



United States Department of Agriculture
Food Safety and Inspection Service

Federal Agency Annual EEO Program Management Directive – 715

Fiscal Year 2012



Table of Contents

	Page
Agency Identifying Information (Parts A-D).....	4-6
Executive Summary (Part E).....	7-17
Certification of Establishment of EEO Programs (Part F).....	18
FSIS Notice 39-09 (EEO Policy Statement).....	19-20
FSIS Notice 4-08 (Anti-Harassment Policy Statement).....	21-22
Agency Self Assessment Checklist (Part G - Essential Elements).....	23-40
EEO Plan to Attain Essential Elements of a Model EEO Program (Part H).....	41-44
EEO Plan to Eliminate Identified Barriers (Part I).....	45-55
Special Program Plan for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities (Part J).....	56-58
Organizational Charts - Approved Organizational Chart	
462 Report	
Workforce Data Tables	
Table A1: Total Workforce by Employment Tenure	
Table A2: Permanent Workforce by Component	
Table A3: Total Workforce by Occupational Categories	
Table A3-1: Occupational Categories (rates down)	
Table A4 and A5: Total Workforce (Wage, General Schedule, Pay for Performance and Executive Service Pay Plan)	
Table A4-1 and A5-1: Total Workforce (Wage, General Schedule, Pay for Performance and Executive Service Pay Plan)	
Table A6: Permanent Workforce by Major Occupations	
Table A8: New Hires by Type of Appointment	

Table A10: Non-Competitive Promotion Time in Grade

Table A13: Employee Recognition & Awards

Table A14: Separations by Type of Separations

Table B1: Total Workforce by Component - Distribution by Disability

Table B2: Total Workforce by Component - Distribution by Disability

Table B3: Total Workforce by Occupational Categories - Distribution by Disability

Table B3-1: Total Workforce by Occupational Categories - Distribution by Disability

Table B4 and B5: Total Workforce (Wage, General Schedule, Pay for Performance and Executive Service Pay Plan) – Distribution by Disability (across)

Table B4-1 and B5-1: Total Workforce (Wage, General Schedule, Pay for Performance and Executive Service Pay Plan) – Distribution by Disability (rates down)

Table B6: Permanent Workforce by Major Occupations - Distribution by Disability

Table B8: New Hires by Type of Appointment – Distribution by Disability

Table B10: Non-Competitive Promotions - Time in Grade – Distribution by Disability

Table B13: Employee Recognition & Awards – Distribution by Disability

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

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, 2011 to September 30, 2012				
PART A Department or Agency Identifying Information	1. Agency		1. U.S. Department of Agriculture	
	1.a. 2nd level reporting component		Food Safety and Inspection Service	
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	2. Address		2. 1400 Independence Avenue, SW, Room 331-E, Jamie L. Whitten Building	
	3. City, State, Zip Code		3. Washington, DC 20250	
	4. CPDF Code	5. FIPS code(s)	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 9,344	
	2. Enter total number of temporary employees		2. 640	
	3. Enter total number employees paid from non-appropriated funds		3. 0	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 9,984	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Alfred V. Almanza Administrator	
	2. Agency Head Designee		Alfred V. Almanza Administrator	
	3. Principal EEO Director/Official Official Title/series/grade		Angela Kelly Director, Civil Rights Division Office of the Administrator AP-6S	

	4. Title VII Affirmative EEO Program Official	Frank Grijalva Deputy Director, Civil Rights Division Office of the Administrator AP-5S
	5. Complaints Processing Program Manager	Frank Grijalva Deputy Director, Civil Rights Division Office of the Administrator AP-5S

*EEOC FORMS and Documents Included With This Report			
Executive Summary [FORM 715-01 PART E], that includes:	✓	*Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01 PART 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 715-01 PART 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 CLF	✓	*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	✓	*Workforce Data Tables	✓
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	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements.	✓	*Organizational Chart	✓

Executive Summary

MISSION. The Food Safety and Inspection Service (FSIS) is a public health Agency in the U.S. Department of Agriculture responsible for ensuring that the nation's commercial supply of meat, poultry, egg and catfish products are safe, wholesome, and correctly labeled and packaged, as required by the Federal Meat Inspection Act of 1906, the Poultry Products Inspection Act of 1957, the Egg Products Inspection Act of 1970, and the 2008 Farm Bill.

FSIS STRUCTURE AND ORGANIZATION.

- **Office of the Administrator (OA):** The Office of the Administrator has overall responsibility for leading FSIS and its employees in their mission of protecting public health through food safety and food defense.
- **Office of the Chief Financial Officer (OCFO):** OCFO is responsibility for the budget and financial management in FSIS. OCFO leads development of policies and financial reporting systems to support FSIS public health objectives.
- **Office of the Chief Information Officer (OCIO):** OCIO is responsible for supporting food safety, public health, and food security requirements through development and implementation of information systems.
- **Office of Data Integration and Food Protection (ODIFP):** ODIFP coordinates all emergency response, food defense, and data analysis activities within FSIS.
- **Office of Program Evaluation, Enforcement & Review (OPEER):** OPEER is responsible for assessing program functions and operations under FSIS.
- **Office of Public Affairs and Consumer Education (OPACE):** OPACE is responsible for conducting public programs to inform, educate, and work with a variety of different audiences.
- **Office of Policy, and Program Development (OPPD):** OPPD develops and makes recommendations concerning all domestic and international policy for FSIS.
- **Office of Management (OM):** OM provides a full range of administrative and personnel support services to FSIS.
- **Office of Field Operations (OFO):** OFO manages a nationwide program of inspection and enforcement activities regarding meat, poultry, and egg and catfish products.
- **Office of Public Health Science (OPHS):** OPHS provides scientific analysis, advice, data, and recommendations regarding matters involving public health and science that are of concern to FSIS.

- **Office of International Affairs (OIA):** OIA provides leadership in international food safety activities.
- **Office of Outreach, Employee Education, and Training (OOEET):** OOEET is responsible for directing outreach, education, and training programs designed to ensure public health and food safety through both inspection and enforcement.

Essential Element 1: Demonstrated Commitment from Agency Leadership

- Equal Employment Opportunity (EEO) is a critical element in all Senior Executive Service (SES), Managerial and supervisory evaluation and performance plans. Support of the USDA Diversity Roadmap is rated in the Mission Results element in the SES Performance Standards.
- FSIS identified an SES employee (the Assistant Administrator, Office of International Affairs) as the Diversity Officer for the Agency.
- The Administrator's policy statements are provided to new employees, supervisors, and managers during new employee orientation and new supervisors' training.
- The Agency maintained twenty five (25) Equal Employment Opportunity Advisory Committees (EEOACs) consisting of over one hundred and eighty employees. Each EEOAC reports directly to a District Manager or SES Program Official. Additionally, each EEOAC is responsible for: (1) outreach, (2) examining trends, (3) recruitment, and (4) collaboration with all levels of management regarding operational and support issues. To date, the EEOACs have performed over 2,500 hours of outreach.

Essential Element 2: Integration of Equal Employment Opportunity (EEO) into the Agency Mission

- The Agency's Civil Rights (CR) Office was aligned under the Office of the Administrator (OA) and the CR Director is a contributing member of the Agency's Senior Management Council.
- CR Director has regular meetings with the Human Resources Director.
- CR attracts, develops and retains competent EEO Staff.
- CR Director involves managers and Equal Employment Specialist in the implementation of the Compliance Assistance, Review and Evaluation (CARE) assessment program.
- CR uses various media to distribute EEO information.
- CR Director is a contributing member and involved in all agency-wide initiatives/decisions.
- CR/EEO Program initiatives are widely publicized from the Administrator's Office through Agency-wide e-mails, websites, newsletters, and e-message boards.
- Administrator's CR/EEO policies are distributed to all new employees.

- All Agency employees are provided information regarding CR/EEO and the Alternative Dispute Resolution (ADR) programs.
- Memoranda of Understanding (MOU) with College/Universities: FSIS focused on upholding existing MOU with Hispanic Serving Institutions (HSI) and Historically Black Colleges and Universities (HBCU). Through these partnerships, FSIS maintained productive working relationships with USDA HSI Regional Directors nationwide. Information about FSIS employment opportunities was sent to the Directors who disseminated the information to Hispanic students, faculty, and staff. FSIS also attended recruitment events at eighteen HSIs nationwide. Additionally, the Agency posted job announcements or gave lectures about FSIS mission and career opportunities at these institutions. The Agency's Student Employment Program also recruited a Hispanic student enrolled at one of the partnering HSIs. Partnering HSIs and HBCUs include:
 - University of Arkansas at Pine Bluff (HBCU),
 - Virginia State University (HBCU),
 - Fort Valley State University (HBCU),
 - University of Maryland-Eastern Shore (HBCU),
 - Florida A&M University (HBCU),
 - New Mexico State University (HSI),
 - California Polytechnic University (HSI),
 - University of Puerto Rico-Mayaguez (HSI),
 - California State-Fresno (HSI)
- Recruitment and Outreach Events
 - The Agency participated in multiple recruiting and outreach events hosted by HBCUs, HSIs, the American Indian Science and Engineering Society (AISES), the Federal Asian Pacific American Council (FAPAC), Blacks in Government, the Society of American Indian Government Employees, Federally Employed Women, the Hispanic Association of Colleges and Universities (HACU), and the League of United Latin American Citizens (LULAC). FSIS participated in 81 recruitment events, 32 of which were conducted at minority-designated schools and minority specific conferences.
 - The FSIS Student Employment Program placed 12 students in field and Headquarters positions using the HACU National Internship Program (HNIP). In addition, FSIS utilized the American Association of People with Disabilities (AAPD), the American Indian Science and Engineering Society (AISES), the DC Summer Youth Employment Program (SYEP), and the Korea WEST program to place an additional 12 students in positions within Agency Headquarters.
 - The Agency participated in 14 recruitment events targeting Veterans, including Hiring Heroes Career Fairs, Student Veterans of America Career Fair, Operation Warfighters Job Fair, and job fairs sponsored by Military.com and the Non-Commissioned Officers Association (NCOA).
 - FSIS Recruiters participated in eight Hispanic recruitment events nationwide, including career fairs for the following annual conventions: LULAC, HACU, and the Congressional Hispanic Caucus.

- The Agency continued partnering with the Texas Veterans Commission in San Antonio, Texas, to promote FSIS career opportunities to Hispanic veterans and their family members.
- The FSIS Recruitment Program and the FSIS Food Safety and Education Staff partnered during this year to promote employment opportunities at Hispanic outreach events. As a result, FSIS promoted its career opportunities to a greater audience.
- The Agency continued a successful working relationship with Service Employment Redevelopment (SER) Jobs for Progress Inc., which is the employment arm of LULAC. The Agency successfully coordinated recruitment events at SER Workforce Centers in San Antonio, Texas. One-on-one guidance about the FSIS hiring process was provided to Hispanic applicants, which included Hispanic veterans. As a result, qualified individuals have applied to FSIS mission critical positions and are waiting to receive notification about opportunities available in their preferred geographical areas.
- FSIS hired a total of 15 Hispanic students under HNIP and the Agency's Student Employment Program.
- FSIS hired 13 students with disabilities and 4 students with targeted disabilities (for a total of 17 students with disabilities) for positions in the field and Headquarters, under AAPD and the Agency's Student Employment Program.
- FSIS participated in two recruitment events specifically targeted to people with disabilities.
- Career Development Opportunities
 - The Agency continued to promote the FSIS Career Guide as a tool to help FSIS employees to assess their skills, develop competencies defined by the Office of Personnel Management, and manage their careers. A key component and requirement of this tool is the development of an Individual Development Plan (IDP), which is required by Departmental regulation. The IDP helps employees and supervisors work together, develop trust and cooperation, and strive toward a mutual goal of employee development and career advancement.
 - The Agency converted five students from the Student Career Experience Program (SCEP) to career conditional appointments.
 - FSIS actively promoted the Presidential Management Fellows (PMF) program to Agency managers to attract and recruit superior candidates for public service. The Agency converted two FSIS Fellows to career conditional appointments.
- FSIS Affinity Group and Employee Organization Conference and Job Fair Sponsorships:

The Agency sponsored nine national training conferences and job fairs hosted by affinity groups and employee organizations in 2012. These events included the National Image Incorporated Training Conference and Exposition, the Federal Asian Pacific American Council National Training Conference,

the Society of American Indian Government Employees Annual National Training Conference, the Federally Employed Women National Training Program, the League of United Latin American Citizens National Convention, the Conference on Asian Pacific American Leadership Gala and Career Fair, the Blacks in Government National Training Conference, the International Leadership Foundation Business and Leadership Conference, and the Thurgood Marshall College Fund Annual Leadership Institute and Recruitment Fair. At each of these events, FSIS conducted outreach and recruitment in order to strategically advertise FSIS vacancies to minority communities and women and to highlight the Agency's commitment to employing a diverse workforce.

- Agency Mentoring Programs:
 - The Agency's Student Employment Program also maintained its mentoring program for all veterinary student hires. Student hires were matched with a mentor in the in-plant environment to gain a greater perspective and understanding of the Agency's work. Mentors were also assigned to non-veterinary students.

Essential Element 3: Management and Program Accountability

- The Agency ensures that CR/EEO training is incorporated into the following professional development trainings: (1) Basic Supervisory Training (BST) and (2) New Supervisor Program (NSP).
- Additionally, CR/EEO training is incorporated into the Frontline Supervisor and District Manager operational meetings.
- The Agency provided detailed measures designed to ensure all operational policy and procedures were in compliance with all federal CR/EEO laws, regulations and policies.
- The Agency conducted Title VII CARE assessments of four of Districts and Program Areas. These reviews ensured that both employees and supervisory CR/EEO concerns were properly communicated and addressed.
- Each year, all employees are required to take mandatory CR/EEO training and either Notification and Federal Anti-Discrimination and Retaliation (No FEAR) refresher training or No FEAR comprehensive training.
- Reasonable Accommodation Advisor provides advice and assistance to program officials and employees on day-to-day issues involving reasonable accommodation and disability, including whether an employee's condition meets the definition of disability.
- CRD advises employees on how to file EEO complaints of harassment and discrimination through an EEO poster entitled: "Initiating Contact with an EEO Counselor".
- Supervisors/Managers are evaluated through CR/EEO critical elements.
- The Agency provides Personnel Policies of selections/promotion procedures used throughout the Agency.

