

United States Equal Employment Opportunity Commission

OFFICE OF FEDERAL OPERATIONS



Annual Report on the Federal Work Force

Fiscal Year 2008

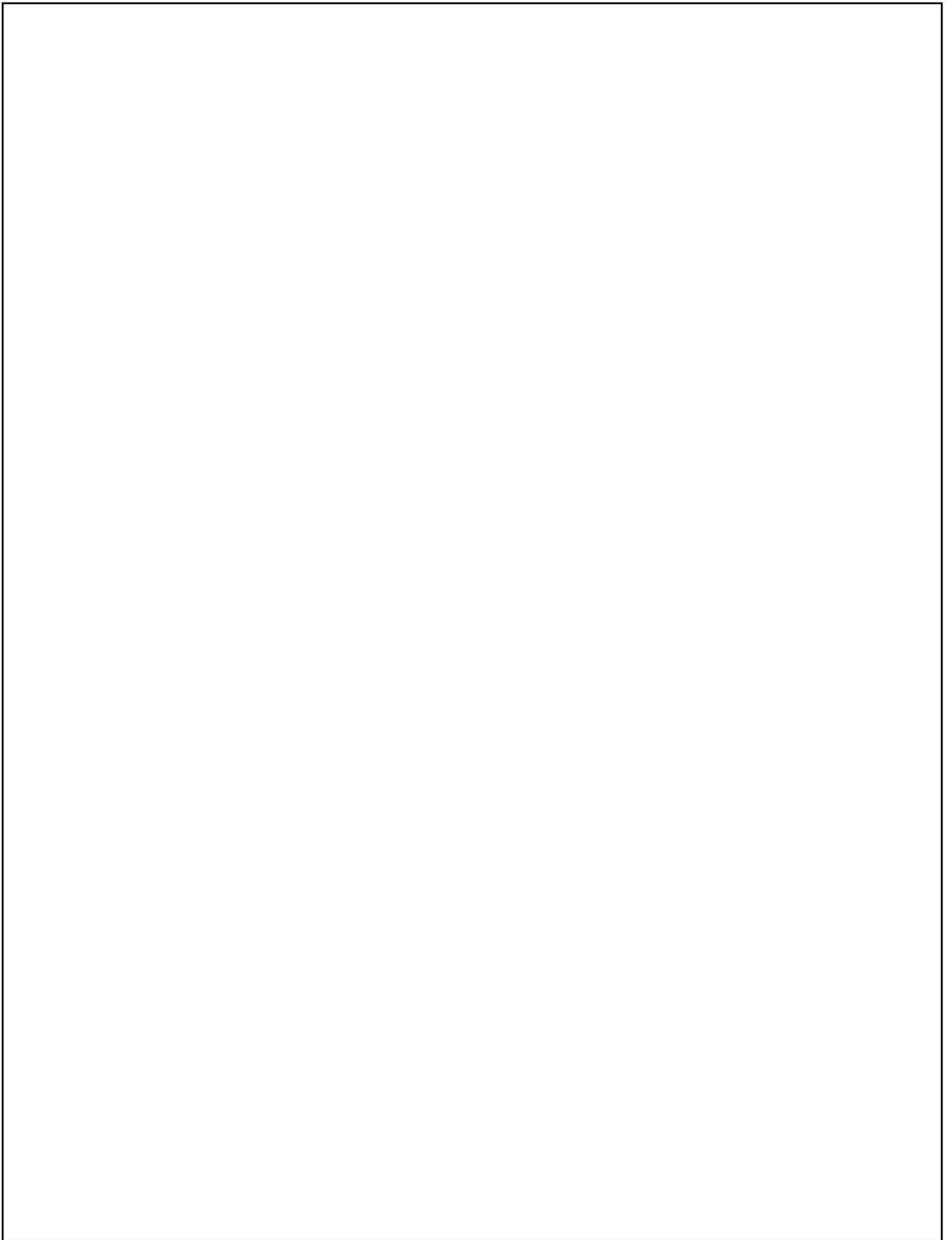


Table of Contents

PREFACEi

EXECUTIVE SUMMARYiii

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

Section A. Demonstrated Commitment From Agency Leadership..... I-1

 1. 59% of Agencies Issued EEO Policy Statements on an
 Annual Basis I-1

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

 1. 65% of Agency EEO Directors Report to Agency Head I-3

 2. 72% of EEO Directors Presented the State of the EEO
 Program to the Agency Head..... I-4

 3. 87% of Agencies Provided their EEO staff with
 Required Training..... I-5

Section C. Management and Program Accountability I-7

 1. 83% of Agencies Evaluate Managers and Supervisors on
 EEO I-7

 2. 72% of Agencies Report They Have A Written Anti-Harassment
 Policy..... I-8

Section D. Proactive Prevention of Unlawful Discrimination I-11

 1. Barrier Analysis I-11

 2. Composition of Federal Work Force..... I-12

 a. Total Work Force: Hispanic or Latinos, White Women and
 Persons of Two or More Races Remain Below Availability I-12

 b. Senior Pay Levels: Incremental Improvement I-15

 c. General Schedule and Related Positions: Hispanic or
 Latino, Asian And Women Improve..... I-16

 d. Federal Wage System Positions: Women and Minorities
 Decrease Slightly I-18

 e. Other Pay Systems: Employees Increase by 16.33% I-19

EEOC FY 2008 Annual Report on the Federal Work Force

- 3. Participation Rate of Individuals with Targeted Disabilities Continues to Fall I-20

Section E. Efficiency in the Federal EEO Process I-25

- 1. Federal Agency EEO Programs: Complaints Increase and Processing Times Continue to Exceed Regulatory Deadlines..... I-25
- 2. EEOC Hearings and Appeals: Processing Times Increase For Hearings and Appeals..... I-39

Section F. Responsiveness and Legal Compliance..... I-49

- 1. 78% of Submitted EEOC Form 462 Reports Were Timely I-49
- 2. Almost Twice as Many Timely Submitted MD-715 Reports In FY 2008..... I-49

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

APPENDIX I GLOSSARY / DEFINITIONS Appendix I-1

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

APPENDIX III FEDERAL WORK FORCE & COMPLAINTS PROCESSING TABLES Appendix III-1
(Actual tables are only available on CD or on the EEOC's website at <http://www.eeoc.gov/federal/fsp2008/index.html>)

PREFACE

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

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

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

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

This report covers the period from October 1, 2007, through September 30, 2008 and contains selected measures of agencies' progress toward model EEO programs.¹ Working within our mission as an oversight agency, EEOC strives to create a partnership with agencies. In FY 2008, EEOC's Relationship Management program comprised 10 Cabinet/Mid-Size agencies and continued its small agency program with 14 agencies.

The *FY 2008 Annual Report on the Federal Work Force*, submitted to the President and Congress, presents a summary of selected EEO program activities in the federal government,

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

EEOC FY 2008 Annual Report on the Federal Work Force

including work force profiles of 59 federal agencies. The report provides valuable information to all agencies as they strive to become model employers.

To prepare this report, the Commission relied on the following data: 1) work force data, as of September 30, 2008, obtained from the U.S. Office of Personnel Management's (OPM) Central Personnel Data File (CPDF)² supplemented with data provided by the Army & Air Force Exchange Service (AAFES), Federal Energy Regulatory Commission (FERC), the Department of State, Tennessee Valley Authority (TVA) and the United States Postal Service (USPS); 2) data from the 2000 EEO Special Files; 3) EEO complaint processing data submitted and certified as accurate by 122 federal agencies in their fiscal year (FY) 2008 Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEO 462 reports); 4) hearings and appeals data obtained from EEOC's internal databases; and 5) EEO program data submitted and certified as accurate by 172 of 198 federal agencies and subcomponents in their FY 2007 Federal Agency Annual Equal Employment Opportunity Program Status Reports (MD-715 reports).³

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

Finally, the Commission would like to extend its thanks to: 1) OPM for providing the work force data from the CPDF; 2) AAFES, FERC, the Department of State, TVA, and USPS for providing their work force data; and 3) those agencies that timely submitted accurate and verifiable EEO complaint processing data.

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

² The September 30, 2008 snapshot includes only employees in pay status on that date; thus, some permanent employees, like seasonal employees or those on active military tours of duty, are not included.

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

EXECUTIVE SUMMARY

STATE OF EEO IN THE FEDERAL GOVERNMENT

- ❑ In FY 2008, there were almost 2.7 million women and men employed by the federal government across the country and around the world.
 - 55.9% were men and 44.1% were women; the participation rate for women has slowly but steadily increased over the last ten years.
 - 7.9% were Hispanic or Latino, 65.4% were White, 18.3% were Black or African American, 5.9% were Asian, 0.3% were Native Hawaiian/Other Pacific Islander, 1.6% were American Indian/Alaska Native, and 0.6% were persons of Two or More Races.
- ❑ Between FY 2007 and FY 2008, Hispanic or Latinos, Whites, women and persons of Two or More Races remained below their overall availability in the national civilian labor force, as reported in the 2000 census (CLF). Black or African Americans, Asians, Native Hawaiian/Other Pacific Islanders, American Indian/Alaska Natives and men remained above their overall availability in the CLF.
- ❑ The number of employees with targeted disabilities in the federal work force has been steadily declining in the past ten years, from 27,601 (1.12%) in FY 1999 to 24,427 in FY 2008. Despite a modest net gain of 434 employees in FY 2008 over FY 2007, Individuals with Targeted Disabilities still represented less than one percent (0.88%) of the total work force.
- ❑ Of the total work force, 0.74% held senior pay level positions, which is an increase from 0.65% in FY 1999. Hispanic or Latinos and women have made the most gains in securing senior level positions in the federal government, increasing their participation rates 50.92% and 49.79% respectively while Hispanic or Latinos increased their participation rates in the total work force over the ten year period by 33.17% and women by only 17.62%.
- ❑ Of the total work force, 46.97% of employees occupied General Schedule and Related pay system positions.
- ❑ The average grade for permanent and temporary General Schedule employees was 9.9 (\$50,411 per annum); Hispanic or Latino 9.4 (\$43,776 per annum), Black or African American 9 (\$39,795 per annum), Native Hawaiian/Other Pacific Islander 7.9 (\$41,206 per annum), American Indian/Alaska Native 8.4 (\$39,633 per annum) employees and employees of Two or More Races 8.6 (\$42,035 per annum) all had average grades lower than the government-wide average. The average grade for Asian 10.4 (\$48,207

EEOC FY 2008 Annual Report on the Federal Work Force

per annum) and Whites 10.2 (\$45,285 per annum) exceeded the government-wide average.

- ❑ The average General Schedule grade for women remained at 9.3 (\$42,449 per annum), more than one grade below the average grade level for men of 10.5 (\$49,668 per annum).
- ❑ The average General Schedule grade for Individuals with Targeted Disabilities remained at 8.5 (\$40,834 per annum), nearly one and a half grades below the government-wide average (for permanent and temporary employees) of 9.9 (\$50,411 per annum).
- ❑ Of the total work force, 7.06% of employees occupy positions in the Federal Wage System. In comparison to the General Schedule and Related positions, the Federal Wage System had a higher percentage of men (89.10%), Hispanic or Latino men (6.92%), Black or African Americans (18.23%), Asian men (3.45%), Native Hawaiian/Other Pacific Islanders (0.68%), American Indian/Alaska Natives (2.42%) and Individuals with Targeted Disabilities (1.09%) and a lower percentage of women (10.90%).
- ❑ Of the total work force, 45.23% of employees occupied positions in Other Pay Systems (*i.e.* other than Senior Pay, General Schedule and Federal Wage Systems). In comparison to the General Schedule, the other pay systems had a higher percentage of Black or African Americans (18.57%), and Asians (7.20%), Native Hawaiian/Other Pacific Islanders (0.35%); and a lower percentage of Hispanic or Latinos (7.98%), Whites (64.04%), and American Indian/Alaska Natives (1.08%).
- ❑ Of the 172 agencies and subcomponents that submitted a FY 2007 MD-715 report, 59% reported that they had issued an EEO policy on an annual basis, a decrease from the 68% of the 167 agencies and subcomponents that submitted an MD-715 report in FY 2006.
- ❑ Of the 122 agencies that submitted a FY 2008 EEOC Form 462 report, 86 (68.9%) reported that the EEO Director reports directly to the agency head.
- ❑ A state of the agency briefing to the agency head, required by MD-715, was conducted by 72% of the 172 agencies and subcomponents that submitted a FY 2007 MD-715 report, up from the 63% of the 167 agencies and subcomponents that submitted a FY 2006 MD-715 report.
- ❑ Pre-complaint EEO counseling and alternative dispute resolution (ADR) programs addressed many employee concerns before they resulted in formal EEO complaints. Of the 38,898 instances of counseling in FY 2008, 55.1% did not result in a formal complaint due either to settlement by the parties or withdrawal from the EEO process.

EEOC FY 2008 Annual Report on the Federal Work Force

- ❑ In FY 2008, 15,539 individuals filed 16,752 complaints alleging employment discrimination against the federal government.
- ❑ The number of complaints filed increased by 2.4% from the number filed the previous year and there was a 1.6% increase in the number of individuals who filed complaints over the same period. In FY 2008, 7.2% of the complaints filed were by individuals who had previously filed at least one other complaint during the year, a decrease from the 9.3% in FY 2007.
- ❑ A total of 11,157 investigations were completed government-wide in an average of 180 days in FY 2008. Significantly, 8,229, or 74.0%, of the investigations were timely completed, maintaining FY 2007's 74.0% timely completed rate. Without the United States Postal Service's (USPS) investigations, the government-wide average drops to 58.7%.
- ❑ Agencies issued 4,576 merit decisions without a decision by an EEOC Administrative Judge, and 2,906 (63.5%) of these decisions were timely issued, up slightly from 63.4% timely issued in FY 2007. Without the USPS' merit decisions, the government-wide average drops to 38.8%.
- ❑ EEOC's hearing receipts increased by 2.1%, from 7,869 in FY 2007 to 8,036 in FY 2008. The average processing time for a hearing was 262 days, a 5.6% increase from FY 2007's average of 248 days.
- ❑ EEOC's appeal receipts decreased by 2.75%, declining from 5,226 in FY 2007 to 5,082 in FY 2008. The average processing time for appeals in FY 2008 was 278 days, a 20.9% increase from the FY 2007 average of 230 days.
- ❑ In FY 2008, as a result of final agency decisions, settlement agreements, and final agency actions in which agencies agreed to fully implement EEOC Administrative Judges' decisions, agencies paid monetary benefits to EEO complainants totaling \$41.0 million, up from the \$36.4 million paid in FY 2007. An additional \$12.3 million was paid out in response to appellate decisions, an increase from the \$10.7 million paid out in FY 2007.
- ❑ In FY 2008, EEOC's training and outreach program reached 6,861 federal employees through 179 sessions.
- ❑ In FY 2008, EEOC Form 462 reports were timely filed by 76 or 78% of the 97 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report.
- ❑ In FY 2008, 50% or 73 of the agencies and subcomponents that submitted an MD-715 report did so by the February 2, 2009 deadline; with extensions more than twice as many agencies and subcomponents timely filed their MD-715 report than in FY 2007.

EEOC FY 2008 Annual Report on the Federal Work Force

Eighty point seven percent or 117 of the 145 reports submitted in FY 2008 were timely. In FY 2007, MD-715 reports were timely filed by 77 or 44.7% of the 172 reporting agencies and subcomponents down from the 50% or 84 of the 167 reporting agencies and subcomponents in FY 2006.

PART I

SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

Section A - Demonstrated Commitment From Agency Leadership

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

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must promote and safeguard equal employment opportunity into everyday practice and make those principles a fundamental part of agency culture. MD-715 reports are not currently submitted electronically; therefore the only FY 2008 data in this report regards timeliness of report submission. All other MD-715 data reported in this document reflect submitted FY 2007 MD-715 reports.

1. 59% of Agencies Issued EEO Policy Statements on an Annual Basis

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

EEOC FY 2008 Annual Report on the Federal Work Force

**Figure 1 - Percent of Agencies that Issued EEO Policy Statements
On an Annual Basis FY 2004 - FY 2007**

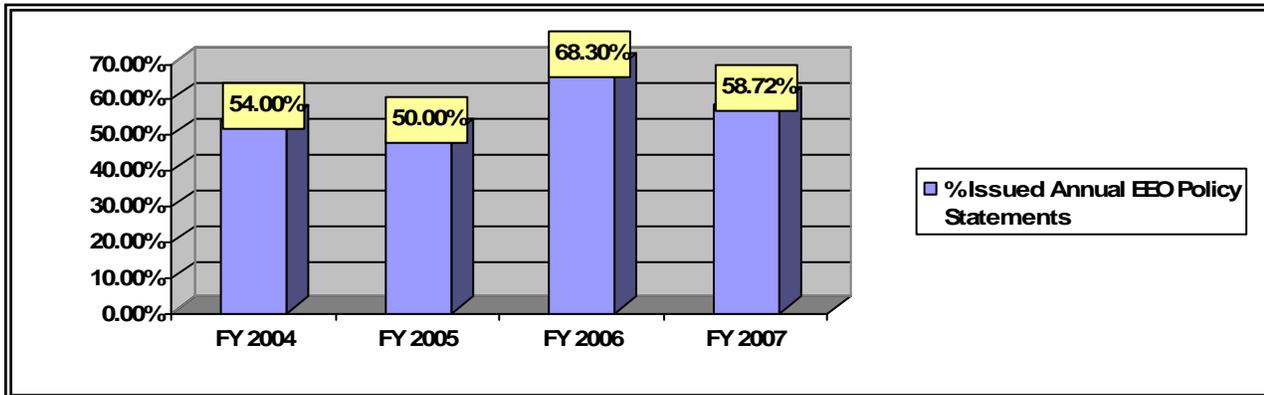


Figure 1 above shows that the number of agencies that issued its EEO policy statement on an annual basis increased 2 of the 4 years since MD-715 was issued. Of the 172 agencies and subcomponents that submitted an MD-715 report for FY 2007, only 101 (58.7%) reported that they had issued an EEO policy statement annually and would continue to do so, a decrease from the 68.3% of 167 agencies that submitted in FY 2006.

Leading Practices of Demonstrated Commitment from Agency Leadership

In addition to ensuring that the EEO policy statement ensures equal employment opportunity for applicants and employees from all EEO groups and for individuals with targeted disabilities, is issued annually:

Establish a vibrant special emphasis program (SEP), including a SEP manager for each EEO group.

Ensure that the anti-harassment policy covers matters that are not yet severe or pervasive in an attempt to prevent harassment before employees are subject to actionable harm.

Authorize first-line supervisors to process and approve reasonable accommodation requests whenever possible; require upper level review before denying a request based on "undue hardship."

Post reasonable accommodation procedures on agency's external website.

Require managers to participate in the alternative dispute resolution program (ADR).

Section B - Integration of EEO Into Agencies' Strategic Mission

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

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

1. 65% of Agency EEO Directors Report to Agency Head

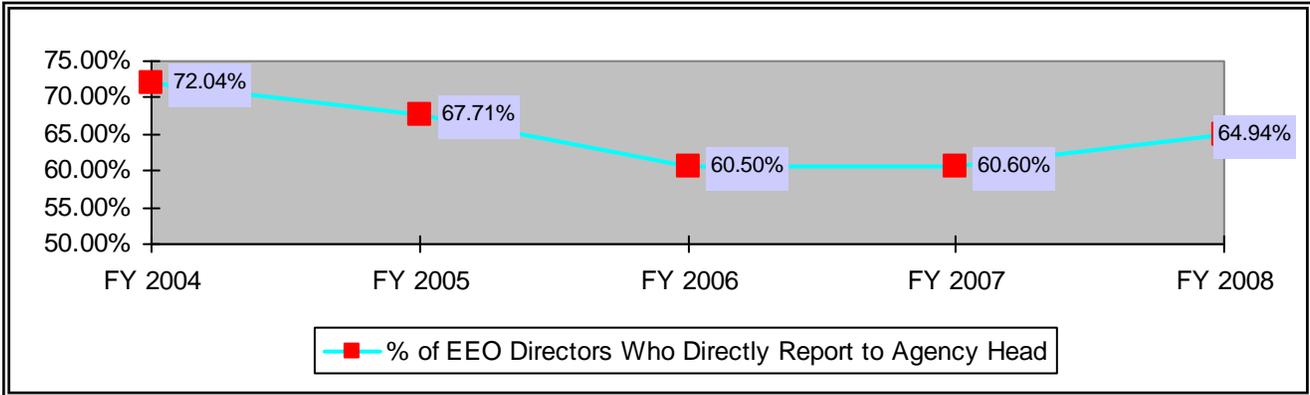
EEOC's regulations governing agency programs to promote equal employment opportunity require each agency to "maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies." 29 C.F.R. §1614.102(a). To implement its program, each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

When the EEO Director is under the authority of others within the agency, the agency creates a potential conflict of interest where the person to whom the EEO Director reports is involved in or would be affected by the actions of the EEO Director. By placing the EEO Director in a direct reporting relationship to the agency head, the agency underscores the importance of EEO to the agency's mission and ensures that the EEO Director is able to act with the greatest degree of independence.

Of the 97 agencies (with 100 or more employees) that were required to submit an EEOC Form 462 report in FY 2008, 63 agencies (64.94%) reported that their EEO Director reports to the agency head, up from the (60.6%) reported in FY 2007. Figure 2 below shows a five year trend.

EEOC FY 2008 Annual Report on the Federal Work Force

**Figure 2 - Percent of EEO Directors Who Report Directly to the Agency Head
FY 2004 - FY 2008**

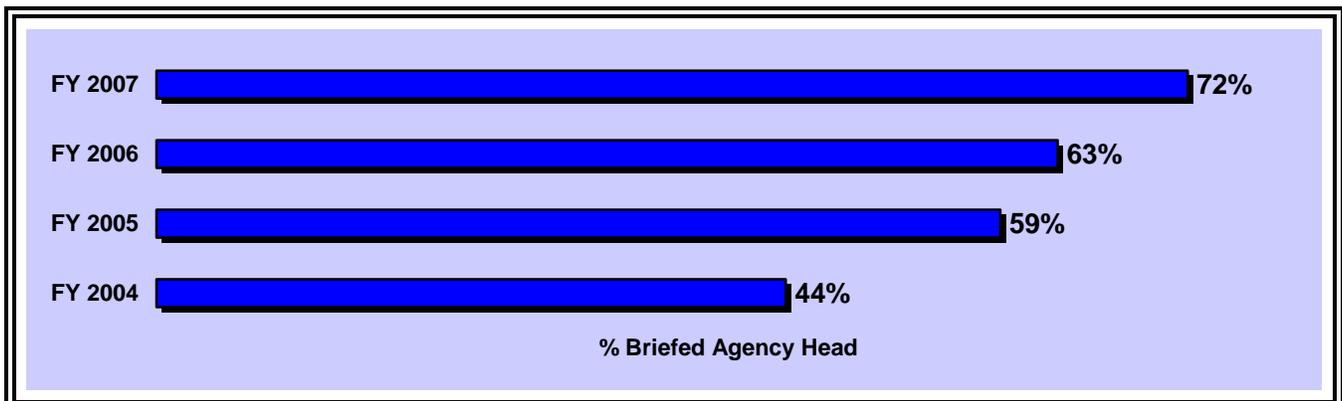


2. 72% of EEO Directors Presented the State of the EEO Program to the Agency Head

In addition to improving the status and independence of EEO, Section II(B) of MD-715 requires that agencies “. . . provide the EEO Director with regular access to the agency head and other senior management officials for reporting on the effectiveness, efficiency, and legal compliance . . .” of the agency’s EEO program. Following each yearly submission of the MD-715 report to EEOC, EEO Directors should present the state of the EEO program to the agency head. See [Section I of EEOC’s Instructions](#) for MD-715.

Of the 172 agencies and subcomponents that submitted an MD-715 report for FY 2007, 124 (72.1%) indicated that the EEO Director had conducted the briefing; up from the 63% of 105 in FY 2006.

Figure 3 - Percent of Agency Heads Briefed on State of EEO FY 2004 - FY 2007



3. 87% of Agencies Provided Their EEO Staff with Required Training

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

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

Of the 100 agencies with 100 or more employees that filed an EEOC Form 462 report in FY 2008, 87% ensured their EEO staff received the required regulatory training up from the 85% that reported providing the training in FY 2007. Agencies trained 1,691 new EEO counselors and 160 new EEO investigators. Agencies also provided the required eight hour annual refresher training to 3,113 EEO counselors and 1,659 EEO investigators. Additionally, agencies reported providing thirty-two hour training to 303 EEO counselor/investigators and eight hour training to 79 EEO counselor/investigators.

Leading Practices for Integration of EEO into Agencies Strategic Mission

Establish a strategic plan for EEO and diversity goals, linking the plan to the agency's mission and include outcome-based objectives. Objectives should be specific, measureable, achievable, relevant and time-bound.

Treat EEO as any other important part of the agency business plan: Develop a business case for promoting diversity within the workforce.

Provide periodic training to all employees regarding the anti-harassment policy and procedures and their role in the complaint process.

Improve coordination between the Disability Program Managers and the Selective Placement Coordinators by including them in strategic planning, succession planning, and recruitment meetings.

Establish an annual numerical goal for hiring people with targeted disabilities and clearly communicate this goal to managers.

Partner with the Computer/Electronic Accommodations Program (CAP) to obtain services assistive technology and services for individuals with disabilities at no cost.

EEOC FY 2008 Annual Report on the Federal Work Force

Section C - Management and Program Accountability

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

1. 83% of Agencies Evaluate Managers and Supervisors on EEO

Section II(C) of MD-715 provides that a model EEO program must "evaluate managers and supervisors on efforts to ensure equality of opportunity for all employees." The success of an agency's EEO program ultimately depends on individual decisions made by its managers and supervisors. Therefore, agency managers and supervisors constitute an integral part of the agency's EEO program. As such, MD-715 makes clear that all managers and supervisors share responsibility with EEO program and human resources officials for the successful implementation of EEO programs. The EEO office serves as a resource to these managers by providing direction, guidance and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity. In this regard, the EEO office should inform managers and supervisors that a positive evaluation will include an assessment of how that manager contributes to the agency's EEO program by emphasizing to managers and supervisors that equality of opportunity is essential to attracting, developing and retaining the most qualified workforce, with such a workforce being essential to ensuring the agency's achievement of its strategic mission.

In FY 2007, 143 (83.1%) of the 172 agencies that submitted MD-715 reports indicated that its managers and supervisors were rated on their commitment to EEO, up from the 117 (70%) of the 167 agencies that submitted MD-715 reports in FY 2006.

2. 72% of Agencies Report They Have A Written Anti-Harassment Policy

Sections II(A) and (C) of EEOC's MD-715 provide that model EEO programs should "issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment" and "establish procedures to prevent . . . harassment."⁴ In order to ensure that the agency's anti-harassment policy is enforced, Section II(C) requires agencies to establish procedures to prevent harassment and to take immediate corrective action if harassment is found. These procedures are separate from the federal sector administrative EEO complaint process.

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

In FY 2007, 124 (72.1%) of the 172 agencies and subcomponents that submitted MD-715 reports reported they had a written anti-harassment policy, up from the 96 (57.5%) of the 167 agencies and subcomponents that submitted an MD-715 report in FY 2006, and the 101 of 158 agencies (64%) in FY 2005.

Leading Practices for Management and Program Accountability

In addition to evaluating managers and supervisors on EEO and issuing a written anti-harassment policy:

Conduct ongoing MD-715 audits (i.e. more than once per year) to assess whether the agency has made a good faith effort to identify and remove EEO program deficiencies and barriers to equality of opportunity in the workplace.

Provide managers with negotiation training and conflict coaching training to improve their ability to resolve disputes.

Provide mandatory training on disability-related issues to all employees, including module on overcoming stereotypes about people with targeted disabilities, detailed instructions on special hiring authorities (for managers), and reasonable accommodation procedures.

Hold management officials accountable for harassing conduct in their program areas and for failing to take reasonable steps to prevent and correct harassment.

Identify an agency official who is responsible for the implementation of the anti-harassment program.

⁴ For more information, please review EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment).

**The Americans with Disabilities Act:
Applying Performance and Conduct Standards to Employees With
Disabilities**

EEOC's guidance affirms agencies have the right to apply the same performance and conduct standards to all employees, including those with disabilities. However, the guidance also stresses that agencies will provide reasonable accommodations to assist a disabled employee to meet those standards. Performance management systems that involve explicit performance expectations, clear performance standards, accurate measures, reliable performance feedback and consistent application of these standards help reduce the chances of discriminatory ratings.

When an agency has to address performance deficiencies or misconduct issues, the agency's comments should be a clear explanation of the employee's performance deficiencies or misconduct and what is expected of the employee to improve. Agencies should discuss problems before they become too serious in order to give the employee an opportunity to address the agency's concerns. An employee who is on notice about a performance or conduct problem and who believes the disability is contributing to the problem should evaluate whether a reasonable accommodation would be helpful. For answers to additional questions and multiple scenarios see the entire fact sheet at <http://www.eeoc.gov/facts/performance-conduct.html>.

Section D - Proactive Prevention of Unlawful Discrimination

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

1. Barrier Analysis

Pursuant to Section II(D) of MD-715, a model EEO program "must conduct a self-assessment on at least an annual basis to monitor progress and identify areas where barriers may operate to exclude certain groups." Part A(II) of MD-715 provides that "where an agency's self-assessment indicates that a racial, national origin, or gender group may have been denied equal access to employment opportunities, the agency must take steps to identify and eliminate the potential barrier." Of the 172 agencies and subcomponents that submitted a FY 2007 MD-715 report, 109 (63.4%) reported addressing potential barrier(s), down from the 143 of 167 (85.6%) in FY 2006.

Barriers are defined as policies, procedures, practices, or conditions that limit or tend to limit employment opportunities for members of a particular race, ethnic or religious background, gender, or for individuals with disabilities. While some barriers are readily discernable, most are embedded in the agency's day-to-day employment policies, practices and programs, including: recruitment; hiring; career development; competitive and noncompetitive promotions; training; awards and incentive programs; disciplinary actions; and separations.

Leading Practices for Proactive Prevention of Unlawful Discrimination

Establish a Diversity Council consisting of the EEO Director, Human Resources (HR) Director and senior level management officials from all program offices to analyze, plan, and implement strategies that will identify and eliminate barriers to EEO.

Establish an annual civil rights award for managers and employees in recognition of their efforts.

Utilize hiring panels when interviewing job applicants to minimize bias.

Participate in the Minority Servicing Institutions (MSI) internship program to develop a feeder pool for future vacancies and to provide students with work experience necessary to find permanent employment in the federal sector.

2. Composition of the Federal Work Force

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

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

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

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

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

Table 1 - FY 2008 Federal Work Force Pay Structure Participation Levels

	# Work Force	% of Total Work Force
Total Work Force	2,763,183	
Senior Pay Level	20,407	0.74
General Schedule and Related	1,297,866	46.97
Federal Wage System	195,073	7.06
Other Pay Systems	1,249,837	45.23

a. Total Work Force: Hispanic or Latinos, White Women and Persons of Two or More Races Remain Below Availability

In FY 2008, the federal government had a Total Work Force of 2,763,183 employees, compared to 2,462,152 in FY 1999. Table 2 shows the participation rate of the identified groups below, as compared to the civilian labor force (CLF). [Table A-1](#) in Appendix III, located at <http://www.eeoc.gov/>, provides ten-year trend data.

EEOC FY 2008 Annual Report on the Federal Work Force

**Table 2 - Composition of Federal Work Force –
Ten-Year Trend: Some Progress, Little Overall Change
FY 1999 - FY 2008⁵**

	Work Force	Participation Rate		2000 CLF
	FY 2008	FY 1999 %	FY 2008 %	
Men	1,543,699	57.89	55.87	53.23
Women	1,219,484	42.11	44.13	46.77
Hispanic or Latino Men	129,823	4.10	4.70	6.17
Hispanic or Latino Women	89,538	2.59	3.24	4.52
White Men	1,073,313	41.97	38.84	39.03
White Women	733,424	26.11	26.54	33.74
Black or African American Men	215,673	8.15	7.81	4.84
Black or African American Women	289,988	10.55	10.49	5.66
Asian Men	92,018	2.97*	3.33	1.92
Asian Women	70,161	2.14*	2.54	1.71
Native Hawaiian/Other Pacific Islander Men	4,670	*	0.17	0.06
Native Hawaiian/Other Pacific Islander Women	3,767	*	0.14	0.05
American Indian/Alaska Native Men	20,290	0.69	0.73	0.34
American Indian/Alaska Native Women	24,927	0.73	0.90	0.32
Two or More Race Men	7,912	**	0.29	0.88
Two or More Race Women	76,79	**	0.28	0.76
Individuals with Targeted Disabilities	24,427	1.12	0.88	CLF NOT AVAILABLE

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

A comparison of the data on the participation rates of persons in particular agency components or specific major occupations can serve as a diagnostic tool to help identify possible areas where barriers to equal opportunity may exist within an agency.

Participation rate information is located in Tables [A-1a](#), [A-6b](#) and [A-6c](#) of Appendix III, located at <http://www.eeoc.gov>.⁶

⁵ Because separate data is unavailable, the Asian American/Other Pacific Islander data prior to 2006 throughout this report includes the data for Asian with “Native Hawaiian and Other Pacific Islanders.”

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

Recent Initiative Reports

Report on the Hispanic Employment Challenge in the Federal Government by the Federal Hispanic Work Group

Hispanic participation is lacking in the major (mission-critical or dominant) job series at most agencies, according to the MD-715 data. Although some agencies have excellent Hispanic participation numbers, upon closer examination, MD-715 reports reveal that Hispanics are not equally participating throughout the organizations. Instead, Hispanics are clustered within specific job categories, or occupational niches, and are disproportionately hired in some agencies and occupations more than others.

This work group report includes findings and recommendations for six specific aspects of the challenge: 1) recruitment and hiring; 2) retention; 3) leadership development; 4) Hispanic Employment Program Managers; 5) accountability; and 6) science, technology, engineering and mathematics occupations. For complete report contents see <http://www.eeoc.gov/federal/report/hwg.html>.

Asian American and Pacific Islander Work Group Report to the Chair of the EEOC

There are limitations to what agencies can provide. AAPI affinity groups can serve as the eyes and ears for the EEO/Diversity offices as well as advocates for their constituency. Affinity groups can play a role as the focal point for the concerns of constituents, provide educational forums for employees and managers, develop liaisons in line organizations, assist in recruitment efforts, work proactively to help resolve problems affecting constituents, and contribute to the development of action plans designed to address barriers to recruitment, hiring, advancement, or retention of constituents.

By working with other groups and understanding their issues and concerns AAPIs can find common ground and increase visibility of their issues. Partner with other groups and host joint career development and training opportunities. An example of an affinity group that has developed career programs is the Patent and Trademark Office's Asian Pacific American Network (APANet). The mission of the APANet is to support diversity, educate employees and assist members with professional development. This organization has received much attention particularly due to its commitment to professional development through career development seminars. See the full report at <http://www.eeoc.gov/federal/report/aapi.html>.

EEOC FY 2008 Annual Report on the Federal Work Force

b. Senior Pay Levels: Incremental Improvement

With a total of 20,407 employees, the Senior Pay Level (SPL) positions comprise 0.74% of the total work force. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 of the General Schedule. Table 3 below reflects the SPL representation. [Table A-2](#) of Appendix III at <http://www.eeoc.gov/> contains additional data.

**Table 3 - Senior Pay Level Representation
FY 1999 / FY 2007**

	Senior Pay Level Positions					
	FY 1999			FY 2008		
	# in SPL	% of SPL	% of TWF	# in SPL	% of SPL	% of TWF
Total SPL Work Force (#)	15,972		2,462,152	20,407		2,763,183
Men	12,228	76.56	57.89	14,754	72.30	55.87
Women	3,744	23.44	42.11	5,653	27.70	44.13
Hispanic or Latino	489	3.06	6.69	738	3.62	7.94
White	13,913	87.11	68.08	17,471	85.61	65.39
Black or African American	1,107	6.93	18.70	1,363	6.68	18.30
Asian	342*	2.14*	5.11*	811	3.97	5.87
Native Hawaiian/Other Pacific Islander	**	**	**	8	0.04	0.31
American Indians/Alaska Native	121	0.76	1.42	154	0.75	1.64
Two or More Races	**	**	**	36	0.18	0.56
Individuals with Targeted Disabilities	65	0.41	1.12	104	0.51	0.88

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

- ▶ From FY 1999 to FY 2008, the Total SPL Work Force increased by 4,435 employees, a net change of 27.77%. Likewise, the number of Individuals with Targeted Disabilities in the SPL work force increased from 65 in FY 1999 to 104 in FY 2008, a net change of 60%.
- ▶ The participation rate for women in the SPL work force increased 50.98% over the ten year period from FY 1999 (3,744) to FY 2008 (5,653) while women increased their participation rate in the total work force by only 17.61% over the same ten-year period from 1,036,812 in 1999 to 1,219,484 in FY 2008.
- ▶ Between FY 1999 and FY 2008, the participation rate for Hispanic or Latinos increased (50.92%) over the ten-year period from FY 1999 (489) to FY 2008 (738), while their overall participation rate in the total work force increased 33.17%, although still remaining below the 2000 CLF. The participation rate was (0.51%) for Individuals with Targeted Disabilities, (6.68%) for Black or African American employees, (3.97%) for Asian employees and (0.75%) for American Indian/Alaska Native employees.

EEOC FY 2008 Annual Report on the Federal Work Force

- ▶ In FY 2008, the “feeder grades” to SPL positions⁷ (GS grades 14 and 15) showed the following participation rates: men (64.82%), women (35.18%), Hispanic or Latino employees (4.42%), White employees (76.66%), Black or African American employees (10.76%), Asian employees (6.88%), Native Hawaiian/Other Pacific Islander employees (0.06%), American Indian/Alaska Native employees (1.02%), employees of Two or More Races (0.20%) and Individuals with Targeted Disabilities (0.53%).
- ▶ Part II of this report also contains information on the major occupations in selected government agencies. Data on participation rates of persons holding positions in an agency’s major occupations can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

c. General Schedule and Related Positions: Hispanic or Latino, Asian and Women Improve

- ▶ With a total of 1,297,866 employees, the General Schedule and Related (GSR) positions comprised 46.97% of the total work force in FY 2008. GSR positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature. GSR figures include employees in other pay systems that are easily converted to GS by OPM.
- ▶ In FY 2008, the GSR participation rate for Hispanic or Latino employees was 8.00%; for White employees was 66.19%; for Black or African American employees was 18.24%; for Asian employees was 4.91%, for Native Hawaiian/Other Pacific Islander employees was 0.21%; for American Indian/Alaska Native employees was 2.07%, for persons of Two or More Races (0.38%) and for Individuals with Targeted Disabilities was 1.03%. See Table [A-3](#) in Appendix III at <http://www.eeoc.gov/>, for the entire ten-year trend in the GSR pay systems.

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

EEOC FY 2008 Annual Report on the Federal Work Force

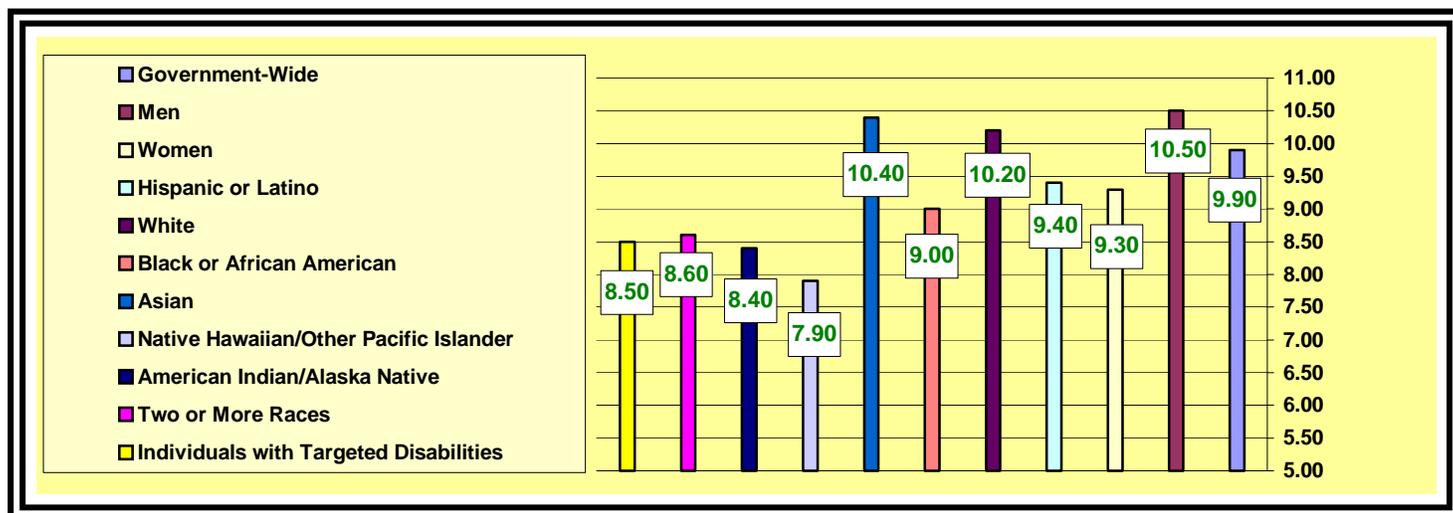
**Table 4 - General Schedule & Related (GSR) Representation
FY 1999 / FY 2008**

	GSR Positions			
	FY 1999		FY 2008	
	Number	% of GSR	Number	% of GSR
Total GSR Work Force	1,239,323		1,297,866	
Men	645,315	52.07	656,755	50.60
Women	594,008	47.93	641,111	49.40
Hispanic or Latino	81,919	6.61	103,886	8.00
White	854,389	68.94	859,063	66.19
Black or African American	226,548	18.28	236,667	18.24
Asian	50,564*	4.08*	63,674	4.91
Native Hawaiian/Other Pacific Islander	**	**	2,732	0.21
American Indian/Alaska Native	25,778	2.08	26,864	2.07
Two or More Races	**	**	4,980	0.38
Individuals with Targeted Disabilities	15,368	1.24	13,430	1.03

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

- ▶ Women held 49.40% of all GSR positions in FY 2008, up from 47.93% in FY 1999. Over the ten year period, Hispanic or Latino, Asian and American Indian/Alaska Native employees gradually increased their representation rates in the GSR work force as well.
- ▶ Over the ten year period, the participation rate for Individuals with Targeted Disabilities in the total work force declined from 1.12% to 0.88% while the participation rate in the GSR workforce declined from 1.24% to 1.03% of the GSR work force.
- ▶ The average grade level for the total GSR permanent and temporary work force was grade 9.9 in FY 2008, slightly lower than the FY 2007 average grade of 10. Of GSR employees, 19.57% were in grades 1-6, 39.02% were in grades 7-11, 29.55% were in grades 12-13, and 11.85% were in grades 14-15.

Figure 4 - Average Grade in the General Schedule and Related Positions
FY 2008



- ▶ The average GSR grade level for Hispanic or Latino employees (9.4), Black or African American employees (9), Native Hawaiian/Other Pacific Islander employees (7.9), American Indian/Alaska Native employees (8.4) and persons of Two or More Races (8.6) was lower than the government-wide average grade level (9.9).
- ▶ Approximately 41.30% of women employed in the GSR work force were in grades 7-11. The average GSR grade for women was 9.3 more than half a grade below the government-wide average of 9.9 and more than one grade below men (10.5).
- ▶ The average GSR grade level for Individuals with Targeted Disabilities was 8.5, almost one and a half grades below the government-wide average. See Table [A-3](#) in Appendix III at <http://www.eeoc.gov/>.

d. **Federal Wage System Positions: Women and Minorities Decrease Slightly**

- ▶ With a total of 195,073 employees, Federal Wage System (FWS) positions comprised 7.06% of the total work force in FY 2008. FWS (Blue-Collar) positions are mostly comprised of trade, craft and labor occupations.

EEOC FY 2008 Annual Report on the Federal Work Force

**Table 5 - Federal Wage System (FWS) Representation
FY 1999 / FY 2008**

	Federal Wage System (FWS) Positions			
	FY 1999		FY 2008	
	Number	% of FWS	Number	% of FWS
Total FWS Work Force	223,421		195,073	
Men	198,956	89.05	173,816	89.10
Women	24,465	10.95	21,257	10.90
Hispanic or Latino	17,270	7.73	15,059	7.72
White	147,480	66.01	129,973	66.63
Black or African American	42,182	18.88	35,560	18.23
Asian	10,523*	4.71*	7,722	3.96
Native Hawaiian/Other Pacific Islander	*	*	1,333	0.68
American Indian/Alaska Native	5,965	2.67	4,727	2.42
Two or More Races	*	*	699	0.36
Individuals with Targeted Disabilities	3,240	1.45	2,132	1.09

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

- ▶ FY 2008 FWS positions declined 12.69% from FY 1999.
 - ▶ Since FY 1999, the participation rates for Hispanic or Latino employees (7.72%), Black or African American employees (18.23%), Asian employees (3.96%), American Indian/Alaska Native employees (2.42%) and women (10.9%) have declined, while the participation rates of White employees (66.63%) have increased slightly. See Table [A-4](#) in Appendix III at <http://www.eeoc.gov/> for the complete ten-year trend.
 - ▶ In FY 2008, the participation rate of men in the FWS pay system was 38.39 percentage points higher than the participation rate of men in the GSR pay system. Comparatively, FWS participation rates for White, Black or African American employees, Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native employees and Individuals with Targeted Disabilities were higher than the GSR participation rates, while the FWS work force participation rates for women, Hispanic or Latino employees, White employees, and Asian employees were lower.
- e. Other Pay Systems: Employees Increase By 16.33%**
- ▶ With a total of 1,249,837 employees, other pay systems (OPS) comprised 45.23% of the total work force in FY 2008. Other Pay Systems include pay banding and other pay-for-performance systems.

EEOC FY 2008 Annual Report on the Federal Work Force

Table 6 - Other Pay Systems (OPS) Representation FY 1999 – FY 2008

	Other Pay Systems (OPS) Positions			
	FY 1999		FY 2008	
	Number	% of OPS	Number	% of OPS
Total OPS Work Force	985,787		1,249,837	
Men	590,388	59.89	698,374	55.88
Women	395,399	40.11	551,463	44.12
Hispanic or Latino	70,287	7.13	99,678	7.98
White	639,776	64.90	800,404	64.04
Black or African American	200,706	20.36	232,071	18.57
Asian	66,048*	6.70*	89,972	7.20
Native Hawaiian/Other Pacific Islander	**	**	4,364	0.35
American Indian/Alaska Native	8,971	0.91	13,472	1.08
Two or More Races	**	**	9,876	0.79
Individuals with Targeted Disabilities	9,168	0.93	8,761	0.70

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

- ▶ The participation rate for women (44.12%) in OPS was significantly lower than those (49.40%) in the GSR pay system.
- ▶ In FY 2008, the OPS participation rates for Hispanic or Latino employees (7.98%), Asian employees (7.20%), American Indian/Alaska Native employees (1.08%) and employees of Two or More Races (0.79%) slowly rose, while the participation rates for White employees (64.04%), Black or African American employees (18.57%) and Individuals with Targeted Disabilities (0.70%) fell from FY 1999 levels.
- ▶ In FY 2008, the OPS participation rates for Hispanic or Latino employees, Black or African American employees, and Asian employees were higher than in the GSR and FWS pay systems. OPS participation rates for White employees and American Indian/Alaska Native employees and Individuals with Targeted Disabilities were lower than those in the GSR and FWS pay systems. See Table [A-5](#) in Appendix III at <http://www.eeoc.gov/> for the complete ten-year trend.

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

- ▶ From FY 1999 to FY 2008, the Total Work Force increased by 301,031 employees, a net change of 12.22%. However, the number of federal employees with targeted disabilities decreased from 27,601 in FY 1999 to 24,427 in FY 2008, a net change of -11.49%, resulting in a 0.88% participation rate. Only thirteen agencies have achieved the federal goal of at least a 2% participation rate for Individuals with Targeted Disabilities.

EEOC FY 2008 Annual Report on the Federal Work Force

- ▶ The EEOC had the highest percentage of Individuals with Targeted Disabilities (2.95%) among those agencies with 500 or more employees. See Table 7 below.

Table 7 - Ranking of Agencies with the Highest Percent of Individuals with Targeted Disabilities (Agencies with 500 Or More Employees)

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,205	65	2.95
Defense Finance and Accounting Service	11,932	243	2.04
Social Security System	63,990	1,289	2.01
Army & Air Force Exchange Service	35,277	706	2.00

Nine agencies with fewer than 500 employees exceeded the 2% federal goal. They were the Architectural & Transportation Barrier Compliance Board (ACCESS Board), Committee for Purchase From People Blind or Severely Disabled, Export-Import Bank of the United States, Federal Mediation and Conciliation Service, Marine Mammal Commission, Office of Navajo & Hopi Indian Relocation, Occupational Safety and Health Review Commission, Trade and Development Agency and Valles Caldera Trust.

Table [A-6b](#) in Appendix III contains this information for all agencies and is located at <http://www.eeoc.gov/>. See Table 8 below for a Cabinet level ranking of Individuals with Targeted Disabilities.

EEOC FY 2008 Annual Report on the Federal Work Force

**Table 8 - Ranking Cabinet Level Agencies by IWTD
FY 1999 – FY 2008⁸**

Agencies		Fiscal Year (FY)									
		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
1. Treasury *	#	2,167	2,144	2,204	2,150	2,157	2,105	1,964	1,842	1,748	1,827
	%	1.55%	1.54%	1.53%	1.53%	1.99%	1.90%	1.82%	1.73%	1.70%	1.73
2. Veterans Affairs	#	3,517	3,512	3,501	3,399	3,623	3,692	3,566	3,566	3,758	3,985
	%	1.80%	1.79%	1.74%	1.69%	1.75%	1.56%	1.52%	1.49%	1.48%	1.43
3. Education	#	79	81	74	73	73	73	63	59	59	59
	%	1.81%	1.85%	1.68%	1.69%	1.73%	1.59%	1.42%	1.36%	1.36%	1.36
4. Labor	#	185	186	190	184	221	206	207	186	193	188
	%	1.21%	1.19%	1.19%	1.16%	1.40%	1.30%	1.35%	1.21%	1.25%	1.22
5. Housing & Urban Development	#	137	137	136	138	148	139	134	130	126	116
	%	1.45%	1.39%	1.40%	1.41%	1.45%	1.36%	1.35%	1.32%	1.31%	1.19
6. Interior	#	579	603	609	598	702	692	678	684	700	689
	%	1.02%	1.05%	1.03%	0.99%	1.15%	0.89%	0.88%	0.94%	0.97%	0.93
7. Agriculture	#	1,013	1,001	988	990	1077	1068	1,000	1,009	965	893
	%	1.19%	1.17%	1.12%	1.09%	1.20%	0.95%	0.91%	0.96%	0.93%	0.85
8. Defense	#	7,827	7,526	7,133	6,922	6,021	5,747	5,643	6,053	5,817	5,894
	%	1.16%	1.13%	1.08%	1.05%	0.89%	0.84%	0.81%	0.86%	0.83%	0.82
9. Health & Human Services	#	567	574	614	619	673	651	624	576	596	596
	%	1.13%	1.12%	1.18%	1.14%	1.27%	1.02%	0.97%	0.91%	0.81%	0.79
10. Commerce *	#	338	340	341	313	334	319	358	334	323	337
	%	0.99%	1.00%	0.97%	0.87%	0.94%	0.84%	0.89%	0.82%	0.78%	0.79
11. Energy	#	116	129	128	127	122	119	116	111	122	118
	%	0.75%	0.84%	0.82%	0.81%	0.80%	0.79%	0.77%	0.74%	0.82%	0.76
12. Transportation *	#	333	334	356	498	307	322	298	285	302	315
	%	0.53%	0.54%	0.55%	0.49%	0.53%	0.56%	0.55%	0.53%	0.56%	0.57
13. Homeland Security	#	--	--	--	--	756	740	720	709	674	692
	%	--	--	--	--	0.69	0.45%	0.44%	0.42%	0.41%	0.39
14. Justice	#	500	493	485	485	396	406	406	413	412	408
	%	0.42%	0.41%	0.40%	0.39%	0.40%	0.39%	0.39%	0.39%	0.39%	0.38
15. State	#	63	69	64	67	93	93	90	88	84	84
	%	0.53%	0.52%	0.48%	0.49%	0.53%	0.39%	0.37%	0.36%	0.33%	0.34
Total Work Force	#	27,601	27,231	26,834	26,230	25,551	25,917	25,142	24,442	23,993	24,427
	%	1.13%	1.11%	1.10%	1.07%	1.05%	0.99%	0.96%	0.94%	0.92%	0.88

* These agencies showed an increase in the number and participation rate of IWTD in FY 2008.

⁸ Table 8 identifies participation rates for FY 2000 – FY 2008 which reflects total work force numbers. The FY 1999 data reflects participation rates based on permanent employees only. The total work force figures are as reported in CPDF plus AAFES & the Department of State.

EEOC FY 2008 Annual Report on the Federal Work Force

**Table 8a - Ranking of DOD Subcomponents by IWTD
FY 1999 – FY 2008⁹**

Agencies		Fiscal Year (FY)									
		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
1. Defense Finance and Accounting Service	#	340	331	317	302	283	275	271	261	253	243
	%	1.99%	2.05%	2.07%	2.11%	2.08%	2.05%	2.02%	1.99%	2.03%	2.04%
2. Army & Air Force Exchange Service *	#	813	770	818	763	687	628	597	604	556	706
	%	2.26%	2.48%	2.00%	1.87%	1.88%	1.87%	1.69	1.65%	1.62%	2.00%
3. Defense Logistics Agency	#	814	733	534	495	448	449	430	413	404	409
	%	2.12%	2.08	2.36%	2.28%	2.16%	2.07%	2.00%	1.92%	1.89%	1.78%
4. Defense Contract Management Agency	#	^^	177	177	169	149	149	146	127	121	120
	%	^^	1.46%	1.48%	1.49	1.39%	1.34%	1.39%	1.29%	1.27%	1/28%
5. Office of the Inspector General	#	15	12	14	13	14	13	13	15	18	17
	%	1.23%	0.99%	1.12%	1.10%	1.19%	1.02%	0.95%	1.08%	1.28%	1.12%
6. Defense Security Service	#	31	21	22	25	21	16	7	8	6	6
	%	1.27%	0.83	0.83%	0.98%	0.88%	0.84%	1.33%	1.47%	1.14%	1.04%
7. Defense Information Systems Agency *	#	69	70	67	74	64	60	53	62	53	55
	%	1.29%	1.16%	1.12%	1.25%	1.16%	1.15%	1.08%	1.15%	0.95%	0.97%
8. Defense Contract Audit Agency	#	43	53	55	46	54	52	48	41	40	39
	%	1.10%	1.27%	1.37%	1.13%	1.34%	1.28%	1.17%	1.02%	0.98%	0.94%
9. Defense Commissary Agency	#	212	196	178	174	156	158	141	142	123	124
	%	1.41%	1.32%	1.27%	1.42%	1.30%	1.07%	0.92%	0.92%	0.82%	0.82%
10. Department of the Navy	#	1,928	1,810	1,732	1,724	1,620	1,562	1,500	1,430	1,380	1,398
	%	1.06%	1.03%	0.99%	0.97%	0.92%	0.88%	0.86%	0.82	0.80%	0.78%
11. Defense Threat Reduction Agency *	#	10	9	6	6	5	7	10	10	7	9
	%	1.10%	0.98%	0.64%	0.63%	0.56%	0.84%	0.90%	0.86%	0.63%	0.75%
12. Office of the Sec./ Wash. Hqtrs. Services	#	41	43	32	32	38	39	41	45	54	60
	%	0.86%	0.89%	0.71%	0.72%	0.72%	0.78%	0.71%	0.69%	0.71%	0.71%
13. Department of the Army	#	1,999	1,930	1,857	1,793	1,689	1,710	1,756	1,724	1,719	1,714
	%	0.95%	0.92%	0.89	0.85%	0.82%	0.75%	0.74%	0.72%	0.71%	0.67%
14. Department of the Air Force	#	1,489	1,362	1,305	1,273	1,157	1,196	1,174	1,123	1,042	953
	%	0.99%	0.94%	0.90%	0.90%	0.87%	0.80%	0.75%	0.71%	0.67%	0.62%
15. Defense Human Resource Activity *	#	4	4	4	4	6	6	4	4	3	4
	%	0.60%	0.59%	0.60%	0.60%	0.82%	0.78%	0.50%	0.45%	0.34%	0.44%
16. Defense Education Activity	#	32	35	33	36	38	56	41	44	37	37
	%	0.30%	0.33%	0.30%	0.33%	0.35%	0.32%	0.25%	0.27%	0.24%	0.24%

^^Defense Contract Management Agency was a part of Defense Logistics Agency until March 27, 2000.

* These Defense Components showed an increase in the number and participation rate of IWTD in FY 2008.

⁹ Table 8a data identifies participation rates based on total work force numbers. The total work force figures are as reported in CPDF plus AAFES

Section E- Efficiency in the Federal EEO Process

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

1. Federal Agency EEO Programs: Complaints Increase and Processing Times Continue to Exceed Regulatory Deadlines

Agencies process federal employees' EEO complaints under EEOC's regulations at 29 C.F.R. Part 1614. Employees unable to resolve their concerns through counseling can file a complaint with their agency.¹⁰ The agency will either dismiss¹¹ or accept the complaint. If the complaint is accepted, the agency must conduct an investigation, and, in most instances, issue the investigative report within 180 days from the date the complaint was filed.¹²

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

¹⁰ Concerns involving both claims of discrimination and agency actions appealable to the U. S. Merit Systems Protection Board follow one of the processes set forth at 29 C.F.R. §1614.302.

¹¹ There are several reasons an agency may dismiss a complaint, including the complainant's failure to state a claim, timely contact an EEO counselor, or failure to provide necessary information to the agency. See 29 C.F.R. §1614.107(a).

¹² The 180-day period may be extended by 90 days if both parties agree. See 29 C.F.R. §1614.108(e). The regulations also extend the 180-day time limit for consolidated and amended complaints to the earlier of 180 days from the date of the most recent consolidated or amended complaint, or 360 days from the date of the earliest pending complaint. See 29 C.F.R. § 1614.108(f).

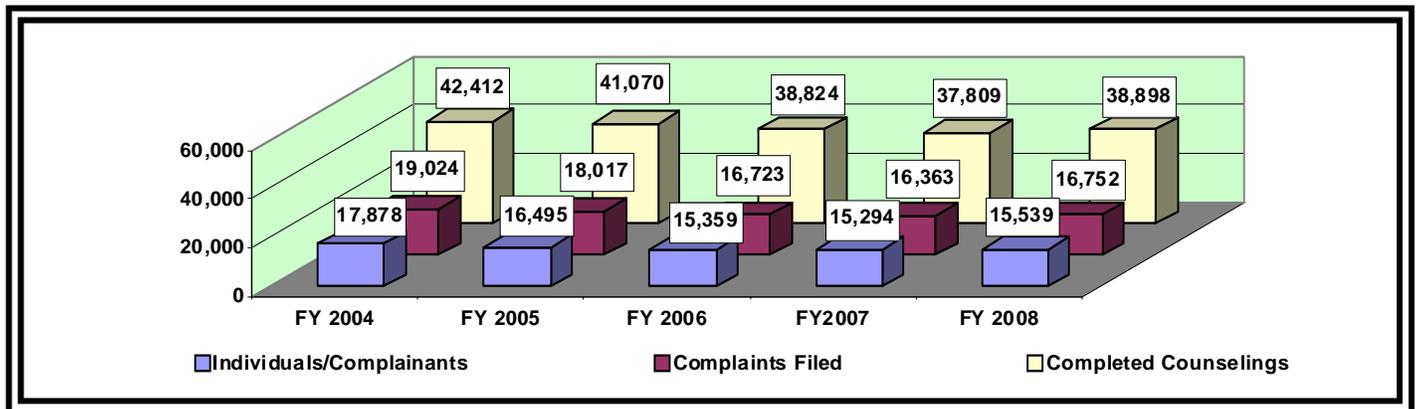
EEOC FY 2008 Annual Report on the Federal Work Force

As the EEO complaint process has become increasingly more costly, adversarial, and lengthy, EEOC has encouraged agencies to promote and expand the use of alternative dispute resolution (ADR) as a means of avoiding formal adjudication processes. Used properly, ADR can provide fast and cost-effective results while improving workplace communication and morale.¹³

a. Pre-Complaint Counselings and Complaints Increase

Completed counselings increased by 2.9% from FY 2007 to FY 2008 and decreased 8.3% from FY 2004. Formal complaints increased by 2.4% from FY 2007 to FY 2008 and decreased 12.0% from FY 2004. Of the 38,898 completed counselings, 15,539 individuals filed 16,752 formal complaints in FY 2008.¹⁴ The number of formal complaints filed represents 41.8% of all pre-complaint counseling activities in FY 2008. As Figure 5 shows, over the past five fiscal years, the number of pre-complaint counseling activities has decreased from 42,412 in FY 2004 to 38,898 in FY 2008, and likewise, the number of complaints filed by individuals decreased over the five-year period. During the same five-year period, the number of formal complaints filed continued to represent less than 50% of all pre-complaint counseling activities. See Figure 5. Significantly, while the United States Postal Service constituted 27.6% of the work force, it accounted for 47.1% of all EEO counselings, 36.6% of all complaints filed, 36.9% of all completed investigations and 40.8% of all complaints closed in FY 2008. See Tables [B-1](#), [B-9](#) and [B-10](#) in Appendix III at <http://www.eeoc.gov/>.

**Figure 5 – Completed Counseling to Formal Complaints Filed/Complainants
FY 2004 - FY 2008**



¹³ See Jeffery M. Senger, *Federal Dispute Resolution: Using ADR with the United States Government*, 1-7 (Jossey-Bass/John Wiley & Sons, 2003).

¹⁴ Counseling may be provided via EEO Counselor or ADR Intake Officer.

EEOC FY 2008 Annual Report on the Federal Work Force

Table 9 below shows that among the cabinet/large (15,000 or more employees) agencies, in FY 2008, the USPS reported the highest percentage (2.2%) of its work force that completed counseling, while the government-wide average was 1.2%. Among the medium sized agencies (1,000 to 14,999 employees), Broadcasting Board of Governors reported the highest percentage (4.1%) of its work force completed counseling. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. Small and Micro agencies (1-999 employees) typically have fewer than 25 completed/ended counselings and therefore are not ranked. Table [B-1](#) in Appendix III lists this information for all agencies and is located at <http://www.eeoc.gov/>.

Table 9 –Agencies with the Highest Counseling Rate In FY 2008

Agency	Total Work Force	Percentage of Individuals Who Completed Counseling
<i>Cabinet/Large (15,000 or more employees)</i>		
U.S. Postal Service	759,453	2.2%
Department of Education	4,344	1.8%
Department of Housing & Urban Development	8,613	1.4%
<i>Medium Agencies (1,000 to 14,999 employees)</i>		
Broadcasting Board of Governors	1,765	4.1%
Government Printing Office	2,392	3.1%
Federal Reserve System – Board of Governors	1,945	2.4%

As shown in Table 10 below, in FY 2008, among the cabinet/large (15,000 or more employees), the Department of Housing and Urban Development reported the highest complainant rate (1.0%), while the government-wide average was 0.5%. Among the medium sized agencies (1,000 to 14,999 employees), the Broadcasting Board of Governors reported the highest complainant rate of (1.7%). Agencies that had fewer than 25 complaints filed were not included in the ranking. Table [B-1](#) in Appendix III contains this information for all agencies and is located at <http://www.eeoc.gov/>.

EEOC FY 2008 Annual Report on the Federal Work Force

Table 10 - Agencies with the Highest Complainant Rate in FY 2008

Agency	Total Work Force	Complainants as % of Total Work Force
<i>Cabinet/Large (15,000 or more employees)</i>		
Department of Housing & Urban Development	8,613	1.0%
Department of Education	4,344	0.9%
U.S. Postal Service	759,453	0.8%
<i>Medium Agencies (1,000 to 14,999 employees)</i>		
Broadcasting Board of Governors	1,765	1.70%
Government Printing Office	2,392	1.67%
Equal Employment Opportunity Commission	2,208	1.63%

b. Pre-Complaint ADR Usage – Higher Rates in Two Major Categories

Beginning in FY 2006, ADR offer and participation rates were measured in completed/ended counselings at the end of the fiscal year to ensure greater uniformity, consistency, and quality in the reporting and utilization of ADR data.

Therefore, comparison of FY 2006 through FY 2008 data with prior year's data is not possible. In FY 2008, the government-wide offer rate was 81.3% based upon 31,607 ADR offers made in 38,898 completed/ended counselings. Of these offers, 19,267 were accepted into agencies' ADR programs, resulting in a 49.5% participation rate in FY 2008, up from the 48.3% reported for FY 2007.

Twenty-six agencies had 100% offer rates in FY 2007. The agencies were the Broadcasting Board of Governors, Central Intelligence Agency, Commission on Civil Rights, Committee for Purchase from People Who Are Blind or Severely Disabled, Defense Army & Air Force Exchange Service, Defense Human Resources Activity, Defense Intelligence Agency, Defense National Geospatial Intelligence Agency, Defense Nuclear Facilities Safety Board, Defense Office of the Secretary/Wash. Hqtrs. Services, Defense Security Service, Defense Threat Reduction Agency, Farm Credit Administration, Federal Election Commission, Federal Reserve System-Board of Governors, Federal Trade Commission, Government Printing Office, International Boundary and Water Commission, International Trade Commission, National Credit Union Administration, National Gallery of Art, National Labor Relations Board, National Reconnaissance Office, Nuclear Regulatory Commission, Securities & Exchange Commission and the Smithsonian Institution.

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

In FY 2008, the U.S. Postal Service reported the highest ADR participation rate in the pre-complaint process (74.1%) among the cabinet/large agencies, while the government-wide average was 49.5%. Among the medium sized agencies EEOC reported the highest pre-complaint ADR participation rate (34.6%). The government-wide average falls to 27.7% without the U.S. Postal Service. No other agency with 25 or more completed/ended counselings had a participation rate greater than fifty percent. See Table 11. Agencies that had fewer than 25 completed/ended counseling were not included in the ranking. See Tables [B-1](#) and [B-4](#) in Appendix III for information on all agencies, which is located at <http://www.eeoc.gov/>.

**Table 11 - Highest ADR Participation Rate in the Pre-Complaint Process
FY 2008**

Agency	Total Work Force	Completed/ Ended Counselings	Participation in ADR	Participation Rate
<i>Cabinet/Large (15,000 or more employees)</i>				
U.S. Postal Service	759,453	18,307	13,560	74.1%
Department of the Treasury	119,633	844	372	44.1%
Department of Veterans' Affairs	277,361	3,993	1,755	44.0%
<i>Medium Agencies (1,000 to 14,999 employees)</i>				
Equal Employment Opportunity Commission	2,208	52	18	34.6%
Smithsonian Institution	6,162	29	10	34.5%
General Services Administration	12,000	148	45	30.4%

c. Agencies Meet Counseling Deadlines in 91.2% of Cases

On average, in FY 2008 agencies met timeliness requirements for EEO counseling in 91.2% of all completed/ended counselings, an improvement from 90.0% in FY 2007 and more successful than the 76.3% that were timely in FY 2004. Agencies are required to complete counseling in 30 days except when there is a 60-day extension due to an ADR election or the complainant agrees in writing to an extension.

d. Agencies Pre-Complaint Resolution Rate in FY 2008 Falls

During counseling and ADR in the pre-complaint stage, EEO disputes can be resolved by either a settlement or a decision not to file a formal complaint. In FY 2008, the government-wide resolution rate average was 55.1%, down from 55.6% in FY 2007.

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

In FY 2008, the National Endowment for the Arts again reported the highest pre-complaint resolution rate (100%) among agencies with more than 25 completed/ended counselings. Among cabinet/large agencies, Defense National Guard Bureau reported the highest pre-complaint resolution rate (86.1%). See Table 12. The Federal Reserve System – Board of Governors reported the highest pre-complaint resolution rate (91.3%) among the medium sized agencies. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. However eight agencies, African Development Foundation, Committee for Purchase from Blind and Severely Disabled, Farm Credit Administration, Federal Energy Regulatory Commission, Federal Housing Finance Board, Federal Maritime Commission, International Boundary and Water Commission, Office of Government Ethics and the U. S. Tax Court in this category had 100% resolution rates. Table [B-3](#) in Appendix III contains this information for all agencies and is located at <http://www.eeoc.gov/>.

**Table 12 – Highest Pre-Complaint Resolution Rates
FY 2008**

Agency	Total Work Force	Completed Counselings	Total Resolved	Resolution Rate
<i>Cabinet/Large (15,000 or more employees)</i>				
Defense National Guard Bureau	58,685	180	155	86.1%
Defense Army & Air Force Exchange Service	35,277	396	293	74.0%
U.S. Postal Service	759,453	18,307	12,042	65.8%
<i>Medium Agencies (1,000 to 14,999 employees)</i>				
Federal Reserve System - Board of Governors	1,945	46	42	91.3%
Federal Trade Commission	1,126	25	22	88.0%
Broadcasting Board of Governors	1,765	78	47	60.3%

Defense National Guard Bureau Had the Highest ADR Resolution Rate in FY 2008

In FY 2008, the Defense National Guard Bureau reported the highest ADR resolution rate in the pre-complaint process (100%), whereas the government-wide average was 66.6%. See Table 13. When the U.S. Postal Service resolution rate (74.87%) is excluded from the government-wide average, the government-wide ADR resolution rate decreased to 46.9% in FY 2008. Agencies that had fewer than 25 ADR closures were

EEOC FY 2008 Annual Report on the Federal Work Force

not included in the ranking. Table B-5 in Appendix III contains this information for all agencies and is located at www.eeoc.gov/.

**Table 13 – Highest Pre-Complaint ADR Resolution Rates
FY 2008**

Agency	Total Work Force	ADR Closures	ADR Resolutions	ADR Resolution Rate
Cabinet/Large (15,000 or more employees)				
Defense National Guard Bureau	58,685	31	31	100%
Defense Logistics Agency	25,240	62	48	77.4%
U.S. Postal Service	759,453	13,560	10,153	74.9%
Medium Agencies (1,000 to 14,999 employees)				
Defense Finance and Accounting Service	12,033	31	21	67.7%
General Services Administration	12,000	45	25	55.6%

e. Monetary Benefits in Pre-Complaint Phase Almost Doubles

Monetary benefits awarded in settlements during the pre-complaint phase, shown in Table 14, have surpassed the FY 2004 benefits amount. The data showed an increase in the average amount of monetary benefits from \$3,349 in FY 2007 to \$6,112 in FY 2008.

**Table 14 – Monetary Benefits Awarded In Settlements
During the Pre-Complaint Stage of the EEO Process
FY 2004 – FY 2008**

FY	Completed Counselings	Total Resolutions		Total Settlements		Total Settlements with Monetary Benefits		Settlement Monetary Benefits	Average Award per Resolution with Monetary Benefits
		#	%	#	%	#	%		
2004	42,412	21,520	50.7	7,856	18.5	603	7.7	\$3,137,911	\$5,203
2005	41,070	22,038	53.7	7,652	18.7	585	7.7	\$1,703,626	\$2,912
2006	38,824	21,430	55.2	7,424	19.1	622	8.4	\$1,666,651	\$2,680
2007	37,809	21,029	55.6	7,454	19.7	687	9.2	\$2,300,700	\$3,349
2008	38,898	21,431	55.1	7,573	19.5	659	8.7	\$4,027,772	\$6,112

EEOC FY 2008 Annual Report on the Federal Work Force

f. The Most Frequently Alleged Basis and Issue Remain Unchanged

Of the 16,752 complaints filed in FY 2008, the basis most frequently alleged was reprisal (7,489) and the issue most frequently alleged was non-sexual harassment (4,999). As shown in Tables 15 and 16, this trend has remained unchanged for the past five fiscal years. In FY 2008, complaints filed with allegations of race (Black) again exceeded those complaints filed with allegations of disability (physical).

Table 15 – Top 3 Bases in Complaint Allegations Filed for FY 2004 – FY 2008

<i>Basis</i>	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Reprisal	7,782	7,105	6,535	6,960	7,489
Age	5,449	5,088	4,769	4,851	4,977
Disability (Physical)				4,123	
Race – Black	5,021	4,478	4,125		4,299

In FY 2008, allegations of race discrimination were made in 37.4% of all complaints, up from the 36.4% of all complaints filed in FY 2007. In FY 2008, there was an 11.9% decrease in the number of complaints filed since FY 2004, and the percentage of complaints alleging discrimination based on race decreased by 18.0%. During that same period, the percentage of complaints filed alleging discrimination based on color decreased 19.9%, from 2,183 in FY 2004 to 1,752 in FY 2008.¹⁵

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

Table 16 – Top 3 Issues in Complaint Allegations Filed for FY 2004 – FY 2008

<i>ISSUE</i>	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Harassment – Non-Sexual	5,175	4,550	4,544	4,951	4,999
Promotion/Non-Selection	3,892	2,937	2,793	2,719	2,882
Terms/Conditions	2,474	2,300	2,390	2,149	2,606

¹⁵ Complaints may contain multiple bases and issues.

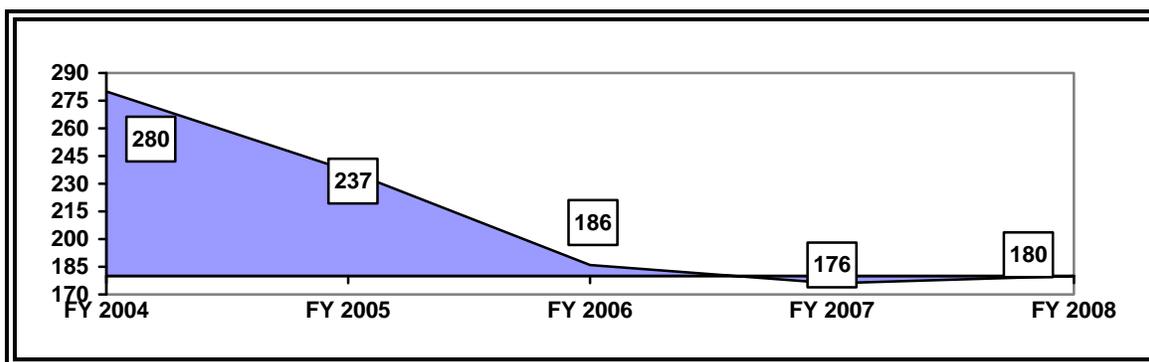
g. Agency Investigation Times Remain within Regulatory Time Limits, Yet, Agencies Continue to Exceed Time Limits for Issuing Final Agency Decisions

Investigations

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

In FY 2008, agencies timely completed investigations 73.8% of the time, slightly lower than the 73.95% timely completed in FY 2007 (including written agreements to extend the investigation and consolidated or amended complaints). When the U.S. Postal Service is not included, the percentage of timely completed investigations decreased to 58.7% government-wide. Agencies' average time to complete investigations slipped upward in FY 2008 to the regulatory timeframe of 180 days while last year's reported average of 176 days was the best in fourteen years. In comparison, agency investigations averaged 186 days in FY 2006 and 280 days in FY 2004. See Figure 6 below.

Figure 6 – Average Processing Days for Investigations for FY 2004 – FY 2008



Of those investigations required to be completed within the 180-day time limit, agency in-house investigators averaged 213 days to complete the investigation, while contract investigators averaged 165 days. Several years ago, in a review of the investigatory practices of selected agencies, EEOC identified several reasons for untimely investigations: poorly staffed EEO offices, unnecessary and time-consuming

EEOC FY 2008 Annual Report on the Federal Work Force

procedures,¹⁶ delays in obtaining affidavits, and inadequate tracking and monitoring systems. For more information, see EEOC's *Federal Sector Investigations – Time and Cost*, issued June 2004 and *Attaining a Model Agency Program: Efficiency* at www.eeoc.gov/federal/efficiency.html.

Tennessee Valley Authority Completed the Highest Percentage of Timely Investigations

As shown in Table 17, the Tennessee Valley Authority timely completed 100% of its investigations.¹⁷ Significantly the US Postal Service timely completed 99.5% of its 4,113 investigations in FY 2008. Among medium agencies the Tennessee Valley Authority topped the list while the General Services Administration reported the next highest timely completed investigation rate (94.1%) among those agencies which completed 25 or more investigations. Agencies that had completed fewer than 25 investigations were not included in the ranking. Table B-9 in Appendix III contains this information for all agencies and is located at <http://www.eeoc.gov/>.

Table 17 – Highest Percentage of Timely Completed Investigations for FY 2008

Agencies	Total Work Force	# Completed Investigations	# Timely Completed	% Timely
<i>Cabinet/Large (15,000 or more employees)</i>				
U.S. Postal Service	759,453	4,113	4,093	99.5%
National Aeronautics and Space Administration	18,779	40	38	95.0%
Department of Commerce	43,808	155	146	94.2%
<i>Medium Agencies (1,000 to 14,999 employees)</i>				
Tennessee Valley Authority	11,550	37	37	100%
General Services Administration	12,000	68	64	94.1%
Defense Finance & Accounting Service	12,033	40	30	75.0%

In FY 2008, the government-wide average cost for contracting out complaint investigations \$2324.00 decreased 0.98% from the FY 2007 average cost of \$2347.02. However, the FY 2008 average cost of agency (in-house) investigations (\$5352.26) increased 12.6% from the FY 2007 average cost of \$4753.30. Average costs to

¹⁶ For example, time-consuming procedures may appear in lengthy approval of investigative plans, or cumbersome procurement processes.

¹⁷ Twenty-nine agencies with fewer than 25 total investigations timely completed 100% of their investigations.

EEOC FY 2008 Annual Report on the Federal Work Force

contract out investigations in FY 2008 were approximately 56.6% (up from the 52.7% difference in FY 2007) less than the average costs of agency (in-house) investigations.

Final Agency Actions

EEOC regulations require an agency to take a final action on each formal complaint filed. Table 18 below provides a breakdown with processing time for all final agency actions. Agencies may issue a decision dismissing a complaint on procedural grounds such as untimely EEO counselor contact or failure to state a claim. Government-wide, agencies took an average of 88 days, a significant drop from the 125 days in FY 2007, to issue a decision dismissing a complaint on procedural grounds. EEOC maintains that, in general, acceptance letters/dismissal decisions should be issued well in advance of the 180-day time limit to complete an investigation. A suggested practical method of procedure is to issue these actions within 60 days of the filing of the formal complaint.

