14.3%	66.7%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-04	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-05	#	5	5												
	%	14.7%	17.9%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-06	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-07	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-08	#	2	1		1										
	%	5.9%	3.6%	0.0%	33.3%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-09	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-10	#	2	2												
	%	5.9%	7.1%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-11	#														
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	-	0.0%	-
Grade-12	#														
	%	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%	-
Grade-14	#														
	%	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%	-
All Other Non-supervisory Wage Grades	#	19	16	1	2	1								1	
	%	55.9%	57.1%	33.3%	66.7%	100.0%	-	-	-	-	-	-	-	100.0%	-
Total Non-supervisory Wage Grades	#	34	28	3	3	1								1	
	%	100%	100%	100%	100%	100%	-	-	-	-	-	-	-	100%	-

Bureau of Reclamation - FY2015

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	#	2078	1704	81	293	36	4	1	4	2	6	2	1	15	1
	%	100%	82.0%	3.9%	14.1%	1.7%	0.2%	0.0%	0.2%	0.1%	0.3%	0.1%	0.0%	0.7%	0.0%
Total Hours		11871	9688	476	1707	222	24	8	28	12	36	12	8	86	8
Average Hours		6	6	6	6	6	6	8	7	6	6	6	8	6	8
Time-Off awards - 9+ hours															
Total Time-Off Awards Given	#	1002	812	48	142	24	1	3	1	5	1	4	1	7	1
	%	100%	81.0%	4.8%	14.2%	2.4%	0.1%	0.3%	0.1%	0.5%	0.1%	0.4%	0.1%	0.7%	0.1%
Total Hours		19235	15562	910	2763	518	10	60	25	108	16	72	32	163	32
Average Hours		19	19	19	19	22	10	20	25	22	16	18	32	23	32
Cash Awards - \$100 - \$500															
Total Cash Awards Given	#	2357	1929	115	313	44	5	3	3	8	4	5	2	13	1
	%	100%	81.8%	4.9%	13.3%	1.9%	0.2%	0.1%	0.1%	0.3%	0.2%	0.2%	0.1%	0.6%	0.0%
Total Amount		\$828,067	\$681,039	\$38,033	\$108,995	\$15,057	\$1,430	\$850	\$950	\$3,117	\$1,800	\$1,246	\$873	\$4,291	\$500
Average Amount		\$351	\$353	\$331	\$348	\$342	\$286	\$283	\$317	\$390	\$450	\$249	\$437	\$330	\$500
Cash Awards \$501+															
Total Cash Awards Given	#	3909	3318	134	457	40	4	1	2	12	7	5		9	
	%	100%	84.9%	3.4%	11.7%	1.0%	0.1%	0.0%	0.1%	0.3%	0.2%	0.1%	0.0%	0.2%	0.0%
Total Amount		\$4,186,655	\$3,570,622	\$133,942	\$482,091	\$42,755	\$2,623	\$916	\$2,104	\$13,490	\$8,062	\$6,192		\$9,368	
Average Amount		\$1,071	\$1,076	\$1,000	\$1,055	\$1,069	\$656	\$916	\$1,052	\$1,124	\$1,152	\$1,238	-	\$1,041	-
Senior Executive Service Performance Awards															
Total Cash Awards Given	#	7	7												
	%	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		\$66,809	\$66,809												
Average Amount		\$9,544	\$9,544	-	-	-	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSI)															
Total QSIs Awarded	#	180	156	4	20	3				1	1			1	
	%	100%	86.7%	2.2%	11.1%	1.7%	0.0%	0.0%	0.0%	0.6%	0.6%	0.0%	0.0%	0.6%	0.0%
Total Benefit		\$422,004	\$371,648	\$10,142	\$40,214	\$5,506				\$2,754	\$1,306			\$1,446	
Average Benefit		\$2,344	\$2,382	\$2,536	\$2,011	\$1,835	-	-	-	\$2,754	\$1,306	-	-	\$1,446	-

Bureau of Reclamation - FY2015

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	#	571	453	22	96	8	1			2		2		3	
	%	100%	79.3%	3.9%	16.8%	1.4%	0.2%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.5%	0.0%
Involuntary	#	16	10	3	3										
	%	100%	62.5%	18.8%	18.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RIF	#														
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	587	463	25	99	8	1			2		2		3	
	%	100%	78.9%	4.3%	16.9%	1.4%	0.2%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%	0.5%	0.0%
Total Permanent Workforce (09/30/2014)	#	5037	4114	218	705	86	9	3	5	18	5	15	4	25	2
	%	100%	81.7%	4.3%	14.0%	1.7%	0.2%	0.1%	0.1%	0.4%	0.1%	0.3%	0.1%	0.5%	0.0%