Essential Element 4: Proactive Prevention of Unlawful Discrimination

- The Agency completes an Accountability Assessment, for each complaint that is settled where there is a finding of discrimination, to ensure, that management officials are being held accountable for discriminatory practices.
- The Agency's Mediation and Worklife Services Division (MWSD) provided training to 69 FSIS supervisors. The training included an overview of the Alternative Dispute Resolution (ADR) process, Employee Assistance Program, and Workplace Violence Prevention and Response Programs. Each participant participated in the Conflict Dynamics Profile.
- FSIS has provided numerous EEO/CR/Diversity, ADR, Conflict Management and Conflict Dynamics Profile Training as reported in its quarterly reports to the Early Resolution and Conciliation Division. These trainings have been available and provided to all employees (bargaining, supervisors, managers, and executives) during team building sessions, Frontline Supervisor Meetings, District Meetings, BST, and NSP. Departmental training opportunities have been advertised to all employees, as they are made available. ADR material and a presentation is provided at new employee orientations, and the FSIS Intranet ADR page is constantly updated to reflect up to date information.
- The Agency maintained and shared its video library with several constituents, which include the following: (1) Agency workforce and (2) Federally-Assisted State Programs.
- All Special Emphasis Program Managers (SEPM) have CR element as a collateral duty, also have an addendum to their position descriptions to include CR collateral assignments.
- All SEPM report directly to the CR, Director. The Agency has eight SEPM: (1) American Indian/Alaska Native Emphasis Program Manager, (2) Asian American/Pacific Islander Emphasis Program Manager, (3) Black Emphasis Program Manager, (4) Disability Emphasis Program Manager, (5) Federal Women's Program, (6) Gay, Lesbian, Bisexual, and Transgender Emphasis Program Manager; (7) Hispanic Emphasis Program Manager and (8) Veterans Emphasis Program Manager.
- The Agency partnered with the Department and hosted seven Special Emphasis Program (SEP) events, including: (1) African American History Month, (2) Women's History Month, (3) Asian Pacific American Heritage Month, (4) Lesbian, Gay, Bi-sexual Pride Month, (5) Hispanic Heritage Month, (6) Disability Employment Awareness Month and (7) American Indian/Alaska Native Heritage Month. More than 1,000 employees attended. In order to ensure that all field employees were provided equal opportunity access, the Agency implemented a webcasting system for SEP events. These webcasts were available to all employees through the FSIS intranet. Additionally, the Agency sponsored two SEP events in the field during Asian Pacific American Heritage Month and Hispanic Heritage Month.

Essential Element 5: Efficiency

- The Agency utilizes the USDA Civil Rights Enterprise System (CRES) system to: (1) track, (2) monitor, and (3) identify the issues and bases of complaints. Further, for each stage of the EEO complaint

process, CRES captures all necessary information for completion of the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC FORM 462).

- In FY 2012, the Agency experienced several notable EEO complaints accomplishments including:
 - The timely Pre-Complaint counseling rate of 95% (172 out of 181).
 - The Pre-Complaint counseling resolution rate of 65% (118 out of 181), up from 61% in 2011.
 - The Pre-Complaint ADR offer rate was 99% (180 out of 181).
 - The Pre-Complaint ADR resolution rate was 70%, up from 65% in 2011.
 - The Formal Complaint ADR resolution rate was 43%, up from 10% in 2011.
- The Agency timely completed and submitted 14 Civil Rights Impact Analysis (CRIA) reports of proposed Agency rules.

Essential Element 6: Responsiveness and Legal Compliance

- The Agency is in full compliance with all federal EEO laws, regulations, and policies. The Agency complies with all EEOC orders and directives.
- The Agency reports to the EEOC all program efforts and accomplishments.
- The Agency is in full compliance with final EEOC orders for corrective action and relief.

Total Workforce Comparison to the National Civilian Labor Force

- **Total Work Force – 9984 Full Time Employee (FTE)**
 - Males – 5451 (54.60%); CLF (53.20%)
 - Females – 4533 (45.40%); CLF (46.80%)
 - Minorities – 3549 (35.55%); CLF (27.20%)
 - Persons with a Disability (PWD)* – 955 (9.57%)
- **Permanent Work Force – 9344 Full Time Permanent (FTP)**
 - Males – 5233 (56%); CLF (53.20%)
 - Females – 4111 (44.00%); CLF (46.80%)
 - Minorities – 3204 (34.29%); CLF (27.20%)
 - PWD* – 906 (9.70%)
- **Temporary Work Force – 640 Full Time Temporary (FTT)**
 - Males – 218 (33.64%); CLF (53.20%)
 - Females – 422 (65.94%); CLF (46.80%)
 - Minorities – 345 (53.9%); CLF (27.20%)
 - PWD* – 49 (7.66%)

Major Occupations

- **Consumer Safety Series GS-0696**
 - **Permanent Work Force – 314 FTP**
 - Males – 185 (58.92%); CLF (63.10%)
 - Females – 129 (41.08%); CLF (36.90%)
 - Minorities – 80 (25.48%); CLF (20.80%)
 - PWD* – 32 (10.19%)
- **Veterinary Medical Science Series GS-0701**
 - **Permanent Work Force – 1004 FTP**
 - Males - 688 (68.53%); CLF (60.50%)
 - Females – 316 (31.47%); CLF (39.50%)
 - Minorities – 257 (25.6%); CLF (7.50%)
 - PWD* – 104 (10.36%)
 - **Temporary Work Force – 21 FTT**
 - Males – 20 (95.45%); CLF (60.50%)
 - Females – 1 (4.55%); CLF (39.50%)
 - Minorities – 4 (19.05%); CLF (7.50%)
 - PWD* – 3 (14.29%)
- **Consumer Inspection Series GS-1862**

(Note: Because Comparative Relevant Labor Force (CRLF) data is not available for this occupational series, the Agency has used the GS-1863 CRLF data as the relevant comparator.)

 - **Permanent Work Force – 3782 FTP**
 - Males - 2444 (64.62%); CLF (68.40%)
 - Females – 1338 (35.38%); CLF (31.60%)
 - Minorities – 1025 (27.10%); CLF (29.60%)
 - PWD* – 335 (8.86%)
 - **Temporary Work Force – 15 FTT**
 - Males – 14 (93.33%); CLF (68.40%)
 - Females – 1 (6.67%); CLF (31.60%)
 - Minorities – 0 (0.00%); CLF (29.60%)
 - PWD* – 2 (13.33%)
- **Food Inspector GS-1863**
 - **Permanent Work Force – 2903 FTP**
 - Males - 1361 (46.88%); CLF (68.40%)
 - Females – 1542 (53.12%); CLF (31.60%)

- Minorities – 1315 (45.3%); CLF (29.60%)
- PWD* – 262 (9.03%)

- **Temporary Work Force – 26 FTT**
 - Males – 18 (69.23%); CLF (68.40%)
 - Females – 8 (30.77%); CLF (31.60%)
 - Minorities – 5 (19.23%); CLF (29.60%)
 - PWD* – 4 (15.38%)

New Hires

- **Total Work Force – 596 FTE**
 - Males – 329 (55.20%); CLF (53.20%)
 - Females – 267 (44.80%); CLF (46.80%)
 - Minorities – 263 (44.13%); CLF (27.20%)
 - PWD* – 64 (10.74%)
- **Permanent Work Force – 372 FTP**
 - Males – 242 (65.05%); CLF (53.20%)
 - Females – 130 (34.95%); CLF (46.80%)
 - Minorities – 134 (36.02%); CLF (27.20%)
 - PWD* – 38 (10.22%)
- **Temporary Work Force – 224 FTT**
 - Males – 87 (38.84%); CLF (53.20%)
 - Females – 137 (61.16%); CLF (46.80%)
 - Minorities – 129 (57.59%); CLF (27.20%)
 - PWD* – 26 (11.61%)

Non-Competitive Promotions

- **Total Work Force – 447 FTP**
 - Males* – 273 (61.07%)
 - Females* – 174 (38.93%)
 - Minorities* – 176 (39.37%)
 - PWD* – 39 (8.72%)

Awards

- **Total Time Off Awards – (1-9 Hours) 498**
 - Males* – 252 (50.06%) – Avg 7 Hours
 - Females* – 246 (49.40%) – Avg 7 Hours
 - Minorities* – 162 (32.53%) – Avg 7 Hrs
 - PWD* – 38 (7.63%) – Avg 6 Hours

- **Total Time Off Awards – (9+ Hours) 350**
 - Males* – 143 (40.86%) – Avg 20 Hours
 - Females* – 207 (59.14%) – Avg 18 Hours
 - Minorities* – 99 (28.29%) – Avg 15.25 Hours
 - PWD* – 42 (12%) – Avg 19 Hours

- **Cash Awards (\$100-500) – 3460**
 - Males* – 2028 (58.61%) – Avg \$370.00
 - Females* – 1432 (41.39%) – Avg \$365.00
 - Minorities* – 1008 (29.31%) – Avg \$368.42
 - PWD* – 260 (7.51%) – Avg \$369.00

- **Cash Awards (\$500 +) – 3044**
 - Males* – 1614 (53.02%) – Avg \$1584.00
 - Females* – 1430 (46.98%) – Avg \$1416.00
 - Minorities* – 948 (31.14%) – Avg \$1473.75
 - PWD* – 274 (9%) – Avg \$1426.00

- **Quality Step Increase – 77**
 - Males – 47 (61.04%) - Avg Benefit \$2223.00
 - Females - 30 (38.96%) – Avg Benefit \$1297.00
 - Minorities – 24 (31.19%) – Avg Benefit \$4272.00
 - PWD* – 6 (7.79%) – Avg Benefit \$1237.00

Separations

- **Total Separations – 474 FTP**
 - Males* – 271 (57.17%)
 - Females* – 203 (42.83%)
 - Minorities* – 141 (29.74%)
 - PWD* – 52 (10.97%)

- **Voluntary Separations – 415 FTP**
 - Males* – 242 (58.31%)
 - Females* – 173 (41.69%)
 - Minorities* – 123 (29.64%)
 - PWD* – 44 (10.60%)

- **Involuntary Separations – 59 FTP**
 - Males* – 29 (49.15%)
 - Females* – 30 (50.85%)
 - Minorities* – 18 (30.51%)
 - PWD* – 8 (13.56%)

*Civilian Labor Force information is unavailable.

Summary of EEO Plan Objectives

In order to address the inadequate representation of women, Hispanic males and females, and Persons with Targeted Disabilities (PWTDD), the Agency has developed EEO objectives that work to eliminate the identified barriers. These objectives are summarized below:

- Implement a system to track and maintain applicant flow data. Analyzing this data will better enable the Agency to accurately pinpoint the barrier(s) associated with hiring and promoting women, Hispanics, and PWTDDs in FSIS.
- On a monthly basis, the Agency will analyze workforce data. The Agency will use this data in order to target its recruitment and retention efforts to address the underrepresentation of women, Hispanics, and PWTDDs in the Agency's workforce.
- Establish a comprehensive outreach and recruiting schedule that better utilizes Human Resources Recruiters, EEO Advisory Committees, and Special Emphasis Program Managers. The outreach and recruitment plan will target women, Hispanics, and PWTDDs by continuing to partner with colleges and universities, affinity groups, and employee organizations.
- Establish an Agency-wide mentoring program for employees at all grade levels.
- Ensure that employees at all grade levels are encouraged to develop and maintain Individual Development Plans.
- Require managers to conduct exit interviews with all employees who separate from the Agency.
- Based on exit interview data, determine whether a pattern exists for voluntary and involuntary separations of women, Hispanics, and PWTDDs.
- Develop a strategic plan for outreach and recruitment activities – focusing specifically on areas where there is a sizable Hispanic community.
- Continue to utilize intern programs for Hispanic students.
- Establish a system to track and evaluate the results of Agency recruitment and outreach efforts at Hispanic Serving Institutions.
- Conduct semi-annual training to educate supervisory and non-supervisory employees that voluntary self-identification of a disability using the SF-256 will not be used in employment-related decisions.
- Offer employees the opportunity to update their disability status using the SF 256.
- Train and educate hiring officials on the use of non-competitive hiring authorities such as Schedule A, VRA, and 30% or More Disabled Veterans.

EEOC FORM 715-01 PART F	<p style="text-align: center;"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>
--	--

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

I Angela Kelly, Director, Civil Rights Division am the

Principal EEO Director/Official for U.S. Department of Agriculture, Food Safety and Inspection Service

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.

Angela Kelly
Director
Civil Rights Division



12/13/12

Signature of Principal EEO Director/Official and Agency Head Designee
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

Alfred V. Almanza
Administrator
Office of the Administrator



12/13/12

UNITED STATES DEPARTMENT OF AGRICULTURE
FOOD SAFETY AND INSPECTION SERVICE
WASHINGTON, DC

FSIS NOTICE	33-09	04/28/09
-------------	-------	----------

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Food Safety and Inspection Service is fully committed to providing equal employment opportunity (EEO) for all personnel. FSIS provides equal opportunity both in Federal employment and employee advancement regardless of race, color, national origin, religion, age (40 and over), gender, mental or physical disability, sexual orientation, marital or family status, political affiliation or belief, protected genetic information, or reprisal (retaliation) for prior EEO activity. Unlawful discrimination against any employee, former employee, or applicant for employment with FSIS under one or more of the protected bases cited above is unacceptable and will not be tolerated.

EEO captures all human capital employment programs, management practices, and decisions including, but not limited to, recruitment, hiring, merit promotion, transfers, reassignments, training and career development, benefits, and separation. Employees, managers, and supervisors, at all levels, must share the responsibility to ensure EEO in all employment decisions and that these actions comply with EEO laws. The Agency's continued and vigorous adherence to these laws is fundamental to both its operational mission and to its success as a premier public health Agency.

It is my intent that FSIS provide a workplace environment that honors excellence, teamwork, respect, dignity, fairness and equity. All employees must play an integral role in maintaining a discrimination-free work environment and treat all coworkers, colleagues, and customers with dignity, respect, and professionalism.

As the FSIS administrator, I support the objective of and commitment to EEO and hold all employees accountable for achieving this policy objective. Furthermore, I hold managers and supervisors, at all levels, responsible for promoting and supporting this policy as well as the Department's EEO and other related policies

Most importantly, we must view our commitment to EEO as a matter of personal integrity and accountability. I trust that I can depend on you to do your part in these efforts.

DISTRIBUTION: Electronic	NOTICE EXPIRES: May 1, 2010	OPI: OM – Civil Rights Division
-----------------------------	--------------------------------	------------------------------------

For more information on EEO and civil rights, contact the Civil Rights Division (CRD) at (301) 504-7755 (Voice and TDD), (800) 269-6912 (Toll-free), or link to the CRD Web page at http://www.fsis.usda.gov/About_FSYS/Civil_rights_programs/index.asp.