Table 18 – EEO Complaint Closures by Type with Government-Wide Average Processing Times in Days (APD) in FY 2004 – FY 2008

FY	Complaint Closures		Merit Final Agency Actions With AJ Decisions		Merit Final Agency Decisions Without AJ Decisions				Procedural Dismissals		Settlements		Withdrawals	
	Total	APD	Total	APD from Comp. Filed	Total	APD	APD from Date Required	% Timely	Total	APD	Total	APD	Total	APD
2004	23,153	469	4,478	743	6,167	601	200	43.6%	5,444	150	4,469	473	2,325	308
2005	22,974	411	4,832	669	6,381	479	191	59.1%	5,510	127	4,264	436	1,997	294
2006	19,119	367	4,283	624	4,857	426	135	62.3%	4,895	118	3,490	378	1,594	236
2007	15,805	355	3,228	585	4,445	403	120	63.4%	3,290	125	3,262	363	1,580	210
2008	16,654	336	2,962	589	4,576	420	126	63.5%	4,298	87	3,249	371	1,569	219

An agency may also issue a decision after an investigation, either finding discrimination or finding no discrimination. In FY 2008, agencies timely issued 63.5% of their final agency merit decisions, a slight increase from the 63.4% timely completed in FY 2007. Commission regulations require agencies to issue final decisions within 60 days of a complainant's request for such a decision or Administrative Judge's remand for a final agency decision. In addition, regulations require agencies to issue a final agency decision within 90 days after completion of an investigation if the complainant has not requested either a final decision or an EEOC hearing. In FY 2008 agencies issued merit final agency decisions without an Administrative Judge's decision in an average of 126 days up from 120 days in FY 2007.

EEOC FY 2008 Annual Report on the Federal Work Force

The Department of the Navy Issued the Highest Percentage of Timely Merit Decisions Without an Administrative Judge Decision

In FY 2008, the Department of the Navy reported the highest percentage (97.9%) of timely issued merit decisions without an Administrative Judge decision. The FY 2008 government-wide average timely issued merit decision percentage was 59.7% with the U.S. Postal Service and dropped to 35.6% without the U.S. Postal Service. See Table 19 below.¹⁸ Agencies that issued fewer than 25 merit decisions without a hearing were not included in the ranking. In FY 2008, there were no agencies smaller than cabinet/large (15,000 or more employees) that issued 25 or more merit decisions without an Administrative Judge Decision. See Table [B-14](#) in Appendix III for this information on all agencies located at <http://www.eeoc.gov/>.

Table 19 – Agencies With the Highest Percentage of Timely Issued Merit Decisions (Without an Administrative Judge Decision) in FY 2008

Agencies	Total Work Force	Merit Decisions without an AJ Decision		
		#	Timely	%
Department of the Navy	225,231	140	137	97.9%
U.S. Postal Service	759,453	1,907	1,782	93.5%
Defense Army & Air Force Exchange Service	35,277	25	20	80.0%
Department of the Treasury	119,633	148	86	58.1%
Department of Health & Human Services	75,294	78	44	56.4%

Finally, when an EEOC Administrative Judge has issued a decision, the agency must issue a final order either implementing the Administrative Judge's decision or not implementing and simultaneously appealing to EEOC. In FY 2008, agencies issued 3,063 final orders implementing and 64 orders not implementing the Administrative Judge's decision. Commission regulations require agencies to issue an order within 40 calendar days of receiving the Administrative Judge's decision or the decision becomes the agency's final decision. In FY 2008, agencies issued orders on AJ merit decisions in an average of 583 days after the complaint was filed, a significant drop from 743 days in FY 2004.

¹⁸ We note that eleven agencies issued 100.0% of their merit decisions in a timely fashion but issued fewer than 25 total merit decisions.

EEOC FY 2008 Annual Report on the Federal Work Force

h. % of Findings of Discrimination Decline and Monetary Benefits Highest in 5 Years

In FY 2008 the findings of discrimination dropped to the FY 2006 level of 2.5%, the percentage of findings of discrimination had risen in FY 2007 to 2.9%. However, Table 20 below shows that both the total number of merit decisions and the number of findings of discrimination have decreased this year.

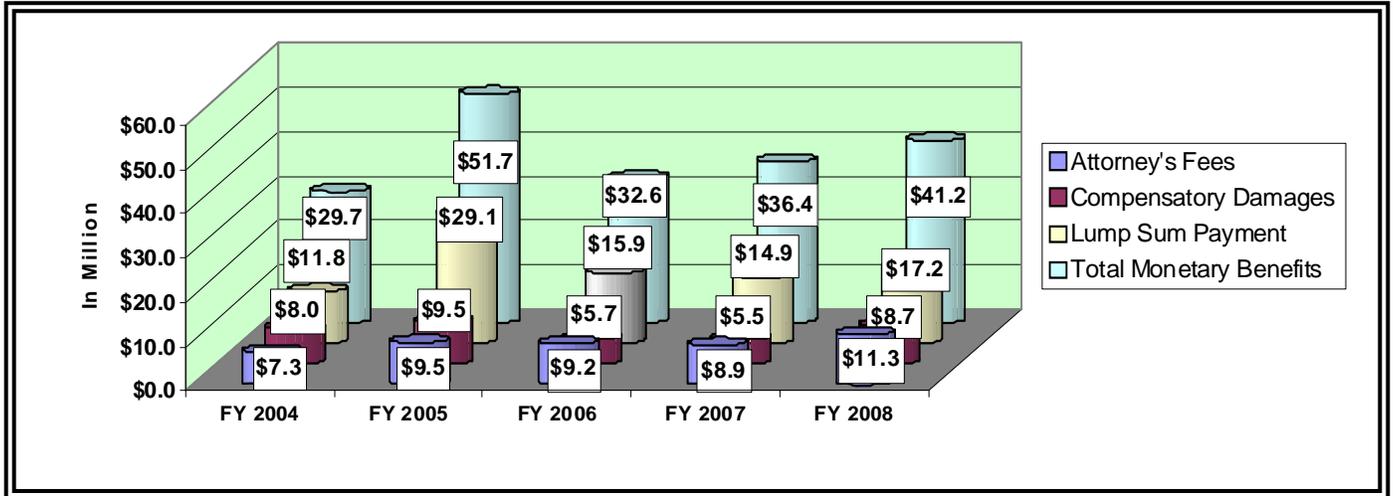
Table 20 – Amounts Awarded in Resolution of Formal EEO Complaints Before Appeals FY 2004 – FY 2008

Total Complaint Closures			Findings of Discrimination		Settlements		Monetary Benefits			
FY	#	Total Merit Decisions	#	% of Merits Decisions	#	% of Total Closures	# Total Complaint Closures with Benefits	% of Total Complaint Closures with Benefits	Total (in millions)	Per Capita
2004	23,153	10,915	321	2.9%	4,469	19.3%	4,739	20.5%	\$29.7	\$6,266
2005	22,974	11,213	345	3.1%	4,264	18.6%	4,525	19.7%	\$51.7	\$11,417
2006	19,119	9,140	224	2.5%	3,490	18.3%	3,634	19.0%	\$32.6	\$8,978
2007	15,805	7,673	216	2.8%	3,262	20.6%	3,414	21.6%	\$36.4	\$10,659
2008	16,654	7,538	191	2.5%	3,249	19.5%	3,383	20.3%	\$41.2	\$12,193

Average monetary benefits awarded in resolution of formal EEO complaints increased by 14.4% between FY 2007 and FY 2008 and by 94.6% from FY 2004. Table 20 above shows the total monetary benefits awarded during the formal complaint process for the past five fiscal years, while Figure 7 indicates what portion of these benefits were for compensatory damages, attorney’s fees and lump sum payments.

EEOC FY 2008 Annual Report on the Federal Work Force

**Figure 7 – Monetary Benefits Awarded in the Formal Complaint Stage
FY 2004 – FY 2008**



i. Affirmation Rate of Final Agency Decisions on Appeal

As demonstrated by Table 21 below, 66.6% of final agency decisions (FADs), excluding those in which an AJ issued a decision, were affirmed on appeal in FY 2008. This represents a 1.8% decrease from the FY 2007 affirmation rate and a 14.1% decrease from the FY 2004 affirmation rate.

**Table 21 – Affirmation Rate of Final Agency Decisions on Appeal
FY 2004 – FY2008**

Fiscal Year	FADs Decided on Appeal	FADs Affirmed on Appeal	Percentage of FADs Affirmed on Appeal
FY 2004	3,563	2,876	80.7%
FY 2005	3,316	2,595	78.3%
FY 2006	3,785	2,257	59.6%
FY 2007	2,591	1,773	68.4%
FY 2008	2,746	1,828	66.6%

2. EEOC Hearings and Appeals: Processing Times Increase for Hearings and Appeals

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

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

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

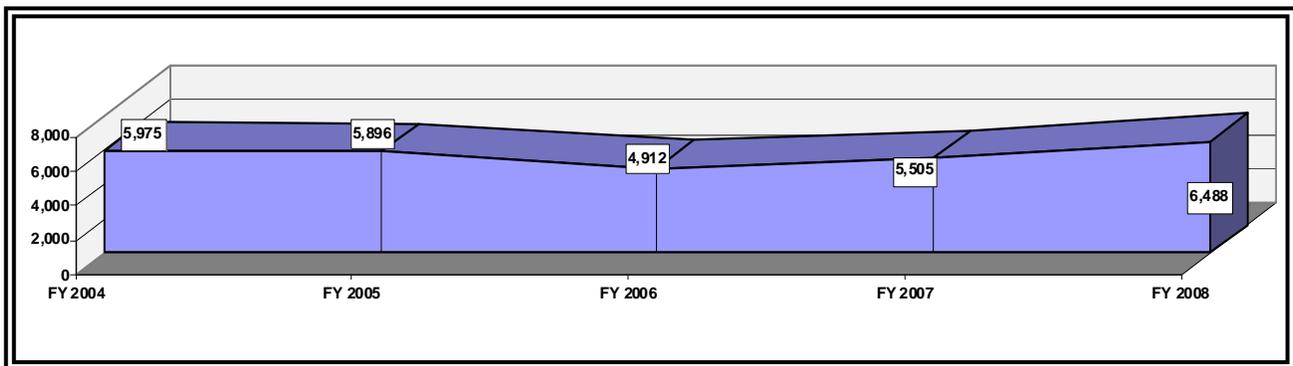
In addition to and equally important to its adjudicatory role, is EEOC's engagement in vigorously assisting federal agencies in the proactive prevention of discrimination. EEOC's Office of Federal Operations (OFO) provides outreach, technical assistance and oversight to federal agencies, including conducting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

a. HEARINGS

i. Hearings Inventory on the Rise

The hearings inventory increased from 5,505 in FY 2007 to 6,488 in FY 2008, which represents an increase of 17.9%. Since FY 2004, the hearings inventory has increased 8.6%.

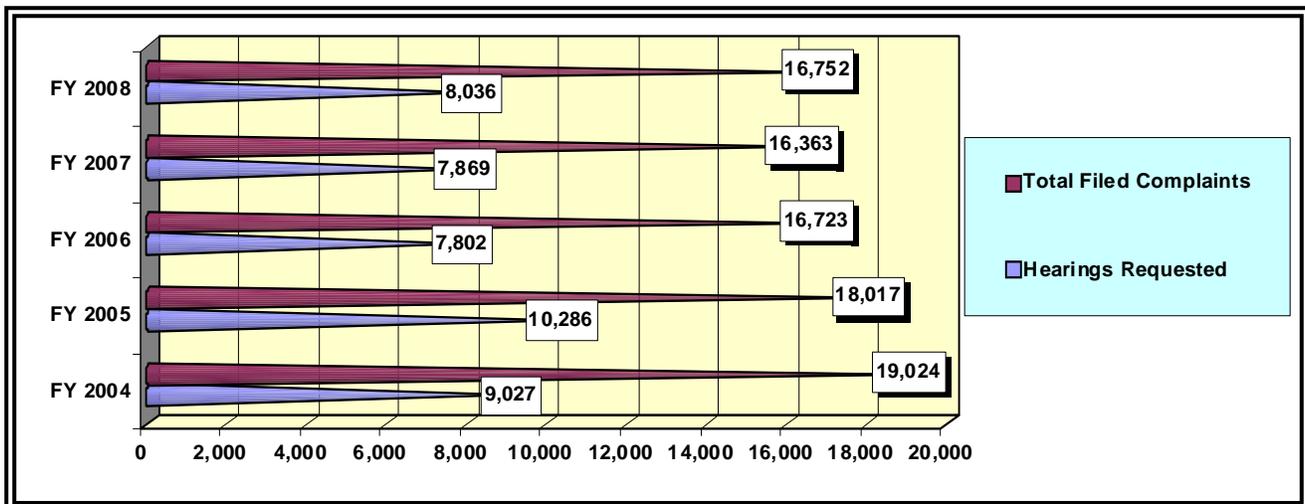
**Figure 8 – Hearings Inventory
FY 2004 – FY 2008**



ii. Hearing Requests Increase

Hearing requests increased by 2.1% from 7,869 in FY 2007 to 8,036 in FY 2008, and have decreased by 10.9% from FY 2004. For comparison purposes, the 8,036 hearings requested comprised 47.9% of the total complaints filed in FY 2008.

**Figure 9 – Comparison of Requests for EEOC Hearings to Complaints Filed
FY 2004 – FY 2008**



iii. Hearing Closures

During FY 2008, EEOC's Hearings Program resolved 7,138 cases, including 60 class actions, which represents a 0.3% decrease from the 7,163 cases closed in FY 2007 and a 39.2% decrease from the 11,740 cases closed in FY 2004. Excluding the class actions, the 7,078 individual cases in FY 2008 were closed in the following manner: 12.9% were by decision following a hearing; 29.1% were by decisions on the record; 25.9% were closed by settlements; 15.0% were by procedural dismissal; and 17.1% were withdrawals. See Table 22 for a comparison of FY 2003 – FY 2007.

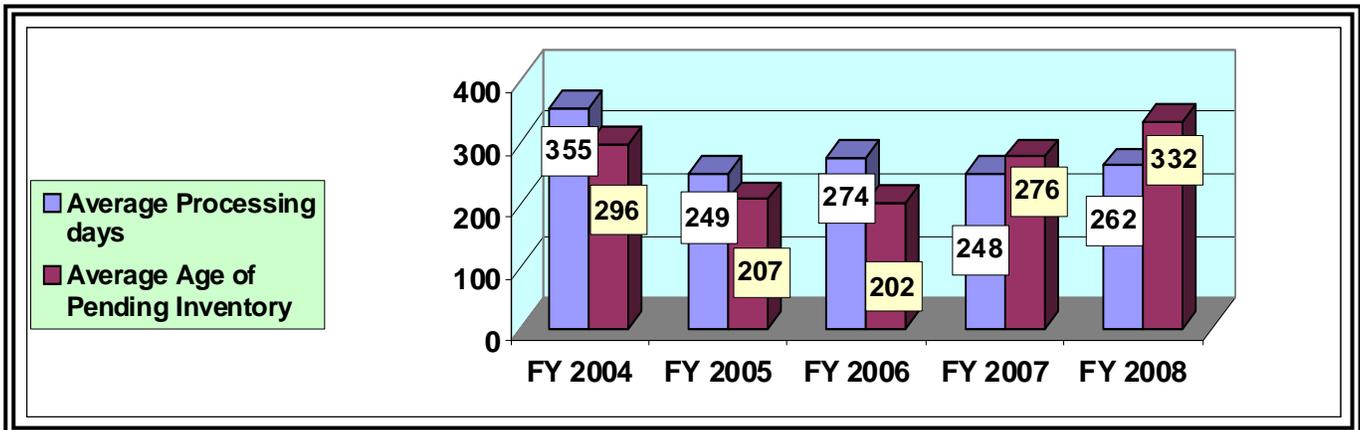
Table 22 – Hearings Program Individual Case Closures: FY 2004 – FY 2008

Closure Type	FY 2004		FY 2005		FY 2006		FY 2007		FY 2008	
	#	%	#	%	#	%	#	%	#	%
Decisions Following a Hearing	1,655	14.2	1,268	12.5	1,102	12.8	920	12.9	867	12.2
Decisions On the Record	3,481	30.0	3,272	32.3	2,883	33.4	2,067	29.1	1,958	27.7
Settlements	3,180	27.4	2,546	25.1	2,071	24.0	1,846	25.9	1,803	25.5
Procedural Dismissals	1,550	13.3	1,336	13.2	1,183	13.7	1,065	15.0	1,042	14.7
Withdrawals	1,760	15.1	1,721	17.0	1,380	16.0	1,217	17.1	1,408	19.9
Total Individual Case Closures	11,626		10,143		8,619		7,115		7,078	

iv. Average Processing Time for Hearings

The average processing time for hearing closures increased from 248 days in FY 2007 to 262 days in FY 2008, and represents a significant decrease from the 355 days in FY 2004. The average age of the pending inventory increased to 332 days in FY 2008 from 276 days in FY 2007, and has exceeded the 296 days in FY 2003 and FY 2004.

**Figure 10 - Average Processing Days for Hearings
FY 2004 - FY 2008**



EEOC FY 2008 Annual Report on the Federal Work Force

v. Agencies Challenge Findings of Discrimination

In FY 2008, EEOC Administrative Judges issued 155 decisions finding discrimination, which was 5.5% of all decisions on the merits of complaints. In comparison to the 182 decisions finding discrimination that Administrative Judges issued in FY 2007, the 155 decisions in FY 2007 represent a 14.8% decrease. Agencies may either fully implement or appeal the Administrative Judge's decision to the OFO. In FY 2008, agencies appealed only 2.1% of all Administrative Judge decisions; however, they appealed 34.8% of the cases where an Administrative Judge found discrimination.

Table 23 - Agency Actions on Administrative Judge Decisions FY 2004 - FY 2008

FY	Finding Discrimination ¹⁹				Finding No Discrimination				Totals			
	Implemented #	%	Appealed #	%	Implemented #	%	Appealed #	%	Implemented #	%	Appealed #	%
2004	124	71.3%	50	28.7%	4,515	98.7%	59	0.3%	4,639	97.8%	109	2.2%
2005	182	69.7%	79	30.3%	4,567	99.9%	4	0.1%	4,749	98.3%	83	1.7%
2006	108	57.5%	80	42.5%	4,089	99.9%	6	0.1%	4,197	98.0%	86	2.0%
2007	110	63.2%	64	36.8%	3,046	99.7%	8	0.3%	3,156	97.8%	72	2.2%
2008	107	65.2%	57	34.8%	2,794	99.9%	4	0.1%	2,901	97.9%	61	2.1%

vi. Monetary Benefits Increase at Hearings

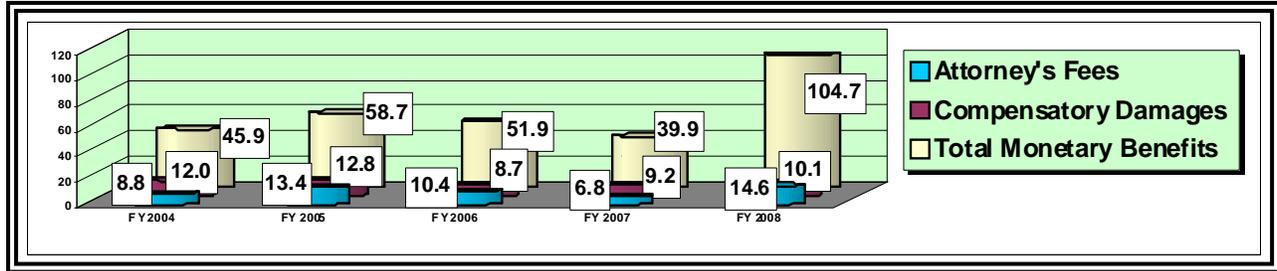
In FY 2008, Administrative Judge decisions and settlements at the hearings stage awarded \$104.7 million in benefits, as compared to the \$39.9 million in FY 2007 and the \$45.9 million awarded in FY 2004.²⁰ Note that benefits awarded by decisions of Administrative Judges at the hearings stage are preliminary, pending a decision on implementation by the agency or on appeal.

¹⁹ These numbers do not parallel Administrative Judge findings of discrimination because agencies may not take final action in the same fiscal year as the decision was issued. Also agencies may settle a complaint where the Administrative Judge has found discrimination.

²⁰ The total FY 2008 award includes a large class action complaint settlement.

EEOC FY 2008 Annual Report on the Federal Work Force

**Figure 11 - Monetary Benefits Awarded from Hearings (In Millions of Dollars)
FY 2004 - FY 2008**



The total FY 2008 award includes a large class action complaint settlement.

vii. High Affirmation Rate of AJ Decisions on Appeal

As demonstrated by the table below, over 94% of Administrative Judge's decisions were affirmed on appeal in FY 2008.²¹ The number of appealed Administrative Judge's decisions decreased 29.8% over the five year period FY 2004 to FY 2008, the affirmation rate increased by only 8.6%.

**Table 24 – Affirmation Rate of AJ Decisions on Appeal
FY 2004 - FY 2008**

Fiscal Year	AJ Decisions Appealed			AJ Decisions Affirmed on Appeal			% of AJ Decisions Affirmed on Appeal		
	Total	Appeal By Agency ²²	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant
2004	1,828	152	1,676	1,741	107	1,634	95.2%	70.4%	97.5%
2005	1,712	93	1,619	1,616	71	1,545	94.4%	76.3%	95.4%
2006	1,443	58	1,384	1,361	47	1,313	94.3%	81.0%	95.0%
2007	1,305	76	1,229	1,236	64	1,172	94.7%	84.2%	95.4%
2008	1,284	81	1,203	1,211	64	1,147	94.3%	79.0%	94.7%

²¹ Administrative Judge's decisions reported here do not include Petitions for Enforcement.

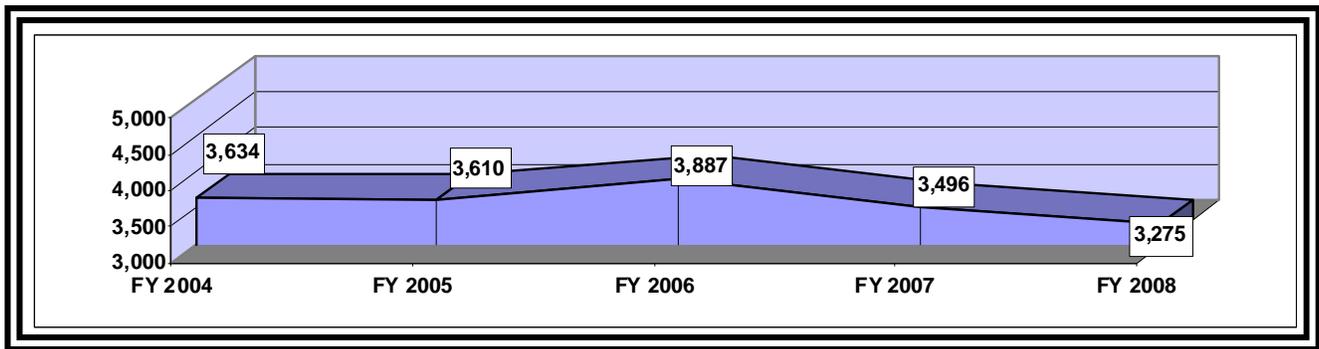
²² "Appeal By Agency" occurs when the agency does not fully implement the Administrative Judge's decision.

b. APPEALS

i. Appeals Inventory Declines

OFO's appellate inventory fell in FY 2008 to 3,275, which represents a 6.3% decrease from the 3,496 case inventory at the close of FY 2007 and a 9.9% reduction from the 3,634 case inventory at the close of FY 2004.

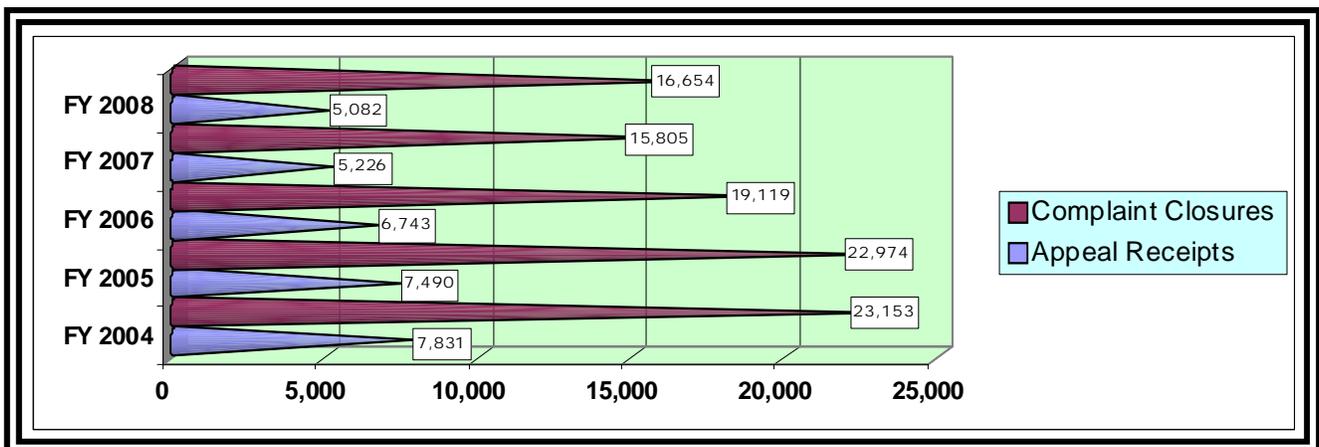
Figure 12 - Appellate Inventory FY 2004 - FY 2008



ii. Appeal Receipts Continue On A Downward Trend

OFO received 5,082 appeals in FY 2008, representing a 2.8% decrease from the 5,226 appeals filed in FY 2007. FY 2008 appeal receipts represent a 35.1% decrease from the 7,831 appeals received in FY 2004.

**Figure 13 – Comparison of Appeals Receipts to Complaint Closures
FY 2004 - FY 2008**



EEOC FY 2008 Annual Report on the Federal Work Force

iii. Appeal Closures Decline Slightly

OFO closed a total of 5,303 appellate cases in FY 2008. Of this number, 3,395 (64.0%) alleged violations of Title VII; 1,283 (24.2%) involved the Rehabilitation Act; 1,181 (22.3%) violations of the ADEA; and 26 (0.5%) involved the Equal Pay Act of 1963. In FY 2007, OFO closed a total of 5,617 appellate cases, of which 3,690 were Title VII cases (65.7%); 1,303 involved the Rehabilitation Act (23.2%); 1,293 alleged violations of the ADEA (23.0%); and 25 involved the Equal Pay Act of 1963 (0.4%).²³ See Figure 14 for the appeal closures from FY 2004 to FY 2008.

Figure 14 - Appeal Closures FY 2004 - FY 2008

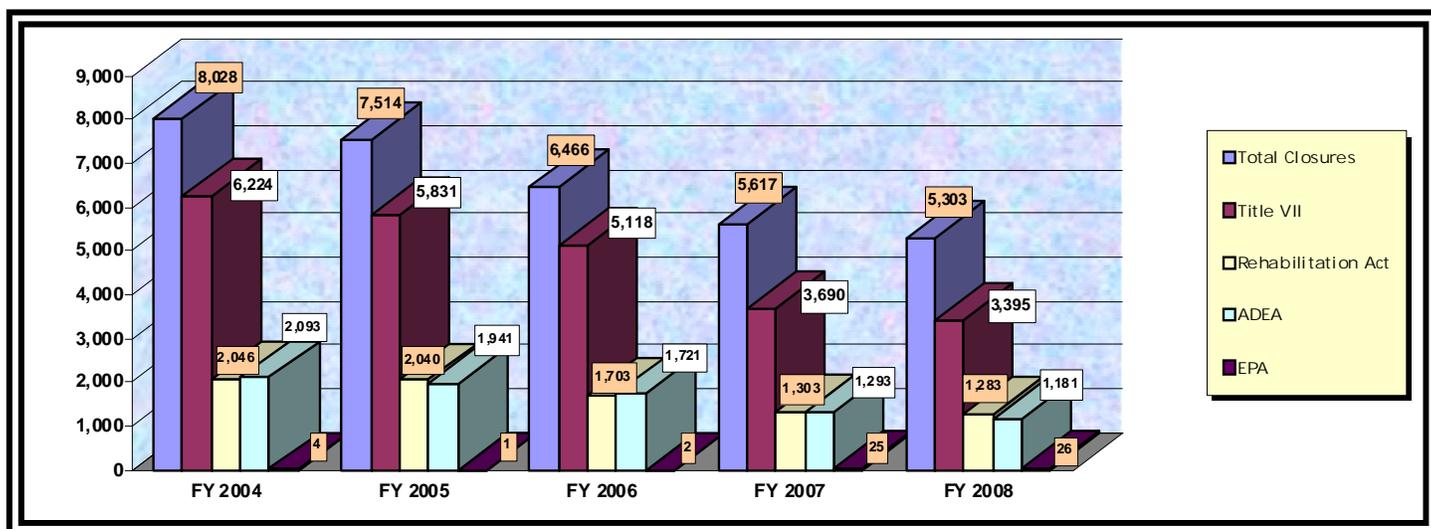


Table 25 below provides a breakdown by appeal type of all FY 2008 receipts and closures.

Table 25 - Types of Receipts and Appeals FY 2008

Types of Appeals	Receipts		Closures	
	#	% of Total	#	% of Total
Total	5,082		5,303	
Initial Appeals from Complainants	4,022	79.1	4,183	78.9
Initial Appeals from Agencies	65	1.3	81	1.5
Petitions to Review MSPB Decisions	116	2.3	115	2.2
Appeals from a Grievance/Arbitration of FLRA Decisions	13	0.3	13	0.2
Petitions for Enforcement	24	0.5	34	0.6
Requests for Reconsiderations	842	16.6	877	16.5

In FY 2008, OFO closed 2,374 appeals addressing the merits of the underlying discrimination claims, and made a total of 111 findings of discrimination, which

²³ The number and percentage of resolutions by statute is greater than the number of cases closed, because one or more statutory bases may be alleged in each appeal.

EEOC FY 2008 Annual Report on the Federal Work Force

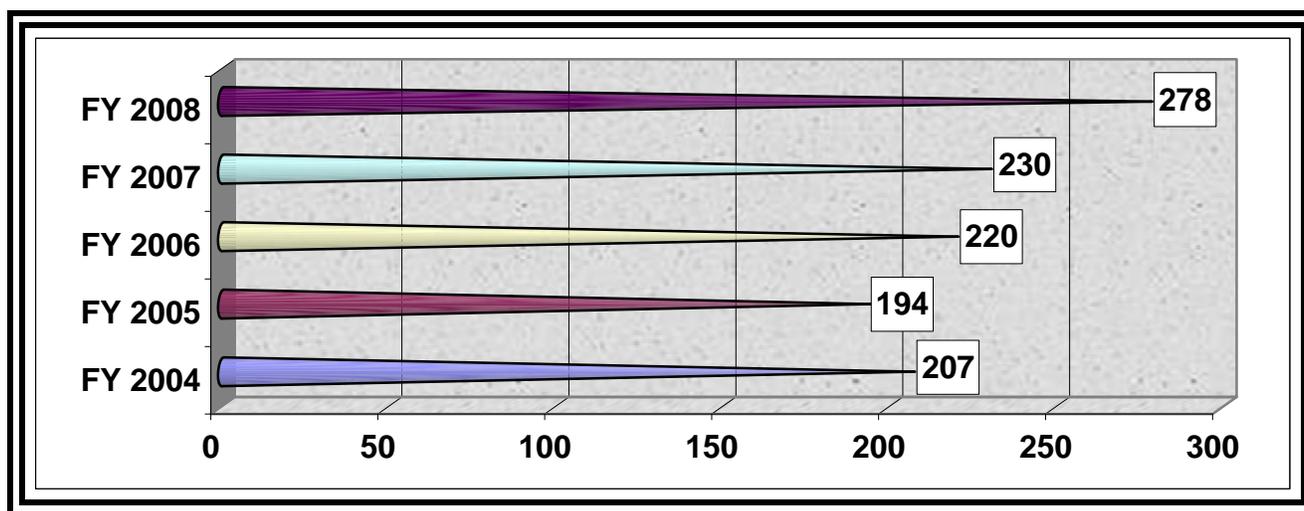
represents 4.7% of the total. In FY 2007, OFO closed 2,298 appeals addressing the merits of the underlying discrimination claims, and made a total of 114 findings of discrimination, which represented 5.0% of the total. In FY 2008, OFO reversed 18.0% of the 2,498 appeals of procedural dismissals.

iv. Average Processing Time of Appeal Closures

The average processing time for appeal closures rose to 278 days in FY 2008, representing a 20.9% increase from 230 days in FY 2007 and a 34.3% increase from 207 days in FY 2004.

OFO resolved 3,355 (63.3%) of the 5,303 appeals closed in FY 2008 within 180 days. The average age of the pending inventory at the end of FY 2008 was 297 days, a 2.6% decrease from the 305-day average age at the end of FY 2007 and a 25.0% decrease from the 396-day average age of the open inventory at the end of FY 2004.

***Figure 15 - Average Processing Days on Appeal
FY 2004 - FY 2008***



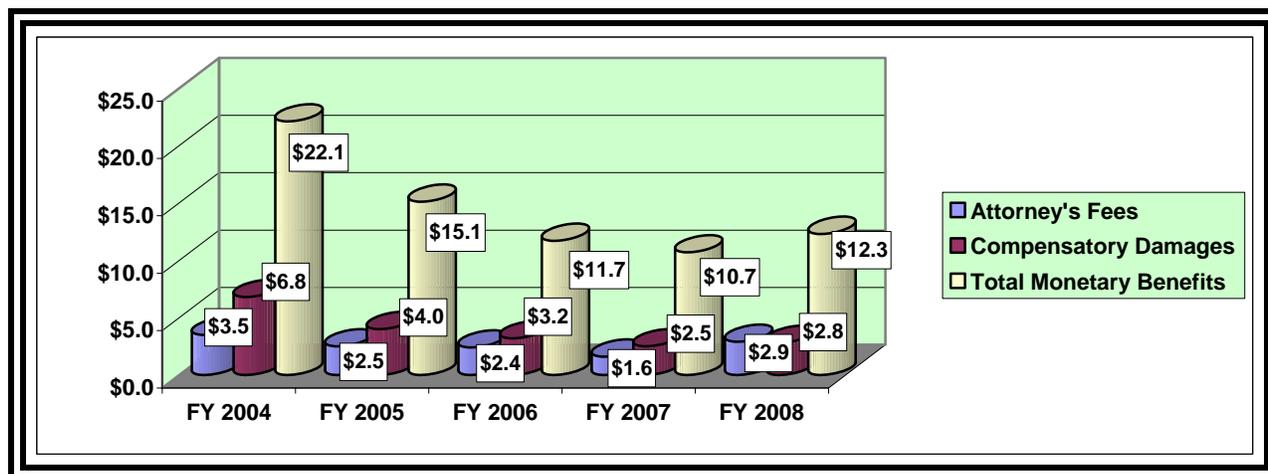
v. Three Most Prevalent Bases and Issues on Appeal Remain Unchanged

In FY 2008, just as in FY 2007, reprisal, age and disability were the most prevalent bases of discrimination in closed appeals. Harassment (non-sexual), promotion and removal were again the three most prevalent issues of discrimination in closed appeals.

vi. \$12.3 Million Awarded on Appeal

In FY 2008, the \$12.3 million in monetary benefits awarded in compliance with appellate decisions (including settlement agreements resolving appeals) is an increase of almost 15% from the \$10.7 million awarded in FY 2007 and a 44.3% decrease from the \$22.1 million awarded in FY 2004.

**Figure 16 - Monetary Benefits Awarded from Appeals²⁴
FY 2004 - FY 2008 (In Millions of Dollars)**



vii. Training and Outreach Conducted By EEOC

In FY 2008, EEOC staff members informed a large number of federal employees of their rights and responsibilities under the EEO process, affirmative employment programs and laws that the Commission enforces. EEOC's proactive prevention activities targeted multiple agencies, and provided to agency managers and supervisors a better understanding of how to prevent employment discrimination within their workplace. OFO staff members as well as staff from various EEOC offices throughout the country provided these training sessions.

Specifically, staff members conducted 173 training sessions reaching 6,721 federal employees, including 185 new EEO counselors, 300 new EEO investigators and 65 EEO professionals in affirmative employment programs. Additionally, staff members participated in 6 outreach sessions which reached another 140 individuals.

²⁴ It should be noted that Hearings Benefits should not be added to Appeals Benefits for a grand total, as Hearings Benefits are only preliminary.

EEOC FY 2008 Annual Report on the Federal Work Force

OFO staff members also responded to more than 6,672 calls regarding the EEO complaint/appeals process, thereby providing the federal sector EEO community and employees with timely information.

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

Leading Practices for Efficiency in the Federal EEO Process

Conduct trend analysis, root cause analysis, and climate assessments to locate "hot spots" and to obtain feedback on the climate in the workplace.

Implement a "three strikes and you are out" policy, which removes collateral duty EEO counselors when they submit tardy or inferior work product three times.

Endorse the use of alternative dispute resolution to increase the percentage of EEO counseling activities that do not result in the filing of a formal complaint.

Include a penalty provision in contracts to reduce the fees for untimely investigations, and include an "interruption schedule" to account for complainants that amend or withdraw their complaints.

Establish short time frames for drafting and reviewing final agency decisions, particularly if the Office of General Counsel is responsible for conducting legal sufficiency reviews.

Conduct a pre-ADR meeting with the participants to explain the ADR process, clarify the issues in dispute, and determine the scope of settlement authority.

Establish a centralized system for tracking and monitoring complaints and requests for accommodation.

Section F- Responsiveness and Legal Compliance

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

1. 78% of Submitted EEOC 462 Reports Were Timely

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

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

In FY 2008 EEOC made the EEOC Form 462 Report submission paperless for agencies by assigning a unique personal identification number (PIN) to agency EEO Directors for use as their signatures. The PIN needed to be entered on the secure web site by the October 31st deadline to be considered timely. As with any new process there was a learning curve and the number of timely submitted reports dropped from 87 or 92.6% of the 94 agencies (with 100 or more employees) in FY 2007 to 76 or 78.4% of the 97 agencies (with 100 or more employees) in FY 2008. The FY 2008 percentage of timely filing is also down compared to FY 2006 when 91 agencies (with 100 or more employees) were required to submit an EEOC Form 462 report and 86 or 94.5% submitted them timely.

2. Almost Twice as Many Timely Submitted MD-715 Reports in FY 2008

EEOC regulation 29 C.F.R. § 1614.601(g) requires agencies to report to the EEOC "on employment by race, national origin, sex, and handicap in the form and at such times as the Commission may require." In addition, EEOC regulation 29 C.F.R.

EEOC FY 2008 Annual Report on the Federal Work Force

§ 1614.602(c) requires agencies to “submit annually for the review and approval of the Commission written national and regional EEO plans of action.”

MD-715 reports provide information on an agency’s progress in achieving the model EEO program elements, eliminating barriers, and ability to conducting a wide array of examinations of the agency’s Title VII and Section 501 work force profiles. MD-715 applies to all Executive agencies and military departments (except uniformed members) as defined in Sections 102 and 105 of Title 5, U.S.C. (including those with employees and applicants for employment who are paid from non-appropriated funds), the United States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These agencies and their Second Level Reporting Components are required to file an EEOC FORM 715-01 on or before January 31st of each year.

With extensions 80.7% or 117 of the 145 agencies and subcomponents submitted timely MD-715 reports in FY 2008,²⁵ almost twice the number filed timely in FY 2007. 44.8% or 77 of the 172 agencies and subcomponents submitted timely MD-715 reports in FY 2007 down from the 50% or 84 of the 167 agencies and subcomponents that timely submitted in FY 2006 and the 68% or 107 of the 158 agencies and subcomponents that timely submitted in FY 2005.

Leading Practices for Efficiency in the Federal EEO Process

Add a timeliness requirement for submitting a timely MD-715 report, 462 report and complaint files to EEO staff performance plans.

Develop a plan to enable agency to begin electronically submitting case files to EEOC.

Track compliance cases and hold managers accountable for failure to implement EEOC orders and remedies.

²⁵ MD-715 reports are not currently submitted electronically; therefore the only FY 2008 data in this report regards timeliness of report submission. All other MD-715 data reported in this document reflect submitted FY 2007 MD-715 reports.

PART II

PROFILES FOR SELECTED FEDERAL AGENCIES

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

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

The profiles include participation rates by race, national origin, gender and Individuals with Targeted Disabilities for persons who serve as supervisors and managers.¹ Additionally, the profiles include data on the participation rates for career SES positions. Since those supervisors and managers comprising an agency's First-Level Officials and Managers may constitute a large portion of an agency's available pool of candidates for higher level managerial positions, a comparison of the data on the participation rates of persons as they progress through the managerial ranks and into the career SES ranks can serve as a diagnostic tool to help agencies uncover and effectively address impediments to fair and open competition in the federal workplace and allow individuals equal opportunity for advancement.

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

This year's profile narratives include a September 30, 2008, snap shot of an agency's employment of Individuals with Targeted Disabilities as well as the number of Individuals the agency would have had to have onboard to have reached the federal 2% participation rate goal for Individuals with Targeted Disabilities in its total work force.

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

¹ Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers.

the EEOC reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data.

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

List of Agencies Included in the Agency Profile Section

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

Government-Wide (II-4)
Agency for International Development (II-6)
Agriculture, Department of (II-8)
Air Force, Department of the (II-10)
Army, Department of the (II-12)
Army and Air Force Exchange Service (II-14)
Broadcasting Board of Governors (II-16)
Commerce, Department of (II-18)
Corporation for National Service (II-20)
Court Services and Offender Supervision Agency (II-22)
Defense Commissary Agency (II-24)
Defense Contract Audit Agency (II-26)
Defense Contract Management Agency (II-28)
Defense Education Activity (II-30)
Defense Finance and Accounting Service (II-32)
Defense Human Resources Activity (II-34)
Defense Information Systems Agency (II-36)
Defense Inspector General, Office of the (II-38)
Defense Logistics Agency (II-40)
Office of the Secretary/Wash. Hqtrs. Services of (II-42)
Defense Security Service (II-44)
Defense Threat Reduction Agency (II-46)
Education, Department of (II-48)
Energy, Department of (II-50)
Environmental Protection Agency (II-52)
Equal Employment Opportunity Commission (II-54)
Federal Communications Commission (II-56)
Federal Deposit Insurance Corporation (II-58)
Federal Energy Regulatory Commission (II-60)
Federal Trade Commission (II-62)
General Services Administration (II-64)
Government Printing Office (II-66)
Health and Human Services, Department of (II-68)
Homeland Security, Department of (II-70)
Housing and Urban Development, Department of (II-72)
Interior, Department of the (II-74)
Justice, Department of (II-76)
Labor, Department of (II-78)
National Aeronautics and Space Administration (II-80)
National Archives and Records Administration (II-82)
National Credit Union Administration (II-84)
National Gallery of Art (II-86)
National Labor Relations Board (II-88)
National Science Foundation (II-90)
Navy, Department of the (II-92)
Nuclear Regulatory Commission (II-94)
Office of Personnel Management (II-96)
Peace Corps (II-98)
Pension Benefit Guaranty Corporation (II-100)
Railroad Retirement Board (II-102)
Securities and Exchange Commission (II-104)
Small Business Administration (II-106)
Smithsonian Institution (II-108)
Social Security Administration (II-110)
State, Department of (II-112)
Tennessee Valley Authority (II-114)
Transportation, Department of (II-116)
Treasury, Department of (II-118)
U.S. Postal Service (II-120)
Veterans Affairs, Department of (II-122)

EEOC FY 2008 Annual Report on the Federal Work Force

Government-Wide (The Government)

Permanent Workforce: 2,480,551 Temporary Workforce: 282,632 Total Workforce: 2,763,183
Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,480,551	56.76%	43.24%	8.13%	64.78%	18.79%	5.93%	0.30%	1.53%	0.55%	0.95%
Major Occupations:											
GS-14 and GS-15*	159,613	64.87%	35.66%	4.54%	76.77%	11.51%	6.88%	0.06%	1.02%	0.27%	0.53%
Senior Pay Level*	17,597	71.74%	28.26%	3.90%	84.56%	7.47%	2.97%	0.06%	0.81%	0.20%	0.47%
SES	7,624	71.03%	28.97%	3.63%	84.63%	7.99%	2.31%	0.03	1.17%	0.25%	0.51%
First-Level Officials/Managers	41,164	59.68%	40.32%	10.96%	66.44%	14.82%	2.99%	0.29%	3.91%	0.60%	0.53%
Mid-Level Officials/Managers	55,813	64.47%	35.53%	6.74%	75.91%	12.28%	3.25%	0.07%	1.79%	0.26%	0.50%
Senior-Level Officials/Managers	39,737	69.35%	30.65%	3.96%	81.31%	9.19%	4.25%	0.06%	1.10%	0.17%	0.42%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, the Government employed 24,427 (0.88%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 55,264 IWTD were needed. This represented an increase of 458 employees over FY 2007 and a decrease of 1,490 employees since FY 2004. The participation rate for FY 2007 was 0.92% and for FY 2004 was 0.99%. Over the 5-year period The Government had a net decrease of 0.11% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

The Government timely processed 91.2% of the 38,860 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 16,752 complaints filed government-wide, 4,299 contained allegations of race (Black/African American) discrimination, 1,433 contained allegations of race (White) discrimination, 375 contained allegations of race (Asian) discrimination, 136 contained allegations of race (American Indian/Alaska Native) discrimination, 8 contained allegations of race (Native Hawaiian/Other Pacific Islander) discrimination, 17 contained

allegations of race (Two or More Races) discrimination, 1,752 contained allegations of color discrimination and 5,199 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 11,157 completed investigations, 73.8% were timely. The government-wide average time for completing an investigation was 180 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

The government-wide average processing time for all complaint closures decreased from 355 days in FY 2007 to 336 days in FY 2008.

IV. Costs

The Government agreed to pay \$4,027,772 for 7,573 pre-complaint settlements, of which 659 were monetary settlements averaging \$6,112. The Government expended a total of \$36,573,216 for 11,157 complaint investigations, for an average expenditure of \$3,278.

The Government agreed to pay a total of \$41,247,965 plus other benefits for 3,383 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 1,658 complaint closures with monetary benefits, the average award was \$24,878.

EEOC FY 2008 Annual Report on the Federal Work Force

Government-Wide (The Government)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	26,066		12,832		38,898	
Settlements	1,589	6.1%	5,984	31.1%	7,573	19.5%
Withdrawals or No Complaints Filed	7,010	26.9%	6,848	35.5%	13,858	35.6%
Complaints Filed*					16,266	41.8%
Decision to File Complaint Pending at End of Fiscal Year					1,201	3.1%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	38,898	16,654
Total Number Offered ADR	31,607	3,111
ADR Offer Rate*	81.3%	18.7%
ADR Participation Rate*	49.5%	6.5%
Total ADR Settlements	5,984	624
Total ADR Settlements Amount	\$1,631,376.39	\$6,004,946.56

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	38,860	35,439	91.2%			
All Investigations	11,157	8,229	73.8%	176	180	2.3%
All Complaint Closures	16,654			355	336	-5.4%
Merit Decisions (no AJ)	4,576	2,906	63.5%	403	420	4.2%
Dismissal Decisions (no AJ)	4,133			105	70	-33.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	16,752							
Total Closures	16,654							
Settlements	3,249	19.5%						
Withdrawals	1,569	9.4%						
Total Final Agency Actions	11,836	71.1%	8,709	73.6%	3,063	25.9%	64	0.5%
Dismissals	4,298	36.3%	4,133	96.2%	162	3.77%	3	0.1%
Merit Decisions	7,538	63.7%	4,576	60.7%	2,901	38.5%	61	0.8%
Finding Discrimination	191	2.5%	27	14.1%	107	56%	57	29.8%
Finding No Discrimination	7,347	97.5%	4,549	61.9%	2,794	38%	4	0.1%

EEOC FY 2008 Annual Report on the Federal Work Force

Agency for International Development (AID)

Permanent Workforce: 1,874

Temporary Workforce: 676

Total Workforce: 2,550

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,874	46.42%	53.58%	3.42%	61.69%	28.71%	5.87%	0.00%	0.32%	0.00%	0.64%
Major Occupations:											
Mgt and Pgm Analysts	411	38.44%	61.56%	2.92%	66.18%	25.30%	5.60%	0.00%	0.00%	0.00%	0.49%
Public Health Pgm Specialist	184	26.63%	73.37%	2.17%	76.09%	5.98%	15.76%	0.00%	0.00%	0.00%	0.54%
Contracting	175	49.71%	50.29%	5.14%	62.86%	25.71%	5.71%	0.00%	0.57%	0.00%	0.57%
GS-14 and GS-15*	921	54.40%	45.60%	3.37%	72.96%	18.24%	5.21%	0.00%	0.22%	0.00%	0.54%
Senior Level* Pay Level*	160	65.63%	34.38%	1.88%	80.00%	13.75%	3.75%	0.00%	0.63%	0.00%	0.00%
SES	23	56.52%	43.48%	8.70%	60.87%	26.09%	4.35%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers	62	67.74%	32.26%	4.84%	70.97%	17.74%	6.45%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers	126	49.21%	50.79%	2.38%	74.60%	19.05%	2.38%	0.00%	1.59%	0.00%	0.79%
Senior-Level Officials/ Managers	458	61.79%	38.21%	3.28%	79.26%	13.97%	3.28%	0.00%	0.22%	0.00%	0.22%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, AID employed 15 (0.59%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 51 IWTG were needed. This represented an increase of one employee over FY 2007 and an increase of 2 employees since FY 2004. The participation rate for FY 2007 was 0.58% and for FY 2004 was 0.58%. Over the 5-year period AID had a net increase of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

AID timely processed 96.6% of the 29 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Religion. Of the 13 complaints filed at AID, 3 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (Asian) discrimination, 2 contained allegations of color discrimination and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 75% were timely. AID's average time for completing an investigation was 245 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

AID's average processing time for all complaint closures decreased from 863 days in FY 2007 to 442 days in FY 2008. The government-wide average was 336 days.

IV. Costs

AID reported no counseling settlements in FY 2008. AID expended a total of \$13,830 for 4 complaint investigations, for an average expenditure of \$3,457.

AID agreed to pay a total of \$146,500 plus other benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 2 complaint closures with monetary benefits, the average award was \$73,250.

EEOC FY 2008 Annual Report on the Federal Work Force

Agency for International Development (AID)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	27		2		29	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	13	48.1%	2	66.7%	15	51.7%
Complaints Filed*					13	44.8%
Decision to File Complaint Pending at End of Fiscal Year					1	3.5%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	29	15
Total Number Offered ADR	3	0
ADR Offer Rate*	10.3%	0%
ADR Participation Rate*	10.3%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	29	28	96.6%			
All Investigations	4	3	75%	293	245	-16.4%
All Complaint Closures	15			863	442	-48.8%
Merit Decisions (no AJ)	4	0	0%	886	821	-7.3%
Dismissal Decisions (no AJ)	5			82	38	-53.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	13							
Total Closures	15							
Settlements	2	13.3%						
Withdrawals	4	26.7%						
Total Final Agency Actions	9	60%	9	100%	0	0%	0	0%
Dismissals	5	55.6%	5	100%	0	0%	0	0%
Merit Decisions	4	44.4%	4	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	4	100%	4	100%	0	0%	0	0%

Department of Agriculture (USDA)

Permanent Workforce: 84,440
Workforce Composition

Temporary Workforce: 20,397

Total Workforce: 104,837

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	84,440	56.22%	43.78%	6.29%	77.52%	10.96%	2.76%	0.08%	2.31%	0.08%	0.97%
Major Occupations:											
Forestry Technician	15,613	80.30%	19.70%	7.07%	86.43%	1.50%	1.06%	0.00%	3.83%	0.11%	0.27%
Bio Science Technician	5,629	57.43%	42.57%	5.08%	84.85%	3.62%	4.10%	0.83%	1.17%	0.34%	0.64%
Gen Natural Resources Mgt & Bio Sci	5,016	65.65%	34.35%	6.74%	82.30%	3.79%	5.18%	0.14%	1.75%	0.10%	0.58%
GS-14 and GS-15*	6,182	67.96%	32.04%	4.03%	79.20%	10.29%	5.40%	0.02%	1.04%	0.03%	0.61%
Senior Level* Pay	452	75.88%	24.12%	4.65%	82.30%	8.19%	3.10%	0.22%	1.33%	0.22%	0.66%
SES	341	72.43%	27.57%	4.40%	81.23%	9.38%	2.93%	0.00%	1.76%	0.29%	0.59%
First-Level Officials/Managers	6,033	75.60%	24.40%	6.66%	81.73%	5.65%	2.37%	0.10%	3.46%	0.02%	0.43%
Mid-Level Officials/Managers	4,543	65.77%	34.23%	5.57%	79.84%	9.77%	3.06%	0.02%	1.72%	0.02%	0.64%
Senior-Level Officials/Managers	1,613	72.66%	27.34%	4.28%	82.08%	9.24%	3.10%	0.06%	1.18%	0.06%	0.50%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, USDA employed 893 (0.85%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 2,097 IWTD were needed. This represented a decrease of 72 employees from FY 2007 and a decrease of 175 employees since FY 2004. The participation rate for FY 2007 was 0.93% and for FY 2004 was 0.95%. Over the 5-year period USDA had a net decrease of 0.1% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USDA timely processed 86.5% of the 1,029 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 508 complaints filed at USDA, 128 contained allegations of race (Black/African American) discrimination, 33 contained allegations of race (White) discrimination, 20 contained allegations of race (Asian) discrimination, 12 contained allegations of race (American Indian/Alaska Native)

discrimination, 36 contained allegations of color discrimination and 107 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 387 completed investigations, 62.3% were timely. USDA's average time for completing an investigation was 213 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

USDA's average processing time for all complaint closures increased from 634 days in FY 2007 to 802 days in FY 2008. The government-wide average was 336 days.

IV. Costs

USDA agreed to pay \$1,667,949 for 114 pre-complaint settlements, of which 23 were monetary settlements averaging \$72,519. USDA expended a total of \$1,203,858 for 387 complaint investigations, for an average expenditure of \$3,110.

USDA agreed to pay a total of \$2,384,291 plus other benefits for 141 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 72 complaint closures with monetary benefits, the average award was \$23,159.

EEOC FY 2008 Annual Report on the Federal Work Force

Department of Agriculture (USDA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	882		147		1,029	
Settlements	48	5.4%	66	23.4%	114	11.1%
Withdrawals or No Complaints Filed	313	35.5%	81	28.7%	394	38.3%
Complaints Filed*					497	48.3%
Decision to File Complaint Pending at End of Fiscal Year					24	2.3%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,029	518
Total Number Offered ADR	930	119
ADR Offer Rate*	90.4%	23%
ADR Participation Rate*	27.4%	12.4%
Total ADR Settlements	66	20
Total ADR Settlements Amount	\$115,600.44	\$634,317.92

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,029	890	86.5%			
All Investigations	387	241	62.3%	190	213	12.1%
All Complaint Closures	518			634	802	26.5%
Merit Decisions (no AJ)	221	3	1.4%	828	1,159	40%
Dismissal Decisions (no AJ)	52			716	283	-60.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	508							
Total Closures	518							
Settlements	135	26.1%						
Withdrawals	35	6.8%						
Total Final Agency Actions	348	67.2%	273	78.4%	74	21.3%	1	0.3%
Dismissals	56	16.1%	52	92.9%	4	7.14%	0	0%
Merit Decisions	292	83.9%	221	75.7%	70	24%	1	0.3%
Finding Discrimination	7	2.4%	4	57.1%	2	28.6%	1	14.3%
Finding No Discrimination	285	97.6%	217	76.1%	68	23.9%	0	0%

Department of the Air Force (USAF)

Permanent Workforce: 144,200

Temporary Workforce: 9,579

Total Workforce: 153,779

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	144,200	69.67%	30.33%	7.22%	75.80%	11.57%	3.51%	0.34%	1.10%	0.45%	0.64%
Major Occupations:											
Aircraft Mechanic	7,617	96.67%	3.33%	8.93%	80.11%	6.13%	2.63%	0.58%	1.26%	0.37%	0.14%
Contracting	4,780	43.89%	56.11%	5.82%	75.17%	14.85%	2.59%	0.17%	0.94%	0.46%	0.79%
Electronics Engineering	4,531	89.85%	10.15%	4.94%	73.63%	6.03%	13.84%	0.09%	0.93%	0.55%	0.66%
GS-14 and GS-15*	3,335	84.56%	15.44%	3.84%	87.74%	3.81%	3.81%	0.09%	0.57%	0.15%	0.33%
Senior Pay Level*	263	84.41%	15.59%	0.38%	89.73%	3.04%	3.42%	0.00%	2.28%	1.14%	0.00%
SES	160	78.75%	21.25%	0.63%	91.25%	3.75%	0.00%	0.00%	2.50%	1.88%	0.00%
First-Level Officials/Managers*	1,909	78.05%	21.95%	5.24%	82.66%	7.75%	2.93%	0.47%	0.63%	0.31%	0.16%
Mid-Level Officials/Managers*	1,772	76.81%	23.19%	5.14%	83.52%	7.22%	3.10%	0.17%	0.68%	0.17%	0.34%
Senior-Level Officials/Managers*	755	82.38%	17.62%	2.91%	90.20%	3.18%	2.52%	0.00%	0.93%	0.40%	0.13%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, USAF employed 953 (0.62%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 3,076 IWTD were needed. This represented a decrease of 89 employees from FY 2007 and a decrease of 243 employees since FY 2004. The participation rate for FY 2007 was 0.67% and for FY 2004 was 0.8%. Over the 5-year period USAF had a net decrease of 0.18% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USAF timely processed 84.8% of the 1,025 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Sex (Female). Of the 452 complaints filed at USAF, 121 contained allegations of race (Black/African American) discrimination, 27 contained allegations of race (White) discrimination, 12 contained allegations of race (Asian) discrimination, 56 contained allegations of color discrimination and 122 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 242 completed investigations, 62.8% were timely. USAF's average time for completing an investigation was 186 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

USAF's average processing time for all complaint closures increased from 356 days in FY 2007 to 369 days in FY 2008. The government-wide average was 336 days.

IV. Costs

USAF agreed to pay \$137,606 for 213 pre-complaint settlements, of which 22 were monetary settlements averaging \$6,254. USAF expended a total of \$315,842 for 242 complaint investigations, for an average expenditure of \$1,305.

USAF agreed to pay a total of \$1,865,588 plus other benefits for 163 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 48 complaint closures with monetary benefits, the average award was \$38,866.

Department of the Air Force (USAF)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	782		244		1,026	
Settlements	31	4%	182	43.1%	213	20.8%
Withdrawals or No Complaints Filed	289	37%	62	14.7%	351	34.2%
Complaints Filed*					440	42.9%
Decision to File Complaint Pending at End of Fiscal Year					22	2.1%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,026	469
Total Number Offered ADR	723	227
ADR Offer Rate*	70.5%	48.4%
ADR Participation Rate*	41.1%	26.4%
Total ADR Settlements	182	102
Total ADR Settlements Amount	\$81,015.92	\$752,481.35

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,025	869	84.8%			
All Investigations	242	152	62.8%	184	186	1.1%
All Complaint Closures	469			356	369	3.7%
Merit Decisions (no AJ)	125	41	32.8%	609	536	-12%
Dismissal Decisions (no AJ)	63			140	100	-28.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	452							
Total Closures	469							
Settlements	162	34.5%						
Withdrawals	49	10.5%						
Total Final Agency Actions	258	55%	188	72.9%	68	26.4%	2	0.8%
Dismissals	69	26.7%	63	91.3%	6	8.7%	0	0%
Merit Decisions	189	73.3%	125	66.1%	62	32.8%	2	1.1%
Finding Discrimination	1	0.5%	0	0%	1	100%	0	0%
Finding No Discrimination	188	99.5%	125	66.5%	61	32.4%	2	1.1%

Department of the Army (ARMY)

Permanent Workforce: 229,301 **Temporary Workforce:** 27,369 **Total Workforce:** 256,670
Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	229,301	63.25%	36.75%	7.02%	70.42%	16.85%	3.77%	0.39%	0.98%	0.55%	0.71%
Major Occupations:											
Misc Trans./Mobile Equip. Maint.	7,619	97.47%	2.38%	8.81%	79.14%	9.06%	1.39%	0.35%	0.96%	0.21%	0.04%
Logistics Management	6,696	68.53%	31.47%	4.99%	71.22%	20.04%	1.91%	0.28%	0.93%	0.63%	0.54%
Heavy Mobile Equipment Mechanic	5,572	95.96%	4.04%	5.31%	76.58%	15.17%	1.42%	0.20%	1.11%	0.22%	0.45%
GS-14 and GS-15*	5,552	80.01%	19.99%	3.17%	84.19%	5.57%	5.84%	0.13%	0.92%	0.20%	0.38%
Senior Pay Level*	356	82.58%	17.42%	1.69%	90.73%	2.81%	3.93%	0.00%	0.28%	0.56%	0.00%
SES	268	80.60%	19.40%	1.49%	92.54%	2.99%	2.24%	0.00%	0.00%	0.75%	0.00%
First-Level Officials/Managers*	2,161	70.43%	29.57%	5.18%	79.87%	11.06%	2.27%	0.42%	0.83%	0.37%	0.32%
Mid-Level Officials/Managers*	1,974	79.69%	20.31%	4.10%	85.26%	6.53%	2.68%	0.30%	0.81%	0.30%	0.15%
Senior-Level Officials/Managers*	1,148	83.71%	16.29%	1.92%	88.50%	4.88%	3.48%	0.17%	0.78%	0.44%	0.17%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, ARMY employed 1,714 (0.67%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 5,134 IWTD were needed. This represented a decrease of 5 employees from FY 2007 and an increase of 4 employees since FY 2004. The participation rate for FY 2007 was 0.71% and for FY 2004 was 0.75%. Over the 5-year period ARMY had a net decrease of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

ARMY timely processed 82.8% of the 2,312 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 1,216 complaints filed at ARMY, 304 contained allegations of race (Black/African American) discrimination, 99 contained allegations of race (White) discrimination, 15 contained allegations of race (Asian) discrimination, 7 contained allegations of race (American Indian/Alaska Native)

discrimination, 143 contained allegations of color discrimination and 294 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 514 completed investigations, 55.1% were timely. ARMY's average time for completing an investigation was 207 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

ARMY's average processing time for all complaint closures increased from 255 days in FY 2007 to 263 days in FY 2008. The government-wide average was 336 days.

IV. Costs

ARMY agreed to pay \$128,314 for 262 pre-complaint settlements, of which 20 were monetary settlements averaging \$6,415. ARMY expended a total of \$3,312,350 for 514 complaint investigations, for an average expenditure of \$6,444.

ARMY agreed to pay a total of \$3,122,126 plus other benefits for 483 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 181 complaint closures with monetary benefits, the average award was \$17,249.

EEOC FY 2008 Annual Report on the Federal Work Force

Department of the Army (ARMY)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,982		331		2,313	
Settlements	84	4.2%	178	35%	262	11.3%
Withdrawals or No Complaints Filed	656	33.1%	153	30.1%	809	35%
Complaints Filed*					1,184	51.2%
Decision to File Complaint Pending at End of Fiscal Year					58	2.5%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	2,313	1,196
Total Number Offered ADR	1,075	340
ADR Offer Rate*	46.5%	28.4%
ADR Participation Rate*	22%	19.7%
Total ADR Settlements	178	149
Total ADR Settlements Amount	\$60,284.91	\$529,901.67

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	2,312	1,915	82.8%			
All Investigations	514	283	55.1%	210	207	-1.4%
All Complaint Closures	1,196			255	263	3.1%
Merit Decisions (no AJ)	189	5	2.7%	453	476	5.1%
Dismissal Decisions (no AJ)	264			68	53	-22.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,216							
Total Closures	1,196							
Settlements	479	40.1%						
Withdrawals	118	9.9%						
Total Final Agency Actions	599	50.1%	453	75.6%	146	24.4%	0	0%
Dismissals	271	45.2%	264	97.4%	7	2.58%	0	0%
Merit Decisions	328	54.8%	189	57.6%	139	42.4%	0	0%
Finding Discrimination	4	1.2%	0	0%	4	100%	0	0%
Finding No Discrimination	324	98.8%	189	58.3%	135	41.7%	0	0%

Defense Army and Air Force Exchange (AAFES)

Permanent Workforce: 35,277

Temporary Workforce: 0

Total Workforce: 35,277

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	35,277	35.70%	64.30%	14.20%	39.72%	27.47%	10.68%	2.77%	0.83%	4.33%	2.00%
Major Occupations:											
Retail Operators	2,526	26.84%	73.16%	13.06%	47.59%	23.48%	8.31%	2.73%	0.75%	4.08%	1.19%
Hospitality & Restaurant	910	36.59%	63.41%	12.20%	38.46%	31.21%	12.31%	1.43%	0.55%	3.85%	0.77%
Retail Specialists	249	36.14%	63.86%	10.04%	58.23%	19.68%	5.62%	1.20%	1.20%	4.02%	2.01%
GS-14 and GS-15*	649	64.56%	35.44%	8.32%	73.19%	8.63%	4.78%	0.62%	1.39%	3.08%	1.08%
Senior Level* Pay Level*	14	78.57%	21.43%	7.14%	78.57%	7.14%	0.00%	0.00%	0.00%	7.14%	0.00%
SES	14	78.57%	21.43%	7.14%	78.57%	7.14%	0.00%	0.00%	0.00%	7.14%	0.00%
First-Level Officials/Managers	3,662	35.31%	64.69%	11.36%	52.38%	22.31%	7.56%	1.67%	0.57%	4.15%	1.39%
Mid-Level Officials/Managers	527	62.24%	37.76%	8.73%	72.30%	8.73%	5.12%	0.76%	1.52%	2.85%	0.95%
Senior-Level Officials/Managers	110	76.36%	23.64%	7.27%	79.09%	7.27%	3.64%	0.00%	0.91%	1.82%	0.91%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, AAFES employed 706 (2%) Individuals with Targeted Disabilities meeting the federal 2% participation rate goal in its total work force. This represented an increase of 150 employees over FY 2007 and an increase of 78 employees since FY 2004. The participation rate for FY 2007 was 1.62% and for FY 2004 was 1.87%. Over the 5-year period AAFES had a net increase of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

AAFES timely processed 71% of the 396 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Sex (Female). Of the 103 complaints filed at AAFES, 21 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, 8 contained allegations of color discrimination and 20 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 51 completed investigations, 29.4% were timely. AAFES' average time for completing an investigation was 210 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

AAFES' average processing time for all complaint closures decreased from 315 days in FY 2007 to 301 days in FY 2008. The government-wide average was 336 days.

IV. Costs

AAFES agreed to pay \$11,000 for 48 pre-complaint settlements, of which 2 were monetary settlements averaging \$5,500. AAFES expended a total of \$359,130 for 51 complaint investigations, for an average expenditure of \$7,041.

AAFES agreed to pay a total of \$58,772 plus other benefits for 43 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 18 complaint closures with monetary benefits, the average award was \$3,265.

Defense Army and Air Force Exchange (AAFES)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	341		55		396	
Settlements	27	7.9%	21	28%	48	12.1%
Withdrawals or No Complaints Filed	211	61.9%	34	45.3%	245	61.9%
Complaints Filed*					103	26%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	396	122
Total Number Offered ADR	396	78
ADR Offer Rate*	100%	63.9%
ADR Participation Rate*	18.9%	40.2%
Total ADR Settlements	21	27
Total ADR Settlements Amount	\$11,000.00	\$35,492.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	396	281	71%			
All Investigations	51	15	29.4%	239	210	-12.1%
All Complaint Closures	122			315	301	-4.4%
Merit Decisions (no AJ)	25	20	80%	328	377	14.9%
Dismissal Decisions (no AJ)	25			75	89	18.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	103							
Total Closures	122							
Settlements	43	35.3%						
Withdrawals	11	9%						
Total Final Agency Actions	68	55.7%	50	73.5%	18	26.5%	0	0%
Dismissals	25	36.8%	25	100%	0	0%	0	0%
Merit Decisions	43	63.2%	25	58.1%	18	41.9%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	43	100%	25	58.1%	18	41.9%	0	0%

Broadcasting Board of Governors (BBG)

Permanent Workforce: 1,666

Temporary Workforce: 98

Total Workforce: 1,764

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,666	61.76%	38.24%	8.76%	55.04%	21.07%	14.89%	0.00%	0.24%	0.00%	0.90%
Major Occupations:											
General Arts and Information	883	63.53%	36.47%	10.99%	52.21%	11.44%	25.25%	0.00%	0.11%	0.00%	0.45%
Audiovisual Production	179	62.01%	37.99%	11.17%	58.66%	17.88%	12.29%	0.00%	0.00%	0.00%	1.12%
Broadcasting Equipment Operators	101	93.07%	6.93%	0.99%	71.29%	24.75%	0.99%	0.00%	1.98%	0.00%	1.98%
GS-14 and GS-15*	281	72.24%	27.76%	6.76%	75.09%	11.03%	6.76%	0.00%	0.36%	0.00%	1.07%
Senior Pay Level*	17	76.47%	23.53%	5.88%	88.24%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%
SES	14	71.43%	28.57%	7.14%	85.71%	0.00%	7.14%	0.00%	0.00%	0.00%	7.14%
First-Level Officials/Managers	7	100.00%	0.00%	0.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	343	65.01%	34.99%	10.20%	61.22%	14.58%	13.70%	0.00%	0.29%	0.00%	1.17%
Senior-Level Officials/Managers	95	74.74%	25.26%	4.21%	89.47%	3.16%	3.16%	0.00%	0.00%	0.00%	1.05%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, BBG employed 15 (0.85%) Individuals with Targeted Disabilities (IWTG). In order to have met the federal 2% participation rate goal, 36 IWTG were needed. This is the same as the number of employees in FY 2007 and no change in the number of employees since FY 2004. The participation rate for FY 2007 was 0.95% and for FY 2004 was 0.82%. Over the 5-year period BBG had a net increase of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

BBG timely processed 100% of the 78 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) National Origin (Other); and (3) Reprisal. Of the 31 complaints filed at BBG, 13 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 3 contained allegations

of color discrimination and 5 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 20 completed investigations, 100% were timely. BBG's average time for completing an investigation was 135 days.

BBG's average processing time for all complaint closures increased from 212 days in FY 2007 to 271 days in FY 2008. The government-wide average was 336 days.

IV. Costs

BBG agreed to pay \$22,300 for 2 pre-complaint settlements, of which 2 were monetary settlements averaging \$11,150. BBG expended a total of \$50,000 for 20 complaint investigations, for an average expenditure of \$2,500.

BBG agreed to pay a total of \$71,500 plus other benefits for 9 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 2 complaint closures with monetary benefits, the average award was \$35,750.

Broadcasting Board of Governors (BBG)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	72		6		78	
Settlements	2	2.8%	0	0%	2	2.6%
Withdrawals or No Complaints Filed	39	54.2%	6	100%	45	57.7%
Complaints Filed*					31	39.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	78	20
Total Number Offered ADR	78	20
ADR Offer Rate*	100%	100%
ADR Participation Rate*	7.7%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	78	78	100%			
All Investigations	20	20	100%	89	135	51.7%
All Complaint Closures	20			212	271	27.8%
Merit Decisions (no AJ)	1	1	100%	220	240	9.1%
Dismissal Decisions (no AJ)	4			41	33	-19.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	31							
Total Closures	20							
Settlements	9	45%						
Withdrawals	2	10%						
Total Final Agency Actions	9	45%	5	55.6%	4	44.4%	0	0%
Dismissals	4	44.4%	4	100%	0	0%	0	0%
Merit Decisions	5	55.6%	1	20%	4	80%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	5	100%	1	20%	4	80%	0	0%

Department of Commerce (DOC)

Permanent Workforce: 40,122

Temporary Workforce: 2,539

Total Workforce: 42,661

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black/ or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	40,122	54.37%	45.63%	3.87%	68.80%	16.42%	9.98%	0.09%	0.65%	0.18%	0.80%
Major Occupations:											
Patent Examining	6,551	72.92%	27.08%	3.04%	47.60%	14.78%	34.18%	0.00%	0.41%	0.00%	0.52%
Meteorology	2,597	87.83%	12.17%	2.16%	93.15%	2.08%	2.31%	0.00%	0.31%	0.00%	0.35%
Statistics	1,487	46.00%	54.00%	5.72%	66.44%	22.13%	5.18%	0.07%	0.27%	0.20%	0.67%
GS-14 and GS-15*	10,187	68.17%	31.83%	2.79%	73.09%	9.83%	13.89%	0.02%	0.38%	0.00%	0.36%
Senior Pay Level*	546	73.08%	26.92%	2.38%	85.90%	6.78%	4.76%	0.00%	0.18%	0.00%	0.92%
SES	358	70.95%	29.05%	3.07%	86.03%	7.54%	3.07%	0.00%	0.28%	0.00%	0.56%
First-Level Officials/Managers	465	38.49%	61.51%	7.74%	60.43%	29.68%	1.72%	0.00%	0.43%	0.00%	0.43%
Mid-Level Officials/Managers	1,551	64.35%	35.65%	4.13%	78.27%	12.70%	4.38%	0.06%	0.45%	0.00%	0.52%
Senior-Level Officials/Managers	2,226	72.06%	27.94%	2.61%	78.48%	8.67%	9.57%	0.00%	0.67%	0.00%	0.45%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DOC employed 337 (0.79%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 854 IWTD were needed. This represented an increase of 14 employees over FY 2007 and an increase of 18 employees since FY 2004. The participation rate for FY 2007 was 0.78% and for FY 2004 was 0.84%. Over the 5-year period DOC had a net decrease of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOC timely processed 72.4% of the 304 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 167 complaints filed at DOC, 54 contained allegations of race (Black/African American) discrimination, 14 contained allegations of race (White) discrimination, 5 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination, 23 contained allegations of color

discrimination and 55 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 155 completed investigations, 94.2% were timely. DOC's average time for completing an investigation was 178 days.

DOC's average processing time for all complaint closures increased from 304 days in FY 2007 to 310 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DOC agreed to pay \$14,400 for 10 pre-complaint settlements, of which 1 were monetary settlements averaging \$14,400. DOC expended a total of \$713,119 for 155 complaint investigations, for an average expenditure of \$4,600.

DOC agreed to pay a total of \$862,968 plus other benefits for 68 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 40 complaint closures with monetary benefits, the average award was \$215,742.

Department of Commerce (DOC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	290		14		304	
Settlements	6	2.1%	4	13.3%	10	3.3%
Withdrawals or No Complaints Filed	106	36.6%	10	33.3%	116	38.2%
Complaints Filed*					167	54.9%
Decision to File Complaint Pending at End of Fiscal Year					11	3.6%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	304	223
Total Number Offered ADR	131	73
ADR Offer Rate*	43.1%	32.7%
ADR Participation Rate*	9.9%	3.1%
Total ADR Settlements	4	3
Total ADR Settlements Amount	\$14,400.00	\$9,500.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	304	220	72.4%			
All Investigations	155	146	94.2%	187	178	-4.8%
All Complaint Closures	223			304	310	2%
Merit Decisions (no AJ)	84	48	57.1%	370	354	-4.3%
Dismissal Decisions (no AJ)	37			68	78	14.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	167							
Total Closures	223							
Settlements	68	30.5%						
Withdrawals	12	5.4%						
Total Final Agency Actions	143	64.1%	121	84.6%	22	15.4%	0	0%
Dismissals	37	25.9%	37	100%	0	0%	0	0%
Merit Decisions	106	74.1%	84	79.2%	22	20.8%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	106	100%	84	79.2%	22	20.8%	0	0%

Corporation for National and Community Service (CNCS)

Permanent Workforce: 515

Temporary Workforce: 51

Total Workforce: 566

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	515	36.50%	63.50%	2.72%	62.14%	30.49%	4.47%	0.00%	0.19%	0.00%	0.58%
Major Occupations:											
Miscellaneous Administration and Program	363	36.09%	63.91%	2.75%	71.90%	21.21%	3.86%	0.00%	0.28%	0.00%	0.83%
GS-14 and GS-15*	4	100.00%	0.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	8	62.50%	37.50%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	8	87.50%	12.50%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	8	62.50%	37.50%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, CNCS employed 3 (0.53%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 12 IWTD were needed. This represented an increase of one employee over FY 2007 and a decrease of 3 employees since FY 2004. The participation rate for FY 2007 was 0.35% and for FY 2004 was 1.05%. Over the 5-year period CNCS had a net decrease of 0.52% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

CNCS timely processed 66.7% of the 12 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Sex (Female) and Sex (Male). Of the 6 complaints filed at CNCS, 4 contained allegations of race (Black/African American) discrimination, 2 contained allegations of race (White) discrimination, none contained allegations of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 100% were timely. CNCS' average time for completing an investigation was 138 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

CNCS' average processing time for all complaint closures decreased from 365 days in FY 2007 to 253 days in FY 2008. The government-wide average was 336 days.

IV. Costs

CNCS reported no counseling settlements in FY 2008. CNCS expended a total of \$13,390 for 4 complaint investigations, for an average expenditure of \$3,347.

CNCS reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

Corporation for National and Community Service (CNCS)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	11		1		12	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	4	36.4%	1	100%	5	41.7%
Complaints Filed*					5	41.7%
Decision to File Complaint Pending at End of Fiscal Year					2	16.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	12	1
Total Number Offered ADR	11	0
ADR Offer Rate*	91.7%	0%
ADR Participation Rate*	8.3%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	12	8	66.7%			
All Investigations	4	4	100%	359	138	-61.6%
All Complaint Closures	1			365	253	-30.7%
Merit Decisions (no AJ)	1	1	100%	0	253	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	1	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

Court Services and Offender Supervision Agency (CSOSA)

Permanent Workforce: 1,161

Temporary Workforce: 25

Total Workforce: 1,186

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,161	36.52%	63.48%	4.22%	12.23%	82.08%	1.29%	0.00%	0.17%	0.00%	0.34%
Major Occupations:											
Social Scientist	672	35.42%	64.58%	5.36%	11.31%	82.59%	0.74%	0.00%	0.00%	0.00%	0.15%
GS-14 and GS-15*	105	51.43%	48.57%	2.86%	32.38%	60.00%	4.76%	0.00%	0.00%	0.00%	0.00%
Senior Level* Pay Level*	11	63.64%	36.36%	0.00%	36.36%	63.64%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	11	63.64%	36.36%	0.00%	36.36%	63.64%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	18	55.56%	44.44%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	96	43.75%	56.25%	2.08%	16.67%	81.25%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	34	73.53%	26.47%	5.88%	23.53%	67.65%	2.94%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, CSOSA employed 4 (0.34%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 24 IWTD were needed. This represented an increase of 2 employees over FY 2007 and an increase of 2 employees since FY 2004. The participation rate for FY 2007 was 0.17% and for FY 2004 was 0.19%. Over the 5-year period CSOSA had a net increase of 0.15% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

CSOSA timely processed 90.9% of the 11 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Age. Of the 12 complaints filed at CSOSA, 8 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination, and 6 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 14 completed investigations, 7.1% were timely. CSOSA's average time for completing an investigation was 424 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

CSOSA's average processing time for all complaint closures decreased from 550 days in FY 2007 to 210 days in FY 2008. The government-wide average was 336 days.

IV. Costs

CSOSA reported no counseling settlements in FY 2008. CSOSA expended a total of \$37,239 for 14 complaint investigations, for an average expenditure of \$2,659.