Administrator

Currently being revised

**UNITED STATES DEPARTMENT OF AGRICULTURE
FOOD SAFETY AND INSPECTION SERVICE
WASHINGTON, DC**

FSIS NOTICE	4-08	01/07/08
--------------------	------	----------

ANTI-HARASSMENT POLICY STATEMENT

This policy reaffirms FSIS' commitment to deliver program services in work environments that are harassment-free and respectful to its employees and customers. Harassment is a concern for everyone and we share a responsibility to maintain a harassment-free workplace. Supervisors and employees must create and maintain a work environment where everyone is treated professionally and with dignity and respect. FSIS strictly prohibits the use or abuse of official authority or position to intimidate, coerce, or harass.

Harassment is a form of discrimination which may be based on a prohibited basis of race, color, national origin, gender, religion, age (40 and over), mental or physical disability, political affiliation or belief, sexual orientation, and marital or family status. It is any objectionable verbal or physical conduct, comment, or display which demeans, disparages, aggravates, intimidates, or causes humiliation or embarrassment to another person. It is conduct which serves no legitimate work purpose, and is a reasonably known unwelcome offense. Harassment may:

- Create an intimidating, hostile or offensive work environment.
- Cause unreasonable interference with an individual's work performance.
- Otherwise affect an individual's employment opportunities.

Harassing conduct includes:

CONDUCT	OFFENSIVE ACTIONS MAY INCLUDE, BUT ARE NOT LIMITED TO:
Physical	Actual or threatened assault including hitting, tripping, kicking, punching or unwanted touching; malicious or insulting Gestures.
Verbal	Unwelcome remarks, jokes, innuendos or taunts causing offense or embarrassment; name calling, swearing, bullying, expressing or insinuating threats, incessant teasing, wolf whistling, or spreading rumors.
Psychological	Shunning or ostracizing, stalking, staring; gesturing; preventing someone from joining in an activity; hiding, damaging or taking another's property; displaying objectionable materials, graffiti, or pictures.
Intimidation	Use of physical or organizational power to coerce a person to perform a particular action, or to instill a feeling of humiliation or intimidation.

Electronic	DISTRIBUTION:	NOTICE EXPIRES: January 1, 2009	OPI: OM – Civil Rights Division LERD-Employees Relations Branch
------------	---------------	------------------------------------	---

Refer to the following FSIS issuances for policy or guidance:

- FSIS Notice on Sexual Harassment Policy Statement.
- FSIS Notice on Workplace Violence Policy Statement.
- FSIS Directive 4735.4, Reporting Assault, Harassment, Interference, Intimidation or Threat.

This notice does not limit the supervisor's right to manage effectively in the workplace. For example, nondiscriminatory assignment of work, operational reviews, performance reviews, coaching, and disciplinary measures that a supervisor takes for valid reasons do not constitute harassment in the workplace. However, these actions must remain respectful.

Harassment is not limited to the included parties' perceptions. Anyone who is offended by the inappropriate behavior is affected. Managers and supervisors must be proactive in preventing harassment and ensuring a discrimination-free workplace. Managers and supervisors are subject to receive disciplinary or adverse action for tolerating harassment and failing to take appropriate and immediate action on reports of harassment. All employees have a personal responsibility to create and maintain a workplace that is harassment-free by refraining from discriminatory or harassing behavior.

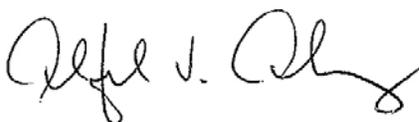
Employees should immediately address and resolve incidents of harassment at the lowest possible level. Employees experiencing harassment should document such incidents, and where practical, make their objections immediately known to the harasser or appropriate supervisory or management official. If you witness incident(s) of harassment, you should bring the incident(s) to the attention of an appropriate official.

If an informal attempt at resolution fails or is impractical, an employee may seek relief from harassment based on one or more of the prohibited bases cited above by contacting an EEO counselor within 45 days of the alleged incident(s). Report all other allegations of harassment to your supervisor or to the Workplace Violence Prevention and Response Program at (888) 894-6217.

FSIS has a zero tolerance policy on reprisal and retaliation directed against any individual who participates in civil rights and EEO. This includes filing a complaint, testifying or participating in an investigation. FSIS takes all allegations seriously, investigates objectively, and if substantiated, uses appropriate corrective action.

Post this notice in prominent locations at all FSIS-controlled worksites as a continual reminder that harassment is not tolerated or condoned in the workplace. All employees, including contractors, FSIS-regulated industry personnel and others performing official work for the Agency must fully support this policy.

Remember, everyone has a right to work in a harassment-free environment. I am committed to ensuring that every employee and customer is treated professionally, equitably, and with dignity and respect.



Administrator

Currently being revised

EEOC FORM 715-01 PART G	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the Agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Agency's status report
 Measures		Yes ✓	No	
1. The Agency Head was installed on 01/20/09. The EEO policy statement was issued April 28, 2009. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		✓		
2. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.			✓	EEO Policy Statement is currently being revised.
3. Are new employees provided a copy of the EEO policy statement during orientation?		✓		
4. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		✓		
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Agency's status report
 Measures		Yes ✓	No	
5. Have the heads of subordinate reporting components communicated support of all Agency EEO policies through the ranks?		✓		

6. 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?		✓		
7. Has the Agency prominently posted such written materials in all personnel offices, EEO offices, and on the Agency's internal website? [see 29 CFR §1614.102(b)(5)]		✓		
 Compliance Indicator	Agency EEO policy is vigorously enforced by Agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Agency's status report
 Measures		Yes	No	
8. Are managers and supervisors evaluated on their commitment to Agency EEO policies and principles, including their efforts to:		✓		
8A. Resolve problems/disagreements and other conflicts in their respective work environments as they arise?		✓		
8B. Address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		✓		
8C. Support the Agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		✓		
8D. Ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		✓		
8E. Ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		✓		
8F. 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?		✓		
8G. Ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		✓		

8H. Ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	✓		
9. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	✓		<i>Employees are informed by various methods such as New</i>
9A. Describe what means were utilized by the Agency to so inform its workforce about the penalties for unacceptable behavior.			<i>Employee Orientation training, annual EEO training, and discussion at work unit meetings. Agency Standards of Conduct, EEO Policies, and Labor & Employee Relations policies are published and posted on the web (intranet).</i>
10. 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?	✓		
11. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	✓		

<p align="center">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</p>	<p>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.</p>	Measure has been met		<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>12. Is the EEO Director under the direct supervision of the Agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)</p>		✓		
<p>13. Are the duties and responsibilities of EEO officials clearly defined?</p>		✓		
<p>14. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?</p>		✓		
<p>15. If the Agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?</p>		✓		
<p>16. If the Agency has 2nd level reporting components, does the Agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?</p>		✓		
<p>16A. If not, please describe how EEO program authority is delegated to subordinate reporting components.</p>				

 Compliance Indicator	<p>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the</p>	Measure has been met		<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>
 Measures	<p>Agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</p>	Yes	No	
	<p>17. Does the EEO Director/Officer have a regular and effective means of informing the Agency head and other top management officials of the effectiveness, efficiency and legal compliance of the Agency's EEO program?</p>	✓		
	<p>18. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the Agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the Agency in each of the six elements of the Model EEO Program and a report on the progress of the Agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?</p>	✓		
	<p>19. 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?</p>	✓		
	<p>20. Does the Agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?</p>	✓		
	<p>21. 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)]</p>	✓		
	<p>22. Is the EEO Director included in the Agency's strategic planning, especially the Agency's human capital plan regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the Agency's strategic mission?</p>	✓		

 Compliance Indicator		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Agency's status report
 Measures	The Agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Yes ✓	No	
23. Does the EEO Director have the authority and funding to ensure implementation of Agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		✓		
24. 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?		✓		
25. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		✓		
25A. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		✓		
25B. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		✓		
25C. 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		✓		
26. 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		Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Agency's status report
 Measures	The Agency has committed sufficient budget to support the success of its EEO Programs.	Yes	No	
27. 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		✓		
28. 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?)		✓		
29. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		✓		
30. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		✓		
31. Does the Agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?				<i>Not Applicable: The Agency does not have responsibility for major renovation projects. This is the responsibility of the Department and/or the General Service Agency (GSA).</i>
32. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		✓		
32A. 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)]		✓		

32B. Is there sufficient funding to ensure that all employees have access to this training and information?		✓		
32C. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		✓		
32C-1. For ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		✓		
32C-2. To provide religious accommodations?		✓		
32C-3. To provide disability accommodations in accordance with the Agency's written procedures?		✓		
32C-4. In the EEO discrimination complaint process?		✓		
32C-5. To participate in ADR?		✓		
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the Agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each managers or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Agency's status report
 Measures		Yes ✓	No	
33. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		✓		
34. 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 Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	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				
	35. Have time-tables or schedules been established for the Agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	✓		
	36. Have time-tables or schedules been established for the Agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?	✓		
	37. Have time-tables or schedules been established for the Agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?	✓		
 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	
	38. Does the Agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?	✓		
	39. 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?	✓		
	40. 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.				

41. 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?	✓			
42. 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	
43. Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	✓			
44. 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?	✓			
45. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into Agency strategic plans?	✓			
46. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	✓			
47. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	✓			
48. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	✓			

49. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		✓		
50. 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	
51. Are all employees encouraged to use ADR?		✓		
52. Is the participation of supervisors and managers in the ADR process required?		✓		
Essential Element E: EFFICIENCY Requires that the Agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the Agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The Agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the Agency's status report
 Measures		Yes ✓	No	
53. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		✓		
54. Has the Agency implemented an adequate data collection and analysis system that permit tracking of the information required by MD-715 and these instructions?			✓	Attached EEOC FORM 715-01 PART H

55. 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?		✓		
56. 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?		✓		
57. 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	
58. Does the Agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the Agency's complaint resolution process?		✓		
59. 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?		✓		
60. Does the Agency hold contractors accountable for delay in counseling and investigation processing times?		✓		
61A. If yes, briefly describe how: A system is in place to monitor timelines for completion. In addition, timelines are discussed with the contractors to work out any delays. If a contractor has continuous poor quality and/or timeliness, the contract is suspended.				
62. 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?		✓		

63. 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	
64. Are benchmarks in place that compares the Agency's discrimination complaint processes with 29 C.F.R. Part 1614?		✓		
64A. 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?		✓		
64B. Does the Agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		✓		
64C. Does the Agency complete the investigations within the applicable prescribed time frame?			✓	Attached EEOC FORM 715-01 PART H
64D. When a complainant requests a final Agency decision, does the Agency issue the decision within 60 days of the request?			✓	Attached EEOC FORM 715-01 PART H
64E. 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?		✓		
64F. When a settlement agreement is entered into, does the Agency timely complete any obligations provided for in such agreements?		✓		
64G. 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	
	65. 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?	✓		
	66. 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?	✓		
	67. After the Agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?	✓		
	68. 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	
	69. 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?	✓		
	70. 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)?	✓		
	71. 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?				
72. Do the Agency's EEO programs address all of the laws enforced by the EEOC?		✓		
73. 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?		✓		
74. Does the Agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		✓		
75. 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	
76. 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?		✓		
77. Does the Agency discrimination complaint process ensure a neutral adjudication function?		✓		
78. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		✓		

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	
	79. 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	
	80. Does the Agency have control over the payroll processing function of the Agency? If Yes, answer the two questions below.	✓		
	80A. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	✓		
	80B. 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	
81. Is compliance with EEOC orders encompassed in the performance standards of any Agency employees?		✓		
81A. If so, please identify the employees by title in the comments section, and state how performance is measured.		<i>Civil Rights Division Director, Complaints Management Branch Chief, and five Equal Employment Opportunity Specialists; Performance is measured by 'mission support' critical performance element.</i>		
82. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		✓		
82A. 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.				
83. Have the involved employees received any formal training in EEO compliance?		✓		
84. Does the Agency promptly provide to the EEOC the following documentation for completing compliance:		✓		
84A. 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?		✓		
84B. Awards: A narrative statement by an appropriate Agency official stating the dollar amount and the criteria used to calculate the award?		✓		
84C. 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?		✓		

84D. Compensatory Damages: The final Agency decision and evidence of payment, if made?	✓		
84E. 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?	✓		
84F. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	✓		
84G. 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.	✓		
84H. 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).	✓		
84I. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	✓		
84J. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	✓		
84K. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	✓		
84L. 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

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Part G Question #54	FY 2012 U.S. Department of Agriculture, Food Safety and Inspection Service
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	In FY 2012, the Agency did not have the ability to track applicant flow data, as required by MD-715 and these instructions.
OBJECTIVE:	Ensure that the Agency implements adequate data collection and analysis systems that permit tracking of the information required by MD-715.
RESPONSIBLE OFFICIAL:	Civil Rights Division (CRD) and Office of the Chief, Human Resources Officer (OCHRO)
DATE OBJECTIVE INITIATED:	October 2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2013
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	September 2013
1. Analyze and evaluate race, ethnicity, sex, and disability through applicant flow data.	September 2013
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<ol style="list-style-type: none"> 1. Ongoing – Attends monthly “MD-715 Working Group” meetings with the Assistant Secretary for Civil Rights (ASCR) on planning to attain a Model EEO Program through planned activities and accomplishments. 2. Ongoing - Provides OCHRO with an overview of the Agency’s Monthly Workforce Highlights. 	

3. Ongoing – Continues to work with the ASCR and OCHRO in implementing a plan to ensure that FSIS uses the same system for their respective program reports and to work toward a Department-wide standard.
4. In an effort to improve the Agency's barrier analyses program, FSIS has secured a contract with T. White Parker Strategies and Management Consulting. Within the contract, T. White Parker will establish a barrier analyses program that allows for a more comprehensive analyses of Agency policies, practices, and processes. The contractor will review past MD-715 submissions as well as historical and current workforce and complaint data. Additionally, T. White Parker will establish procedures and programs to expand FSIS's barrier analyses to include a more thorough review of applicant flow data, salary actions, rewards and recognition programs, complaint data, and separation data. The review of data will result in an action plan that will address any areas of underrepresentation. Furthermore, FSIS will acquire a consistent and systematic model for completing future barrier analyses.