CSOSA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

Court Services and Offender Supervision Agency (CSOSA)

Outcome of Counselings Completed in FY 2008

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

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	11	4
Total Number Offered ADR	4	4
ADR Offer Rate*	36.4%	100%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	11	10	90.9%			
All Investigations	14	1	7.1%	0	424	NA%
All Complaint Closures	4			550	210	-61.8%
Merit Decisions (no AJ)	3	0	0%	0	127	NA%
Dismissal Decisions (no AJ)	0			559	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	12							
Total Closures	4							
Settlements	0	0%						
Withdrawals	1	25%						
Total Final Agency Actions	3	75%	3	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	3	100%	3	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	3	100%	3	100%	0	0%	0	0%

Defense Commissary Agency (DeCA)

Permanent Workforce: 11,916

Temporary Workforce: 3,215

Total Workforce: 15,131

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	11,916	39.76%	60.24%	8.78%	44.89%	27.75%	15.67%	1.38%	0.89%	0.35%	1.00%
Major Occupations:											
Store Workers	2,714	57.89%	42.11%	9.32%	44.77%	32.24%	10.91%	1.11%	0.88%	0.77%	0.81%
Sales Store Clerical	2,452	15.13%	84.87%	7.59%	37.19%	28.22%	23.61%	1.79%	0.65%	0.94%	0.73%
Commissary Management	1,444	54.02%	45.98%	8.45%	59.34%	20.22%	9.70%	0.62%	0.97%	0.69%	0.28%
GS-14 and GS-15*	2	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	5	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	5	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers*	3	33.33%	66.67%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers(3	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers*	5	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DeCA employed 124 (0.82%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 303 IWTD were needed. This represented an increase of one employee over FY 2007 and a decrease of 34 employees since FY 2004. The participation rate for FY 2007 was 0.82% and for FY 2004 was 1.07%. Over the 5-year period DeCA had a net decrease of 0.25% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DeCA timely processed 72.4% of the 87 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 66 complaints filed at DCA, 16 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination, 13 contained allegations of color

discrimination and 21 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 47 completed investigations, 59.6% were timely. DeCA's average time for completing an investigation was 195 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DeCA's average processing time for all complaint closures decreased from 316 days in FY 2007 to 258 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DeCA reported paying no monetary benefits for 9 pre-complaint settlements. DeCA expended a total of \$222,717 for 47 complaint investigations, for an average expenditure of \$4,738.

DeCA agreed to pay a total of \$192,556 plus other benefits for 15 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$27,508.

EEOC FY 2008 Annual Report on the Federal Work Force

Defense Commissary Agency (DeCA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	79		8		87	
Settlements	5	6.3%	4	15.4%	9	10.3%
Withdrawals or No Complaints Filed	15	19%	4	15.4%	19	21.8%
Complaints Filed*					58	66.7%
Decision to File Complaint Pending at End of Fiscal Year					1	1.2%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	87	75
Total Number Offered ADR	39	11
ADR Offer Rate*	44.8%	14.7%
ADR Participation Rate*	29.9%	14.7%
Total ADR Settlements	4	5
Total ADR Settlements Amount	\$0.00	\$144.08

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	87	63	72.4%			
All Investigations	47	28	59.6%	221	195	-11.8%
All Complaint Closures	75			316	258	-18.4%
Merit Decisions (no AJ)	13	12	92.3%	433	300	-30.7%
Dismissal Decisions (no AJ)	27			84	50	-40.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	66							
Total Closures	75							
Settlements	15	20%						
Withdrawals	6	8%						
Total Final Agency Actions	54	72%	40	74.1%	13	24.1%	1	1.9%
Dismissals	27	50%	27	100%	0	0%	0	0%
Merit Decisions	27	50%	13	48.1%	13	48.1%	1	3.7%
Finding Discrimination	1	3.7%	0	0%	0	0%	1	100%
Finding No Discrimination	26	96.3%	13	50%	13	50%	0	0%

Defense Contract Audit Agency (DCAA)

Permanent Workforce: 4,137

Temporary Workforce: 34

Total Workforce: 4,171

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	4,137	45.25%	54.75%	5.32%	73.80%	10.93%	8.41%	0.22%	0.44%	0.80%	0.94%
Major Occupations:											
Auditing	3,608	49.06%	50.94%	5.27%	74.86%	9.53%	8.87%	0.22%	0.42%	0.83%	0.75%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	16	81.25%	18.75%	6.25%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%
SES	16	81.25%	18.75%	6.25%	93.75%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%
First-Level Officials/ Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers*	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Managers*	16	81.25%	18.75%	6.25%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DCAA employed 39 (0.94%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 84 IWTD were needed. This represented a decrease of one employee from FY 2007 and a decrease of 13 employees since FY 2004. The participation rate for FY 2007 was 0.98% and for FY 2004 was 1.28%. Over the 5-year period DCAA had a net decrease of 0.34% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DCAA timely processed 78.4% of the 37 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Male). Of the 18 complaints filed at DCAA, 4 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, 3 contained allegations of color discrimination and 2 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 12 completed investigations, 100% were timely. DCAA's average time for completing an investigation was 196 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DCAA's average processing time for all complaint closures increased from 355 days in FY 2007 to 437 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DCAA reported paying no monetary benefits for 7 pre-complaint settlements. DCAA expended a total of \$56,864 for 12 complaint investigations, for an average expenditure of \$4,738.

DCAA agreed to pay a total of \$12,200 plus other benefits for 6 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 3 complaint closures with monetary benefits, the average award was \$4,067.

Defense Contract Audit Agency (DCAA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	27		10		37	
Settlements	1	3.7%	6	54.6%	7	18.9%
Withdrawals or No Complaints Filed	8	29.6%	4	36.4%	12	32.4%
Complaints Filed*					18	48.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	37	17
Total Number Offered ADR	11	4
ADR Offer Rate*	29.7%	23.5%
ADR Participation Rate*	29.7%	23.5%
Total ADR Settlements	6	4
Total ADR Settlements Amount	\$0.00	\$3,700.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	37	29	78.4%			
All Investigations	12	12	100%	241	196	-18.7%
All Complaint Closures	17			355	437	23.1%
Merit Decisions (no AJ)	2	2	100%	268	534	99.3%
Dismissal Decisions (no AJ)	2			36	26	-27.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	18							
Total Closures	17							
Settlements	6	35.3%						
Withdrawals	2	11.8%						
Total Final Agency Actions	9	52.9%	4	44.4%	5	55.6%	0	0%
Dismissals	2	2.2%	2	100%	0	0%	0	0%
Merit Decisions	7	77.8%	2	28.6%	5	71.4%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	7	100%	2	28.6%	5	71.4%	0	0%

Defense Contract Management Agency (DCMA)

Permanent Workforce: 9,258

Temporary Workforce: 119

Total Workforce: 9,377

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	9,258	63.60%	36.40%	5.69%	75.37%	13.02%	4.49%	0.15%	0.79%	0.48%	1.29%
Major Occupations:											
Quality Assurance	2,468	85.70%	14.30%	6.28%	80.39%	9.93%	1.99%	0.20%	0.93%	0.28%	0.49%
Contracting	1,859	46.15%	53.85%	4.90%	74.72%	15.22%	4.14%	0.05%	0.54%	0.43%	1.67%
General Business & Industry	1,316	74.70%	25.30%	5.47%	80.09%	9.27%	3.88%	0.08%	0.84%	0.38%	0.68%
GS-14 and GS-15*	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	11	63.64%	36.36%	0.00%	72.73%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	11	63.64%	36.36%	0.00%	72.73%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers*	11	63.64%	36.36%	0.00%	72.73%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DCMA employed 120 (1.28%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 188 IWTD were needed. This represented a decrease of one employee from FY 2007 and a decrease of 29 employees since FY 2004. The participation rate for FY 2007 was 1.27% and for FY 2004 was 1.34%. Over the 5-year period DCMA had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DCMA timely processed 39.3% of the 61 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 37 complaints filed at DCMA, 10 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, 5 contained allegations of

color discrimination and 10 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 8 completed investigations, 37.5% were timely. DCMA's average time for completing an investigation was 239 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DCMA's average processing time for all complaint closures decreased from 578 days in FY 2007 to 326 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DCMA reported paying no monetary benefits for 4 pre-complaint settlements. DCMA expended a total of \$14,857 for 8 complaint investigations, for an average expenditure of \$1,857.

DCMA agreed to pay a total of \$38,210 plus other benefits for 8 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 4 complaint closures with monetary benefits, the average award was \$9,553.

EEOC FY 2008 Annual Report on the Federal Work Force

Defense Contract Management Agency (DCMA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	57		4		61	
Settlements	0	0%	4	28.6%	4	6.6%
Withdrawals or No Complaints Filed	19	33.3%	0	0%	19	31.2%
Complaints Filed*					34	55.7%
Decision to File Complaint Pending at End of Fiscal Year					4	6.6%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	61	20
Total Number Offered ADR	24	3
ADR Offer Rate*	39.3%	15%
ADR Participation Rate*	23%	10%
Total ADR Settlements	4	1
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	61	24	39.3%			
All Investigations	8	3	37.5%	205	239	16.6%
All Complaint Closures	20			578	326	-43.6%
Merit Decisions (no AJ)	3	0	0%	665	675	1.5%
Dismissal Decisions (no AJ)	2			46	18	-60.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	37							
Total Closures	20							
Settlements	8	40%						
Withdrawals	7	35%						
Total Final Agency Actions	5	25%	5	100%	0	0%	0	0%
Dismissals	2	40%	2	100%	0	0%	0	0%
Merit Decisions	3	60%	3	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	3	100%	3	100%	0	0%	0	0%

Department of Defense Education Activity (DODEA)

Permanent Workforce: 9,714

Temporary Workforce: 5,426

Total Workforce: 15,140

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	9,714	28.44%	71.56%	7.10%	77.37%	11.56%	2.83%	0.13%	0.50%	0.18%	0.31%
Major Occupations:											
General Education & Training	8,350	23.46%	76.54%	3.08%	83.98%	8.11%	3.56%	0.24%	0.73%	0.31%	0.22%
Education & Vocational Training	2,475	13.58%	86.42%	15.15%	71.47%	11.88%	0.85%	0.00%	0.40%	0.24%	0.28%
Education & Training Technician	1,637	6.29%	93.71%	8.43%	66.10%	16.68%	5.31%	1.10%	1.41%	0.98%	0.24%
GS-14 and GS-15*	136	66.91%	33.09%	2.21%	81.62%	10.29%	2.94%	0.00%	0.74%	2.21%	1.47%
Senior Pay Level*	21	52.38%	47.62%	4.76%	85.71%	4.76%	0.00%	0.00%	4.76%	0.00%	0.00%
SES	5	20.00%	80.00%	0.00%	80.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
First-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	8	62.50%	37.50%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers*	12	50.00%	50.00%	0.00%	91.67%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DODEA employed 37 (0.24%) Individuals with Targeted Disabilities IWTD). In order to have met the federal 2% participation rate goal, 303 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of 19 employees since FY 2004. The participation rate for FY 2007 was 0.24% and for FY 2004 was 0.32%. Over the 5-year period DODEA had a net decrease of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DODEA timely processed 91% of the 89 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black/African American) and Reprisal. Of the 31 complaints filed at DODEA, 9 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of race (American Indian/Alaska Native)

discrimination, 3 contained allegations of color discrimination and 10 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 22 completed investigations, 63.6% were timely. DODEA's average time for completing an investigation was 207 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DODEA's average processing time for all complaint closures increased from 285 days in FY 2007 to 346 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DODEA reported paying no monetary benefits for 7 pre-complaint settlements. DODEA expended a total of \$103,212 for 22 complaint investigations, for an average expenditure of \$4,691.

DODEA agreed to pay a total of \$145,308 plus other benefits for 17 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$20,758.

Department of Defense Education Activity (DODEA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	80		9		89	
Settlements	5	6.3%	2	11.1%	7	7.9%
Withdrawals or No Complaints Filed	43	53.8%	7	38.9%	50	56.2%
Complaints Filed*					31	34.8%
Decision to File Complaint Pending at End of Fiscal Year					1	1.1%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	89	46
Total Number Offered ADR	87	8
ADR Offer Rate*	97.8%	17.4%
ADR Participation Rate*	20.2%	15.2%
Total ADR Settlements	2	2
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	89	81	91%			
All Investigations	22	14	63.6%	261	207	-20.7%
All Complaint Closures	46			285	346	21.4%
Merit Decisions (no AJ)	18	4	22.2%	371	394	6.2%
Dismissal Decisions (no AJ)	6			85	136	60%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	31							
Total Closures	46							
Settlements	17	37%						
Withdrawals	2	4.4%						
Total Final Agency Actions	27	58.7%	24	88.9%	3	11.1%	0	0%
Dismissals	6	22.2%	6	100%	0	0%	0	0%
Merit Decisions	21	77.8%	18	85.7%	3	14.3%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	21	100%	18	85.7%	3	14.3%	0	0%

Defense Finance and Accounting Service (DFAS)

Permanent Workforce: 11,727

Temporary Workforce: 205

Total Workforce: 11,932

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	11,727	37.92%	62.08%	3.14%	70.75%	22.30%	2.41%	0.17%	0.89%	0.34%	2.06%
Major Occupations:											
Accounting Technician	3,742	29.29%	70.71%	1.66%	75.28%	19.64%	2.14%	0.16%	0.86%	0.27%	2.62%
Accounting	2,376	42.72%	57.28%	3.24%	74.33%	17.72%	3.16%	0.25%	0.84%	0.46%	1.64%
Financial Administration & Program	1,828	42.18%	57.82%	4.27%	70.46%	21.94%	2.02%	0.16%	0.88%	0.27%	0.93%
GS-14 and GS-15*	79	58.23%	41.77%	5.06%	50.00%	86.08%	7.59%	1.27%	0.00%	0.00%	2.53%
Senior Level* Pay	23	60.87%	39.13%	0.00%	91.30%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	23	60.87%	39.13%	0.00%	91.30%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/ Managers*	32	43.75%	56.25%	0.00%	68.75%	21.88%	3.13%	6.25%	0.00%	0.00%	3.13%
Mid-Level Officials/ Managers*	76	43.42%	56.58%	7.89%	82.89%	7.89%	1.32%	0.00%	0.00%	0.00%	1.32%
Senior-Level Officials/ Managers*	33	60.61%	39.39%	0.00%	96.97%	6.06%	0.00%	0.00%	0.00%	0.00%	3.03%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DFAS employed 243 (2.04%) Individuals with Targeted Disabilities meeting the federal 2% participation rate goal in its total work force. This represented a decrease of 10 employees from FY 2007 and a decrease of 32 employees since FY 2004. The participation rate for FY 2007 was 2.03% and for FY 2004 was 2.05%. Over the 5-year period DFAS had a net decrease of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DFAS timely processed 98.3% of the 118 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 57 complaints filed at DFAS, 20 contained allegations of race (Black/African American) discrimination, 4 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 4 contained allegations of color discrimination and 32 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 40 completed investigations, 75% were timely. DFAS' average time for completing an investigation was 174 days.

DFAS' average processing time for all complaint closures decreased from 555 days in FY 2007 to 239 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DFAS agreed to pay \$6,300 for 19 pre-complaint settlements, of which 5 were monetary settlements averaging \$1,260. DFAS expended a total of \$366,307 for 40 complaint investigations, for an average expenditure of \$9,157.

DFAS agreed to pay a total of \$24,112 plus other benefits for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 5 complaint closures with monetary benefits, the average award was \$4,822.

Defense Finance and Accounting Service (DFAS)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	97		21		118	
Settlements	6	6.2%	13	41.9%	19	16.1%
Withdrawals or No Complaints Filed	34	35.1%	8	25.8%	42	35.6%
Complaints Filed*					51	43.2%
Decision to File Complaint Pending at End of Fiscal Year					6	5.1%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	118	82
Total Number Offered ADR	49	15
ADR Offer Rate*	41.5%	18.3%
ADR Participation Rate*	26.3%	11%
Total ADR Settlements	13	3
Total ADR Settlements Amount	\$3,600.00	\$4,700.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	118	116	98.3%			
All Investigations	40	30	75%	167	174	4.2%
All Complaint Closures	82			555	239	-56.9%
Merit Decisions (no AJ)	24	17	70.8%	296	309	4.4%
Dismissal Decisions (no AJ)	24			26	29	11.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	57							
Total Closures	82							
Settlements	13	15.9%						
Withdrawals	7	8.5%						
Total Final Agency Actions	62	75.6%	48	77.4%	14	22.6%	0	0%
Dismissals	24	38.7%	24	100%	0	0%	0	0%
Merit Decisions	38	61.3%	24	63.2%	14	36.8%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	38	100%	24	63.2%	14	36.8%	0	0%

Defense Human Resource Activity (DHRA)

Permanent Workforce: 894

Temporary Workforce: 10

Total Workforce: 904

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	894	39.26%	60.74%	6.94%	66.22%	18.46%	6.15%	0.00%	0.45%	1.79%	0.45%
Major Occupations:											
Human Resources Management	324	30.56%	69.44%	8.95%	62.65%	22.22%	4.01%	0.00%	0.93%	1.23%	0.31%
Information Technology Management	184	52.72%	47.28%	8.70%	65.22%	8.70%	14.67%	0.00%	0.00%	2.72%	0.54%
Management and Program Analyst	128	42.19%	57.81%	5.47%	70.31%	17.97%	3.91%	0.00%	0.78%	1.56%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	12	41.67%	58.33%	8.33%	91.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	12	41.67%	58.33%	8.33%	91.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers*	12	41.67%	58.33%	8.33%	91.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DHRA employed 4 (0.44%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 19 IWTD were needed. This represented an increase of one employee over FY 2007 and a decrease of 2 employees since FY 2004. The participation rate for FY 2007 was 0.34% and for FY 2004 was 0.78%. Over the 5-year period DHRA had a net decrease of 0.34% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DHRA timely processed 100% of the 6 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Disability (Physical); (2) Age, Race (White), and Sex (Female). Of the 4 complaints filed at DHRA, 2 contained allegations of race (White) discrimination, none contained allegations of color, and 4 contained allegations of disability discrimination.

III. Complaint Processing Times

DHRA timely completed the one investigation it reported completing in FY 2008. DHRA's average time for completing an investigation was 92 days.

DHRA's average processing time for all complaint closures increased from 110 days in FY 2007 to 408 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DHRA reported paying no monetary benefits for the one pre complaint settlement it reached in FY 2008. DHRA expended \$2,485 for the one investigation it completed in FY 2008.

DHRA agreed to pay a total of \$5,000 for its single complaint closure through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

Defense Human Resource Activity (DHRA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	5		1		6	
Settlements	0	0%	1	50%	1	16.7%
Withdrawals or No Complaints Filed	1	20%	0	0%	1	16.7%
Complaints Filed*					4	66.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	6	3
Total Number Offered ADR	6	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	33.3%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	6	6	100%			
All Investigations	1	1	100%	237	92	-61.2%
All Complaint Closures	3			110	408	270.9%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			124	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

Defense Information Systems Agency (DISA)

Permanent Workforce: 5,568

Temporary Workforce: 93

Total Workforce: 5,661

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	5,568	57.24%	42.76%	3.38%	68.59%	19.88%	6.93%	0.16%	0.63%	0.43%	0.97%
Major Occupations:											
Information Technology Management	2,296	63.20%	36.80%	3.70%	74.48%	16.94%	3.57%	0.09%	0.83%	0.39%	1.05%
Management and Program Analyst	583	31.90%	68.10%	3.26%	63.12%	29.33%	3.60%	0.17%	0.51%	0.00%	0.34%
Telecommunications	492	80.08%	19.92%	2.85%	68.90%	20.93%	5.69%	0.41%	0.61%	0.61%	0.00%
GS-14 and GS-15*	1,056	68.75%	31.25%	2.56%	74.91%	15.06%	6.63%	0.00%	0.57%	0.28%	0.47%
Senior Pay Level*	28	78.57%	21.43%	3.57%	96.43%	3.57%	0.00%	0.00%	0.00%	0.00%	3.57%
SES	28	78.57%	21.43%	3.57%	92.86%	3.57%	0.00%	0.00%	0.00%	0.00%	3.57%
First-Level Officials/Managers*	5	60.00%	40.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	346	66.47%	33.53%	1.45%	80.06%	16.18%	1.16%	0.00%	0.87%	0.29%	0.58%
Senior-Level Officials/Managers*	270	70.74%	29.26%	2.22%	79.26%	15.56%	2.59%	0.00%	0.37%	0.37%	0.37%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DISA employed 55 (0.97%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 114 IWTD were needed. This represented an increase of 2 employees over FY 2007 and a decrease of 2 employees since FY 2004. The participation rate for FY 2007 was 0.95% and for FY 2004 was 1.1%. Over the 5-year period DISA had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DISA timely processed 100% of the 39 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Race (Black/African American), Race (White) and Sex (Male). Of the 14 complaints filed at DISA, 4 contained allegations of race (Black/African American) discrimination, 4 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination,

1 contained an allegation of color discrimination and none contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 66.7% were timely. DISA's average time for completing an investigation was 208 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DISA's average processing time for all complaint closures decreased from 596 days in FY 2007 to 31 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DISA reported no counseling settlements in FY 2008. DISA expended a total of \$1,050 for 3 complaint investigations, for an average expenditure of \$350.

DISA agreed to pay a total of \$51,000 plus other benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For its single complaint closure with monetary benefits, the average award was \$51,000.

Defense Information Systems Agency (DISA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	39		0		39	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	8	20.5%	0	0%	8	20.5%
Complaints Filed*					26	66.7%
Decision to File Complaint Pending at End of Fiscal Year					5	12.8%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	39	2
Total Number Offered ADR	33	2
ADR Offer Rate*	84.6%	100%
ADR Participation Rate*	0%	100%
Total ADR Settlements	0	2
Total ADR Settlements Amount	\$0.00	\$51,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	39	39	100%			
All Investigations	3	2	66.7%	134	208	55.2%
All Complaint Closures	2			596	31	-94.8%
Merit Decisions (no AJ)	0	0	0%	250	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	14							
Total Closures	2							
Settlements	2	100%						
Withdrawals	0	0%						
Total Final Agency Actions	0	0%	0	NA%	0	NA%	0	NA%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	0	NA%	0	NA%	0	NA%	0	NA%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	0	NA%	0	NA%	0	NA%	0	NA%

Defense Office of the Inspector General (DOIG)

Permanent Workforce: 1,475

Temporary Workforce: 41

Total Workforce: 1,516

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,475	57.42%	42.58%	6.98%	66.44%	20.20%	4.68%	0.20%	0.75%	0.75%	1.15%
Major Occupations:											
Auditing	706	54.25%	45.75%	7.79%	67.00%	19.69%	4.39%	0.00%	0.57%	0.57%	1.27%
Criminal Investigating	375	78.40%	21.60%	8.00%	78.13%	7.47%	4.27%	0.80%	0.53%	0.80%	0.00%
General Inspection, Investigation & Compliance	64	51.56%	48.44%	3.13%	70.31%	23.44%	0.00%	0.00%	3.13%	0.00%	3.13%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	19	68.42%	31.58%	5.26%	73.68%	10.53%	5.26%	0.00%	5.26%	0.00%	0.00%
SES	19	68.42%	31.58%	5.26%	73.68%	10.53%	5.26%	0.00%	0.00%	5.26%	0.00%
First-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers*	19	68.42%	31.58%	5.26%	73.68%	10.53%	5.26%	0.00%	0.00%	5.26%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DOIG employed 17 (1.12%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 31 IWTD were needed. This represented a decrease of one employee from FY 2007 and an increase of 4 employees since FY 2004. The participation rate for FY 2007 was 1.28% and for FY 2004 was 1.02%. Over the 5-year period DOIG had a net increase of 0.1% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOIG timely processed 100% of the 3 pre-complaint counselings (without remands) completed in FY 2008.

I. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Female); and (2) Age. Of the 3 complaints filed at DOIG, 1 contained an allegation of race (Black/African American) discrimination, 1 contained an allegation of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 100% were timely. DOIG's average time for completing an investigation was 150 days.

DOIG's average processing time for all complaint closures increased from 382 days in FY 2007 to 408 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DOIG reported no counseling settlements in FY 2008. DOIG expended a total of \$33,960 for 4 complaint investigations, for an average expenditure of \$8,490.

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

Defense Office of the Inspector General (DOIG)

Outcome of Counselings Completed in FY 2008

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

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

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

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	3	3	100%			
All Investigations	4	4	100%	130	150	15.4%
All Complaint Closures	3			382	408	6.8%
Merit Decisions (no AJ)	1	0	0%	299	266	-11%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

Defense Logistics Agency (DLA)

Permanent Workforce: 22,453

Temporary Workforce: 564

Total Workforce: 23,017

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	22,453	58.38%	41.62%	4.81%	66.88%	23.74%	2.73%	0.40%	1.03%	0.42%	1.77%
Major Occupations:											
Contracting	2,606	38.64%	61.36%	4.99%	62.62%	28.82%	2.57%	0.04%	0.54%	0.42%	1.00%
Misc Warehousing & Stock Handling	1,909	78.16%	21.84%	9.43%	53.33%	30.91%	4.09%	1.00%	0.73%	0.52%	1.78%
Inventory Management	1,085	45.07%	54.93%	4.88%	62.76%	29.31%	1.47%	0.09%	1.11%	0.37%	1.47%
GS-14 and GS-15*	11	81.82%	18.18%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level* Pay	26	69.23%	30.77%	7.69%	76.92%	11.54%	0.00%	3.85%	0.00%	0.00%	0.00%
SES	26	69.23%	30.77%	7.69%	76.92%	11.54%	0.00%	0.00%	3.85%	0.00%	0.00%
First-Level Officials/ Managers*	1	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/ Managers*	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/ Managers*	26	69.23%	30.77%	7.69%	76.92%	11.54%	0.00%	0.00%	3.85%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DLA employed 409 (1.78%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 461 IWTD were needed. This represented an increase of 5 employees over FY 2007 and a decrease of 40 employees since FY 2004. The participation rate for FY 2007 was 1.89% and for FY 2004 was 2.07%. Over the 5-year period DLA had a net decrease of 0.29% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DLA timely processed 62.2% of the 214 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Race (Black/African American). Of the 95 complaints filed at DLA, 27 contained allegations of race (Black/African American) discrimination, 8 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination, 12 contained

allegations of color discrimination and 28 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 47 completed investigations, 21.3% were timely. DLA's average time for completing an investigation was 240 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DLA's average processing time for all complaint closures increased from 353 days in FY 2007 to 564 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DLA agreed to pay \$366 for 33 pre-complaint settlements, of which 2 were monetary settlements averaging \$183. DLA expended a total of \$295,136 for 47 complaint investigations, for an average expenditure of \$6,279.

DLA agreed to pay a total of \$2,115,137 plus other benefits for 38 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 28 complaint closures with monetary benefits, the average award was \$75,541.

Defense Logistics Agency (DLA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	166		48		214	
Settlements	3	1.8%	30	48.4%	33	15.4%
Withdrawals or No Complaints Filed	58	34.9%	18	29%	76	35.5%
Complaints Filed*					94	43.9%
Decision to File Complaint Pending at End of Fiscal Year					11	5.1%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	214	128
Total Number Offered ADR	119	24
ADR Offer Rate*	55.6%	18.8%
ADR Participation Rate*	29%	14.1%
Total ADR Settlements	30	2
Total ADR Settlements Amount	\$250.00	\$2,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	214	133	62.2%			
All Investigations	47	10	21.3%	251	240	-4.4%
All Complaint Closures	128			353	564	59.8%
Merit Decisions (no AJ)	42	7	16.7%	528	728	37.9%
Dismissal Decisions (no AJ)	12			127	61	-52%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	95							
Total Closures	128							
Settlements	37	28.9%						
Withdrawals	14	10.9%						
Total Final Agency Actions	77	60.2%	54	70.1%	23	29.9%	0	0%
Dismissals	12	15.6%	12	100%	0	0%	0	0%
Merit Decisions	65	84.4%	42	64.6%	23	35.4%	0	0%
Finding Discrimination	1	1.5%	0	0%	1	100%	0	0%
Finding No Discrimination	64	98.5%	42	65.6%	22	34.4%	0	0%

Defense Office of the Secretary/WASH (OSD)

Permanent Workforce: 7,566

Temporary Workforce: 905

Total Workforce: 8,471

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	7,566	61.31%	38.69%	3.34%	70.58%	21.08%	3.30%	0.29%	0.58%	0.79%	0.75%
Major Occupations:											
Police	681	87.37%	12.63%	5.58%	48.60%	43.02%	1.62%	0.00%	0.73%	0.44%	0.00%
General Engineering	540	82.41%	17.59%	3.70%	85.74%	4.26%	3.52%	0.00%	0.93%	1.85%	0.19%
Foreign Affairs	269	66.17%	33.83%	1.86%	91.82%	2.97%	2.97%	0.00%	0.00%	0.37%	0.00%
GS-14 and GS-15*	1,190	67.39%	32.61%	2.77%	76.30%	14.20%	5.97%	0.00%	0.50%	0.25%	0.59%
Senior Pay Level*	447	74.05%	25.95%	2.01%	92.39%	1.79%	2.91%	0.67%	0.22%	0.22%	0.22%
SES	328	75.61%	24.39%	2.13%	92.07%	1.52%	3.35%	0.00%	0.61%	0.30%	0.30%
First-Level Officials/Managers*	33	54.55%	45.45%	12.12%	69.70%	15.15%	3.03%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	20	75.00%	25.00%	0.00%	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers*	397	74.31%	25.69%	2.27%	92.19%	1.76%	3.02%	0.00%	0.50%	0.25%	0.25%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, OSD employed 60 (0.71%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 170 IWTD were needed. This represented an increase of 5 employees over FY 2007 and an increase of 21 employees since FY 2004. The participation rate for FY 2007 was 0.72% and for FY 2004 was 0.84%. Over the 5-year period OSD had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

OSD timely processed 95.9% of the 49 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 39 complaints filed at OSD, 7 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 3 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination, 6 contained allegations of color

discrimination and 7 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 21 completed investigations, 28.6% were timely. OSD's average time for completing an investigation was 232 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

OSD's average processing time for all complaint closures decreased from 634 days in FY 2007 to 406 days in FY 2008. The government-wide average was 336 days.

IV. Costs

OSD reported paying no monetary benefits for the one pre complaint settlement it reached in FY 2008. OSD expended a total of \$93,137 for 21 complaint investigations, for an average expenditure of \$4,435.

OSD agreed to pay a total of \$88,460 plus other benefits for 10 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 4 complaint closures with monetary benefits, the average award was \$22,115.

Defense Office of the Secretary/WASH (OSD)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	48		1		49	
Settlements	0	0%	1	50%	1	2%
Withdrawals or No Complaints Filed	7	14.6%	0	0%	7	14.3%
Complaints Filed*					39	79.6%
Decision to File Complaint Pending at End of Fiscal Year					2	4.1%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	49	43
Total Number Offered ADR	49	1
ADR Offer Rate*	100%	2.3%
ADR Participation Rate*	4.1%	2.3%
Total ADR Settlements	1	1
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	49	47	95.9%			
All Investigations	21	6	28.6%	265	232	-12.5%
All Complaint Closures	43			634	406	-36%
Merit Decisions (no AJ)	12	12	100%	496	559	12.7%
Dismissal Decisions (no AJ)	9			169	111	-34.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	39							
Total Closures	43							
Settlements	10	23.3%						
Withdrawals	7	16.3%						
Total Final Agency Actions	26	60.5%	21	80.8%	5	19.2%	0	0%
Dismissals	9	34.6%	9	100%	0	0%	0	0%
Merit Decisions	17	65.4%	12	70.6%	5	29.4%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	17	100%	12	70.6%	5	29.4%	0	0%

Defense Security Service (DSS)

Permanent Workforce: 575

Temporary Workforce: 2

Total Workforce: 577

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	575	58.43%	41.57%	2.43%	77.74%	15.30%	2.61%	0.00%	1.22%	0.70%	1.04%
Major Occupations:											
Security Administration	384	54.69%	45.31%	2.34%	77.34%	16.93%	1.56%	0.00%	1.56%	0.26%	1.04%
Information Technology Management	58	89.66%	10.34%	3.45%	75.86%	10.34%	8.62%	0.00%	1.72%	0.00%	0.00%
GS-14 and GS-15*	9	55.56%	44.44%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level* Pay	6	66.67%	33.33%	16.67%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	6	66.67%	33.33%	16.67%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	60	60.00%	40.00%	1.67%	76.67%	13.33%	3.33%	0.00%	1.67%	3.33%	0.00%
Senior-Level Officials/Managers*	26	80.77%	19.23%	7.69%	84.62%	11.54%	0.00%	0.00%	0.00%	0.00%	3.85%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DSS employed 6 (1.04% Individuals with Targeted Disabilities IWTD). In order to have met the federal 2% participation rate goal, 12 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of 10 employees since FY 2004. The participation rate for FY 2007 was 1.14% and for FY 2004 was 0.84%. Over the 5-year period DSS had a net increase of 0.2% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DSS timely processed 100% of the 3 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Religion. Of the 3 complaints filed at DSS, 1 contained an allegation of race (Black/African American) discrimination, and none contained allegations of disability discrimination.

III. Complaint Processing Times

DSS reported completing no investigations in FY 2008.

DSS' average processing time for all complaint closures increased from 367 days in FY 2007 to 453 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DSS reported no counseling settlements in FY 2008. DSS reported completing no investigations in FY 2008.

DSS reported no cost related to complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

EEOC FY 2008 Annual Report on the Federal Work Force

Defense Security Service (DSS)

Outcome of Counselings Completed in FY 2008

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

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	3	3
Total Number Offered ADR	3	3
ADR Offer Rate*	100%	100%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	3	3	100%			
All Investigations	0	0	NA%	164	0	NA%
All Complaint Closures	3			367	453	23.4%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

Defense Threat Reduction Agency (DTRA)

Permanent Workforce: 1,174

Temporary Workforce: 24

Total Workforce: 1,198

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,174	62.01%	37.99%	8.09%	64.91%	20.87%	3.92%	0.43%	0.77%	1.02%	0.77%
Major Occupations:											
Management and Program Analyst	109	28.44%	71.56%	10.09%	42.20%	43.12%	3.67%	0.00%	0.00%	0.92%	0.00%
Information Technology Management	75	70.67%	29.33%	17.33%	66.67%	10.67%	5.33%	0.00%	0.00%	0.00%	0.00%
General Engineering	32	93.75%	6.25%	9.38%	78.13%	3.13%	6.25%	0.00%	3.13%	0.00%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
SES	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers*	13	76.92%	23.08%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DTRA employed 9 (0.75%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 24 IWTD were needed. This represented an increase of 2 employees over FY 2007 and an increase of 2 employees since FY 2004. The participation rate for FY 2007 was 0.63% and for FY 2004 was 0.84%. Over the 5-year period DTRA had a net decrease of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DTRA timely processed 100% of the 10 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) National Origin (Hispanic). Of the 7 complaints filed at DTRA, 2 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of color discrimination and 2 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 6 completed investigations, 100% were timely. DTRA's average time for completing an investigation was 157 days.

DTRA's average processing time for all complaint closures decreased from 248 days in FY 2007 to 172 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DTRA reported no counseling settlements in FY 2008. DTRA expended a total of \$10,325 for 6 complaint investigations, for an average expenditure of \$1,720.

DTRA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

Defense Threat Reduction Agency (DTRA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	10		0		10	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	3	30%	0	0%	3	30%
Complaints Filed*					7	70%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	10	7
Total Number Offered ADR	10	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	10	10	100%			
All Investigations	6	6	100%	149	157	5.4%
All Complaint Closures	7			248	172	-30.6%
Merit Decisions (no AJ)	0	0	0%	278	0	NA%
Dismissal Decisions (no AJ)	1			0	77	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	7							
Total Closures	7							
Settlements	0	0%						
Withdrawals	1	14.3%						
Total Final Agency Actions	6	85.7%	1	16.7%	5	83.3%	0	0%
Dismissals	2	33.3%	1	50%	1	50%	0	0%
Merit Decisions	4	66.7%	0	0%	4	100%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	4	100%	0	0%	4	100%	0	0%

Department of Education (ED)

Permanent Workforce: 3,906

Temporary Workforce: 429

Total Workforce: 4,335

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	3,906	36.69%	63.31%	4.25%	53.48%	36.43%	4.58%	0.08%	0.67%	0.51%	1.48%
Major Occupations:											
Management and Program Analyst	1,011	30.27%	69.73%	3.26%	51.53%	42.14%	2.18%	0.00%	0.40%	0.49%	1.29%
Education Program	371	29.92%	70.08%	5.12%	60.92%	28.57%	2.43%	0.27%	2.43%	0.27%	0.27%
General Attorney	347	35.16%	64.84%	4.61%	69.16%	16.71%	8.36%	0.29%	0.29%	0.58%	1.15%
GS-14 and GS-15*	1,376	45.13%	54.87%	2.54%	68.90%	22.89%	4.43%	0.07%	0.80%	0.36%	1.16%
Senior Pay Level*	138	61.59%	38.41%	0.00%	84.78%	12.32%	2.90%	0.00%	0.00%	0.00%	0.00%
SES	89	61.80%	38.20%	0.00%	84.27%	13.48%	2.25%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	328	45.73%	54.27%	3.35%	61.28%	30.79%	3.66%	0.00%	0.61%	0.30%	0.61%
Senior-Level Officials/Managers	529	50.66%	49.34%	2.08%	77.88%	16.45%	2.65%	0.00%	0.95%	0.00%	0.76%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, ED employed 59 (1.36%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 87 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of 14 employees since FY 2004. The participation rate for FY 2007 was 1.36% and for FY 2004 was 1.59%. Over the 5-year period ED had a net decrease of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

ED timely processed 97.7% of the 86 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Race (Black/African American). Of the 45 complaints filed at ED, 17 contained allegations of race (Black/African American) discrimination, 2 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 2 contained allegations of color discrimination and 7 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 29 completed investigations, 34.5% were timely. ED's average time for completing an investigation was 296 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

ED's average processing time for all complaint closures increased from 359 days in FY 2007 to 371 days in FY 2008. The government-wide average was 336 days.

IV. Costs

ED reported paying no monetary benefits for 3 pre-complaint settlements. ED expended a total of \$88,401 for 29 complaint investigations, for an average expenditure of \$3,048.

ED agreed to pay a total of \$30,126 plus other benefits for 10 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$4,304.

Department of Education (ED)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	80		6		86	
Settlements	0	0%	3	33.3%	3	3.5%
Withdrawals or No Complaints Filed	34	42.5%	3	33.3%	37	43%
Complaints Filed*					45	52.3%
Decision to File Complaint Pending at End of Fiscal Year					1	1.2%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	86	50
Total Number Offered ADR	83	0
ADR Offer Rate*	96.5%	0%
ADR Participation Rate*	10.5%	0%
Total ADR Settlements	3	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	86	84	97.7%			
All Investigations	29	10	34.5%	299	296	-1%
All Complaint Closures	50			359	371	3.3%
Merit Decisions (no AJ)	9	0	0%	515	433	-15.9%
Dismissal Decisions (no AJ)	13			294	140	-52.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	45							
Total Closures	50							
Settlements	10	20%						
Withdrawals	4	8%						
Total Final Agency Actions	36	72%	22	61.1%	14	38.9%	0	0%
Dismissals	15	41.7%	13	86.7%	2	13.33%	0	0%
Merit Decisions	21	58.3%	9	42.9%	12	57.1%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	21	100%	9	42.9%	12	57.1%	0	0%

Department of Energy (DOE)

Permanent Workforce: 14,986

Temporary Workforce: 462

Total Workforce: 15,448

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	14,986	61.40%	38.60%	6.47%	75.24%	11.58%	4.34%	0.15%	1.49%	0.73%	0.78%
Major Occupations:											
General Engineering	1,582	82.11%	17.89%	9.10%	75.22%	4.87%	9.04%	0.06%	1.20%	0.51%	0.44%
General Physical Science	633	75.36%	24.64%	4.74%	82.46%	4.90%	5.37%	0.00%	2.37%	0.16%	0.32%
Electrician (High Voltage)	532	97.37%	2.63%	4.32%	89.66%	0.75%	1.13%	0.00%	2.07%	2.07%	0.19%
GS-14 and GS-15*	4,043	68.66%	31.34%	3.34%	80.95%	8.73%	5.44%	0.10%	1.04%	0.40%	0.59%
Senior Pay Level*	576	78.99%	21.01%	5.38%	84.20%	5.73%	3.30%	0.00%	1.22%	0.17%	0.35%
SES	478	77.41%	22.59%	5.02%	85.77%	5.65%	2.51%	0.00%	1.05%	0.00%	0.42%
First-Level Officials/Managers	13	46.15%	53.85%	7.69%	76.92%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	781	68.37%	31.63%	4.48%	81.05%	7.55%	4.10%	0.00%	1.92%	0.90%	0.51%
Senior-Level Officials/Managers	1,304	74.23%	25.77%	3.60%	83.82%	7.82%	3.37%	0.08%	1.07%	0.23%	0.31%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DOE employed 118 (0.76%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 309 IWTD were needed. This represented a decrease of 4 employees from FY 2007 and a decrease of one employee since FY 2004. The participation rate for FY 2007 was 0.82% and for FY 2004 was 0.79%. Over the 5-year period DOE had a net decrease of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOE timely processed 62.9% of the 97 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 47 complaints filed at DOE, 18 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 5 contained allegations of color discrimination and 16 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 44 completed investigations, 59.1% were timely. DOE's average time for completing an investigation was 290 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DOE's average processing time for all complaint closures decreased from 429 days in FY 2007 to 305 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DOE agreed to pay \$122,150 for 14 pre-complaint settlements, of which 6 were monetary settlements averaging \$20,358. DOE expended a total of \$122,546 for 44 complaint investigations, for an average expenditure of \$2,785.

DOE agreed to pay a total of \$412,820 plus other benefits for 17 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 9 complaint closures with monetary benefits, the average award was \$45,869.

Department of Energy (DOE)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	89		9		98	
Settlements	7	7.9%	7	35%	14	14.3%
Withdrawals or No Complaints Filed	36	40.4%	2	10%	38	38.8%
Complaints Filed*					44	44.9%
Decision to File Complaint Pending at End of Fiscal Year					2	2%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	98	54
Total Number Offered ADR	60	20
ADR Offer Rate*	61.2%	37%
ADR Participation Rate*	20.4%	11.1%
Total ADR Settlements	7	3
Total ADR Settlements Amount	\$40,150.00	\$88,100.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	97	61	62.9%			
All Investigations	44	26	59.1%	251	290	15.5%
All Complaint Closures	54			429	305	-28.9%
Merit Decisions (no AJ)	26	12	46.2%	412	310	-24.8%
Dismissal Decisions (no AJ)	7			193	75	-61.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	47							
Total Closures	54							
Settlements	17	31.5%						
Withdrawals	3	5.6%						
Total Final Agency Actions	34	63%	33	97.1%	1	2.9%	0	0%
Dismissals	8	23.5%	7	87.5%	1	12.5%	0	0%
Merit Decisions	26	76.5%	26	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	26	100%	26	100%	0	0%	0	0%

Environmental Protection Agency (EPA)

Permanent Workforce: 16,875

Temporary Workforce: 1,372

Total Workforce: 18,247

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	16,875	48.17%	51.83%	5.18%	69.11%	18.62%	6.09%	0.07%	0.79%	0.14%	1.10%
Major Occupations:											
Environmental Protection Specialist	2,725	39.89%	60.11%	4.33%	72.70%	16.81%	4.66%	0.04%	1.36%	0.11%	1.28%
General Physical Science	2,414	60.19%	39.81%	4.93%	81.23%	7.62%	5.34%	0.04%	0.70%	0.12%	0.33%
Environmental Engineering	1,910	67.59%	32.41%	7.85%	71.83%	8.22%	11.57%	0.00%	0.37%	0.16%	0.42%
GS-14 and GS-15*	5,248	57.20%	42.80%	4.00%	79.57%	11.09%	4.78%	0.02%	0.51%	0.02%	0.50%
Senior Pay Level*	26	57.69%	42.31%	7.69%	46.15%	46.15%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	279	62.37%	37.63%	4.66%	12.19%	8.60%	2.51%	0.00%	0.36%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	565	58.41%	41.59%	3.72%	78.41%	12.04%	4.78%	0.00%	0.88%	0.18%	0.35%
Senior-Level Officials/Managers	1,412	59.77%	40.23%	4.39%	81.09%	10.34%	3.40%	0.00%	0.71%	0.07%	0.14%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, EPA employed 191 (1.05%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 365 IWTD were needed. This represented an increase of 6 employees over FY 2007 and a decrease of 4 employees since FY 2004. The participation rate for FY 2007 was 1.02% and for FY 2004 was 0.84%. Over the 5-year period EPA had a net increase of 0.21% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

EPA timely processed 57% of the 114 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 73 complaints filed at EPA, 29 contained allegations of race (Black/African American) discrimination, 6 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 15 contained

allegations of color discrimination and 17 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 24 completed investigations, 91.7% were timely. EPA's average time for completing an investigation was 208 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

EPA's average processing time for all complaint closures increased from 450 days in FY 2007 to 464 days in FY 2008. The government-wide average was 336 days.

IV. Costs

EPA reported paying no monetary benefits for 2 pre-complaint settlements. EPA expended a total of \$90,880 for 24 complaint investigations, for an average expenditure of \$3,786.

EPA agreed to pay a total of \$59,410 plus other benefits for 12 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$8,487.

EEOC FY 2008 Annual Report on the Federal Work Force

Environmental Protection Agency (EPA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	116		2		118	
Settlements	1	0.9%	1	9.1%	2	1.7%
Withdrawals or No Complaints Filed	36	31%	1	9.1%	37	31.4%
Complaints Filed*					76	64.4%
Decision to File Complaint Pending at End of Fiscal Year					3	2.5%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	118	61
Total Number Offered ADR	57	1
ADR Offer Rate*	48.3%	1.6%
ADR Participation Rate*	9.3%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	114	65	57%			
All Investigations	24	22	91.7%	242	208	-14%
All Complaint Closures	61			450	464	3.1%
Merit Decisions (no AJ)	23	0	0%	504	561	11.3%
Dismissal Decisions (no AJ)	7			169	78	-53.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	73							
Total Closures	61							
Settlements	12	19.7%						
Withdrawals	7	11.5%						
Total Final Agency Actions	42	68.9%	30	71.4%	11	26.2%	1	2.4%
Dismissals	13	31%	7	53.8%	5	38.46%	1	7.7%
Merit Decisions	29	69%	23	79.3%	6	20.7%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	29	100%	23	79.3%	6	20.7%	0	0%

Equal Employment Opportunity Commission (EEOC)

Permanent Workforce: 2,178

Temporary Workforce: 27

Total Workforce: 2,205

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,178	33.15%	66.85%	13.54%	37.88%	42.84%	3.81%	0.14%	0.64%	1.15%	2.85%
Major Occupations:											
General Investigating	806	37.72%	62.28%	19.11%	34.24%	41.32%	3.23%	0.00%	0.74%	1.36%	2.73%
General Attorney	470	39.15%	60.85%	9.36%	62.13%	22.13%	5.53%	0.21%	0.21%	0.43%	2.34%
GS-14 and GS-15*	552	42.03%	57.97%	10.51%	58.15%	25.00%	5.98%	0.00%	0.00%	0.36%	2.54%
Senior Pay Level*	26	57.69%	42.31%	7.69%	46.15%	46.15%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	26	57.69%	42.31%	7.69%	46.15%	46.15%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	39	35.90%	64.10%	12.82%	30.77%	51.28%	5.13%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	191	39.79%	60.21%	12.57%	45.03%	35.08%	7.33%	0.00%	0.00%	0.00%	2.09%
Senior-Level Officials/Managers	109	55.05%	44.95%	11.01%	50.46%	34.86%	2.75%	0.00%	0.00%	0.92%	3.67%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, EEOC employed 65 (2.95%) Individuals with Targeted Disabilities needed meeting the federal 2% participation rate goal in its total work force. This represented an increase of 7 employees over FY 2007 and an increase of 10 employees since FY 2004. The participation rate for FY 2007 was 2.65% and for FY 2004 was 2.23%. Over the 5-year period EEOC had a net increase of 0.72% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

EEOC timely processed 90.4% of the 52 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Age. Of the 37 complaints filed at EEOC, 11 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 1 contained an allegation of color discrimination and 12 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 25 completed investigations, 68% were timely. EEOC's average time for completing an investigation was 203 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

EEOC's average processing time for all complaint closures decreased from 345 days in FY 2007 to 288 days in FY 2008. The government-wide average was 336 days.

IV. Costs

EEOC agreed to pay \$25,000 for 3 pre-complaint settlements, of which 1 was a monetary settlement. EEOC expended a total of \$94,025 for 25 complaint investigations, for an average expenditure of \$3,761.

EEOC reported paying no monetary benefits for 3 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions.

Equal Employment Opportunity Commission (EEOC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	48		4		52	
Settlements	1	2.1%	2	11.1%	3	5.8%
Withdrawals or No Complaints Filed	11	22.9%	2	11.1%	13	25%
Complaints Filed*					34	65.4%
Decision to File Complaint Pending at End of Fiscal Year					2	3.9%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	52	12
Total Number Offered ADR	50	3
ADR Offer Rate*	96.2%	25%
ADR Participation Rate*	34.6%	25%
Total ADR Settlements	2	2
Total ADR Settlements Amount	\$25,000.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	52	47	90.4%			
All Investigations	25	17	68%	191	203	6.3%
All Complaint Closures	12			345	288	-16.5%
Merit Decisions (no AJ)	3	2	66.7%	510	495	-2.9%
Dismissal Decisions (no AJ)	3			114	123	7.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	37							
Total Closures	12							
Settlements	3	25%						
Withdrawals	2	16.7%						
Total Final Agency Actions	7	58.3%	6	85.7%	1	14.3%	0	0%
Dismissals	3	42.9%	3	100%	0	0%	0	0%
Merit Decisions	4	57.1%	3	75%	1	25%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	4	100%	3	75%	1	25%	0	0%

Federal Communications Commission (FCC)

Permanent Workforce: 1,758

Temporary Workforce: 64

Total Workforce: 1,822

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,758	46.36%	53.64%	3.58%	57.85%	32.08%	6.20%	0.00%	0.28%	0.00%	1.02%
Major Occupations:											
General Attorney	526	49.05%	50.95%	2.28%	79.66%	12.93%	5.13%	0.00%	0.00%	0.00%	1.71%
Electronics Engineering	279	87.81%	12.19%	3.94%	65.23%	11.83%	18.28%	0.00%	0.72%	0.00%	0.36%
GS-14 and GS-15*	971	58.50%	41.50%	2.47%	74.36%	15.96%	7.11%	0.00%	0.10%	0.00%	1.24%
Senior Pay Level*	44	65.91%	34.09%	2.27%	84.09%	6.82%	6.82%	0.00%	0.00%	0.00%	0.00%
SES	35	60.00%	40.00%	2.86%	82.86%	8.57%	5.71%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	34	35.29%	64.71%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	249	59.84%	40.16%	2.01%	81.93%	10.84%	5.22%	0.00%	0.00%	0.00%	0.80%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, FCC employed 19 (1.04%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 37 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of one employee since FY 2004. The participation rate for FY 2007 was 1.05% and for FY 2004 was 1.02%. Over the 5-year period FCC had a net increase of 0.02% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FCC timely processed 100% of the 9 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American), Disability (Physical); and (2) Sex (Female). Of the 5 complaints filed at FCC, 1 contained an allegation of race (Black/African American) discrimination, and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 8 completed investigations, 100% were timely. FCC's average time for completing an investigation was 154 days.

IV. Costs

FCC reported no counseling settlements in FY 2008. FCC expended a total of \$25,000 for 8 complaint investigations, for an average expenditure of \$3,125.

FCC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

Federal Communications Commission (FCC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	9		0		9	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	4	44.4%	0	0%	4	44.4%
Complaints Filed*					5	55.6%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	9	0
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	9	9	100%			
All Investigations	8	8	100%	0	154	NA%
All Complaint Closures	0			605	0	NA%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			145	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

Federal Deposit Insurance Corporation (FDIC)

Permanent Workforce: 4,522

Temporary Workforce: 417

Total Workforce: 4,939

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	4,522	55.22%	44.78%	4.25%	72.27%	18.77%	3.87%	0.09%	0.49%	0.27%	0.66%
Major Occupations:											
Financial Institution Examining	2,403	65.21%	34.79%	4.24%	80.07%	11.65%	3.20%	0.00%	0.37%	0.46%	0.50%
General Attorney	277	61.73%	38.27%	3.97%	88.09%	4.69%	1.81%	0.72%	0.72%	0.00%	0.72%
Financial Analysis	145	64.83%	35.17%	4.83%	75.17%	14.48%	5.52%	0.00%	0.00%	0.00%	0.69%
GS-14 and GS-15*	1,051	64.99%	35.01%	3.14%	82.11%	9.90%	4.19%	0.00%	0.57%	0.10%	0.29%
Senior Pay Level*	96	73.96%	26.04%	1.04%	84.38%	11.46%	1.04%	0.00%	1.04%	1.04%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	6	16.67%	83.33%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	23	47.83%	52.17%	4.35%	69.57%	26.09%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	100	74.00%	26.00%	4.00%	80.00%	13.00%	1.00%	0.00%	1.00%	1.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, FDIC employed 35 (0.71%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 99 IWTD were needed. This represented an increase of 3 employees over FY 2007 and a decrease of 6 employees since FY 2004. The participation rate for FY 2007 was 0.69% and for FY 2004 was 0.77%. Over the 5-year period FDIC had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FDIC timely processed 100% of the 20 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Age. Of the 9 complaints filed at FDIC, 6 contained allegations of race (Black/African American) discrimination, 2 contained allegations of race (White) discrimination, 1 contained an allegation of color discrimination and 5 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 17 completed investigations, 94.1% were timely. FDIC's average time for completing an investigation was 211 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

FDIC's average processing time for all complaint closures increased from 336 days in FY 2007 to 432 days in FY 2008. The government-wide average was 336 days.

IV. Costs

FDIC agreed to pay \$1 for 2 pre-complaint settlements, of which 1 were monetary settlements averaging \$1. FDIC expended a total of \$71,336 for 17 complaint investigations, for an average expenditure of \$4,196.

FDIC agreed to pay a total of \$352,299 plus other benefits for 10 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 8 complaint closures with monetary benefits, the average award was \$44,037.

Federal Deposit Insurance Corporation (FDIC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	16		4		20	
Settlements	0	0%	2	25%	2	10%
Withdrawals or No Complaints Filed	5	31.3%	2	25%	7	35%
Complaints Filed*					9	45%
Decision to File Complaint Pending at End of Fiscal Year					2	10%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	20	25
Total Number Offered ADR	18	11
ADR Offer Rate*	90%	44%
ADR Participation Rate*	40%	28%
Total ADR Settlements	2	3
Total ADR Settlements Amount	\$1.00	\$6,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	20	20	100%			
All Investigations	17	16	94.1%	199	211	6%
All Complaint Closures	25			336	432	28.6%
Merit Decisions (no AJ)	5	4	80%	434	520	19.8%
Dismissal Decisions (no AJ)	4			212	125	-41%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	9							
Total Closures	25							
Settlements	9	36%						
Withdrawals	3	12%						
Total Final Agency Actions	13	52%	9	69.2%	3	23.1%	1	7.7%
Dismissals	4	30.8%	4	100%	0	0%	0	0%
Merit Decisions	9	69.2%	5	55.6%	3	33.3%	1	11.1%
Finding Discrimination	2	22.2%	1	50%	0	0%	1	50%
Finding No Discrimination	7	77.8%	4	57.1%	3	42.9%	0	0%

Federal Energy Regulatory Commission (FERC)

Permanent Workforce: 1,333

Temporary Workforce: 18

Total Workforce: 1,351

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,333	54.54%	45.46%	2.18%	67.29%	22.36%	6.38%	0.00%	0.68%	1.13%	0.83%
Major Occupations:											
Energy Industry Analyst	265	62.26%	37.74%	1.13%	77.74%	17.36%	2.26%	0.00%	0.38%	1.13%	1.13%
Attorney	240	49.58%	50.42%	0.83%	82.92%	8.75%	6.25%	0.00%	0.42%	0.83%	1.67%
Civil Engineer	130	85.38%	14.62%	3.85%	70.77%	5.38%	19.23%	0.00%	0.77%	0.00%	0.00%
GS-14 and GS-15*	563	61.99%	33.21%	1.07%	79.57%	8.70%	6.22%	0.00%	0.18%	0.71%	0.89%
Senior Pay Level*	76	72.37%	27.63%	3.95%	82.89%	6.58%	3.95%	0.00%	2.63%	0.00%	1.32%
SES	48	70.83%	29.17%	2.08%	89.58%	6.25%	2.08%	0.00%	0.00%	0.00%	2.08%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, FERC employed 11 (0.81%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 28 IWTD were needed. This represented a decrease of 2 employees from FY 2007 and an increase of 2 employees since FY 2004. The participation rate for FY 2007 was 1% and for FY 2004 was 0.84%. Over the 5-year period FERC had a net decrease of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FERC timely processed 100% of the 7 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

FERC reported no EEO complaints filed in FY 2008.

III. Complaint Processing Times

FERC reported completing no investigations in FY 2008.

IV. Costs

FERC reported no counseling settlements in FY 2008. FERC reported completing no investigations in FY 2008.

FERC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

Federal Energy Regulatory Commission (FERC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	7		0		7	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	7	100%	0	0%	7	100%
Complaints Filed*					0	0%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	7	0
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	7	7	100%			
All Investigations	0	0	NA%	0	0	NA%
All Complaint Closures	0			0	0	NA%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

Federal Trade Commission (FTC)

Permanent Workforce: 1,011

Temporary Workforce: 111

Total Workforce: 1,122

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,011	48.47%	51.53%	3.46%	70.62%	19.49%	5.74%	0.30%	0.30%	0.10%	0.49%
Major Occupations:											
General Attorney	573	51.83%	48.17%	3.84%	83.42%	6.63%	5.76%	0.17%	0.17%	0.00%	0.52%
GS-14 and GS-15*	591	56.01%	43.99%	3.38%	83.76%	6.60%	5.92%	0.00%	0.17%	0.17%	0.68%
Senior Level* Pay Level*	36	69.44%	30.56%	0.00%	97.22%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	35	68.57%	31.43%	0.00%	97.14%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	3	0.00%	100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	41	39.02%	60.98%	4.88%	68.29%	24.39%	2.44%	0.00%	0.00%	0.00%	2.44%
Senior-Level Officials/Managers	229	62.45%	37.55%	1.31%	93.01%	4.37%	1.31%	0.00%	0.00%	0.00%	0.44%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, FTC employed 5 (0.45%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 23 IWTD were needed. This represented a decrease of one employee from FY 2007 and an increase of 1 employee since FY 2004. The participation rate for FY 2007 was 0.55% and for FY 2004 was 0.37%. Over the 5-year period FTC had a net increase of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

FTC timely processed 100% of the 25 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; and (2) Sex (Female). The single complaint filed at FTC contained no allegations of race, color or disability.

III. Complaint Processing Times

FTC reported completing no investigations in FY 2008.

FTC's average processing time for all complaint closures increased from 0 days in FY 2007 to 192 days in FY 2008. The government-wide average was 336 days.

IV. Costs

FTC reported paying no monetary benefits for 6 pre-complaint settlements. FTC reported completing no investigations in FY 2008.

FTC agreed to pay a total of \$7,659 plus other benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For its single complaint closure with monetary benefits, the average award was \$7,659.

Federal Trade Commission (FTC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	19		6		25	
Settlements	0	0%	6	100%	6	24%
Withdrawals or No Complaints Filed	16	84.2%	0	0%	16	64%
Complaints Filed*					1	4%
Decision to File Complaint Pending at End of Fiscal Year					2	8%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	25	2
Total Number Offered ADR	25	1
ADR Offer Rate*	100%	50%
ADR Participation Rate*	24%	0%
Total ADR Settlements	6	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	25	25	100%			
All Investigations	0	0	NA%	0	0	NA%
All Complaint Closures	2			434	192	-55.8%
Merit Decisions (no AJ)	1	0	0%	0	125	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

General Services Administration (GSA)

Permanent Workforce: 11,851

Temporary Workforce: 107

Total Workforce: 11,958

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	11,851	50.69%	49.31%	5.27%	61.24%	26.82%	5.21%	0.16%	0.64%	0.66%	0.82%
Major Occupations:											
Contracting	1,364	33.28%	66.72%	5.28%	53.74%	35.19%	4.77%	0.07%	0.51%	0.44%	0.88%
General Business & Industry	1,240	52.10%	47.90%	5.65%	69.60%	18.95%	4.11%	0.08%	0.73%	0.89%	0.65%
Building Management	1,025	68.98%	31.02%	7.22%	60.59%	27.90%	3.02%	0.20%	0.59%	0.49%	0.29%
GS-14 and GS-15*	2,283	58.34%	41.66%	2.85%	72.40%	19.40%	4.51%	0.00%	0.26%	0.57%	0.26%
Senior Pay Level*	115	69.57%	30.43%	1.74%	84.35%	12.17%	1.74%	0.00%	0.00%	0.00%	0.00%
SES	97	71.13%	28.87%	2.06%	84.54%	11.34%	2.06%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	59	55.93%	44.07%	10.17%	57.63%	18.64%	10.17%	3.39%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,536	57.36%	42.64%	4.36%	67.06%	23.76%	3.71%	0.07%	0.52%	0.52%	0.26%
Senior-Level Officials/Managers	714	62.04%	37.96%	2.10%	79.69%	14.57%	2.94%	0.00%	0.14%	0.56%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, GSA employed 97 (0.81%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 240 IWTD were needed. This represented a decrease of one employee from FY 2007 and a decrease of 22 employees since FY 2004. The participation rate for FY 2007 was 0.82% and for FY 2004 was 0.94%. Over the 5-year period GSA had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

GSA timely processed 92.6% of the 148 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 93 complaints filed at GSA, 36 contained allegations of race (Black/African American) discrimination, 11 contained allegations of race (White) discrimination, 3 contained

allegations of race (Asian) discrimination, 15 contained allegations of color discrimination and 20 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 68 completed investigations, 94.1% were timely. GSA's average time for completing an investigation was 188 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

GSA's average processing time for all complaint closures decreased from 434 days in FY 2007 to 343 days in FY 2008. The government-wide average was 336 days.

IV. Costs

GSA agreed to pay \$2,917 for 15 pre-complaint settlements, of which 3 were monetary settlements averaging \$972. GSA expended a total of \$189,283 for 68 complaint investigations, for an average expenditure of \$2,783.

GSA agreed to pay a total of \$230,592 plus other benefits for 18 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 12 complaint closures with monetary benefits, the average award was \$19,216.

General Services Administration (GSA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	123		25		148	
Settlements	5	4.1%	10	22.2%	15	10.1%
Withdrawals or No Complaints Filed	27	22%	15	33.3%	42	28.4%
Complaints Filed*					90	60.8%
Decision to File Complaint Pending at End of Fiscal Year					1	0.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	148	83
Total Number Offered ADR	121	19
ADR Offer Rate*	81.8%	22.9%
ADR Participation Rate*	30.4%	6%
Total ADR Settlements	10	0
Total ADR Settlements Amount	\$499.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	148	137	92.6%			
All Investigations	68	64	94.1%	170	188	10.6%
All Complaint Closures	83			331	343	6.6%
Merit Decisions (no AJ)	22	18	81.8%	264	333	26.1%
Dismissal Decisions (no AJ)	19			33	37	12.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	93							
Total Closures	83							
Settlements	18	21.7%						
Withdrawals	5	6%						
Total Final Agency Actions	60	72.3%	41	68.3%	19	31.7%	0	0%
Dismissals	19	31.7%	19	100%	0	0%	0	0%
Merit Decisions	41	8.3%	22	53.7%	19	46.3%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	41	100%	22	53.7%	19	46.3%	0	0%

Government Printing Office (GPO)

Permanent Workforce: 2,351

Temporary Workforce: 32

Total Workforce: 2,383

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,351	57.81%	42.19%	1.40%	40.79%	54.91%	2.47%	0.00%	0.43%	0.00%	1.53%
Major Occupations:											
Miscellaneous Printing & Reproduct	284	58.10%	41.90%	0.70%	20.42%	78.17%	0.70%	0.00%	0.00%	0.00%	0.70%
Printing Services	256	52.73%	47.27%	1.56%	61.33%	34.77%	1.17%	0.00%	1.17%	0.00%	0.39%
Bindery Working	224	65.63%	34.38%	1.34%	37.05%	58.93%	2.68%	0.00%	0.00%	0.00%	1.34%
GS-14 and GS-15*	180	66.11%	33.89%	1.67%	66.11%	26.67%	5.00%	0.00%	0.56%	0.00%	1.67%
Senior Level* Pay	26	80.77%	19.23%	3.85%	84.62%	11.54%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	26	34.62%	65.38%	3.85%	23.08%	73.08%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	127	55.91%	44.09%	0.79%	62.99%	33.07%	2.36%	0.00%	0.79%	0.00%	1.57%
Senior-Level Officials/Managers	88	71.59%	28.41%	3.41%	69.32%	20.45%	5.68%	0.00%	1.14%	0.00%	1.14%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, GPO employed 37 (1.55%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 48 IWTD were needed. This represented a decrease of one employee from FY 2007 and was the same as FY 2004. The participation rate for FY 2007 was 1.67% and for FY 2004 was 1.54%. Over the 5-year period GPO had a net increase of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

GPO timely processed 98.9% of the 88 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Age; and (3) Color. Of the 45 complaints filed at GPO, 14 contained allegations of race (Black/African American) discrimination, 4 contained allegations of race (White) discrimination, 14 contained allegations of color discrimination and 5 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 20 completed investigations, 100% were timely. GPO's average time for completing an investigation was 167 days.

GPO's average processing time for all complaint closures decreased from 331 days in FY 2007 to 251 days in FY 2008. The government-wide average was 336 days.

IV. Costs

GPO reported paying no monetary benefits for the one pre complaint settlement it reached in FY 2008. GPO expended a total of \$54,561 for 20 complaint investigations, for an average expenditure of \$2,728.

GPO agreed to pay a total of \$45,830 plus other benefits for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For 2 complaint closures with monetary benefits, the average award was \$22,915.

Government Printing Office (GPO)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	87		1		88	
Settlements	1	1.1%	0	0%	1	1.1%
Withdrawals or No Complaints Filed	14	16.1%	1	33.3%	15	17.1%
Complaints Filed*					45	51.1%
Decision to File Complaint Pending at End of Fiscal Year					27	30.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	88	25
Total Number Offered ADR	88	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	3.4%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	88	87	98.9%			
All Investigations	20	20	100%	152	167	9.9%
All Complaint Closures	25			301	251	-16.6%
Merit Decisions (no AJ)	9	5	55.6%	331	213	-35.6%
Dismissal Decisions (no AJ)	10			65	174	167.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	45							
Total Closures	25							
Settlements	4	16%						
Withdrawals	0	0%						
Total Final Agency Actions	21	84%	19	90.5%	2	9.5%	0	0%
Dismissals	10	47.6%	10	100%	0	0%	0	0%
Merit Decisions	11	52.4%	9	81.8%	2	18.2%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	11	100%	9	81.8%	2	18.2%	0	0%

Department of Health and Human Services (HHS)

Permanent Workforce: 54,276

Temporary Workforce: 21,379

Total Workforce: 75,655

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	54,276	35.44%	64.56%	3.44%	51.19%	19.83%	6.86%	0.04%	18.52%	0.11%	0.94%
Major Occupations:											
Medical Officer	5,871	66.41%	33.59%	3.41%	78.39%	4.89%	11.77%	0.03%	1.40%	0.12%	0.46%
Nurse	5,101	15.08%	84.92%	3.08%	68.79%	4.82%	2.96%	0.04%	20.25%	0.06%	0.39%
General Health Science	4,475	42.37%	57.63%	3.33%	72.67%	8.69%	12.96%	0.02%	2.23%	0.09%	0.38%
GS-14 and GS-15*	12,372	47.45%	52.55%	2.98%	73.86%	12.08%	8.64%	0.03%	2.35%	0.06%	0.65%
Senior Pay Level*	775	64.39%	35.61%	1.55%	82.84%	8.26%	4.90%	0.00%	2.45%	0.00%	0.77%
SES	419	57.28%	42.72%	1.43%	80.67%	11.22%	2.15%	0.00%	4.53%	0.00%	0.95%
First-Level Officials/Managers	1,032	29.46%	70.54%	1.55%	27.62%	9.50%	0.48%	0.00%	60.85%	0.00%	0.19%
Mid-Level Officials/Managers	2,150	46.60%	53.40%	3.35%	64.79%	18.28%	4.74%	0.00%	8.74%	0.09%	0.65%
Senior-Level Officials/Managers	2,997	53.65%	46.35%	2.00%	80.55%	10.04%	4.80%	0.03%	2.57%	0.00%	0.53%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, HHS employed 596 (0.79%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 1,514 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of 55 employees since FY 2004. The participation rate for FY 2007 was 0.81% and for FY 2004 was 1.02%. Over the 5-year period HHS had a net decrease of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

HHS timely processed 67.7% of the 672 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 379 complaints filed at HHS, 82 contained allegations of race (Black/African American) discrimination, 43 contained allegations of race (White) discrimination, 13 contained allegations of race (Asian) discrimination, 28 contained allegations of race (American Indian/Alaska Native)

discrimination, 45 contained allegations of color discrimination and 110 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 225 completed investigations, 75.6% were timely. HHS' average time for completing an investigation was 204 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

HHS' average processing time for all complaint closures decreased from 397 days in FY 2007 to 297 days in FY 2008. The government-wide average was 336 days.

IV. Costs

HHS agreed to pay \$9,283 for 37 pre-complaint settlements, of which 4 were monetary settlements averaging \$2,320. HHS expended a total of \$847,327 for 225 complaint investigations, for an average expenditure of \$3,765.

HHS agreed to pay a total of \$1,234,489 plus other benefits for 95 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 43 complaint closures with monetary benefits, the average award was \$28,709.

Department of Health and Human Services (HHS)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	637		35		672	
Settlements	20	3.1%	17	11.6%	37	5.5%
Withdrawals or No Complaints Filed	240	37.7%	18	12.3%	258	38.4%
Complaints Filed*					359	53.4%
Decision to File Complaint Pending at End of Fiscal Year					18	2.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	672	321
Total Number Offered ADR	592	57
ADR Offer Rate*	88.1%	17.8%
ADR Participation Rate*	21.7%	7.8%
Total ADR Settlements	17	13
Total ADR Settlements Amount	\$1,000.00	\$179,501.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	672	455	67.7%			
All Investigations	225	170	75.6%	193	204	5.7%
All Complaint Closures	321			436	297	-31.9%
Merit Decisions (no AJ)	78	44	56.4%	726	429	-40.9%
Dismissal Decisions (no AJ)	88			82	117	42.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	379							
Total Closures	321							
Settlements	94	29.3%						
Withdrawals	26	8.1%						
Total Final Agency Actions	201	62.6%	166	82.6%	35	17.4%	0	0%
Dismissals	89	44.3%	88	98.9%	1	1.12%	0	0%
Merit Decisions	112	55.7%	78	69.6%	34	30.4%	0	0%
Finding Discrimination	1	0.9%	0	0%	1	100%	0	0%
Finding No Discrimination	111	99.1%	78	70.3%	33	29.7%	0	0%

Department of Homeland Security (DHS)

Permanent Workforce: 159,820

Temporary Workforce: 16,807

Total Workforce: 176,627

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	159,820	67.53%	32.47%	19.62%	60.49%	14.43%	4.39%	0.21%	0.82%	0.04%	0.37%
Major Occupations*:											
Compliance, Inspection & Support	53,711	58.04%	41.96%	15.60%	55.39%	22.63%	4.74%	0.43%	1.20%	0.01%	0.50%
Customs & Border Protection	19,629	81.34%	18.66%	26.39%	61.45%	5.96%	5.56%	0.11%	0.52%	0.00%	0.09%
Border Patrol Agent	17,268	94.86%	5.14%	52.66%	44.67%	1.14%	0.99%	0.02%	0.39%	0.13%	0.03%
GS-14 and GS-15*	11,550	66.70%	33.30%	8.72%	74.58%	12.34%	3.75%	0.02%	0.57%	0.03%	0.24%
Senior Pay Level*	521	76.01%	23.99%	5.95%	87.33%	4.99%	1.54%	0.00%	0.19%	0.00%	0.19%
SES	468	76.28%	23.72%	6.41%	86.75%	5.34%	1.28%	0.00%	0.21%	0.00%	0.21%
First-Level Officials/Managers*	5,527	79.70%	20.30%	32.51%	55.71%	7.65%	3.38%	0.07%	0.67%	0.00%	0.20%
Mid-Level Officials/Managers*	6,618	72.86%	27.14%	17.17%	70.14%	8.76%	3.23%	0.02%	0.65%	0.03%	0.12%
Senior-Level Officials/Managers*	2,871	70.92%	29.08%	7.49%	79.73%	9.93%	2.37%	0.00%	0.45%	0.03%	0.21%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DHS employed 692 (0.39%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 3,533 IWTD were needed. This represented an increase of 18 employees over FY 2007 and a decrease of 48 employees since FY 2004. The participation rate for FY 2007 was 0.41% and for FY 2004 was 0.45%. Over the 5-year period DHS had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DHS timely processed 72.6% of the 2,062 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 1,145 complaints filed at DHS, 256 contained allegations of race (Black/African American) discrimination, 78 contained allegations of race (White) discrimination, 14 contained allegations of race (Asian) discrimination, 4 contained allegations of race (American Indian/Alaska Native) discrimination,

92 contained allegations of color discrimination and 238 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 787 completed investigations, 56.9% were timely. DHS' average time for completing an investigation was 215 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DHS' average processing time for all complaint closures decreased from 550 days in FY 2007 to 485 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DHS agreed to pay \$108,070 for 112 pre-complaint settlements, of which 23 were monetary settlements averaging \$4,698. DHS expended a total of \$3,003,547 for 787 complaint investigations, for an average expenditure of \$3,816.

DHS agreed to pay a total of \$4,383,730 plus other benefits for 194 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 104 complaint closures with monetary benefits, the average award was \$42,151.

Department of Homeland Security (DHS)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,781		283		2,064	
Settlements	22	1.2%	90	13%	112	5.4%
Withdrawals or No Complaints Filed	403	22.6%	193	27.9%	596	28.9%
Complaints Filed*					1,074	52%
Decision to File Complaint Pending at End of Fiscal Year					282	13.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	2,064	854
Total Number Offered ADR	1,033	283
ADR Offer Rate*	50.1%	33.1%
ADR Participation Rate*	33.5%	5.3%
Total ADR Settlements	90	15
Total ADR Settlements Amount	\$83,305.90	\$884,109.31

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	2,062	1,497	72.6%			
All Investigations	787	448	56.9%	248	215	-13.3%
All Complaint Closures	854			550	485	-11.8%
Merit Decisions (no AJ)	86	21	24.4%	727	968	33.1%
Dismissal Decisions (no AJ)	247			257	220	-14.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,145							
Total Closures	854							
Settlements	180	21.1%						
Withdrawals	109	12.8%						
Total Final Agency Actions	565	66.2%	333	58.9%	225	39.8%	7	1.2%
Dismissals	263	46.5%	247	93.9%	16	6.08%	0	0%
Merit Decisions	302	53.5%	86	28.5%	209	69.2%	7	2.3%
Finding Discrimination	21	7.00%	0	0%	14	66.7%	7	33.3%
Finding No Discrimination	281	93.1%	86	30.6%	195	69.4%	0	0%

Department of Housing and Urban Development (HUD)

Permanent Workforce: 9,494

Temporary Workforce: 287

Total Workforce: 9,781

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	9,494	38.95%	61.05%	7.09%	48.42%	38.06%	4.82%	0.08%	1.18%	0.35%	1.18%
Major Occupations:											
General Bus. & Industry	3,023	35.96%	64.04%	7.84%	53.23%	33.15%	3.67%	0.00%	1.79%	0.33%	0.99%
Mgt and Pgm Analyst	570	31.58%	68.42%	3.33%	42.81%	49.47%	2.98%	0.00%	1.23%	0.18%	1.58%
Equal Opportunity Compliance	417	35.01%	64.99%	12.71%	26.86%	57.31%	2.40%	0.00%	0.24%	0.48%	0.96%
GS-14 and GS-15*	2,300	50.04%	49.96%	5.96%	55.57%	32.57%	4.87%	0.00%	0.83%	0.22%	0.70%
Senior Pay Level*	271	62.36%	37.64%	4.06%	69.37%	18.82%	7.01%	0.00%	0.37%	0.37%	1.48%
SES	106	62.26%	37.74%	4.72%	61.32%	27.36%	4.72%	0.00%	0.94%	0.94%	1.89%
First-Level Officials/Managers	2	0.00%	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	727	47.59%	52.41%	8.67%	56.95%	29.85%	3.71%	0.00%	0.83%	0.00%	0.41%
Senior-Level Officials/Managers	796	55.65%	44.35%	5.40%	59.80%	29.90%	3.14%	0.00%	1.38%	0.38%	1.26%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, HUD employed 116 (1.19%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 196 IWTD were needed. This represented a decrease of 10 employees from FY 2007 and a decrease of 23 employees since FY 2004. The participation rate for FY 2007 was 1.31% and for FY 2004 was 1.36%. Over the 5-year period HUD had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

HUD timely processed 96% of the 149 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 98 complaints filed at HUD, 35 contained allegations of race (Black/African American) discrimination, 10 contained allegations of race (White) discrimination, 5 contained allegations of race (Asian) discrimination, 2 contained allegations of race (American Indian/Alaska Native) discrimination, 17 contained allegations of color

discrimination and 25 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 35 completed investigations, 40% were timely. HUD's average time for completing an investigation was 275 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

HUD's average processing time for all complaint closures increased from 318 days in FY 2007 to 353 days in FY 2008. The government-wide average was 336 days.

IV. Costs

HUD agreed to pay \$233,215 for 9 pre-complaint settlements, of which 3 were monetary settlements averaging \$77,738. HUD expended a total of \$66,125 for 35 complaint investigations, for an average expenditure of \$1,889.

HUD agreed to pay a total of \$354,472 plus other benefits for 24 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 6 complaint closures with monetary benefits, the average award was \$59,078.