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Part G Question #64C	FY 2012 U.S. Department of Agriculture, Food Safety and Inspection Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	In FY 2012, 49% of EEO investigations were completed in a timely manner. There were a total of 70 investigations, 34 were timely (49%) and 36 were untimely (51%).	
OBJECTIVE:	Complete EEO Complaint investigations within the prescribed time frames.	
RESPONSIBLE OFFICIAL:	ASCR and CRD	
DATE OBJECTIVE INITIATED:	October 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2013	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	September 2013	
1. The Agency will continue to communicate with ASCR to ensure that they move forward in improving the timeliness of the processing of letters of acceptance and dismissal. 2. ASCR is in the process of taking over this function within the next two months.	February 2013	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <ol style="list-style-type: none"> 1. The Agency regularly meets and communicates with ASCR regarding the negative legal implications of untimely processing of acceptance/dismissal of EEO complaints. 2. The Agency continues to review and modify standard operation procedures to ensure that EEO contractors are conducting EEO investigations within specified timelines. 		

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

EEOC FORM 715-01 PART H	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Part G Question #64D	FY 2012	U.S. Department of Agriculture, Food Safety and Inspection Service
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Final Agency Decisions are not always issued within 60 days. There were a total of 19 FADs, 4 were timely (21%) and 15 were untimely (79%).	
OBJECTIVE:	Issue FAD within 60 days of the complainant's request.	
RESPONSIBLE OFFICIAL:	ASCR and CRD	
DATE OBJECTIVE INITIATED:	October 2008	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2013	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	September 2013	
1. The Agency will continue to work and communicate with ASCR to improve the timeliness of issuing FADs.	September 2013	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
1. Ongoing. The Agency continues to work and communicate with ASCR officials on ways to increase the efficiency of issuing FADs in order to meet the 60 day timeframe.		

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

Food Safety and Inspection Service

FY 2012

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

Females are not adequately represented in the Agency workforce in the following categories: (1) Major Occupational - Veterinary Medical Science; (2) Mid Level (AP-4), (3) Senior Level (AP-5 – AP-6S), and (4) Senior/ Executive Service. Specific categories are listed in the table below:

Workforce Subcategories	Female Statistics		
	CLF	FY12	Delta
AP-04	46.80%	42.93%	-3.87%
AP-05	46.80%	41.10%	-5.70%
AP-06	46.80%	29.41%	-17.39%
AP-5S	46.80%	31.04%	-15.76%
AP-6S	46.80%	42.11%	-4.69%
ES-00	46.80%	38.89%	-7.91%
SL-00	46.80%	33.33%	-13.47%
Executive / Senior Level	46.80%	39.64%	-7.16%
Mid Level (GS 12/13 & 14)	46.80%	33.26%	-13.54%
First Level (GS 11 & Below)	46.80%	36.18%	-10.62%
Total Officials & Managers	46.80%	44.23%	-2.57%
Veterinarian Medical Science (0701)*	39.50%	31.47%	-8.03%

*Compares participation rates to the *Occupational* CLF.

The most significant variance was identified for white females, who are significantly underrepresented within the total workforce (permanent and temporary).

White female participation in the workforce is 9.35% below the CLF. Further, White female participation rates deviate substantially in the senior level positions and pay plans.

The condition was recognized as a potential barrier using Workforce CLF, Occupational CLF, and FSIS workforce statistics (Tables A1 – A13 and Minority Profile Report).

How was the condition recognized as a potential barrier?

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

During analysis of the CLF and FSIS workforce statistics, FSIS used a 2% variance as an indicator to a potential barrier. If the FSIS female participation rate was below the CLF standard and exhibited a 2% or greater variance, a trigger for a potential barrier was identified. When analyzing Major Occupational

	series, participation rates were compared to the Occupational CLF using the 2% variance as an indicator.
<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>	Representation of women in various career paths (GS-7 to GS-10 and AP-1 to AP-6S) is inadequate to support a diverse senior-level applicant pool. The Agency is currently evaluating its policies and practices to determine the exact recruitment and career development barrier.
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Improve the overall female participation rate in the (1) Total Workforce; (2) Major Occupational - Veterinary Medical Science; (3) Mid Level (AP-4), (4) Senior Level (AP-5 - AP-6S), and (5) Senior Executive Service.
RESPONSIBLE OFFICIAL:	CRD and OCHRO
DATE OBJECTIVE INITIATED:	October 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>Implement a system to track and maintain applicant flow data. Analyzing this data will better enable the Agency to accurately pinpoint the barrier(s) associated with hiring and promoting women in FSIS.</p> <p>On a monthly basis, the Agency will analyze workforce data. The Agency will use this data in order to target its recruitment and retention efforts to address the underrepresentation of women in the Agency's workforce.</p>	<p>September 30, 2013</p>	
<p>Establish a comprehensive outreach and recruiting schedule that better utilizes Human Resources Recruiters, EEO Advisory Committees, and Special Emphasis Program Managers. The outreach and recruitment plan will target women by continuing to partner with colleges and universities, affinity groups, and employee organizations.</p>	<p>September 30, 2013</p>	
<p>Establish an Agency-wide mentoring program for employees at all grade levels.</p> <p>Ensure that employees at all grade levels are encouraged to develop and maintain Individual Development Plans.</p>	<p>September 30, 2013</p>	
<p>Require managers to conduct exit interviews with all employees who separate from the Agency.</p> <p>Based on exit interview data, determine whether a pattern exists for voluntary and involuntary separations of female employees.</p>	<p>September 30, 2013</p>	
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>The Agency continues to utilize its Memorandum of Understanding with Federally Employed Women (FEW) to increase the Agency's visibility to women in the public and private sectors. As a result of its partnership with FEW, the Agency conducted outreach and recruitment at FEW's National Training Program and continues to utilize FEW as a conduit for the nationwide recruitment of qualified female applicants.</p> <p>The Agency continuously tracks workforce data on a monthly basis and include it in a monthly Diversity Report. In addition to tracking underrepresentation, the monthly diversity report also lists planned activities for addressing the underrepresentation of women in FSIS.</p>		

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

Food Safety and Inspection Service

FY 2012

**STATEMENT OF CONDITION THAT WAS
A TRIGGER FOR A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue.

Hispanic males are not adequately represented in the Agency workforce in the following categories: (1) Total Workforce; (2) Mid Level (AP-4); (3) Senior Level (AP-5 – AP-6S); (4) Senior/ Executive Service Level; (5) First Level (GS-12 & below); and Major Occupational Series (Consumer Safety Inspection and Food Inspection). Specific categories are listed in the table below:

Workforce Subcategories	Hispanic Male Participation Rates		
	CLF	FY12	Delta
Total Workforce	6.20%	4.42%	-1.78%
AP-04	6.20%	2.42%	-3.78%
AP-05	6.20%	2.74%	-3.46%
AP-5S	6.20%	2.09%	-4.11%
AP-6S	6.20%	3.95%	-2.25%
Mid Level (GS 12/13, 14)	6.20%	2.02%	-4.18%
Consumer Safety Inspection (1862)*	7.70%	4.94%	-2.76%
Food Inspection (1863)*	7.70%	6.03%	-1.67%

Hispanic females are not adequately represented in the Agency workforce in the following categories: (3) Senior Level (AP-5 – AP-6S); (4) Senior/ Executive Service Level; (5) First Level (GS-12 & below); and Major Occupational - Consumer Safety. Specific categories are listed in the table below:

Workforce Subcategories	Hispanic Female Participation Rates		
	CLF	FY12	Delta
AP-05	4.50%	1.37%	-3.13%
AP-06	4.50%	0.00%	-4.50%
AP-6S	4.50%	0.00%	-4.50%
SL-00	4.50%	0.00%	-4.50%
Executive / Senior Level	4.50%	0.00%	-4.50%
Mid Level (GS 12/13, 14)	4.50%	1.86%	-2.64%
First Level (GS 11 & Below)	4.50%	1.01%	-3.49%
Consumer Safety Inspection (1862)*	5.70%	1.96%	-3.74%

*Compares participation rates to the *Occupational* CLF.

<p>How was the condition recognized as a potential barrier?</p>	<p>The condition was recognized as a potential barrier using Workforce CLF, Occupational CLF, and FSIS workforce statistics (Table A1-A14 and Minority Profile Report).</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>During analysis of the CLF and FSIS workforce statistics, FSIS used a 2% variance as an indicator for a potential barrier. If the FSIS Hispanic participation rate was below the CLF standard and had a variance of 2% or greater, a trigger for a potential barrier was identified. When analyzing Major Occupational series, participation rates were compared to the Occupational CLF using the 2% variance as an indicator.</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>Hispanic Males are underrepresented within the FSIS Total Workforce. Further, representation of Hispanics in various career paths (GS-7 to GS-10 and AP-1 to AP-6S) is inadequate to support a diverse senior-level applicant pool. The Agency is currently evaluating its policies and practices to determine the exact recruitment and career development barrier.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Improve the overall Hispanic male participation rate in the FSIS Total Workforce, and improve Hispanic male and female participation rates in the various career paths and Senior Level grades.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>CRD and OCHRO</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 2011</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>October 2013</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
<p>Implement a system to track and maintain applicant flow data. Analyzing this data will better enable the Agency to monitor the effectiveness of personnel processes and policies and determine whether they are impeding promotional opportunities for Hispanics.</p> <p>On a monthly basis, the Agency will analyze workforce data. The Agency will use this data in order to target its recruitment and retention efforts to address the underrepresentation of Hispanics in the Agency's workforce.</p>	September 30, 2013	
<p>Establish a comprehensive outreach and recruiting schedule that better utilizes Human Resources Recruiters, EEO Advisory Committees, and Special Emphasis Program Managers. The outreach and recruitment plan will target Hispanics by continuing to partner with colleges and universities, affinity groups, and employee organizations.</p> <p>Develop a strategic plan for outreach and recruitment activities – focusing specifically on areas where there is a sizable Hispanic community.</p> <p>Continue to utilize intern programs for Hispanic students.</p>	September 30, 2013	
<p>Establish a system to track and evaluate the results of Agency recruitment and outreach efforts at Hispanic Serving Institutions.</p>	September 30, 2013	
<p>Establish an Agency-wide mentoring program for employees at all grade levels.</p> <p>Ensure that employees at all grade levels are encouraged to develop and maintain Individual Development Plans.</p>	September 30, 2013	
<p>Require managers to conduct exit interviews with all employees who separate from the Agency.</p> <p>Based on exit interview data, determine whether a pattern exists for voluntary and involuntary separations of Hispanic employees.</p>		

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
---	--

The Agency conducted one Hispanic Special Emphasis Program activity and collaborated with USDA on one additional Hispanic Heritage observance.

The Agency exhibited and participated in several Hispanic events and conferences, including LULAC, NOMAR, IMAGE, and HACU.

This year, the Agency began to track workforce data on a monthly basis and include it in a monthly Diversity Report. In addition to tracking underrepresentation, the monthly diversity report also lists planned activities for addressing the underrepresentation of Hispanics in FSIS.

EEOC FORM 715-01 PART I	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Food Safety and Inspection Service	FY 2012	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Persons With Targeted Disabilities (PWTD) are underrepresented in the following categories: (1) Permanent Total Workforce; (2) Major Occupational (Consumer Safety, Veterinary Medical Science, and Consumer Safety Inspection); (3) Mid Level (AP-4), (4) Senior Level (AP-5 – AP-6S).</p> <p>In FY 2012, the Agency employed 119 persons with targeted disabilities (PWTD), which is 1.19 % of the total workforce. During FY 2012, five PWTD were hired and six PWTD separated from the agency.</p> <p>Using the CLF data and FSIS' workforce statistics, the Agency's participation rate for PWTD is below the Presidential Mandate of 2%, The Agency goal for PWTD participation is 3%.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The following steps were taken to determine the cause of the conditions:</p> <p>Comparison of the Agency's workforce of PWTD to the Presidential Mandate of 2%, Agency goal 3%.</p> <p>The following data was analyzed to determine cause of the condition:</p> <ul style="list-style-type: none"> - Quarterly and FY workforce profiles - Monthly Diversity Reports - MD-715 workforce tables - CLF data 	
<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>Barriers to employment of PWTDS may include the Agency's Physical Requirements and Medical Standards for In-Plant Positions procedure, which is applicable to series 0696, 0701, 1862 & 1863.</p> <p>There also may be a perception among employees that self-identifying their disability will lead to denial of a benefit or privilege of employment; deter their development or advancement; or, lead to a "fit-for-duty" evaluation.</p>	

	Major Occupational series in FSIS are labor intensive, which discourages managers from hiring PWTB.
OBJECTIVE: State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	Improve the overall PWTB participation rate to at least 3% in the (1) Permanent Total Workforce; (2) Major Occupational Categories (Consumer Safety, Veterinary Medical Science, Consumer Safety Inspection); (3) Mid Level (AP-4), (4) Senior Level (AP-5 - AP-6S), and (5) Senior Executive Service.
RESPONSIBLE OFFICIAL:	CRD and OCHRO
DATE OBJECTIVE INITIATED:	October 2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2013

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Conduct semi-annual training to educate supervisory and non-supervisory employees that voluntary self-identification of a disability using the SF-256 will not be used in employment-related decisions.	September 30, 2013	
Offer employees the opportunity to update their disability status using the SF 256 or Employee Personal Page along with instructions on how to do that.	September 30, 2013	
Train and educate hiring officials on the use of non-competitive hiring authorities such as Schedule A, VRA, and 30% or More Disabled Veterans.	September 30, 2013	
<p>Implement a system to track and maintain applicant flow data. Analyzing this data will better enable the Agency to monitor the effectiveness of personnel processes and policies and determine whether they are impeding promotional opportunities for PWTD.</p> <p>On a monthly basis, the Agency will analyze workforce data. The Agency will use this data in order to target its recruitment and retention efforts to address the underrepresentation of PWTD in the Agency's workforce.</p>	September 30, 2013	
<p>Establish an Agency-wide mentoring program for employees at all grade levels.</p> <p>Ensure that employees at all grade levels are encouraged to develop and maintain Individual Development Plans.</p>	September 30, 2013	
<p>Require managers to conduct exit interviews with all employees who separate from the Agency.</p> <p>Based on exit interview data, determine whether a pattern exists for voluntary and involuntary separations of PWTD.</p>	September 30, 2013	
Establish a comprehensive outreach and recruiting schedule that better utilizes Human Resources Recruiters, EEO Advisory Committees, and Special Emphasis Program Managers.	September 30, 2013	

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

During FY 2012, FSIS coordinated a Special Emphasis Program observance in honor of Disability Employment Awareness Month, and conducted or participated in several trainings related to the Amendments to the Americans with Disabilities Act, Reasonable Accommodations, and Non-competitive hiring authorities.