Department of Housing and Urban Development (HUD)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	109		40		149	
Settlements	1	0.9%	8	13.6%	9	6%
Withdrawals or No Complaints Filed	8	7.3%	32	54.2%	40	26.9%
Complaints Filed*					98	65.8%
Decision to File Complaint Pending at End of Fiscal Year					2	1.3%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	149	64
Total Number Offered ADR	59	44
ADR Offer Rate*	39.6%	68.8%
ADR Participation Rate*	39.6%	68.8%
Total ADR Settlements	8	8
Total ADR Settlements Amount	\$2,516.31	\$860.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	149	143	96%			
All Investigations	35	14	40%	171	275	60.8%
All Complaint Closures	64			318	353	11%
Merit Decisions (no AJ)	18	17	94.4%	210	556	164.8%
Dismissal Decisions (no AJ)	10			28	44	57.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	98							
Total Closures	64							
Settlements	24	37.5%						
Withdrawals	6	9.4%						
Total Final Agency Actions	34	53.1%	28	82.4%	6	17.6%	0	0%
Dismissals	10	29.4%	10	100%	0	0%	0	0%
Merit Decisions	24	70.6%	18	75%	6	25%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	24	100%	18	75%	6	25%	0	0%

Department of the Interior (DOI)

Permanent Workforce: 56,622

Temporary Workforce: 17,269

Total Workforce: 73,891

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	56,622	60.20%	39.80%	5.41%	74.35%	5.66%	1.96%	0.28%	11.42%	0.92%	1.03%
Major Occupations:											
Park Ranger	5,475	63.74%	36.26%	3.69%	87.34%	3.49%	1.48%	0.46%	2.52%	1.02%	0.77%
Gen Nat. Res. Mgt & Bio Science	3,682	64.94%	35.06%	3.69%	89.35%	1.11%	1.44%	0.08%	3.64%	0.68%	0.52%
Maintenance Mechanic	3,650	92.90%	7.10%	6.03%	73.04%	6.96%	0.68%	0.77%	11.78%	0.74%	0.88%
GS-14 and GS-15*	5,036	67.79%	32.21%	3.08%	81.02%	4.29%	2.32%	0.12%	8.46%	0.71%	0.54%
Senior Pay Level*	355	73.24%	26.76%	4.51%	79.44%	5.63%	1.13%	0.28%	8.45%	0.56%	0.28%
SES	258	70.16%	29.84%	5.43%	75.58%	5.81%	1.16%	0.39%	10.85%	0.78%	0.00%
First-Level Officials/Managers	4,587	66.99%	33.01%	4.58%	79.40%	3.01%	1.16%	0.17%	10.73%	0.96%	0.48%
Mid-Level Officials/Managers	4,401	67.37%	32.63%	4.34%	80.28%	3.27%	1.66%	0.14%	9.23%	1.09%	0.57%
Senior-Level Officials/Managers	1,351	69.87%	30.13%	2.66%	79.94%	4.44%	1.33%	0.30%	10.88%	0.44%	0.30%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DOI employed 689 (0.93%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 1,478 IWTD were needed. This represented a decrease of 11 employees from FY 2007 and a decrease of 3 employees since FY 2004. The participation rate for FY 2007 was 0.97% and for FY 2004 was 0.89%. Over the 5-year period DOI had a net increase of 0.04% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOI timely processed 66.4% of the 497 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 280 complaints filed at DOI, 69 contained allegations of race (Black/African American) discrimination, 16 contained allegations of race (White) discrimination, 10 contained allegations of race (Asian) discrimination, 25 contained allegations of race (American Indian/Alaska Native) discrimination, 33 contained allegations of color

discrimination and 68 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 264 completed investigations, 40.2% were timely. DOI's average time for completing an investigation was 331 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DOI's average processing time for all complaint closures increased from 485 days in FY 2007 to 529 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DOI agreed to pay \$74,590 for 55 pre-complaint settlements, of which 8 were monetary settlements averaging \$9,323. DOI expended a total of \$876,152 for 264 complaint investigations, for an average expenditure of \$3,318.

DOI agreed to pay a total of \$1,314,992 plus other benefits for 87 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 41 complaint closures with monetary benefits, the average award was \$32,073.

Department of the Interior (DOI)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	442		55		497	
Settlements	20	4.5%	35	34.3%	55	11.1%
Withdrawals or No Complaints Filed	130	29.4%	20	19.6%	150	30.2%
Complaints Filed*					273	54.9%
Decision to File Complaint Pending at End of Fiscal Year					19	3.8%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	497	309
Total Number Offered ADR	341	76
ADR Offer Rate*	68.6%	24.6%
ADR Participation Rate*	20.5%	8.4%
Total ADR Settlements	35	7
Total ADR Settlements Amount	\$32,083.20	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	497	330	66.4%			
All Investigations	264	106	40.2%	291	331	13.7%
All Complaint Closures	309			485	529	9.1%
Merit Decisions (no AJ)	97	17	17.5%	568	660	16.2%
Dismissal Decisions (no AJ)	45			288	198	-31.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	280							
Total Closures	309							
Settlements	83	26.9%						
Withdrawals	21	6.8%						
Total Final Agency Actions	205	66.3%	142	69.3%	63	30.7%	0	0%
Dismissals	48	23.4%	45	93.8%	3	6.25%	0	0%
Merit Decisions	157	76.6%	97	61.8%	60	38.2%	0	0%
Finding Discrimination	4	2.6%	0	0%	4	100%	0	0%
Finding No Discrimination	153	97.5%	97	63.4%	56	36.6%	0	0%

Department of Justice (DOJ)

Permanent Workforce: 105,195

Temporary Workforce: 3,145

Total Workforce: 108,340

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	105,195	60.62%	39.38%	9.17%	69.50%	17.25%	3.12%	0.08%	0.85%	0.04%	0.38%
Major Occupations:											
Criminal Investigating	22,961	84.76%	15.24%	8.41%	81.54%	6.09%	3.33%	0.04%	0.54%	0.05%	0.04%
Correctional Officer	16,688	86.30%	13.70%	13.49%	59.48%	23.95%	1.34%	0.22%	1.47%	0.04%	0.24%
General Attorney	9,932	61.69%	38.31%	4.47%	84.18%	6.66%	4.18%	0.03%	0.39%	0.09%	0.40%
GS-14 and GS-15*	13,092	66.79%	33.21%	5.99%	78.22%	11.54%	3.67%	0.02%	0.52%	0.04%	0.36%
Senior Level* Pay Level*	4,034	68.67%	31.33%	5.13%	84.80%	7.26%	2.35%	0.05%	0.40%	0.00%	0.35%
SES	716	76.26%	23.74%	4.75%	83.66%	9.78%	1.12%	0.00%	0.70%	0.00%	0.00%
First-Level Officials/Managers	3,898	63.98%	36.02%	11.13%	62.60%	22.60%	2.03%	0.03%	1.62%	0.00%	0.23%
Mid-Level Officials/Managers	6,559	71.76%	28.24%	7.88%	75.97%	12.58%	2.81%	0.02%	0.69%	0.06%	0.15%
Senior-Level Officials/Managers	3,888	71.45%	28.55%	5.45%	81.20%	10.13%	2.80%	0.00%	0.41%	0.00%	0.44%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DOJ employed 408 (0.38%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 2,167 IWTD were needed. This represented a decrease of 4 employees from FY 2007 and an increase of 2 employees since FY 2004. The participation rate for FY 2007 was 0.39% and for FY 2004 was 0.39%. Over the 5-year period DOJ had a net decrease of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOJ timely processed 85.4% of the 1,408 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Age. Of the 687 complaints filed at DOJ, 163 contained allegations of race (Black/African American) discrimination, 83 contained allegations of race (White) discrimination, 11 contained allegations of race (Asian) discrimination, 7 contained allegations of race (American Indian/Alaska Native) discrimination,

16 contained allegations of color discrimination and 161 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 645 completed investigations, 63.4% were timely. DOJ's average time for completing an investigation was 287 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DOJ's average processing time for all complaint closures increased from 378 days in FY 2007 to 505 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DOJ agreed to pay \$3,500 for 69 pre-complaint settlements, of which 1 were monetary settlements averaging \$3,500. DOJ expended a total of \$2,717,372 for 645 complaint investigations, for an average expenditure of \$4,212.

DOJ agreed to pay a total of \$2,114,942 plus other benefits for 98 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 65 complaint closures with monetary benefits, the average award was \$32,538.

Department of Justice (DOJ)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,354		56		1,410	
Settlements	48	3.5%	21	23.3%	69	4.9%
Withdrawals or No Complaints Filed	561	41.4%	35	38.9%	596	42.3%
Complaints Filed*					681	48.3%
Decision to File Complaint Pending at End of Fiscal Year					64	4.5%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,410	531
Total Number Offered ADR	1,345	389
ADR Offer Rate*	95.4%	73.3%
ADR Participation Rate*	6.4%	4.1%
Total ADR Settlements	21	18
Total ADR Settlements Amount	\$3,500.00	\$292,558.15

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,408	1,202	85.4%			
All Investigations	645	409	63.4%	267	287	7.5%
All Complaint Closures	531			378	505	33.6%
Merit Decisions (no AJ)	164	18	11%	437	824	88.6%
Dismissal Decisions (no AJ)	142			302	271	-10.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	687							
Total Closures	531							
Settlements	83	15.6%						
Withdrawals	86	16.2%						
Total Final Agency Actions	362	68.2%	306	84.5%	53	14.6%	3	0.8%
Dismissals	157	43.4%	142	90.4%	15	9.55%	0	0%
Merit Decisions	205	56.6%	164	80%	38	18.5%	3	1.5%
Finding Discrimination	18	8.8%	6	33.3%	9	50%	3	16.7%
Finding No Discrimination	187	91.2%	158	84.5%	29	15.5%	0	0%

Department of Labor (DOL)

Permanent Workforce: 14,813

Temporary Workforce: 560

Total Workforce: 15,373

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	14,813	50.78%	49.22%	7.09%	65.17%	22.32%	4.60%	0.05%	0.61%	0.16%	1.19%
Major Occupations:											
Mine Safety & Health	1,428	96.01%	3.99%	2.52%	95.31%	1.40%	0.07%	0.00%	0.49%	0.21%	0.21%
Workers Compensation Claims Examiners	1,308	36.77%	63.23%	6.57%	62.39%	26.22%	4.05%	0.00%	0.61%	0.15%	0.61%
Economist	1,262	62.84%	37.16%	3.88%	79.64%	10.86%	5.23%	0.00%	0.24%	0.16%	0.63%
GS-14 and GS-15*	2,350	57.45%	42.55%	4.72%	74.55%	15.53%	4.60%	0.00%	0.55%	0.04%	0.89%
Senior Level* Pay	215	71.16%	28.84%	3.26%	84.65%	7.91%	3.26%	0.00%	0.93%	0.00%	0.00%
SES	162	69.75%	30.25%	4.32%	80.25%	10.49%	3.70%	0.00%	1.23%	0.00%	0.00%
First-Level Officials/Managers	49	12.24%	87.76%	4.08%	61.22%	30.61%	4.08%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,427	64.54%	35.46%	7.01%	73.65%	15.77%	2.87%	0.00%	0.70%	0.00%	0.28%
Senior-Level Officials/Managers	730	62.74%	37.26%	3.97%	77.95%	13.70%	3.84%	0.00%	0.55%	0.00%	0.41%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DOL employed 188 (1.22%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 308 IWTD were needed. This represented a decrease of 5 employees from FY 2007 and a decrease of 18 employees since FY 2004. The participation rate for FY 2007 was 1.25% and for FY 2004 was 1.3%. Over the 5-year period DOL had a net decrease of 0.08% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOL timely processed 100% of the 177 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Sex (Female). Of the 133 complaints filed at DOL, 31 contained allegations of race (Black/African American) discrimination, 12 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination,

18 contained allegations of color discrimination and 34 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 97 completed investigations, 61.9% were timely. DOL's average time for completing an investigation was 230 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DOL's average processing time for all complaint closures decreased from 599 days in FY 2007 to 553 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DOL agreed to pay \$9,900 for 4 pre-complaint settlements, of which 2 were monetary settlements averaging \$4,950. DOL expended a total of \$284,980 for 97 complaint investigations, for an average expenditure of \$2,937.

DOL agreed to pay a total of \$481,469 plus other benefits for 34 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 28 complaint closures with monetary benefits, the average award was \$17,195.

Department of Labor (DOL)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	173		4		177	
Settlements	0	0%	4	100%	4	2.3%
Withdrawals or No Complaints Filed	29	16.8%	0	0%	29	16.4%
Complaints Filed*					141	79.7%
Decision to File Complaint Pending at End of Fiscal Year					3	1.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	177	155
Total Number Offered ADR	167	155
ADR Offer Rate*	94.4%	100%
ADR Participation Rate*	2.3%	22.6%
Total ADR Settlements	4	28
Total ADR Settlements Amount	\$9,900.00	\$254,454.77

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	177	177	100%			
All Investigations	97	60	61.9%	284	230	-19%
All Complaint Closures	155			599	553	-7.7%
Merit Decisions (no AJ)	63	23	36.5%	682	687	0.7%
Dismissal Decisions (no AJ)	25			292	141	-51.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	133							
Total Closures	155							
Settlements	28	18.1%						
Withdrawals	12	7.7%						
Total Final Agency Actions	115	74.2%	88	76.5%	27	23.5%	0	0%
Dismissals	29	25.2%	25	86.2%	4	13.79%	0	0%
Merit Decisions	86	74.8%	63	73.3%	23	26.7%	0	0%
Finding Discrimination	6	7.0%	2	33.3%	4	66.7%	0	0%
Finding No Discrimination	80	93.0%	61	76.3%	19	23.8%	0	0%

National Aeronautics and Space Administration (NASA)

Permanent Workforce: 17,090

Temporary Workforce: 1,472

Total Workforce: 18,562

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	17,090	64.49%	35.51%	5.62%	75.29%	11.70%	6.02%	0.09%	0.80%	0.49%	0.99%
Major Occupations:											
Aerospace Engineering	4,526	79.70%	20.30%	5.44%	79.76%	5.81%	7.73%	0.07%	0.62%	0.57%	0.62%
General Engineering	2,925	77.13%	22.87%	6.56%	81.64%	5.57%	4.96%	0.00%	0.92%	0.34%	0.34%
Computer Engineering	916	70.41%	29.59%	4.26%	72.38%	9.93%	12.23%	0.11%	0.55%	0.55%	0.66%
GS-14 and GS-15*	8,133	74.74%	25.26%	4.59%	80.71%	7.00%	6.63%	0.06%	0.63%	0.39%	0.45%
Senior Level* Pay Level*	575	80.00%	20.00%	4.35%	84.70%	5.22%	4.70%	0.00%	0.35%	0.70%	0.35%
SES	450	75.78%	24.22%	4.22%	85.56%	6.00%	3.33%	0.00%	0.22%	0.67%	0.22%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	364	63.19%	36.81%	4.12%	73.08%	13.19%	8.52%	0.55%	0.27%	0.27%	0.82%
Senior-Level Officials/Managers	1,899	74.20%	25.80%	5.69%	82.31%	6.74%	4.32%	0.05%	0.47%	0.42%	0.32%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NASA employed 173 (0.93%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 372 IWTD were needed. This represented a decrease of 5 employees from FY 2007 and a decrease of 17 employees since FY 2004. The participation rate for FY 2007 was 0.96% and for FY 2004 was 0.99%. Over the 5-year period NASA had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NASA timely processed 90.6% of the 96 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Disability (Physical). Of the 56 complaints filed at NASA, 15 contained allegations of race (Black/African American) discrimination, 7 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 5 contained allegations of color discrimination and 23 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 40 completed investigations, 95% were timely. NASA's average time for completing an investigation was 185 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

NASA's average processing time for all complaint closures increased from 301 days in FY 2007 to 358 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NASA agreed to pay \$8,500 for 19 pre-complaint settlements, of which 3 were monetary settlements averaging \$2,833. NASA expended a total of \$156,605 for 40 complaint investigations, for an average expenditure of \$3,915.

NASA agreed to pay a total of \$175,079 plus other benefits for 14 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$25,011.

National Aeronautics and Space Administration (NASA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	82		14		96	
Settlements	10	12.2%	9	29%	19	19.8%
Withdrawals or No Complaints Filed	12	14.6%	5	16.1%	17	17.7%
Complaints Filed*					56	58.3%
Decision to File Complaint Pending at End of Fiscal Year					4	4.2%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	96	54
Total Number Offered ADR	65	21
ADR Offer Rate*	67.7%	38.9%
ADR Participation Rate*	32.3%	25.9%
Total ADR Settlements	9	8
Total ADR Settlements Amount	\$6,000.00	\$137,579.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	96	87	90.6%			
All Investigations	40	38	95%	170	185	8.8%
All Complaint Closures	54			296	248	-16.2%
Merit Decisions (no AJ)	9	0	0%	713	307	-56.9%
Dismissal Decisions (no AJ)	21			83	118	42.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	56							
Total Closures	54							
Settlements	14	25.9%						
Withdrawals	4	7.4%						
Total Final Agency Actions	36	66.7%	30	83.3%	6	16.7%	0	0%
Dismissals	21	58.3%	21	100%	0	0%	0	0%
Merit Decisions	15	41.7%	9	60%	6	40%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	15	100%	9	60%	6	40%	0	0%

National Archives and Records Administration (NARA)

Permanent Workforce: 2,566

Temporary Workforce: 573

Total Workforce: 3,139

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,566	46.80%	53.20%	1.44%	67.46%	28.22%	2.34%	0.00%	0.31%	0.23%	1.64%
Major Occupations:											
Archives Technician	1,687	47.66%	52.34%	1.42%	57.79%	37.46%	2.31%	0.00%	0.36%	0.65%	1.90%
Archivist	296	56.42%	43.58%	0.00%	91.89%	6.42%	1.01%	0.00%	0.34%	0.34%	1.01%
General Arts & Information	137	36.50%	63.50%	1.46%	75.18%	20.44%	2.92%	0.00%	0.00%	0.00%	0.73%
GS-14 and GS-15*	243	55.97%	44.03%	1.65%	83.13%	11.52%	3.70%	0.00%	0.00%	0.00%	0.41%
Senior Level* Pay	23	78.26%	21.74%	0.00%	91.30%	0.00%	8.70%	0.00%	0.00%	0.00%	0.00%
SES	19	73.68%	26.32%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	132	45.45%	54.55%	0.76%	68.94%	30.30%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	157	57.96%	42.04%	1.27%	89.81%	8.28%	0.64%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	91	65.93%	34.07%	1.10%	90.11%	5.49%	3.30%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NARA employed 43 (1.37%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 63 IWTD were needed. This represented a decrease of one employee from FY 2007 and a decrease of 3 employees since FY 2004. The participation rate for FY 2007 was 1.49% and for FY 2004 was 1.54%. Over the 5-year period NARA had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NARA timely processed 58.3% of the 24 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Sex (Male). Of the 10 complaints filed at NARA, 5 contained allegations of race (Black/African American) discrimination, and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 8 completed investigations, 87.5% were timely. NARA's average time for completing an investigation was 172 days.

NARA's average processing time for all complaint closures decreased from 296 days in FY 2007 to 136 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NARA reported paying no monetary benefits for 6 pre-complaint settlements. NARA expended a total of \$29,174 for 8 complaint investigations, for an average expenditure of \$3,646.

NARA agreed to pay a total of \$5,247 plus other benefits for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 2 complaint closures with monetary benefits, the average award was \$2,624.

National Archives and Records Administration (NARA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	21		3		24	
Settlements	4	19%	2	50%	6	25%
Withdrawals or No Complaints Filed	6	28.6%	1	25%	7	29.2%
Complaints Filed*					9	37.5%
Decision to File Complaint Pending at End of Fiscal Year					2	8.3%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	24	12
Total Number Offered ADR	5	1
ADR Offer Rate*	20.8%	8.3%
ADR Participation Rate*	16.7%	8.3%
Total ADR Settlements	2	1
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	24	14	58.3%			
All Investigations	8	7	87.5%	130	172	32.3%
All Complaint Closures	12			293	136	-53.6%
Merit Decisions (no AJ)	4	2	50%	395	80	-79.7%
Dismissal Decisions (no AJ)	1			129	49	-62.0%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	10							
Total Closures	12							
Settlements	4	33.3%						
Withdrawals	2	16.7%						
Total Final Agency Actions	6	50%	5	83.3%	1	16.7%	0	0%
Dismissals	1	16.7%	1	100%	0	0%	0	0%
Merit Decisions	5	83.3%	4	80%	1	20%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	5	100%	4	80%	1	20%	0	0%

National Credit Union Administration (NCUA)

Permanent Workforce: 934

Temporary Workforce: 12

Total Workforce: 946

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	934	55.03%	44.97%	3.75%	76.98%	14.13%	3.85%	0.32%	0.43%	0.54%	0.21%
Major Occupations:											
Credit Union Examiner	713	60.45%	39.55%	3.37%	82.19%	9.68%	3.65%	0.28%	0.28%	0.56%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level* Pay Level*	34	73.53%	26.47%	2.94%	85.29%	5.88%	2.94%	0.00%	0.00%	2.94%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	34	73.53%	26.47%	2.94%	85.29%	5.88%	2.94%	0.00%	0.00%	2.94%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NCUA employed 2 (0.21%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 19 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of 3 employees since FY 2004. The participation rate for FY 2007 was 0.22% and for FY 2004 was 0.56%. Over the 5-year period NCUA had a net decrease of 0.35% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NCUA timely processed 100% of the 4 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; Age; Color and Race (Black/African American). Of the 4 complaints filed at NCUA, 2 contained allegations of race (Black/African American) discrimination, 2 contained allegations of color discrimination and none contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 3 completed investigations, 100% were timely. NCUA's average time for completing an investigation was 165 days.

NCUA's average processing time for all complaint closures decreased from 293 days in FY 2007 to 170 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NCUA reported no counseling settlements in FY 2008. NCUA expended a total of \$12,037 for 3 complaint investigations, for an average expenditure of \$4,012.

NCUA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

National Credit Union Administration (NCUA)

Outcome of Counselings Completed in FY 2008

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

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	4	2
Total Number Offered ADR	4	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	25%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	4	4	100%			
All Investigations	3	3	100%	213	165	-22.5%
All Complaint Closures	2			458	170	-62.9%
Merit Decisions (no AJ)	0	0	0%	765	0	NA%
Dismissal Decisions (no AJ)	1			61	53	-13.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

National Gallery of Arts (NGA)

Permanent Workforce: 802

Temporary Workforce: 16

Total Workforce: 818

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	802	59.98%	40.02%	1.75%	49.75%	46.13%	2.12%	0.00%	0.25%	0.00%	0.75%
Major Occupations:											
Security Guard	273	76.19%	23.81%	1.47%	11.36%	84.98%	1.83%	0.00%	0.37%	0.00%	1.83%
Museum Specialist & Technician	97	30.93%	69.07%	1.03%	95.88%	1.03%	2.06%	0.00%	0.00%	0.00%	0.00%
Museum Curator	23	39.13%	60.87%	0.00%	95.65%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14 and GS-15*	82	46.34%	53.66%	2.44%	89.02%	4.88%	3.66%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	26	50.00%	50.00%	0.00%	88.46%	7.69%	3.85%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	50	86.00%	14.00%	0.00%	26.00%	74.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	33	48.48%	51.52%	0.00%	93.94%	3.03%	3.03%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	37	54.05%	45.95%	0.00%	94.59%	2.70%	2.70%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NGA employed 6 (0.73%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 17 IWTD were needed. This represented an increase of one employee over FY 2007 and a decrease of 2 employees since FY 2004. The participation rate for FY 2007 was 0.62% and for FY 2004 was 0.99%. Over the 5-year period NGA had a net decrease of 0.26% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NGA timely processed 75% of the 4 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Religion; and (3) Reprisal. Of the 3 complaints filed at NGA, 1 contained an allegation of race (Black/African American) discrimination, and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

NGA timely completed the one investigation it reported completing in FY 2008. NGA's average time for completing an investigation was 180 days.

NGA's average processing time for all complaint closures decreased from 458 days in FY 2007 to 284 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NGA reported no counseling settlements in FY 2008. NGA expended \$3,000 for the one investigation it completed in FY 2008.

NGA reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

National Gallery of Arts (NGA)

Outcome of Counselings Completed in FY 2008

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

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	4	4
Total Number Offered ADR	4	3
ADR Offer Rate*	100%	75%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	4	3	75%			
All Investigations	1	1	100%	239	180	-24.7%
All Complaint Closures	4			366	284	-22.4%
Merit Decisions (no AJ)	1	1	100%	0	221	NA%
Dismissal Decisions (no AJ)	3			50	305	509.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

National Labor Relations Board (NLRB)

Permanent Workforce: 1,615

Temporary Workforce: 28

Total Workforce: 1,643

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,615	37.59%	62.41%	8.42%	65.39%	22.29%	3.53%	0.19%	0.12%	0.06%	0.62%
Major Occupations:											
General Attorney	681	46.99%	53.01%	7.34%	77.53%	10.43%	4.11%	0.15%	0.29%	0.15%	0.59%
Labor-Mgt Relations Examining	326	48.16%	51.84%	9.82%	78.22%	8.59%	3.37%	0.00%	0.00%	0.00%	0.31%
GS-14 and GS-15*	734	49.46%	50.54%	7.08%	75.89%	11.99%	4.50%	0.14%	0.27%	0.14%	0.68%
Senior Pay Level*	100	77.00%	23.00%	4.00%	88.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	60	70.00%	30.00%	3.33%	85.00%	11.67%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	49	8.16%	91.84%	10.20%	51.02%	38.78%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	106	51.89%	48.11%	4.72%	63.21%	27.36%	3.77%	0.00%	0.94%	0.00%	0.00%
Senior-Level Officials/Managers	267	63.67%	36.33%	4.87%	81.27%	11.61%	2.25%	0.00%	0.00%	0.00%	1.50%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NLRB employed 12 (0.73%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 33 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of 3 employees since FY 2004. The participation rate for FY 2007 was 0.7% and for FY 2004 was 0.79%. Over the 5-year period NLRB had a net decrease of 0.06% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NLRB timely processed 89.5% of the 19 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Reprisal; and (3) Sex (Male). Of the 9 complaints filed at NLRB, 5 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of color discrimination and 2 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 8 completed investigations, 87.5% were timely. NLRB's average time for completing an investigation was 208 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

NLRB's average processing time for all complaint closures decreased from 366 days in FY 2007 to 348 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NLRB reported paying no monetary benefits for 4 pre-complaint settlements. NLRB expended a total of \$45,634 for 8 complaint investigations, for an average expenditure of \$5,704.

NLRB agreed to pay a total of \$6,500 plus other benefits for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 3 complaint closures with monetary benefits, the average award was \$2,167.

National Labor Relations Board (NLRB)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	18		1		19	
Settlements	3	16.7%	1	100%	4	21.1%
Withdrawals or No Complaints Filed	6	33.3%	0	0%	6	31.6%
Complaints Filed*					9	47.4%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	19	10
Total Number Offered ADR	19	0
ADR Offer Rate*	100%	0%
ADR Participation Rate*	5.3%	0%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	19	17	89.5%			
All Investigations	8	7	87.5%	215	208	-3.3%
All Complaint Closures	10			183	348	90.2%
Merit Decisions (no AJ)	2	2	100%	95	263	176.8%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	9							
Total Closures	10							
Settlements	7	70%						
Withdrawals	1	10%						
Total Final Agency Actions	2	20%	2	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	2	100%	2	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	2	100%	0	0%	0	0%

National Science Foundation (NSF)

Permanent Workforce: 1,164

Temporary Workforce: 246

Total Workforce: 1,410

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	1,164	35.65%	64.35%	2.32%	58.33%	32.47%	6.10%	0.00%	0.26%	0.52%	1.12%
Major Occupations:											
Miscellaneous Administration & Professional	167	20.36%	79.64%	1.80%	34.13%	61.08%	2.99%	0.00%	0.00%	0.00%	0.60%
Management and Program Analyst	110	18.18%	81.82%	0.00%	50.00%	44.55%	3.64%	0.00%	0.00%	1.82%	0.00%
Miscellaneous Clerk & Assistant	100	13.00%	87.00%	3.00%	15.00%	72.00%	7.00%	0.00%	1.00%	2.00%	4.00%
GS-14 and GS-15*	221	41.63%	58.37%	1.36%	77.83%	15.84%	4.52%	0.00%	0.45%	0.00%	0.00%
Senior Pay Level*	323	57.89%	42.11%	4.02%	80.80%	5.57%	8.98%	0.00%	0.31%	0.31%	1.24%
SES	77	57.14%	42.86%	2.60%	87.01%	3.90%	6.49%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	15	6.67%	93.33%	0.00%	26.67%	73.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	34	17.65%	82.35%	0.00%	50.00%	47.06%	2.94%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	151	54.97%	45.03%	3.97%	85.43%	6.62%	3.31%	0.00%	0.00%	0.66%	0.66%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NSF employed 13 (0.92%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 29 IWTD were needed. This represented a decrease of 3 employees from FY 2007 and a decrease of 1 employee since FY 2004. The participation rate for FY 2007 was 1.16% and for FY 2004 was 1.05%. Over the 5-year period NSF had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NSF timely processed 100% of the 6 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Sex (Female); (2) Race (White) and Disability (Physical). Of the 3 complaints filed at NSF, 1 contained an allegation of race (White) discrimination, and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

Of the 5 completed investigations, 100% were timely. NSF's average time for completing an investigation was 132 days.

NSF's average processing time for all complaint closures increased from 183 days in FY 2007 to 362 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NSF reported no counseling settlements in FY 2008. NSF expended a total of \$15,400 for 5 complaint investigations, for an average expenditure of \$3,080.

NSF reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

National Science Foundation (NSF)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4		2		6	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	1	25%	2	100%	3	50%
Complaints Filed*					3	50%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	6	5
Total Number Offered ADR	5	0
ADR Offer Rate*	83.3%	0%
ADR Participation Rate*	33.3%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	6	6	100%			
All Investigations	5	5	100%	103	132	28.2%
All Complaint Closures	5			946	362	-61.7%
Merit Decisions (no AJ)	1	0	0%	0	421	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	5							
Settlements	0	0%						
Withdrawals	4	80%						
Total Final Agency Actions	1	20%	1	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

Department of the Navy (NAVY)

Permanent Workforce: 174,450

Temporary Workforce: 5,567

Total Workforce: 180,017

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	174,450	70.34%	29.66%	4.59%	70.23%	13.10%	9.68%	1.00%	0.67%	0.63%	0.78%
Major Occupations:											
Electronics Engineering	8,233	89.58%	10.42%	5.17%	71.87%	4.32%	17.49%	0.62%	0.29%	0.23%	0.45%
Engineering Technician	6,187	92.44%	7.56%	3.09%	84.37%	5.66%	5.04%	0.60%	0.82%	0.42%	0.63%
Mechanical Engineering	5,356	91.60%	8.40%	3.44%	83.61%	2.84%	9.15%	0.11%	0.39%	0.47%	0.50%
GS-14 and GS-15*	7,121	82.00%	18.00%	2.70%	89.03%	3.69%	3.95%	0.07%	0.41%	0.14%	0.39%
Senior Pay Level*	610	83.28%	16.72%	0.82%	91.48%	2.46%	4.59%	0.00%	0.49%	0.16%	0.00%
SES	331	79.15%	20.85%	0.30%	92.45%	3.93%	2.42%	0.00%	0.60%	0.30%	0.00%
First-Level Officials/Managers*	623	66.61%	33.39%	5.30%	75.92%	13.48%	4.17%	0.16%	0.48%	0.48%	0.64%
Mid-Level Officials/Managers*	4,109	76.47%	23.53%	3.24%	86.03%	5.72%	4.33%	0.17%	0.37%	0.15%	0.56%
Senior-Level Officials/Managers*	2,281	83.56%	16.44%	2.10%	90.40%	3.42%	3.77%	0.04%	0.44%	0.13%	0.31%

Totals do not include non-appropriated funds employees. *Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NAVY employed 1,398 (0.78%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 3,601 IWTD were needed. This represented an increase of 18 employees over FY 2007 and a decrease of 164 employees since FY 2004. The participation rate for FY 2007 was 0.8% and for FY 2004 was 0.88%. Over the 5-year period NAVY had a net decrease of 0.1% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NAVY timely processed 76.1% of the 1,275 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 670 complaints filed at NAVY, 190 contained allegations of race (Black/African American) discrimination, 44 contained allegations of race (White) discrimination, 43 contained allegations of race (Asian) discrimination, 2 contained allegations of race (American Indian/Alaska Native) discrimination, 77 contained allegations of color

discrimination and 173 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 329 completed investigations, 43.8% were timely. NAVY's average time for completing an investigation was 237 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

NAVY's average processing time for all complaint closures decreased from 310 days in FY 2007 to 288 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NAVY agreed to pay \$196,663 for 131 pre-complaint settlements, of which 13 were monetary settlements averaging \$15,127. NAVY expended a total of \$3,003,770 for 329 complaint investigations, for an average expenditure of \$9,130.

NAVY agreed to pay a total of \$2,857,963 plus other benefits for 233 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 71 complaint closures with monetary benefits, the average award was \$40,253.

Department of the Navy (NAVY)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,048		228		1,276	
Settlements	39	3.7%	92	26.3%	131	10.3%
Withdrawals or No Complaints Filed	322	30.7%	136	38.9%	458	35.9%
Complaints Filed*					670	52.5%
Decision to File Complaint Pending at End of Fiscal Year					17	1.3%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	1,276	661
Total Number Offered ADR	1,210	40
ADR Offer Rate*	94.8%	6.1%
ADR Participation Rate*	27.4%	4.8%
Total ADR Settlements	92	21
Total ADR Settlements Amount	\$173,300.00	\$102,329.14

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	1,275	970	76.1%			
All Investigations	329	144	43.8%	243	237	-2.5%
All Complaint Closures	661			310	288	-7.1%
Merit Decisions (no AJ)	140	137	97.9%	455	424	-6.8%
Dismissal Decisions (no AJ)	161			115	58	-49.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	670							
Total Closures	661							
Settlements	231	35%						
Withdrawals	60	9.1%						
Total Final Agency Actions	370	56%	301	81.4%	65	17.6%	4	1.1%
Dismissals	161	43.5%	161	100%	0	0%	0	0%
Merit Decisions	209	56.5%	140	67%	65	31.1%	4	1.9%
Finding Discrimination	4	1.9%	0	0%	2	50%	2	50%
Finding No Discrimination	205	98.1%	140	68.3%	63	30.7%	2	1%

Nuclear Regulatory Commission (NRC)

Permanent Workforce: 3,808

Temporary Workforce: 272

Total Workforce: 4,080

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	3,808	61.32%	38.68%	5.65%	69.70%	14.50%	8.74%	0.08%	0.50%	0.84%	0.89%
Major Occupations:											
General Engineering	1,151	81.23%	18.77%	7.65%	70.29%	8.60%	12.16%	0.17%	0.43%	0.70%	0.78%
Nuclear Engineering	439	91.12%	8.88%	5.92%	84.05%	2.96%	6.15%	0.00%	0.23%	0.68%	0.23%
General Physical Science	213	69.01%	30.99%	4.69%	80.28%	7.04%	5.16%	0.00%	0.47%	2.35%	0.47%
GS-14 and GS-15*	1,962	75.33%	24.67%	3.87%	75.28%	8.87%	11.11%	0.10%	0.31%	0.46%	0.51%
Senior Pay Level*	235	80.00%	20.00%	1.70%	85.53%	7.23%	4.68%	0.00%	0.43%	0.43%	0.85%
SES	152	80.26%	19.74%	1.97%	84.21%	8.55%	3.95%	0.00%	0.66%	0.66%	1.32%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	12	83.33%	16.67%	0.00%	58.33%	33.33%	0.00%	0.00%	8.33%	0.00%	0.00%
Senior-Level Officials/Managers	490	72.86%	27.14%	3.06%	80.00%	9.59%	6.12%	0.20%	0.82%	0.20%	0.61%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, NRC employed 35 (0.86%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 82 IWTD were needed. This represented an increase of 3 employees over FY 2007 and an increase of 5 employees since FY 2004. The participation rate for FY 2007 was 0.85% and for FY 2004 was 0.93%. Over the 5-year period NRC had a net decrease of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

NRC timely processed 100% of the 23 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Race (Black/African American); and (3) Sex (Male). Of the 13 complaints filed at NRC, 4 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of color discrimination and none contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 9 completed investigations, 100% were timely. NRC's average time for completing an investigation was 180 days.

NRC's average processing time for all complaint closures decreased from 946 days in FY 2007 to 343 days in FY 2008. The government-wide average was 336 days.

IV. Costs

NRC agreed to pay \$5,000 for 5 pre-complaint settlements, of which 2 were monetary settlements averaging \$2,500. NRC expended a total of \$28,651 for 9 complaint investigations, for an average expenditure of \$3,183.

NRC agreed to pay a total of \$44,300 plus other benefits for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 2 complaint closures with monetary benefits, the average award was \$22,150.

Nuclear Regulatory Commission (NRC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	18		5		23	
Settlements	0	0%	5	55.6%	5	21.7%
Withdrawals or No Complaints Filed	5	27.8%	0	0%	5	21.7%
Complaints Filed*					13	56.5%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	23	8
Total Number Offered ADR	23	8
ADR Offer Rate*	100%	100%
ADR Participation Rate*	39.1%	0%
Total ADR Settlements	5	0
Total ADR Settlements Amount	\$5,000.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	23	23	100%			
All Investigations	9	9	100%	282	180	-36.2%
All Complaint Closures	8			253	343	35.6%
Merit Decisions (no AJ)	3	3	100%	391	394	0.8%
Dismissal Decisions (no AJ)	0			110	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	13							
Total Closures	8							
Settlements	5	62.5%						
Withdrawals	0	0%						
Total Final Agency Actions	3	37.5%	3	100%	0	0%	0	0%
Dismissals	0	NA%	0	NA%	0	0%	0	0%
Merit Decisions	3	100%	3	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	3	100%	3	100%	0	0%	0	0%

Office of Personnel Management (OPM)

Permanent Workforce: 5,719

Temporary Workforce: 136

Total Workforce: 5,855

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	5,719	40.32%	59.68%	4.41%	68.28%	23.64%	2.52%	0.38%	0.59%	0.17%	0.63%
Major Occupations:											
General Investigating	1,810	48.56%	51.44%	5.69%	77.73%	12.38%	2.76%	0.61%	0.61%	0.22%	0.17%
Human Resources Management	399	33.08%	66.92%	4.51%	59.40%	31.33%	3.26%	0.50%	0.75%	0.25%	0.25%
General Legal & Kindred Administration	312	21.79%	78.21%	1.92%	54.49%	42.63%	0.96%	0.00%	0.00%	0.00%	0.64%
GS-14 and GS-15*	528	45.64%	54.36%	3.98%	68.94%	22.73%	3.41%	0.19%	0.57%	0.19%	0.57%
Senior Pay Level*	54	61.11%	38.89%	7.41%	83.33%	7.41%	1.85%	0.00%	0.00%	0.00%	1.85%
SES	52	59.62%	40.38%	7.69%	82.69%	7.69%	1.92%	0.00%	0.00%	0.00%	1.92%
First-Level Officials/Managers	19	52.63%	47.37%	5.26%	42.11%	47.37%	5.26%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	216	50.46%	49.54%	2.31%	77.78%	18.52%	0.93%	0.46%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	164	57.93%	42.07%	4.88%	79.88%	14.02%	0.61%	0.00%	0.00%	0.61%	1.22%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, OPM employed 36 (0.61%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 118 IWTD were needed. This represented a decrease of 3 employees from FY 2007 and an increase of 4 employees since FY 2004. The participation rate for FY 2007 was 0.68% and for FY 2004 was 0.88%. Over the 5-year period OPM had a net decrease of 0.27% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

OPM timely processed 100% of the 53 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American), and Sex (Female); and (2) Age. Of the 36 complaints filed at OPM, 18 contained allegations of race (Black/African American) discrimination, 4 contained allegations of race (White) discrimination, 3 contained allegations of color discrimination and 14 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 22 completed investigations, 100% were timely. OPM's average time for completing an investigation was 130 days.

OPM's average processing time for all complaint closures increased from 253 days in FY 2007 to 352 days in FY 2008. The government-wide average was 336 days.

IV. Costs

OPM reported no counseling settlements in FY 2008. OPM expended a total of \$148,741 for 22 complaint investigations, for an average expenditure of \$6,760.

OPM agreed to pay a total of \$92,077 plus other benefits plus other benefits for 8 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$13,153.

Office of Personnel Management (OPM)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	53		0		53	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	16	30.2%	0	0%	16	30.2%
Complaints Filed*					36	67.9%
Decision to File Complaint Pending at End of Fiscal Year					1	1.9%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	53	25
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	53	53	100%			
All Investigations	22	22	100%	100	130	30.0%
All Complaint Closures	25			326	352	8.0%
Merit Decisions (no AJ)	5	0	0%	389	623	60.2%
Dismissal Decisions (no AJ)	7			44	80	81.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	36							
Total Closures	25							
Settlements	8	32%						
Withdrawals	3	12%						
Total Final Agency Actions	14	56%	12	85.7%	2	14.3%	0	0%
Dismissals	8	57.1%	7	87.5%	1	12.5%	0	0%
Merit Decisions	6	42.9%	5	83.3%	1	16.7%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	6	100%	5	83.3%	1	16.7%	0	0%

Peace Corps (PC)

Permanent Workforce: 11

Temporary Workforce: 815

Total Workforce: 826

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	11	36.36%	63.64%	0.00%	54.55%	45.45%	0.00%	0.00%	0.00%	0.00%	0.00%
Major Occupations:											
Miscellaneous Administration & Pro	289	35.64%	64.36%	3.11%	83.39%	10.38%	2.77%	0.00%	0.35%	0.00%	0.00%
Program Management	145	57.24%	42.76%	2.76%	87.59%	6.90%	2.07%	0.00%	0.69%	0.00%	0.00%
GS-14 and GS-15*	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Level* Pay	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	2	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, PC employed 3 (0.36%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 17 IWTD were needed. This represented a decrease of 2 employees from FY 2007 and a decrease of 2 employees since FY 2004. The participation rate for FY 2007 was 0.56% and for FY 2004 was 0.59%. Over the 5-year period PC had a net decrease of 0.23% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

PC timely processed 100% of the 3 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Sex (Male). Of the 3 complaints filed at PC, 2 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (White) discrimination, 1 contained an allegation of color discrimination and 1 contained an allegation of disability discrimination.

III. Complaint Processing Times

PC timely completed the one investigation it reported completing in FY 2008. PC's average time for completing an investigation was 153 days.

PC's average processing time for all complaint closures decreased from 326 days in FY 2007 to 149 days in FY 2008. The government-wide average was 336 days.

IV. Costs

PC reported no counseling settlements in FY 2008. PC expended \$3,000 for the one investigation it completed in FY 2008.

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

Peace Corps (PC)

Outcome of Counselings Completed in FY 2008

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

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	3	2
Total Number Offered ADR	0	0
ADR Offer Rate*	0%	0%
ADR Participation Rate*	0%	0%
Total ADR Settlements	0	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	3	3	100%			
All Investigations	1	1	100%	141	153	8.5%
All Complaint Closures	2			511	149	-70.8%
Merit Decisions (no AJ)	0	0	0%	0	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

Pension Benefit Guaranty Corporation (PBGC)

Permanent Workforce: 845

Temporary Workforce: 48

Total Workforce: 893

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	845	42.72%	57.28%	2.49%	46.27%	42.96%	7.10%	0.00%	0.47%	0.71%	1.54%
Major Occupations:											
Miscellaneous Administration & Pro	129	33.33%	66.67%	3.10%	44.96%	44.96%	5.43%	0.00%	0.78%	0.78%	0.00%
Pension Analyst	128	33.59%	66.41%	3.13%	44.53%	44.53%	4.69%	0.00%	2.34%	0.00%	0.00%
GS-14 and GS-15*	340	54.41%	45.59%	0.88%	65.88%	23.53%	9.12%	0.00%	0.00%	0.59%	1.18%
Senior Level* Pay	35	54.29%	45.71%	0.00%	82.86%	8.57%	2.86%	0.00%	2.86%	2.86%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	38	52.63%	47.37%	0.00%	55.26%	34.21%	10.53%	0.00%	0.00%	0.00%	2.63%
Senior-Level Officials/Managers	112	58.04%	41.96%	0.00%	70.54%	21.43%	6.25%	0.00%	0.89%	0.89%	0.89%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, PBGC employed 14 (1.57%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 18 IWTD were needed. This represented an increase of 2 employees over FY 2007 and an increase of 3 employees since FY 2004. The participation rate for FY 2007 was 1.42% and for FY 2004 was 1.37%. Over the 5-year period PBGC had a net increase of 0.2% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

PBGC timely processed 97.1% of the 35 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Sex (Female); and (3) Disability (Physical). Of the 24 complaints filed at PBGC, 5 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of race (Asian) discrimination, and 6 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 22 completed investigations, 4.5% were timely. PBGC's average time for completing an investigation was 315 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

PBGC's average processing time for all complaint closures decreased from 511 days in FY 2007 to 285 days in FY 2008. The government-wide average was 336 days.

IV. Costs

PBGC reported paying no monetary benefits for 6 pre-complaint settlements. PBGC expended a total of \$181,289 for 22 complaint investigations, for an average expenditure of \$8,240.

PBGC reported no complaint closures through settlement agreement, final agency decision, or final agency order fully implementing an AJ decision in FY 2008.

Pension Benefit Guaranty Corporation (PBGC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	32		3		35	
Settlements	4	12.5%	2	25%	6	17.1%
Withdrawals or No Complaints Filed	0	0%	1	12.5%	1	2.9%
Complaints Filed*					24	68.6%
Decision to File Complaint Pending at End of Fiscal Year					4	11.4%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	35	14
Total Number Offered ADR	23	2
ADR Offer Rate*	65.7%	14.3%
ADR Participation Rate*	22.9%	7.1%
Total ADR Settlements	2	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	35	34	97.1%			
All Investigations	22	1	4.5%	384	315	-18.0%
All Complaint Closures	14			485	285	-41.2%
Merit Decisions (no AJ)	10	3	30%	1,054	396	-62.4%
Dismissal Decisions (no AJ)	0			426	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	24							
Total Closures	14							
Settlements	0	0%						
Withdrawals	2	14.3%						
Total Final Agency Actions	12	85.7%	10	83.3%	2	16.7%	0	0%
Dismissals	2	16.7%	0	0%	2	100%	0	0%
Merit Decisions	10	83.3%	10	100%	0	0%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	10	100%	10	100%	0	0%	0	0%

Railroad Retirement Board (RRB)

Permanent Workforce: 961

Temporary Workforce: 4

Total Workforce: 965

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	961	38.09%	61.91%	5.41%	57.96%	33.61%	1.87%	0.10%	0.42%	0.62%	1.04%
Major Occupations:											
Railroad Retirement Claims Examining	419	27.92%	72.08%	6.44%	58.00%	33.65%	0.72%	0.00%	0.72%	0.48%	0.72%
Information Technology Management	119	70.59%	29.41%	3.36%	73.95%	19.33%	3.36%	0.00%	0.00%	0.00%	1.68%
GS-14 and GS-15*	92	57.61%	42.39%	2.17%	78.26%	15.22%	3.26%	0.00%	0.00%	1.09%	1.09%
Senior Level* Pay Level*	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	9	66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	46	39.13%	60.87%	4.35%	65.22%	30.43%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	120	55.83%	44.17%	0.83%	74.17%	19.17%	4.17%	0.00%	0.00%	1.67%	0.83%
Senior-Level Officials/Managers	43	67.44%	32.56%	2.33%	88.37%	6.98%	2.33%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, RRB employed 10 (1.04%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 20 IWTD were needed. This represented a decrease of one employee from FY 2007 and a decrease of 3 employees since FY 2004. The participation rate for FY 2007 was 1.11% and for FY 2004 was 1.2%. Over the 5-year period RRB had a net decrease of 0.16% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

RRB timely completed the one pre-complaint counseling (without remand) reported for FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Race (Black/African American); (2) Sex (Female); and (3) Reprisal. Of the 3 complaints filed at RRB 3 contained allegations of race (Black/African American) discrimination and none contained allegations of color or disability discrimination.

III. Complaint Processing Times

Of the 2 completed investigations, 100% were timely. RRB's average time for completing an investigation was 128 days.

RRB's average processing time for all complaint closures decreased from 485 days in FY 2007 to 330 days in FY 2008. The government-wide average was 336 days.

IV. Costs

RRB reported no counseling settlements in FY 2008. RRB expended a total of \$6,545 for 2 complaint investigations, for an average expenditure of \$3,272.

RRB agreed to pay a total of \$6,324 plus other benefits for 4 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 4 complaint closures with monetary benefits, the average award was \$1,581.

Railroad Retirement Board (RRB)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1		0		1	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					1	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

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

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	1	1	100%			
All Investigations	2	2	100%	177	128	-27.7%
All Complaint Closures	4			258	330	27.9%
Merit Decisions (no AJ)	0	0	0%	258	0	NA%
Dismissal Decisions (no AJ)	0			0	0	NA%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

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

Securities and Exchange Commission (SEC)

Permanent Workforce: 3,501

Temporary Workforce: 130

Total Workforce: 3,631

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	3,501	51.53%	48.47%	4.51%	68.15%	18.22%	8.45%	0.03%	0.29%	0.34%	1.20%
Major Occupations:											
General Attorney	1,474	57.60%	42.40%	3.60%	80.87%	7.12%	7.80%	0.07%	0.20%	0.34%	0.81%
Accounting	944	58.47%	41.53%	5.72%	75.64%	7.10%	11.12%	0.00%	0.32%	0.11%	0.42%
Securities Compliance Examining	140	62.86%	37.14%	4.29%	73.57%	11.43%	9.29%	0.00%	0.00%	1.43%	0.71%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	106	65.09%	34.91%	2.83%	92.45%	2.83%	1.89%	0.00%	0.00%	0.00%	0.94%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	100	66.00%	34.00%	3.00%	92.00%	3.00%	2.00%	0.00%	0.00%	0.00%	1.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, SEC employed 42 (1.16%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 73 IWTD were needed. This represented a decrease of one employee from FY 2007 and a decrease of one employee since FY 2004. The participation rate for FY 2007 was 1.23% and for FY 2004 was 1.13%. Over the 5-year period SEC had a net increase of 0.03% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SEC timely processed 73.7% of the 19 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Disability (Physical); and (3) Race (Asian) and Race (Black/African American). Of the 11 complaints filed at SEC, 2 contained allegations of race (Black/African American) discrimination, 2 contained allegations of race (Asian) discrimination, 1 contained an allegation of color discrimination and 5 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 4 completed investigations, 75% were timely. SEC's average time for completing an investigation was 157 days.

SEC's average processing time for all complaint closures decreased from 258 days in FY 2007 to 212 days in FY 2008. The government-wide average was 336 days.

IV. Costs

SEC agreed to pay \$3,948 for 2 pre-complaint settlements, of which 1 were monetary settlements averaging \$3,948. SEC expended a total of \$36,104 for 4 complaint investigations, for an average expenditure of \$9,026.

SEC agreed to pay a total of \$25,000 plus other benefits for 2 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For its single complaint closure with monetary benefits, the average award was \$25,000.

Securities and Exchange Commission (SEC)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	18		1		19	
Settlements	1	5.6%	1	50%	2	10.5%
Withdrawals or No Complaints Filed	7	38.9%	0	0%	7	36.8%
Complaints Filed*					10	52.6%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	19	5
Total Number Offered ADR	19	2
ADR Offer Rate*	100%	40%
ADR Participation Rate*	10.5%	40%
Total ADR Settlements	1	1
Total ADR Settlements Amount	\$3,948.00	\$35,000.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	19	14	73.7%			
All Investigations	4	3	75%	148	157	6.1%
All Complaint Closures	5			294	212	-27.9%
Merit Decisions (no AJ)	1	1	100%	449	59	-86.9%
Dismissal Decisions (no AJ)	1			76	21	-72.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	11							
Total Closures	5							
Settlements	2	40%						
Withdrawals	0	0%						
Total Final Agency Actions	3	60%	2	66.7%	1	33.3%	0	0%
Dismissals	1	33.3%	1	100%	0	0%	0	0%
Merit Decisions	2	66.7%	1	50%	1	50%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	2	100%	1	50%	1	50%	0	0%

Small Business Administration (SBA)

Permanent Workforce: 2,677

Temporary Workforce: 2,152

Total Workforce: 4,829

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	2,677	44.34%	55.66%	10.87%	56.37%	26.56%	5.27%	0.11%	0.82%	0.00%	0.93%
Major Occupations:											
General Business Specialist	1,586	41.36%	58.64%	9.96%	59.84%	24.97%	3.97%	0.06%	1.20%	0.00%	0.76%
Loan Specialist	597	50.42%	49.58%	9.88%	58.79%	27.30%	3.18%	0.00%	0.84%	0.00%	0.00%
Program Management	187	72.73%	27.27%	12.83%	68.98%	13.37%	3.21%	0.53%	1.07%	0.00%	1.07%
GS-14 and GS-15*	549	59.93%	40.07%	6.92%	67.76%	19.49%	5.10%	0.18%	0.55%	0.00%	0.91%
Senior Pay Level*	52	71.15%	28.85%	11.54%	67.31%	19.23%	1.92%	0.00%	0.00%	0.00%	0.00%
SES	51	70.59%	29.41%	11.76%	66.67%	19.61%	1.96%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	10	0.00%	100.00%	10.00%	50.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	215	62.79%	37.21%	7.91%	67.91%	20.00%	4.19%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	196	68.37%	31.63%	11.73%	66.84%	17.86%	2.04%	0.51%	1.02%	0.00%	1.02%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, SBA employed 31 (0.64%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 97 IWTD were needed. This represented a decrease of 7 employees from FY 2007 and a decrease of 8 employees since FY 2004. The participation rate for FY 2007 was 0.85% and for FY 2004 was 0.94%. Over the 5-year period SBA had a net decrease of 0.3% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SBA timely processed 83.6% of the 55 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Color; (2) Race (Black/African American); and (3) Sex (Female). Of the 40 complaints filed at SBA, 19 contained allegations of race (Black/African American) discrimination, 16 contained allegations of race (White) discrimination, 1 contained an allegation of race (Asian) discrimination, 34 contained allegations of color discrimination and 10 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 44 completed investigations, 27.3% were timely. SBA's average time for completing an investigation was 302 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

SBA's average processing time for all complaint closures increased from 294 days in FY 2007 to 475 days in FY 2008. The government-wide average was 336 days.

IV. Costs

SBA reported paying no monetary benefits for 3 pre-complaint settlements. SBA expended a total of \$122,556 for 44 complaint investigations, for an average expenditure of \$2,785.

SBA agreed to pay a total of \$72,500 plus other benefits for 10 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 3 complaint closures with monetary benefits, the average award was \$24,167.

Small Business Administration (SBA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	54		1		55	
Settlements	2	3.7%	1	6.7%	3	5.5%
Withdrawals or No Complaints Filed	14	25.9%	0	0%	14	25.5%
Complaints Filed*					37	67.3%
Decision to File Complaint Pending at End of Fiscal Year					1	1.8%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	55	48
Total Number Offered ADR	34	1
ADR Offer Rate*	61.8%	2.1%
ADR Participation Rate*	27.3%	2.1%
Total ADR Settlements	1	0
Total ADR Settlements Amount	\$0.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	55	46	83.6%			
All Investigations	44	12	27.3%	359	302	-15.9%
All Complaint Closures	48			351	475	35.3%
Merit Decisions (no AJ)	17	4	23.5%	227	646	184.6%
Dismissal Decisions (no AJ)	8			104	46	-55.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	40							
Total Closures	48							
Settlements	10	20.8%						
Withdrawals	5	10.4%						
Total Final Agency Actions	33	68.8%	25	75.8%	8	24.2%	0	0%
Dismissals	8	24.2%	8	100%	0	0%	0	0%
Merit Decisions	25	75.8%	17	68%	8	32%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	25	100%	17	68%	8	32%	0	0%

Smithsonian Institution (SI)

Permanent Workforce: 3,983

Temporary Workforce: 150

Total Workforce: 4,133

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	3,983	57.19%	42.81%	4.69%	50.87%	38.92%	3.01%	0.10%	2.08%	0.33%	0.98%
Major Occupations:											
Museum Specialist & Technician	275	50.18%	49.82%	3.64%	86.18%	5.82%	1.82%	0.00%	2.18%	0.36%	0.00%
Museum Curator	131	45.04%	54.96%	1.53%	90.84%	5.34%	1.53%	0.00%	0.76%	0.00%	0.76%
Exhibits Specialist	105	87.62%	12.38%	1.90%	77.14%	18.10%	2.86%	0.00%	0.00%	0.00%	1.90%
GS-14 and GS-15*	518	61.00%	39.00%	3.47%	82.05%	7.92%	5.21%	0.00%	1.16%	0.19%	0.58%
Senior Pay Level*	100	72.00%	28.00%	1.00%	91.00%	6.00%	0.00%	2.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	226	67.70%	32.30%	6.64%	36.73%	53.54%	1.77%	0.00%	1.33%	0.00%	0.00%
Mid-Level Officials/Managers	209	56.94%	43.06%	2.87%	77.03%	14.83%	3.83%	0.00%	1.44%	0.00%	0.96%
Senior-Level Officials/Managers	160	63.13%	36.88%	1.25%	82.50%	10.63%	2.50%	0.00%	2.50%	0.63%	0.00%

*Does not include trust-fund employees

Targeted Disabilities

As of September 30, 2008, SI employed 37 (0.92%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 81 IWTD were needed. This represented an increase of 3 employees over FY 2007 and a decrease of 5 employees since FY 2004. The participation rate for FY 2007 was 0.85% and for FY 2004 was 0.83%. Over the 5-year period SI had a net increase of 0.09% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SI timely processed 100% of the 29 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Age. Of the 11 complaints filed at SI, 2 contained allegations of race (Black/African American) discrimination, 1 contained an allegation of color discrimination and 3 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 14 completed investigations, 100% were timely. SI's average time for completing an investigation was 137 days.

SI's average processing time for all complaint closures decreased from 351 days in FY 2007 to 283 days in FY 2008. The government-wide average was 336 days.

IV. Costs

SI reported no counseling settlements in FY 2008. SI expended a total of \$30,950 for 14 complaint investigations, for an average expenditure of \$2,210.

SI agreed to pay a total of \$136,500 plus other benefits for 7 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$19,500.

Smithsonian Institution (SI)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	22		7		29	
Settlements	0	0%	0	0%	0	0%
Withdrawals or No Complaints Filed	9	40.9%	7	70%	16	55.2%
Complaints Filed*					11	37.9%
Decision to File Complaint Pending at End of Fiscal Year					2	6.9%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	29	19
Total Number Offered ADR	29	8
ADR Offer Rate*	100%	42.1%
ADR Participation Rate*	34.5%	42.1%
Total ADR Settlements	0	7
Total ADR Settlements Amount	\$0.00	\$136,500.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	29	29	100%			
All Investigations	14	14	100%	141	137	-2.8%
All Complaint Closures	19			161	283	75.8%
Merit Decisions (no AJ)	6	6	100%	152	206	35.5%
Dismissal Decisions (no AJ)	2			59	25	-57.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	11							
Total Closures	19							
Settlements	7	36.8%						
Withdrawals	1	5.3%						
Total Final Agency Actions	11	57.9%	8	72.7%	3	27.3%	0	0%
Dismissals	2	18.2%	2	100%	0	0%	0	0%
Merit Decisions	9	81.8%	6	66.7%	3	33.3%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	9	100%	6	66.7%	3	33.3%	0	0%

Social Security Administration (SSA)

Permanent Workforce: 62,867

Temporary Workforce: 1,123

Total Workforce: 63,990

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	62,867	30.40%	69.60%	13.53%	51.55%	28.59%	4.45%	0.20%	1.28%	0.41%	2.04%
Major Occupations:											
Social Insurance Administration	27,406	29.52%	70.48%	16.47%	54.97%	21.88%	4.60%	0.18%	1.63%	0.28%	1.27%
Contact Representative	11,413	23.39%	76.61%	23.01%	36.72%	33.70%	4.22%	0.39%	1.38%	0.57%	3.38%
General Legal & Kindred Administration	3,468	28.52%	71.48%	5.77%	28.69%	56.08%	8.28%	0.09%	0.40%	0.69%	1.73%
GS-14 and GS-15*	3,258	48.53%	51.47%	6.29%	70.38%	19.06%	2.70%	0.06%	1.20%	0.31%	0.71%
Senior Pay Level*	1,394	76.40%	23.60%	4.81%	85.37%	7.32%	0.86%	0.07%	1.22%	0.36%	0.93%
SES	148	62.84%	37.16%	8.11%	75.00%	15.54%	0.68%	0.00%	0.68%	0.00%	0.00%
First-Level Officials/Managers	2,185	28.47%	71.53%	16.80%	49.52%	28.47%	3.57%	0.18%	1.10%	0.37%	0.82%
Mid-Level Officials/Managers	3,442	40.99%	59.01%	10.05%	63.68%	21.96%	2.32%	0.12%	1.63%	0.23%	0.49%
Senior-Level Officials/Managers	694	53.46%	46.54%	5.76%	70.75%	19.74%	1.73%	0.00%	1.73%	0.29%	0.43%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, SSA employed 1,289 (2.01%) Individuals with Targeted Disabilities meeting the federal 2% participation rate goal in its total work force. This represented an increase of one employee over FY 2007 and a decrease of 146 employees since FY 2004. The participation rate for FY 2007 was 2.06% and for FY 2004 was 2.2%. Over the 5-year period SSA had a net decrease of 0.19% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

SSA timely processed 70.3% of the 884 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Age; (2) Reprisal; and (3) Disability (Physical). Of the 466 complaints filed at SSA, 140 contained allegations of race (Black/African American) discrimination, 46 contained allegations of race (White) discrimination, 9 contained allegations of race (Asian) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination, 19 contained allegations of color

discrimination and 186 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 238 completed investigations, 29.4% were timely. SSA's average time for completing an investigation was 259 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

SSA's average processing time for all complaint closures increased from 161 days in FY 2007 to 507 days in FY 2008. The government-wide average was 336 days.

IV. Costs

SSA agreed to pay \$7,420 for 92 pre-complaint settlements, of which 3 were monetary settlements averaging \$2,473. SSA expended a total of \$583,962 for 238 complaint investigations, for an average expenditure of \$2,453.

SSA agreed to pay a total of \$282,740 plus other benefits for 57 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 26 complaint closures with monetary benefits, the average award was \$10,875.

Social Security Administration (SSA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	802		82		884	
Settlements	25	3.1%	67	34.7%	92	10.4%
Withdrawals or No Complaints Filed	314	39.2%	15	7.8%	329	37.2%
Complaints Filed*					448	50.7%
Decision to File Complaint Pending at End of Fiscal Year					15	1.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	884	320
Total Number Offered ADR	713	227
ADR Offer Rate*	80.7%	70.9%
ADR Participation Rate*	21.8%	8.4%
Total ADR Settlements	67	12
Total ADR Settlements Amount	\$1,420.80	\$51,657.60

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	884	621	70.3%			
All Investigations	238	70	29.4%	246	259	5.3%
All Complaint Closures	320			587	507	-13.6%
Merit Decisions (no AJ)	115	35	30.4%	776	578	-25.5%
Dismissal Decisions (no AJ)	64			155	95	-38.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	466							
Total Closures	320							
Settlements	54	16.9%						
Withdrawals	35	10.9%						
Total Final Agency Actions	231	72.2%	179	77.5%	48	20.8%	4	1.7%
Dismissals	68	29.4%	64	94.1%	4	5.88%	0	0%
Merit Decisions	163	70.6%	115	70.6%	44	27%	4	2.5%
Finding Discrimination	7	4.3%	0	0%	3	42.9%	4	57.1%
Finding No Discrimination	156	95.7%	115	73.7%	41	26.3%	0	0%

Department of State (STATE)

Permanent Workforce: 19,922

Temporary Workforce: 4,792

Total Workforce: 24,714

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	19,922	54.91%	45.09%	5.18%	71.33%	16.62%	5.37%	0.18%	0.32%	1.00%	0.38%
Major Occupations:											
Foreign Affairs	1,830	58.03%	41.97%	3.50%	87.98%	4.81%	3.44%	0.00%	0.22%	0.05%	0.49%
Political Affairs	1,706	67.70%	32.30%	4.98%	83.35%	5.33%	5.69%	0.12%	0.47%	0.06%	0.12%
Passport & Visa Examining	1,656	35.99%	64.01%	10.69%	78.32%	23.43%	5.01%	0.30%	0.36%	0.00%	0.36%
GS-14 and GS-15*	2,105	57.15%	42.85%	2.80%	80.09%	11.59%	4.94%	0.19%	0.19%	0.19%	0.24%
Senior Pay Level*	1,201	72.61%	27.39%	3.91%	85.51%	7.24%	2.91%	0.00%	0.33%	0.08%	0.25%
SES	162	63.58%	36.42%	3.09%	93.83%	1.85%	1.23%	0.00%	0.00%	0.00%	0.62%
First-Level Officials/Managers	154	29.87%	70.13%	7.79%	57.79%	27.92%	5.19%	0.00%	1.29%	0.00%	0.65%
Mid-Level Officials/Managers	428	50.23%	49.77%	2.57%	67.99%	25.23%	3.50%	0.23%	0.23%	0.23%	0.47%
Senior-Level Officials/Managers	704	65.34%	34.66%	3.27%	85.37%	6.68%	3.69%	0.00%	0.71%	0.28%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, STATE employed 84 (0.34%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 495 IWTD were needed. This is the same as the number of employees in FY 2007 and a decrease of 9 employees since FY 2004. The participation rate for FY 2007 was 0.33% and for FY 2004 was 0.39%. Over the 5-year period STATE had a net decrease of 0.05% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

STATE timely processed 63.4% of the 191 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Sex (Female); and (3) Race (Black/African American). Of the 106 complaints filed at STATE, 28 contained allegations of race (Black/African American) discrimination, 5 contained allegations of race (White) discrimination, 5 contained allegations of race (Asian) discrimination, 2 contained allegations of race (American Indian/Alaska Native) discrimination, 15 contained allegations of color

discrimination and 17 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 98 completed investigations, 7.1% were timely. STATE's average time for completing an investigation was 307 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

STATE's average processing time for all complaint closures decreased from 436 days in FY 2007 to 348 days in FY 2008. The government-wide average was 336 days.

IV. Costs

STATE agreed to pay \$1,011 for 9 pre-complaint settlements, of which 1 was a monetary settlements. STATE expended a total of \$178,740 for 98 complaint investigations, for an average expenditure of \$1,823.

STATE agreed to pay a total of \$295,882 plus other benefits for 13 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 7 complaint closures with monetary benefits, the average award was \$42,269.

Department of State (STATE)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	172		19		191	
Settlements	7	4.1%	2	5.6%	9	4.7%
Withdrawals or No Complaints Filed	12	7%	17	47.2%	29	15.2%
Complaints Filed*					102	53.4%
Decision to File Complaint Pending at End of Fiscal Year					51	26.7%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	191	80
Total Number Offered ADR	164	77
ADR Offer Rate*	85.9%	96.3%
ADR Participation Rate*	18.9%	12.5%
Total ADR Settlements	2	4
Total ADR Settlements Amount	\$0.00	\$16,500.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	191	121	63.4%			
All Investigations	98	7	7.1%	296	307	3.7%
All Complaint Closures	80			436	348	-20.2%
Merit Decisions (no AJ)	32	0	0%	472	467	-1.1%
Dismissal Decisions (no AJ)	20			96	52	-45.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	106							
Total Closures	80							
Settlements	13	16.3%						
Withdrawals	4	5%						
Total Final Agency Actions	63	78.8%	52	82.5%	11	17.5%	0	0%
Dismissals	21	33.3%	20	95.2%	1	4.76%	0	0%
Merit Decisions	42	66.7%	32	76.2%	10	23.8%	0	0%
Finding Discrimination	0	NA%	0	NA%	0	NA%	0	NA%
Finding No Discrimination	42	100%	32	76.2%	10	23.8%	0	0%

Tennessee Valley Authority (TVA)

Permanent Workforce: 11,239 Temporary Workforce: 236 Total Workforce: 11,475

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	11,239	80.62%	19.38%	0.67%	88.48%	8.76%	0.49%	0.03%	1.16%	0.42%	0.48%
Major Occupations:											
Unit Operators	760	93.02%	6.97%	0.53%	87.89%	9.34%	0.13%	0.00%	1.18%	0.79%	0.39%
Fossil Mechanical Technicians	483	96.89%	3.11%	0.83%	92.75%	5.18%	0.00%	0.00%	1.24%	0.00%	0.00%
Nuclear Unit Operators	289	93.43%	6.57%	1.04%	88.93%	6.57%	0.00%	0.00%	2.77%	0.69%	0.35%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SES	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	262	51.91%	48.09%	1.15%	87.02%	11.07%	0.00%	0.38%	0.38%	0.00%	0.00%
Mid-Level Officials/Managers	1,593	76.40%	23.60%	0.63%	89.70%	7.47%	0.82%	0.06%	1.19%	0.13%	0.31%
Senior-Level Officials/Managers	995	83.12%	16.88%	0.70%	93.07%	4.02%	0.90%	0.00%	0.80%	0.50%	0.30%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, TVA employed 54 (0.47%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 232 IWTD were needed. This represented a decrease of 8 employees from FY 2007 and a decrease of 25 employees since FY 2004. The participation rate for FY 2007 was 0.52% and for FY 2004 was 0.61%. Over the 5-year period TVA had a net decrease of 0.14% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

TVA timely processed 100% of the 83 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 46 complaints filed at TVA, 11 contained allegations of race (Black/African American) discrimination, 3 contained allegations of race (White) discrimination, 1 contained an allegation of race (American Indian/Alaska Native) discrimination, and 11 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 37 completed investigations, 100% were timely. TVA's average time for completing an investigation was 110 days.

TVA's average processing time for all complaint closures decreased from 587 days in FY 2007 to 244 days in FY 2008. The government-wide average was 336 days.

IV. Costs

TVA agreed to pay \$52,235 for 12 pre-complaint settlements, of which 3 were monetary settlements averaging \$17,411. TVA expended a total of \$112,833 for 37 complaint investigations, for an average expenditure of \$3,049.

TVA agreed to pay a total of \$98,143 plus other benefits for 5 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 3 complaint closures with monetary benefits, the average award was \$32,174.

Tennessee Valley Authority (TVA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	79		4		83	
Settlements	9	11.4%	3	50%	12	14.5%
Withdrawals or No Complaints Filed	8	10.1%	1	16.7%	9	10.8%
Complaints Filed*					46	55.4%
Decision to File Complaint Pending at End of Fiscal Year					16	19.3%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	83	54
Total Number Offered ADR	16	0
ADR Offer Rate*	19.3%	0%
ADR Participation Rate*	7.2%	0%
Total ADR Settlements	3	0
Total ADR Settlements Amount	\$3,600.00	\$0.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	83	83	100%			
All Investigations	37	37	100%	93	110	18.3%
All Complaint Closures	54			275	244	-11.3%
Merit Decisions (no AJ)	24	24	100%	166	189	13.9%
Dismissal Decisions (no AJ)	13			101	13	-87.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	46							
Total Closures	54							
Settlements	3	5.6%						
Withdrawals	3	5.6%						
Total Final Agency Actions	48	88.9%	37	77.1%	11	22.9%	0	0%
Dismissals	13	27.1%	13	100%	0	0%	0	0%
Merit Decisions	35	72.9%	24	68.6%	11	31.4%	0	0%
Finding Discrimination	2	5.7%	1	50%	1	50%	0	0%
Finding No Discrimination	33	94.3%	23	69.7%	10	30.3%	0	0%

Department of Transportation (DOT)

Permanent Workforce: 53,922

Temporary Workforce: 1,466

Total Workforce: 55,388

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	53,922	73.02%	26.98%	6.33%	76.51%	11.38%	3.72%	0.19%	1.34%	0.52%	0.56%
Major Occupations:											
Air Traffic Control	20,017	83.66%	16.34%	5.35%	85.59%	5.58%	1.78%	0.19%	1.03%	0.48%	0.14%
Transportation Specialist	6,733	87.78%	12.22%	8.14%	74.34%	10.44%	4.23%	0.28%	1.83%	0.74%	0.37%
Aviation Safety	4,122	92.50%	7.50%	5.58%	86.39%	4.61%	1.48%	0.22%	1.36%	0.36%	0.15%
GS-14 and GS-15*	5,339	76.81%	23.19%	4.68%	78.16%	11.16%	4.65%	0.09%	0.81%	0.45%	0.64%
Senior Level* Pay Level*	426	69.01%	30.99%	4.69%	82.16%	9.15%	3.52%	0.00%	0.47%	0.00%	1.17%
SES	219	64.84%	35.16%	2.74%	84.02%	10.05%	3.20%	0.00%	0.00%	0.00%	1.83%
First-Level Officials/Managers	75	78.67%	21.33%	17.33%	72.00%	8.00%	2.67%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	1,186	70.83%	29.17%	4.89%	75.38%	13.49%	5.40%	0.00%	0.42%	0.42%	1.26%
Senior-Level Officials/Managers	1,049	71.02%	28.98%	3.91%	79.31%	11.44%	4.58%	0.10%	0.48%	0.19%	1.05%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, DOT employed 315 (0.57%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 1,108 IWTD were needed. This represented an increase of 13 employees over FY 2007 and a decrease of 7 employees since FY 2004. The participation rate for FY 2007 was 0.56% and for FY 2004 was 0.56%. Over the 5-year period DOT had a net increase of 0.01% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

DOT timely processed 94.4% of the 625 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 374 complaints filed at DOT, 87 contained allegations of race (Black/African American) discrimination, 26 contained allegations of race (White) discrimination, 4 contained allegations of race (Asian) discrimination, 3 contained allegations of race (American Indian/Alaska Native) discrimination, 51 contained allegations of color

discrimination and 58 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 346 completed investigations, 56.6% were timely. DOT's average time for completing an investigation was 236 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

DOT's average processing time for all complaint closures increased from 321 days in FY 2007 to 423 days in FY 2008. The government-wide average was 336 days.

IV. Costs

DOT agreed to pay \$30,678 for 39 pre-complaint settlements, of which 4 were monetary settlements averaging \$7,669. DOT expended a total of \$1,637,128 for 346 complaint investigations, for an average expenditure of \$4,731.

DOT agreed to pay a total of \$1,222,427 plus other benefits for 94 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 40 complaint closures with monetary benefits, the average award was \$30,561.

Department of Transportation (DOT)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	561		64		625	
Settlements	6	1.1%	33	26.4%	39	6.2%
Withdrawals or No Complaints Filed	184	32.8%	31	24.8%	215	34.4%
Complaints Filed*					358	57.3%
Decision to File Complaint Pending at End of Fiscal Year					13	2.1%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	625	426
Total Number Offered ADR	549	14
ADR Offer Rate*	87.8%	3.3%
ADR Participation Rate*	20%	2.8%
Total ADR Settlements	33	5
Total ADR Settlements Amount	\$30,678.57	\$46,390.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	625	590	94.4%			
All Investigations	346	196	56.6%	194	236	21.6%
All Complaint Closures	426			321	423	31.8%
Merit Decisions (no AJ)	115	32	27.8%	382	425	11.3%
Dismissal Decisions (no AJ)	110			120	85	-29.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	374							
Total Closures	426							
Settlements	93	21.8%						
Withdrawals	32	7.5%						
Total Final Agency Actions	301	70.7%	225	74.8%	75	24.9%	1	0.3%
Dismissals	114	37.9%	110	96.5%	4	3.51%	0	0%
Merit Decisions	187	62.1%	115	61.5%	71	38%	1	0.5%
Finding Discrimination	2	1.1%	0	0%	1	50%	1	50%
Finding No Discrimination	185	98.9%	115	62.2%	70	37.8%	0	0%

Department of the Treasury (TREAS)

Permanent Workforce: 103,762

Temporary Workforce: 1,779

Total Workforce: 105,541

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	103,762	37.14%	62.86%	8.69%	60.94%	24.64%	4.48%	0.09%	0.82%	0.34%	1.74%
Major Occupations:											
Contact Representative	13,668	29.51%	70.49%	13.16%	51.30%	31.83%	2.52%	0.07%	0.77%	0.34%	2.25%
Internal Revenue Agent	13,098	51.24%	48.76%	6.06%	69.16%	13.80%	9.80%	0.15%	0.76%	0.26%	0.93%
Tax Examining	10,830	23.05%	76.95%	10.09%	60.71%	24.47%	3.48%	0.05%	0.95%	0.25%	2.31%
GS-14 and GS-15*	8,316	52.47%	47.53%	3.56%	72.55%	17.21%	5.65%	0.06%	0.55%	0.42%	0.71%
Senior Pay Level*	531	65.91%	34.09%	2.82%	82.86%	10.17%	3.39%	0.19%	0.38%	0.19%	0.19%
SES	436	64.45%	35.55%	3.21%	82.57%	10.09%	3.21%	0.23%	0.46%	0.23%	0.23%
First-Level Officials/ Managers	143	33.57%	66.43%	6.99%	64.34%	25.17%	2.10%	0.00%	0.70%	0.70%	0.70%
Mid-Level Officials/ Managers	620	54.68%	45.32%	4.35%	68.39%	23.23%	3.71%	0.00%	0.16%	0.16%	0.32%
Senior-Level Officials/ Managers	1,168	62.76%	37.24%	2.91%	82.88%	10.62%	3.00%	0.17%	0.17%	0.26%	0.09%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, TREAS employed 1,827 (1.73%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 2,111 IWTD were needed. This represented an increase of 79 employees over FY 2007 and a decrease of 278 employees since FY 2004. The participation rate for FY 2007 was 1.7% and for FY 2004 was 1.9%. Over the 5-year period TREAS had a net decrease of 0.17% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

TREAS timely processed 94.3% of the 843 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Age; and (3) Race (Black/African American). Of the 481 complaints filed at TREAS, 134 contained allegations of race (Black/African American) discrimination, 38 contained allegations of race (White) discrimination, 14 contained allegations of race (Asian) discrimination, 4 contained allegations of race (American Indian/Alaska Native) discrimination, 27 contained allegations of

color discrimination and 129 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 410 completed investigations, 56.3% were timely. TREAS' average time for completing an investigation was 257 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

TREAS' average processing time for all complaint closures decreased from 474 days in FY 2007 to 453 days in FY 2008. The government-wide average was 336 days.

IV. Costs

TREAS agreed to pay \$49,050 for 157 pre-complaint settlements, of which 8 were monetary settlements averaging \$6,131. TREAS expended a total of \$2,990,763 for 410 complaint investigations, for an average expenditure of \$7,294.

TREAS agreed to pay a total of \$1,295,321 plus other benefits for 127 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 67 complaint closures with monetary benefits, the average award as \$19,333.