The Agency conducted two Disability Special Emphasis Program activities and collaborated with USDA on one additional observance at the USDA Headquarters complex.

The Agency exhibited and participated in several disability events and conferences, including INSIGHT, PERSPECTIVES, and the Job Accommodation Network.

FSIS coordinated and proactively interacted with numerous disability affinity groups, employee organizations, and other USDA Agencies on disability issues, concerns, and initiatives.

FSIS published several articles on disability issues in a variety of FSIS publications.

FSIS served on the USDA Disability Program team and also supported multiple efforts and initiatives of the USDA TARGET Center impacting employees with special needs.

The FSIS Disability-SEPM proposed new disability initiatives for implementation in FY13; examples include: upward mobility initiatives to address the lack of promotions to higher grades, attending FSIS EEOAC meetings by phone to provide presentations & information, and proposed videotaping disability and other SEP events & activities to more widely disseminate that data to educate Agency employees outside of the DC area.

In FY12, the Agency began to track workforce data on a monthly basis and include it in a monthly Diversity Report. In addition to tracking underrepresentation, the monthly diversity report also lists planned activities for addressing the underrepresentation of persons with disabilities in FSIS.

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
-------------------------------	---

PART I Department or Agency Information	1. Agency	1. U.S. Department Agriculture Food and Safety Inspection Service
	1.a. 2 nd Level Component	1.a.
	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 Beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	10,058	100.00%	9984	100.00%	-74	-0.74%
	Reportable Disability	911	9.08%	955	8.91%	44	4.83%
	Targeted Disability*	123	1.25%	119	1.21%	-4	-3.25%
	* 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.					Unknown, not tracked	

PART III Participation Rates In Agency Employment Programs									
---	--	--	--	--	--	--	--	--	--

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Non-Competitive Promotions	447	39	8.72%	3	0.67%	13	2.91%	395	88.37%
4. Employee Career Development Programs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5. Employee Recognition and Awards	7,429	620	8.35%	96	1.29%	292	3.93%	6,517	87.72%
5.a. Time-Off Awards (Total hrs awarded)	848	80	9.43%	17	2.00%	30	3.54%	738	87.03%
5.b. Cash Awards (total \$\$\$ awarded)	5,854,203	486,510	8.31%	72,180	1.23%	217,493	3.72%	5,150,200	87.97%

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>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>
<p>Part V Goals for Targeted Disabilities</p>	<p>The Agency's goal is for 3% of new hires to be PWTDD. In FY 2012, the Agency hired five, separated six and promoted three PWTDDs. During FY 2012, the Agency maintained working relationship with organizations that serve as a PWTDD recruiting source, including: (1) Gallaudet University, (2) Walter Reed Army Medical Center Wounded Warrior Program, (3) the Department of Veterans Affairs, (4) the Workforce Recruitment Program (WRP), and (5) colleges and universities that have disability resource centers.</p> <p>Additionally, the Agency disseminated information on policies, laws, and regulations regarding Veterans' Preference in federal hiring at all outreach events. In FY 2013, the Agency will continue to monitor the following information regarding PWTDDs: (1) hire, (2) separation, and (3) advancement rates. Other specific FY 2013 goals include:</p> <p>Goal 1: implementation of an Agency Recruitment Program for PWTDDs</p> <ol style="list-style-type: none"> 1. The Agency will set a goal of three percent of the incoming workforce for PWTDD. 2. Identify organizations that have a large disability community in desired academic areas in order to foster current and further interest in Agency careers. 3. Establish and enhance working relationships with organizations that serve as recurring sources of candidates with disabilities, including: (1) state vocational rehabilitation agencies, (2) employer assistance referral networks, and (3) state Departments of Veterans Affairs. 4. Continue educating managers, supervisors, and selecting officials on hiring, retaining, and promoting PWTDDs. <p>Goal 2: Training Managers and Selecting Officials</p> <ol style="list-style-type: none"> 1. Provide training for managers, supervisors, and selecting officials on the benefits of employing PWTDDs. Additionally, ensure that all managers, supervisors, and selecting officials are trained on special appointment authorities. 2. Develop and implement a web-based toolkit on hiring, promotion, and retention of PWTDDs for all managers, supervisors, and selecting officials. <p>Goal 3: Training Managers and Selecting Officials</p> <ol style="list-style-type: none"> 1. Initiate a CRD and HRO taskforce to explore the development of an alternate procedure for recruiting and referring applicants with targeted disabilities. Target Date: September 2013

Goal 4: Implement the Disabled Veterans Affirmative Action Program Plan FY 2012 initiatives

1. Recruit and Employ qualified disabled veterans, especially those who are 30% or more disabled. Illustrate Agency strategies and results to include items such as recruitment, hiring and training on special appointments in federal hiring for all Agency recruiters, and Veteran Employment Program Office involvement. OCHRO and CRD will extend recruitment efforts by establishing relationships with career center representatives, and alumni of technical and traditional colleges/universities with a high concentration of disabled veterans.
Target Date: September 2013
2. Promote and Develop methods to provide or improve internal advancement opportunities for disabled veterans. Demonstrate Agency-provided opportunities for career development, promotion, and reasonable accommodations.
Target Date: September 2013
3. HRO and CRD will continue monitoring disabled veterans participating in formal Agency-wide Career Development Programs and in formal government-wide career development programs.
Target Date: Quarterly
4. HRO and CRD will continue to monitor the hiring of disabled veterans.
Target Date: Quarterly
5. Agency Oversight – FSIS will provide a description of how the activities of major operating components and Agency field installations were monitored, reviewed, and evaluated. Describe the Agency's communication strategy to component/field offices and integration with Diversity and Inclusion.
Target Date: September 2013
6. Program Execution – FSIS will clarify the Agency's progress in implementing its affirmative action plan during the previous fiscal year. Identify areas where progress has been made and where progress has not been shown, cite the reasons for lack of progress.
Target Date: September 2013

**U. S. DEPARTMENT OF AGRICULTURE
FOOD SAFETY**

Table A2: PERMANENT Workforce By Component

Fiscal Year 2012

ORGANIZATIONAL COMPONENT	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	
Male				Female	Male			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TOTAL	9344	5233	4111	428	288	3867	2271	609	1317	224	129	3	5	79	81	21	20
	100.00%	56.00%	44.00%	4.58%	3.08%	41.38%	24.30%	6.52%	14.09%	2.40%	1.38%	0.03%	0.05%	0.85%	0.87%	0.22%	0.21%
CLF (2000)		53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
OFFICE OF THE ADMINISTRATOR	18	5	13	2	0	2	5	1	8	0	0	0	0	0	0	0	0
	100.00%	27.78%	72.22%	11.11%	0.00%	11.11%	27.78%	5.56%	44.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF DATA INTEGRATION AND FOOD PROTECTION	38	21	17	0	0	16	12	1	3	4	2	0	0	0	0	0	0
	100.00%	55.26%	44.74%	0.00%	0.00%	42.11%	31.58%	2.63%	7.89%	10.53%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF PROGRAM EVALUATION, ENFORCEMENT and REVIEW	329	197	132	17	9	137	61	32	48	8	9	0	0	3	4	0	1
	100.00%	59.88%	40.12%	5.17%	2.74%	41.64%	18.54%	9.73%	14.59%	2.43%	2.74%	0.00%	0.00%	0.91%	1.22%	0.00%	0.30%
OFFICE OF PUBLIC AFFAIRS AND CONSUMER EDUCATION	66	13	53	1	3	12	24	0	22	0	1	0	0	0	1	0	2
	100.00%	19.70%	80.30%	1.52%	4.55%	18.18%	36.36%	0.00%	33.33%	0.00%	1.52%	0.00%	0.00%	0.00%	1.52%	0.00%	3.03%
OFFICE OF INTERNATIONAL AFFAIRS	128	76	52	9	10	50	21	12	16	4	4	0	0	0	1	1	0
	100.00%	59.38%	40.63%	7.03%	7.81%	39.06%	16.41%	9.38%	12.50%	3.13%	3.13%	0.00%	0.00%	0.00%	0.78%	0.78%	0.00%
OFFICE OF PUBLIC HEALTH SCIENCE	277	139	138	8	8	94	84	20	23	16	19	0	0	0	2	1	2
	100.00%	50.18%	49.82%	2.89%	2.89%	33.94%	30.32%	7.22%	8.30%	5.78%	6.86%	0.00%	0.00%	0.00%	0.72%	0.36%	0.72%
OFFICE OF MANAGEMENT	292	76	216	6	12	45	120	23	79	2	2	0	0	0	2	0	1
	100.00%	26.03%	73.97%	2.05%	4.11%	15.41%	41.10%	7.88%	27.05%	0.68%	0.68%	0.00%	0.00%	0.00%	0.68%	0.00%	0.34%
OFFICE OF FIELD OPERATIONS	8037	4646	3391	383	243	3459	1889	515	1081	189	90	3	5	76	69	19	14
	100.00%	57.81%	42.19%	4.77%	3.02%	43.04%	23.50%	6.41%	13.45%	2.35%	1.12%	0.04%	0.06%	0.95%	0.86%	0.24%	0.17%
U.S. CODEX OFFICE	6	2	4	1	1	1	1	0	1	0	1	0	0	0	0	0	0
	100.00%	33.33%	66.67%	16.67%	16.67%	16.67%	16.67%	0.00%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF POLICY AND PROGRAM DEVELOPMENT	105	41	64	1	1	39	37	1	24	0	1	0	0	0	1	0	0
	100.00%	39.05%	60.95%	0.95%	0.95%	37.14%	35.24%	0.95%	22.86%	0.00%	0.95%	0.00%	0.00%	0.00%	0.95%	0.00%	0.00%
OFFICE OF OUTREACH,EMPLOYEE EDUCATION AND TRAINING	48	17	31	0	1	12	17	4	12	1	0	0	0	0	1	0	0
	100.00%	35.42%	64.58%	0.00%	2.08%	25.00%	35.42%	8.33%	25.00%	2.08%	0.00%	0.00%	0.00%	0.00%	2.08%	0.00%	0.00%

U. S. DEPARTMENT OF AGRICULTURE FOOD SAFETY

FOOD SAFETY

Table A3: Total Workforce by Occupational Categories

Fiscal Year 2012

OCCUPATIONAL CATEGORIES	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
1. Officials and Managers																		
Executive/Senior Level (AP-06 & 62, ES-00 & SL-00) Equivalent GS-15, ES-00 and SL-00	#	111	67	44	7	0	47	29	7	13	5	2	0	0	0	0	1	0
	%	100%	60.36%	39.64%	6.31%	0.00%	42.34%	26.13%	6.31%	11.71%	4.50%	1.80%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%
Mid Level (AP-04, 05 & 52) Equivalent GS-12/13 & 14	#	1290	861	429	26	24	651	277	81	94	89	20	0	2	10	8	4	4
	%	100%	66.74%	33.26%	2.02%	1.86%	50.47%	21.47%	6.28%	7.29%	6.90%	1.55%	0.00%	0.16%	0.78%	0.62%	0.31%	0.31%
First Level (AP-03 and Below) Equivalent GS 11 and Below	#	199	127	72	13	2	105	43	6	22	0	0	0	0	3	3	0	2
	%	100%	63.82%	36.18%	6.53%	1.01%	52.76%	21.61%	3.02%	11.06%	0.00%	0.00%	0.00%	0.00%	1.51%	1.51%	0.00%	1.01%
Other Officials and Managers	#	7422	3977	3445	372	266	2901	1771	499	1240	112	77	3	3	72	75	18	13
	%	100%	53.58%	46.42%	5.01%	3.58%	39.09%	23.86%	6.72%	16.71%	1.51%	1.04%	0.04%	0.04%	0.97%	1.01%	0.24%	0.18%
Officials and Managers	#	9022	5032	3990	418	292	3704	2120	593	1369	206	99	3	5	85	86	23	19
	%	100%	55.77%	44.23%	4.63%	3.24%	41.06%	23.50%	6.57%	15.17%	2.28%	1.10%	0.03%	0.06%	0.94%	0.95%	0.25%	0.21%
Total	#	462	230	232	10	14	165	134	38	59	16	20	0	0	0	2	1	3
	%	100%	49.78%	50.22%	2.16%	3.03%	35.71%	29.00%	8.23%	12.77%	3.46%	4.33%	0.00%	0.00%	0.00%	0.43%	0.22%	0.65%
2. Professionals	#	262	133	129	7	12	106	87	15	18	5	8	0	0	0	1	0	3
	%	100%	50.76%	49.24%	2.67%	4.58%	40.46%	33.21%	5.73%	6.87%	1.91%	3.05%	0.00%	0.00%	0.00%	0.38%	0.00%	1.15%
3. Technicians	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
4. Sales Workers	#	209	38	171	2	5	19	84	16	65	1	9	0	0	0	6	0	2
	%	100%	18.18%	81.82%	0.96%	2.39%	9.09%	40.19%	7.66%	31.10%	0.48%	4.31%	0.00%	0.00%	0.00%	2.87%	0.00%	0.96%
5. Administrative Support Workers	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	16	12	4	2	0	4	1	5	2	1	1	0	0	0	0	0	0
	%	100%	75.00%	25.00%	12.50%	0.00%	25.00%	6.25%	31.25%	12.50%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	12	5	7	2	0	3	5	0	1	0	1	0	0	0	0	0	0
	%	100%	41.67%	58.33%	16.67%	0.00%	25.00%	41.67%	0.00%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	9984	5451	4533	441	323	4002	2431	667	1514	229	138	3	5	85	95	24	27
	%	100%	54.60%	45.40%	4.42%	3.24%	40.08%	24.35%	6.68%	15.16%	2.29%	1.38%	0.03%	0.05%	0.85%	0.95%	0.24%	0.27%

NOTE: Percentages computed across columns and NOT down rows

**U. S. DEPARTMENT OF AGRICULTURE FOOD SAFETY
FOOD SAFETY**

Table A3-1: Total Workforce by Occupational Categories

Year = Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

OCCUPATIONAL CATEGORIES	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
1. Officials and Managers																		
Executive/Senior Level	111	67	44	7	0	47	29	7	13	5	2	0	0	0	0	1	0	
(AP-06 & 62, ES-00 & SL-00) Equivalent GS-15, ES-00 and SL-00	1.11%	1.23%	0.97%	1.59%	0.00%	1.17%	1.19%	1.05%	0.86%	2.18%	1.45%	0.00%	0.00%	0.00%	0.00%	4.17%	0.00%	
Mid Level	1290	861	429	26	24	651	277	81	94	89	20	0	2	10	8	4	4	
(AP-04, 05 & 52) Equivalent GS-12/13 & 14	12.92%	15.80%	9.46%	5.90%	7.43%	16.27%	11.39%	12.14%	6.21%	38.86%	14.49%	0.00%	40.00%	11.76%	8.42%	16.67%	14.81%	
First Level	199	127	72	13	2	105	43	6	22	0	0	0	0	3	3	0	2	
(AP-03 and Below) Equivalent GS 11 and Below	1.99%	2.33%	1.59%	2.95%	0.62%	2.62%	1.77%	0.90%	1.45%	0.00%	0.00%	0.00%	0.00%	3.53%	3.16%	0.00%	7.41%	
Other Officials and Managers	7422	3977	3445	372	266	2901	1771	499	1240	112	77	3	3	72	75	18	13	
Officials and Managers	9022	5032	3990	418	292	3704	2120	593	1369	206	99	3	5	85	86	23	19	
Total	9036%	92.31%	88.02%	94.78%	90.40%	92.55%	87.21%	88.91%	90.42%	89.96%	71.74%	100.00%	100.00%	100.00%	90.53%	95.83%	70.37%	
	462	230	232	10	14	165	134	38	59	16	20	0	0	0	2	1	3	
2. Professionals	4.63%	4.22%	5.12%	2.27%	4.33%	4.12%	5.51%	5.70%	3.90%	6.99%	14.49%	0.00%	0.00%	0.00%	2.11%	4.17%	11.11%	
	262	133	129	7	12	106	87	15	18	5	8	0	0	0	1	0	3	
3. Technicians	2.62%	2.44%	2.85%	1.59%	3.72%	2.65%	3.58%	2.25%	1.19%	2.18%	5.80%	0.00%	0.00%	0.00%	1.05%	0.00%	11.11%	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. Sales Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Administrative Support Workers	209	38	171	2	5	19	84	16	65	1	9	0	0	0	6	0	2	
	2.09%	0.70%	3.77%	0.45%	1.55%	0.47%	3.46%	2.40%	4.29%	0.44%	6.52%	0.00%	0.00%	0.00%	6.32%	0.00%	7.41%	
	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
6. Craft Workers	0.01%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
7. Operatives	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	16	12	4	2	0	4	1	5	2	1	1	0	0	0	0	0	0	
8. Laborers and Helpers	0.16%	0.22%	0.09%	0.45%	0.00%	0.10%	0.04%	0.75%	0.13%	0.44%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	12	5	7	2	0	3	5	0	1	0	1	0	0	0	0	0	0	
9. Service Workers	0.12%	0.09%	0.15%	0.45%	0.00%	0.07%	0.21%	0.00%	0.07%	0.00%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	9,984	5,451	4,533	441	323	4,002	2,431	667	1,514	229	138	3	5	85	95	24	27	
Total	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

U. S. DEPARTMENT OF AGRICULTURE FOOD SAFETY

FOOD SAFETY

Table A4 and A5: Total Workforce (Wage, General Schedule, Pay for Performance and Executive Service Pay Plan)

Year = Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

Pay Plan - Grade	Total				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Isl		Am. Ind/ Alaskan Native		Two or More Races		Non-disclosed		
	All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
AI - 03	7	6	1	1	1	0	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	85.71%	14.29%	14.29%	14.29%	0.00%	71.43%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AI - 04	177	116	61	43	12	1	95	37	6	19	0	0	0	0	3	2	0	2	0	0	0
	100.00%	65.54%	34.46%	24.29%	6.78%	0.56%	53.67%	20.90%	3.39%	10.73%	0.00%	0.00%	0.00%	0.00%	1.69%	1.13%	0.00%	1.13%	0.00%	0.00%	0.00%
AO - 01	53	20	33	36	2	1	6	9	11	13	1	6	0	0	0	2	0	2	0	0	0
	100.00%	37.74%	62.26%	67.92%	3.77%	1.89%	11.32%	16.98%	20.75%	24.53%	1.89%	11.32%	0.00%	0.00%	0.00%	3.77%	0.00%	3.77%	0.00%	0.00%	0.00%
AO - 02	138	17	121	57	0	1	11	70	6	43	0	3	0	0	0	4	0	0	0	0	0
	100.00%	12.32%	87.68%	41.30%	0.00%	0.72%	7.97%	50.72%	4.35%	31.16%	0.00%	2.17%	0.00%	0.00%	0.00%	2.90%	0.00%	0.00%	0.00%	0.00%	0.00%
AO - 03	16	1	15	12	0	2	1	3	0	9	0	1	0	0	0	0	0	0	0	0	0
	100.00%	6.25%	93.75%	75.00%	0.00%	12.50%	6.25%	18.75%	0.00%	56.25%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AP - 01	13	4	9	9	1	1	1	2	2	4	0	1	0	0	0	0	0	1	0	0	0
	100.00%	30.77%	69.23%	69.23%	7.69%	7.69%	7.69%	15.38%	15.38%	30.77%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%
AP - 02	33	13	20	6	1	2	12	15	0	3	0	0	0	0	0	0	0	0	0	0	0
	100.00%	39.39%	60.61%	18.18%	3.03%	6.06%	36.36%	45.45%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AP - 03	187	61	126	66	4	5	51	69	5	46	0	3	0	0	1	2	0	1	0	0	0
	100.00%	32.62%	67.38%	35.29%	2.14%	2.67%	27.27%	36.90%	2.67%	24.60%	0.00%	1.60%	0.00%	0.00%	0.53%	1.07%	0.00%	0.53%	0.00%	0.00%	0.00%
AP - 04	1656	945	711	494	40	48	715	434	100	179	74	32	0	1	11	9	4	8	1	0	0
	100.00%	57.07%	42.93%	29.83%	2.42%	2.90%	43.18%	26.21%	6.04%	10.81%	4.47%	1.93%	0.00%	0.06%	0.66%	0.54%	0.24%	0.48%	0.06%	0.00%	0.00%
AP - 05	146	86	60	55	4	2	60	30	13	15	9	10	0	0	0	2	0	1	0	0	0
	100.00%	58.90%	41.10%	37.67%	2.74%	1.37%	41.10%	20.55%	8.90%	10.27%	6.16%	6.85%	0.00%	0.00%	0.00%	1.37%	0.00%	0.68%	0.00%	0.00%	0.00%
AP - 06	17	12	5	4	1	0	9	4	2	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	70.59%	29.41%	23.53%	5.88%	0.00%	52.94%	23.53%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AP - 52	335	231	104	96	7	7	174	64	20	24	27	5	0	1	3	2	0	1	0	0	0
	100.00%	68.96%	31.04%	28.66%	2.09%	2.09%	51.94%	19.10%	5.97%	7.16%	8.06%	1.49%	0.00%	0.30%	0.90%	0.60%	0.00%	0.30%	0.00%	0.00%	0.00%
AP - 62	76	44	32	23	3	0	33	20	5	11	3	1	0	0	0	0	0	0	0	0	0
	100.00%	57.89%	42.11%	30.26%	3.95%	0.00%	43.42%	26.32%	6.58%	14.47%	3.95%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 01	6	3	3	1	1	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	16.67%	16.67%	0.00%	33.33%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 02	6	4	2	3	0	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	66.67%	33.33%	50.00%	0.00%	16.67%	33.33%	16.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 03	14	4	10	4	0	0	3	7	1	2	0	1	0	0	0	0	0	0	0	0	0
	100.00%	28.57%	71.43%	28.57%	0.00%	0.00%	21.43%	50.00%	7.14%	14.29%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 04	5	1	4	0	0	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	20.00%	80.00%	0.00%	0.00%	0.00%	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ES - 00	18	11	7	6	3	0	6	5	0	1	1	1	0	0	0	0	1	0	0	0	0
	100.00%	61.11%	38.89%	33.33%	16.67%	0.00%	33.33%	27.78%	0.00%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%
GS - 04	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 05	449	234	215	216	42	37	141	87	38	82	7	3	0	0	3	4	3	2	0	0	0
	100.00%	52.12%	47.88%	48.11%	9.35%	8.24%	31.40%	19.38%	8.46%	18.26%	1.56%	0.67%	0.00%	0.00%	0.67%	0.89%	0.67%	0.45%	0.00%	0.00%	0.00%
GS - 07	3311	1410	1901	1514	153	144	935	848	244	813	37	35	0	1	34	53	6	7	1	0	0
	100.00%	42.59%	57.41%	45.73%	4.62%	4.35%	28.24%	25.61%	7.37%	24.55%	1.12%	1.06%	0.00%	0.03%	1.03%	1.60%	0.18%	0.21%	0.03%	0.00%	0.00%
GS - 08	892	468	424	264	30	19	361	267	55	118	11	12	0	1	11	7	0	0	0	0	0
	100.00%	52.47%	47.53%	29.60%	3.36%	2.13%	40.47%	29.93%	6.17%	13.23%	1.23%	1.35%	0.00%	0.11%	1.23%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%
	2043	1479	564	483	111	46	1174	378	122	112	48	20	2	1	16	5	6	2	0	0	0

GS - 09	100.00%	72.39%	27.61%	23.64%	5.43%	2.25%	57.46%	18.50%	5.97%	5.48%	2.35%	0.98%	0.10%	0.05%	0.78%	0.24%	0.29%	0.10%	0.00%	0.00%
	362	264	98	95	23	6	196	69	30	17	9	3	1	0	3	3	2	0	0	0
GS - 10	100.00%	72.93%	27.07%	26.24%	6.35%	1.66%	54.14%	19.06%	8.29%	4.70%	2.49%	0.83%	0.28%	0.00%	0.83%	0.83%	0.55%	0.00%	0.00%	0.00%
	3	2	1	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	3	2	1	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
SL - 00	100.00%	66.67%	33.33%	33.33%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	14	11	3	10	2	0	3	1	5	1	1	1	0	0	0	0	0	0	0	0
WG - 04	100.00%	78.57%	21.43%	71.43%	14.29%	0.00%	21.43%	7.14%	35.71%	7.14%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WG - 11	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2	1	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
WL - 04	100.00%	50.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2	1	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Total	9984	5451	4533	3549	441	323	4002	2431	667	1514	229	138	3	5	85	95	22	27	2	0
	100.00%	54.60%	45.40%	35.55%	4.42%	3.24%	40.08%	24.35%	6.68%	15.16%	2.29%	1.38%	0.03%	0.05%	0.85%	0.95%	0.22%	0.27%	0.02%	0.00%

Note: Percentages computed across columns and not down rows

**U. S. DEPARTMENT OF AGRICULTURE FOOD SAFETY
FOOD SAFETY**

Table A4-1 and A5-1: Total Workforce (Wage, General Schedule, Pay for Performance and Executive Service Pay Plan)

Year = Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

Pay Plan - Grade	Total				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Isl		Am.Ind/Alaskan Native		Two or More Races	
	All	Male	Female	Minorities	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AI - 03	7	6	1	1	1	0	5	1	0	0	0	0	0	0	0	0	0	0
	0.07%	0.11%	0.02%	0.03%	0.23%	0.00%	0.12%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AI - 04	177	116	61	43	12	1	95	37	6	19	0	0	0	0	3	2	0	2
	1.77%	2.13%	1.35%	1.21%	2.72%	0.31%	2.37%	1.52%	0.90%	1.25%	0.00%	0.00%	0.00%	0.00%	3.53%	2.11%	0.00%	7.41%
AO - 01	53	20	33	36	2	1	6	9	11	13	1	6	0	0	0	2	0	2
	0.53%	0.37%	0.73%	1.01%	0.45%	0.31%	0.15%	0.37%	1.65%	0.86%	0.44%	4.35%	0.00%	0.00%	0.00%	2.11%	0.00%	7.41%
AO - 02	138	17	121	57	0	1	11	70	6	43	0	3	0	0	0	4	0	0
	1.38%	0.31%	2.67%	1.61%	0.00%	0.31%	0.27%	2.88%	0.90%	2.84%	0.00%	2.17%	0.00%	0.00%	0.00%	4.21%	0.00%	0.00%
AO - 03	16	1	15	12	0	2	1	3	0	9	0	1	0	0	0	0	0	0
	0.16%	0.02%	0.33%	0.34%	0.00%	0.62%	0.02%	0.12%	0.00%	0.59%	0.00%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AP - 01	13	4	9	9	1	1	1	2	2	4	0	1	0	0	0	0	0	1
	0.13%	0.07%	0.20%	0.25%	0.23%	0.31%	0.02%	0.08%	0.30%	0.26%	0.00%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%
AP - 02	33	13	20	6	1	2	12	15	0	3	0	0	0	0	0	0	0	0
	0.33%	0.24%	0.44%	0.17%	0.23%	0.62%	0.30%	0.62%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AP - 03	187	61	126	66	4	5	51	69	5	46	0	3	0	0	1	2	0	1
	1.87%	1.12%	2.78%	1.86%	0.91%	1.55%	1.27%	2.84%	0.75%	3.04%	0.00%	2.17%	0.00%	0.00%	1.18%	2.11%	0.00%	3.70%
AP - 04	1656	945	711	494	40	48	715	434	100	179	74	32	0	1	11	9	4	8
	16.59%	17.34%	15.68%	13.92%	9.07%	14.86%	17.87%	17.85%	14.99%	11.82%	32.31%	23.19%	0.00%	20.00%	12.94%	9.47%	18.18%	29.63%
AP - 05	146	86	60	55	4	2	60	30	13	15	9	10	0	0	0	2	0	1
	1.46%	1.58%	1.32%	1.55%	0.91%	0.62%	1.50%	1.23%	1.95%	0.99%	3.93%	7.25%	0.00%	0.00%	0.00%	2.11%	0.00%	3.70%
AP - 06	17	12	5	4	1	0	9	4	2	1	0	0	0	0	0	0	0	0
	0.17%	0.22%	0.11%	0.11%	0.23%	0.00%	0.22%	0.16%	0.30%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AP - 52	335	231	104	96	7	7	174	64	20	24	27	5	0	1	3	2	0	1
	3.36%	4.24%	2.29%	2.70%	1.59%	2.17%	4.35%	2.63%	3.00%	1.59%	11.79%	3.62%	0.00%	20.00%	3.53%	2.11%	0.00%	3.70%
AP - 62	76	44	32	23	3	0	33	20	5	11	3	1	0	0	0	0	0	0
	0.76%	0.81%	0.71%	0.65%	0.68%	0.00%	0.82%	0.82%	0.75%	0.73%	1.31%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 01	6	3	3	1	1	0	2	3	0	0	0	0	0	0	0	0	0	0
	0.06%	0.06%	0.07%	0.03%	0.23%	0.00%	0.05%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 02	6	4	2	3	0	1	2	1	2	0	0	0	0	0	0	0	0	0
	0.06%	0.07%	0.04%	0.08%	0.00%	0.31%	0.05%	0.04%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 03	14	4	10	4	0	0	3	7	1	2	0	1	0	0	0	0	0	0
	0.14%	0.07%	0.22%	0.11%	0.00%	0.00%	0.07%	0.29%	0.15%	0.13%	0.00%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS - 04	5	1	4	0	0	0	1	4	0	0	0	0	0	0	0	0	0	0
	0.05%	0.02%	0.09%	0.00%	0.00%	0.00%	0.02%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ES - 00	18	11	7	6	3	0	6	5	0	1	1	1	0	0	0	0	1	0
	0.18%	0.20%	0.15%	0.17%	0.68%	0.00%	0.15%	0.21%	0.00%	0.07%	0.44%	0.72%	0.00%	0.00%	0.00%	0.00%	4.55%	0.00%
GS - 04	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	0.01%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	449	234	215	216	42	37	141	87	38	82	7	3	0	0	3	4	3	2