Department of the Treasury (TREAS)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	653		191		844	
Settlements	53	8.1%	104	28%	157	18.6%
Withdrawals or No Complaints Filed	148	22.7%	87	23.4%	235	27.8%
Complaints Filed*					428	50.7%
Decision to File Complaint Pending at End of Fiscal Year					24	2.8%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	844	515
Total Number Offered ADR	820	367
ADR Offer Rate*	97.2%	71.3%
ADR Participation Rate*	44.1%	9.7%
Total ADR Settlements	104	10
Total ADR Settlements Amount	\$34,550.00	\$56,999.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	843	795	94.3%			
All Investigations	410	231	56.3%	270	257	-4.8%
All Complaint Closures	515			474	453	-4.4%
Merit Decisions (no AJ)	148	96	64.7%	496	430	-13.3%
Dismissal Decisions (no AJ)	63			238	189	-20.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	481							
Total Closures	515							
Settlements	123	23.9%						
Withdrawals	77	15%						
Total Final Agency Actions	315	61.2%	211	67%	101	32.1%	3	1%
Dismissals	75	23.8%	63	84%	12	16%	0	0%
Merit Decisions	240	76.2%	148	61.7%	89	37.1%	3	1.3%
Finding Discrimination	7	2.9%	1	14.3%	3	42.9%	3	42.9%
Finding No Discrimination	233	97.1%	147	63.1%	86	36.9%	0	0%

U.S. Postal Service (USPS)

Permanent Workforce: 663,108

Temporary Workforce: 99,823

Total Workforce: 762,931

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	663,108	59.85%	40.15%	8.63%	60.48%	21.17%	8.04%	0.22%	0.67%	0.79%	0.88%
Major Occupations:											
City Carrier	211,616	72.80%	27.20%	11.45%	59.95%	18.64%	8.56%	0.24%	0.55%	0.61%	0.40%
Clerk	194,725	43.53%	56.47%	7.95%	54.71%	24.44%	11.22%	0.25%	0.65%	0.79%	1.05%
Rural Carrier	68,899	44.86%	55.14%	3.89%	87.19%	5.15%	2.21%	0.10%	0.77%	0.70%	0.40%
GS-14 and GS-15*	9,982	67.14%	32.86%	7.05%	67.94%	17.64%	5.39%	0.17%	0.68%	1.12%	0.27%
Senior Pay Level*	778	69.67%	30.33%	7.07%	74.29%	14.40%	2.96%	0.39%	0.39%	0.51%	0.00%
SES	778	69.67%	30.33%	7.07%	74.29%	14.40%	2.96%	0.39%	0.39%	0.51%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, USPS employed 5,479 (0.83%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 15,259 IWTD were needed. This represented a decrease of 266 employees over FY 2007 and a decrease of 858 employees since FY 2004. The participation rate for FY 2007 was 0.84% and for FY 2004 was 0.9%. Over the 5-year period USPS had a net decrease of 0.07% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

USPS timely processed 99.2% of the 18,282 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Disability (Physical); and (3) Age. Of the 6,133 complaints filed at USPS, 1,463 contained allegations of race (Black/African American) discrimination, 632 contained allegations of race (White) discrimination, 123 contained allegations of race (Asian) discrimination, 27 contained allegations of race (American Indian/Alaska Native) discrimination, 846 contained allegations of color

discrimination and 2,568 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 4,113 completed investigations, 99.5% were timely. USPS' average time for completing an investigation was 103 days.

USPS' average processing time for all complaint closures decreased from 275 days in FY 2007 to 238 days in FY 2008. The government-wide average was 336 days.

IV. Costs

USPS agreed to pay \$703,467 for 5,504 pre-complaint settlements, of which 456 were monetary settlements averaging \$1,542. USPS expended a total of \$6,175,445 for 4,113 complaint investigations, for an average expenditure of \$1,501.

USPS agreed to pay a total of \$5,777,740 plus other benefits for 669 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 443 complaint closures with monetary benefits, the average award was \$13,042.

U.S. Postal Service (USPS)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	8,154		10,153		18,307	
Settlements	818	10%	4,686	34.6%	5,504	30.1%
Withdrawals or No Complaints Filed	1,071	13.1%	5,467	40.3%	6,538	35.7%
Complaints Filed*					5,921	32.3%
Decision to File Complaint Pending at End of Fiscal Year					344	1.9%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	18,307	6,802
Total Number Offered ADR	16,797	17
ADR Offer Rate*	91.8%	0.3%
ADR Participation Rate*	74.1%	0.3%
Total ADR Settlements	4,686	13
Total ADR Settlements Amount	\$560,051.74	\$105,100.00

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	18,282	18,140	99.2%			
All Investigations	4,113	4,093	99.5%	106	103	-2.8%
All Complaint Closures	6,802			267	238	-10.9%
Merit Decisions (no AJ)	1,907	1,870	98.1%	229	242	5.7%
Dismissal Decisions (no AJ)	2,224			25	26	-4.0%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6,133							
Total Closures	6,802							
Settlements	620	9.1%						
Withdrawals	468	6.9%						
Total Final Agency Actions	5,714	84%	4,131	72.3%	1,553	27.2%	30	0.5%
Dismissals	2,278	39.9%	2,224	97.6%	53	2.33%	1	0%
Merit Decisions	3,436	60.1%	1,907	55.5%	1,500	43.7%	29	0.8%
Finding Discrimination	78	2.3%	0	0%	49	62.8%	29	37.2%
Finding No Discrimination	3,358	97.7%	1,907	56.8%	1,451	43.2%	0	0%

Department of Veterans Affairs (VA)

Permanent Workforce: 252,320

Temporary Workforce: 26,606

Total Workforce: 278,926

Workforce Composition

	Total #	Men	Women	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian/ Other Pacific Islander	American Indian/ Alaska Native	Two or More Races	Individuals with Targeted Disabilities
Permanent Workforce	252,320	40.60%	59.40%	6.85%	61.03%	24.40%	6.09%	0.14%	1.10%	0.39%	1.49%
Major Occupations:											
Nurse	47,984	15.36%	84.64%	6.04%	66.32%	15.58%	10.72%	0.12%	1.01%	0.22%	0.49%
Medical Officer	18,932	67.65%	32.35%	6.65%	64.18%	4.45%	23.14%	0.14%	1.28%	0.16%	0.50%
Practical Nurse	12,507	16.28%	83.72%	6.78%	56.14%	29.80%	5.26%	0.20%	1.24%	0.58%	0.66%
GS-14 and GS-15*	15,884	65.47%	34.53%	5.78%	69.57%	7.21%	16.22%	0.11%	0.88%	0.22%	0.69%
Senior Pay Level*	405	66.67%	33.33%	1.98%	85.68%	8.89%	2.22%	0.25%	0.99%	0.00%	1.98%
SES	314	67.83%	32.17%	3.82%	83.12%	10.19%	1.27%	0.00%	1.59%	0.00%	2.55%
First-Level Officials/Managers	7,450	45.76%	54.24%	6.63%	66.38%	22.23%	3.07%	0.16%	1.25%	0.28%	0.83%
Mid-Level Officials/Managers	5,724	54.12%	45.88%	5.01%	78.18%	12.72%	3.14%	0.02%	0.63%	0.30%	1.14%
Senior-Level Officials/Managers	3,600	72.75%	27.25%	5.39%	77.75%	5.25%	10.89%	0.17%	0.47%	0.08%	0.67%

*Does not include pay-banded employees

Targeted Disabilities

As of September 30, 2008, VA employed 3,985 (1.43%) Individuals with Targeted Disabilities (IWTD). In order to have met the federal 2% participation rate goal, 5,579 IWTD were needed. This represented an increase of 227 employees over FY 2007 and an increase of 293 employees since FY 2004. The participation rate for FY 2007 was 1.48% and for FY 2004 was 1.56%. Over the 5-year period VA had a net decrease of 0.13% in employees with targeted disabilities.

EEO Complaint Processing

I. Counseling

VA timely processed 96.1% of the 3,993 pre-complaint counselings (without remands) completed in FY 2008.

II. Bases of Complaints Filed

The bases of alleged discrimination most often raised were: (1) Reprisal; (2) Race (Black/African American); and (3) Age. Of the 2,111 complaints filed at VA, 511 contained allegations of race (Black/African American) discrimination, 105 contained allegations of race (White) discrimination, 33 contained allegations of race (Asian) discrimination, 4 contained allegations of race (American Indian/Alaska Native) discrimination, 64 contained allegations of color

discrimination and 505 contained allegations of disability discrimination.

III. Complaint Processing Times

Of the 1,414 completed investigations, 62.8% were timely. VA's average time for completing an investigation was 185 days. Of the agencies completing 25 or more investigations, the U.S. Postal Service had the lowest average of 103 days.

VA's average processing time for all complaint closures remained constant between FY 2007 and FY 2008 at 366 days. The government-wide average was 336 days.

IV. Costs

VA agreed to pay \$371,883 for 275 pre-complaint settlements, of which 33 were monetary settlements averaging \$11,269. VA expended a total of \$4,923,035 for 1,414 complaint investigations, for an average expenditure of \$3,481.

VA agreed to pay a total of \$4,620,981 plus other benefits for 432 complaint closures through settlement agreements, final agency decisions, and final agency orders fully implementing AJ decisions. For the 182 complaint closures with monetary benefits, the average award was \$25,390.

Department of Veterans Affairs (VA)

Outcome of Counselings Completed in FY 2008

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	3,431		562		3,993	
Settlements	67	2%	208	11.9%	275	6.9%
Withdrawals or No Complaints Filed	1,135	33.1%	354	20.2%	1,489	37.3%
Complaints Filed*					2,111	52.9%
Decision to File Complaint Pending at End of Fiscal Year					118	3%

*Includes only complaints filed in FY 2008 where counseling was also completed during FY 2008.

Agency Use of ADR for EEO Dispute Resolution in FY 2008

	Counseling	Complaint
Completed/Ended Counselings/Complaint Closures	3,993	1,863
Total Number Offered ADR	2,964	238
ADR Offer Rate*	74.2%	12.8%
ADR Participation Rate*	44%	7%
Total ADR Settlements	208	100
Total ADR Settlements Amount	\$310,212.60	\$1,271,602.72

* EEOC revised the formula for calculating the ADR offer and participation rates in FY 2006.

Timeliness in FY 2008

	Total #	# Timely	% Timely	FY 2007 APD*	FY 2008 APD	% Change
All Pre-Complaint Counselings (minus remands)	3,993	3,837	96.1%			
All Investigations	1,414	888	62.8%	220	185	-15.9%
All Complaint Closures	1,863			366	366	0%
Merit Decisions (no AJ)	626	321	51.3%	383	382	-0.3%
Dismissal Decisions (no AJ)	256			100	78	-22%

*APD = Average Processing Days

Outcomes of Complaints in FY 2008

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	2,111							
Total Closures	1,863							
Settlements	413	22.2%						
Withdrawals	277	14.9%						
Total Final Agency Actions	1,173	63%	882	75.2%	286	24.4%	5	0.4%
Dismissals	269	22.9%	256	95.2%	13	4.83%	0	0%
Merit Decisions	904	77.1%	626	69.2%	273	30.2%	5	0.6%
Finding Discrimination	24	2.7%	12	50%	7	29.2%	5	20.8%
Finding No Discrimination	880	97.4%	614	69.8%	266	30.2%	0	0%

APPENDIX I

APPENDIX I

GLOSSARY / DEFINITIONS

Administrative Support Workers - See "Occupational Categories."

Affirmation Rate – The percentage of appeal closures that were affirmed by the EEOC.

ADR Closures – The number of counselings or complaints that completed the ADR process during the fiscal year.

ADR Election Rate - Of the total counselings or complaints that received an ADR offer, the election rate represents the percentage that participated in the ADR process.

ADR Offer Rate - The percentage of completed/ended counselings or the complaint closures that received an ADR offer.

ADR Participation Rate - The percentage of completed/ended counseling or the complaint closures where both parties agreed to participate in ADR.

ADR Resolution Rate - The percentage of ADR closures that were resolved by either settlement or withdrawal from the EEO process.

Agency - Executive agencies as defined in Section 102 of Title 5, U.S. Code (including those with employees and applicants for employment who are paid from nonappropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the Federal government having positions in the competitive service.

Annual Reports - Reports required to be submitted to EEOC on agencies' affirmative employment program accomplishments pursuant to EEOC Management Directives 715.

Appeal Closures – The number of appeals decided by the EEOC during the fiscal year.

Appeal Receipts – The number of appeals filed with the EEOC during the fiscal year.

Appeals Inventory – The number of appeals on hand at the end of the fiscal year.

Average Age of Open Pending Inventory – Average number of days of all complaints, hearings or appeals which are not yet resolved at the end of the reporting period.

Average Processing Time – The total number of days divided by the number of investigations, complaint closures, hearing closures, or appeal closures.

Central Personnel Data File (CPDF) - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by Executive Branch federal agency appointing offices, and is updated monthly. Some Executive

Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

Civilian Labor Force (CLF) - Data derived from the decennial census reflecting persons, 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLF data used in this report is based on the 2000 Census.

Complainants – Individuals, either employees or applicants, who filed a formal complaint against a federal agency during the fiscal year.

Complaint Closures – The number of complaints that were completed in the formal complaint process during the fiscal year.

Complaint Rate – The percentage of individuals who filed a complaint per the total work force.

Complaints Filed – The number of complaints that were filed against the federal government during the fiscal year.

Completed/Ended Counselings – The number of counselings which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling in to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed during the fiscal year.

Counseling Rate – The percentage of individuals who completed counseling per the total work force.

Counselings Initiated – the number of new counselings that began during the current fiscal year.

Craft Workers - See “Occupational Categories.”

Data from 2000 Census Special EEO File - Data derived from the 2000 decennial census (www.census.gov/eeo2000/).

Decision to File Complaint Pending – The number of completed counselings in which (1) the agency did not receive a complaint, and (2) the 15-day period for filing a complaint had not expired at the end of the fiscal year.

Disability - A physical or mental impairment that substantially limits one or more major life activities.

Dismissals – An agency’s final action on a complaint of discrimination which meets the criteria set forth in 29 C.F.R. § 1614.107(a).

EEOC Form 462 Report – The document in which federal agencies report their discrimination complaint process statistics by October 31st of each year.

Federal Wage System Positions - Positions OPM classifies as those whose primary duty involves the performance of physical work which requires a knowledge or experience of a trade, craft, or manual-labor work.

Final Agency Actions – An agency’s final action on a complaint of discrimination, which includes a final agency decision, a final order implementing an EEOC Administrative Judge’s decision or a final determination on a breach of settlement agreement claim.

General Schedule Positions - Positions OPM classifies as those whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature.

Hearing Closures – The number of hearings decided by EEOC Administrative Judges during the fiscal year.

Hearing Requests – The number of hearings requested by complainants during the fiscal year.

Hearings Inventory – The number of hearing requests on hand at the end of the fiscal year.

Investigations – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

Laborers and Helpers - See “Occupational Categories.”

Lump Sum Payment - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees, etc.

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

Merit Decisions – Decisions that determine whether or not discrimination was proven. (issued by either a federal agency or an EEOC administrative judge).

MD-110 - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission’s regulations in 29 CFR Part 1614.

MD-715 – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies’ EEO programs.

MD-715 Report – The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964 and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

Monetary Benefits – A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award or in compliance with an Office of Federal Operations' appellate decision which ordered a payment award.

No Complaint Filed – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

Occupational Categories - The occupational categories for the EEO-9 are as follows:

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

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

Laborers and Helpers - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

Officials and Managers - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) Executive/Senior Level - includes those at the GS-15 grade or in the career Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

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

Professionals - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

Technicians - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Sales - Occupations engaging wholly or primarily in direct selling.

Service Workers - Workers in both protective and non-protective service occupations.

Officials and Managers - See "Occupational Categories."

Operatives - See "Occupational Categories."

Other Pay System Positions – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

Outreach - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

Participation Rate - The extent to which members of a specific demographic group are represented in an agency's work force.

Permanent Work Force - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2006.

Professionals - See "Occupational Categories."

Race/Ethnicity -

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian Americans - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black (Not of Hispanic Origin) - All persons having origins in any of the Black racial groups of Africa.

Hispanic or Latino - All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Native Hawaiian/Other Pacific Islander – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Persons of Two or More Races – All persons who identify with two or more of the above race categories.

Reportable Disability - Any self-identified disability reported by an employee to the employing agency.

Sales Workers - See “Occupational Categories.”

Second Level Reporting Component - A subordinate component of a Federal agency which has 1,000 or more employees and which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level

Reporting Components is posted on the EEOC’s website at: <http://www.eeoc.gov/federal/715instruct/agencylist.html>.

Senior Pay Level Positions - Positions which include the career Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule.

Service workers - See “Occupational Categories.”

Settlements – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

Targeted Disabilities - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management's Standard Form 256) are: deafness (16 and 17); blindness (23 and 25); missing extremities (28 and 32 through 38); partial paralysis (64 through 68); complete paralysis (71 through 78); convulsive disorders (82); mental retardation (90); mental illness (91); and distortion of limb and/or spine (92)."

Technicians - See "Occupational Categories."

Temporary Work Force –Employees in positions established for a limited period of time, usually for less than a year.

Training – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's EO responsibilities.

Total Work Force - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in Part I, Sections A-D are as reported in the OPM's CPDF. Total Work Force numbers in Part I, Section E are as reported by agencies in their EEO Form 462 Reports.

Withdrawals – An election to end the EEO process during the formal complaint stage.

APPENDIX II

APPENDIX II

FEDERAL EEO COMPLAINT PROCESSING PROCEDURES

A. Contact EEO Counselor

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; despite due diligence he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

B. EEO Counseling

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform the individuals of their right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of their duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90th day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Section 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

C. Alternative Dispute Resolution (ADR)

Beginning January 1, 2000 all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

D. Complaints

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

E. Dismissals of Complaints

Prior to a request for a hearing, in lieu of accepting a complaint for investigation an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which was the basis of a civil action already decided by a court; (5) where the complainant has

already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

F. Investigations

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.¹ A copy of the investigative file must be provided to the complainant, along with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice that an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

¹The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

G. Hearings

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency. 29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

H. Final Action by Agencies

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (i.e., when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for

procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC, or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

I. Appeals to the EEOC

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as to whether the agency has complied with the terms of a settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).

If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, both the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

J. Civil Actions

Prior to filing a civil action under Title VII of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion" for the purposes of filing a civil action may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), a complainant may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, a complainant may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

K. Class Complaints

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a complainant may move for class certification at any reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within

40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

L. Grievances

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

M. Mixed Case Complaints

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a "mixed case complaint" under Part 1614, or a "mixed case appeal" before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency's decision to the MSPB, not the EEOC, within 30 days of receipt of the agency's decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90) of receipt of: (1) the agency's final decision; (2) the MSPB's final decision; or (3) the EEOC's decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.

APPENDIX III

APPENDIX III

FY 2008 FEDERAL WORK FORCE TABLES

****NOTE** The following tables are available only on the Commission's website - www.eeoc.gov**

GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, FERC, Department of State, TVA and USPS)

Table A-1	Government-Wide Employment of Workers in Federal Work Force
Table A-1a	Work Force Trend – Agencies with 500 or More Employees
Table A-1b	Department or Agency with Selective Second Level Reporting Components
Table A-2	Ten Year Trend - Government-Wide Employment of Workers in Senior Pay Level Positions
Table A-2a	Ten Year Trend – Senior Pay Level Government-Wide Employment of Workers
Table A-2b	Senior Pay Participation by Agency
Table A-3	Government Wide Employment of Workers in General Schedule and Related Pay Systems
Table A-3a	Distribution across Grade Ranges – General Schedule and Related
Table A-3b	Government-Wide Employment of Workers in GS and GS Related Grades
Table A-4	Government-Wide Employment of Workers in Federal Wage System Positions
Table A-5	Government-Wide Employment of Workers in Other Pay Systems Work Force
Table A-6	Ten Year Trend – Government-Wide Employment of Individuals with Targeted Disabilities
Table A-6a	Government-Wide Employment of Individuals with Disabilities – By Grade Level and Pay Plan
Table A-6b	Agency Participation of Individuals with Targeted Disabilities by Disability
Table A-6c	Department or Agency with Selective Second Level Reporting Components
Table A-6d	Distribution across Grade Ranges – General Schedule and Related

GOVERNMENT-WIDE COMPLAINT PROCESSING, APPELLATE RECEIPTS AND CLOSURES, AND ALTERNATIVE DISPUTE RESOLUTION (Data provided by agencies' EEO Form 462 Reports)

Table B-1	Total Work Force, Counselings, and Complaints
Table B-2	All Timely Completed Counselings
Table B-3	Outcomes of All Pre-Complaint Closures
Table B-4	Pre-Complaint ADR Offers, Rejections, and Acceptances
Table B-5	ADR Pre-Complaint Resolutions
Table B-6	Benefits Provided in All Pre-Complaint Settlements
Table B-7	Agency Timeliness Indicators (totals with and without USPS data)
Table B-8	Complaints Filed Bases and Issues - Grand Total
Table B-8a	Complaints Filed Bases and Issues - Cabinet Level Agencies
Table B-8b	Complaints Filed Bases and Issues - Medium Size Agencies
Table B-8c	Complaints Filed Bases and Issues - Small Size Agencies
Table B-9	Timeliness and Cost of All Completed Complaint Investigations
Table B-9a	Timeliness/Cost of Complaint Investigations Completed by Agency Investigators
Table B-9b	Timeliness/Cost of Complaint Investigations Completed by Contract Investigators

EEOC FY 2008 Annual Report on the Federal Work Force

Table B-10	Total Number and Average Processing Days for All Complaint Closures
Table B-11	Types of Complaints Closures
Table B-12	Average Processing Days (APD) All Complaint Closures
Table B-13	Complaints Closed with Dismissals
Table B-14	Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)
Table B-15	Complaints Closed with Findings of Discrimination
Table B-16	Complaints Closed with Findings of No Discrimination
Table B-17	APD FADs/ Final Orders (FOs) Fully Implementing (FI) AJ Decisions
Table B-18	Average Processing Days, Final Orders Not Fully Implementing (NFI) AJ Decisions
Table B-19	Complaint ADR Offers, Rejections, and Acceptances
Table B-20	ADR Complaint Resolutions
Table B-21	Complaint Closures with Benefits
Table B-22	Complaint Closures By Statute
Table B-23	Summary of Pending Complaints By Category
Table B-24	Agency Staff Resources
Table B-24a	Contract Staff Resources
Table B-25	Agency New Staff Training
Table B-26	Agency Experienced Staff Training
Table B-27	Contractor New Staff Training
Table B-28	Contractor Experienced Staff Training
Table B-29	Appellate Receipts and Closures

TABLE A-1
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE*

	2000CLF	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008
TOTAL WORK FORCE		2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172		2,763,183
% OF MEN	53.20	57.89	57.70	57.55	57.57	57.43	57.10	57.01	56.94	56.83	55.87	1,543,699
% OF WOMEN	46.80	42.11	42.30	42.45	42.43	42.57	42.90	42.99	43.06	43.17	44.13	1,219,484
HISPANIC OR LATINO (%)	10.70	6.69	6.81	6.94	7.10	7.22	7.46	7.61	7.68	7.79	7.94	219,361
% OF MEN	6.20	4.10	4.15	4.22	4.33	4.39	4.48	4.54	4.59	4.67	4.70	129,823
% OF WOMEN	4.50	2.59	2.65	2.72	2.77	2.83	2.98	3.07	3.10	3.12	3.24	89,538
WHITE (%)	72.70	68.08	67.78	67.52	67.31	67.17	66.91	66.49	66.16	65.76	65.39	1,806,737
% OF MEN	39.00	41.97	41.67	41.40	41.28	41.11	40.71	40.44	40.21	39.89	38.84	1,073,313
% OF WOMEN	33.70	26.11	26.10	26.11	26.03	26.06	26.19	26.05	25.96	25.87	26.54	733,424
BLACK OR AFRICAN AMERICAN (%)	10.60	18.70	18.76	18.74	18.63	18.56	18.18	18.29	18.36	18.43	18.30	505,661
% OF MEN	4.80	8.15	8.15	8.11	8.07	8.00	7.81	7.86	7.90	7.91	7.81	215,673
% OF WOMEN	5.70	10.55	10.62	10.63	10.56	10.56	10.37	10.43	10.46	10.52	10.49	289,988
ASIAN (%) **	3.60	5.11	5.22	5.32	5.45	5.54	5.79	5.94	5.89	5.95	5.87	162,179
% OF MEN	1.90	2.97	3.03	3.10	3.16	3.21	3.32	3.40	3.36	3.39	3.33	92,018
% OF WOMEN	1.70	2.14	2.18	2.22	2.29	2.33	2.46	2.54	2.53	2.56	2.54	70,161
NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER (%)***	0.20								0.17	0.21	0.31	8,437
% OF MEN	0.10								0.10	0.12	0.17	4,670
% OF WOMEN	0.10								0.07	0.10	0.14	3,767
AMERICAN INDIAN/ ALASKA NATIVE (%)	1.00	1.42	1.44	1.48	1.50	1.50	1.67	1.67	1.68	1.65	1.64	45,217
% OF MEN	0.50	0.69	0.70	0.71	0.72	0.71	0.77	0.77	0.77	0.75	0.73	20,290
% OF WOMEN	0.50	0.73	0.74	0.76	0.79	0.79	0.90	0.90	0.91	0.90	0.90	24,927
TWO OR MORE RACES (%) ***	0.90								0.06	0.21	0.56	15,591
% OF MEN	0.50								0.03	0.10	0.29	7,912
% OF WOMEN	0.40								0.03	0.10	0.28	7,679
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	1.13	1.12	1.10	1.07	1.05	0.99	0.96	0.94	0.92	0.88	24,427

*Includes September 30, 2008 agency data as reported in CPDF plus AAFES, FERC, Department of State, TVA AND USPS; does not include data for intelligence gathering agencies. **The numbers for 1998-2005 include totals for "Native Hawaiian or Other Pacific Islanders." ***Separate data became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***				
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
AGENCY FOR INTERNATIONAL DEVELOPMENT																																		
1999	2,091	1,073	51.32	1,018	48.68	44	2.10	22	1.05	857	40.99	512	24.49	130	6.22	448	21.43	37	1.77	32	1.53							5	0.24	4	0.19			
2000	1,850	947	51.19	903	48.81	42	2.27	18	0.97	750	40.54	447	24.16	117	6.32	404	21.84	35	1.89	30	1.62						3	0.16	4	0.22				
2001	1,745	886	50.77	859	49.23	38	2.18	16	0.92	702	40.23	414	23.72	107	6.13	394	22.58	36	2.06	31	1.78						3	0.17	4	0.23				
2002	1,736	862	49.65	874	50.35	39	2.25	16	0.92	676	38.94	412	23.73	110	6.34	409	23.56	35	2.02	34	1.96						2	0.12	3	0.17				
2003	1,706	833	48.83	873	51.17	41	2.40	15	0.88	642	37.63	411	24.09	113	6.62	411	24.09	36	2.11	34	1.99						1	0.06	2	0.12				
2004	2,238	1,113	49.73	1,125	50.27	55	2.45	28	1.25	869	38.82	594	26.54	136	6.07	438	19.57	52	2.32	61	2.72						1	0.04	4	0.17				
2005	2,389	1,190	49.81	1,199	50.19	56	2.34	34	1.42	935	39.14	636	26.62	142	5.94	448	18.75	56	2.34	77	3.22						1	0.04	4	0.17				
2006	2,413	1,188	49.23	1,225	50.77	63	2.61	40	1.66	924	38.29	666	27.60	142	5.88	428	17.74	58	2.40	88	3.65	0	0.00	0	0.00	1	0.04	3	0.12	0	0.00	0	0.00	
2007	2,428	1,174	48.35	1,254	51.65	60	2.47	39	1.61	920	37.89	692	28.50	139	5.72	425	17.50	52	2.14	95	3.91	0	0.00	0	0.00	3	0.12	3	0.12	0	0.00	0	0.00	
2008	2,550	1,205	47.25	1,345	52.75	52	2.04	36	1.41	938	36.78	739	28.98	153	6.00	453	17.76	58	2.27	111	4.35	0	0.00	0	0.00	4	0.16	6	0.24	0	0.00	0	0.00	
AGRICULTURE, DEPT. OF																																		
1999	85,156	49,626	58.28	35,530	41.72	2,850	3.35	1,660	1.95	40,973	48.12	26,711	31.37	3,361	3.95	5,527	6.49	1,171	1.38	767	0.90						1,271	1.49	865	1.02				
2000	85,305	49,347	57.85	35,958	42.15	2,901	3.40	1,714	2.01	40,595	47.59	26,861	31.49	3,392	3.98	5,703	6.69	1,194	1.40	799	0.94						1,265	1.48	881	1.03				
2001	88,194	50,947	57.77	37,247	42.23	3,142	3.56	1,817	2.06	41,672	47.25	27,720	31.43	3,506	3.98	5,969	6.77	1,281	1.45	851	0.96						1,346	1.53	890	1.01				
2002	90,858	52,339	57.61	38,519	42.39	3,291	3.62	1,943	2.14	42,790	47.10	28,629	31.51	3,550	3.91	6,118	6.73	1,378	1.52	923	1.02						1,330	1.46	906	1.00				
2003	89,853	51,355	57.15	38,498	42.85	3,051	3.40	1,819	2.02	42,298	47.07	28,727	32.12	3,425	3.81	6,130	6.82	1,280	1.42	918	1.02						1,301	1.45	904	1.01				
2004	112,084	64,084	57.17	48,000	42.83	4,249	3.79	2,652	2.36	52,451	46.80	35,405	31.63	4,070	3.63	7,685	6.85	1,779	1.58	1,224	1.09						1,535	1.36	1,034	0.92				
2005	109,344	62,294	56.97	47,050	43.03	4,255	3.89	2,697	2.47	50,760	46.42	34,589	31.63	3,955	3.62	7,525	6.88	1,814	1.66	1,246	1.14						1,510	1.38	993	0.91				
2006	105,486	59,963	56.84	45,523	43.16	4,144	3.93	2,691	2.55	48,639	46.11	33,170	31.44	3,921	3.72	7,427	7.04	1,706	1.62	1,185	1.12	92	0.09	54	0.05	1,436	1.36	986	0.93	25	0.02	10	0.01	
2007	104,126	59,262	56.91	44,864	43.09	4,172	4.01	2,730	2.62	47,927	46.03	32,555	31.27	3,867	3.71	7,286	7.00	1,716	1.65	1,204	1.16	104	0.10	63	0.06	1,418	1.36	980	0.94	58	0.06	46	0.04	
2008	104,837	59,787	57.03	45,050	42.97	4,144	3.95	2,764	2.64	48,499	46.26	32,680	31.17	3,864	3.69	7,260	6.93	1,731	1.65	1,238	1.18	107	0.10	61	0.06	1,373	1.31	982	0.94	69	0.07	65	0.06	
BROADCASTING BOARD OF GOVERNORS****																																		
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2000	1,899	1,239	65.24	660	34.76	107	5.63	56	8.48	808	42.55	311	47.12	156	8.21	222	33.64	164	8.64	71	10.76						4	9.40	0	0.00				
2001	1,848	1,196	64.72	652	35.28	106	5.74	53	8.13	773	41.83	302	46.32	151	8.17	225	34.51	161	8.71	72	11.04						5	11.95	0	0.00				
2002	1,912	1,230	64.33	682	35.67	108	5.65	54	7.92	794	41.53	324	47.51	157	8.21	225	32.99	166	8.68	79	11.58						5	12.04	0	0.00				
2003	1,900	1,221	64.26	679	35.74	107	5.63	56	8.25	786	41.37	317	46.69	148	7.79	225	33.14	175	9.21	81	11.93						5	12.09	0	0.00				
2004	1,830	1,168	63.83	662	36.17	102	5.57	55	8.31	752	41.09	299	45.17	144	7.87	223	33.69	166	9.07	85	12.84						4	9.73	0	0.00				
2005	1,765	1,115	63.17	650	36.83	104	5.89	56	3.17	695	39.38	283	16.03	143	8.10	215	12.18	169	9.58	96	5.44						4	0.23	0	0.00				
2006	1,741	1,087	62.44	654	37.56	106	6.09	56	3.22	677	38.89	286	16.43	139	7.98	212	12.18	161	9.25	99	5.69	0	0.00	0	0.00	4	0.23	0	0.00	0	0.00	1	0.06	
2007	1,578	1,000	63.37	578	36.63	69	4.37	39	2.47	652	41.32	270	17.11	134	8.49	178	11.28	140	8.87	90	5.70	0	0.00	0	0.00	4	0.25	0	0.00	1	0.06	1	0.06	
2008	1,764	1,092	61.90	672	38.10	102	5.78	57	3.23	673	38.15	292	16.55	152	8.62	212	12.02	161	9.13	111	6.29	0	0.00	0	0.00	4	0.23	0	0.00	0	0.00	0	0.00	
COMMERCE, DEPT. OF																																		
1999	34,168	18,539	54.26	15,629	45.74	514	1.50	516	1.51	14,796	43.30	10,311	30.18	1,809	5.29	4,042	11.83	1,341	3.92	680	1.99						79	0.23	80	0.23				
2000	34,146	18,394	53.87	15,752	46.13	532	1.56	541	1.58	14,641	42.88	10,362	30.35	1,782	5.22	4,037	11.82	1,358	3.98	726	2.13						81	0.24	86	0.25				
2001	35,008	18,490	52.82	16,518	47.18	578	1.65	595	1.70	14,555	41.58	10,774	30.78	1,812	5.18	4,221	12.06	1,461	4.17	820	2.34						84	0.24	108	0.31				
2002	35,931	19,130	53.24	16,801	46.76	611	1.70	624	1.74	14,906	41.49	10,802	30.06	1,873	5.21	4,330	12.05	1,644	4.58	937	2.61						96	0.27	108	0.30				
2003	35,374	18,970	53.63	16,404	46.37	590	1.67	615	1.74	14,757	41.72	10,546	29.81	1,840	5.20	4,182	11.82	1,686	4.77	948	2.68						97	0.27	113	0.32				
2004	37,867	20,347	53.73	17,520	46.27	673	1.77	722	1.90	15,737	41.55	11,239	29.68	1,972	5.20	4,380	11.56	1,867	4.93	1,055	2.78						98	0.25	124	0.32				
2005	40,093	21,186	52.84	18,907	47.16	772	1.93	908	2.26	16,200	40.41	12,087	30.15	2,034	5.07	4,606	11.49	2,069	5.16	1,161	2.90						111	0.28	145	0.36				
2006	40,544	21,587	53.24	18,957	46.76	752	1.85	862	2.13	16,328	40.27	12,122	29.90	2,087	5.15	4,523	11.16	2,292	5.65	1,272	3.14	11	0.03	21	0.05	113	0.28	146	0.36	4	0.01	11	0.03	
2007	41,218	22,197	53.85	19,021	46.15	750	1.82	867	2.10	16,557	40.17	12,023	29.17	2,260	5.48	4,551	11.04	2,483	6.02	1,362	3.30	16	0.04	21	0.05	116	0.28	142	0.34	15	0.04	55	0.13	
2008	42,661	23,052	54.04	19,609	45.96	777	1.82	922	2.16	16,994	39.83	12,302	28.84	2,416	5.66	4,670	10.95	2,682	6.29	1,478	3.46	16	0.04	24	0.06	134	0.31	145	0.34	33	0.08	68	0.16	

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE																																	
1999	596	247	41.44	349	58.56	15	2.52	5	0.84	160	26.85	194	32.55	63	10.57	136	22.82	8	1.34	12	2.01					1	0.17	2	0.34				
2000	623	250	40.13	373	59.87	18	2.89	13	2.09	159	25.52	204	32.74	63	10.11	145	23.27	8	1.28	11	1.77					2	0.32	0	0.00				
2001	584	235	40.24	349	59.76	13	2.23	10	1.71	154	26.37	199	34.08	59	10.10	129	22.09	8	1.37	11	1.88					1	0.17	0	0.00				
2002	605	234	38.68	371	61.32	14	2.31	15	2.48	157	25.95	214	35.37	52	8.60	129	21.32	9	1.49	13	2.15					2	0.33	0	0.00				
2003	586	233	39.76	353	60.24	12	2.05	14	2.39	160	27.30	198	33.79	49	8.36	128	21.84	11	1.88	12	2.05					1	0.17	1	0.17				
2004	571	218	38.18	353	61.82	11	1.93	12	2.10	144	25.22	194	33.98	50	8.76	132	23.12	12	2.10	14	2.45					1	0.18	1	0.18				
2005	587	225	38.33	362	61.67	12	2.04	12	2.04	149	25.38	209	35.60	52	8.86	125	21.29	11	1.87	15	2.56					1	0.17	1	0.17				
2006	558	214	38.35	344	61.65	13	2.33	12	2.15	139	24.91	197	35.30	49	8.78	120	21.51	12	2.15	14	2.51	0	0.00	0	0.00	1	0.18	1	0.18	0	0.00	0	0.00
2007	576	224	38.89	352	61.11	10	1.74	7	1.22	155	26.91	210	36.46	46	7.99	120	20.83	12	2.08	14	2.43	0	0.00	0	0.00	1	0.17	1	0.17	0	0.00	0	0.00
2008	566	210	37.10	356	62.90	9	1.59	7	1.24	147	25.97	213	37.63	41	7.24	123	21.73	12	2.12	13	2.30	0	0.00	0	0.00	1	0.18	0	0.00	0	0.00	0	0.00
COURT SERVICES AND OFFENDER SUPERVISION****																																	
1999	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2000	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
2001	860	327	38.02	533	61.98	11	1.28	11	1.28	72	8.37	62	7.21	240	27.91	450	52.33	4	0.47	9	1.05					0	0.00	1	0.12				
2002	915	347	37.92	568	62.08	14	1.53	16	1.75	68	7.43	71	7.76	258	28.20	471	51.48	7	0.77	9	0.98					0	0.00	1	0.11				
2003	987	370	37.49	617	62.51	16	1.62	18	1.82	63	6.38	77	7.80	286	28.98	511	51.77	5	0.51	10	1.01					0	0.00	1	0.10				
2004	1,054	401	38.05	653	61.95	15	1.42	23	2.18	75	7.12	83	7.87	304	28.84	536	50.85	7	0.66	9	0.85					0	0.00	2	0.19				
2005	1,082	396	36.60	686	63.40	17	1.57	24	2.22	68	6.28	85	7.86	303	28.00	565	52.22	8	0.74	10	0.92					0	0.00	2	0.18				
2006	1,140	409	35.88	731	64.12	19	1.67	27	2.37	63	5.53	81	7.11	316	27.72	613	53.77	11	0.96	8	0.70	0	0.00	0	0.00	0	0.00	1	0.09	0	0.00	1	0.09
2007	1,150	419	36.43	731	63.57	20	1.74	29	2.52	60	5.22	76	6.61	329	28.61	618	53.74	10	0.87	6	0.52	0	0.00	0	0.00	0	0.00	2	0.17	0	0.00	0	0.00
2008	1,186	437	36.85	749	63.15	19	1.60	30	2.53	68	5.73	75	6.32	341	28.75	636	53.63	9	0.76	6	0.51	0	0.00	0	0.00	0	0.00	2	0.17	0	0.00	0	0.00
DEFENSE, DEPT. OF																																	
1999	651,187	408,194	62.68	242,993	37.32	25,406	3.90	15,736	2.42	310,552	47.69	159,905	24.56	45,323	6.96	49,586	7.61	22,858	3.51	15,385	2.36					4,055	0.62	2,381	0.37				
2000	637,304	399,301	62.65	238,003	37.35	24,512	3.85	15,405	2.42	303,902	47.69	156,327	24.53	44,612	7.00	48,915	7.68	22,300	3.50	15,008	2.35					3,975	0.62	2,348	0.37				
2001	632,883	399,027	63.05	233,856	36.95	24,440	3.86	15,072	2.38	304,194	48.06	154,176	24.36	44,061	6.96	47,879	7.57	22,413	3.54	14,424	2.28					3,919	0.62	2,305	0.36				
2002	618,128	393,837	63.71	224,291	36.29	24,112	3.90	14,834	2.40	300,008	48.53	145,310	23.51	43,275	7.00	46,847	7.58	22,624	3.66	15,089	2.44					3,818	0.62	2,211	0.36				
2003	599,712	379,211	63.23	220,501	36.77	23,070	3.85	14,257	2.38	289,010	48.19	144,801	24.15	41,905	6.99	45,140	7.53	21,585	3.60	14,200	2.37					3,641	0.61	2,103	0.35				
2004	684,293	425,024	62.11	259,269	37.89	26,918	3.93	17,418	2.55	320,434	46.83	167,383	24.46	48,642	7.11	53,893	7.88	24,771	3.62	18,217	2.66					3,959	0.58	2,358	0.34				
2005	698,754	436,644	62.49	262,110	37.51	27,806	3.98	18,030	2.58	328,433	47.00	167,745	24.01	50,994	7.30	55,172	7.90	25,366	3.63	18,711	2.68					3,979	0.57	2,402	0.34				
2006	704,954	441,478	62.63	263,476	37.37	28,074	3.98	17,998	2.55	332,278	47.13	167,010	23.69	53,110	7.53	56,463	8.01	23,554	3.34	17,634	2.50	1,979	0.28	1,405	0.20	3,982	0.56	2,465	0.35	501	0.07	501	0.07
2007	699,048	439,547	62.88	259,501	37.12	27,977	4.00	17,598	2.52	327,530	46.85	163,062	23.33	53,001	7.58	56,006	8.01	23,309	3.33	17,214	2.46	2,301	0.33	1,682	0.24	3,881	0.56	2,464	0.35	1,548	0.22	1,475	0.21
2008	722,838	454,583	62.89	268,255	37.16	28,815	3.99	18,393	2.54	336,762	46.59	166,884	23.09	55,445	7.67	58,298	8.07	23,848	3.30	17,630	2.44	2,795	0.39	2,090	0.29	4,018	0.56	2,520	0.35	2,900	0.40	2,770	0.38
AIR FORCE, DEPARTMENT OF THE																																	
1999	149,797	101,148	67.52	48,649	32.48	8,337	5.57	3,976	2.65	80,666	53.85	35,106	23.44	7,986	5.33	7,251	4.84	3,013	2.01	1,728	1.15					1,146	0.77	588	0.39				
2000	144,758	97,206	67.15	47,552	32.85	7,370	5.09	3,700	2.56	77,905	53.82	34,388	23.76	7,786	5.38	7,144	4.94	3,026	2.09	1,716	1.19					1,119	0.77	604	0.42				
2001	144,290	97,421	67.52	46,869	32.48	7,019	4.86	3,553	2.46	78,407	54.34	33,783	23.41	7,785	5.44	7,187	4.98	3,086	2.14	1,740	1.21					1,124	0.78	606	0.42				
2002	142,123	95,389	67.12	46,734	32.88	6,815	4.80	3,541	2.49	76,525	53.84	33,610	23.65	7,840	5.52	7,179	5.05	3,101	2.18	1,794	1.26					1,108	0.78	610	0.43				
2003	132,948	89,857	67.59	43,091	32.41	5,992	4.51	3,059	2.30	73,301	55.14	31,640	23.80	7,612	5.73	6,754	5.08	1,923	1.45	1,061	0.80					1,029	0.77	577	0.43				
2004	150,032	101,454	67.62	48,578	32.38	7,487	4.99	3,815	2.54	80,697	53.78	34,257	22.83	8,809	5.87	7,788	5.25	3,364	2.24	2,009	1.33					1,097	0.73	619	0.41				
2005	157,050	106,960	68.11	50,090	31.89	7,822	4.98	3,971	2.53	85,080	54.17	35,274	22.46	9,354	5.96	8,154	5.19	3,565	2.27	2,053	1.31					1,139	0.73	640	0.41				
2006	158,927	109,058	68.62	49,869	31.38	7,866	4.95	3,954	2.49	88,429	55.64	34,888	21.95	9,813	6.17	8,243	5.19	3,421	2.15	1,983	1.25	265	0.17	107	0.07	1,171	0.74	642	0.40	93	0.06	52	0.03
2007	155,228	107,595	69.31	47,633	30.69	7,668	4.94	3,775	2.43	84,900	54.69	33,096	21.32	9,798	6.31	7,932	5.11	3,445	2.22	1,898	1.22	336	0.22	145	0.09	1,133	0.73	591	0.38	315	0.20	196	0.13
2008	153,779	106,704	69.39	47,075	30.61	7,447	4.84	3,679	2.39	84,019	54.64	32,361	21.04	9,794	6.37	8,020	5.22	3,453	2.25	1,944	1.26	387	0.25	185	0.12	1,117	0.73	573	0.37	487	0.32	313	0.20
ARMY, DEPARTMENT OF THE																																	
1999	210,054	132,873	63.26	77,181	36.74	8,394	4.00	4,107	1.96	103,501	49.27	52,502	24.99	14,837	7.06	16,514	7.86	4,634	2.21	3,177	1.51					1,507	0.72	881	0.42				
2000	208,803	132,250	63.34	76,553	36.66	8,536	4.09	4,174	2.00	102,600	49.14	51,706	24.76	14,974	7.17	16,636	7.97	4,646	2.23	3,154													

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE FINANCE AND ACCOUNTING SERVICES																																	
1999	18,135	6,707	36.98	11,428	63.02	306	1.69	523	2.88	4,945	27.27	7,354	40.55	1,128	6.22	2,948	16.26	275	1.52	497	2.74					53	0.29	106	0.58				
2000	16,967	6,337	37.35	10,630	62.65	287	1.69	458	2.70	4,672	27.54	6,815	40.17	1,079	6.36	2,788	16.43	251	1.48	478	2.82			48	0.28	91	0.54						
2001	16,067	6,019	37.46	10,048	62.54	277	1.72	455	2.83	4,448	27.68	6,428	40.01	1,003	6.24	2,640	16.43	242	1.51	441	2.74			49	0.30	84	0.52						
2002	14,835	5,543	37.36	9,292	62.64	266	1.79	444	2.99	4,101	27.64	5,939	40.03	899	6.06	2,387	16.09	233	1.57	443	2.99			44	0.30	79	0.53						
2003	14,049	5,261	37.45	8,788	62.55	257	1.83	429	3.05	3,913	27.85	5,658	40.27	836	5.95	2,213	15.75	215	1.53	412	2.93			40	0.28	76	0.54						
2004	13,403	5,017	37.43	8,386	62.57	242	1.81	398	2.97	3,733	27.85	5,351	39.92	790	5.89	2,174	16.22	213	1.59	394	2.94			39	0.29	69	0.51						
2005	13,388	5,037	37.62	8,351	62.38	249	1.86	396	2.96	3,733	27.88	5,292	39.53	803	6.00	2,201	16.44	214	1.60	389	2.91			38	0.28	73	0.55						
2006	13,083	4,891	37.38	8,192	62.62	216	1.65	291	2.22	3,603	27.54	5,279	40.35	841	6.43	2,173	16.61	184	1.41	328	2.51	13	0.10	29	0.22	29	0.22	81	0.62	5	0.04		
2007	12,449	4,691	37.68	7,758	62.32	202	1.62	249	2.00	3,515	28.24	5,206	41.82	779	6.26	1,950	15.66	141	1.13	253	2.03	10	0.08	14	0.11	30	0.24	68	0.55	14	0.11		
2008	11,932	4,522	37.90	7,410	62.10	163	1.37	209	1.75	3,445	28.87	5,006	41.95	758	6.35	1,893	15.86	93	0.78	195	1.63	9	0.08	12	0.10	37	0.31	69	0.58	17	0.14		
DEFENSE HUMAN RESOURCES ACTIVITY																																	
1999	664	284	42.77	380	57.23	13	1.96	17	2.56	241	36.30	285	42.92	18	2.71	53	7.98	10	1.51	22	3.31			2	0.30	3	0.45						
2000	687	285	41.48	402	58.52	14	2.04	19	2.77	243	35.37	302	43.96	14	2.04	55	8.01	12	1.75	23	3.35			2	0.29	3	0.44						
2001	674	275	40.80	399	59.20	13	1.93	20	2.97	235	34.87	301	44.66	15	2.23	54	8.01	11	1.63	21	3.12			1	0.15	3	0.45						
2002	673	285	42.35	388	57.65	12	1.78	22	3.27	237	35.22	287	42.64	24	3.57	57	8.47	11	1.63	20	2.97			1	0.15	2	0.30						
2003	734	312	42.51	422	57.49	16	2.18	28	3.81	253	34.47	299	40.74	26	3.54	70	9.54	16	2.18	23	3.13			1	0.14	2	0.27						
2004	772	320	41.45	452	58.55	17	2.20	33	4.27	254	32.90	313	40.54	32	4.15	83	10.75	16	2.07	21	2.72			1	0.13	2	0.26						
2005	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	37.99	34	4.28	108	13.58	18	2.26	24	3.02			1	0.13	4	0.50						
2006	880	344	39.09	536	60.91	17	1.93	41	4.66	262	29.77	344	39.09	43	4.89	115	13.07	19	2.16	30	3.41	0	0.00	0	0.00	2	0.23	4	0.45	1	0.11		
2007	891	350	39.28	541	60.72	19	2.13	44	4.94	257	28.84	335	37.60	47	5.27	125	14.03	23	2.58	28	3.14	0	0.00	0	0.00	3	0.34	3	0.34	1	0.11		
2008	904	356	39.38	548	60.62	21	2.32	41	4.54	254	28.10	348	38.50	47	5.20	118	13.05	24	2.65	31	3.43	0	0.00	0	0.00	2	0.22	2	0.22	8	0.88		
DEFENSE INFORMATION SYSTEMS AGENCY																																	
1999	5,203	2,729	52.45	2,474	47.55	57	1.10	56	1.08	2,133	41.00	1,700	32.67	349	6.71	569	10.94	174	3.34	133	2.56			16	0.31	16	0.31						
2000	6,042	3,150	52.14	2,892	47.86	105	1.74	99	1.64	2,429	40.20	1,968	32.57	400	6.62	649	10.74	196	3.24	153	2.53			20	0.33	23	0.38						
2001	6,000	3,135	52.25	2,865	47.75	100	1.67	95	1.58	2,417	40.28	1,962	32.70	396	6.60	636	10.60	205	3.42	152	2.53			17	0.28	20	0.33						
2002	5,898	3,119	52.88	2,779	47.12	100	1.70	90	1.53	2,401	40.71	1,894	32.11	398	6.75	623	10.56	206	3.49	151	2.56			14	0.24	21	0.36						
2003	5,519	2,949	53.43	2,570	46.57	94	1.70	82	1.49	2,257	40.90	1,759	31.87	388	7.03	576	10.44	196	3.55	136	2.46			14	0.25	17	0.31						
2004	5,161	2,834	54.91	2,327	45.09	89	1.72	69	1.34	2,159	41.83	1,579	30.59	384	7.44	533	10.33	188	3.64	133	2.58			14	0.27	13	0.25						
2005	4,909	2,767	56.37	2,142	43.63	90	1.83	61	1.24	2,067	42.11	1,436	29.25	385	7.84	495	10.08	213	4.34	137	2.79			12	0.24	13	0.26						
2006	5,370	3,010	56.05	2,360	43.95	101	1.88	75	1.40	2,214	41.23	1,539	28.66	438	8.16	583	10.86	232	4.32	143	2.66	6	0.11	2	0.04	16	0.30	12	0.22	3	0.06		
2007	5,595	3,155	56.39	2,440	43.61	117	2.09	81	1.45	2,271	40.59	1,551	27.72	501	8.95	628	11.22	237	4.24	148	2.65	6	0.11	4	0.07	17	0.30	16	0.29	6	0.11		
2008	5,661	3,235	57.15	2,426	42.85	112	1.98	78	1.38	2,354	41.58	1,540	27.20	501	8.85	619	10.93	235	4.15	152	2.69	4	0.07	5	0.09	18	0.32	17	0.30	11	0.19		
DEFENSE LOGISTICS AGENCY																																	
1999	38,076	22,883	60.10	15,193	39.90	1,211	3.18	592	1.55	17,068	44.83	10,204	26.80	3,557	9.34	3,824	10.04	812	2.13	420	1.10			235	0.62	153	0.40						
2000	35,300	21,026	59.56	14,274	40.44	1,124	3.18	551	1.56	15,788	44.73	9,595	27.18	3,122	8.84	3,589	10.17	773	2.19	390	1.10			219	0.62	149	0.42						
2001	22,651	13,200	58.28	9,451	41.72	730	3.22	291	1.28	9,494	41.91	6,139	27.10	2,360	10.84	2,674	11.81	462	2.04	242	1.07			154	0.68	105	0.46						
2002	21,698	12,669	57.47	9,229	42.53	721	3.32	317	1.46	9,019	41.57	5,981	27.56	2,153	9.92	2,611	12.03	425	1.96	217	1.00			151	0.70	103	0.47						
2003	20,763	11,929	57.45	8,834	42.55	649	3.13	307	1.48	8,673	41.77	5,688	27.39	2,109	10.16	2,523	12.15	364	1.75	222	1.07			134	0.65	94	0.45						
2004	21,685	12,707	58.60	8,978	41.40	707	3.26	330	1.52	9,155	42.22	5,783	26.67	2,333	10.76	2,543	11.73	383	1.77	230	1.06			129	0.59	92	0.42						
2005	21,501	12,596	58.58	8,905	41.42	656	3.05	329	1.53	9,082	42.24	5,732	26.66	2,328	10.83	2,516	11.70	398	1.85	296	1.38			132	0.61	92	0.43						
2006	21,459	12,585	58.65	8,874	41.35	665	3.10	324	1.51	9,034	42.10	5,675	26.45	2,364	11.02	2,536	11.82	335	1.56	221	1.03	40	0.19	20	0.09	138	0.64	95	0.44	9	0.04		
2007	21,394	12,523	58.54	8,871	41.46	653	3.05	332	1.55	8,921	41.70	5,605	26.20	2,408	11.26	2,556	11.95	338	1.58	237	1.11	47	0.22	26	0.12	130	0.61	97	0.45	26	0.12		
2008	23,017	13,504	58.67	9,513	41.33	719	3.12	380	1.65	9,471	41.15	5,948	25.84	2,695	11.71	2,738	11.90	361	1.57	274	1.19	54	0.23	35	0.15	137	0.60	101	0.44	67	0.29		
DEFENSE SECURITY SERVICE																																	
1999	2,420	1,312	54.21	1,108	45.79	38	1.57	32	1.32	1,130	46.69	792	32.73	104	4.30	251	10.37	28	1.16	29	1.20			12	0.50	4	0.17						
2000	2,533	1,340	52.90	1,193	47.10	39	1.54	41	1.62	1,155	45.60	863	34.07	109	4.30	259	10.23	25	0.99	27	1.07			12	0.47	3	0.12						
2001	2,655	1,386	52.20	1,269	47.80	38	1.43	43	1.62	1,200	45.20	922	34.73	109	4.11	271	10.21	27	1.02	29	1.09			12	0.45	4	0.15						
2002	2,561	1,291	50.41	1,270	49.59	39	1.52	43	1.68	1,118	43.65	916	35.77	101	3.94	279	10.89	22	0.86	27	1.05			11	0.43	5	0.20						

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE THREAT REDUCTION AGENCY****																																	
1999	925	454	49 08	471	50 92	49	5 30	48	5 19	344	37 19	346	37 41	40	4 32	73	7 89	19	2 05	4	0 43					2	0 22	0	0 00				
2000	960	487	50 73	473	49 27	51	5 31	49	5 10	367	38 23	340	35 42	47	4 90	79	8 23	20	2 08	5	0 52					2	0 21	0	0 00				
2001	960	515	53 65	445	46 35	46	4 79	41	4 27	397	41 35	317	33 02	45	4 69	81	8 44	24	2 50	6	0 63					3	0 31	0	0 00				
2002	1,004	537	53 49	467	46 51	45	4 48	43	4 28	409	40 74	314	31 27	55	5 48	102	10 16	25	2 49	8	0 80					3	0 30	0	0 00				
2003	949	509	53 64	440	46 36	47	4 95	40	4 21	376	39 62	285	30 03	61	6 43	107	11 28	23	2 42	8	0 84					2	0 21	0	0 00				
2004	1,045	582	55 69	463	44 31	50	4 78	40	3 83	126	12 06	288	27 56	79	7 56	122	11 67	24	2 30	12	1 15					3	0 29	1	0 10				
2005	1,116	648	58 06	468	41 94	50	4 48	45	4 03	452	40 50	283	25 36	110	9 86	123	11 02	32	2 87	16	1 43					4	0 36	1	0 09				
2006	1,157	682	58 95	475	41 05	49	4 24	42	3 63	475	41 05	281	24 29	116	10 03	134	11 58	36	3 11	14	1 21	0	0 00	0	0 00	4	0 35	2	0 17	2	0 17		
2007	1,118	670	59 93	448	40 07	49	4 38	43	3 85	464	41 50	262	23 43	113	10 11	125	11 18	32	2 86	14	1 25	0	0 00	0	0 00	5	0 45	0	0 00	7	0 63		
2008	1,198	740	61 77	458	38 23	53	4 42	43	3 59	524	43 74	255	21 29	118	9 85	133	11 10	30	2 50	16	1 34	1	0 08	4	0 33	7	0 58	2	0 17	7	0 58		
NAVY, DEPARTMENT OF THE																																	
1999	181,149	123,856	68 37	57,293	31 63	5,111	2 82	2,703	1 49	92,636	51 14	38,111	21 04	12,546	6 93	11,116	6 14	12,608	6 96	4,945	2 73					955	0 53	418	0 23				
2000	176,151	120,638	68 49	55,513	31 51	5,055	2 87	2,621	1 49	90,433	51 34	37,016	21 01	12,310	6 99	10,774	6 12	11,918	6 77	4,711	2 67					922	0 52	391	0 22				
2001	174,813	120,462	68 91	54,351	31 09	4,993	2 86	2,626	1 50	90,483	51 76	36,143	20 68	11,958	6 84	10,462	5 98	12,125	6 94	4,740	2 71					903	0 52	380	0 22				
2002	176,216	126,762	71 94	49,454	28 06	5,204	2 95	2,528	1 43	95,574	54 24	31,400	17 82	12,478	7 08	10,260	5 82	12,593	7 15	4,881	2 77					913	0 52	385	0 22				
2003	175,794	122,842	69 88	52,952	30 12	5,126	2 92	2,562	1 46	91,622	52 12	35,161	20 00	12,361	7 03	9,883	5 62	12,829	7 30	4,982	2 83					904	0 51	364	0 21				
2004	177,538	123,983	69 83	53,555	30 17	5,163	2 90	2,611	1 47	92,384	52 03	35,355	19 91	12,551	7 06	9,950	5 60	13,003	7 32	5,293	2 98					882	0 50	346	0 19				
2005	174,728	122,368	70 03	52,360	29 97	5,248	3 00	2,658	1 52	90,821	51 98	34,306	19 63	12,355	7 07	9,737	5 57	13,090	7 49	5,319	3 04					854	0 49	340	0 19				
2006	173,944	121,798	70 02	52,146	29 98	5,238	3 01	2,668	1 53	89,792	51 62	33,845	19 46	12,831	7 38	9,840	5 66	11,940	6 86	5,035	2 89	1,051	0 60	344	0 20	850	0 49	345	0 20	96	0 06		
2007	173,212	121,290	70 02	51,922	29 98	5,240	3 03	2,667	1 54	89,140	51 46	33,481	19 33	12,727	7 35	9,789	5 65	11,850	6 84	4,981	2 88	1,153	0 67	398	0 23	802	0 46	360	0 21	378	0 22		
2008	180,017	126,020	70 00	54,327	30 18	5,577	3 10	2,794	1 55	92,044	51 13	34,735	19 30	13,332	7 41	10,304	5 72	12,194	6 77	5,182	2 88	1,316	0 73	485	0 27	825	0 46	386	0 21	732	0 41		
OFFICE OF THE INSPECTOR GENERAL																																	
1999	1,224	734	59 97	490	40 03	20	1 63	12	0 98	607	49 59	304	24 84	85	6 94	148	12 09	19	1 55	22	1 80					3	0 25	4	0 33				
2000	1,207	724	59 98	483	40 02	21	1 74	10	0 83	594	49 21	306	25 35	88	7 29	143	11 85	19	1 57	20	1 66					2	0 17	4	0 33				
2001	1,248	741	59 38	507	40 63	22	1 76	14	1 12	608	48 72	331	26 52	87	6 97	140	11 22	22	1 76	18	1 44					2	0 16	4	0 32				
2002	1,179	682	57 85	497	42 15	21	1 78	17	1 44	556	47 16	305	25 87	80	6 79	149	12 64	23	1 95	22	1 87					2	0 17	4	0 34				
2003	1,180	678	57 46	502	42 54	23	1 95	17	1 44	550	46 61	301	25 51	77	6 53	153	12 97	26	2 20	25	2 12					2	0 17	6	0 51				
2004	1,271	746	58 69	525	41 31	29	2 28	19	1 49	595	46 81	314	24 70	90	7 08	156	12 27	31	2 44	29	2 28					1	0 08	7	0 55				
2005	1,373	798	58 12	575	41 88	34	2 48	25	1 82	628	45 74	352	25 64	97	7 06	157	11 43	40	2 91	33	2 40					1	0 07	8	0 58				
2006	1,391	794	57 08	597	42 92	42	3 02	34	2 44	612	44 00	358	25 74	97	6 97	166	11 93	39	2 80	28	2 01	1	0 07	2	0 14	3	0 22	8	0 58	0	0 00		
2007	1,401	800	57 10	601	42 90	53	3 78	42	3 00	603	43 04	348	24 84	95	6 78	170	12 13	36	2 57	30	2 14	2	0 14	1	0 07	4	0 29	9	0 64	7	0 50		
2008	1,516	879	57 98	637	42 02	60	3 96	44	2 90	647	42 68	367	24 21	114	7 52	188	12 40	44	2 90	27	1 78	2	0 13	1	0 07	3	0 20	8	0 53	9	0 59		
OFFICE OF THE SECRETARY/WASH. HQTRS. SERVICE																																	
1999	4,807	2,844	59 16	1,963	40 84	61	1 27	47	0 98	2,207	45 91	1,274	26 50	498	10 36	585	12 17	61	1 27	53	1 10					17	0 35	4	0 08				
2000	4,898	2,908	59 37	1,990	40 63	57	1 16	48	0 98	2,244	45 81	1,292	26 38	528	10 78	591	12 07	60	1 22	57	1 16					19	0 39	2	0 04				
2001	4,551	2,650	58 23	1,901	41 77	57	1 25	45	0 99	2,014	44 25	1,219	26 79	502	11 03	579	12 72	58	1 27	57	1 25					19	0 42	1	0 02				
2002	4,493	2,584	57 51	1,909	42 49	60	1 34	40	0 89	2,071	46 09	1,231	27 40	377	8 39	575	12 80	62	1 38	62	1 38					14	0 31	1	0 02				
2003	5,352	3,294	61 55	2,058	38 45	93	1 74	47	0 88	2,471	46 17	1,313	24 53	628	11 73	638	11 92	80	1 49	59	1 10					22	0 41	1	0 02				
2004	5,552	3,430	61 78	2,122	38 22	108	1 95	60	1 08	2,560	46 11	1,363	24 55	647	11 65	628	11 31	92	1 66	68	1 22					23	0 41	3	0 05				
2005	5,827	3,637	62 42	2,190	37 58	113	1 94	66	1 13	2,730	46 85	1,387	23 80	669	11 48	654	11 22	102	1 75	76	1 30					23	0 39	7	0 12				
2006	6,576	4,146	63 05	2,430	36 95	120	1 82	75	1 14	3,140	47 75	1,568	23 84	733	11 15	663	10 08	123	1 87	98	1 49	2	0 03	9	0 14	24	0 36	11	0 17	4	0 06		
2007	7,692	4,720	61 36	2,972	38 64	152	1 98	88	1 14	3,577	46 50	1,974	25 66	768	9 98	737	9 58	158	2 05	119	1 55	10	0 13	15	0 20	32	0 42	15	0 20	23	0 30		
2008	8,471	5,189	61 26	3,282	38 74	178	2 10	98	1 16	3,906	46 11	2,175	25 68	854	10 08	795	9 38	182	2 15	142	1 68	7		16		34	0 40	17	0 20	28			
EDUCATION, DEPT. OF																																	
1999	4,366	1,653	37 86	2,713	62 14	72	1 65	101	2 31	1,121	25 68	1,256	28 77	387	8 86	1,255	28 74	63	1 44	78	1 79					10	0 23	23	0 53				
2000	4,369	1,642	37 58	2,727	62 42	70	1 60	99	2 27	1,118	25 59	1,224	28 02	384	8 79	1,296	29 66	60	1 37	85	1 95					10	0 23	23	0 53				
2001	4,411	1,633	37 02	2,778	62 98	71	1 61	109	2 47	1,110	25 16	1,242	28 16																				

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENERGY, DEPT. OF																																	
1999	15,828	9,849	62.23	5,979	37.77	428	2.70	384	2.43	8,307	52.48	4,078	25.76	552	3.49	1,256	7.94	434	2.74	178	1.12							128	0.81	83	0.52		
2000	15,368	9,556	62.18	5,812	37.82	439	2.86	367	2.39	8,037	52.30	3,947	25.68	516	3.36	1,224	7.96	435	2.83	189	1.23							129	0.84	85	0.55		
2001	15,608	9,690	62.08	5,918	37.92	463	2.97	384	2.46	8,123	52.04	4,032	25.83	524	3.36	1,210	7.75	446	2.86	204	1.31							134	0.86	88	0.56		
2002	15,726	9,745	61.97	5,981	38.03	486	3.09	408	2.59	8,133	51.72	4,073	25.90	529	3.36	1,199	7.62	463	2.94	209	1.33							134	0.85	92	0.59		
2003	15,196	9,451	62.19	5,745	37.81	473	3.11	399	2.63	7,863	51.74	3,888	25.59	516	3.40	1,153	7.59	463	3.05	213	1.40							136	0.89	92	0.61		
2004	15,023	9,408	62.62	5,615	37.38	488	3.24	404	2.68	7,817	52.03	3,781	25.16	521	3.46	1,135	7.55	448	2.98	206	1.37							134	0.89	89	0.59		
2005	14,973	9,330	62.31	5,643	37.69	517	3.45	426	2.85	7,704	51.45	3,766	25.15	518	3.46	1,148	7.67	447	2.99	213	1.42							144	0.96	90	0.60		
2006	14,950	9,290	62.14	5,660	37.86	526	3.52	433	2.90	7,658	51.22	3,753	25.10	515	3.44	1,147	7.67	443	2.96	227	1.52	5	0.03	1	0.01	137	0.92	95	0.64	6	0.04	4	0.03
2007	14,945	9,241	61.83	5,704	38.17	518	3.47	422	2.82	7,572	50.67	3,772	25.24	521	3.49	1,158	7.75	438	2.93	223	1.49	11	0.07	9	0.06	131	0.88	89	0.60	50	0.33	31	0.21
2008	15,448	9,530	61.69	5,918	38.31	543	3.52	441	2.85	7,786	50.40	3,879	25.11	551	3.57	1,215	7.87	438	2.84	228	1.48	14	0.09	12	0.08	130	0.84	97	0.63	68	0.44	46	0.30
ENVIRONMENTAL PROTECTION AGENCY																																	
1999	17,842	8,936	50.08	8,906	49.92	373	2.09	428	2.40	7,302	40.93	5,457	30.59	744	4.17	2,515	14.09	448	2.51	430	2.41							69	0.39	76	0.43		
2000	17,411	8,727	50.12	8,684	49.88	372	2.14	422	2.42	7,114	40.86	5,291	30.39	722	4.15	2,475	14.22	453	2.60	422	2.42							66	0.38	74	0.43		
2001	17,456	8,691	49.79	8,765	50.21	378	2.17	425	2.43	7,037	40.31	5,286	30.28	744	4.26	2,536	14.53	466	2.67	443	2.54							66	0.38	75	0.43		
2002	17,495	8,681	49.62	8,814	50.38	394	2.25	437	2.50	6,998	40.00	5,285	30.21	750	4.29	2,564	14.66	474	2.71	451	2.58							65	0.37	77	0.44		
2003	17,642	8,685	49.23	8,957	50.77	408	2.31	455	2.58	6,950	39.39	5,370	30.44	765	4.34	2,582	14.64	492	2.79	472	2.68							70	0.40	78	0.44		
2004	18,576	9,258	49.84	9,318	50.16	424	2.33	491	2.64	7,437	40.03	5,610	30.20	796	4.28	2,622	14.41	521	2.80	513	2.76							70	0.37	82	0.44		
2005	18,398	9,083	49.37	9,315	50.63	432	2.35	500	2.72	7,262	39.47	5,596	30.42	792	4.30	2,619	14.24	530	2.88	522	2.84							67	0.36	78	0.42		
2006	18,248	9,016	49.41	9,232	50.59	405	2.22	477	2.61	7,298	39.99	5,738	31.44	745	4.08	2,443	13.39	509	2.79	497	2.72	0	0.00	1	0.01	59	0.32	76	0.42	0	0.00	0	0.00
2007	18,092	8,942	49.43	9,150	50.57	409	2.26	503	2.78	7,143	39.48	5,527	30.55	777	4.29	2,486	13.74	539	2.98	546	3.02	4	0.02	6	0.03	60	0.33	73	0.40	10	0.06	9	0.05
2008	18,247	8,991	49.27	9,256	50.73	415	2.27	511	2.80	7,163	39.26	5,579	30.57	790	4.33	2,485	13.62	537	2.94	573	3.14	5	0.03	8	0.04	66	0.36	79	0.43	15	0.08	21	0.12
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																																	
1999	2,853	983	34.45	1,870	65.55	123	4.31	200	7.01	475	16.65	648	22.71	344	12.06	957	33.54	38	1.33	56	1.96							3	0.12	9	0.36		
2000	2,709	929	34.29	1,780	65.71	116	4.28	192	7.09	435	16.06	602	22.22	337	12.44	920	33.96	38	1.40	54	1.99							3	0.11	12	0.42		
2001	2,866	984	34.33	1,882	65.67	132	4.61	228	7.96	472	16.47	635	22.16	339	11.83	950	33.15	39	1.36	55	1.92							2	0.07	14	0.49		
2002	2,734	920	33.65	1,814	66.35	125	4.57	226	8.27	438	16.02	621	22.71	317	11.59	904	33.07	38	1.39	53	1.94							2	0.07	10	0.37		
2003	2,555	857	33.54	1,698	66.46	114	4.46	216	8.45	406	15.89	580	22.70	298	11.66	846	33.11	37	1.45	47	1.84							2	0.08	9	0.35		
2004	2,465	811	32.90	1,654	67.10	110	4.46	210	8.51	382	15.49	570	23.12	282	11.44	815	33.06	35	1.41	50	2.02							2	0.08	9	0.36		
2005	2,363	778	32.92	1,585	67.08	104	4.40	206	8.72	369	15.62	544	23.02	261	11.05	772	32.67	40	1.69	51	2.16							4	0.17	12	0.51		
2006	2,195	726	33.08	1,469	66.92	101	4.60	192	8.75	348	15.85	517	23.55	234	10.66	699	31.85	38	1.73	48	2.19	1	0.05	1	0.05	4	0.18	11	0.50	0	0.00	1	0.05
2007	2,192	725	33.07	1,467	66.93	99	4.52	195	8.90	341	15.56	504	22.99	237	10.81	702	32.03	38	1.73	42	1.92	2	0.09	1	0.05	2	0.09	13	0.59	6	0.27	10	0.46
2008	2,205	731	33.15	1,474	66.85	100	4.54	197	8.93	337	15.28	501	22.72	238	10.79	703	31.88	40	1.81	46	2.09	1	0.05	2	0.09	3	0.14	12	0.54	12	0.54	13	0.59
FEDERAL COMMUNICATIONS COMMISSION																																	
1999	1,599	751	46.97	848	53.03	21	1.31	18	1.13	585	36.59	393	24.58	110	6.88	409	25.58	31	1.94	26	1.63							4	0.25	2	0.13		
2000	1,909	896	46.94	1,013	53.06	25	1.31	22	1.15	685	35.88	502	26.30	134	7.02	450	23.57	47	2.46	37	1.94							5	0.26	2	0.10		
2001	1,955	934	47.77	1,021	52.23	30	1.53	21	1.07	702	35.91	484	24.76	151	7.72	470	24.04	47	2.40	45	2.30							4	0.20	1	0.05		
2002	2,024	970	47.92	1,054	52.08	31	1.53	20	0.99	728	35.97	510	25.20	156	7.71	478	23.62	51	2.52	45	2.22							4	0.20	1	0.05		
2003	2,012	962	47.81	1,050	52.19	39	1.94	22	1.09	714	35.49	500	24.85	157	7.80	481	23.91	48	2.39	46	2.29							4	0.20	1	0.05		
2004	1,952	928	47.54	1,024	52.46	35	1.79	22	1.12	691	35.39	487	24.94	150	7.68	466	23.87	48	2.45	48	2.45							4	0.20	1	0.05		
2005	1,854	876	47.25	978	52.75	36	1.94	23	1.24	643	34.68	466	25.13	145	7.82	444	23.95	48	2.59	43	2.32							4	0.22	2	0.11		
2006	1,847	868	47.00	979	53.00	36	1.95	22	1.19	637	34.49	461	24.96	144	7.80	446	24.15	48	2.60	48	2.60	0	0.00	0	0.00	3	0.16	2	0.11	0	0.00	0	0.00
2007	1,804	841	46.62	963	53.38	36	2.00	24	1.33	606	33.59	448	24.83	144	7.98	437	24.22	53	2.94	51	2.83	0	0.00	0	0.00	2	0.11	3	0.17	0	0.00	0	0.00
2008	1,822	846	46.43	976	53.57	36	1.98	28	1.54	601	32.99	463	25.41	148	8.12	430	23.60	59	3.24	52	2.85	0	0.00	0	0.00	2	0.11	3	0.16	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION																																	
1999	6,609	3,623	54.82	2,986	45.18	139	2.10	95	1.44	3,067	46.41	1,909	28.88	307	4.65	852	12.89	85	1.29	106	1.60							25	0.38	24	0.36		
2000	6,352	3,488	54.91	2,864	45.09	139	2.19	92	1.45	2,943	46.33	1,815	28.57	305	4.80	833	13.11	80	1.26	99	1.56</												

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																																	
1999	18,322	12,287	67.06	6,035	32.94	568	3.10	295	1.61	10,094	55.09	4,320	23.58	848	4.63	1,107	6.04	681	3.72	242	1.32							96	0.52	71	0.39		
2000	18,416	12,289	66.73	6,127	33.27	581	3.15	309	1.68	10,059	54.62	4,344	23.59	839	4.56	1,147	6.23	719	3.90	257	1.40						91	0.49	70	0.38			
2001	18,568	12,329	66.40	6,239	33.60	596	3.21	311	1.67	10,050	54.13	4,430	23.86	843	4.54	1,160	6.25	749	4.03	266	1.43						91	0.49	72	0.39			
2002	18,520	12,262	66.21	6,258	33.79	597	3.22	309	1.67	9,969	53.83	4,426	23.90	845	4.56	1,176	6.35	760	4.10	275	1.48						91	0.49	72	0.39			
2003	18,500	12,159	65.72	6,341	34.28	596	3.22	319	1.72	9,866	53.33	4,442	24.01	840	4.54	1,223	6.61	767	4.15	286	1.55						90	0.49	71	0.38			
2004	19,278	12,571	65.21	6,707	34.79	631	3.27	346	1.79	10,159	52.70	4,624	23.98	883	4.58	1,337	6.93	801	4.15	332	1.72						97	0.50	68	0.35			
2005	18,786	12,197	64.93	6,589	35.07	643	3.42	350	1.86	9,806	52.20	4,516	24.04	871	4.64	1,326	7.06	786	4.18	332	1.77						91	0.48	65	0.35			
2006	18,457	11,974	64.88	6,483	35.12	632	3.42	357	1.93	9,614	52.09	4,418	23.94	846	4.58	1,303	7.06	783	4.24	339	1.84	5	0.03	0	0.00	89	0.48	61	0.33	5	0.03	5	0.03
2007	18,461	11,961	64.79	6,500	35.21	637	3.45	364	1.97	9,543	51.69	4,413	23.90	836	4.53	1,289	6.98	800	4.33	338	1.83	7	0.04	5	0.03	91	0.49	57	0.31	47	0.25	34	0.18
2008	18,562	12,011	64.71	6,551	35.29	654	3.52	377	2.03	9,554	51.47	4,447	23.96	836	4.50	1,279	6.89	802	4.32	341	1.84	14	0.08	6	0.03	91	0.49	60	0.32	60	0.32	41	0.22
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION																																	
1999	2,403	1,059	44.07	1,344	55.93	17	0.71	18	0.75	773	32.17	782	32.54	251	10.45	507	21.10	16	0.67	31	1.29						2	0.08	6	0.25			
2000	2,482	1,106	44.56	1,376	55.44	18	0.73	17	0.68	794	31.99	803	32.35	268	10.80	521	20.99	22	0.89	29	1.17						4	0.16	6	0.24			
2001	2,585	1,174	45.42	1,411	54.58	19	0.74	20	0.77	844	32.65	807	31.22	282	10.91	547	21.16	26	1.01	31	1.20						3	0.12	6	0.23			
2002	2,723	1,262	46.35	1,461	53.65	20	0.73	23	0.84	910	33.42	841	30.89	297	10.91	556	20.42	31	1.14	33	1.21						4	0.15	8	0.29			
2003	2,619	1,221	46.62	1,398	53.38	22	0.84	21	0.80	886	33.83	840	32.07	283	10.81	501	19.13	27	1.03	30	1.15						3	0.11	6	0.23			
2004	2,979	1,391	46.69	1,588	53.31	25	0.83	26	0.87	990	33.23	952	31.95	341	11.44	556	18.66	31	1.04	47	1.57						4	0.13	7	0.23			
2005	3,043	1,412	46.40	1,631	53.60	26	0.85	25	0.82	1,010	33.19	971	31.91	331	10.88	581	19.09	41	1.35	46	1.51						4	0.13	8	0.26			
2006	3,018	1,392	46.12	1,626	53.88	25	0.83	25	0.83	1,004	33.27	981	32.50	324	10.74	570	18.89	36	1.19	42	1.39	0	0.00	1	0.03	3	0.10	6	0.20	0	0.00	1	0.03
2007	2,963	1,383	46.68	1,580	53.32	23	0.78	22	0.74	987	33.31	940	31.72	328	11.07	577	19.47	39	1.32	31	1.05	0	0.00	1	0.03	3	0.10	6	0.20	3	0.10	3	0.10
2008	3,139	1,435	45.72	1,704	54.28	20	0.64	24	0.76	1,021	32.53	1,051	33.48	338	10.77	581	18.51	43	1.37	31	0.99	0	0.00	0	0.00	3	0.10	7	0.22	10	0.32	10	0.32
NATIONAL CREDIT UNION ADMINISTRATION																																	
1999	910	560	61.54	350	38.46	21	2.31	14	1.54	484	53.19	259	28.46	34	3.74	65	7.14	19	2.09	9	0.99						2	0.22	3	0.33			
2000	930	561	60.32	369	39.68	20	2.15	12	1.29	490	52.69	277	29.78	31	3.33	68	7.31	19	2.04	9	0.97						1	0.11	3	0.32			
2001	913	546	59.80	367	40.20	20	2.19	14	1.53	477	52.25	267	29.24	32	3.50	73	8.00	16	1.75	9	0.99						1	0.11	4	0.44			
2002	920	545	59.24	375	40.76	19	2.07	14	1.52	476	51.74	276	30.00	34	3.70	72	7.83	15	1.63	9	0.98						1	0.11	4	0.43			
2003	898	528	58.80	370	41.20	19	2.12	15	1.67	459	51.11	271	30.18	33	3.67	71	7.91	16	1.78	9	1.00						1	0.11	4	0.45			
2004	888	512	57.66	376	42.34	20	2.25	16	1.80	442	49.77	270	30.40	34	3.82	74	8.33	16	1.80	12	1.35						0	0.00	4	0.45			
2005	899	497	55.28	402	44.72	20	2.22	18	2.00	428	47.61	287	31.92	29	3.23	82	9.12	20	2.22	12	1.33						0	0.00	3	0.33			
2006	911	500	54.88	411	45.12	17	1.87	17	1.87	426	46.76	290	31.83	34	3.73	84	9.22	16	1.76	14	1.54	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
2007	911	498	54.67	413	45.33	19	2.09	14	1.54	418	45.88	293	32.16	35	3.84	87	9.55	19	2.09	13	1.43	3	0.33	0	0.00	0	0.00	4	0.44	4	0.44	2	0.22
2008	946	520	54.97	426	45.03	19	2.01	17	1.80	434	45.88	295	31.18	38	4.02	95	10.04	23	2.43	13	1.37	3	0.32	0	0.00	0	0.00	4	0.42	3	0.32	2	0.21
NATIONAL GALLERY OF ART																																	
1999	795	462	58.11	333	41.89	9	1.13	4	0.50	171	21.51	207	26.04	279	35.09	115	14.47	2	0.25	6	0.75						1	0.13	1	0.13			
2000	779	454	58.28	325	41.72	9	1.16	4	0.51	167	21.44	203	26.06	275	35.30	110	14.12	2	0.26	7	0.90						1	0.13	1	0.13			
2001	781	470	60.18	311	39.82	11	1.41	3	0.38	185	23.69	195	24.97	271	34.70	106	13.57	2	0.26	6	0.77						1	0.13	1	0.13			
2002	795	469	58.99	326	41.01	8	1.01	4	0.50	183	23.02	206	25.91	275	34.59	108	13.58	2	0.25	8	1.01						1	0.13	0	0.00			
2003	806	467	57.94	339	42.06	14	1.74	6	0.74	188	23.33	212	26.30	260	32.26	108	13.40	4	0.50	13	1.61						1	0.12	0	0.00			
2004	810	469	57.90	341	42.10	13	1.60	6	0.74	192	23.70	221	27.28	259	31.98	103	12.72	4	0.49	1	0.12						1	0.12	0	0.00			
2005	810	471	58.15	337	41.60	13	1.60	6	0.74	194	23.95	212	26.17	260	32.10	110	13.58	4	0.49	9	1.11						2	0.25	0	0.00			
2006	792	465	58.71	327	41.29	10	1.26	5	0.63	192	24.24	205	25.88	256	32.32	108	13.64	5	0.63	9	1.14	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2007	810	476	58.77	334	41.23	11	1.36	5	0.62	193	23.83	207	25.56	267	32.96	111	13.70	3	0.37	11	1.36	0	0.00	0	0.00	2	0.25	0	0.00	0	0.00	0	0.00
2008	818	485	59.29	333	40.71	10	1.22	4	0.49	203	24.82	206	25.18	264	32.27	111	13.57	6	0.73	12	1.47	0	0.00	0	0.00	2	0.24	0	0.00	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD																																	
1999	1,841	743	40.36	1,098	59.64	43	2.34	82	4.45	611	33.19	636	34.55	80	4.35	349	18.96	8	0.43	29	1.58						1	0.05	2	0.11			
2000	1,940	772	39.79	1,168	60.21	45	2.32	80	4.12	634	32.68	698	35.98	83	4.28	356	18.35	9	0.46	31	1.60						1	0.05	3	0.15			
2001	2,019	796	39.43	1,223	60.57	49	2.43	87	4.31	647	32.05	751	37.20	87	4.31	353	17.48	11	0.54	28	1.39						2	0.10	4	0.20			
2002	2,099	828	39.45	1,271	60.55	53	2.53	90	4.29																								