GS - 05	4.50%	4.29%	4.74%	6.09%	9.52%	11.46%	3.52%	3.58%	5.70%	5.42%	3.06%	2.17%	0.00%	0.00%	3.53%	4.21%	13.64%	7.41%
GS - 07	3311	1410	1901	1514	153	144	935	848	244	813	37	35	0	1	34	53	6	7
	33.16%	25.87%	41.94%	42.66%	34.69%	44.58%	23.36%	34.88%	36.58%	53.70%	16.16%	25.36%	0.00%	20.00%	40.00%	55.79%	27.27%	25.93%
GS - 08	892	468	424	264	30	19	361	267	55	118	11	12	0	1	11	7	0	0
	8.93%	8.59%	9.35%	7.44%	6.80%	5.88%	9.02%	10.98%	8.25%	7.79%	4.80%	8.70%	0.00%	20.00%	12.94%	7.37%	0.00%	0.00%
GS - 09	2043	1479	564	483	111	46	1174	378	122	112	48	20	2	1	16	5	6	2
	20.46%	27.13%	12.44%	13.61%	25.17%	14.24%	29.34%	15.55%	18.29%	7.40%	20.96%	14.49%	66.67%	20.00%	18.82%	5.26%	27.27%	7.41%
GS - 10	362	264	98	95	23	6	196	69	30	17	9	3	1	0	3	3	2	0
	3.63%	4.84%	2.16%	2.68%	5.22%	1.86%	4.90%	2.84%	4.50%	1.12%	3.93%	2.17%	33.33%	0.00%	3.53%	3.16%	9.09%	0.00%
GS - 11	3	2	1	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	0.03%	0.04%	0.02%	0.00%	0.00%	0.00%	0.05%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SL - 00	3	2	1	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0
	0.03%	0.04%	0.02%	0.03%	0.00%	0.00%	0.02%	0.04%	0.00%	0.00%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG - 04	14	11	3	10	2	0	3	1	5	1	1	1	0	0	0	0	0	0
	0.14%	0.20%	0.07%	0.28%	0.45%	0.00%	0.07%	0.04%	0.75%	0.07%	0.44%	0.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG - 11	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL - 04	2	1	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	0.02%	0.02%	0.02%	0.03%	0.00%	0.00%	0.02%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	9984	5451	4533	3549	441	323	4002	2431	667	1514	229	138	3	5	85	95	22	27
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Note: Percentages computed down columns and not across rows

**U. S. DEPARTMENT OF AGRICULTURE
FOOD SAFETY**

Table A6: Permanent Workforce by Major Occupations

Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

Major Occupations	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	
Male				Female	Male			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
0696 - CONSUMER SAFETY	314	185	129	8	11	153	90	17	16	6	8	0	1	1	1	0	2
	100.00%	58.92%	41.08%	2.55%	3.50%	48.73%	28.66%	5.41%	5.10%	1.91%	2.55%	0.00%	0.32%	0.32%	0.32%	0.00%	0.64%
Occupational CLF		63.10%	36.90%	3.60%	1.80%	50.70%	28.50%	5.70%	4.10%	1.70%	1.20%	0.10%	0.10%	0.60%	0.30%	0.70%	0.70%
0701 - VETERINARY MEDICAL SCIENCE	1004	688	316	21	16	526	220	59	60	70	12	0	1	8	5	3	2
	100.00%	68.53%	31.47%	2.09%	1.59%	52.39%	21.91%	5.88%	5.98%	6.97%	1.20%	0.00%	0.10%	0.80%	0.50%	0.30%	0.20%
Occupational CLF		60.50%	39.50%	1.30%	0.90%	56.10%	36.40%	0.70%	0.80%	1.50%	0.80%	0.00%	0.00%	0.10%	0.10%	0.80%	0.80%
1862 - CONSUMER SAFETY INSPECTION	3782	2444	1338	187	74	1905	852	230	349	73	36	3	2	38	21	8	4
	100.00%	64.62%	35.38%	4.94%	1.96%	50.37%	22.53%	6.08%	9.23%	1.93%	0.95%	0.08%	0.05%	1.00%	0.56%	0.21%	0.11%
Occupational CLF		68.40%	31.60%	7.70%	5.70%	52.20%	18.20%	4.90%	5.60%	2.20%	0.80%	0.20%	0.10%	0.50%	0.70%	0.70%	0.50%
1863 - FOOD INSPECTION	2903	1361	1542	175	145	897	690	218	627	36	33	0	1	26	41	8	5
	100.00%	46.88%	53.12%	6.03%	4.99%	30.90%	23.77%	7.51%	21.60%	1.24%	1.14%	0.00%	0.03%	0.90%	1.41%	0.28%	0.17%
Occupational CLF		68.40%	31.60%	7.70%	5.70%	52.20%	18.20%	4.90%	5.60%	2.20%	0.80%	0.20%	0.10%	0.50%	0.70%	0.70%	0.50%

**U. S. DEPARTMENT OF AGRICULTURE
FOOD SAFETY**

Table A8: New Hires By Type of Appointment

Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

TYPE OF APPOINTMENT	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
	Male	Female	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
PERMANENT	372	242	130	41	20	164	74	21	27	9	4	0	1	4	1	3	3
	100.00%	65.05%	34.95%	11.02%	5.38%	44.09%	19.89%	5.65%	7.26%	2.42%	1.08%	0.00%	0.27%	1.08%	0.27%	0.81%	0.81%
TEMPORARY	224	87	137	8	15	48	47	27	55	3	9	0	0	1	7	0	4
	100.00%	38.84%	61.16%	3.57%	6.70%	21.43%	20.98%	12.05%	24.55%	1.34%	4.02%	0.00%	0.00%	0.45%	3.13%	0.00%	1.79%
NON- APPROPRIATED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLF (2000)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

**U. S. DEPARTMENT OF AGRICULTURE
FOOD SAFETY**

Table A13: Employee Recognition and Awards

Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

Type of Award	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
TIME-OFF AWARDS - 1-9 HOURS																	
Total Time-Off	498	252	246	16	15	185	151	31	60	18	15	0	0	1	4	1	1
Awards Given	100.00%	50.60%	49.40%	3.21%	3.01%	37.15%	30.32%	6.22%	12.05%	3.61%	3.01%	0.00%	0.00%	0.20%	0.80%	0.20%	0.20%
Total Hours	3551	1813	1738	123	113	1340	1040	190	441	144	104	0	0	8	32	8	8
Average Hours	7	7	7	8	8	7	7	6	7	8	7	0	0	8	8	8	8
TIME-OFF AWARDS - 9+ HOURS																	
Total Time-Off	350	143	207	13	6	106	145	16	45	7	5	0	0	1	4	0	2
Awards Given	100.00%	40.86%	59.14%	3.71%	1.71%	30.29%	41.43%	4.57%	12.86%	2.00%	1.43%	0.00%	0.00%	0.29%	1.14%	0.00%	0.57%
Total Hours	6579	2829	3750	280	78	2109	2651	288	832	128	83	0	0	24	74	0	32
Average Hours	19	20	18	22	13	20	18	18	18	18	17	0	0	24	19	0	16
CASH AWARDS - \$100 - \$500																	
Total Cash Awards	3460	2028	1432	174	79	1581	871	175	409	57	43	4	1	26	23	10	6
Given	100.00%	58.61%	41.39%	5.03%	2.28%	45.69%	25.17%	5.06%	11.82%	1.65%	1.24%	0.12%	0.03%	0.75%	0.66%	0.29%	0.17%
Total Amount	1272804	749948	522856	67825	29358	582530	318879	63740	147888	21057	15595	1475	406	9536	8636	3353	2094
Average Amount	368	370	365	390	372	368	366	364	362	369	363	369	406	367	375	335	349
CASH AWARDS - \$500+																	
Total Cash Awards	3044	1614	1430	105	94	1226	869	152	362	98	64	1	2	26	29	5	10
Given	100.00%	53.02%	46.98%	3.45%	3.09%	40.28%	28.55%	4.99%	11.89%	3.22%	2.10%	0.03%	0.07%	0.85%	0.95%	0.16%	0.33%
Total Amount	4581399	2556569	2024830	144011	111659	1929390	1284737	232292	479900	196708	94414	812	4492	43736	37000	7549	12628
Average Amount	1505	1584	1416	1372	1188	1574	1478	1528	1326	2007	1475	812	2246	1682	1276	1510	1263
QUALITY STEP INCREASES (QSI)																	
Total QSI's Awarded	77	47	30	8	0	33	20	5	6	0	2	0	0	1	2	0	0
	100.00%	61.04%	38.96%	10.39%	0.00%	42.86%	25.97%	6.49%	7.79%	0.00%	2.60%	0.00%	0.00%	1.30%	2.60%	0.00%	0.00%
Total Benefit	143399	104480	38919	10475	0	43185	26329	5665	7816	0	2387	0	0	45155	2387	0	0
Average Benefit	1862	2223	1297	1309	0	1309	1316	1133	1303	0	1194	0	0	45155	1194	0	0

**U. S. DEPARTMENT OF AGRICULTURE
FOOD SAFETY**

Table A14: Separations by Type of Separation

Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

TYPE OF SEPARATION	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races						
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VOLUNTARY	415	242	173	20	9	178	114	28	45	13	2	0	0	3	3	0	0	0
	100.00%	58.31%	41.69%	4.82%	2.17%	42.89%	27.47%	6.75%	10.84%	3.13%	0.48%	0.00%	0.00%	0.72%	0.72%	0.00%	0.00%	0.00%
INVOLUNTARY	59	29	30	3	0	20	21	4	7	0	0	0	0	2	0	0	0	2
	100.00%	49.15%	50.85%	5.08%	0.00%	33.90%	35.59%	6.78%	11.86%	0.00%	0.00%	0.00%	0.00%	3.39%	0.00%	0.00%	0.00%	3.39%
TOTAL SEPARATIONS	474	271	203	23	9	198	135	32	52	13	2	0	0	5	3	0	2	2
	100.00%	57.17%	42.83%	4.85%	1.90%	41.77%	28.48%	6.75%	10.97%	2.74%	0.42%	0.00%	0.00%	1.05%	0.63%	0.00%	0.42%	0.42%
TOTAL WORKFORCE	9344	5233	4111	428	288	3867	2271	609	1317	224	129	3	5	79	81	21	20	20
	100.00%	56.00%	44.00%	4.58%	3.08%	41.38%	24.30%	6.52%	14.09%	2.40%	1.38%	0.03%	0.05%	0.85%	0.87%	0.22%	0.21%	0.21%

U. S. DEPARTMENT OF AGRICULTURE

FOOD SAFETY

Table B2: Permanent Workforce By Component - Distribution by Disability

Fiscal Year 2012

ORGANIZATIONAL COMPONENT	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Total	9344	8054	384	906	115	7	10	10	16	0	18	4	48	2	
	100.00%	86.19%	4.11%	9.70%	1.23%	0.07%	0.11%	0.11%	0.17%	0.00%	0.19%	0.04%	0.51%	0.02%	
EEOC Federal Goal					2.00%										
OFFICE OF THE ADMINISTRATOR	18	14	1	3	0	0	0	0	0	0	0	0	0	0	
	100.00%	77.78%	5.56%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
OFFICE OF DATA INTEGRATION AND FOOD PROTECTION	38	32	0	6	2	0	0	1	1	0	0	0	0	0	
	100.00%	84.21%	0.00%	15.79%	5.26%	0.00%	0.00%	2.63%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	
OFFICE OF PROGRAM EVALUATION, ENFORCEMENT and REVIEW	329	287	9	33	5	1	0	0	0	0	0	0	3	1	
	100.00%	87.23%	2.74%	10.03%	1.52%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.91%	0.30%	
OFFICE OF PUBLIC AFFAIRS AND CONSUMER EDUCATION	66	59	1	6	1	1	0	0	0	0	0	0	0	0	
	100.00%	89.39%	1.52%	9.09%	1.52%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
OFFICE OF INTERNATIONAL AFFAIRS	128	107	5	16	4	0	1	0	0	0	1	0	2	0	
	100.00%	83.59%	3.91%	12.50%	3.13%	0.00%	0.78%	0.00%	0.00%	0.00%	0.78%	0.00%	1.56%	0.00%	
OFFICE OF PUBLIC HEALTH SCIENCE	277	234	12	31	7	0	0	0	1	0	0	2	4	0	
	100.00%	84.48%	4.33%	11.19%	2.53%	0.00%	0.00%	0.00%	0.36%	0.00%	0.00%	0.72%	1.44%	0.00%	
OFFICE OF MANAGEMENT	292	230	6	56	15	3	1	2	2	0	3	2	2	0	
	100.00%	78.77%	2.05%	19.18%	5.14%	1.03%	0.34%	0.68%	0.68%	0.00%	1.03%	0.68%	0.68%	0.00%	
OFFICE OF FIELD OPERATIONS	8037	6963	344	730	77	2	7	7	11	0	13	0	36	1	
	100.00%	86.64%	4.28%	9.08%	0.96%	0.02%	0.09%	0.09%	0.14%	0.00%	0.16%	0.00%	0.45%	0.01%	
U.S. CODEX OFFICE	6	5	1	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
OFFICE OF POLICY AND PROGRAM DEVELOPMENT	105	85	1	19	3	0	1	0	1	0	0	0	1	0	
	100.00%	80.95%	0.95%	18.10%	2.86%	0.00%	0.95%	0.00%	0.95%	0.00%	0.00%	0.00%	0.95%	0.00%	
OFFICE OF OUTREACH,EMPLOYEE EDUCATION AND TRAINING	48	38	4	6	1	0	0	0	0	0	1	0	0	0	
	100.00%	79.17%	8.33%	12.50%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	2.08%	0.00%	0.00%	0.00%	

U. S. DEPARTMENT OF AGRICULTURE

FOOD SAFETY

Table B3: Total Workforce by Occupational Categories - Distribution by Disability

Fiscal Year 2012

OCCUPATIONAL CATEGORIES	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
1. Officials and Managers															
Executive/Senior Level	111	92	4	15	1	0	0	0	0	0	0	0	1	0	
Equivalent to (Grades GS - 15 and Above)	100.00%	82.88%	3.60%	13.51%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%	
- Mid-Level	1290	1114	40	136	17	0	1	1	5	0	2	0	7	1	
Equivalent to Grades GS 12-14	100.00%	86.36%	3.10%	10.54%	1.32%	0.00%	0.08%	0.08%	0.39%	0.00%	0.16%	0.00%	0.54%	0.08%	
- First Level	199	172	7	20	1	0	0	0	0	0	0	0	1	0	
Equivalent to Grades 11 and Below	100.00%	86.43%	3.52%	10.05%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%	0.00%	
- Other Officials and Managers	7422	6420	346	656	67	2	9	6	9	0	12	0	28	1	
	100.00%	86.50%	4.66%	8.84%	0.90%	0.03%	0.12%	0.08%	0.12%	0.00%	0.16%	0.00%	0.38%	0.01%	
Officials and Managers	9022	7798	397	827	86	2	9	7	12	0	13	0	37	2	
Total	100.00%	86.43%	4.40%	9.17%	0.95%	0.02%	0.10%	0.08%	0.13%	0.00%	0.14%	0.00%	0.41%	0.02%	
2. Professionals	462	394	15	53	11	3	0	2	1	1	1	0	3	0	
	100.00%	85.28%	3.25%	11.47%	2.38%	0.65%	0.00%	0.43%	0.22%	0.22%	0.22%	0.00%	0.65%	0.00%	
3. Technicians	262	230	3	29	4	0	0	0	0	0	1	1	2	0	
	100.00%	87.79%	1.15%	11.07%	1.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.38%	0.76%	0.00%	
4. Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Administrative Support Workers	209	165	5	39	14	2	2	0	1	0	3	2	4	0	
	100.00%	78.95%	2.39%	18.66%	6.70%	0.96%	0.96%	0.00%	0.48%	0.00%	1.44%	0.96%	1.91%	0.00%	
6. Craft Workers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
7. Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
8. Laborers and Helpers	16	10	1	5	3	0	0	0	0	0	0	1	2	0	
	100.00%	62.50%	6.25%	31.25%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	12.50%	0.00%	
9. Service Workers	12	8	2	2	1	0	0	0	0	0	0	0	1	0	
	100.00%	66.67%	16.67%	16.67%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%	
TOTAL	9984	8606	423	955	119	7	11	9	14	1	18	4	49	2	
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

NOTE: Percentages computed across columns and NOT down rows

U. S. DEPARTMENT OF AGRICULTURE

FOOD SAFETY

Table B3-1: Total Workforce by Occupational Categories - Distribution by Disability

Fiscal Year 2012

OCCUPATIONAL CATEGORIES	ALL Employees					TARGETED DISABILITY									
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
1. Officials and Managers															
Executive/Senior Level	111	92	4	15	1	0	0	0	0	0	0	0	1	0	
Equivalent to (Grades GS - 15 and Above)	1.11%	1.07%	0.95%	1.57%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.04%	0.00%	
- Mid-Level	1290	1114	40	136	17	0	1	1	5	0	2	0	7	1	
Equivalent to Grades GS 12-14	12.92%	12.94%	9.46%	14.24%	14.29%	0.00%	9.09%	11.11%	35.71%	0.00%	11.11%	0.00%	14.29%	50.00%	
- First Level	199	172	7	20	1	0	0	0	0	0	0	0	1	0	
Equivalent to Grades 11 and Below	1.99%	2.00%	1.65%	2.09%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.04%	0.00%	
- Other Officials and Managers	7422	6420	346	656	67	2	9	6	9	0	12	0	28	1	
	74.34%	74.60%	81.80%	68.69%	56.30%	28.57%	81.82%	66.67%	64.29%	0.00%	66.67%	0.00%	57.14%	50.00%	
Officials and Managers	9022	7798	397	827	86	2	9	7	12	0	13	0	37	2	
Total	90.36%	90.61%	93.85%	86.60%	72.27%	28.57%	81.82%	77.78%	85.71%	0.00%	72.22%	0.00%	75.51%	100.00%	
2. Professionals	462	394	15	53	11	3	0	2	1	1	1	0	3	0	
	4.63%	4.58%	3.55%	5.55%	9.24%	42.86%	0.00%	22.22%	7.14%	100.00%	5.56%	0.00%	6.12%	0.00%	
3. Technicians	262	230	3	29	4	0	0	0	0	0	1	1	2	0	
	2.62%	2.67%	0.71%	3.04%	3.36%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	25.00%	4.08%	0.00%	
4. Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Administrative Support Workers	209	165	5	39	14	2	2	0	1	0	3	2	4	0	
	2.09%	1.92%	1.18%	4.08%	11.76%	28.57%	18.18%	0.00%	7.14%	0.00%	16.67%	50.00%	8.16%	0.00%	
6. Craft Workers	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
7. Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
8. Laborers and Helpers	16	10	1	5	3	0	0	0	0	0	0	1	2	0	
	0.16%	0.12%	0.24%	0.52%	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	4.08%	0.00%	
9. Service Workers	12	8	2	2	1	0	0	0	0	0	0	0	1	0	
	0.12%	0.09%	0.47%	0.21%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.04%	0.00%	
TOTAL	9984	8606	423	955	119	7	11	9	14	1	18	4	49	2	
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

NOTE: Percentages computed down columns and NOT across rows

AS-01	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS-02	6	3	0	3	1	0	0	0	0	0	0	1	0	0
	100.00%	50.00%	0.00%	50.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%
AS-03	14	13	0	1	1	0	0	0	0	0	0	0	1	0
	100.00%	92.86%	0.00%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%
AS-04	5	4	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ES-00	18	13	2	3	1	0	0	0	0	0	0	0	1	0
	100.00%	72.22%	11.11%	16.67%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
GS-04	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	449	396	21	32	1	0	0	0	0	0	0	0	1	0
	100.00%	88.20%	4.68%	7.13%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%
GS-07	3311	2918	115	278	31	0	6	5	1	0	5	0	14	0
	100.00%	88.13%	3.47%	8.40%	0.94%	0.00%	0.18%	0.15%	0.03%	0.00%	0.15%	0.00%	0.42%	0.00%
GS-08	892	776	46	70	6	1	2	0	0	0	2	0	1	0
	100.00%	87.00%	5.16%	7.85%	0.67%	0.11%	0.22%	0.00%	0.00%	0.00%	0.22%	0.00%	0.11%	0.00%
GS-09	2043	1695	135	213	25	1	1	1	8	0	3	0	11	0
	100.00%	82.97%	6.61%	10.43%	1.22%	0.05%	0.05%	0.05%	0.39%	0.00%	0.15%	0.00%	0.54%	0.00%
GS-10	362	317	20	25	0	0	0	0	0	0	0	0	0	0
	100.00%	87.57%	5.52%	6.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	3	1	1	1	0	0	0	0	0	0	0	0	0	0
	100.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SL-00	3	2	0	1	0	0	0	0	0	0	0	0	0	0
	100.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG-04	14	9	0	5	3	0	0	0	0	0	0	1	2	0
	100.00%	64.29%	0.00%	35.71%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	14.29%	0.00%
WG-11	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL-04	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	9984	8606	423	955	119	7	12	10	16	1	18	3	50	2
	100.00%	86.20%	4.24%	9.57%	1.19%	0.07%	0.12%	0.10%	0.16%	0.01%	0.18%	0.03%	0.50%	0.02%

NOTE: Percentages computed across columns and NOT down rows

AS-01	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.06%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AS-02	6	3	0	3	1	0	0	0	0	0	0	1	0	0	
	0.06%	0.03%	0.00%	0.31%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	
AS-03	14	13	0	1	1	0	0	0	0	0	0	0	1	0	
	0.14%	0.15%	0.00%	0.10%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	
AS-04	5	4	0	1	0	0	0	0	0	0	0	0	0	0	
	0.05%	0.05%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
ES-00	18	13	2	3	1	0	0	0	0	0	0	0	1	0	
	0.18%	0.15%	0.47%	0.31%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	
GS-04	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-05	449	396	21	32	1	0	0	0	0	0	0	0	1	0	
	4.50%	4.60%	4.96%	3.35%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	
GS-07	3311	2918	115	278	31	0	6	5	1	0	5	0	14	0	
	33.16%	33.91%	27.19%	29.11%	26.05%	0.00%	50.00%	50.00%	6.25%	0.00%	27.78%	0.00%	28.00%	0.00%	
GS-08	892	776	46	70	6	1	2	0	0	0	2	0	1	0	
	8.93%	9.02%	10.87%	7.33%	5.04%	14.29%	16.67%	0.00%	0.00%	0.00%	11.11%	0.00%	2.00%	0.00%	
GS-09	2043	1695	135	213	25	1	1	1	8	0	3	0	11	0	
	20.46%	19.70%	31.91%	22.30%	21.01%	14.29%	8.33%	10.00%	50.00%	0.00%	16.67%	0.00%	22.00%	0.00%	
GS-10	362	317	20	25	0	0	0	0	0	0	0	0	0	0	
	3.63%	3.68%	4.73%	2.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS-11	3	1	1	1	0	0	0	0	0	0	0	0	0	0	
	0.03%	0.01%	0.24%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
SL-00	3	2	0	1	0	0	0	0	0	0	0	0	0	0	
	0.03%	0.02%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WG-04	14	9	0	5	3	0	0	0	0	0	0	1	2	0	
	0.14%	0.10%	0.00%	0.52%	2.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	4.00%	0.00%	
WG-11	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
WL-04	2	1	1	0	0	0	0	0	0	0	0	0	0	0	
	0.02%	0.01%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	9984	8606	423	955	119	7	12	10	16	1	18	3	50	2	
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE
FOOD SAFETY**

Table B6: Permanent Workforce by Major Occupation - Distribution by Disability

Fiscal Year 2012

SERIES/JOB TITLE	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0696 - CONSUMER SAFETY	314	271	11	32	4	0	0	0	0	0	1	0	3	0
	100.00%	86.31%	3.50%	10.19%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%	0.96%	0.00%
0701 - VETERINARY MEDICAL SCIENCE	1004	874	26	104	11	0	0	0	2	0	2	0	6	1
	100.00%	87.05%	2.59%	10.36%	1.10%	0.00%	0.00%	0.00%	0.20%	0.00%	0.20%	0.00%	0.60%	0.10%
1862 - CONSUMER SAFETY INSPECTION	3782	3239	208	335	33	2	3	2	8	0	4	0	14	0
	100.00%	85.64%	5.50%	8.86%	0.87%	0.05%	0.08%	0.05%	0.21%	0.00%	0.11%	0.00%	0.37%	0.00%
1863 - FOOD INSPECTION	2903	2543	98	262	29	0	5	4	1	0	6	0	13	0
	100.00%	87.60%	3.38%	9.03%	1.00%	0.00%	0.17%	0.14%	0.03%	0.00%	0.21%	0.00%	0.45%	0.00%
TOTAL	8003	6927	343	733	77	2	8	6	11	0	13	0	36	1
	100.00%	86.56%	4.29%	9.16%	0.96%	0.02%	0.10%	0.07%	0.14%	0.00%	0.16%	0.00%	0.45%	0.01%

U. S. DEPARTMENT OF AGRICULTURE

FOOD SAFETY

Table B8: New Hires By Type of Appointment - Distribution by Disability

Fiscal Year 2012

TYPE OF APPOINTMENT	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
PERMANENT	372	320	14	38	4	0	0	0	0	0	0	0	4	0
	100.00%	86.02%	3.76%	10.22%	1.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.08%	0.00%
TEMPORARY	224	184	14	26	1	0	0	0	0	0	0	0	1	0
	100.00%	82.14%	6.25%	11.61%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.45%	0.00%
NON-APPROPRIATED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL CURRENT YEAR	596	504	28	64	5	0	0	0	0	0	0	0	5	0
	100.00%	84.56%	4.70%	10.74%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.84%	0.00%
TOTAL PRIOR YEAR	700	613	17	70	2	0	0	0	0	0	1	0	1	0
	100.00%	87.57%	2.43%	10.00%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%	0.14%	0.00%

U. S. DEPARTMENT OF AGRICULTURE

FOOD SAFETY

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

Year = Fiscal Year 2012 and Two or More with Hispanic Grouped as Hispanic

TYPE OF SEPARATION	ALL Employees					TARGETED DISABILITY								
	All	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16-18]	Vision [21/23/25]	Missing Extremities [28/30/32-38]	Partial Paralysis [64-69]	Complete Paralysis [71-79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
VOLUNTARY	415	331	40	44	6	1	2	0	1	0	0	0	2	0
	100.00%	79.76%	9.64%	10.60%	1.45%	0.24%	0.48%	0.00%	0.24%	0.00%	0.00%	0.00%	0.48%	0.00%
INVOLUNTARY	59	51	0	8	0	0	0	0	0	0	0	0	0	0
	100.00%	86.44%	0.00%	13.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL SEPARATIONS	474	382	40	52	6	1	2	0	1	0	0	0	2	0
	100.00%	80.59%	8.44%	10.97%	1.27%	0.21%	0.42%	0.00%	0.21%	0.00%	0.00%	0.00%	0.42%	0.00%
TOTAL WORKFORCE	9344	8054	384	906	115	7	10	10	16	0	18	4	48	2
	100.00%	86.19%	4.11%	9.70%	1.23%	0.07%	0.11%	0.11%	0.17%	0.00%	0.19%	0.04%	0.51%	0.02%