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***									
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE							
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%						
NATIONAL SCIENCE FOUNDATION																																							
1999	931	352	37.81	579	62.19	4	0.43	11	1.18	281	30.18	250	26.85	50	5.37	298	32.01	15	1.61	20	2.15									2	0.21	0	0.00						
2000	861	325	37.75	536	62.25	3	0.35	11	1.28	263	30.55	231	26.83	43	4.99	276	32.06	14	1.63	18	2.09							2	0.23	0	0.00								
2001	1,075	381	35.44	694	64.56	9	0.84	14	1.30	295	27.44	311	28.93	57	5.30	341	31.72	19	1.77	26	2.42						1	0.09	2	0.19									
2002	1,077	384	35.65	693	64.35	9	0.84	15	1.39	304	28.23	326	30.27	50	4.64	323	29.99	20	1.86	29	2.69						1	0.09	0	0.00									
2003	1,092	396	36.26	696	63.74	11	1.01	17	1.56	304	27.84	322	29.49	57	5.22	326	29.85	23	2.11	31	2.84						1	0.09	0	0.00									
2004	1,333	523	39.23	810	60.77	17	1.27	18	1.35	400	30.01	402	30.15	67	5.02	351	26.33	36	2.70	39	2.92						3	0.22	0	0.00									
2005	1,339	517	38.61	822	61.39	17	1.27	18	1.34	406	30.32	408	30.47	62	4.63	355	26.51	30	2.24	39	2.91						2	0.15	2	0.15									
2006	1,365	548	40.15	817	59.85	17	1.25	17	1.25	426	31.21	410	30.04	61	4.47	345	25.27	42	3.08	41	3.00						2	0.15	4	0.29	0	0.00							
2007	1,382	538	38.93	844	61.07	16	1.16	18	1.30	418	30.25	421	30.46	63	4.56	353	25.54	38	2.75	43	3.11						0	0.00	0	0.00	1	0.07	6	0.43	2	0.14	3	0.22	
2008	1,410	543	38.51	867	61.49	19	1.35	16	1.13	415	29.43	437	30.99	62	4.40	361	25.60	43	3.05	43	3.05						0	0.00	0	0.00	2	0.14	4	0.28	2	0.14	6	0.43	
NULCLEAR REGULATORY COMMISSION																																							
1999	2,813	1,771	62.96	1,042	37.04	38	1.35	22	0.78	1,465	52.08	719	25.56	112	3.98	252	8.96	151	5.37	45	1.60									5	0.18	4	0.14						
2000	2,787	1,744	62.58	1,043	37.42	43	1.54	25	0.90	1,439	51.63	713	25.58	108	3.88	257	9.22	150	5.38	46	1.65								4	0.14	2	0.07							
2001	2,785	1,743	62.59	1,042	37.41	58	2.08	30	1.08	1,425	51.17	708	25.42	107	3.84	253	9.08	147	5.28	49	1.76							6	0.22	2	0.07								
2002	2,872	1,782	62.05	1,090	37.95	71	2.47	45	1.57	1,436	50.00	723	25.17	116	4.04	267	9.30	153	5.33	53	1.85							6	0.21	2	0.07								
2003	2,995	1,878	62.70	1,117	37.30	81	2.70	52	1.74	1,499	50.05	733	24.47	128	4.27	276	9.22	162	5.41	54	1.80							8	0.27	2	0.07								
2004	3,224	2,033	63.06	1,191	36.94	84	2.60	55	1.70	1,633	50.65	783	24.28	135	4.18	284	8.80	170	5.27	68	2.10							11	0.34	1	0.03								
2005	3,295	2,080	63.13	1,215	36.87	85	2.58	58	1.76	1,660	50.38	781	23.70	140	4.25	301	9.14	183	5.55	71	2.15							12	0.36	4	0.12								
2006	3,492	2,217	63.49	1,275	36.51	94	2.69	68	1.95	1,749	50.09	813	23.28	154	4.41	311	8.91	202	5.78	76	2.18						1	0.03	1	0.03	14	0.40	4	0.11	3	0.09	2	0.06	
2007	3,750	2,341	62.43	1,409	37.57	101	2.69	79	2.11	1,826	48.69	872	23.25	170	4.53	357	9.52	219	5.84	87	2.32						1	0.03	1	0.03	15	0.40	7	0.19	9	0.24	6	0.16	
2008	4,080	2,527	61.94	1,553	38.06	123	3.01	97	2.38	1,940	47.55	934	22.89	189	4.63	389	9.53	242	5.93	107	2.62							2	0.05	1	0.02	13	0.32	8	0.20	18	0.44	17	0.42
OFFICE OF PERSONNEL MANAGEMENT																																							
1999	3,484	1,306	37.49	2,178	62.51	54	1.55	69	1.98	989	28.39	1,282	36.80	236	6.77	781	22.42	21	0.60	36	1.03								6	0.17	10	0.29							
2000	3,598	1,325	36.83	2,273	63.17	59	1.64	79	2.20	991	27.54	1,333	37.05	245	6.81	799	22.21	23	0.64	48	1.33							7	0.19	14	0.39								
2001	3,441	1,264	36.73	2,177	63.27	54	1.57	73	2.12	942	27.38	1,261	36.65	241	7.00	782	22.73	22	0.64	47	1.37							5	0.15	14	0.41								
2002	3,534	1,291	36.53	2,243	63.47	57	1.61	82	2.32	963	27.25	1,296	36.67	243	6.88	801	22.67	23	0.65	47	1.33							5	0.14	17	0.48								
2003	3,456	1,267	36.66	2,189	63.34	56	1.62	88	2.55	946	27.37	1,258	36.40	235	6.80	789	22.83	24	0.69	42	1.22							6	0.17	12	0.35								
2004	3,648	1,366	37.45	2,282	62.55	59	1.61	79	2.16	1,011	27.71	1,312	35.96	260	7.12	835	22.88	29	0.79	45	1.23							7	0.19	11	0.30								
2005	5,107	2,075	40.63	3,032	59.37	90	1.76	120	2.35	1,607	31.47	1,871	36.64	310	6.07	958	18.76	52	1.02	66	1.29							16	0.31	16	0.31								
2006	5,276	2,149	40.73	3,127	59.27	87	1.65	124	2.35	1,681	31.86	1,971	37.36	315	5.97	935	17.72	49	0.93	75	1.42						3	0.06	6	0.11	14	0.27	15	0.28	0	0.00	1	0.02	
2007	5,775	2,360	40.87	3,415	59.13	96	1.66	130	2.25	1,850	32.03	2,159	37.39	326	5.65	1,014	17.56	61	1.06	80	1.39						9	0.16	9	0.16	15	0.26	20	0.35	3	0.05	3	0.05	
2008	5,855	2,374	40.55	3,481	59.45	114	1.95	140	2.39	1,841	31.44	2,187	37.35	327	5.58	1,035	17.68	61	1.04	84	1.43							11	0.19	11	0.19	16	0.27	18	0.31	4	0.07	6	0.10
PEACE CORPS OF THE UNITED STATES																																							
1999	829	375	45.24	454	54.76	13	1.57	11	1.33	287	34.62	293	35.34	56	6.76	118	14.23	18	2.17	31	3.74								1	0.12	1	0.12							
2000	822	356	43.31	466	56.69	17	2.07	12	1.46	266	32.36	304	36.98	55	6.69	121	14.72	17	2.07	28	3.41							1	0.12	1	0.12								
2001	778	333	42.80	445	57.20	17	2.19	7	0.90	243	31.23	290	37.28	59	7.58	123	15.81	13	1.67	23	2.96							1	0.13	2	0.26								
2002	844	353	41.82	491	58.18	20	2.37	11	1.30	258	30.57	322	38.15	56	6.64	128	15.17	18	2.13	28	3.32							1	0.12	2	0.24								
2003	912	388	42.54	524	57.46	24	2.63	12	1.32	288	31.58	361	39.58	51	5.59	121	13.27	24	2.63	25	2.74							1	0.11	5	0.55								
2004	844	378	44.79	466	55.21	21	2.49	14	1.66	288	34.12	335	39.69	50	5.92	96	11.37	19	2.25	18	2.13							0	0.00	3	0.36								
2005	869	376	43.27	493	56.73	22	2.53	12	1.38	291	33.49	337	38.78	48	5.52	114	13.12	15	1.73	27	3.11							0	0.00	3	0.35								
2006	883	376	42.58	507	57.42	19	2.15	9	1.02	297	33.64	362	41.00	41	4.64	105	11.89	18	2.04	23	2.60						0	0.00	0	0.00	1	0.11	3	0.34	0	0.00	0	0.00	
2007	886	389	43.91	497	56.09	18	2.03	9	1.02	309	34.88	359	40.52	44	4.97	99	11.17	18	2.03	28	3.16						0	0.00	0	0.00	0	0.00	2	0.23	0	0.00	0	0.00	
2008	826	342	41.40	484	58.60	11	1.33	7	0.85	274	33.17	347	42.01	37	4.48	98	11.86	17	2.06	29	3.51						0	0.00	0	0.00	3	0.36	3	0.36	0	0.00	0	0.00	
PENSION BENEFIT GUARANTY CORPORATION																																							
1999	737	325	44.10	412	55.90	8	1.09	7	0.95	225	30.53	160	21.71	77	10.45	225	30.53	13	1.76	19	2.58								2	0.27	1	0.14							
2000	745	335	44.97	410	55.03	8	1.07	10	1.34	226	30.34	156	20.94	83	11.14	226	30.34	16	2.15	18	2.42							2	0.27	0	0.00								
2001	755	341	45.17	414	54.8																																		

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***							
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
RAILROAD RETIREMENT BOARD																																					
1999	1,247	486	38.97	761	61.03	9	0.72	44	3.53	407	32.64	366	29.35	59	4.73	340	27.27	10	0.80	8	0.64									1	0.08	3	0.23				
2000	1,165	459	39.40	706	60.60	7	0.60	46	3.95	385	33.05	336	28.84	58	4.98	313	26.87	8	0.69	8	0.69							1	0.09	3	0.24						
2001	1,171	457	39.03	714	60.97	8	0.68	44	3.76	379	32.37	335	28.61	58	4.95	324	27.67	11	0.94	8	0.68							1	0.09	3	0.26						
2002	1,161	453	39.02	708	60.98	7	0.60	47	4.05	378	32.56	329	28.34	57	4.91	321	27.65	10	0.86	8	0.69							1	0.09	3	0.26						
2003	1,128	440	39.01	688	60.99	7	0.62	47	4.17	367	32.54	316	28.01	56	4.96	314	27.84	9	0.80	8	0.71							1	0.09	3	0.27						
2004	1,087	419	38.55	668	61.45	7	0.64	43	3.96	345	31.74	311	28.61	55	5.06	303	27.87	11	1.01	8	0.74							1	0.09	3	0.28						
2005	1,007	383	38.03	624	61.97	6	0.60	39	3.87	313	31.08	291	28.90	53	5.26	282	28.00	11	1.09	9	0.89							0	0.00	3	0.30						
2006	994	375	37.73	619	62.27	6	0.60	44	4.43	310	31.19	285	28.67	47	4.73	274	27.57	9	0.91	8	0.80	0	0.00	1	0.10	0	0.00	4	0.40	3	0.30	3	0.30	3	0.30		
2007	992	372	37.50	620	62.50	7	0.71	45	4.54	302	30.44	279	28.13	52	5.24	279	28.13	8	0.81	9	0.91	0	0.00	1	0.10	0	0.00	4	0.40	3	0.30	3	0.30	3	0.30		
2008	965	370	38.34	595	61.66	7	0.73	45	4.66	298	30.88	263	27.25	54	5.60	269	27.88	8	0.83	10	1.04	0	0.00	1	0.10	0	0.00	4	0.41	3	0.31	3	0.31	3	0.31		
SECURITIES AND EXCHANGE COMMISSION																																					
1999	2,703	1,341	49.61	1,362	50.39	45	1.66	56	2.07	1,039	38.44	764	28.26	185	6.84	464	17.17	68	2.52	77	2.85							4	0.15	1	0.04						
2000	2,804	1,414	50.43	1,390	49.57	50	1.78	63	2.25	1,103	39.34	780	27.82	176	6.28	464	16.55	80	2.85	82	2.92							5	0.18	1	0.04						
2001	2,913	1,449	49.74	1,464	50.26	52	1.79	67	2.30	1,130	38.79	815	27.98	174	5.97	486	16.68	87	2.99	95	3.26							6	0.21	1	0.03						
2002	2,926	1,456	49.76	1,470	50.24	49	1.67	67	2.29	1,140	38.96	819	27.99	165	5.64	483	16.51	97	3.32	100	3.42							5	0.17	1	0.03						
2003	3,116	1,559	50.03	1,557	49.97	54	1.73	73	2.34	1,226	39.35	887	28.47	165	5.30	481	15.44	108	3.47	114	3.66							6	0.19	2	0.06						
2004	3,797	1,934	50.93	1,863	49.07	76	2.00	94	2.48	1,528	40.24	1,074	28.29	188	4.95	536	14.12	136	3.58	155	4.08							6	0.16	4	0.11						
2005	3,907	2,008	51.39	1,899	48.61	86	2.20	98	2.51	1,572	40.24	1,092	27.95	190	4.86	542	13.87	154	3.94	163	4.17							6	0.15	4	0.10						
2006	3,598	1,843	51.22	1,755	48.78	83	2.31	89	2.47	1,427	39.66	1,010	28.07	183	5.09	498	13.84	144	4.00	152	4.22	0	0.00	1	0.03	6	0.17	5	0.14	0	0.00	0	0.00	0	0.00		
2007	3,498	1,803	51.54	1,695	48.46	80	2.29	82	2.34	1,393	39.82	979	27.99	188	5.37	470	13.44	144	3.86	154	4.40	0	0.00	2	0.06	6	0.17	5	0.14	1	0.03	3	0.09	3	0.09		
2008	3,631	1,872	51.56	1,759	48.44	81	2.23	84	2.31	1,459	40.18	1,015	27.95	184	5.07	476	13.11	137	3.77	171	4.71	0	0.00	2	0.06	5	0.14	5	0.14	6	0.17	6	0.17	6	0.17		
SMALL BUSINESS ADMINISTRATION																																					
1999	3,554	1,625	45.72	1,929	54.28	148	4.16	185	5.21	1,179	33.17	1,065	29.97	230	6.47	589	16.57	55	1.55	78	2.19							13	0.37	12	0.34						
2000	3,447	1,571	45.58	1,876	54.42	142	4.12	187	5.43	1,142	33.13	1,024	29.71	224	6.50	579	16.80	51	1.48	74	2.15							12	0.35	12	0.35						
2001	3,339	1,513	45.31	1,826	54.69	141	4.22	182	5.45	1,090	32.64	985	29.50	222	6.65	574	17.19	49	1.47	73	2.19							11	0.33	12	0.36						
2002	3,243	1,471	45.36	1,772	54.64	142	4.38	176	5.43	1,051	32.41	953	29.39	223	6.88	562	17.33	45	1.39	70	2.16							10	0.31	11	0.34						
2003	3,145	1,422	45.21	1,723	54.79	141	4.48	172	5.47	1,009	32.08	916	29.13	217	6.90	551	17.52	46	1.46	71	2.26							9	0.29	13	0.41						
2004	4,152	1,956	47.11	2,196	52.89	207	4.99	256	6.17	1,388	33.43	1,130	27.22	299	7.20	697	16.79	51	1.23	87	2.10							11	0.26	26	0.63						
2005	4,322	2,038	47.15	2,284	52.85	182	4.21	231	5.34	1,483	34.31	1,195	27.65	301	6.96	743	17.19	61	1.41	91	2.11							11	0.25	24	0.56						
2006	6,268	2,919	46.57	3,349	53.43	230	3.67	268	4.28	2,043	32.59	1,599	25.51	520	8.30	1,307	20.85	104	1.66	137	2.19	2	0.03	0	0.00	20	0.32	38	0.61	0	0.00	0	0.00	0	0.00		
2007	4,497	2,108	46.88	2,389	53.12	178	3.96	236	5.25	1,498	33.31	1,165	25.91	330	7.34	854	18.99	81	1.80	111	2.47	3	0.07	0	0.00	18	0.40	22	0.49	0	0.00	1	0.02	1	0.02		
2008	4,829	2,275	47.11	2,554	52.89	184	3.81	237	4.91	1,614	33.42	1,280	26.51	360	7.45	886	18.35	92	1.91	121	2.51	3	0.06	0	0.00	22	0.46	30	0.62	0	0.00	0	0.00	0	0.00		
SMITHSONIAN INSTITUTION																																					
1999	4,688	2,744	58.53	1,944	41.47	85	1.81	46	0.98	1,423	30.35	1,121	23.91	1,163	24.81	716	15.27	54	1.15	33	0.70							19	0.41	28	0.60						
2000	4,638	2,709	58.41	1,929	41.59	81	1.75	49	1.06	1,399	30.16	1,104	23.80	1,162	25.05	707	15.24	45	0.97	38	0.82							22	0.47	31	0.67						
2001	4,595	2,678	58.28	1,917	41.72	85	1.85	48	1.04	1,423	30.97	1,099	23.92	1,102	23.98	696	15.15	45	0.98	40	0.87							23	0.50	34	0.74						
2002	4,677	2,744	58.67	1,933	41.33	96	2.05	54	1.15	1,415	30.25	1,088	23.26	1,165	24.91	715	15.29	44	0.94	43	0.92							24	0.51	33	0.71						
2003	4,783	2,800	58.54	1,983	41.46	134	2.80	64	1.34	1,406	29.40	1,079	22.56	1,182	24.71	750	15.68	55	1.15	54	1.13							23	0.48	36	0.75						
2004	5,042	2,853	56.58	2,189	43.42	138	2.74	79	1.57	1,425	28.26	1,193	23.66	1,180	23.40	795	15.77	65	1.29	60	1.19							45	0.89	62	1.23						
2005	4,061	2,295	56.51	1,766	43.49	106	2.61	74	1.82	1,189	29.28	930	22.90	899	22.14	652	16.06	61	1.50	56	1.38							40	0.98	54	1.33						
2006	4,144	2,346	56.61	1,798	43.39	136	3.28	75	1.81	1,206	29.10	942	22.73	909	21.94	663	16.00	63	1.52	59	1.42	0	0.00	1	0.02	37	0.89	58	1.40	0	0.00	0	0.00	0	0.00		
2007	4,011	2,258	56.30	1,753	43.70	119	2.97	79	1.97	1,162	28.97	907	22.61	875	21.82	642	16.01	60	1.50	58	1.45	2	0.05	4	0.10	38	0.95	57	1.42	2	0.05	6	0.15	6	0.15		
2008	4,133	2,344	56.71	1,789	43.29	121	2.93	79	1.91	1,185	28.67	922	22.31	930	22.50	667	16.14	65	1.57	56	1.35	3	0.07	2	0.05	35	0.85	54	1.31	5	0.12	9	0.22	9	0.22		
SOCIAL SECURITY ADMINISTRATION																																					
1999	62,004	18,193	29.34	43,811	70.66	1,529	2.47	4,157	6.70	13,249	21.37	24,331	39.24	2,843	4.59	13,960	22.51	434	0.70	998																	

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***											
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE									
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%								
STATE, DEPT. OF																																									
1999	11,780	6,474	54.96	5,306	45.04	247	2.10	197	1.67	5,418	45.99	3,370	28.61	593	4.03	1,521	12.91	188	1.60	196	1.66											28	0.24	22	0.19						
2000	13,294	7,076	53.23	6,218	46.77	267	2.01	228	1.72	5,873	44.18	3,844	28.92	697	5.24	1,906	14.34	208	1.56	216	1.62											31	0.23	24	0.18						
2001	13,234	7,057	53.32	6,177	46.68	277	2.09	222	1.68	5,840	44.13	3,812	28.80	698	5.27	1,897	14.33	211	1.59	221	1.67											31	0.23	25	0.19						
2002	13,721	7,290	53.13	6,431	46.87	305	2.22	210	1.53	6,004	43.76	4,009	29.22	719	5.24	1,930	14.07	231	1.68	257	1.87											31	0.23	25	0.18						
2003	17,511	9,795	55.94	7,716	44.06	483	2.76	320	1.83	7,937	45.33	4,868	27.80	932	5.32	2,124	12.13	406	2.32	377	2.15											37	0.21	27	0.15						
2004	24,040	12,305	51.19	11,735	48.81	606	2.52	668	2.78	9,996	41.58	7,811	32.49	1,133	4.71	2,503	10.41	523	2.18	715	2.97											47	0.20	38	0.16						
2005	24,498	12,556	51.25	11,942	48.75	643	2.62	727	2.97	10,123	41.32	7,962	32.50	1,192	4.87	2,467	10.07	554	2.26	748	3.05											44	0.18	38	0.16						
2006	24,754	12,722	51.39	12,032	48.61	672	2.71	772	3.12	10,137	40.95	7,857	31.74	1,246	5.03	2,528	10.21	582	2.35	795	3.21					0	0.00	4	0.02	46	0.19	43	0.17	39	0.16	33	0.13				
2007	25,619	13,060	50.98	12,559	49.02	716	2.79	813	3.17	10,447	40.78	8,279	32.32	1,250	4.88	2,541	9.92	597	2.33	849	3.31			6	0.02	28	0.11	40	0.16	47	0.18	0	0.00	2	0.01						
2008	24,714	12,507	50.61	12,207	49.39	688	2.78	786	3.18	9,813	39.71	7,817	31.63	1,224	4.95	2,439	9.87	588	2.38	862	3.49			25	0.10	50	0.20	40	0.16	43	0.17	129	0.52	210	0.85						
TENNESSEE VALLEY AUTHORITY																																									
1999	13,321	10,503	78.85	2,818	21.15	44	0.33	6	0.05	9,474	71.12	2,404	18.05	833	6.25	349	2.62	80	0.60	25	0.19																				
2000	13,121	10,363	78.98	2,758	21.02	46	0.35	7	0.05	9,326	71.08	2,344	17.86	838	6.39	354	2.70	81	0.62	24	0.18																				
2001	13,430	10,626	79.12	2,804	20.88	43	0.32	10	0.07	9,521	70.89	2,379	17.71	893	6.65	364	2.71	89	0.66	24	0.18																				
2002	13,444	10,625	79.03	2,819	20.97	46	0.34	10	0.07	9,534	70.92	2,390	17.78	862	6.41	366	2.72	97	0.72	27	0.20																				
2003	13,379	10,561	78.94	2,818	21.06	54	0.40	11	0.08	9,450	70.63	2,393	17.89	865	6.47	359	2.68	102	0.76	28	0.21																				
2004	12,742	10,188	79.96	2,554	20.04	57	0.45	13	0.10	9,096	71.39	2,161	16.96	824	6.47	329	2.58	104	0.82	24	0.19																				
2005	12,565	10,054	80.02	2,511	19.98	58	0.46	16	0.13	6,048	48.13	2,146	17.08	807	6.42	320	2.55	14	0.11	3	0.02																				
2006	12,600	9,973	79.15	2,503	19.87	60	0.48	16	0.13	8,947	71.01	2,139	16.98	790	6.27	318	2.52	28	0.22	7	0.06			2	0.02	0	0.00	113	0.90	16	0.13	33	0.26	7	0.06						
2007	11,900	9,534	80.12	2,366	19.88	60	0.50	16	0.13	8,515	71.55	2,019	16.97	759	6.38	302	2.54	37	0.31	8	0.07			3	0.03	0	0.00	122	1.03	15	0.13	38	0.32	6	0.05						
2008	11,475	9,242	80.54	2,233	19.46	61	0.53	15	0.13	8,239	71.80	1,906	16.61	731	6.37	284	2.47	48	0.42	8	0.07			3	0.03	0	0.00	118	1.03	14	0.12	42	0.37	6	0.05						
TRANSPORTATION, DEPT. OF																																									
1999	62,898	45,738	72.72	17,160	27.28	2,188	3.48	788	1.25	38,237	60.79	11,971	19.03	3,253	5.17	3,655	5.81	1,380	2.19	478	0.76																				
2000	62,372	45,318	72.66	17,054	27.34	2,197	3.52	816	1.31	37,818	60.63	11,810	18.94	3,243	5.20	3,676	5.89	1,397	2.24	494	0.79																				
2001	64,316	46,579	72.42	17,737	27.58	2,340	3.64	860	1.34	38,651	60.10	12,174	18.93	3,419	5.32	3,881	6.03	1,507	2.34	557	0.87																				
2002	100,754	72,373	71.83	28,381	28.17	5,425	5.38	1,947	1.93	56,189	55.77	18,558	18.42	7,607	7.55	6,704	6.65	2,284	2.27	809	0.80																				
2003	57,731	42,445	73.52	15,286	26.48	2,363	4.09	816	1.41	34,991	60.61	10,453	18.11	3,015	5.22	3,258	5.64	1,444	2.50	511	0.89																				
2004	57,349	41,903	73.07	15,446	26.93	2,396	4.18	867	1.51	34,369	59.93	10,445	18.21	3,057	5.33	3,344	5.83	1,464	2.55	536	0.93																				
2005	53,878	39,398	73.12	14,480	26.88	2,334	4.33	843	1.56	32,156	59.68	9,752	18.10	2,880	5.35	3,130	5.81	1,457	2.70	525	0.97																				
2006	53,861	39,461	73.26	14,400	26.74	2,361	4.38	867	1.61	32,179	59.74	9,669	17.95	2,889	5.36	3,106	5.77	1,415	2.63	526	0.98			51	0.09	12	0.02	548	1.02	214	0.40	18	0.03	6	0.01						
2007	54,119	39,583	73.14	14,536	26.86	2,430	4.49	887	1.64	32,059	59.24	9,723	17.97	2,951	5.45	3,094	5.72	1,421	2.63	534	0.99			64	0.12	26	0.05	540	1.00	214	0.40	118	0.22	58	0.11						
2008	55,388	40,378	72.90	15,010	27.10	2,577	4.65	935	1.69	32,400	58.50	9,943	17.95	3,110	5.61	3,220	5.81	1,485	2.68	578	1.04			78	0.14	28	0.05	523	0.94	217	0.39	205	0.37	89	0.16						
TREASURY, DEPT. OF																																									
1999	139,632	61,607	44.12	78,025	55.88	5,378	3.85	6,250	4.48	45,730	32.75	45,962	32.92	7,818	5.60	22,774	16.31	2,234	1.60	2,380	1.70																				
2000	139,663	61,347	43.93	78,316	56.07	5,525	3.96	6,464	4.63	45,318	32.45	45,961	32.91	7,843	5.62	22,847	16.36	2,220	1.59	2,388	1.71																				
2001	143,588	62,606	43.60	80,982	56.40	5,860	4.08	6,956	4.84	45,899	31.97	47,236	32.90	8,027	5.59	23,560	16.41	2,358	1.64	2,543	1.77																				
2002	140,690	61,396	43.64	79,294	56.36	5,878	4.18	6,668	4.74	45,028	32.01	46,781	33.25	7,695	5.47	22,647	16.10	2,347	1.67	2,546	1.81																				
2003	108,199	40,683	37.60	67,516	62.40	2,699	2.49	5,333	4.93	30,055	27.78	39,273	36.30	5,967	5.51	20,139	18.61	1,681	1.55	2,173	2.01																				
2004	110,612	41,432	37.46	69,180	62.54	2,861	2.59	5,796	5.24	30,303	27.40	39,613	35.81	6,135	5.55	20,727	18.74	1,835	1.66	2,435	2.20																				
2005	107,753	40,292	37.39	67,461	62.61	2,801	2.60	5,739	5.33	29,290	27.18	38,315	35.56	6,081	5.64	20,379	18.91	1,839	1.71	2,443	2.27																				
2006	106,623	40,062	37.57	66,561	62.43	2,854	2.68	5,823	5.46	28,989	27.19	37,752	35.41	5,956	5.59	19,699	18.48	1,945	1.82	2,632	2.47			8	0.01	19	0.02	282	0.26	590	0.55	28	0.03	46	0.04						
2007																																									

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ***			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
VETERANS AFFAIRS, DEPT. OF																																	
1999	195,226	84,289	43.18	110,937	56.82	5,989	3.07	5,678	2.91	55,439	28.40	69,644	35.67	18,372	9.41	28,629	14.66	3,790	1.94	6,090	3.12							699	0.36	896	0.46		
2000	196,009	84,352	43.03	111,657	56.97	6,201	3.16	5,921	3.02	55,041	28.08	69,747	35.58	18,473	9.42	28,786	14.69	3,930	2.01	6,290	3.21							707	0.36	913	0.47		
2001	201,343	86,173	42.80	115,170	57.20	6,396	3.18	6,243	3.10	55,833	27.73	71,050	35.51	19,094	9.48	29,708	14.75	4,115	2.04	6,732	3.34							735	0.37	987	0.49		
2002	201,078	85,354	42.45	115,724	57.55	6,372	3.17	6,382	3.17	55,114	27.41	71,619	35.62	18,946	9.42	29,743	14.79	4,193	2.09	6,963	3.46							729	0.36	1,017	0.51		
2003	207,091	87,231	42.12	119,860	57.88	6,605	3.19	6,382	3.27	55,915	27.00	73,855	35.66	19,576	9.45	30,833	14.89	4,388	2.12	7,309	3.53							747	0.36	1,089	0.53		
2004	236,258	98,435	41.66	137,823	58.34	7,851	3.32	8,266	3.50	61,981	26.23	84,147	35.62	21,548	9.12	34,595	14.64	6,189	2.62	9,573	4.05							866	0.37	1,242	0.53		
2005	235,042	97,429	41.45	137,613	58.55	7,840	3.34	8,361	3.56	61,088	25.99	83,732	35.62	21,303	9.06	34,566	14.71	6,343	2.70	9,740	4.14							855	0.36	1,214	0.52		
2006	239,689	98,648	41.16	141,041	58.84	7,902	3.30	8,576	3.58	61,707	25.74	85,551	35.69	21,559	8.99	35,355	14.75	6,438	2.69	10,012	4.18	57	0.02	76	0.03	967	0.40	1,424	0.59	18	0.01	47	0.02
2007	254,033	103,487	40.74	150,546	59.26	8,250	3.25	9,113	3.59	64,354	25.33	91,080	35.85	22,720	8.94	37,549	14.78	6,719	2.64	10,612	4.18	118	0.05	183	0.07	1,105	0.43	1,661	0.65	221	0.09	348	0.14
2008	278,926	112,099	40.19	166,827	59.81	8,892	3.19	10,096	3.62	69,368	24.87	100,862	36.16	24,777	8.88	41,319	14.81	7,150	2.56	11,690	4.19	179	0.06	266	0.10	1,269	0.45	1,914	0.69	464	0.17	680	0.24

*Includes September 30, 2008 agency data as reported in CPDF plus AAFES, FERC, Department of State, TVA, and USPS Does not intelligence gathering agencies

** The numbers for 1998-2005 include totals for "Native Hawaiian/Other Pacific Islander "

***Separate data became available in 2006 Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file

**** Agencies that have been established within last ten years or whose workforce has recently reached 500 or more employees or who no longer have 500 or more employees

TABLE A-1b
FY 2008 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL										HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN / OTHER PACIFIC ISLANDER				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE							
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%								
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%								
Agriculture, Department of	104,837	59,787	57.03	45,020	42.943	4,144	3.95	2,764	2.64	48,499	46.26	32,680	31.17	3,864	3.69	7,260	6.93	1,731	1.65	1,238	1.18	107	0.10	31	0.03	1,373	1.31	982	0.94	69	0.07	65	0.06						
Second Level Reporting Components																																							
Agricultural Marketing Service	4,435	1,941	43.77	2,494	56.234	268	6.04	414	9.33	1,193	26.90	1,087	24.51	395	8.91	923	20.81	63	1.42	43	0.97	0	0.00	3	0.07	19	0.43	18	0.41	3	0.07	6	0.14						
Agricultural Research Service	8,942	5,037	56.33	3,905	43.67	261	2.92	189	2.11	4,083	45.66	2,934	32.81	286	3.20	457	5.11	370	4.14	268	3.00	4	0.04	5	0.06	26	0.29	41	0.46	7	0.08	11	0.12						
Animal and Plant Health Inspection Service	8,646	5,127	59.30	3,489	40.354	663	7.67	362	4.19	3,651	42.23	2,454	28.38	263	3.04	453	5.24	387	4.48	160	1.85	89	1.03	2	0.02	42	0.49	32	0.37	32	0.37	26	0.30						
Farm Service Agency	5,362	2,361	44.03	3,001	55.968	102	1.90	110	2.05	2,020	37.67	2,410	44.95	171	3.19	385	7.18	28	0.52	48	0.90	0	0.00	1	0.02	40	0.75	47	0.88	0	0.00	0	0.00						
Food and Nutrition Service	1,302	427	32.80	875	67.204	26	2.00	67	5.15	301	23.12	503	38.63	77	5.91	258	19.82	20	60.98	37	2.84	0	0.00	0	0.00	2	6.10	7	0.54	1	0.08	3	0.23						
Food Safety and Inspection Service	10,023	5,531	55.18	4,492	44.817	429	4.28	282	2.81	4,164	41.54	2,497	24.91	597	5.96	1,462	14.59	248	2.47	129	1.29	7	0.07	6	0.06	81	0.81	106	1.06	5	0.05	10	0.10						
Forest Service	40,479	25,721	63.54	14,758	36.458	1,772	4.38	800	1.98	22,021	54.40	12,482	30.84	659	1.63	658	1.63	353	0.87	280	0.69	2	0.00	0	0.00	896	2.21	535	1.32	18	0.04	3	0.01						
National Agricultural Statistics Service	1,069	503	47.05	566	52.947	17	1.59	29	2.71	409	38.26	399	37.32	52	4.86	104	9.73	17	1.59	28	2.62	0	0.00	1	0.09	7	0.65	4	0.37	1	0.09	1	0.09						
Natural Resources Conservation Service	11,596	7,726	66.63	3,870	33.374	336	2.90	167	1.44	6,600	56.92	3,180	27.42	493	4.25	357	3.08	89	0.77	65	0.56	5	0.04	6	0.05	203	1.75	95	0.82	0	0.00	0	0.00						
Office of Chief Financial Officer	1,215	388	31.93	827	68.066	23	1.89	21	1.73	241	19.84	377	31.03	108	8.89	404	33.25	13	1.07	17	1.40	0	0.00	0	0.00	3	0.25	8	0.66	0	0.00	0	0.00						
Rural Development	5,985	2,086	34.85	3,899	65.15	122	2.04	236	3.94	1,644	27.47	2,761	46.13	249	4.16	774	12.93	42	0.70	60	1.00	0	0.00	7	0.12	29	0.48	61	1.02	0	0.00	0	0.00						
Commerce, Department of	42,661	23,052	54.04	19,599	45.94	777	1.82	922	2.16	16,994	39.83	12,302	28.84	2,416	5.66	4,670	10.95	2,682	6.29	1,478	3.46	16	0.04	14	0.03	134	0.31	145	0.34	33	0.08	68	0.16						
Second Level Reporting Components																																							
Bureau of the Census	13,482	4,663	34.59	8,819	65.41	271	2.01	573	4.25	3,366	24.97	5,955	44.17	698	5.18	1,881	13.95	269	2.00	245	1.82	5	0.04	9	0.07	28	0.21	93	0.69	26	0.19	63	0.47						
International Trade Administration	1,530	772	50.46	758	49.54	38	2.48	27	1.76	643	42.03	496	32.42	48	3.14	179	11.70	40	2.61	54	3.53	0	0.00	0	0.00	1	0.07	1	0.07	2	0.13	1	0.07						
National Institute of Standards & Technology	2,962	1,885	63.64	1,077	36.36	36	1.22	43	1.45	1,554	52.46	790	26.67	122	4.12	123	4.15	166	5.60	113	3.81	1	0.03	1	0.03	6	0.20	7	0.24	0	0.00	0	0.00						
National Oceanic & Atmospheric Administration	12,685	8,495	66.97	4,180	32.95	222	1.75	123	0.97	7,444	58.68	3,122	24.61	393	3.10	674	5.31	358	2.82	226	1.78	10	0.08	4	0.03	65	0.51	28	0.22	3	0.02	3	0.02						
Patent and Trademark Office	9,520	5,942	62.42	3,587	37.68	156	1.64	104	1.09	3,064	32.18	1,365	14.34	930	9.77	1,334	14.01	1,764	18.53	765	8.04	0	0.00	9	0.09	28	0.29	10	0.11	0	0.00	0	0.00						
Defense, Department of	722,838	441,988	61.15	244,573	33.84	27,079	3.75	15,120	2.09	331,412	45.85	157,893	21.84	51,811	7.17	52,240	7.23	23,006	3.18	14,703	2.03	2,482	0.34	427	0.06	3,912	0.54	2,334	0.32	2,286	0.32	1,856	0.26						
Second Level Reporting Components																																							
Air Force, Department of the	153,779	106,704	69.39	47,075	30.61	7,447	4.84	3,679	2.39	84,019	54.64	32,361	21.04	9,794	6.37	8,020	5.22	3,453	2.25	1,944	1.26	387	0.25	185	0.12	1,117	0.73	573	0.37	487	0.32	313	0.20						
Army, Department of the	256,670	163,175	63.57	93,125	36.28	11,496	4.48	5,888	2.29	122,488	47.72	58,795	22.91	20,877	8.13	22,292	8.69	5,326	2.08	4,317	1.68	587	0.23	114	0.04	1,597	0.62	936	0.36	804	0.31	783	0.31						
Army and Air Force Exchange Service	35,277	12,595	35.70	22,682	64.30	1,736	4.92	3,273	9.28	5,350	15.17	8,661	24.55	3,634	10.30	6,058	17.17	842	2.39	2,927	8.30	313	0.89	663	1.88	106	0.30	186	0.53	614	1.74	914	2.59						
Defense Commissary Agency	15,131	6,137	40.56	8,844	58.45	573	3.79	756	5.00	3,099	20.48	3,670	24.25	1,673	11.06	2,611	17.26	583	3.85	1,616	10.68	89	0.59	5	0.03	58	0.38	88	0.58	62	0.41	98	0.63						
Defense Contract Audit Agency	4,171	1,884	45.17	2,287	54.83	85	2.04	138	3.31	1,524	36.54	1,561	37.43	121	2.90	333	7.98	126	3.02	222	5.32	5	0.12	4	0.10	8	0.19	10	0.24	15	0.36	19	0.46						
Defense Contract Management Agency	9,377	5,977	63.74	3,400	36.26	318	3.39	212	2.26	4,792	51.10	2,297	24.50	515	5.49	691	7.37	271	2.89	147	1.57	11	0.12	3	0.03	46	0.49	29	0.31	24	0.26	21	0.22						
Defense Education Activity	15,140	3,329	21.99	11,781	77.81	265	1.75	758	5.01	2,567	16.96	8,994	59.41	378	2.50	1,451	9.58	77	0.51	430	2.84	10	0.07	8	0.05	20	0.13	92	0.61	12	0.08	48	0.32						
Defense Finance & Accounting Service	11,932	4,522	37.90	7,400	62.02	163	1.37	209	1.75	3,445	28.87	5,006	41.95	758	6.35	1,893	15.86	93	0.78	195	1.63	9	0.08	2	0.02	37	0.31	69	0.58	17	0.14	26	0.22						
Defense Human Resources Activity	904	356	39.38	548	60.62	21	2.32	41	4.54	254	28.10	348	38.50	47	5.20	118	13.05	24	2.65	31	3.43	0	0.00	0	0.00	2	0.22	2	0.22	8	0.88	8	0.88						
Defense Information Systems Agency	5,661	3,235	57.15	2,426	42.85	112	1.98	78	1.38	2,354	41.58	1,540	27.20	501	8.85	619	10.93	235	4.15	152	2.69	4	0.07	5	0.09	18	0.32	17	0.30	11	0.19	15	0.26						
Defense Logistics Agency	23,017	13,504	58.67	9,483	41.20	719	3.12	380	1.65	9,471	41.15	5,948	25.84	2,695	11.71	2,738	11.90	361	1.57	274	1.19	54	0.23	5	0.02	137	0.60	101	0.44	67	0.29	37	0.16						
Defense Threat Reduction Agency	1,198	740	61.77	458	38.23	53	4.42	43	3.59	524	43.74	255	21.29	118	9.85	133	11.10	30	2.50	16	1.34	1	0.08	4	0.33	7	0.58	2	0.17	7	0.58	5	0.42						
Defense Security Service	577	337	58.41	240	41.59	1																																	

Table A-1b

FY 2008 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL		HISPANIC				WHITE				BLACK				ASIAN AMERICANS				NATIVE HAWAIIAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES				TWO OR MORE RACES					
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Interior, Department of the	73,891	43,785	59.26	29,573	40.02	2,093	2.83	1,583	2.14	34,041	46.07	20,178	27.31	1,755	2.38	1,967	2.66	665	0.90	647	0.88	166	0.22	41	0.06	4,715	6.38	4,876	6.60	350	0.47	281	0.38
Second Level Reporting Components																																	
Bureau of Indian Affairs	9,136	4,323	47.32	4,803	52.57	71	0.78	53	0.58	644	7.05	415	4.54	18	0.20	22	0.24	13	0.14	6	0.07	8	0.09	4	0.04	3,565	39.02	4,298	47.04	4	0.04	5	0.05
Bureau of Land Management	11,413	7,320	64.14	4,093	35.86	468	4.10	326	2.86	6,393	56.02	3,289	28.82	113	0.99	223	1.95	84	0.74	68	0.60	15	0.13	5	0.04	197	1.73	140	1.23	50	0.44	42	0.37
Bureau of Reclamation	5,430	3,521	64.84	1,909	35.16	293	5.40	210	3.87	2,885	53.13	1,425	26.24	82	1.51	92	1.69	86	1.58	56	1.03	10	0.18	9	0.17	98	1.80	73	1.34	67	1.23	44	0.81
Fish and Wildlife Service	9,342	5,678	60.78	3,664	39.22	283	3.03	216	2.31	4,929	52.76	2,997	32.08	147	1.57	218	2.33	79	0.85	99	1.06	4	0.04	6	0.06	179	1.92	90	0.96	57	0.61	38	0.41
Geological Survey	8,875	5,505	62.03	3,370	37.97	143	1.61	169	1.90	5,019	56.55	2,822	31.80	120	1.35	193	2.17	130	1.46	118	1.33	12	0.14	3	0.03	48	0.54	42	0.47	33	0.37	23	0.26
Minerals Management Service	1,643	805	49.00	838	51.00	31	1.89	61	3.71	657	39.99	605	36.82	59	3.59	132	8.03	41	2.50	18	1.10	0	0.00	1	0.06	10	0.61	8	0.49	7	0.43	13	0.79
National Park Service	23,964	14,892	62.14	9,032	37.69	737	3.08	400	1.67	12,265	51.18	7,415	30.94	1,057	4.41	703	2.93	183	0.76	201	0.84	111	0.46	5	0.02	424	1.77	221	0.92	115	0.48	87	0.36
Ofc of Surface Mining Reclamation & Enforcement	523	280	53.54	243	46.46	11	2.10	13	2.49	244	46.65	156	29.83	15	2.87	62	11.85	5	0.96	5	0.96	0	0.00	1	0.19	2	0.38	4	0.76	3	0.57	2	0.38
Justice, Department of	108,340	65,417	60.38	42,913	39.61	6,073	5.61	3,802	3.51	48,764	45.01	26,530	24.49	7,936	7.33	10,719	9.89	1,965	1.81	1,501	1.39	57	0.05	15	0.01	587	0.54	324	0.30	35	0.03	22	0.02
Second Level Reporting Components																																	
Bureau of Alcohol, Tobacco, Firearms, Explosives	4,999	3,176	63.53	1,823	36.47	213	4.26	101	2.02	2,555	51.11	1,187	23.74	296	5.92	478	9.56	64	1.28	41	0.82	7	0.14	3	0.06	31	0.62	7	0.14	10	0.20	6	0.12
Drug Enforcement Administration	9,085	5,833	64.20	3,252	35.80	624	6.87	421	4.63	4,576	50.37	1,858	20.45	445	4.90	838	9.22	161	1.77	123	1.35	0	0.00	0	0.00	24	0.26	12	0.13	3	0.03	0	0.00
Executive Office of the U.S. Attorneys	11,666	4,778	40.96	6,888	59.04	288	2.47	722	6.19	3,893	33.37	4,536	38.88	380	3.26	1,277	10.95	191	1.64	296	2.54	4	0.03	3	0.03	14	0.12	49	0.42	8	0.07	5	0.04
Federal Bureau of Investigation	31,122	17,413	55.95	13,709	44.05	1,187	3.81	974	3.13	14,097	45.30	9,197	29.55	1,270	4.08	2,969	9.54	776	2.49	501	1.61	1	0.00	1	0.00	82	0.26	67	0.22	0	0.00	0	0.00
Federal Bureau of Prisons	36,052	26,096	72.38	9,946	27.59	3,208	8.90	1,047	2.90	17,222	47.77	5,602	15.54	4,719	13.09	2,928	8.12	492	1.36	211	0.59	44	0.12	7	0.02	401	1.11	148	0.41	10	0.03	3	0.01
U.S. Marshals Service	4,771	3,526	73.90	1,245	26.10	349	7.32	161	3.37	2,799	58.67	800	16.77	269	5.64	230	4.82	86	1.80	43	0.90	1	0.02	1	0.02	22	0.46	10	0.21	0	0.00	0	0.00
Labor, Department of	15,373	7,772	50.56	7,601	49.44	498	3.24	569	3.70	6,000	39.03	4,026	26.19	908	5.91	2,537	16.50	308	2.00	401	2.61	3	0.02	5	0.03	47	0.31	45	0.29	8	0.05	18	0.12
Second Level Reporting Components																																	
Bureau of Labor Statistics	2,354	1,211	51.44	1,143	48.56	37	1.57	48	2.04	958	40.70	667	28.33	126	5.35	321	13.64	85	3.61	100	4.25	0	0.00	0	0.00	4	0.17	6	0.25	1	0.04	1	0.04
Employment Standards Administration	3,980	1,550	38.94	2,430	61.06	212	5.33	271	6.81	964	24.22	1,119	28.12	273	6.86	902	22.66	85	2.14	113	2.84	0	0.00	3	0.08	15	0.38	11	0.28	1	0.03	11	0.28
Employment and Training Administration	937	404	43.12	533	56.88	28	2.99	48	5.12	259	27.64	213	22.73	98	10.46	243	25.93	14	1.49	22	2.35	0	0.00	1	0.11	5	0.53	3	0.53	0	0.00	1	0.11
Mine Safety & Health Administration	2,321	1,797	77.42	524	22.58	39	1.68	13	0.56	1,702	73.33	433	18.66	41	1.77	65	2.80	7	0.30	10	0.43	0	0.00	0	0.00	5	0.22	3	0.13	3	0.13	0	0.00
Occupational Safety & Health Administration	2,087	1,191	57.07	896	42.93	89	4.26	72	3.45	939	44.99	549	26.31	110	5.27	232	11.12	36	1.72	32	1.53	3	0.14	0	0.00	13	0.62	10	0.48	1	0.05	1	0.05
Transportation, Department of	55,388	40,378	72.90	14,990	27.06	2,577	4.65	935	1.69	32,400	58.50	9,943	17.95	3,110	5.61	3,220	5.81	1,485	2.68	578	1.04	78	0.14	8	0.01	523	0.94	217	0.39	205	0.37	89	0.16
Second Level Reporting Components																																	
Federal Aviation Administration	46,385	34,856	75.14	11,509	24.81	2,116	4.56	715	1.54	28,292	60.99	8,086	17.43	2,497	5.38	2,025	4.37	1,201	2.59	415	0.89	77	0.17	3	0.01	491	1.06	199	0.43	182	0.39	66	0.14
Federal Highway Administration	2,867	1,779	62.05	1,088	37.95	110	3.84	74	2.58	1,381	48.17	664	23.16	151	5.27	279	9.73	118	4.12	51	1.78	1	0.03	3	0.10	11	0.38	7	0.24	7	0.24	10	0.35
Federal Motor Carrier Safety Administration	1,051	686	65.27	365	34.73	231	21.98	56	5.33	379	36.06	183	17.41	59	5.61	113	10.75	10	0.95	8	0.76	0	0.00	1	0.10	4	0.38	4	0.38	3	0.29	0	0.00
Treasury, Department of the	105,541	39,302	37.24	66,189	62.71	2,944	2.79	6,223	5.90	27,871	26.41	36,412	34.50	6,041	5.72	19,978	18.93	1,985	1.88	2,764	2.62	41	0.04	15	0.01	271	0.26	584	0.55	149	0.14	213	0.20
Second Level Reporting Components																																	
Bureau of Engraving and Printing	2,030	1,511	74.43	519	25.57	84	4.14	15	0.74	811	39.95	136	6.70	569	28.03	342	16.85	29	1.43	15	0.74	0	0.00	0	0.00	6	0.30	6	0.30	12	0.59	5	0.25
Bureau of Public Debt	2,010	734	36.52	1,276	63.48	7	0.35	10	0.50	681	33.88	1,203	59.85	35	1.74	41	2.04	4	0.20	10	0.50	0	0.00	0	0.00	2	0.10	5	0.25	5	0.25	7	0.35
Departmental Offices	1,476	770	52.17	706	47.83	23	1.56	27	1.83	595	40.31	406	27.51	116	7.86	237	16.06	32	2.17	25	1.69	0	0.00	0	0.00	1	0.07	2	0.14	3	0.20	9	0.61
Financial Management Service	1,953	788	40.35	1,165	59.65	48	2.46	52	2.66	39																							

**TABLE A-2
TEN YEAR TREND**

GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN SENIOR PAY LEVEL POSITIONS (SPL)

	2000 CLF%	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008
TOTAL WORK FORCE		2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172		2,763,183
% of SPL Employees		0.65	0.68	0.69	0.55	0.76	0.73	0.74	0.77	0.76		0.74
SLP Work Force *		15,972	16,675	16,918	13,508	18,472	19,117	19,268	20,070	19,751		20,407
% OF MEN	53.20	76.56	75.58	75.88	75.28	74.78	74.25	73.72	73.81	72.99	72.30	14,754
% OF WOMEN	46.80	23.44	24.42	24.12	24.72	25.22	25.75	26.28	26.19	27.01	27.70	5,653
HISPANIC or LATINO (%)	10.70	3.06	3.30	3.07	3.33	3.42	3.43	3.54	3.65	3.63	3.62	738
% OF MEN	6.20	2.20	2.33	2.30	2.43	2.50	2.47	2.57	2.61	2.54	2.57	524
% OF WOMEN	4.50	0.86	0.97	0.77	0.90	0.93	0.96	0.97	1.05	1.09	1.05	214
WHITE (%)	72.70	87.11	86.57	86.88	86.42	86.09	86.09	85.66	85.23	85.05	85.61	17,471
% OF MEN	39.00	67.99	66.67	67.02	66.09	65.41	65.05	64.38	64.13	63.42	63.17	12,891
% OF WOMEN	33.70	19.11	19.90	19.87	20.33	20.68	21.02	21.28	21.10	21.62	22.44	4,580
BLACK or AFRICAN AMERICAN (%)	10.60	6.93	7.11	6.76	6.77	6.79	6.50	6.62	6.51	6.63	6.68	1,363
% OF MEN	4.80	4.26	4.38	4.18	4.21	4.16	3.80	3.78	3.78	3.80	3.77	770
% OF WOMEN	5.80	2.67	2.73	2.58	2.56	2.63	2.70	2.84	2.74	2.83	2.91	593
ASIAN **	3.60	2.14	2.25	2.49	2.70	2.96	3.18	3.39	3.72	3.77	3.97	811
% OF MEN	1.90	1.57	1.66	1.82	2.00	2.18	2.33	2.43	2.67	2.60	2.70	551
% OF WOMEN	1.70	0.58	0.59	0.67	0.71	0.77	0.85	0.96	1.05	1.17	1.27	260
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER ***	0.20								0.01	0.03	0.04	8
% OF MEN	0.10								0.01	0.03	0.03	6
% OF WOMEN	0.10								0.00	0.01	0.01	2
AMERICAN INDIAN/ ALASKA NATIVE (%)	1.00	0.76	0.77	0.80	0.79	0.75	0.81	0.78	0.83	0.89	0.75	154
% OF MEN	0.50	0.53	0.55	0.56	0.56	0.54	0.59	0.56	0.59	0.54	0.50	102
% OF WOMEN	0.50	0.23	0.23	0.24	0.23	0.21	0.21	0.22	0.24	0.24	0.25	52
TWO OR MORE RACES ***	1.00								0.04	0.12	0.18	36
% OF MEN	0.50								0.03	0.07	0.11	23
% OF WOMEN	0.50								0.01	0.05	0.06	13
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	0.41	0.41	0.35	0.35	0.35	0.44	0.46	0.46	0.62	0.51	104

*Includes September 30, 2008 agency data as reported in CPDF, Department of State and FERC. Does not include data for AAFES, TVA AND USPS or intelligence gathering agencies. **The numbers for 1998 - 2005 include totals for

"Native Hawaiian or Other Pacific Islander." *** Separate data first became available in 2006. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a
TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS *

	1999		2000		2001		2002		2003		2004		2005		2006		2007		2008	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SPL WORK FORCE	15,972		16,675		16,918		17,943		18,472		19,117		19,268		20,070		19,751		20,407	
MEN	12,228	76.56	12,603	75.58	12,837	75.88	13,508	75.28	13,814	74.78	14,196	74.25	14,205	70.78	14,814	73.81	14,417	72.99	14,754	72.30
WOMEN	3,744	23.44	4,072	24.42	4,081	24.12	4,435	24.72	4,658	25.22	4,921	25.75	5,063	25.23	5,256	26.61	5,334	27.01	5,653	27.70
HISPANIC or LATINO	489	3.06	550	3.30	519	3.07	597	3.33	632	3.42	656	3.43	683	3.54	733	3.65	716	3.63	738	3.62
MEN	352	2.20	388	2.33	389	2.30	436	2.43	461	2.50	472	2.47	496	2.47	523	2.65	501	2.54	524	2.57
WOMEN	137	0.86	162	0.97	130	0.77	161	0.90	171	0.93	184	0.96	187	0.93	210	1.06	215	1.09	214	1.05
WHITE	13,913	87.11	14,436	86.57	14,699	86.88	15,506	86.42	15,902	86.09	16,457	86.09	16,505	85.66	17,105	85.23	16,798	85.05	17,471	85.61
MEN	10,860	67.99	11,117	66.67	11,338	67.02	11,859	66.09	12,082	65.41	12,439	65.05	12,404	61.80	12,870	64.13	12,527	63.42	12,891	63.17
WOMEN	3,053	19.11	3,319	19.90	3,361	19.87	3,647	20.33	3,820	20.68	4,018	21.02	4,101	20.43	4,235	21.44	4,271	21.62	4,580	22.44
BLACK or AFRICAN AMERICAN	1,107	6.93	1,185	7.11	1,143	6.76	1,214	6.77	1,254	6.79	1,243	6.50	1,275	6.62	1,307	6.62	1,309	6.63	1,363	6.68
MEN	681	4.26	730	4.38	707	4.18	755	4.21	769	4.16	727	3.80	728	3.63	758	3.84	751	3.80	770	3.77
WOMEN	426	2.67	455	2.73	436	2.58	459	2.56	485	2.63	516	2.70	547	2.73	549	2.78	558	2.83	593	2.91
ASIAN**	342	2.14	375	2.25	422	2.49	485	2.70	546	2.96	607	3.18	654	3.39	746	3.72	745	3.77	811	3.97
MEN	250	1.57	277	1.66	308	1.82	358	2.00	403	2.18	445	2.33	469	2.34	536	2.71	513	2.60	551	2.70
WOMEN	92	0.58	98	0.59	114	0.67	127	0.71	143	0.77	162	0.85	185	0.92	210	1.06	232	1.17	260	1.27
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***															3	0.01	6	0.03	8	0.04
MEN															3	0.02	5	0.03	6	0.03
WOMEN															0	0.00	1	0.01	2	0.01
AMERICAN INDIAN/ ALASKA NATIVE	121	0.76	129	0.77	135	0.80	141	0.79	138	0.75	154	0.81	151	0.78	167	0.83	154	0.78	154	0.75
MEN	85	0.53	91	0.55	95	0.56	100	0.56	99	0.54	113	0.59	108	0.54	118	0.60	106	0.54	102	0.49
WOMEN	36	0.23	38	0.23	40	0.24	41	0.23	39	0.21	41	0.21	43	0.21	49	0.25	48	0.24	52	0.26
TWO OR MORE RACES ***															9	0.04	23	0.12	36	0.18
MEN															6	0.03	14	0.07	23	0.11
WOMEN															3	0.02	9	0.00	13	0.06
INDIVIDUALS WITH TARGETED DISABILITIES	65	0.41	69	0.41	60	0.35	62	0.35	64	0.35	84	0.44	88	0.46	93	0.46	123	0.62	104	0.51

*Includes September 30, 2008 agency data as reported in CPDF, Department of State and FEREC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. ** The numbers for 1998-2005 include totals for

.Native Hawaiian or Other Pacific Islander." *** Separate data first became available in 2006. Percentages may not add to 100% .due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file"

**TABLE A-2b
FY 2008 SENIOR PAY PARTICIPATION BY AGENCY ***

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES							
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AFRICAN DEVELOPMENT FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	188	127	67.55	61	32.45	4	2.13	0	0.00	107	56.91	47	25.00	11	5.85	11	5.85	5	2.66	2	1.06	0	0.00	0	0.00	0	0.00	1	0.53	0	0.00	0	0.00				
AGRICULTURE, DEPARTMENT OF THE AMERICAN BATTLE MONUMENTS COMMISSION	474	361	76.16	113	23.84	18	3.80	5	1.05	302	63.71	87	18.35	26	5.49	13	2.74	10	2.11	5	1.05	1	0.21	0	0.00	4	0.84	2	0.42	0	0.00	1	0.21				
APPALACHIAN REGIONAL COMMISSION ARCHITECTURAL & TRANSPORTATION BARRIER COMPLIANCE BOARD	2	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
ARCTIC RESEARCH COMMISSION	15	13	86.67	2	13.33	1	6.67	0	0.00	12	80.00	2	13.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
ARMED FORCES RETIREMENT HOME	7	4	57.14	3	42.86	0	0.00	4	57.14	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00				
EXCELLENCE N EDUCATION FOUNDATION	5	4	80.00	1	20.00	0	0.00	0	0.00	3	60.00	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
BROADCASTING BOARD OF GOVERNORS	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
CHEMICAL SAFETY/HAZARD INVESTIGATION BOARD	22	17	77.27	5	22.73	1	4.55	1	4.55	16	72.73	3	13.64	0	0.00	0	0.00	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
COMMERCE, DEPARTMENT OF COMMISSION ON CIVIL RIGHTS	5	5	100.00	0	0.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
COMMISSION OF FINE ARTS COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERE DISABLED	587	433	73.76	154	26.24	16	2.73	3	0.51	371	63.20	126	21.47	26	4.43	15	2.56	19	3.24	10	1.70	0	0.00	0	0.00	1	0.17	0	0.00	0	0.00	0	0.00				
COMMODITY FUTURES TRADING COMMISSION	10	7	70.00	3	30.00	0	0.00	0	0.00	2	20.00	2	20.00	3	30.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00				
CONSUMER PRODUCT SAFETY COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
COUNCIL OF ECONOMIC ADVISERS	38	27	71.05	11	28.95	1	2.63	0	0.00	22	57.89	10	26.32	3	7.89	1	2.63	1	2.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
QUALITY AND OFFICE OF ENVIRONMENTAL QUALITY	16	11	68.75	5	31.25	0	0.00	0	0.00	10	62.50	5	31.25	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	20	12	60.00	8	40.00	2	10.00	0	0.00	9	45.00	7	35.00	1	5.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE, DEPARTMENT OF **	5	5	100.00	0	0.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
AIR FORCE, DEPARTMENT OF THE ARMY, DEPARTMENT OF THE DEFENSE COMMISSARY AGENCY	4	4	100.00	0	0.00	0	0.00	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE CONTRACT AUDIT AGENCY	11	7	63.64	4	36.36	0	0.00	0	0.00	3	27.27	1	9.09	4	36.36	3	27.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE CONTRACT MANAGEMENT AGENCY	2,305	1,858	80.61	447	19.39	28	1.21	7	0.30	1,703	73.88	394	17.09	45	1.95	21	0.91	62	2.69	17	0.74	0	0.00	1	0.04	10	0.43	4	0.17	10	0.43	3	0.13				
DEFENSE EDUCATION ACTIVITY	293	249	84.98	44	15.02	1	0.34	0	0.00	226	77.13	39	13.31	5	1.71	3	1.02	9	3.07	1	0.34	0	0.00	0	0.00	5	1.71	1	0.34	3	1.02	0	0.00				
DEFENSE HUMAN RESOURCE ACTIVITY	460	377	81.96	83	18.04	6	1.30	1	0.22	344	74.78	72	15.65	11	2.39	4	0.87	12	2.61	3	0.65	0	0.00	1	0.22	1	0.22	0	0.00	3	0.65	2	0.43				
DEFENSE INFORMATION SYSTEMS AGENCY	5	5	100.00	0	0.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE LOGISTICS AGENCY	16	13	81.25	3	18.75	1	6.25	0	0.00	12	75.00	3	18.75	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE SECURITY SERVICE	11	7	63.64	4	36.36	0	0.00	0	0.00	5	45.45	3	27.27	2	18.18	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	23	12	52.17	11	47.83	1	4.35	0	0.00	11	47.83	9	39.13	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.35	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	23	14	60.87	9	39.13	0	0.00	0	0.00	12	52.17	9	39.13	2	8.70	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	13	6	46.15	7	53.85	0	0.00	1	7.69	6	46.15	6	46.15	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	28	22	78.57	6	21.43	1	3.57	0	0.00	21	75.00	5	17.86	0	0.00	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	42	32	76.19	10	23.81	1	2.38	1	2.38	27	64.29	9	21.43	3	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.38	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	6	4	66.67	2	33.33	1	16.67	0	0.00	3	50.00	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	13	10	76.92	3	23.08	0	0.00	0	0.00	10	76.92	2	15.38	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	776	653	84.15	123	15.85	6	0.77	2	0.26	600	77.32	112	14.43	14	1.80	5	0.64	29	3.74	3	0.39	0	0.00	0	0.00	2	0.26	1	0.13	2	0.26	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	20	14	70.00	6	30.00	1	5.00	0	0.00	12	60.00	3	15.00	0	0.00	2	10.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	576	440	76.39	136	23.61	9	1.56	2	0.35	409	71.01	120	20.83	8	1.39	4	0.69	12	2.08	8	1.39	0	0.00	0	0.00	1	0.17	2	0.35	1	0.17	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	38	37	97.37	1	2.63	0	0.00	0	0.00	35	92.11	1	2.63	1	2.63	0	0.00	1	2.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	169	99	58.58	70	41.42	1	0.59	2	1.18	88	52.07	54	31.95	7	4.14	11	6.51	3	1.78	3	1.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	14	7	50.00	7	50.00	0	0.00	1	7.14	7	50.00	4	28.57	0	0.00	0	0.00	2	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00				
DEFENSE THREAT REDUCTION AGENCY	617	489	79.25	128	20.75	24	3.89	9	1.46	423	68.56	99	16.05	22	3.57	11	1.78	14	2.27	6	0.97	0	0.00	0	0.00	6	0.97	2	0.32	0	0.00	1	0.16				
DEFENSE THREAT REDUCTION AGENCY	346	226	65.32	120	34.68	12	3.47	3	0.87	192	55.49	99	28.61	15	4.34	1																					

**TABLE A-2b
FY 2008 SENIOR PAY PARTICIPATION BY AGENCY ***

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
FEDERAL COMMUNICATIONS COMMISSION	53	36	67.92	17	32.08	1	1.89	0	0.00	33	62.26	13	24.53	2	3.77	1	1.89	0	0.00	3	5.66	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION	102	76	74.51	26	25.49	3	2.94	0	0.00	62	60.78	23	22.55	8	7.84	3	2.94	1	0.98	0	0.00	0	0.00	0	0.00	1	0.98	0	0.00	1	0.98	0	0.00
FEDERAL ELECTION COMMISSION	19	12	63.16	7	36.84	0	0.00	0	0.00	11	57.89	6	31.58	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL ENERGY REGULATORY COMMISSION	76	55	72.37	21	27.63	1	1.32	2	2.63	47	61.84	16	21.05	2	2.63	3	3.95	3	3.95	0	0.00	0	0.00	0	0.00	2	2.63	0	0.00	0	0.00	0	0.00
FEDERAL HOUSING FINANCE BOARD	24	20	83.33	4	16.67	1	4.17	1	4.17	16	66.67	3	12.50	3	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL LABOR RELATIONS AUTHORITY	23	13	56.52	10	43.48	0	0.00	0	0.00	12	52.17	8	34.78	1	4.35	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00
FEDERAL MARITIME COMMISSION	9	6	66.67	3	33.33	0	0.00	0	0.00	6	66.67	2	22.22	0	0.00	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MEDIATION AND CONCILIATION SERVICE	3	1	33.33	2	66.67	0	0.00	0	0.00	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	12	11	91.67	1	8.33	0	0.00	0	0.00	11	91.67	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	14	10	71.43	4	28.57	0	0.00	0	0.00	10	71.43	3	21.43	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL TRADE COMMISSION	41	28	68.29	13	31.71	0	0.00	0	0.00	27	65.85	12	29.27	1	2.44	1	2.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GENERAL SERVICES ADMINISTRATION	117	82	70.09	35	29.91	0	0.00	2	1.71	74	63.25	25	21.37	6	5.13	8	6.84	2	1.71	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GOVERNMENT PRINTING OFFICE	29	23	79.31	6	20.69	1	3.45	0	0.00	21	72.41	4	13.79	1	3.45	2	6.90	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH AND HUMAN SERVICES, DEPARTMENT OF	2,629	1,811	68.89	818	31.11	38	1.45	18	0.68	1,499	57.02	633	24.08	60	2.28	63	2.40	201	7.65	92	3.50	0	0.00	0	0.00	12	0.46	12	0.46	1	0.04	0	0.00
US HOLOCAUST MEMORIAL MUSEUM	8	5	62.50	3	37.50	0	0.00	0	0.00	5	62.50	2	25.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HOMELAND SECURITY, DEPARTMENT OF	716	554	77.37	162	22.63	34	4.75	4	0.56	477	66.62	142	19.83	32	4.47	9	1.26	9	1.26	7	0.98	0	0.00	0	0.00	2	0.28	0	0.00	0	0.00	0	0.00
HOUSING AND URBAN DEVELOPMENT, DEPT. OF	285	178	62.46	107	37.54	7	2.46	5	1.75	142	49.82	56	19.65	20	7.02	34	11.93	8	2.81	1	0.35	0	0.00	0	0.00	1	0.35	0	0.00	0	0.00	1	0.35
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	7	2	28.57	5	71.43	1	14.29	0	0.00	0	0.00	5	71.43	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERAGENCY COUNCIL ON HOMELESSNESS	4	3	75.00	1	25.00	0	0.00	0	0.00	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERIOR, DEPARTMENT OF	374	275	73.53	99	26.47	10	2.67	6	1.60	220	58.82	77	20.59	11	2.94	9	2.41	5	1.34	0	0.00	1	0.27	0	0.00	26	6.95	7	1.87	2	0.53	0	0.00
INTERNATIONAL JOINT COMMISSION US/CANADA	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERNATIONAL TRADE COMMISSION	21	14	66.67	7	33.33	0	0.00	0	0.00	13	61.90	7	33.33	1	4.76	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAMES MADISON MEMORIAL FELLOWSHIP FOUND	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JUSTICE, DEPARTMENT OF	4,211	2,919	69.32	1,292	30.68	140	3.32	79	1.88	2,535	60.20	1,036	24.60	167	3.97	138	3.28	65	1.54	32	0.76	2	0.05	0	0.00	10	0.24	7	0.17	0	0.00	0	0.00
LABOR, DEPARTMENT OF	262	184	70.23	78	29.77	5	1.91	3	1.15	165	62.98	53	20.23	11	4.20	13	4.96	1	0.38	9	3.44	0	0.00	0	0.00	2	0.76	0	0.00	0	0.00	0	0.00
MARINE MAMMAL COMMISSION	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MERIT SYSTEMS PROTECTION BOARD	15	9	60.00	6	40.00	0	0.00	0	0.00	7	46.67	4	26.67	1	6.67	2	13.33	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MILLENNIUM CHALLENGE CORPORATION	8	8	100.00	0	0.00	0	0.00	0	0.00	7	87.50	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	605	483	79.83	122	20.17	20	3.31	5	0.83	421	69.59	94	15.54	16	2.64	14	2.31	22	3.64	6	0.99	0	0.00	0	0.00	2	0.33	1	0.17	2	0.33	2	0.33
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	32	24	75.00	8	25.00	0	0.00	0	0.00	22	68.75	8	25.00	0	0.00	0	0.00	2	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CAPITAL PLANNING COMMISSION	7	6	85.71	1	14.29	1	14.29	0	0.00	2	28.57	0	0.00	2	28.57	1	14.29	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL COUNCIL ON DISABILITY	14	6	42.86	8	57.14	0	0.00	0	0.00	6	42.86	6	42.86	0	0.00	2	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CREDIT UNION ADMINISTRATION	38	28	73.68	10	26.32	1	2.63	1	2.63	23	60.53	8	21.05	2	5.26	1	2.63	1	2.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	2.63	0	0.00
NATIONAL ENDOWMENT FOR THE ARTS	8	5	62.50	3	37.50	1	12.50	0	0.00	3	37.50	2	25.00	0	0.00	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE HUMANITIES	13	9	69.23	4	30.77	0	0.00	0	0.00	9	69.23	3	23.08	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL GALLERY OF THE ARTS	26	13	50.00	13	50.00	0	0.00	0	0.00	11	42.31	12	46.15	2	7.69																		

TABLE A-2b
FY 2008 SENIOR PAY PARTICIPATION BY AGENCY *

AGENCY	TOTAL					HISPANIC or LATINO				WHITE				BLACK or AFRICAN AMERICAN				ASIAN				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
NATIONAL MEDIATION BOARD	4	1	25.00	3	75.00	0	0.00	0	0.00	1	25.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL SCIENCE FOUNDATION	375	225	60.00	150	40.00	9	2.40	6	1.60	185	49.33	118	31.47	7	1.87	13	3.47	22	5.87	12	3.20	0	0.00	0	0.00	1	0.27	0	0.00	1	0.27	1	0.27
NATIONAL SECURITY COUNCIL	11	7	63.64	4	36.36	1	9.09	0	0.00	6	54.55	4	36.36	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL TRANSPORTATION SAFETY BOARD	33	27	81.82	6	18.18	0	0.00	0	0.00	26	78.79	6	18.18	1	3.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NAVAJO AND HOPI INDIAN RELOCATION OFFICE OF	2	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NUCLEAR REGULATORY COMMISSION	263	211	80.23	52	19.77	3	1.14	1	0.38	180	68.44	46	17.49	15	5.70	4	1.52	1	0.38	1	0.38	0	0.00	0	0.00	1	0.38	0	0.00	1	0.38	0	0.00
NUCLEAR WASTE TECHNICAL REVIEW BOARD	19	17	89.47	2	10.53	0	0.00	0	0.00	16	84.21	1	5.26	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION	16	11	68.75	5	31.25	0	0.00	0	0.00	11	68.75	3	18.75	0	0.00	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF ADMINISTRATION	2	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF GOVERNMENT ETHICS	6	5	83.33	1	16.67	0	0.00	0	0.00	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF MANAGEMENT AND BUDGET	73	54	73.97	19	26.03	0	0.00	0	0.00	51	69.86	18	24.66	1	1.37	0	0.00	2	2.74	1	1.37	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF NATIONAL DRUG CONTROL POLICY	16	14	87.50	2	12.50	0	0.00	0	0.00	14	87.50	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	58	36	62.07	22	37.93	3	5.17	1	1.72	30	51.72	19	32.76	2	3.45	2	3.45	1	1.72	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	7	6	85.71	1	14.29	0	0.00	0	0.00	6	85.71	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SPECIAL COUNSEL	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF THE U.S. TRADE REPRESENTATIVE	30	18	60.00	12	40.00	0	0.00	11	36.67	17	56.67	10	33.33	0	0.00	1	3.33	1	3.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OVERSEAS PRIVATE INVESTMENT CORPORATION	25	18	72.00	7	28.00	0	0.00	1	4.00	16	64.00	6	24.00	1	4.00	0	0.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PEACE CORPS	22	14	63.64	8	36.36	1	4.55	0	0.00	8	36.36	8	36.36	4	18.18	0	0.00	1	4.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	38	21	55.26	17	44.74	0	0.00	0	0.00	19	50.00	13	34.21	2	5.26	1	2.63	0	0.00	1	2.63	0	0.00	0	0.00	0	0.00	1	2.63	0	0.00	1	2.63
PRESIDIO TRUST	26	16	61.54	10	38.46	0	0.00	0	0.00	16	61.54	10	38.46	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
RAILROAD RETIREMENT BOARD	13	10	76.92	3	23.08	0	0.00	0	0.00	10	76.92	3	23.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	112	73	65.18	39	34.82	3	2.68	0	0.00	67	59.82	37	33.04	1	0.89	2	1.79	2	1.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SELECTIVE SERVICE SYSTEM	2	2	100.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	78	55	70.51	23	29.49	5	6.41	2	2.56	39	50.00	15	19.23	10	12.82	5	6.41	1	1.28	1	1.28	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMITHSONIAN INSTITUTION	101	73	72.28	28	27.72	1	0.99	0	0.00	68	67.33	24	23.76	3	2.97	3	2.97	0	0.00	0	0.00	0	0.00	0	0.00	1	0.99	1	0.99	0	0.00	0	0.00
SOCIAL SECURITY ADMINISTRATION	1,428	1,095	76.68	333	23.32	53	3.71	14	0.98	962	67.37	261	18.28	60	4.20	43	3.01	8	0.56	4	0.28	0	0.00	1	0.07	9	0.63	8	0.56	3	0.21	2	0.14
STATE, DEPARTMENT OF	1,201	759	63.20	329	27.39	37	3.08	10	0.83	759	63.20	268	22.31	49	4.08	38	3.16	23	1.92	12	1.00	0	0.00	0	0.00	3	0.25	1	0.08	1	0.08	0	0.00
TRADE AND DEVELOPMENT AGENCY	6	5	83.33	1	16.67	0	0.00	0	0.00	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TRANSPORTATION, DEPARTMENT OF	463	325	70.19	138	29.81	12	2.59	9	1.94	277	59.83	108	23.33	22	4.75	18	3.89	12	2.59	3	0.65	0	0.00	0	0.00	2	0.43	0	0.00	0	0.00	0	0.00
TREASURY, DEPARTMENT OF	583	394	67.58	189	32.42	13	2.23	6	1.03	326	55.92	155	26.59	40	6.86	17	2.92	14	2.40	8	1.37	1	0.17	0	0.00	0	0.00	2	0.34	0	0.00	1	0.17
US TAX COURT	10	7	70.00	3	30.00	0	0.00	0	0.00	6	60.00	3	30.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VETERANS AFFAIRS, DEPARTMENT OF	405	270	66.67	135	33.33	5	1.23	3	0.74	237	58.52	110	27.16	19	4.69	17	4.20	4	0.99	5	1.23	1	0.25	0	0.00	4	0.99	0	0.00	0	0.00	0	0.00
VIETNAM EDUCATION FOUNDATION	5	4	80.00	1	20.00	0	0.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	1	20.00	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00

*Includes September 30, 2008 agency data as reported in CPDF plus Department of State and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-3
Government Wide Employment of Workers in
GENERAL SCHEDULE AND RELATED (GSR) PAY SYSTEMS

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008
TOTAL WORK FORCE	2000CLF	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172		2,763,183
% of GSR Employees		50.74	50.82	51.58	52.88	49.30	49.62	54.60	54.26	50.70		46.97
GSR WORK FORCE*		1,239,323	1,242,737	1,268,656	1,284,048	1,285,322	1,295,555	1,425,499	1,416,901	1,322,332		1,297,866
% OF MEN	53.20	52.07	51.91	51.71	51.33	50.95	50.61	51.10	51.38	51.00	50.60	656,755
% OF WOMEN	46.80	47.93	48.09	48.29	48.67	49.05	49.39	48.90	48.62	49.00	49.40	641,111
HISPANIC or LATINO (%)	10.70	6.61	6.75	6.93	7.06	7.24	7.44	7.36	7.50	7.76	8.00	103,886
% OF MEN	6.20	3.33	3.41	3.52	3.63	3.76	3.88	3.89	4.00	4.21	4.35	56,454
% OF WOMEN	4.50	3.28	3.34	3.41	3.43	3.48	3.56	3.48	3.50	3.55	3.65	47,432
WHITE (%)	72.70	68.94	68.60	68.32	68.23	68.11	67.80	68.42	67.94	66.94	66.19	859,063
% OF MEN	39.00	36.35	36.33	36.34	36.54	36.75	36.85	38.39	38.32	37.49	36.84	478,096
% OF WOMEN	33.70	32.59	32.27	31.97	31.69	31.37	30.95	30.03	29.62	29.44	29.35	380,967
BLACK or												
AFRICAN AMERICAN (%)	10.60	18.28	18.41	18.39	18.17	18.10	18.06	17.35	17.50	17.88	18.24	236,667
% OF MEN	4.80	5.43	5.50	5.52	5.52	5.54	5.60	5.55	5.70	5.78	5.88	76,329
% OF WOMEN	5.80	12.85	12.91	12.86	12.65	12.55	12.47	11.80	11.80	12.09	12.35	160,338
ASIAN (%)**	3.60	4.08	4.14	4.24	4.39	4.43	4.60	4.90	4.88	4.97	4.91	63,674
% OF MEN	1.90	2.02	2.04	2.09	2.16	2.19	2.27	2.52	2.50	2.55	2.49	32,376
% OF WOMEN	1.70	2.06	2.10	2.15	2.22	2.23	2.33	2.38	2.38	2.42	2.41	31,298
NATIVE HAWAIIAN/OTHER												
PACIFIC ISLANDER(%) ***	0.20								0.15	0.18	0.21	2,732
% OF MEN	0.10								0.07	0.09	0.10	1,349
% OF WOMEN	0.10								0.08	0.09	0.11	1,383
AMERICAN INDIAN/												
ALASKA NATIVE(%)	1.00	2.08	2.11	2.13	2.16	2.12	2.10	1.97	1.96	2.04	2.07	26,864
% OF MEN	0.50	0.80	0.81	0.82	0.82	0.80	0.80	0.76	0.75	0.77	0.76	9,880
% OF WOMEN	0.50	1.28	1.30	1.31	1.34	1.31	1.30	1.21	1.21	1.27	1.31	16,984
TWO OR MORE RACES(%)***	1.00								0.06	0.23	0.38	4,980
% OF MEN	0.50								0.03	0.10	0.17	2,271
% OF WOMEN	0.50								0.03	0.12	0.21	2,709
INDIVIDUALS WITH												
TARGETED DISABILITIES(%)	CLF not available	1.24	1.24	1.21	1.18	1.16	1.18	1.05	1.01	1.04	1.03	13,430

*The remainder of the figures in this table include September 30, 2008 agency data as reported in CPDF, Department of State, and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 1997 - 2005 include totals for Native Hawaiian/Pacific Islanders. *** Separate data first became available in 2006.

TABLE A-3a
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)*

SCHEDULE AND RELATED GRADES	FY	TOTAL						HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER***				AMERICAN INDIAN / ALASKA NATIVE				TWO OR MORE RACES ****			
		ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
GSR 1-6	2004	277,373	94.443	34.05	182,930	65.95	9,366	3.38	14,477	5.22	59,217	21.35	99,912	36.02	18,656	6.73	51,533	18.58	4,484	1.62	9,202	3.32					2,717	0.98	7,806	2.81					
	2005	267,541	90.987	34.01	176,554	65.99	9,138	3.42	14,247	5.33	56,577	21.15	96,022	35.89	18,283	6.83	49,641	18.55	4,335	1.62	8,925	3.34					2,654	0.99	7,719	2.89					
	2006	257,195	88.270	34.32	168,925	65.68	9,068	3.53	13,398	5.21	54,271	21.10	91,282	35.49	18,153	7.06	47,819	18.59	3,891	1.51	8,267	3.21	269	0.10	449	0.17	2,517	0.98	7,533	2.93	101	0.04	177	0.07	
	2007	246,790	87.635	35.51	159,155	64.49	9,432	3.82	12,341	5.00	53,611	21.72	85,141	34.50	17,747	7.19	45,653	18.50	3,735	1.51	7,503	3.04	347	0.14	563	0.23	2,430	0.98	7,357	2.98	333	0.13	597	0.24	
2008	254,041	92.240	36.31	161,801	63.69	9,395	3.70	12,555	4.94	57,310	22.56	86,334	33.98	18,363	7.23	46,528	18.32	3,801	1.50	7,278	2.86	422	0.17	654	0.26	2,388	0.94	7,432	2.93	561	0.22	1020	0.40		
GSR 7-11	2004	547,366	252,224	46.08	295,142	53.92	25,857	4.72	23,064	4.21	180,642	33.00	180,376	32.95	30,602	5.59	72,374	13.22	10,706	1.96	12,728	2.33					4,417	0.81	6,600	1.21					
	2005	552,037	258,013	46.74	294,024	53.26	26,716	4.84	23,647	4.28	183,807	33.30	178,295	32.30	31,811	5.76	72,459	13.13	11,213	2.03	12,943	2.34					4,466	0.81	6,680	1.21					
	2006	551,522	260,562	47.24	290,960	52.76	27,525	4.99	24,039	4.36	184,110	33.38	174,318	31.61	32,872	5.96	72,411	13.13	11,036	2.00	12,770	2.32	476	0.09	451	0.08	4,393	0.80	6,775	1.23	150	0.03	198	0.04	
	2007	512,593	242,909	47.39	269,684	52.61	27,035	5.27	22,520	4.39	169,573	33.08	159,650	31.15	30,939	6.04	68,501	13.32	10,053	1.96	11,448	2.23	518	0.10	476	0.09	4,254	0.83	6,644	1.30	537	0.10	645	0.13	
2008	506,460	241,650	47.71	264,810	52.29	28,187	5.57	22,634	4.47	166,867	32.95	155,157	30.64	30,914	6.10	67,589	13.35	9,930	1.96	11,128	2.20	588	0.12	509	0.10	4,209	0.83	6,668	1.32	955	0.19	1125	0.22		
GSR12-13	2004	432,842	263,545	60.89	169,297	39.11	14,532	3.36	9,052	2.09	210,928	48.73	113,419	26.20	21,568	4.98	36,263	8.38	13,776	3.18	8,328	1.92					2,741	0.63	2,235	0.52					
	2005	438,581	265,378	60.51	173,203	39.49	14,965	3.41	9,550	2.18	211,537	48.23	115,112	26.25	22,125	5.04	37,357	8.52	14,015	3.20	8,880	2.02					2,736	0.62	2,304	0.53					
	2006	440,646	266,436	60.46	174,210	39.54	15,449	3.51	9,954	2.26	211,118	47.91	114,685	26.03	22,769	5.17	37,812	8.58	14,004	3.18	9,204	2.09	268	0.06	165	0.04	2,713	0.62	2,300	0.52	115	0.03	90	0.02	
	2007	401,294	237,331	59.14	163,963	40.86	14,489	3.61	9,714	2.42	186,240	46.41	106,094	26.44	21,019	5.24	36,609	9.12	12,477	3.11	8,842	2.20	240	0.06	176	0.04	2,480	0.62	2,217	0.55	386	0.10	311	0.08	
2008	383,570	223,172	58.18	160,398	41.82	14,361	3.74	9,995	2.61	173,383	45.20	102,126	26.63	20,276	5.29	35,449	9.24	11,957	3.12	8,999	2.35	282	0.07	187	0.05	2,349	0.61	2,247	0.59	563	0.15	446	0.12		
GSR 14-15	2004	160,919	110,807	68.86	50,112	31.14	4,352	2.70	1,965	1.22	93,062	57.83	36,799	22.87	6,442	4.00	7,964	4.95	5,948	3.70	2,865	1.78					1,003	0.62	519	0.32					
	2005	167,340	114,130	68.20	53,210	31.80	4,594	2.75	2,119	1.27	95,261	56.93	38,702	23.13	6,904	4.13	8,705	5.20	6,391	3.82	3,121	1.87					980	0.59	563	0.34					
	2006	166,981	112,351	67.28	54,630	32.72	4,651	2.79	2,203	1.32	93,169	55.80	39,238	23.50	7,008	4.20	9,144	5.48	6,480	3.88	3,408	2.04	44	0.03	17	0.01	964	0.58	596	0.36	35	0.02	24	0.01	
	2007	161,655	106,569	65.92	55,086	34.08	4,771	2.95	2,332	1.44	86,365	53.43	38,475	23.80	6,769	4.19	9,349	5.78	7,475	4.62	4,185	2.59	63	0.04	25	0.02	997	0.62	638	0.39	129	0.08	82	0.05	
2008	153,795	99,694	64.82	54,101	35.18	4,511	2.93	2,298	1.49	80,536	52.37	37,350	24.29	6,776	4.41	9,772	6.35	6,688	4.35	3,893	2.53	57	0.04	33	0.02	934	0.61	637	0.41	192	0.12	118	0.08		
TOTAL GS GRADES	2004	1,418,500	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34					10,878	0.77	17,160	1.21					
	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21					
	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1,057	0.07	1,082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03	
	2007	1,322,332	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740	2.55	31,978	2.42	1,168	0.09	1,240	0.09	10,161	0.77	16,856	1.27	1385	0.10	1635	0.12	
2008	1,297,866	656,755	50.60	641,111	49.40	56,454	4.35	47,432	3.65	478,096	36.84	380,967	29.35	76,329	5.88	160,338	12.35	32,376	2.49	31,298	2.41	1,349	0.10	1,383	0.11	9,880	0.76	16,984	1.31	2271	0.17	2709	0.21		

*Includes September 30, 2008 agency data as reported in CPDF, Department of State and FERC Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file

** The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders

*** Separate data first became available in 2006

TABLE A-3b

FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
1	2004	2,675	996	37.23	1,679	62.77	82	3.07	178	6.65	607	22.69	830	31.03	208	7.78	498	18.62	83	3.10	160	5.98					16	0.60	13	0.49				
	2005	2,826	1,110	39.28	1,716	60.72	107	3.79	171	6.05	643	22.75	833	29.48	234	8.28	522	18.47	109	3.86	169	5.98					17	0.60	21	0.74				
	2006	2,972	1,237	41.62	1,735	58.38	138	4.64	165	5.55	749	25.20	829	27.89	239	8.04	524	17.63	87	2.93	145	4.88	7	0.24	27	0.91	14	0.47	31	1.04	3	0.10	14	0.47
	2007	3,042	1,325	43.56	1,717	56.44	118	3.88	156	5.13	824	27.09	820	26.96	254	8.35	531	17.46	86	2.83	118	3.88	15	0.49	39	1.28	16	0.53	24	0.79	12	0.39	29	0.95
	2008	3,803	1,743	45.83	2,060	54.17	161	4.23	136	3.58	1,085	28.53	1,032	27.14	324	8.52	630	16.57	96	2.52	135	3.55	20	0.53	26	0.68	19	0.50	38	1.00	38	1.00	63	1.66
2	2004	4,580	1,858	40.57	2,722	59.43	221	4.83	300	6.55	1,114	24.32	1,409	30.76	385	8.41	795	17.36	83	1.81	122	2.66					55	1.20	96	2.10				
	2005	4,513	1,741	38.58	2,772	61.42	184	4.08	348	7.71	1,127	24.97	1,500	33.24	300	6.65	694	15.38	83	1.84	133	2.95					47	1.04	97	2.15				
	2006	4,535	1,765	38.92	2,770	61.08	162	3.57	311	6.86	1,126	24.83	1,409	31.07	339	7.48	805	17.75	77	1.70	131	2.89	4	0.09	10	0.22	48	1.06	92	2.03	9	0.20	12	0.26
	2007	4,619	1,821	39.42	2,798	60.58	163	3.53	306	6.62	1,129	24.44	1,391	30.11	379	8.21	853	18.47	89	1.93	122	2.64	7	0.15	21	0.45	44	0.95	92	1.99	10	0.22	13	0.28
	2008	4,919	1,991	40.48	2,928	59.52	143	2.91	289	5.88	1,257	25.55	1,449	29.46	423	8.60	884	17.97	101	2.05	155	3.15	13	0.26	14	0.28	40	0.81	94	1.91	14	0.28	43	0.87
3	2004	21,190	7,775	36.69	13,415	63.31	805	3.80	1,347	6.36	5,010	23.64	6,814	32.16	1,193	5.63	3,470	16.38	488	2.30	1,243	5.87					279	1.32	541	2.55				
	2005	20,462	7,405	36.19	13,057	63.81	742	3.63	1,342	6.56	4,794	23.43	6,671	32.60	1,117	5.46	3,315	16.20	495	2.42	1,200	5.86					257	1.26	529	2.59				
	2006	17,576	6,339	36.07	11,237	63.93	590	3.36	1,054	6.00	4,049	23.04	5,727	32.58	1,008	5.74	2,882	16.40	404	2.30	1,059	6.03	47	0.27	58	0.33	228	1.30	441	2.51	13	0.07	16	0.09
	2007	16,428	6,291	38.29	10,137	61.71	541	3.29	922	5.61	4,155	25.29	5,110	31.11	922	5.61	2,512	15.29	365	2.22	1,017	6.19	58	0.35	82	0.50	215	1.31	436	2.65	35	0.21	58	0.35
	2008	17,294	7,075	40.91	10,219	59.09	556	3.21	879	5.08	4,836	27.96	5,279	30.53	1,006	5.82	2,589	14.97	362	2.09	865	5.00	65	0.38	95	0.55	190	1.10	444	2.57	60	0.35	68	0.39
4	2004	57,798	20,238	35.02	37,560	64.98	2,002	3.46	3,043	5.26	12,937	22.38	20,161	34.88	3,795	6.57	10,505	18.18	816	1.41	1,930	3.34					688	1.19	1,921	3.32				
	2005	54,898	19,170	34.92	35,728	65.08	1,902	3.46	2,975	5.42	12,194	22.21	19,002	34.61	3,596	6.55	10,028	18.27	800	1.46	1,828	3.33					678	1.24	1,895	3.45				
	2006	51,771	18,062	34.89	33,709	65.11	1,738	3.36	2,707	5.23	11,566	22.34	18,164	35.09	3,387	6.54	9,176	17.72	676	1.31	1,758	3.40	49	0.09	95	0.18	625	1.21	1,773	3.42	21	0.04	36	0.07
	2007	50,316	17,860	35.50	32,456	64.50	1,660	3.30	2,558	5.08	11,439	22.73	17,444	34.67	3,292	6.54	8,817	17.52	686	1.36	1,655	3.29	75	0.15	129	0.26	624	1.24	1,708	3.39	84	0.17	145	0.29
	2008	50,973	18,553	36.40	32,420	63.60	1,586	3.11	2,503	4.91	12,044	23.63	17,277	33.89	3,366	6.60	9,018	17.69	688	1.35	1,545	3.03	93	0.18	162	0.32	642	1.26	1,685	3.31	134	0.26	230	0.45
5	2004	107,018	37,069	34.64	69,949	65.36	3,842	3.59	5,606	5.24	22,670	21.18	37,735	35.26	7,745	7.24	20,067	18.75	1,785	1.67	3,296	3.08					1,027	0.96	3,245	3.03				
	2005	103,196	35,721	34.61	67,475	65.39	3,778	3.66	5,323	5.16	21,675	21.00	36,382	35.26	7,596	7.36	19,430	18.83	1,653	1.60	3,127	3.03					1,019	0.99	3,213	3.11				
	2006	100,306	35,227	35.12	65,079	64.88	4,002	3.99	5,143	5.13	20,955	20.89	34,556	34.45	7,599	7.58	19,079	19.02	1,552	1.55	2,854	2.85	95	0.09	144	0.14	988	0.98	3,226	3.22	36	0.04	77	0.08
	2007	96,317	35,643	37.01	60,674	62.99	4,583	4.76	4,804	4.99	21,034	21.84	31,647	32.86	7,359	7.64	18,098	18.79	1,480	1.54	2,538	2.64	106	0.11	171	0.18	944	0.98	3,181	3.30	137	0.14	235	0.24
	2008	99,634	37,228	37.36	62,406	62.64	4,425	4.44	5,025	5.04	22,406	22.49	32,607	32.73	7,648	7.68	18,402	18.47	1,522	1.53	2,551	2.56	135	0.14	211	0.21	897	0.90	3,225	3.24	195	0.20	385	0.39
6	2004	84,103	26,503	31.51	57,600	68.49	2,414	2.87	4,003	4.76	16,876	20.07	32,961	39.19	5,329	6.34	16,195	19.26	1,232	1.46	3,296	3.92					652	0.78	1,990	2.37				
	2005	81,646	25,840	31.65	55,806	68.35	2,425	2.97	4,088	5.01	16,144	19.77	31,634	38.75	5,440	6.66	15,652	19.17	1,195	1.46	2,468	3.02					636	0.78	1,964	2.41				
	2006	80,035	25,640	32.04	54,395	67.96	2,438	3.05	4,018	5.02	15,826	19.77	30,597	38.23	5,581	6.97	15,353	19.18	1,095	1.37	2,320	2.90	67	0.08	115	0.14	614	0.77	1,970	2.46	19	0.02	22	0.03
	2007	76,068	24,695	32.46	51,373	67.54	2,367	3.11	3,595	4.73	15,030	19.76	28,729	37.77	5,541	7.28	14,842	19.51	1,029	1.35	2,053	2.70	86	0.11	121	0.16	587	0.77	1,916	2.52	55	0.07	117	0.15
	2008	77,418	25,650	33.13	51,768	66.87	2,524	3.26	3,723	4.81	15,682	20.26	28,690	37.06	5,596	7.23	15,005	19.38	1,032	1.33	2,027	2.62	96	0.12	146	0.19	600	0.78	1,946	2.51	120	0.16	231	0.30
7	2004	142,518	54,419	38.18	88,099	61.82	5,854	4.11	7,047	4.94	36,772	25.80	52,130	36.58	8,306	5.83	23,307	16.35	2,379	1.67	3,540	2.48					1,108	0.78	2,075	1.46				
	2005	141,206	54,461	38.57	86,745	61.43	5,181	3.67	6,885	4.88	37,288	26.41	51,117	36.20	8,483	6.01	23,072	16.34	2,388	1.69	3,558	2.52					1,121	0.79	2,113	1.50				
	2006	139,322	55,799	40.05	83,523	59.95	5,630	4.04	6,817	4.89	37,895	27.20	48,326	34.69	8,733	6.27	22,535	16.17	2,276	1.63	3,433	2.46	148	0.11	138	0.10	1,074	0.77	2,197	1.58	43	0.03	77	0.06
	2007	131,546	54,612	41.52	76,934	58.48	5,976	4.54	6,296	4.79	36,680	27.88	44,324	33.69	8,402	6.39	20,832	15.84	2,159	1.64	2,965	2.25	152	0.12	174	0.13	1,081	0.82	2,132	1.62	162	0.12	211	0.16
	2008	133,463	57,583	43.15	75,880	56.85	6,672	5.00	6,451	4.83	38,296	28.69	43,053	32.26	8,805	6.60	20,804	15.59	2,243	1.68	2,880	2.16	172	0.13	193	0.14	1,104	0.83	2,133	1.60	291	0.22	366	0.27
8	2004	56,607	20,062	35.44	36,545	64.56	2,161	3.82	3,473	6.14	13,173	23.27	19,870	35.10	3,621	6.40	11,477	20.27	634	1.12	1,138	2.01					473	0.84	587	1.04				
	2005	57,680	21,394	37.09	36,286	62.91	2,359	4.09	3,636	6.30	14,099	24.44	19,405	33.64	3,757	6.51	11,449	19.85	709	1.23	1,183	2.05					470	0.81	613	1.06				
	2006	58,520	21,720	37.12	36,800	62.88	2,413	4.12	3,832	6.55	14,292	24.42	19,565	33.43	3,765	6.43	11,564	19.76	725	1.24	1,181	2.02	36	0.06	46	0.08	480	0.82	603	1.03	9	0.02	11	0.02
	2007	54,613	20,620	37.76	33,993	62.24	2,350	4.30	3,622	6.63	13,409	24.55	17,689	32.39	3,653	6.69	10,900	19.96	670	1.23	1,087													

TABLE A-3b

FIVE YEAR GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL					HISPANIC OR LATINO				WHITE				BLACK OR AFRICAN AMERICAN				ASIAN **				NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER***				AMERICAN INDIAN/ALASKA NATIVE				TWO OR MORE RACES***			
		ALL	MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
10	2004	17,899	8,952	50.01	8,947	49.99	523	2.92	485	2.71	6,969	38.94	5,665	31.65	995	5.56	2,199	12.29	340	1.90	345	1.93					125	0.70	253	1.41				
	2005	17,541	8,815	50.25	8,726	49.75	543	3.10	492	2.80	6,817	38.86	5,452	31.08	990	5.64	2,158	12.30	340	1.94	356	2.03					125	0.71	268	1.53				
	2006	16,515	8,511	51.53	8,004	48.47	527	3.19	433	2.62	6,535	39.57	4,957	30.02	982	5.95	2,005	12.14	318	1.93	341	2.06	18	0.11	6	0.04	128	0.78	257	1.56	3	0.02	5	0.03
	2007	15,326	7,614	49.68	7,712	50.32	490	3.20	407	2.66	5,768	37.64	4,710	30.73	926	6.04	1,951	12.73	279	1.82	319	2.08	19	0.12	6	0.04	116	0.76	300	1.96	16	0.10	19	0.12
	2008	14,994	7,319	48.81	7,675	51.19	479	3.19	427	2.85	5,502	36.69	4,703	31.37	858	5.72	1,848	12.32	307	2.05	353	2.35	21	0.14	5	0.03	129	0.86	307	2.05	23	0.15	32	0.21
11	2004	197,640	106,298	53.78	91,342	46.22	11,399	5.77	7,174	3.63	78,645	39.79	59,282	29.99	1,031	0.52	18,457	9.34	4,675	2.37	4,551	2.30					1,548	0.78	1,878	0.95				
	2005	200,087	108,632	54.29	91,455	45.71	12,541	6.27	7,649	3.82	79,148	39.56	58,598	29.29	10,405	5.20	18,603	9.30	4,999	2.50	4,710	2.35					1,539	0.77	1,895	0.95				
	2006	202,082	110,584	54.72	91,498	45.28	13,373	6.62	7,921	3.92	79,589	39.38	58,137	28.77	10,862	5.38	18,640	9.22	5,006	2.48	4,675	2.31	171	0.08	151	0.07	1,536	0.76	1,921	0.95	47	0.02	53	0.03
	2007	185,909	100,156	53.87	85,753	46.13	12,658	6.81	7,584	4.08	71,055	38.22	53,727	28.90	10,119	5.44	17,946	9.65	4,510	2.43	4,273	2.30	173	0.09	127	0.07	1,451	0.78	1,907	1.03	190	0.10	189	0.10
	2008	180,035	96,482	53.59	83,553	46.41	12,457	6.92	7,411	4.12	67,942	37.74	51,754	28.75	9,812	5.45	17,934	9.96	4,351	2.42	4,127	2.29	199	0.11	141	0.08	1,418	0.79	1,897	1.05	303	0.17	289	0.16
12	2004	228,407	131,388	57.52	97,019	42.48	7,817	3.42	5,682	2.49	103,467	45.30	63,936	27.99	11,620	5.09	21,204	9.28	6,929	3.03	4,743	2.08					1,555	0.68	1,454	0.64				
	2005	231,261	132,627	57.35	98,634	42.65	8,026	3.47	5,958	2.58	103,984	44.96	64,581	27.93	11,970	5.18	21,590	9.34	7,094	3.07	5,022	2.17					1,553	0.67	1,483	0.64				
	2006	231,347	132,825	57.41	98,522	42.59	8,274	3.58	6,216	2.69	103,467	44.72	63,806	27.58	12,309	5.32	21,722	9.39	6,998	3.02	5,160	2.23	173	0.07	113	0.05	1,545	0.67	1,449	0.63	59	0.03	56	0.02
	2007	211,511	118,971	56.25	92,540	43.75	7,849	3.71	6,020	2.85	91,727	43.37	58,926	27.86	11,397	5.39	20,985	9.92	6,203	2.93	4,892	2.31	155	0.07	117	0.06	1,442	0.68	1,415	0.67	198	0.09	185	0.09
	2008	200,955	111,256	55.36	89,699	44.64	7,804	3.88	6,082	3.03	84,875	42.24	56,339	28.04	10,872	5.41	20,509	10.21	5,868	2.92	4,941	2.46	182	0.09	113	0.06	1,342	0.67	1,449	0.72	312	0.16	267	0.13
13	2004	204,393	132,145	64.65	72,248	35.35	6,715	3.29	3,370	1.65	107,451	52.57	49,466	24.20	9,946	4.87	15,047	7.36	6,847	3.35	3,585	1.75					1,186	0.58	780	0.38				
	2005	207,320	132,751	64.03	74,569	35.97	6,939	3.35	3,592	1.73	107,553	51.88	50,531	24.37	10,155	4.90	15,767	7.61	6,921	3.34	3,858	1.86					1,183	0.57	821	0.40				
	2006	209,299	133,611	63.84	75,688	36.16	7,175	3.43	3,738	1.79	107,651	51.43	50,879	24.31	10,460	5.00	16,090	7.69	7,006	3.35	4,044	1.93	95	0.05	52	0.02	1,168	0.56	851	0.41	56	0.03	34	0.02
	2007	189,783	118,360	62.37	71,423	37.63	6,640	3.50	3,694	1.95	94,513	49.80	47,168	24.85	9,622	5.07	15,624	8.23	6,274	3.31	3,950	2.08	85	0.04	59	0.03	1,038	0.55	802	0.42	188	0.10	126	0.07
	2008	182,615	111,916	61.29	70,699	38.71	6,557	3.59	3,863	2.12	88,508	48.47	45,787	25.07	9,404	5.15	15,940	8.73	6,089	3.33	4,058	2.22	100	0.05	74	0.04	1,007	0.55	798	0.44	251	0.14	179	0.10
14	2004	99,432	66,607	66.99	32,825	33.01	2,773	2.79	1,312	1.32	55,485	55.80	23,570	23.70	4,395	4.42	5,938	5.97	3,305	3.32	1,625	1.63					649	0.65	380	0.38				
	2005	102,907	68,202	66.28	34,705	33.72	2,920	2.84	1,407	1.37	56,368	54.78	24,641	23.94	4,702	4.57	6,513	6.33	3,582	3.48	1,751	1.70					630	0.61	393	0.38				
	2006	100,947	65,978	65.36	34,969	34.64	2,875	2.85	1,452	1.44	54,211	53.70	24,491	24.26	4,728	4.68	6,748	6.68	3,502	3.47	1,851	1.83	27	0.03	14	0.01	615	0.61	395	0.39	23	0.02	18	0.02
	2007	93,695	59,909	63.94	33,786	36.06	2,796	2.98	1,445	1.54	48,517	51.78	23,099	24.65	4,407	4.70	6,814	7.27	3,468	3.70	1,948	2.08	40	0.04	15	0.02	592	0.63	401	0.43	89	0.09	64	0.07
	2008	92,014	57,826	62.84	34,188	37.16	2,774	3.01	1,479	1.61	46,324	50.34	22,969	24.96	4,483	4.87	7,131	7.75	3,522	3.83	2,072	2.25	36	0.04	20	0.02	559	0.61	425	0.46	128	0.14	92	0.10
15	2004	61,416	44,148	71.88	17,268	28.12	1,578	2.57	653	1.06	37,530	61.11	13,214	21.52	2,044	3.33	2,023	3.29	2,643	4.30	1,239	2.02					353	0.57	139	0.23				
	2005	64,433	45,928	71.28	18,505	28.72	1,674	2.60	712	1.11	38,893	60.36	14,061	21.82	2,202	3.42	2,192	3.40	2,809	4.36	1,370	2.13					350	0.54	170	0.26				
	2006	66,034	46,373	70.23	19,661	29.77	1,776	2.69	751	1.14	38,958	59.00	14,747	22.33	2,283	3.46	2,396	3.63	2,978	4.51	1,557	2.36	17	0.03	3	0.00	349	0.53	201	0.30	12	0.02	6	0.01
	2007	67,960	46,660	68.66	21,300	31.34	1,975	2.91	887	1.31	37,848	55.69	15,376	22.63	2,362	3.48	2,535	3.73	4,007	5.90	2,237	3.29	23	0.03	10	0.01	405	0.60	237	0.35	40	0.06	18	0.03
	2008	61,781	41,868	67.77	19,913	32.23	1,737	2.81	819	1.33	34,212	55.38	14,381	23.28	2,293	3.71	2,541	4.11	3,166	5.12	1,821	2.95	21	0.03	13	0.02	375	0.61	212	0.34	64	0.10	26	0.04
Total GS & GS Related	2004	1,418,500	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34					10,878	0.77	17,160	1.21				
	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38					10,836	0.76	17,266	1.21				
	2006	1,416,901	727,981	51.38	688,920	48.62	56,725	4.00	49,605	3.50	542,959	38.32	419,675	29.62	80,820	5.70	167,205	11.80	35,432	2.50	33,660	2.38	1,057	0.07	1,082	0.08	10,587	0.75	17,204	1.21	401	0.03	489	0.03
	2007	1,322,332	674,444	51.00	647,888	49.00	55,727	4.21	46,907	3.55	495,789	37.49	389,360	29.44	76,474	5.78	159,912	12.09	33,740	2.55	31,978	2.42	1,168	0.09	1,240	0.09								

**TABLE A-4
Government Wide Employment of Workers in
FEDERAL WAGE SYSTEM (FWS) POSITIONS**

	2000	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008
TOTAL WORK FORCE	CLF	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172		2,763,183
% of FWS Employees		9.07	8.80	8.53	8.23	8.00	7.52	7.54	7.46	7.35		7.06
FWS WORK FORCE*		223,421	214,880	208,580	202,471	194,259	196,114	196,800	194,858	191,701		195,073
% OF MEN	53.20	89.05	88.96	89.48	89.47	89.09	89.19	89.06	88.98	89.10	89.10	173,816
% OF WOMEN	46.80	10.95	11.04	10.52	10.53	10.91	10.81	10.94	11.01	10.90	10.90	21,257
HISPANIC or LATINO (%)	10.70	7.73	7.67	7.70	7.67	7.70	7.87	7.85	7.87	7.88	7.72	15,059
% OF MEN	6.20	7.00	6.92	6.99	6.94	6.91	7.08	7.02	7.04	7.08	6.92	13,505
% OF WOMEN	4.50	0.73	0.75	0.71	0.73	0.79	0.79	0.82	0.83	0.81	0.80	1,554
WHITE (%)	72.70	66.01	66.08	66.32	66.35	66.43	66.43	66.60	66.51	66.54	66.63	129,973
% OF MEN	39.00	60.62	60.59	60.97	60.95	60.81	60.85	60.93	60.88	60.94	60.96	118,924
% OF WOMEN	33.70	5.39	5.49	5.35	5.40	5.63	5.58	5.67	5.70	5.61	5.66	11,049
BLACK or AFRICAN AMERICAN(%)	10.60	18.88	18.95	18.60	18.48	18.62	18.34	18.21	18.21	18.22	18.23	35,560
% OF MEN	4.80	14.93	15.04	15.06	15.02	15.10	14.86	14.75	14.72	14.75	14.83	28,935
% OF WOMEN	5.80	3.95	3.91	3.55	3.46	3.52	3.49	3.46	3.49	3.47	3.40	6,625
ASIAN (%)**	3.60	4.71	4.60	4.62	4.75	4.50	4.73	4.75	4.19	4.06	3.96	7,722
% OF MEN	1.90	4.22	4.11	4.13	4.24	3.98	4.20	4.18	3.65	3.54	3.45	6,727
% OF WOMEN	1.70	0.49	0.49	0.49	0.51	0.52	0.53	0.57	0.54	0.52	0.51	995
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***	0.20								0.57	0.63	0.68	1,333
% OF MEN	0.10								0.52	0.57	0.62	1,202
% OF WOMEN	0.10								0.05	0.06	0.07	131
AMERICAN INDIAN/ ALASKA NATIVE (%)	1.00	2.67	2.71	2.76	2.74	2.75	2.62	2.60	2.53	2.45	2.42	4,727
% OF MEN	0.50	2.27	2.30	2.35	2.32	2.30	2.19	2.18	2.12	2.05	2.01	3,929
% OF WOMEN	0.50	0.40	0.41	0.42	0.43	0.45	0.43	0.42	0.41	0.41	0.41	798
TWO OR MORE RACES***	1.00								0.06	0.22	0.36	699
% OF MEN	0.50								0.05	0.19	0.30	594
% OF WOMEN	0.50								0.01	0.03	0.05	105
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	1.45	1.40	1.40	1.34	1.29	1.23	1.16	1.14	1.13	1.09	2,132

*The remainder of the figures in this table include September 30, 2008 agency data as reported in CPDF and the Department of State. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 1999 - 2005 include totals for Native Hawaiian/Pacific Islanders.

*** Separate data first became available in 2006.

**TABLE A-5
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN
OTHER PAY SYSTEMS (OPS) WORK FORCE***

TOTAL WORK FORCE	2000	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008
	CLF	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172		2,763,183
% of Total Work Force		40.04	40.59	39.87	40.40	40.96	37.33	37.13	37.51	41.19		45.23
OPS WORK FORCE		985,787	991,463	975,074	993,602	994,647	973,172	969,353	979,664	1,074,388		1,249,837
% OF MEN	53.20	59.89	59.77	59.87	59.96	59.69	59.43	58.86	58.27	57.94	55.88	698,374
% OF WOMEN	46.80	40.11	40.23	40.13	40.04	40.31	40.57	41.14	41.73	42.06	44.12	551,463
HISPANIC or LATINO (%)	10.70	7.13	7.16	7.26	7.43	7.61	7.77	7.99	7.98	7.88	7.98	99,678
% OF MEN	6.20	4.55	4.57	4.65	4.78	4.87	4.96	5.03	4.98	4.84	4.75	59,340
% OF WOMEN	4.50	2.57	2.60	2.61	2.65	2.74	2.82	2.96	3.00	3.04	3.23	40,338
WHITE (%)	72.70	64.90	64.92	64.66	64.59	64.32	64.03	63.26	63.12	63.81	64.04	800,404
% OF MEN	39.00	40.74	40.59	40.45	40.45	40.04	39.64	38.83	38.33	38.64	37.09	463,515
% OF WOMEN	33.70	24.17	24.33	24.21	24.14	24.28	24.39	24.43	24.79	25.17	26.95	336,889
BLACK or AFRICAN AMERICAN (%)	10.60	20.36	20.11	20.05	19.84	19.77	19.66	19.93	19.87	19.35	18.57	232,071
% OF MEN	4.80	10.35	10.22	10.20	10.10	10.02	9.92	9.94	9.79	9.38	8.77	109,639
% OF WOMEN	5.80	10.01	9.90	9.85	9.74	9.74	9.74	9.99	10.08	9.97	9.80	122,432
ASIAN (%) **	3.60	6.70	6.85	7.04	7.12	7.29	7.49	7.76	7.73	7.54	7.20	89,972
% OF MEN	1.90	3.82	3.95	4.10	4.15	4.27	4.42	4.56	4.55	4.41	4.19	52,364
% OF WOMEN	1.70	2.87	2.90	2.94	2.97	3.01	3.07	3.20	3.18	3.13	3.01	37,608
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER (%)***	0.20								0.13	0.18	0.35	4,364
% OF MEN	0.10								0.05	0.08	0.17	2,113
% OF WOMEN	0.10								0.08	0.10	0.18	2,251
AMERICAN INDIAN/ ALASKA NATIVE(%)	1.00	0.91	0.95	0.99	1.02	1.02	1.05	1.05	1.11	1.05	1.08	13,472
% OF MEN	0.50	0.43	0.45	0.46	0.48	0.49	0.50	0.50	0.54	0.50	0.51	6,379
% OF WOMEN	0.50	0.48	0.50	0.52	0.53	0.53	0.55	0.55	0.58	0.55	0.57	7,093
TWO OR MORE RACES ***	1.00								0.05	0.18	0.79	9,876
% OF MEN	0.50								0.03	0.09	0.40	5,024
% OF WOMEN	0.50								0.03	0.10	0.39	4,852
Individuals With Targeted Disabilities %	CLF not available	0.93	0.91	0.91	0.88	0.86	0.84	0.81	0.80	0.74	0.70	8,761

* Includes September 30, 2008 agency data as reported in CPDF (418,614) and all employees of AAFES, Department of State, TVA AND USPS (823,232), but does not include data for intelligence gathering agencies Percentages may not add to 100% due to rounding and the addition of " Two or More Races" category in the 2000 Census Special EEO file ** The numbers for 1999 - 2005 include totals for Native Hawaiian/Pacific Islanders *** Separate data first became available in 2006

**TABLE A-6
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF**

	INDIVIDUALS WITH TARGETED DISABILITIES*										TEN YEAR NET CHANGE
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	
TOTAL WORK FORCE	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	2,611,493	2,608,172	2,763,183	
% OF TOTAL WORK FORCE	1.13	1.12	1.10	1.07	1.05	0.99	0.96	0.94	0.92	0.88	
TOTAL INDIVIDUALS WITH TARGETED DISABILITIES	27,601	27,231	26,834	26,230	25,551	25,917	25,142	24,442	23,993	24,427	-11.49
DEAFNESS TOTAL	5,368	5,220	5,088	4,949	4,796	4,745	4,614	4,460	4,352	4,338	
% OF TARGETED DISABILITIES	19.45	19.17	18.96	18.87	18.77	18.31	18.35	18.25	18.14	17.76	-19.19
BLINDNESS TOTAL	2,570	2,603	2,636	2,582	2,588	2,687	2,606	2,573	2,516	2,576	
% OF TARGETED DISABILITIES	9.31	9.56	9.82	9.84	10.13	10.37	10.37	10.53	10.49	10.55	0.23
MISSING EXTREMITIES TOTAL	1,733	1,697	1,627	1,556	1,525	1,505	1,446	1,376	1,302	1,300	
% OF TARGETED DISABILITIES	6.28	6.23	6.06	5.93	5.97	5.81	5.75	5.63	5.43	5.32	-24.99
PARTIAL PARALYSIS TOTAL	3,503	3,475	3,346	3,283	3,219	3,229	3,111	2,984	2,897	2,853	
% OF TARGETED DISABILITIES	12.69	12.76	12.47	12.52	12.6	12.46	12.37	12.21	12.07	11.68	-18.56
COMPLETE PARALYSIS TOTAL	1,459	1,435	1,415	1,387	1,316	1,328	1,258	1,222	1,182	1,187	
% OF TARGETED DISABILITIES	5.29	5.27	5.27	5.29	5.15	5.12	5.00	5.00	4.93	4.86	-18.64
CONVULSIVE DISORDERS TOTAL	3,826	3,811	3,767	3,730	3,637	3,660	3,537	3,452	3,355	3,362	
% OF TARGETED DISABILITIES	13.86	14	14.04	14.22	14.23	14.12	14.07	14.12	13.98	13.76	-12.13
MENTAL RETARDATION TOTAL	2,672	2,533	2,428	2,261	2,106	2,057	1,946	1,857	1,771	1,753	
% OF TARGETED DISABILITIES	9.68	9.3	9.05	8.62	8.24	7.94	7.74	7.60	7.38	7.18	-34.39
MENTAL ILLNESS TOTAL	5,690	5,697	5,801	5,786	5,695	6,043	5,982	5,900	6,016	6,439	
% OF TARGETED DISABILITIES	20.62	20.92	21.62	22.06	22.29	23.32	23.79	24.14	25.07	26.36	13.16
DISTORTION OF LIMB &/OR SPINE TOTAL	780	757	726	696	669	663	642	618	602	619	
% OF TARGETED DISABILITIES	2.83	2.78	2.71	2.65	2.62	2.56	2.55	2.53	2.51	2.53	-20.64

*Includes September 30, 2008 agency data as reported in CPDF plus AAFES, FERC, Department of State, TVA AND USPS; does not include data for intelligence gathering agencies Percentages may not add to 100% due to rounding

TABLE A-6a

FY 2008 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN *

DISABILITY BY TYPE	GSR-1	GSR-2	GSR-3	GSR-4	GSR-5	GSR-6	GSR-7	GSR-8	GSR-9	GSR-10
# WORK FORCE IN GRADE	3,803	4,919	17,294	50,973	99,634	77,418	133,463	53,391	124,577	14,994
% OF WORK FORCE IN GRADE	0.20	0.25	0.89	2.62	5.12	3.98	6.86	2.74	6.40	0.77
NO DISABILITIES	3,623	4,541	15,330	44,515	88,444	69,415	121,876	48,229	114,178	13,672
% OF GRADE LEVEL	95.27	92.32	88.64	87.33	88.77	89.66	91.32	90.33	91.65	91.18
NOT IDENTIFIED/DISCLOSED	52	105	671	1,454	2,388	1,743	2,771	1,262	2,844	411
% OF GRADE LEVEL	1.37	2.13	3.88	2.85	2.40	2.25	2.08	2.36	2.28	2.74
REPORTABLE DISABILITIES	128	273	1,293	5,004	8,802	6,260	8,816	3,900	7,555	911
% OF GRADE LEVEL	3.37	5.55	7.48	9.82	8.83	8.09	6.61	7.30	6.06	6.08
TARGETED DISABILITIES	37	100	356	1,206	1,892	1,080	1,503	847	1,173	116
% OF GRADE LEVEL	0.97	2.03	2.06	2.37	1.90	1.40	1.13	1.59	0.94	0.77
DEAFNESS	3	5	43	234	350	180	271	85	155	11
% OF TARGETED DISABILITIES	8.11	5.00	12.08	19.40	18.50	16.67	18.03	10.04	13.21	9.48
BLINDNESS	3	10	27	112	225	108	192	264	160	14
% OF TARGETED DISABILITIES	8.11	10.00	7.58	9.29	11.89	10.00	12.77	31.17	13.64	12.07
MISSING EXTREMITIES	2	1	3	37	70	50	70	43	74	10
% OF TARGETED DISABILITIES	5.41	1.00	0.84	3.07	3.70	4.63	4.66	5.08	6.31	8.62
PARTIAL PARALYSIS	5	14	35	170	239	149	221	110	194	16
% OF TARGETED DISABILITIES	13.51	14.00	9.83	14.10	12.63	13.80	14.70	12.99	16.54	13.79
COMPLETE PARALYSIS	3	3	9	53	109	49	67	60	93	10
% OF TARGETED DISABILITIES	8.11	3.00	2.53	4.39	5.76	4.54	4.46	7.08	7.93	8.62
CONVULSIVE DISORDERS	4	8	35	106	237	148	220	117	188	15
% OF TARGETED DISABILITIES	10.81	8.00	9.83	8.79	12.53	13.70	14.64	13.81	16.03	12.93
MENTAL RETARDATION	8	43	120	167	119	50	48	13	9	0
% OF TARGETED DISABILITIES	21.62	43.00	33.71	13.85	6.29	4.63	3.19	1.53	0.77	0.00
MENTAL ILLNESS	8	14	76	301	506	316	356	124	264	37
% OF TARGETED DISABILITIES	21.62	14.00	21.35	24.96	26.74	29.26	23.69	14.64	22.51	31.90
DISTORTION OF LIMB &/OR SPINE	1	2	8	26	37	30	58	31	36	3
% OF TARGETED DISABILITIES	2.70	2.00	2.25	2.16	1.96	2.78	3.86	3.66	3.07	2.59

TABLE A-6a

FY 2008 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN *

DISABILITY BY TYPE	GSR-11	GSR-12	GSR-13	GSR-14	GSR-15	SENIOR PAY** LEVEL	SES	WAGE AND NON_GS RELATED	TOTAL GS RELATED	ALL
# WORK FORCE IN GRADE	180,035	200,955	182,615	92,014	61,781	12,642	7,765	627,271	1,297,866	1,945,544
% OF WORK FORCE IN GRADE	9.25	10.33	9.39	4.73	3.18	0.65	0.40	32.24	66.71	
NO DISABILITIES	165,634	184,207	169,339	85,262	57,395	11,622	7,142	581,144	1,185,660	1,785,568
% OF GRADE LEVEL	92.00	91.67	92.73	92.66	92.90	91.93	91.98	92.65	91.35	91.78
NOT IDENTIFIED/DISCLOSED	4,163	5,320	4,688	2,754	1,877	472	335	11,746	32,503	45,056
% OF GRADE LEVEL	2.31	2.65	2.57	2.99	3.04	3.73	4.31	1.87	2.50	2.32
REPORTABLE DISABILITIES	10,238	11,428	8,588	3,998	2,509	548	288	34,381	79,703	114,920
% OF GRADE LEVEL	5.69	5.69	4.70	4.34	4.06	4.33	3.71	5.48	6.14	5.91
TARGETED DISABILITIES	1,548	1,578	1,175	524	295	63	41	4,252	13,430	17,786
% OF GRADE LEVEL	0.86	0.79	0.64	0.57	0.48	0.50	0.53	0.68	1.03	0.91
DEAFNESS	154	207	117	24	5	0	0	544	1,844	2,388
% OF TARGETED DISABILITIES	9.95	13.12	9.96	4.58	1.69	0.00	0.00	12.79	13.73	13.43
BLINDNESS	258	242	192	91	37	15	10	443	1,935	2,403
% OF TARGETED DISABILITIES	16.67	15.34	16.34	17.37	12.54	23.81	24.39	10.42	14.41	13.51
MISSING EXTREMITIES	101	111	103	41	22	7	7	219	738	971
% OF TARGETED DISABILITIES	6.52	7.03	8.77	7.82	7.46	11.11	17.07	5.15	5.50	5.46
PARTIAL PARALYSIS	273	301	245	118	58	13	11	476	2,148	2,648
% OF TARGETED DISABILITIES	17.64	19.07	20.85	22.52	19.66	20.63	26.83	11.19	15.99	14.89
COMPLETE PARALYSIS	137	133	115	50	32	13	5	150	923	1,091
% OF TARGETED DISABILITIES	8.85	8.43	9.79	9.54	10.85	20.63	12.20	3.53	6.87	6.13
CONVULSIVE DISORDERS	233	214	178	80	56	5	7	635	1,839	2,486
% OF TARGETED DISABILITIES	15.05	13.56	15.15	15.27	18.98	7.94	17.07	14.93	13.69	13.98
MENTAL RETARDATION	6	2	2	2	0	1	0	536	589	1,126
% OF TARGETED DISABILITIES	0.39	0.13	0.17	0.38	0.00	1.59	0.00	12.61	4.39	6.33
MENTAL ILLNESS	332	313	191	107	77	6	0	1,138	3,022	4,166
% OF TARGETED DISABILITIES	21.45	19.84	16.26	20.42	26.10	9.52	0.00	26.76	22.50	23.42
DISTORTION OF LIMB &/OR SPINE	54	55	32	11	8	3	1	111	392	507
% OF TARGETED DISABILITIES	3.49	3.49	2.72	2.10	2.71	4.76	2.44	2.61	2.92	2.85

* Includes September 30, 2008 agency data as reported in CPDF plus Department of State and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.

**Note Senior Pay Level (SPL) positions in this table include Executive Schedule, Senior Foreign Service and other employees earning salaries above grade 15 of the General Schedule. The Senior Executive Service (SES) employees are not included here, however they are reported separately.

TABLE A-6b

FY 2008 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ADVISORY COUNCIL ON HISTORIC PRESERVATION	54	#	1	0	0	0	0	0	0	0	0	0	0
		%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AFRICAN DEVELOPMENT FOUNDATION	25	#	3	0	0	0	0	0	0	0	0	0	0
		%	12.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,550	#	76	15	4	1	1	3	0	3	3	0	0
		%	2.98%	0.59%	0.16%	0.04%	0.04%	0.12%	0.00%	0.12%	0.12%	0.00%	0.00%
AGRICULTURE, U. S. DEPARTMENT OF	104,837	#	5,703	893	119	81	55	171	77	111	58	197	24
		%	5.44%	0.85%	0.11%	0.08%	0.05%	0.16%	0.07%	0.11%	0.06%	0.19%	2.29%
AMERICAN BATTLE MONUMENTS COMMISSION	49	#	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%
APPALACHIAN REGIONAL COMMISSION	10	#	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%
ARCHITECTAL & TRANS. BARRIER COMPLIANCE BOARD	40	#	13	10	0	1	0	2	6	1	0	0	0
		%	32.50%	25.00%	0.00%	2.50%	0.00%	5.00%	15.00%	2.50%	0.00%	0.00%	0.00%
ARCTIC RESEARCH COMMISSION	10	#	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%
ARMED FORCES RETIREMENT HOME	280	#	16	1	0	0	0	0	0	0	1	0	0
		%	5.71%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%	0.00%
EXCELLENCE IN EDUCATION FOUNDATION	7	#	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%
BROADCASTING BOARD OF GOVERNORS	1,764	#	50	15	0	1	1	2	0	2	5	4	0
		%	2.83%	0.85%	0.00%	0.06%	0.06%	0.11%	0.00%	0.11%	0.28%	0.23%	0.00%
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	36	#	3	0	0	0	0	0	0	0	0	0	0
		%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	15	#	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%
COMMERCE, U.S. DEPARTMENT OF	42,661	#	2,444	337	46	40	5	41	15	56	27	97	10
		%	5.73%	0.79%	0.11%	0.09%	0.01%	0.10%	0.04%	0.13%	0.06%	0.23%	2.34%
COMMISSION ON CIVIL RIGHTS	56	#	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%
COMMISSION OF FINE ARTS	10	#	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%
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	30	#	3	2	0	1	0	0	0	1	0	0	0
		%	10.00%	6.67%	0.00%	3.33%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%
COMMODITY FUTURES TRADING COMMISSION	486	#	12	0	0	0	0	0	0	0	0	0	0
		%	2.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CONSUMER PRODUCT SAFETY COMMISSION, U. S.	435	#	36	7	1	2	0	0	0	1	0	3	0
		%	8.28%	1.61%	0.23%	0.46%	0.00%	0.00%	0.00%	0.23%	0.00%	0.69%	0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	566	#	24	3	0	0	0	1	0	1	0	1	0
		%	4.24%	0.53%	0.00%	0.00%	0.00%	0.18%	0.00%	0.18%	0.00%	0.18%	0.00%
COUNCIL OF ECONOMIC ADVISORS	23	#	1	0	0	0	0	0	0	0	0	0	0
		%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COUNCIL ON ENVIRONMENTAL QUALITY / OFFICE OF ENVIRONMENTAL QUALITY	21	#	1	0	0	0	0	0	0	0	0	0	0
		%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
COURT SERVICES & OFFENDER SUPERVISION AGENCY	1,186	#	54	4	0	0	1	0	1	0	0	2	0
		%	4.55%	0.34%	0.00%	0.00%	0.08%	0.00%	0.08%	0.00%	0.00%	0.17%	0.00%
DEFENSE, U.S. DEPARTMENT OF	722,838	#	44,387	5,894	901	495	356	955	352	934	546	1,132	223
		%	6.14%	0.82%	0.12%	0.07%	0.05%	0.13%	0.05%	0.13%	0.08%	0.16%	3.09%
AIR FORCE, DEPARTMENT OF THE	153,779	#	7,617	953	110	89	61	174	64	168	63	185	39
		%	4.95%	0.62%	0.07%	0.06%	0.04%	0.11%	0.04%	0.11%	0.04%	0.12%	2.54%
ARMY, DEPARTMENT OF THE	256,670	#	16,411	1,714	244	138	117	331	106	282	77	350	69
		%	6.39%	0.67%	0.10%	0.05%	0.05%	0.13%	0.04%	0.11%	0.03%	0.14%	2.69%

TABLE A-6b

FY 2008 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ARMY AIR FORCE EXCHANGE SERVICE	35,277	#	3,114	706	57	56	15	49	29	90	192	194	24
		%	8.83%	2.00%	0.16%	0.16%	0.04%	0.14%	0.08%	0.26%	0.54%	0.55%	6.80%
DEFENSE COMMISSARY AGENCY	15,131	#	924	124	21	11	4	15	3	24	13	29	4
		%	6.11%	0.82%	0.14%	0.07%	0.03%	0.10%	0.02%	0.16%	0.09%	0.19%	2.64%
DEFENSE CONTRACT AUDIT AGENCY	4,171	#	260	39	4	5	4	12	0	4	1	9	0
		%	6.23%	0.94%	0.10%	0.12%	0.10%	0.29%	0.00%	0.10%	0.02%	0.22%	0.00%
DEFENSE CONTRACT MANAGEMENT AGENCY	9,377	#	730	120	18	11	8	24	14	21	2	19	3
		%	7.79%	1.28%	0.19%	0.12%	0.09%	0.26%	0.15%	0.22%	0.02%	0.20%	3.20%
DEFENSE EDUCATION ACTIVITY	15,140	#	420	37	1	3	4	7	2	14	0	6	0
		%	2.77%	0.24%	0.01%	0.02%	0.03%	0.05%	0.01%	0.09%	0.00%	0.04%	0.00%
DEFENSE FINANCE AND ACCOUNTING SERVICE	11,932	#	1,327	243	85	18	13	37	15	25	8	37	5
		%	11.12%	2.04%	0.71%	0.15%	0.11%	0.31%	0.13%	0.21%	0.07%	0.31%	4.19%
DEFENSE HUMAN RESOURCE ACTIVITY	904	#	64	4	2	1	0	1	0	0	0	0	0
		%	7.08%	0.44%	0.22%	0.11%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%
DEFENSE INFORMATION SYSTEMS AGENCY	5,661	#	407	55	10	6	3	10	5	10	3	5	3
		%	7.19%	0.97%	0.18%	0.11%	0.05%	0.18%	0.09%	0.18%	0.05%	0.09%	5.30%
DEFENSE LOGISTICS AGENCY	23,017	#	1,815	409	111	30	24	59	20	53	44	53	15
		%	7.89%	1.78%	0.48%	0.13%	0.10%	0.26%	0.09%	0.23%	0.19%	0.23%	6.52%
DEFENSE SECURITY SERVICE	577	#	41	6	0	1	0	2	0	1	0	2	0
		%	7.11%	1.04%	0.00%	0.17%	0.00%	0.35%	0.00%	0.17%	0.00%	0.35%	0.00%
DEFENSE THREAT REDUCTION AGENCY	1,198	#	116	9	1	2	0	2	0	0	2	2	0
		%	9.68%	0.75%	0.08%	0.17%	0.00%	0.17%	0.00%	0.00%	0.17%	0.17%	0.00%
NAVY, DEPARTMENT OF THE	180,017	#	10,576	1,398	219	114	98	218	91	231	133	234	60
		%	5.88%	0.78%	0.12%	0.06%	0.05%	0.12%	0.05%	0.13%	0.07%	0.13%	3.33%
OFFICE OF THE INSPECTOR GENERAL	1,516	#	101	17	2	4	2	5	0	1	1	2	0
		%	6.66%	1.12%	0.13%	0.26%	0.13%	0.33%	0.00%	0.07%	0.07%	0.13%	0.00%
OFFICE OF THE SECRETARY/ WASH. HQTRS SERVICES	8,471	#	464	60	16	6	3	9	3	10	7	5	1
		%	5.48%	0.71%	0.19%	0.07%	0.04%	0.11%	0.04%	0.12%	0.08%	0.06%	1.18%
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	93	#	13	0	0	0	0	0	0	0	0	0	0
		%	13.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
EDUCATION, U.S. DEPARTMENT OF	4,335	#	197	59	10	20	1	6	6	5	7	4	0
		%	4.54%	1.36%	0.23%	0.46%	0.02%	0.14%	0.14%	0.12%	0.16%	0.09%	0.00%
ELECTION ASSISTANCE COMMISSION	47	#	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%
ENERGY U.S. DEPARTMENT OF	15,448	#	874	118	14	9	6	19	13	19	1	33	4
		%	5.66%	0.76%	0.09%	0.06%	0.04%	0.12%	0.08%	0.12%	0.01%	0.21%	2.59%
ENVIRONMENTAL PROTECTION AGENCY	18,247	#	815	191	26	28	9	36	14	28	13	34	3
		%	4.47%	1.05%	0.14%	0.15%	0.05%	0.20%	0.08%	0.15%	0.07%	0.19%	1.64%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, U.S.	2,205	#	257	65	9	16	3	11	4	6	0	16	0
		%	11.66%	2.95%	0.41%	0.73%	0.14%	0.50%	0.18%	0.27%	0.00%	0.73%	0.00%
EXPORT-IMPORT BANK OF THE UNITED STATES	361	#	36	8	4	0	0	2	0	0	0	2	0
		%	9.97%	2.22%	1.11%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.55%	0.00%
FARM CREDIT ADMINISTRATION	263	#	27	3	0	1	0	1	0	0	0	1	0
		%	10.27%	1.14%	0.00%	0.38%	0.00%	0.38%	0.00%	0.00%	0.00%	0.38%	0.00%
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	#	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%
FEDERAL COMMUNICATIONS COMMISSION	1,822	#	86	19	1	4	2	3	2	3	1	3	0
		%	4.72%	1.04%	0.05%	0.22%	0.11%	0.16%	0.11%	0.16%	0.05%	0.16%	0.00%
FEDERAL DEPOSIT INSURANCE CORPORATION	4,939	#	259	35	13	4	1	6	1	3	1	4	2
		%	5.24%	0.71%	0.26%	0.08%	0.02%	0.12%	0.02%	0.06%	0.02%	0.08%	4.05%
FEDERAL ELECTION COMMISSION	367	#	17	1	1	0	0	0	0	0	0	0	0
		%	4.63%	0.27%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL ENERGY REGULATORY COMMISSION	1,351	#	81	11	0	0	0	1	2	2	0	6	0
		%	6.00%	0.81%	0.00%	0.00%	0.00%	0.07%	0.15%	0.15%	0.00%	0.44%	0.00%
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	#	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%
FEDERAL HOUSING FINANCE BOARD	137	#	9	1	0	0	0	0	0	0	0	1	0
		%	6.57%	0.73%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.73%	0.00%

TABLE A-6b

FY 2008 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
FEDERAL LABOR RELATIONS AUTHORITY	125	#	6	0	0	0	0	0	0	0	0	0	0
		%	4.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL MARITIME COMMISSION	119	#	11	1	0	0	0	0	0	0	0	1	0
		%	9.24%	0.84%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.84%	0.00%
FEDERAL MEDIATION AND CONCILIATION SERVICE	250	#	19	6	2	0	0	0	0	0	2	2	0
		%	7.60%	2.40%	0.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.80%	0.80%	0.00%
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	44	#	3	0	0	0	0	0	0	0	0	0	0
		%	6.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	75	#	3	0	0	0	0	0	0	0	0	0	0
		%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL TRADE COMMISSION	1,122	#	30	5	0	2	0	0	1	1	0	1	0
		%	2.67%	0.45%	0.00%	0.18%	0.00%	0.00%	0.09%	0.09%	0.00%	0.09%	0.00%
GENERAL SERVICES ADMINISTRATION	11,958	#	537	97	11	16	5	15	8	12	18	10	2
		%	4.49%	0.81%	0.09%	0.13%	0.04%	0.13%	0.07%	0.10%	0.15%	0.08%	1.67%
GOVERNMENT PRINTING OFFICE U. S.	2,383	#	152	37	9	3	0	1	1	2	16	4	1
		%	6.38%	1.55%	0.38%	0.13%	0.00%	0.04%	0.04%	0.08%	0.67%	0.17%	4.20%
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	#	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%
HEALTH AND HUMAN SERVICES, DEPARTMENT OF THE	75,655	#	3,562	596	79	74	22	96	34	83	64	130	14
		%	4.71%	0.79%	0.10%	0.10%	0.03%	0.13%	0.04%	0.11%	0.08%	0.17%	1.85%
HOLOCAUST MEMORIAL MUSEUM	193	#	18	0	0	0	0	0	0	0	0	0	0
		%	9.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HOMELAND SECURITY DEPARTMENT OF THE	176,627	#	6,330	692	74	111	30	78	42	120	36	188	13
		%	3.58%	0.39%	0.04%	0.06%	0.02%	0.04%	0.02%	0.07%	0.02%	0.11%	0.74%
HOUSING & URBAN DEVELOPMENT, DEPARTMENT OF THE	9,781	#	667	116	16	16	6	28	10	13	3	18	6
		%	6.82%	1.19%	0.16%	0.16%	0.06%	0.29%	0.10%	0.13%	0.03%	0.18%	6.13%
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	95	#	6	0	0	0	0	0	0	0	0	0	0
		%	6.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERAGENCY COUNCIL ON HOMELESSNESS	15	#	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%
INTER-AMERICAN FOUNDATION	41	#	2	0	0	0	0	0	0	0	0	0	0
		%	4.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERIOR, DEPARTMENT OF THE	73,891	#	4,552	689	77	70	43	115	34	93	51	184	22
		%	6.16%	0.93%	0.10%	0.09%	0.06%	0.16%	0.05%	0.13%	0.07%	0.25%	2.98%
INTERNATIONAL BOUNDARY & WATER COMMISSION, US & MEXICO	246	#	14	1	0	0	0	0	0	0	1	0	0
		%	5.69%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.41%	0.00%	0.00%
INTERNATIONAL BOUNDARY COMMISSION: US & CANADA	11	#	1	0	0	0	0	0	0	0	0	0	0
		%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL JOINT COMMISSION: US AND CANADA	18	#	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%
INTERNATIONAL TRADE COMMISSION	376	#	26	2	0	0	0	0	0	1	0	1	0
		%	6.91%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%	0.00%
JAPAN-US. FRIENDSHIP COMMISSION	12	#	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%
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	6	#	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%
JUSTICE, DEPARTMENT OF THE	108,340	#	3,315	408	41	71	28	63	28	92	11	63	11
		%	3.06%	0.38%	0.04%	0.07%	0.03%	0.06%	0.03%	0.08%	0.01%	0.06%	1.02%
LABOR, DEPARTMENT OF THE	15,373	#	923	188	34	32	12	34	12	20	6	36	2
		%	6.00%	1.22%	0.22%	0.21%	0.08%	0.22%	0.08%	0.13%	0.04%	0.23%	1.30%
MARINE MAMMAL COMMISSION	21	#	2	1	0	0	0	0	0	0	1	0	0
		%	9.52%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	0.00%
MERIT SYSTEMS PROTECTION BOARD	214	#	7	1	0	0	0	0	0	1	0	0	0
		%	3.27%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.47%	0.00%	0.00%	0.00%
MILLENNIUM CHALLENGE CORPORATION	302	#	6	0	0	0	0	0	0	0	0	0	0
		%	1.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

TABLE A-6b

FY 2008 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	45	#	2	0	0	0	0	0	0	0	0	0	0
		%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,562	#	933	173	24	26	14	36	22	18	2	26	5
		%	5.03%	0.93%	0.13%	0.14%	0.08%	0.19%	0.12%	0.10%	0.01%	0.14%	2.69%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,139	#	161	43	9	1	0	3	0	3	17	10	0
		%	5.13%	1.37%	0.29%	0.03%	0.00%	0.10%	0.00%	0.10%	0.54%	0.32%	0.00%
NATIONAL CAPITAL PLANNING COMMISSION	48	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL COUNCIL ON DISABILITY	24	#	3	0	3	0	0	0	0	0	0	0	0
		%	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	946	#	50	2	0	0	0	0	0	1	0	1	0
		%	5.29%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.11%	0.00%
NATIONAL ENDOWMENT FOR THE ARTS	177	#	9	2	0	0	1	0	0	0	0	1	0
		%	5.08%	1.13%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%	0.56%	0.00%
NATIONAL ENDOWMENT FOR THE HUMANITIES	182	#	18	2	1	0	0	0	0	0	0	1	0
		%	9.89%	1.10%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.55%	0.00%
NATIONAL GALLERY OF ART	818	#	42	6	0	1	0	1	0	2	0	1	1
		%	5.13%	0.73%	0.00%	0.12%	0.00%	0.12%	0.00%	0.24%	0.00%	0.12%	12.22%
NATIONAL LABOR RELATIONS BOARD	1,643	#	54	12	0	0	1	4	2	1	1	3	0
		%	3.29%	0.73%	0.00%	0.00%	0.06%	0.24%	0.12%	0.06%	0.06%	0.18%	0.00%
NATIONAL MEDIATION BOARD	48	#	1	0	0	0	0	0	0	0	0	0	0
		%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL SCIENCE FOUNDATION	1,410	#	88	13	3	1	0	4	1	0	0	4	0
		%	6.24%	0.92%	0.21%	0.07%	0.00%	0.28%	0.07%	0.00%	0.00%	0.28%	0.00%
NATIONAL SECURITY COUNCIL	59	#	2	0	0	0	0	0	0	0	0	0	0
		%	3.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL TRANSPORTATION SAFETY BOARD	402	#	18	4	1	0	0	2	0	0	0	1	0
		%	4.48%	1.00%	0.25%	0.00%	0.00%	0.50%	0.00%	0.00%	0.00%	0.25%	0.00%
NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF	45	#	11	2	0	1	0	0	0	0	0	1	0
		%	24.44%	4.44%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	2.22%	0.00%
NUCLEAR REGULATORY COMMISSION	4,080	#	245	35	4	6	2	7	0	3	1	11	1
		%	6.00%	0.86%	0.10%	0.15%	0.05%	0.17%	0.00%	0.07%	0.02%	0.27%	2.45%
NUCLEAR WASTE TECHNICAL REVIEW BOARD	23	#	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%
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	55	#	4	2	0	0	0	1	0	0	0	0	1
		%	7.27%	3.64%	0.00%	0.00%	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%	181.82%
OFFICE OF ADMINISTRATION	220	#	8	3	1	0	0	0	0	0	0	2	0
		%	3.64%	1.36%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.91%	0.00%
OFFICE OF GOVERNMENT ETHICS, US	77	#	4	0	0	0	0	0	0	0	0	0	0
		%	5.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF MANAGEMENT AND BUDGET	493	#	6	0	0	0	0	0	0	0	0	0	0
		%	1.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF NATIONAL DRUG CONTROL POLICY	97	#	3	1	0	0	1	0	0	0	0	0	0
		%	3.09%	1.03%	0.00%	0.00%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF PERSONNEL MANAGEMENT	5,855	#	382	36	5	2	3	7	3	3	4	9	0
		%	6.52%	0.61%	0.09%	0.03%	0.05%	0.12%	0.05%	0.05%	0.07%	0.15%	0.00%
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	32	#	1	0	0	0	0	0	0	0	0	0	0
		%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF SPECIAL COUNSEL, US	104	#	8	1	0	0	0	1	0	0	0	0	0
		%	7.69%	0.96%	0.00%	0.00%	0.00%	0.96%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF U. S. TRADE REPRESENTATIVE	225	#	5	0	0	0	0	0	0	0	0	0	0
		%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION	205	#	14	1	0	1	0	0	0	0	0	0	0
		%	6.83%	0.49%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
PEACE CORPS OF THE UNITED STATES	826	#	22	3	0	0	1	1	0	0	0	1	0
		%	2.66%	0.36%	0.00%	0.00%	0.12%	0.12%	0.00%	0.00%	0.00%	0.12%	0.00%
PENSION BENEFIT GUARANTY CORPORATION	893	#	54	14	4	1	0	1	0	4	1	3	0
		%	6.05%	1.57%	0.45%	0.11%	0.00%	0.11%	0.00%	0.45%	0.11%	0.34%	0.00%

TABLE A-6b

FY 2008 AGENCY PARTICIPATION OF INDIVIDUALS WITH DISABILITIES BY TARGETED DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH REPORTABLE DISABILITIES	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
PRESIDIO TRUST	334	#	12	1	0	0	0	0	0	0	0	1	0
		%	3.59%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.30%	0.00%
RAILROAD RETIREMENT BOARD	965	#	90	10	1	2	0	0	0	2	0	5	0
		%	9.33%	1.04%	0.10%	0.21%	0.00%	0.00%	0.00%	0.21%	0.00%	0.52%	0.00%
SECURITIES AND EXCHANGE COMMISSION, US	3,631	#	167	42	10	5	2	4	2	7	3	8	1
		%	4.60%	1.16%	0.28%	0.14%	0.06%	0.11%	0.06%	0.19%	0.08%	0.22%	2.75%
SELECTIVE SERVICE SYSTEM	181	#	14	2	1	0	0	1	0	0	0	0	0
		%	7.73%	1.10%	0.55%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%
SMALL BUSINESS ADMINISTRATION	4,829	#	316	31	1	7	1	7	2	4	1	6	2
		%	6.54%	0.64%	0.02%	0.14%	0.02%	0.14%	0.04%	0.08%	0.02%	0.12%	4.14%
SMITHSONIAN INSTITUTION	4,041	#	190	37	6	8	1	3	0	8	1	10	0
		%	4.70%	0.92%	0.15%	0.20%	0.02%	0.07%	0.00%	0.20%	0.02%	0.25%	0.00%
SOCIAL SECURITY ADMINISTRATION	63,990	#	4,726	1,289	182	318	70	212	141	110	60	158	38
		%	7.39%	2.01%	0.28%	0.50%	0.11%	0.33%	0.22%	0.17%	0.09%	0.25%	5.94%
STATE, DEPARTMENT OF THE	24,714	#	1,428	84	14	13	7	17	1	11	4	15	2
		%	5.78%	0.34%	0.06%	0.05%	0.03%	0.07%	0.00%	0.04%	0.02%	0.06%	0.01%
TENNESSEE VALLEY AUTHORITY	11,584	#	705	54	3	4	4	15	2	8	1	11	6
		%	6.09%	0.47%	0.03%	0.03%	0.03%	0.13%	0.02%	0.07%	0.01%	0.09%	5.18%
TRADE AND DEVELOPMENT AGENCY	46	#	3	1	0	1	0	0	0	0	0	0	0
		%	6.52%	2.17%	0.00%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TRANSPORTATION, DEPARTMENT OF THE	55,388	#	2,445	315	42	31	20	69	28	39	2	75	9
		%	4.41%	0.57%	0.08%	0.06%	0.04%	0.12%	0.05%	0.07%	0.00%	0.14%	1.62%
TREASURY, DEPARTMENT OF THE	105,541	#	8,740	1,827	292	458	61	258	101	226	51	329	51
		%	8.28%	1.73%	0.28%	0.43%	0.06%	0.24%	0.10%	0.21%	0.05%	0.31%	4.83%
UNITED STATES POSTAL SERVICE	762,931	#	41,451	5,854	1,890	111	312	136	61	774	434	2,054	82
		%	5.43%	0.77%	0.25%	0.01%	0.04%	0.02%	0.01%	0.10%	0.06%	0.27%	1.07%
UNITED STATES TAX COURT	210	#	3	2	1	0	0	1	0	0	0	0	0
		%	1.43%	0.95%	0.48%	0.00%	0.00%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	16	#	1	0	0	0	0	0	0	0	0	0	0
		%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
VALLES CALDERA TRUST	46	#	2	1	0	0	0	0	0	0	0	1	0
		%	4.35%	2.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.17%	0.00%
VETERANS' AFFAIRS, DEPARTMENT OF	278,926	#	22,235	3,985	351	476	212	370	158	524	298	1,513	83
		%	7.97%	1.43%	0.13%	0.17%	0.08%	0.13%	0.06%	0.19%	0.11%	0.54%	2.98%
VIETNAM EDUCATION FOUNDATION	9	#	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%

*Includes September 30, 2008 agency data as reported in CPDF plus AAFES, Department of State, FERC, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding.

Table A-6c

FY 2008 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS*														
AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities		Disabilities										
	Force	#	%	#	%									&/OR Spine
Agriculture, Department of	104,837	5,703	5.44	893	0.85	119	81	55	171	77	111	58	197	24
Second Level Reporting Components:														
Agricultural Marketing Service	4,435	221	4.98	31	0.70	4	7	0	1	6	4	1	8	0
Agricultural Research Service	8,942	500	5.59	87	0.97	9	3	3	14	7	11	13	23	4
Animal and Plant Health Inspection Service	8,646	572	6.62	62	0.72	6	4	1	12	3	8	3	23	2
Farm Service Agency	5,362	330	6.15	64	1.19	6	6	5	16	8	11	3	8	1
Food and Nutrition Service	1,302	108	8.29	28	2.15	4	4	0	3	3	0	6	7	1
Food Safety and Inspection Service	10,023	719	7.17	98	0.98	8	12	9	14	0	15	4	36	0
Forest Service	40,479	1,613	3.98	255	0.63	25	19	24	64	31	29	13	43	7
National Agricultural Statistics Service	1,069	58	5.43	5	0.47	0	0	0	1	0	0	0	4	0
Natural Resources Conservation Service	11,596	713	6.15	114	0.98	18	11	8	21	11	13	5	23	4
Office of Chief Financial Officer	1,215	101	8.31	24	1.98	14	1	2	3	1	1	0	0	2
Rural Development	5,985	449	7.50	58	0.97	16	6	2	9	3	12	2	7	1
Commerce, Department of	42,661	2,444	5.73	337	0.79	46	40	5	41	15	56	27	97	10
Second Level Reporting Components:														
Bureau of the Census	13,482	1,272	9.43	147	1.09	18	9	1	15	5	28	10	57	4
International Trade Administration	1,530	55	3.59	6	0.39	1	2	0	2	0	0	0	1	0
National Institute of Standards & Technology	2,962	139	4.69	23	0.78	1	3	2	1	2	2	6	3	3
National Oceanic & Atmospheric Administration	12,685	519	4.09	77	0.61	15	16	2	9	5	9	6	14	1
Patent and Trademark Office	9,520	350	3.68	63	0.66	7	8	0	8	2	16	3	18	1
Defense, Department of	722,838	44,387	6.14	5,894	0.82	901	495	356	955	352	934	546	1,132	223
Second Level Reporting Components:														
Air Force, Department of the	153,779	7,617	4.95	953	0.62	110	89	61	174	64	168	63	185	39
Army, Department of the	256,670	16,411	6.39	1,714	0.67	244	138	117	331	106	282	77	350	69
Army and Air Force Exchange Service	35,277	3,114	8.83	706	2.00	57	56	15	49	29	90	192	194	24
Defense Commissary Agency	15,131	924	6.11	124	0.82	21	11	4	15	3	24	13	29	4
Defense Contract Audit Agency	4,171	260	6.23	39	0.94	4	5	4	12	0	4	1	9	0
Defense Contract Management Agency	9,377	730	7.79	120	1.28	18	11	8	24	14	21	2	19	3
Defense Education Activity	15,140	420	2.77	37	0.24	1	3	4	7	2	14	0	6	0
Defense Finance & Accounting Service	11,932	1,327	11.12	243	2.04	85	18	13	37	15	25	8	37	5
Defense Human Resources Activity	904	64	7.08	4	0.44	2	1	0	1	0	0	0	0	0
Defense Information Systems Agency	5,661	407	7.19	55	0.97	10	6	3	10	5	10	3	5	3
Defense Logistics Agency	23,017	1,815	7.89	409	1.78	111	30	24	59	20	53	44	53	15
Defense Threat Reduction Agency	1,198	116	9.68	9	0.75	1	2	0	2	0	0	2	2	0
Defense Security Service	577	41	7.11	6	1.04	0	1	0	2	0	1	0	2	0
Navy, Department of the	180,017	10,576	5.88	1,398	0.78	219	114	98	218	91	231	133	234	60
Office of Inspector General	1,516	101	6.66	17	1.12	2	4	2	5	0	1	1	2	0
Office of the Secretary/Wash.Hqtrs. Service	8,471	464	5.48	60	0.71	16	6	3	9	3	10	7	5	1

Table A-6c

FY 2008 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS*														
AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities		Disabilities										
	Force	#	%	#	%									&/OR Spine
Health and Human Services	75,655	3,562	4.71	596	0.79	79	74	22	96	34	83	64	130	14
Second Level Reporting Components:														
Administration for Children and Families	1,292	76	5.88	14	1.08	1	3	0	3	1	3	1	2	0
Centers for Disease Control and Prevention	8,626	502	5.82	80	0.93	5	8	5	20	9	15	4	12	2
Centers for Medicare & Medicaid Services	4,418	365	8.26	74	1.67	7	13	3	9	9	9	1	20	3
Food and Drug Administration	12,096	483	3.99	94	0.78	16	10	5	12	1	12	10	27	1
Health Resources and Services Administration	1,474	84	5.70	10	0.68	0	2	0	5	1	0	0	2	0
Indian Health Service	13,403	572	4.27	44	0.33	0	11	2	4	1	8	2	15	1
National Institutes of Health	18,626	807	4.33	186	1.00	47	14	6	22	6	19	37	30	5
Program Support Center	1,127	78	6.92	22	1.95	2	1	0	3	1	4	5	6	0
Homeland Security, Department of	176,627	6,330	3.58	692	0.39	74	111	30	78	42	120	36	188	13
Second Level Reporting Components:														
Bureau of Citizenship and Immigration Services	10,447	559	5.35	98	0.94	17	19	3	8	8	12	3	25	3
Bureau of Customs & Border Protection	52,097	942	1.81	161	0.31	23	11	6	17	12	24	29	36	3
Bureau of Immigrations and Customs Enforcement	17,924	389	2.17	40	0.22	2	4	4	10	6	6	2	5	1
Dept. of Homeland Security Headquarters	1,804	107	5.93	13	0.72	2	4	2	1	2	0	1	1	0
Federal Emergency Management Agency	16,256	1,023	6.29	85	0.52	3	22	2	16	3	8	0	26	4
Federal Law Enforcement Training Center	1,163	105	9.03	8	0.69	3	1	0	0	2	0	0	2	0
Transportation Security Administration	61,035	2,518	4.13	215	0.35	4	45	8	19	2	59	0	77	1
United States Coast Guard	7,787	546	7.01	53	0.68	16	5	3	3	6	6	0	14	0
United States Secret Service	6,579	65	0.99	16	0.24	4	0	1	3	1	3	1	2	1
Interior, Department of the	73,891	4,552	6.16	689	0.93	77	70	43	115	34	93	51	184	22
Second Level Reporting Components:														
Bureau of Indian Affairs	9,136	349	3.82	33	0.36	0	12	3	6	2	4	0	5	1
Bureau of Land Management	11,413	636	5.57	98	0.86	10	9	13	11	4	10	10	28	3
Bureau of Reclamation	5,430	730	13.44	79	1.45	7	3	5	14	6	11	4	26	3
Fish and Wildlife Service	9,342	540	5.78	92	0.98	12	4	5	23	6	7	1	31	3
Geological Survey	8,875	462	5.21	87	0.98	13	6	5	15	4	15	8	18	3
Minerals Management Service	1,643	99	6.03	13	0.79	3	0	1	4	0	2	0	2	1
National Park Service	23,964	1,465	6.11	250	1.04	27	28	9	34	11	43	27	63	8
Ofc of Surface Mining Reclamation & Enforcement	523	49	9.37	6	1.15	0	0	0	2	1	0	0	3	0
Justice, Department of	108,340	3,315	3.06	408	0.38	41	71	28	63	28	92	11	63	11
Second Level Reporting Components:														
Bureau of Alcohol, Tobacco, Firearms, Explosives	4,999	98	1.96	16	0.32	1	0	3	4	1	6	0	1	0
Drug Enforcement Administration	9,085	120	1.32	22	0.24	5	2	3	3	2	3	2	2	0
Executive Office of the U.S. Attorneys	11,666	379	3.25	53	0.45	6	5	4	12	9	7	2	8	0
Federal Bureau of Investigation	31,122	1,027	3.30	144	0.46	18	29	11	20	4	38	0	18	6
Federal Bureau of Prisons	36,052	1,196	3.32	90	0.25	0	21	4	7	4	27	1	21	5
U.S. Marshals Service	4,771	112	2.35	10	0.21	0	1	2	1	2	2	0	2	0

Table A-6c

FY 2008 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS*														
AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities		Disabilities										
	Force	#	%	#	%									&/OR Spine
Labor, Department of	15,373	923	6.00	188	1.22	34	32	12	34	12	20	6	36	2
Second Level Reporting Components:														
Bureau of Labor Statistics	2,354	97	4.12	19	0.81	6	2	2	0	0	4	0	5	0
Employment Standards Administration	3,980	282	7.09	53	1.33	11	9	2	6	6	4	3	11	1
Employment and Training Administration	937	62	6.62	9	0.96	2	2	0	2	0	2	1	0	0
Mine Safety & Health Administration	2,321	103	4.44	18	0.78	7	2	2	0	2	1	1	3	0
Occupational Safety & Health Administration	2,087	122	5.85	18	0.86	1	2	0	5	2	2	0	6	0
Transportation, Department of	55,388	2,445	4.41	315	0.57	42	31	20	69	28	39	2	75	9
Second Level Reporting Components:														
Federal Aviation Administration	46,385	1,867	4.03	207	0.45	21	17	15	43	19	32	2	53	5
Federal Highway Administration	2,867	177	6.17	32	1.12	7	5	3	4	2	3	0	7	1
Federal Motor Carrier Safety Administration	1,051	71	6.76	12	1.14	1	2	0	3	1	1	0	2	2
Treasury, Department of the	105,541	8,740	8.28	1,827	1.73	292	458	61	258	101	226	51	329	51
Second Level Reporting Components:														
Bureau of Engraving and Printing	2,030	95	4.68	13	0.64	3	1	0	2	1	0	1	3	2
Bureau of Public Debt	2,010	150	7.46	21	1.04	4	1	1	3	3	4	0	5	0
Departmental Offices	1,476	54	3.66	4	0.27	2	1	1	0	0	0	0	0	0
Financial Management Service	1,953	134	6.86	30	1.54	7	4	3	3	1	3	4	3	2
Internal Revenue Service	90,311	7,891	8.74	1,702	1.88	268	441	55	243	94	210	38	306	47
Office of the Comptroller of the Currency	3,106	116	3.73	12	0.39	4	3	0	0	0	1	1	3	0
Office of Thrift Supervision	1,067	45	4.22	7	0.66	0	0	0	3	0	2	0	2	0
U.S. Mint	1,846	178	9.64	23	1.25	3	0	1	4	0	3	7	5	0
U.S. Postal Service	762,931	41,451	5.43	5,854	0.77	1,890	111	312	136	61	774	434	2,054	82
Second Level Reporting Components:**														
Headquarters	13,514	497	3.68	72	0.53	18	1	4	4	2	6	5	30	2
Capital Metro	53,573	3,308	6.17	438	0.82	185	5	28	12	4	38	24	129	13
Eastern Area	78,260	3,747	4.79	698	0.89	274	14	38	11	4	95	56	198	8
Great Lakes Area	83,778	3,917	4.68	758	0.90	277	17	23	24	4	86	83	214	30
New York Metro Area	60,418	2,876	4.76	466	0.77	149	6	11	11	5	64	59	160	1
Northeast Area	52,349	2,019	3.86	389	0.74	83	6	32	13	5	84	18	142	6
Pacific Area	76,040	3,488	4.59	473	0.62	138	12	29	13	5	56	82	132	6
Southeast Area	77,496	5,758	7.43	648	0.84	208	9	48	15	13	89	30	230	6
Southwest Area	65,940	5,915	8.97	471	0.71	142	15	39	9	2	67	17	179	1
Western Area	100,237	6,734	6.72	1,060	1.06	359	11	50	17	11	133	58	412	9

Table A-6c

FY 2008 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS*														
AGENCY	Total	Reportable		Targeted		Deafness	Blindness	Missing	Partial	Complete	Convulsive	Mental	Mental	Distortion
	Work	Disabilities		Disabilites										
	Force	#	%	#	%									&/OR Spine
Veterans Affairs, Department of	278,926	22,235	7.97	3,985	1.43	351	476	212	370	158	524	298	1,513	83
Second Level Reporting Components:														
Deputy Asst Secretary For Info and Technology	6,865	716	10.43	114	1.66	19	14	6	15	8	21	0	27	4
National Cemetery Administration	1,549	143	9.23	28	1.81	0	4	2	1	0	6	2	13	0
Veterans Benefits Administration	16,013	2,377	14.84	375	2.34	59	24	25	48	19	48	7	138	7
Veterans Health Administration	251,392	18,723	7.45	3,425	1.36	268	426	177	300	129	444	288	1,324	69
*Includes September 30, 2008 agency data as reported in CPDF, by AAFES and USPS. Percentages may not add to 100% due to rounding.														
** Only permanent employees are reported by USPS for its Second Level Reporting Components.														

TABLE A-6d
FIVE YEAR DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)*

SCHEDULE AND RELATED GRADES	FY	ALL		REPORTABLE DISABILITIES		TARGETED DISABILITIES		Deafness		Blindness		Missing Extremities		Partial Paralysis		Complete Paralysis		Convulsive Disorders		Mental Retardation		Mental Illness		Distortion of Limb &/or Spine	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GSR 1-6	2004	277,373	18,670	6.73	5,732	2.07	1,096	0.40	577	0.21	206	0.07	801	0.29	297	0.11	761	0.27	659	0.24	1,181	0.43	154	0.06	
	2005	267,541	18,206	6.80	5,421	2.03	1,015	0.38	548	0.20	193	0.07	744	0.28	277	0.10	695	0.26	621	0.23	1,181	0.44	147	0.05	
	2006	257,195	22,664	8.81	5,021	1.95	913	0.35	533	0.21	177	0.07	688	0.27	245	0.10	630	0.24	576	0.22	1,129	0.44	130	0.05	
	2007	246,790	21,741	8.81	4,771	1.93	849	0.34	487	0.20	162	0.07	645	0.26	231	0.09	585	0.24	533	0.22	1,161	0.47	118	0.05	
	2008	254,041	21,760	8.57	4,671	1.84	815	0.32	485	0.19	163	0.06	612	0.24	226	0.09	538	0.21	507	0.20	1,221	0.48	104	0.04	
GSR 7-11	2004	547,366	28,759	5.25	5,629	1.03	681	0.12	982	0.18	362	0.07	1,023	0.19	432	0.08	875	0.16	75	0.01	1,006	0.18	193	0.04	
	2005	552,037	28,822	5.22	5,531	1.00	681	0.12	937	0.17	355	0.06	1,006	0.18	406	0.07	870	0.16	74	0.01	1,015	0.18	187	0.03	
	2006	551,522	34,249	6.21	5,435	0.99	681	0.12	894	0.16	348	0.06	944	0.17	403	0.07	852	0.15	77	0.01	1,040	0.19	196	0.04	
	2007	512,593	31,951	6.23	5,229	1.02	680	0.13	885	0.17	308	0.06	855	0.17	387	0.08	791	0.15	74	0.01	1,062	0.21	187	0.04	
	2008	506,460	31,420	6.20	5,187	1.02	676	0.13	888	0.18	298	0.06	814	0.16	367	0.07	773	0.15	76	0.02	1,113	0.22	182	0.04	
GSR12-13	2004	432,842	19,868	4.59	3,164	0.73	310	0.07	487	0.11	272	0.06	675	0.16	316	0.07	479	0.11	8	0.00	527	0.12	90	0.02	
	2005	438,581	20,099	4.58	3,170	0.72	324	0.07	493	0.11	258	0.06	667	0.15	306	0.07	477	0.11	8	0.00	539	0.12	98	0.02	
	2006	440,646	23,327	5.29	3,107	0.71	327	0.07	490	0.11	241	0.05	659	0.15	289	0.07	466	0.11	7	0.00	535	0.12	93	0.02	
	2007	401,294	21,109	5.26	2,893	0.72	318	0.08	448	0.11	234	0.06	596	0.15	261	0.07	422	0.11	5	0.00	516	0.13	93	0.02	
	2008	383,570	20,016	5.22	2,753	0.72	324	0.08	434	0.11	214	0.06	546	0.14	248	0.06	392	0.10	4	0.00	504	0.13	87	0.02	
GSR 14-15	2004	160,919	5,903	3.67	841	0.52	27	0.02	136	0.08	73	0.05	195	0.12	87	0.05	147	0.09	1	0.00	155	0.10	20	0.01	
	2005	167,340	6,132	3.66	850	0.51	27	0.02	137	0.08	70	0.04	196	0.12	84	0.05	147	0.09	1	0.00	166	0.10	22	0.01	
	2006	166,981	6,951	4.16	844	0.51	28	0.02	134	0.08	63	0.04	190	0.11	88	0.05	149	0.09	1	0.00	173	0.10	18	0.01	
	2007	161,655	6,450	3.99	807	0.50	28	0.02	130	0.08	56	0.03	182	0.11	79	0.05	135	0.08	1	0.00	178	0.11	19	0.01	
	2008	153,795	6,507	4.23	819	0.53	29	0.02	128	0.08	63	0.04	176	0.11	82	0.05	136	0.09	2	0.00	184	0.12	19	0.01	
TOTAL GS GRADES	2004	1,418,500	73,200	5.16	15,366	1.08	2,114	0.15	2,182	0.15	913	0.06	2,694	0.19	1,132	0.08	2,262	0.16	743	0.05	2,869	0.20	457	0.03	
	2005	1,425,499	73,259	5.14	14,972	1.05	2,047	0.14	2,115	0.15	876	0.06	2,613	0.18	1,073	0.08	2,189	0.15	704	0.05	2,901	0.20	454	0.03	
	2006	1,416,901	87,191	6.15	14,407	1.02	1,949	0.14	2,051	0.14	829	0.06	2,481	0.18	1,025	0.07	2,097	0.15	661	0.05	2,877	0.20	437	0.03	
	2007	1,322,332	81,251	6.14	13,700	1.04	1,875	0.14	1,950	0.15	760	0.06	2,278	0.17	958	0.07	1,933	0.15	613	0.05	2,917	0.22	417	0.03	
	2008	1,297,866	79,703	6.14	13,430	1.03	1,844	0.14	1,935	0.15	738	0.06	2,148	0.17	923	0.07	1,839	0.14	589	0.05	3,022	0.23	392	0.03	

*Includes September 30, 2008 agency data as reported in CPDF, Department of State and FERC. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** The numbers for 2002 - 2005 include totals for Native Hawaiian/Other Pacific Islanders.

*** Separate data first became available in 2006.

Table B-1 FY 2008 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	3	3	11.54%	0	0	0.00%
Agency for International Development	2,549	29	28	1.10%	13	12	0.47%
American Battle Monuments Commission	70	1	1	1.43%	1	1	1.43%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	42	0	0	0.00%	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,765	78	73	4.14%	31	30	1.70%
Central Intelligence Agency *	0	47	47	0.00%	22	22	0.00%
Chemical Safety and Hazard Investigation Board	38	0	0	0.00%	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	52	3	3	5.77%	1	1	1.92%
Committee for Purchase from People Who Are Blind or Severely Disabled	26	1	1	3.85%	0	0	0.00%
Commodity Futures Trading Commission	483	80	46	9.52%	3	3	0.62%
Consumer Product Safety Commission	437	5	5	1.14%	1	1	0.23%
Corporation for National and Community Service	561	12	12	2.14%	6	6	1.07%
Court Services and Offender Supervision Agency for the District of Columbia	1,196	11	11	0.92%	12	12	1.00%
Defense Army and Air Force Exchange	35,277	396	376	1.07%	103	97	0.27%
Defense Commissary Agency	15,714	87	80	0.51%	66	63	0.40%
Defense Contract Audit Agency	4,216	37	33	0.78%	18	15	0.36%
Defense Contract Management Agency	9,385	61	53	0.56%	37	33	0.35%
Defense Finance and Accounting Service	12,033	118	107	0.89%	57	52	0.43%

Table B-1 FY 2008 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Defense Human Resources Activity	912	6	6	0.66%	4	4	0.44%
Defense Information Systems Agency	5,408	39	37	0.68%	14	14	0.26%
Defense Intelligence Agency *	0	48	48	0.00%	38	35	0.00%
Defense Logistics Agency	25,240	214	196	0.78%	95	89	0.35%
Defense National Geospatial-Intelligence Agency *	0	35	35	0.00%	16	14	0.00%
Defense National Guard Bureau	58,685	180	180	0.31%	36	34	0.06%
Defense National Security Agency *	0	71	66	0.00%	27	25	0.00%
Defense Nuclear Facilities Safety Board	94	1	1	1.06%	1	1	1.06%
Defense Office of the Inspector General	1,523	3	3	0.20%	3	3	0.20%
Defense Office of the Secretary/Wash. Hqtrs. Services	4,831	49	43	0.89%	39	35	0.72%
Defense Security Service	582	3	3	0.52%	3	3	0.52%
Defense Technical Information Center	283	0	0	0.00%	0	0	0.00%
Defense Threat Reduction Agency	1,137	10	10	0.88%	7	6	0.53%
Defense Uniformed Services University	705	2	2	0.28%	1	1	0.14%
Department of Agriculture	107,493	1,029	923	0.86%	508	395	0.37%
Department of Commerce	43,808	304	291	0.66%	167	160	0.37%
Department of Defense Education Activity	15,354	89	85	0.55%	31	31	0.20%
Department of Education	4,344	86	77	1.77%	45	41	0.94%
Department of Energy	13,784	98	94	0.68%	47	43	0.31%
Department of Health and Human Services	75,294	672	634	0.84%	379	351	0.47%
Department of Homeland Security	179,643	2,064	1,990	1.11%	1,145	1,099	0.61%
Department of Housing and Urban Development	8,613	149	122	1.42%	98	87	1.01%
Department of Justice	110,774	1,410	1,244	1.12%	687	650	0.59%
Department of Labor	15,405	177	156	1.01%	133	114	0.74%
Department of State	21,135	191	189	0.89%	106	102	0.48%
Department of the Air Force	157,388	1,026	936	0.59%	452	418	0.27%
Department of the Army	245,341	2,313	2,142	0.87%	1,216	1,142	0.47%
Department of the Interior	77,958	497	480	0.62%	280	267	0.34%
Department of the Navy	225,231	1,276	1,214	0.54%	670	630	0.28%

Table B-1 FY 2008 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Department of the Treasury	119,633	844	775	0.65%	481	454	0.38%
Department of Transportation	55,451	625	580	1.05%	374	351	0.63%
Department of Veterans Affairs	277,361	3,993	3,658	1.32%	2,111	1,953	0.70%
Environmental Protection Agency	16,381	118	101	0.62%	73	72	0.44%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	2,208	52	48	2.17%	37	36	1.63%
Export-Import Bank of the US	361	0	0	0.00%	0	0	0.00%
Farm Credit Administration	264	4	4	1.52%	1	1	0.38%
Farm Credit System Insurance Corporation	10	0	0	0.00%	0	0	0.00%
Federal Communications Commission	1,817	9	9	0.50%	5	5	0.28%
Federal Deposit Insurance Corporation	5,028	20	19	0.38%	9	9	0.18%
Federal Election Commission	364	7	6	1.65%	4	3	0.82%
Federal Energy Regulatory Commission	1,315	7	7	0.53%	0	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	136	3	3	2.21%	0	0	0.00%
Federal Labor Relations Authority	125	5	5	4.00%	4	4	3.20%
Federal Maritime Commission	119	20	20	16.81%	1	1	0.84%
Federal Mediation and Conciliation Service	250	3	3	1.20%	3	2	0.80%
Federal Mine Safety and Health Review Commission	44	0	0	0.00%	0	0	0.00%
Federal Reserve System--Board of Governors	1,945	46	46	2.37%	4	3	0.15%
Federal Retirement Thrift Investment Board	75	0	0	0.00%	0	0	0.00%

Table B-1 FY 2008 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Federal Trade Commission	1,126	25	24	2.13%	1	1	0.09%
General Services Administration	12,000	148	138	1.15%	93	89	0.74%
Government Printing Office	2,392	88	74	3.09%	45	40	1.67%
Harry S. Truman Scholarship Foundation	4	0	0	0.00%	0	0	0.00%
Holocaust Memorial Museum U.S.	388	1	1	0.26%	1	1	0.26%
Institute of Museum and Library Services	91	0	0	0.00%	1	1	1.10%
Inter-American Foundation	42	0	0	0.00%	0	0	0.00%
International Boundary and Water Commission	248	2	2	0.81%	0	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	375	3	3	0.80%	1	1	0.27%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0.00%	0	0	0.00%
John F. Kennedy Center for the Performing Arts	1,200	2	2	0.17%	1	1	0.08%
Marine Mammal Commission	12	0	0	0.00%	0	0	0.00%
Merit Systems Protection Board	216	9	8	3.70%	4	3	1.39%
Millennium Challenge Corporation	301	0	0	0.00%	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,779	96	88	0.47%	56	50	0.27%
National Archives and Records Administration	3,212	24	24	0.75%	10	10	0.31%
National Capital Planning Commission	48	0	0	0.00%	0	0	0.00%
National Council on Disability	9	0	0	0.00%	0	0	0.00%
National Credit Union Administration	950	4	4	0.42%	4	4	0.42%
National Endowment for the Arts	166	53	28	16.87%	0	0	0.00%
National Endowment for the Humanities	183	0	0	0.00%	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	838	4	3	0.36%	3	2	0.24%
National Labor Relations Board	1,655	19	19	1.15%	9	9	0.54%

Table B-1 FY 2008 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
National Mediation Board	50	2	2	4.00%	0	0	0.00%
National Reconnaissance Office *	0	11	9	0.00%	6	5	0.00%
National Science Foundation	1,579	6	6	0.38%	3	3	0.19%
National Transportation Safety Board	402	3	3	0.75%	1	1	0.25%
Navajo and Hopi Indian Relocation Commission	45	0	0	0.00%	0	0	0.00%
Nuclear Regulatory Commission	3,857	23	22	0.57%	13	13	0.34%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	55	0	0	0.00%	0	0	0.00%
Office of Government Ethics	77	1	1	1.30%	0	0	0.00%
Office of Personnel Management	5,878	53	50	0.85%	36	34	0.58%
Office of Special Counsel	91	0	0	0.00%	0	0	0.00%
Office of the Director of National Intelligence *	0	134	134	0.00%	1	1	0.00%
Overseas Private Investment Corporation	198	0	0	0.00%	0	0	0.00%
Peace Corps	823	3	2	0.24%	3	2	0.24%
Pension Benefit Guaranty Corporation	889	35	29	3.26%	24	18	2.02%
Postal Regulatory Commission	58	0	0	0.00%	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	967	1	1	0.10%	1	1	0.10%
Securities and Exchange Commission	3,637	19	18	0.49%	11	10	0.27%
Selective Service System	188	3	3	1.60%	2	2	1.06%
Small Business Administration	5,213	55	55	1.06%	40	39	0.75%
Smithsonian Institution	6,162	29	28	0.45%	11	11	0.18%
Social Security Administration	64,063	884	783	1.22%	466	421	0.66%
Tennessee Valley Authority	11,550	83	74	0.64%	46	46	0.40%
Trade and Development Agency	46	0	0	0.00%	0	0	0.00%
U.S. Postal Service	759,453	18,307	16,481	2.17%	6,133	5,684	0.75%
U.S. Tax Court	241	1	1	0.41%	0	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-1 FY 2008 Total Work Force, Counselings, and Complaints

Agency or Department	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,689,394	36,509	33,349	1.24%	15,627	14,495	0.54%
Midsize Agencies Subtotal	145,054	1,486	1,336	0.92%	830	771	0.53%
Small Agencies Subtotal	41,926	891	793	1.89%	291	269	0.64%
Micro Agencies Subtotal	1,109	12	12	1.08%	4	4	0.36%
Government-Wide	2,877,483	38,898	35,490	1.23%	16,752	15,539	0.54%

NRF = No Report Filed

* Total work force numbers do not include employees not reported for national security reasons.

Table B-2 FY 2008 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings (excluding remands)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	3	3	1	1	1	3	100.00%
Agency for International Development	29	29	18	6	4	28	96.55%
American Battle Monuments Commission	1	1	0	1	0	1	100.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	78	78	75	3	0	78	100.00%
Central Intelligence Agency	47	47	18	22	7	47	100.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	3	3	1	0	2	3	100.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	1	0	0	1	100.00%
Commodity Futures Trading Commission	80	80	77	0	3	80	100.00%
Consumer Product Safety Commission	5	5	4	0	1	5	100.00%
Corporation for National and Community Service	12	12	2	6	0	8	66.67%
Court Services and Offender Supervision Agency for the District of Columbia	11	11	3	7	0	10	90.91%
Defense Army and Air Force Exchange	396	396	206	32	43	281	70.96%
Defense Commissary Agency	87	87	49	0	14	63	72.41%
Defense Contract Audit Agency	37	37	14	12	3	29	78.38%
Defense Contract Management Agency	61	61	13	0	11	24	39.34%
Defense Finance and Accounting Service	118	118	76	11	29	116	98.31%
Defense Human Resources Activity	6	6	1	3	2	6	100.00%
Defense Information Systems Agency	39	39	17	13	9	39	100.00%
Defense Intelligence Agency	48	48	11	11	7	29	60.42%

Table B-2 FY 2008 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings (excluding remands)
Defense Logistics Agency	214	214	81	17	35	133	62.15%
Defense National Geospatial-Intelligence Agency	35	35	8	8	12	28	80.00%
Defense National Guard Bureau	180	180	161	9	5	175	97.22%
Defense National Security Agency	71	71	7	47	9	63	88.73%
Defense Nuclear Facilities Safety Board	1	1	1	0	0	1	100.00%
Defense Office of the Inspector General	3	3	3	0	0	3	100.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	49	49	26	20	1	47	95.92%
Defense Security Service	3	3	3	0	0	3	100.00%
Defense Technical Information Center	0	0	0	0	0	0	0.00%
Defense Threat Reduction Agency	10	10	10	0	0	10	100.00%
Defense Uniformed Services University	2	2	2	0	0	2	100.00%
Department of Agriculture	1,029	1,029	322	336	232	890	86.49%
Department of Commerce	304	304	135	69	16	220	72.37%
Department of Defense Education Activity	89	89	61	7	13	81	91.01%
Department of Education	86	86	53	22	9	84	97.67%
Department of Energy	98	97	37	9	15	61	62.89%
Department of Health and Human Services	672	672	232	115	108	455	67.71%
Department of Homeland Security	2,064	2,062	470	397	630	1,497	72.60%
Department of Housing and Urban Development	149	149	78	9	56	143	95.97%
Department of Justice	1,410	1,408	907	251	44	1,202	85.37%
Department of Labor	177	177	86	70	21	177	100.00%
Department of State	191	191	68	26	27	121	63.35%
Department of the Air Force	1,026	1,025	353	206	310	869	84.78%
Department of the Army	2,313	2,312	1,417	208	290	1,915	82.83%
Department of the Interior	497	497	143	125	62	330	66.40%
Department of the Navy	1,276	1,275	411	296	263	970	76.08%
Department of the Treasury	844	843	348	174	273	795	94.31%
Department of Transportation	625	625	391	78	121	590	94.40%
Department of Veterans Affairs	3,993	3,993	2,149	123	1,565	3,837	96.09%
Environmental Protection Agency	118	114	54	5	6	65	57.02%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-2 FY 2008 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings (excluding remands)
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	52	52	25	12	10	47	90.38%
Export-Import Bank of the US	0	0	0	0	0	0	0.00%
Farm Credit Administration	4	4	3	0	0	3	75.00%
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0.00%
Federal Communications Commission	9	9	9	0	0	9	100.00%
Federal Deposit Insurance Corporation	20	20	10	1	9	20	100.00%
Federal Election Commission	7	7	3	4	0	7	100.00%
Federal Energy Regulatory Commission	7	7	7	0	0	7	100.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	3	3	3	0	0	3	100.00%
Federal Labor Relations Authority	5	5	3	2	0	5	100.00%
Federal Maritime Commission	20	20	19	1	0	20	100.00%
Federal Mediation and Conciliation Service	3	3	0	0	3	3	100.00%
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0.00%
Federal Reserve System--Board of Governors	46	46	46	0	0	46	100.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0.00%
Federal Trade Commission	25	25	22	3	0	25	100.00%
General Services Administration	148	148	42	59	36	137	92.57%
Government Printing Office	88	88	62	19	6	87	98.86%
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0.00%
Holocaust Memorial Museum U.S.	1	1	1	0	0	1	100.00%
Institute of Museum and Library Services	0	0	0	0	0	0	0.00%
Inter-American Foundation	0	0	0	0	0	0	0.00%

Table B-2 FY 2008 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings (excluding remands)
International Boundary and Water Commission	2	2	0	2	0	2	100.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	3	3	3	0	0	3	100.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	2	2	2	0	0	2	100.00%
Marine Mammal Commission	0	0	0	0	0	0	0.00%
Merit Systems Protection Board	9	9	4	5	0	9	100.00%
Millennium Challenge Corporation	0	0	0	0	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	96	96	42	34	11	87	90.63%
National Archives and Records Administration	24	24	6	6	2	14	58.33%
National Capital Planning Commission	0	0	0	0	0	0	0.00%
National Council on Disability	0	0	0	0	0	0	0.00%
National Credit Union Administration	4	4	1	2	1	4	100.00%
National Endowment for the Arts	53	53	53	0	0	53	100.00%
National Endowment for the Humanities	0	0	0	0	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	4	1	2	0	3	75.00%
National Labor Relations Board	19	19	7	9	1	17	89.47%
National Mediation Board	2	2	0	2	0	2	100.00%
National Reconnaissance Office	11	11	3	8	0	11	100.00%
National Science Foundation	6	6	3	1	2	6	100.00%
National Transportation Safety Board	3	3	0	2	0	2	66.67%
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0.00%
Nuclear Regulatory Commission	23	23	16	1	6	23	100.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0.00%
Office of Government Ethics	1	1	1	0	0	1	100.00%

Table B-2 FY 2008 All Timely Completed Counselings

Agency or Department	Total Number Completed / Ended Counselings	Total Number Completed / Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings (excluding remands)
Office of Personnel Management	53	53	35	18	0	53	100.00%
Office of Special Counsel	0	0	0	0	0	0	0.00%
Office of the Director of National Intelligence	134	134	134	0	0	134	100.00%
Overseas Private Investment Corporation	0	0	0	0	0	0	0.00%
Peace Corps	3	3	2	1	0	3	100.00%
Pension Benefit Guaranty Corporation	35	35	3	23	8	34	97.14%
Postal Regulatory Commission	0	0	0	0	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	1	0	1	0	1	100.00%
Securities and Exchange Commission	19	19	5	7	2	14	73.68%
Selective Service System	3	3	3	0	0	3	100.00%
Small Business Administration	55	55	26	7	13	46	83.64%
Smithsonian Institution	29	29	23	1	5	29	100.00%
Social Security Administration	884	884	202	290	129	621	70.25%
Tennessee Valley Authority	83	83	59	8	16	83	100.00%
Trade and Development Agency	0	0	0	0	0	0	0.00%
U.S. Postal Service	18,307	18,282	3,181	2,328	12,631	18,140	99.22%
U.S. Tax Court	1	1	1	0	0	1	100.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	36,509	36,475	11,530	5,032	16,866	33,428	91.65%
Midsized Agencies Subtotal	1,486	1,482	493	423	225	1,141	76.99%
Small Agencies Subtotal	891	891	647	155	56	858	96.30%
Micro Agencies Subtotal	12	12	5	4	3	12	100.00%
Government-Wide	38,898	38,860	12,675	5,614	17,150	35,439	91.20%

NRF = No Report Filed

Table B-3 FY 2008 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed / Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	3	3	100.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
Agency for International Development	29	0	0.00%	15	51.72%	15	51.72%	13	44.83%	1	3.45%
American Battle Monuments Commission	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	78	2	2.56%	45	57.69%	47	60.26%	31	39.74%	0	0.00%
Central Intelligence Agency	47	0	0.00%	21	44.68%	21	44.68%	25	53.19%	1	2.13%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	3	1	33.33%	1	33.33%	2	66.67%	1	33.33%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	80	3	3.75%	74	92.50%	77	96.25%	3	3.75%	0	0.00%
Consumer Product Safety Commission	5	0	0.00%	4	80.00%	4	80.00%	1	20.00%	0	0.00%
Corporation for National and Community Service	12	0	0.00%	5	41.67%	5	41.67%	5	41.67%	2	16.67%
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%
Defense Army and Air Force Exchange	396	48	12.12%	245	61.87%	293	73.99%	103	26.01%	0	0.00%
Defense Commissary Agency	87	9	10.34%	19	21.84%	28	32.18%	58	66.67%	1	1.15%
Defense Contract Audit Agency	37	7	18.92%	12	32.43%	19	51.35%	18	48.65%	0	0.00%
Defense Contract Management Agency	61	4	6.56%	19	31.15%	23	37.70%	34	55.74%	4	6.56%
Defense Finance and Accounting Service	118	19	16.10%	42	35.59%	61	51.69%	51	43.22%	6	5.08%
Defense Human Resources Activity	6	1	16.67%	1	16.67%	2	33.33%	4	66.67%	0	0.00%
Defense Information Systems Agency	39	0	0.00%	8	20.51%	8	20.51%	26	66.67%	5	12.82%
Defense Intelligence Agency	48	8	16.67%	2	4.17%	10	20.83%	38	79.17%	0	0.00%
Defense Logistics Agency	214	33	15.42%	76	35.51%	109	50.93%	94	43.93%	11	5.14%
Defense National Geospatial-Intelligence Agency	35	5	14.29%	9	25.71%	14	40.00%	16	45.71%	5	14.29%
Defense National Guard Bureau	180	63	35.00%	92	51.11%	155	86.11%	23	12.78%	2	1.11%
Defense National Security Agency	71	0	0.00%	44	61.97%	44	61.97%	27	38.03%	0	0.00%
Defense Nuclear Facilities Safety Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Defense Office of the Inspector General	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	49	1	2.04%	7	14.29%	8	16.33%	39	79.59%	2	4.08%
Defense Security Service	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%

Table B-3 FY 2008 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed / Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	10	0	0.00%	3	30.00%	3	30.00%	7	70.00%	0	0.00%
Defense Uniformed Services University	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
Department of Agriculture	1,029	114	11.08%	394	38.29%	508	49.37%	497	48.30%	24	2.33%
Department of Commerce	304	10	3.29%	116	38.16%	126	41.45%	167	54.93%	11	3.62%
Department of Defense Education Activity	89	7	7.87%	50	56.18%	57	64.04%	31	34.83%	1	1.12%
Department of Education	86	3	3.49%	37	43.02%	40	46.51%	45	52.33%	1	1.16%
Department of Energy	98	14	14.29%	38	38.78%	52	53.06%	44	44.90%	2	2.04%
Department of Health and Human Services	672	37	5.51%	258	38.39%	295	43.90%	359	53.42%	18	2.68%
Department of Homeland Security	2,064	112	5.43%	596	28.88%	708	34.30%	1,074	52.03%	282	13.66%
Department of Housing and Urban Development	149	9	6.04%	40	26.85%	49	32.89%	98	65.77%	2	1.34%
Department of Justice	1,410	69	4.89%	596	42.27%	665	47.16%	681	48.30%	64	4.54%
Department of Labor	177	4	2.26%	29	16.38%	33	18.64%	141	79.66%	3	1.69%
Department of State	191	9	4.71%	29	15.18%	38	19.90%	102	53.40%	51	26.70%
Department of the Air Force	1,026	213	20.76%	351	34.21%	564	54.97%	440	42.88%	22	2.14%
Department of the Army	2,313	262	11.33%	809	34.98%	1,071	46.30%	1,184	51.19%	58	2.51%
Department of the Interior	497	55	11.07%	150	30.18%	205	41.25%	273	54.93%	19	3.82%
Department of the Navy	1,276	131	10.27%	458	35.89%	589	46.16%	670	52.51%	17	1.33%
Department of the Treasury	844	157	18.60%	235	27.84%	392	46.45%	428	50.71%	24	2.84%
Department of Transportation	625	39	6.24%	215	34.40%	254	40.64%	358	57.28%	13	2.08%
Department of Veterans Affairs	3,993	275	6.89%	1,489	37.29%	1,764	44.18%	2,111	52.87%	118	2.96%
Environmental Protection Agency	118	2	1.69%	37	31.36%	39	33.05%	76	64.41%	3	2.54%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	52	3	5.77%	13	25.00%	16	30.77%	34	65.38%	2	3.85%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	4	0	0.00%	4	100.00%	4	100.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	9	0	0.00%	4	44.44%	4	44.44%	5	55.56%	0	0.00%
Federal Deposit Insurance Corporation	20	2	10.00%	7	35.00%	9	45.00%	9	45.00%	2	10.00%
Federal Election Commission	7	0	0.00%	2	28.57%	2	28.57%	4	57.14%	1	14.29%
Federal Energy Regulatory Commission	7	0	0.00%	7	100.00%	7	100.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-3 FY 2008 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed / Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Federal Housing Finance Board	3	2	66.67%	1	33.33%	3	100.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	5	0	0.00%	1	20.00%	1	20.00%	4	80.00%	0	0.00%
Federal Maritime Commission	20	0	0.00%	19	95.00%	19	95.00%	1	5.00%	0	0.00%
Federal Mediation and Conciliation Service	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	46	0	0.00%	42	91.30%	42	91.30%	4	8.70%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	25	6	24.00%	16	64.00%	22	88.00%	1	4.00%	2	8.00%
General Services Administration	148	15	10.14%	42	28.38%	57	38.51%	90	60.81%	1	0.68%
Government Printing Office	88	1	1.14%	15	17.05%	16	18.18%	45	51.14%	27	30.68%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	2	0	0.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	3	0	0.00%	2	66.67%	2	66.67%	1	33.33%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	9	0	0.00%	5	55.56%	5	55.56%	4	44.44%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	96	19	19.79%	17	17.71%	36	37.50%	56	58.33%	4	4.17%
National Archives and Records Administration	24	6	25.00%	7	29.17%	13	54.17%	9	37.50%	2	8.33%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	4	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%
National Endowment for the Arts	53	51	96.23%	2	3.77%	53	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	0	0.00%	1	25.00%	1	25.00%	3	75.00%	0	0.00%
National Labor Relations Board	19	4	21.05%	6	31.58%	10	52.63%	9	47.37%	0	0.00%
National Mediation Board	2	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
National Reconnaissance Office	11	1	9.09%	4	36.36%	5	45.45%	6	54.55%	0	0.00%
National Science Foundation	6	0	0.00%	3	50.00%	3	50.00%	3	50.00%	0	0.00%
National Transportation Safety Board	3	0	0.00%	2	66.67%	2	66.67%	1	33.33%	0	0.00%

Table B-3 FY 2008 Outcomes of All Pre-Complaint Closures

Agency or Department	Number Completed / Ended Counselings	Number Completed/ Ended by Settlements	% Settlements	Number Completed/ Ended by Withdrawals/No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Completed/ Ended by Resolution	% Resolutions	Number Completed/ Ended by Filing Complaint	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	23	5	21.74%	5	21.74%	10	43.48%	13	56.52%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	1	1	100.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Office of Personnel Management	53	0	0.00%	16	30.19%	16	30.19%	36	67.92%	1	1.89%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	134	108	80.60%	25	18.66%	133	99.25%	1	0.75%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Pension Benefit Guaranty Corporation	35	6	17.14%	1	2.86%	7	20.00%	24	68.57%	4	11.43%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Securities and Exchange Commission	19	2	10.53%	7	36.84%	9	47.37%	10	52.63%	0	0.00%
Selective Service System	3	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%
Small Business Administration	55	3	5.45%	14	25.45%	17	30.91%	37	67.27%	1	1.82%
Smithsonian Institution	29	0	0.00%	16	55.17%	16	55.17%	11	37.93%	2	6.90%
Social Security Administration	884	92	10.41%	329	37.22%	421	47.62%	448	50.68%	15	1.70%
Tennessee Valley Authority	83	12	14.46%	9	10.84%	21	25.30%	46	55.42%	16	19.28%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	18,307	5,504	30.07%	6,538	35.71%	12,042	65.78%	5,921	32.34%	344	1.88%
U.S. Tax Court	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	36,509	7,222	19.78%	13,008	35.63%	20,230	55.41%	15,169	41.55%	1,110	3.04%
Midsize Agencies Subtotal	1,486	145	9.76%	487	32.77%	632	42.53%	809	54.44%	45	3.03%
Small Agencies Subtotal	891	200	22.45%	362	40.63%	562	63.08%	285	31.99%	44	4.94%
Micro Agencies Subtotal	12	6	50.00%	1	8.33%	7	58.33%	3	25.00%	2	16.67%
Government-Wide	38,898	7,573	19.47%	13,858	35.63%	21,431	55.10%	16,266	41.82%	1,201	3.09%

NRF = No Report Filed

Table B-4 FY 2008 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Number Offers Rejected by Agency (Includes Management Officials)	Total Completed / Ended Counselings Accepted/Participated in ADR Program	% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	3	1	33.33%	0	0	1	33.33%
Agency for International Development	29	3	10.34%	0	0	3	10.34%
American Battle Monuments Commission	1	0	0.00%	0	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	78	78	100.00%	72	0	6	7.69%
Central Intelligence Agency	47	47	100.00%	41	0	6	12.77%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	3	3	100.00%	1	0	2	66.67%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	100.00%	0	0	1	100.00%
Commodity Futures Trading Commission	80	7	8.75%	4	0	3	3.75%
Consumer Product Safety Commission	5	3	60.00%	0	1	2	40.00%
Corporation for National and Community Service	12	11	91.67%	10	0	1	8.33%
Court Services and Offender Supervision Agency for the District of Columbia	11	4	36.36%	4	0	0	0.00%
Defense Army and Air Force Exchange	396	396	100.00%	321	0	75	18.94%
Defense Commissary Agency	87	39	44.83%	12	1	26	29.89%
Defense Contract Audit Agency	37	11	29.73%	0	0	11	29.73%
Defense Contract Management Agency	61	24	39.34%	10	0	14	22.95%
Defense Finance and Accounting Service	118	49	41.53%	17	1	31	26.27%
Defense Human Resources Activity	6	6	100.00%	4	0	2	33.33%

Table B-4 FY 2008 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Number Offers Rejected by Agency (Includes Management Officials)	Total Completed / Ended Counselings Accepted/Participated in ADR Program	% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)
Defense Information Systems Agency	39	33	84.62%	33	0	0	0.00%
Defense Intelligence Agency	48	48	100.00%	39	1	8	16.67%
Defense Logistics Agency	214	119	55.61%	51	6	62	28.97%
Defense National Geospatial-Intelligence Agency	35	35	100.00%	11	9	15	42.86%
Defense National Guard Bureau	180	31	17.22%	0	0	31	17.22%
Defense National Security Agency	71	61	85.92%	51	1	9	12.68%
Defense Nuclear Facilities Safety Board	1	1	100.00%	1	0	0	0.00%
Defense Office of the Inspector General	3	0	0.00%	0	0	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	49	49	100.00%	47	0	2	4.08%
Defense Security Service	3	3	100.00%	1	2	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0	0	0.00%
Defense Threat Reduction Agency	10	10	100.00%	10	0	0	0.00%
Defense Uniformed Services University	2	0	0.00%	0	0	0	0.00%
Department of Agriculture	1,029	930	90.38%	624	24	282	27.41%
Department of Commerce	304	131	43.09%	93	8	30	9.87%
Department of Defense Education Activity	89	87	97.75%	65	4	18	20.22%
Department of Education	86	83	96.51%	51	23	9	10.47%
Department of Energy	98	60	61.22%	39	1	20	20.41%
Department of Health and Human Services	672	592	88.10%	436	10	146	21.73%
Department of Homeland Security	2,064	1,033	50.05%	252	89	692	33.53%
Department of Housing and Urban Development	149	59	39.60%	0	0	59	39.60%
Department of Justice	1,410	1,345	95.39%	1,222	33	90	6.38%
Department of Labor	177	167	94.35%	145	18	4	2.26%
Department of State	191	164	85.86%	124	4	36	18.85%
Department of the Air Force	1,026	723	70.47%	271	30	422	41.13%
Department of the Army	2,313	1,075	46.48%	567	0	508	21.96%
Department of the Interior	497	341	68.61%	228	11	102	20.52%
Department of the Navy	1,276	1,210	94.83%	563	297	350	27.43%
Department of the Treasury	844	820	97.16%	361	87	372	44.08%
Department of Transportation	625	549	87.84%	197	227	125	20.00%

Table B-4 FY 2008 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Number Offers Rejected by Agency (Includes Management Officials)	Total Completed / Ended Counselings Accepted/Participated in ADR Program	% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)
Department of Veterans Affairs	3,993	2,964	74.23%	1,172	37	1,755	43.95%
Environmental Protection Agency	118	57	48.31%	41	5	11	9.32%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	52	50	96.15%	30	2	18	34.62%
Export-Import Bank of the US	0	0	0.00%	0	0	0	0.00%
Farm Credit Administration	4	4	100.00%	4	0	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0	0	0.00%
Federal Communications Commission	9	0	0.00%	0	0	0	0.00%
Federal Deposit Insurance Corporation	20	18	90.00%	10	0	8	40.00%
Federal Election Commission	7	7	100.00%	7	0	0	0.00%
Federal Energy Regulatory Commission	7	0	0.00%	0	0	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	3	0	0.00%	0	0	0	0.00%
Federal Labor Relations Authority	5	4	80.00%	4	0	0	0.00%
Federal Maritime Commission	20	1	5.00%	1	0	0	0.00%
Federal Mediation and Conciliation Service	3	0	0.00%	0	0	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0	0	0.00%
Federal Reserve System--Board of Governors	46	46	100.00%	45	0	1	2.17%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0	0.00%
Federal Trade Commission	25	25	100.00%	19	0	6	24.00%
General Services Administration	148	121	81.76%	68	8	45	30.41%
Government Printing Office	88	88	100.00%	85	0	3	3.41%

Table B-4 FY 2008 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Number Offers Rejected by Agency (Includes Management Officials)	Total Completed / Ended Counselings Accepted/Participated in ADR Program	% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0	0	0.00%
Holocaust Memorial Museum U.S.	1	0	0.00%	0	0	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0	0	0.00%
International Boundary and Water Commission	2	2	100.00%	2	0	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	3	3	100.00%	1	0	2	66.67%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0	0	0.00%
Merit Systems Protection Board	9	7	77.78%	7	0	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	96	65	67.71%	34	0	31	32.29%
National Archives and Records Administration	24	5	20.83%	0	1	4	16.67%
National Capital Planning Commission	0	0	0.00%	0	0	0	0.00%
National Council on Disability	0	0	0.00%	0	0	0	0.00%
National Credit Union Administration	4	4	100.00%	3	0	1	25.00%
National Endowment for the Arts	53	0	0.00%	0	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	4	100.00%	4	0	0	0.00%
National Labor Relations Board	19	19	100.00%	18	0	1	5.26%
National Mediation Board	2	0	0.00%	0	0	0	0.00%
National Reconnaissance Office	11	11	100.00%	11	0	0	0.00%
National Science Foundation	6	5	83.33%	3	0	2	33.33%
National Transportation Safety Board	3	0	0.00%	0	0	0	0.00%

Table B-4 FY 2008 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Number Offers Rejected by Agency (Includes Management Officials)	Total Completed / Ended Counselings Accepted/Participated in ADR Program	% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0	0	0.00%
Nuclear Regulatory Commission	23	23	100.00%	11	3	9	39.13%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0	0	0.00%
Office of Government Ethics	1	0	0.00%	0	0	0	0.00%
Office of Personnel Management	53	0	0.00%	0	0	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0	0	0.00%
Office of the Director of National Intelligence	134	1	0.75%	0	1	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0	0	0.00%
Peace Corps	3	0	0.00%	0	0	0	0.00%
Pension Benefit Guaranty Corporation	35	23	65.71%	15	0	8	22.86%
Postal Regulatory Commission	0	0	0.00%	0	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	0	0.00%	0	0	0	0.00%
Securities and Exchange Commission	19	19	100.00%	15	2	2	10.53%
Selective Service System	3	0	0.00%	0	0	0	0.00%
Small Business Administration	55	34	61.82%	16	3	15	27.27%
Smithsonian Institution	29	29	100.00%	19	0	10	34.48%
Social Security Administration	884	713	80.66%	400	120	193	21.83%
Tennessee Valley Authority	83	16	19.28%	0	10	6	7.23%
Trade and Development Agency	0	0	0.00%	0	0	0	0.00%
U.S. Postal Service	18,307	16,797	91.75%	2,697	540	13,560	74.07%
U.S. Tax Court	1	0	0.00%	0	0	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-4 FY 2008 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency or Department	Number Completed / Ended Counselings	Number Completed / Ended Counselings Offered ADR	% Completed / Ended Counselings Offered ADR (Offer Rate)	Number Offers Rejected by Individual	Number Offers Rejected by Agency (Includes Management Officials)	Total Completed / Ended Counselings Accepted/Participated in ADR Program	% Completed / Ended Counselings Accepted into ADR Program (Participation Rate)
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	36,509	30,044	82.29%	9,714	1,464	18,866	51.67%
Midsized Agencies Subtotal	1,486	1,053	70.86%	588	146	319	21.47%
Small Agencies Subtotal	891	504	56.57%	416	10	78	8.75%
Micro Agencies Subtotal	12	6	50.00%	2	0	4	33.33%
Government-Wide	38,898	31,607	81.26%	10,720	1,620	19,267	49.53%

NRF = No Report Filed

Table B-5 FY 2008 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	1	1	100.00%	0	0.00%	1	100.00%
Agency for International Development	3	0	0.00%	2	66.67%	2	66.67%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	6	0	0.00%	6	100.00%	6	100.00%
Central Intelligence Agency	6	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	1	50.00%	1	50.00%	2	100.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	100.00%	0	0.00%	1	100.00%
Commodity Futures Trading Commission	3	3	100.00%	0	0.00%	3	100.00%
Consumer Product Safety Commission	2	0	0.00%	2	100.00%	2	100.00%
Corporation for National and Community Service	1	0	0.00%	1	100.00%	1	100.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	75	21	28.00%	34	45.33%	55	73.33%
Defense Commissary Agency	26	4	15.38%	4	15.38%	8	30.77%
Defense Contract Audit Agency	11	6	54.55%	4	36.36%	10	90.91%
Defense Contract Management Agency	14	4	28.57%	0	0.00%	4	28.57%
Defense Finance and Accounting Service	31	13	41.94%	8	25.81%	21	67.74%
Defense Human Resources Activity	2	1	50.00%	0	0.00%	1	50.00%

Table B-5 FY 2008 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	8	8	100.00%	0	0.00%	8	100.00%
Defense Logistics Agency	62	30	48.39%	18	29.03%	48	77.42%
Defense National Geospatial-Intelligence Agency	15	5	33.33%	2	13.33%	7	46.67%
Defense National Guard Bureau	31	31	100.00%	0	0.00%	31	100.00%
Defense National Security Agency	9	0	0.00%	2	22.22%	2	22.22%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	2	1	50.00%	0	0.00%	1	50.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	282	66	23.40%	81	28.72%	147	52.13%
Department of Commerce	30	4	13.33%	10	33.33%	14	46.67%
Department of Defense Education Activity	18	2	11.11%	7	38.89%	9	50.00%
Department of Education	9	3	33.33%	3	33.33%	6	66.67%
Department of Energy	20	7	35.00%	2	10.00%	9	45.00%
Department of Health and Human Services	146	17	11.64%	18	12.33%	35	23.97%
Department of Homeland Security	692	90	13.01%	193	27.89%	283	40.90%
Department of Housing and Urban Development	59	8	13.56%	32	54.24%	40	67.80%
Department of Justice	90	21	23.33%	35	38.89%	56	62.22%
Department of Labor	4	4	100.00%	0	0.00%	4	100.00%
Department of State	36	2	5.56%	17	47.22%	19	52.78%
Department of the Air Force	422	182	43.13%	62	14.69%	244	57.82%
Department of the Army	508	178	35.04%	153	30.12%	331	65.16%
Department of the Interior	102	35	34.31%	20	19.61%	55	53.92%
Department of the Navy	350	92	26.29%	136	38.86%	228	65.14%
Department of the Treasury	372	104	27.96%	87	23.39%	191	51.34%

Table B-5 FY 2008 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Department of Transportation	125	33	26.40%	31	24.80%	64	51.20%
Department of Veterans Affairs	1,755	208	11.85%	354	20.17%	562	32.02%
Environmental Protection Agency	11	1	9.09%	1	9.09%	2	18.18%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	18	2	11.11%	2	11.11%	4	22.22%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	8	2	25.00%	2	25.00%	4	50.00%
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	1	0	0.00%	1	100.00%	1	100.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%

Table B-5 FY 2008 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Federal Trade Commission	6	6	100.00%	0	0.00%	6	100.00%
General Services Administration	45	10	22.22%	15	33.33%	25	55.56%
Government Printing Office	3	0	0.00%	1	33.33%	1	33.33%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	2	0	0.00%	2	100.00%	2	100.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	31	9	29.03%	5	16.13%	14	45.16%
National Archives and Records Administration	4	2	50.00%	1	25.00%	3	75.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	1	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	1	1	100.00%	0	0.00%	1	100.00%

Table B-5 FY 2008 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
National Mediation Board	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	2	0	0.00%	2	100.00%	2	100.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	9	5	55.56%	0	0.00%	5	55.56%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	8	2	25.00%	1	12.50%	3	37.50%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	2	1	50.00%	0	0.00%	1	50.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	15	1	6.67%	0	0.00%	1	6.67%
Smithsonian Institution	10	0	0.00%	7	70.00%	7	70.00%
Social Security Administration	193	67	34.72%	15	7.77%	82	42.49%
Tennessee Valley Authority	6	3	50.00%	1	16.67%	4	66.67%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	13,560	4,686	34.56%	5,467	40.32%	10,153	74.87%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-5 FY 2008 ADR Pre-Complaint Resolutions (Informal Phase)

Agency or Department	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	18,866	5,866	31.09%	6,780	35.94%	12,646	67.03%
Midsized Agencies Subtotal	319	93	29.15%	46	14.42%	139	43.57%
Small Agencies Subtotal	78	22	28.21%	21	26.92%	43	55.13%
Micro Agencies Subtotal	4	3	75.00%	1	25.00%	4	100.00%
Government-Wide	19,267	5,984	31.06%	6,848	35.54%	12,832	66.60%

NRF = No Report Filed

Table B-6 FY 2008 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	3	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Agency for International Development	29	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
American Battle Monuments Commission	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	78	2	0	0.00%	2	100.00%	\$22,300.00	\$11,150.00	\$11,150.00
Central Intelligence Agency	47	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	3	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	1	100.00%	1	100.00%	\$5,000.00	\$5,000.00	\$5,000.00
Commodity Futures Trading Commission	80	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Consumer Product Safety Commission	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Corporation for National and Community Service	12	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Court Services and Offender Supervision Agency for the District of Columbia	11	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Army and Air Force Exchange	396	48	47	97.92%	2	4.17%	\$11,000.00	\$229.17	\$5,500.00
Defense Commissary Agency	87	9	9	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Contract Audit Agency	37	7	7	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Contract Management Agency	61	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Finance and Accounting Service	118	19	17	89.47%	5	26.32%	\$6,300.00	\$331.58	\$1,260.00
Defense Human Resources Activity	6	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Information Systems Agency	39	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Intelligence Agency	48	8	8	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Logistics Agency	214	33	31	93.94%	2	6.06%	\$366.40	\$11.10	\$183.20
Defense National Geospatial-Intelligence Agency	35	5	5	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00

Table B-6 FY 2008 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
Defense National Guard Bureau	180	63	61	96.83%	2	3.17%	\$16,048.80	\$254.74	\$8,024.40
Defense National Security Agency	71	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Nuclear Facilities Safety Board	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Inspector General	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	49	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Security Service	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Technical Information Center	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Threat Reduction Agency	10	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Uniformed Services University	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Agriculture	1,029	114	105	92.11%	23	20.18%	\$1,667,949.84	\$14,631.14	\$72,519.56
Department of Commerce	304	10	10	100.00%	1	10.00%	\$14,400.00	\$1,440.00	\$14,400.00
Department of Defense Education Activity	89	7	7	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Education	86	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Energy	98	14	8	57.14%	6	42.86%	\$122,150.00	\$8,725.00	\$20,358.33
Department of Health and Human Services	672	37	36	97.30%	4	10.81%	\$9,283.50	\$250.91	\$2,320.88
Department of Homeland Security	2,064	112	101	90.18%	23	20.54%	\$108,070.90	\$964.92	\$4,698.73
Department of Housing and Urban Development	149	9	6	66.67%	3	33.33%	\$233,215.31	\$25,912.81	\$77,738.44
Department of Justice	1,410	69	69	100.00%	1	1.45%	\$3,500.00	\$50.72	\$3,500.00
Department of Labor	177	4	4	100.00%	2	50.00%	\$9,900.00	\$2,475.00	\$4,950.00
Department of State	191	9	9	100.00%	1	11.11%	\$1,011.37	\$112.37	\$1,011.37
Department of the Air Force	1,026	213	209	98.12%	22	10.33%	\$137,606.55	\$646.04	\$6,254.84
Department of the Army	2,313	262	255	97.33%	20	7.63%	\$128,314.57	\$489.75	\$6,415.73
Department of the Interior	497	55	53	96.36%	8	14.55%	\$74,590.20	\$1,356.19	\$9,323.78
Department of the Navy	1,276	131	126	96.18%	13	9.92%	\$196,663.00	\$1,501.24	\$15,127.92
Department of the Treasury	844	157	156	99.36%	8	5.10%	\$49,050.00	\$312.42	\$6,131.25
Department of Transportation	625	39	39	100.00%	4	10.26%	\$30,678.57	\$786.63	\$7,669.64
Department of Veterans Affairs	3,993	275	275	100.00%	33	12.00%	\$371,883.51	\$1,352.30	\$11,269.20
Environmental Protection Agency	118	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-6 FY 2008 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	52	3	3	100.00%	1	33.33%	\$25,000.00	\$8,333.33	\$25,000.00
Export-Import Bank of the US	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Farm Credit Administration	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Communications Commission	9	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Deposit Insurance Corporation	20	2	1	50.00%	1	50.00%	\$1.00	\$0.50	\$1.00
Federal Election Commission	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Energy Regulatory Commission	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	3	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Labor Relations Authority	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Maritime Commission	20	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Mediation and Conciliation Service	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Reserve System--Board of Governors	46	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Trade Commission	25	6	6	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
General Services Administration	148	15	13	86.67%	3	20.00%	\$2,917.18	\$194.48	\$972.39
Government Printing Office	88	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Institute of Museum and Library Services	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Inter-American Foundation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Boundary and Water Commission	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-6 FY 2008 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
Japan-United States Friendship Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Marine Mammal Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Merit Systems Protection Board	9	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Millennium Challenge Corporation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	96	19	18	94.74%	3	15.79%	\$8,500.00	\$447.37	\$2,833.33
National Archives and Records Administration	24	6	6	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Capital Planning Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Council on Disability	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Credit Union Administration	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Endowment for the Arts	53	51	51	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Labor Relations Board	19	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Mediation Board	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Reconnaissance Office	11	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Science Foundation	6	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Transportation Safety Board	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Nuclear Regulatory Commission	23	5	3	60.00%	2	40.00%	\$5,000.00	\$1,000.00	\$2,500.00
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Government Ethics	1	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Personnel Management	53	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of Special Counsel	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Office of the Director of National Intelligence	134	108	108	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Peace Corps	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	35	6	6	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00

Table B-6 FY 2008 Benefits Provided in All Pre-Complaint Settlements

Agency or Department	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed/ Ended Counselings with Non-Monetary Benefits	% Completed/ Ended Counselings with Non-Monetary Benefits	Number Completed/ Ended Counselings with Monetary Benefits	% Completed/ Ended Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Ave Monetary Benefits Per Settlements With Monetary Benefits
Postal Regulatory Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Securities and Exchange Commission	19	2	2	100.00%	1	50.00%	\$3,948.00	\$1,974.00	\$3,948.00
Selective Service System	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Small Business Administration	55	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Smithsonian Institution	29	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Social Security Administration	884	92	92	100.00%	3	3.26%	\$7,420.80	\$80.66	\$2,473.60
Tennessee Valley Authority	83	12	12	100.00%	3	25.00%	\$52,235.00	\$4,352.92	\$17,411.67
Trade and Development Agency	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
U.S. Postal Service	18,307	5,504	5,203	94.53%	456	8.28%	\$703,467.35	\$127.81	\$1,542.69
U.S. Tax Court	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	36,509	7,222	6,865	95.06%	639	8.85%	\$3,895,449.87	\$539.39	\$6,096.17
Midsize Agencies Subtotal	1,486	145	141	97.24%	13	8.97%	\$71,073.98	\$490.17	\$5,467.23
Small Agencies Subtotal	891	200	196	98.00%	6	3.00%	\$56,248.00	\$281.24	\$9,374.67
Micro Agencies Subtotal	12	6	6	100.00%	1	16.67%	\$5,000.00	\$833.33	\$5,000.00
Government-Wide	38,898	7,573	7,208	95.18%	659	8.70%	\$4,027,771.85	\$531.86	\$6,111.95

NRF = No Report Filed

Table B-7 FY 2008 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date Complaint Filed / Remanded Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	3	3	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Agency for International Development	29	28	96.55%	4	3	75.00%	244.75	15	442.13	4	0	0.00%	499.5	820.75
American Battle Monuments Commission	1	1	100.00%	1	1	100.00%	153	1	108	0	0	0.00%	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	78	78	100.00%	20	20	100.00%	134.9	20	270.55	1	1	100.00%	58	240
Central Intelligence Agency	47	47	100.00%	13	12	92.31%	227.62	13	387.54	6	6	100.00%	56.5	346.33
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	3	3	100.00%	2	2	100.00%	156.5	1	227	1	1	100.00%	60	227
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	100.00%	0	0	0.00%	0	1	159	0	0	0.00%	0	0
Commodity Futures Trading Commission	80	80	100.00%	2	2	100.00%	123.5	1	217	1	0	0.00%	62	217
Consumer Product Safety Commission	5	5	100.00%	2	2	100.00%	139	2	408.5	0	0	0.00%	0	0
Corporation for National and Community Service	12	8	66.67%	4	4	100.00%	138.25	1	253	1	1	100.00%	60	253
Court Services and Offender Supervision Agency for the District of Columbia	11	10	90.91%	14	1	7.14%	423.57	4	210	3	0	0.00%	127.33	127.33
Defense Army and Air Force Exchange	396	281	70.96%	51	15	29.41%	209.76	122	301.18	25	20	80.00%	60.72	377.04
Defense Commissary Agency	87	63	72.41%	47	28	59.57%	194.96	75	258.45	13	12	92.31%	32.23	299.92
Defense Contract Audit Agency	37	29	78.38%	12	12	100.00%	196	17	436.53	2	2	100.00%	23.5	533.5
Defense Contract Management Agency	61	24	39.34%	8	3	37.50%	239.38	20	325.6	3	0	0.00%	297.67	674.67
Defense Finance and Accounting Service	118	116	98.31%	40	30	75.00%	173.95	82	239.3	24	17	70.83%	47.96	308.75
Defense Human Resources Activity	6	6	100.00%	1	1	100.00%	92	3	408.33	0	0	0.00%	0	0
Defense Information Systems Agency	39	39	100.00%	3	2	66.67%	208.33	2	31	0	0	0.00%	0	0
Defense Intelligence Agency	48	29	60.42%	17	5	29.41%	326.82	30	477.97	9	0	0.00%	113.33	421.33
Defense Logistics Agency	214	133	62.15%	47	10	21.28%	239.85	128	563.69	42	7	16.67%	287.45	727.74
Defense National Geospatial-Intelligence Agency	35	28	80.00%	7	6	85.71%	200.71	14	302.79	3	0	0.00%	217.33	106.33
Defense National Guard Bureau	180	175	97.22%	8	2	25.00%	275	53	333.66	4	1	25.00%	360.25	449.25
Defense National Security Agency	71	63	88.73%	21	15	71.43%	290.81	22	560.14	6	2	33.33%	125.83	519
Defense Nuclear Facilities Safety Board	1	1	100.00%	1	1	100.00%	198	0	0	0	0	0.00%	0	0
Defense Office of the Inspector General	3	3	100.00%	4	4	100.00%	150.5	3	407.67	1	0	0.00%	62	266
Defense Office of the Secretary/Wash. Hqtrs. Services	49	47	95.92%	21	6	28.57%	232.48	43	405.67	12	12	100.00%	55.17	559.25
Defense Security Service	3	3	100.00%	0	0	0.00%	0	3	452.67	0	0	0.00%	0	0
Defense Technical Information Center	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Defense Threat Reduction Agency	10	10	100.00%	6	6	100.00%	156.83	7	171.86	0	0	0.00%	0	0
Defense Uniformed Services University	2	2	100.00%	0	0	0.00%	0	1	549	0	0	0.00%	0	0
Department of Agriculture	1,029	890	86.49%	387	241	62.27%	212.61	518	802.28	221	3	1.36%	789.09	1,158.74
Department of Commerce	304	220	72.37%	155	146	94.19%	178.38	223	310.42	84	42	50.00%	74.48	354.4
Department of Defense Education Activity	89	81	91.01%	22	14	63.64%	206.59	46	345.54	18	4	22.22%	94.39	394.39

Table B-7 FY 2008 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
Department of Education	86	84	97.67%	29	10	34.48%	296.24	50	371.24	9	0	0.00%	432.89	432.89
Department of Energy	97	61	62.89%	44	26	59.09%	289.84	54	304.59	26	12	46.15%	61.08	309.96
Department of Health and Human Services	672	455	67.71%	225	170	75.56%	204.28	321	297.14	78	44	56.41%	113.09	428.83
Department of Homeland Security	2,062	1,497	72.60%	787	448	56.93%	215.27	854	485.13	86	21	24.42%	544.99	968.4
Department of Housing and Urban Development	149	143	95.97%	35	14	40.00%	275.14	64	352.97	18	17	94.44%	50.89	555.83
Department of Justice	1,408	1,202	85.37%	645	409	63.41%	286.78	531	505.34	164	18	10.98%	256.74	823.56
Department of Labor	177	177	100.00%	97	60	61.86%	230.2	155	552.72	63	23	36.51%	123.38	686.56
Department of State	191	121	63.35%	98	7	7.14%	307.21	80	347.71	32	0	0.00%	208.88	467.41
Department of the Air Force	1,025	869	84.78%	242	152	62.81%	186.26	469	368.64	125	41	32.80%	257.04	535.75
Department of the Army	2,312	1,915	82.83%	514	283	55.06%	207.44	1,196	263.33	189	3	1.59%	121.81	476.28
Department of the Interior	497	330	66.40%	264	106	40.15%	331.16	309	529.4	97	17	17.53%	172.16	660.42
Department of the Navy	1,275	970	76.08%	329	144	43.77%	237.35	661	287.76	140	137	97.86%	50.08	424.12
Department of the Treasury	843	795	94.31%	410	231	56.34%	257.22	515	452.86	148	86	58.11%	62.48	429.69
Department of Transportation	625	590	94.40%	346	196	56.65%	235.88	426	423.01	115	32	27.83%	83.03	425.49
Department of Veterans Affairs	3,993	3,837	96.09%	1,414	888	62.80%	184.72	1,863	366.32	626	281	44.89%	67.7	382.5
Environmental Protection Agency	114	65	57.02%	24	22	91.67%	208	61	464.25	23	0	0.00%	329.7	561.43
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	52	47	90.38%	25	17	68.00%	202.52	12	287.67	3	2	66.67%	78	494.67
Export-Import Bank of the US	0	0	0.00%	0	0	0.00%	0	1	37	0	0	0.00%	0	0
Farm Credit Administration	4	3	75.00%	3	3	100.00%	270.33	5	259.2	0	0	0.00%	0	0
Farm Credit System Insurance Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Communications Commission	9	9	100.00%	8	8	100.00%	154	0	0	0	0	0.00%	0	0
Federal Deposit Insurance Corporation	20	20	100.00%	17	16	94.12%	211.29	25	431.96	5	4	80.00%	98.4	520.2
Federal Election Commission	7	7	100.00%	5	3	60.00%	294	3	312.33	3	1	33.33%	83.33	312.33
Federal Energy Regulatory Commission	7	7	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	3	3	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Labor Relations Authority	5	5	100.00%	2	2	100.00%	245	1	110	0	0	0.00%	0	0
Federal Maritime Commission	20	20	100.00%	1	1	100.00%	106	1	205	0	0	0.00%	0	0
Federal Mediation and Conciliation Service	3	3	100.00%	0	0	0.00%	0	5	18	0	0	0.00%	0	0
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Reserve System--Board of Governors	46	46	100.00%	2	2	100.00%	129.5	6	383.17	0	0	0.00%	0	0
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Federal Trade Commission	25	25	100.00%	0	0	0.00%	0	2	192	1	0	0.00%	125	125
General Services Administration	148	137	92.57%	68	64	94.12%	188.43	83	343.31	22	18	81.82%	52	332.64
Government Printing Office	88	87	98.86%	20	20	100.00%	167	25	250.84	9	5	55.56%	78.44	212.67
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Holocaust Memorial Museum U.S.	1	1	100.00%	1	1	100.00%	120	0	0	0	0	0.00%	0	0

Table B-7 FY 2008 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
Institute of Museum and Library Services	0	0	0.00%	1	0	0.00%	194	0	0	0	0	0.00%	0	0
Inter-American Foundation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
International Boundary and Water Commission	2	2	100.00%	0	0	0.00%	0	1	247	0	0	0.00%	0	0
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	3	3	100.00%	0	0	0.00%	0	2	393.5	0	0	0.00%	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
John F. Kennedy Center for the Performing Arts	2	2	100.00%	1	1	100.00%	120	0	0	0	0	0.00%	0	0
Marine Mammal Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Merit Systems Protection Board	9	9	100.00%	2	2	100.00%	144	6	285.5	2	2	100.00%	60	213.5
Millennium Challenge Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	96	87	90.63%	40	38	95.00%	185	54	358.33	9	0	0.00%	304.67	307.44
National Archives and Records Administration	24	14	58.33%	8	7	87.50%	171.5	12	135.92	4	1	25.00%	80	80
National Capital Planning Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Council on Disability	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Credit Union Administration	4	4	100.00%	3	3	100.00%	165	2	170.5	0	0	0.00%	0	0
National Endowment for the Arts	53	53	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Endowment for the Humanities	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	3	75.00%	1	1	100.00%	180	4	284	1	0	0.00%	41	221
National Labor Relations Board	19	17	89.47%	8	7	87.50%	207.75	10	347.9	2	1	50.00%	42	263
National Mediation Board	2	2	100.00%	2	2	100.00%	150	0	0	0	0	0.00%	0	0
National Reconnaissance Office	11	11	100.00%	3	1	33.33%	307.67	3	200.67	2	1	50.00%	128	260.5
National Science Foundation	6	6	100.00%	5	5	100.00%	131.8	5	362.2	1	0	0.00%	182	421
National Transportation Safety Board	3	2	66.67%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Nuclear Regulatory Commission	23	23	100.00%	9	9	100.00%	180.44	8	342.63	3	3	100.00%	55.67	393.67
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0	0.00%	0	2	657.5	0	0	0.00%	0	0
Office of Government Ethics	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Office of Personnel Management	53	53	100.00%	22	22	100.00%	130.32	25	351.64	5	0	0.00%	93.4	623
Office of Special Counsel	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Office of the Director of National Intelligence	134	134	100.00%	2	1	50.00%	324	1	400	1	1	100.00%	60	400
Overseas Private Investment Corporation	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Peace Corps	3	3	100.00%	1	1	100.00%	153	2	149	0	0	0.00%	0	0
Pension Benefit Guaranty Corporation	35	34	97.14%	22	1	4.55%	315.32	14	284.79	10	3	30.00%	396.4	396.4
Postal Regulatory Commission	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	1	1	100.00%	2	2	100.00%	128.5	4	329.5	0	0	0.00%	0	0
Securities and Exchange Commission	19	14	73.68%	4	3	75.00%	156.75	5	211.8	1	1	100.00%	59	59
Selective Service System	3	3	100.00%	0	0	0.00%	0	2	230.5	0	0	0.00%	0	0
Small Business Administration	55	46	83.64%	44	12	27.27%	301.57	48	475.17	17	4	23.53%	285.29	646.47
Smithsonian Institution	29	29	100.00%	14	14	100.00%	137.14	19	282.89	6	5	83.33%	38	206

Table B-7 FY 2008 Profile Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Dec) from Date Complaint Filed / Remanded
Social Security Administration	884	621	70.25%	238	70	29.41%	259.11	320	507.04	115	11	9.57%	172.67	578.22
Tennessee Valley Authority	83	83	100.00%	37	37	100.00%	109.59	54	244.37	24	24	100.00%	42.54	189.21
Trade and Development Agency	0	0	0.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
U.S. Postal Service	18,282	18,140	99.22%	4,113	4,093	99.51%	103.03	6,802	237.81	1,907	1,782	93.45%	33.92	242.35
U.S. Tax Court	1	1	100.00%	0	0	0.00%	0	0	0	0	0	0.00%	0	0
Utah Reclamation Migration and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal Including USPS	36,475	33,428	91.65%	10,449	7,783	74.49%	177.27	15,762	332.34	4,290	2,636	61.45%	122.71	417.22
Midsize Agencies Subtotal	1,482	1,141	76.99%	504	295	58.53%	223.37	689	434.52	226	66	29.20%	169.84	495.47
Small Agencies Subtotal	891	858	96.30%	197	145	73.60%	215.63	198	284.34	59	29	49.15%	160.46	321.24
Micro Agencies Subtotal	12	12	100.00%	7	6	85.71%	165.43	5	361.8	1	1	100.00%	60	227
Government-Wide	38,860	35,439	91.20%	11,157	8,229	73.76%	180.02	16,654	336.01	4,576	2,732	59.70%	125.51	419.8
USPS Percentage of Cabinet Sub Total	50.12%	54.27%		39.36%	52.59%			43.15%		44.45%	67.60%			
USPS Percentage of Grand Total	47.05%	51.19%		36.86%	49.74%			40.84%		41.67%	65.23%			
Cabinet Level Subtotal Minus USPS	18,193	15,288	84.03%	6,336	3,690	58.24%	225.46	8,960	404.11	2,383	854	35.84%	193.76	751.09
Government-Wide Minus USPS	20,578	17,299	84.07%	7,044	4,136	58.72%	224.97	9,852	403.81	2,669	950	35.59%	190.95	719.75

NRF = No Report Filed

Table B-8 FY 2008 Complaints Filed Bases and Issues - Government-Wide

ALLEGATION ISSUES	TITLE VII												EQUAL PAY ACT		ADEA	REHAB LITATION		ALL	TOTALS			
	RACE						COLOR	RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	ACT		REPRISAL	STATUTES	BASES	COMPLAINT	COMPLAINANTS
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES			MALE	FEMALE	HISPANIC/ LATINO	OTHER				MENTAL	PHYSICAL					
Appointment/Hire	18	14	1	161	61	0	69	27	91	97	24	49	0	0	270	39	157	220	1,298	667	653	
Assignment Of Duties	16	32	3	384	138	3	159	50	200	403	62	104	0	0	418	95	279	701	3,047	1,455	1,413	
Awards	6	6	0	131	38	0	43	15	44	80	18	21	0	0	117	18	47	178	762	356	334	
Conversion To Full Time	0	0	0	7	2	0	4	0	4	6	2	1	0	0	10	0	7	7	50	26	26	
Disciplinary Action	10	65	4	946	303	2	430	148	513	751	123	224	0	0	978	299	865	1,903	7,564	3,429	3,354	
A. Demotion	0	3	0	33	8	0	11	3	9	19	8	4	0	0	30	8	13	41	190	91	90	
B. Reprimand	7	18	1	293	101	0	143	44	149	246	39	62	0	0	312	63	255	608	2,341	1,074	1,049	
C. Suspension	0	23	0	298	96	2	128	50	161	216	33	74	0	0	289	80	249	615	2,314	1,051	1,026	
D. Removal	3	12	2	220	64	0	107	38	126	201	34	58	0	0	237	109	270	406	1,887	819	800	
5. Other	0	9	1	102	34	0	41	13	68	69	9	26	0	0	110	39	78	233	832	394	389	
Duty Hours	3	20	0	145	63	0	79	46	101	172	22	41	0	0	217	38	233	341	1,521	701	690	
Evaluation/Appraisal	9	24	0	365	103	2	110	43	126	308	49	83	0	0	347	81	168	672	2,490	1,189	1,150	
Examination/Test	0	0	0	15	4	0	3	1	5	5	2	4	0	0	7	4	9	18	77	42	42	
Harassment	33	125	6	1,290	421	12	550	262	695	1,733	223	333	0	0	1,328	432	1,042	2,742	11,227	5,591	5,329	
A. Non-Sexual	33	125	6	1,290	421	12	550	262	585	1,286	223	333	0	0	1,328	432	1,042	2,573	10,501	4,999	4,747	
B. Sexual									110	447								169	726	592	582	
Medical Examination	1	1	0	15	9	0	12	5	10	18	3	7	0	0	32	22	69	67	271	127	124	
Pay Including Overtime	11	22	0	268	96	0	134	42	143	245	35	73	16	34	300	64	259	543	2,285	1,045	1,015	
Promotion/Non-Selection	34	62	3	908	278	4	293	84	433	580	161	233	0	0	1,261	74	361	1,042	5,811	2,882	2,686	
Reassignment	7	25	1	162	95	1	84	28	99	218	35	62	0	0	281	54	178	367	1,697	793	766	
A. Denied	1	14	0	66	50	1	40	10	46	96	9	29	0	0	114	27	89	150	742	329	325	
B. Directed	6	11	1	96	45	0	44	18	53	122	26	33	0	0	167	27	89	217	955	464	441	
Reasonable Accommodation								34								225	914	445	1,618	1,114	1,073	
Reinstatement	1	0	0	8	6	0	8	3	5	16	7	5	0	0	18	10	17	29	133	57	57	
Retirement	2	8	0	17	5	0	15	6	13	17	2	19	0	0	60	16	42	58	280	128	127	
Termination	6	35	2	319	96	5	107	56	142	280	50	100	0	0	330	132	334	346	2,340	1,219	1,199	
Terms/Conditions Of Employment	19	54	1	614	280	2	360	111	414	684	92	160	0	0	764	222	723	1,425	5,925	2,606	2,496	
Time And Attendance	9	32	1	326	116	0	144	53	158	268	48	50	0	0	330	137	411	725	2,808	1,333	1,293	
Training	6	15	0	152	39	1	53	16	62	126	31	25	0	0	155	33	78	212	1,004	477	465	
U. Other	6	8	0	181	54	3	82	63	81	163	31	43	0	0	186	67	171	387	1,526	754	735	
Total Issues By Bases	197	548	22	6,414	2,207	35	2,739	1,093	3,339	6,170	1,020	1,637	16	34	7,409	2,062	6,364	12,428				
Total Complaints Filed By Bases	136	375	8	4,299	1,433	17	1,752	656	2,265	3,944	664	1,068	15	29	4,977	1,191	4,008	7,489				
Total Complainants By Bases	127	358	8	4,049	1,355	16	1,653	622	2,176	3,780	638	1,010	15	29	4,708	1,145	3,809	6,775				

Table B-8a FY 2008 Complaints Filed Bases and Issues - Cabinet Level Agencies

ALLEGATION ISSUES	TITLE VII												EQUAL PAY ACT		ADEA	REHAB LITATION ACT		ALL	TOTALS			
	RACE						COLOR	RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	STATUTES	BASES	COMPLAINT	COMPLAINANTS
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES			MALE	FEMALE	HISPANIC/ LATINO	OTHER										
Appointment/Hire	16	14	1	144	58	0	65	22	89	88	23	43	0	0	248	37	145	203	1,196	615	603	
Assignment Of Duties	16	32	3	332	126	3	145	45	179	371	55	95	0	0	385	87	253	651	2,778	1,335	1,297	
Awards	3	5	0	106	31	0	36	14	33	66	15	20	0	0	96	16	42	151	634	296	276	
Conversion To Full Time	0	0	0	7	1	0	3	0	3	6	2	1	0	0	9	0	6	7	45	23	23	
Disciplinary Action	10	65	4	903	284	2	421	141	487	733	113	213	0	0	935	284	831	1,835	7,261	3,291	3,221	
A. Demotion	0	3	0	26	8	0	11	3	7	17	8	4	0	0	26	7	12	37	169	79	78	
B. Reprimand	7	18	1	275	91	0	135	41	139	237	35	55	0	0	293	62	242	577	2,208	1,014	991	
C. Suspension	0	23	0	290	92	2	127	47	152	212	30	72	0	0	278	75	239	598	2,237	1,018	993	
D. Removal	3	12	2	214	64	0	107	38	124	200	31	58	0	0	234	103	262	398	1,850	798	780	
5. Other	0	9	1	98	29	0	41	12	65	67	9	24	0	0	104	37	76	225	797	382	379	
Duty Hours	3	20	0	141	60	0	75	44	100	167	21	40	0	0	210	37	228	336	1,482	686	675	
Evaluation/Appraisal	9	22	0	311	87	2	98	39	103	274	40	70	0	0	297	68	141	608	2,169	1,047	1,010	
Examination/Test	0	0	0	11	3	0	3	1	5	5	2	4	0	0	6	3	8	17	68	35	35	
Harassment	33	116	6	1,190	392	12	508	241	655	1,630	211	304	0	0	1,230	400	980	2,577	10,485	5,248	5,000	
A. Non-Sexual	33	116	6	1,190	392	12	508	241	552	1,203	211	304	0	0	1,230	400	980	2,417	9,795	4,686	4,447	
B. Sexual									103	427								160	690	562	553	
Medical Examination	1	1	0	14	9	0	11	5	10	17	3	7	0	0	32	22	68	66	266	125	122	
Pay Including Overtime	11	22	0	249	95	0	131	42	137	238	31	72	15	28	286	60	253	525	2,195	1,002	972	
Promotion/Non-Selection	33	53	3	762	218	4	247	77	365	501	142	190	0	0	1,031	63	292	888	4,869	2,472	2,313	
Reassignment	6	24	1	143	90	1	79	27	96	203	31	61	0	0	267	50	164	340	1,583	737	712	
A. Denied	1	13	0	55	49	1	39	10	45	91	7	29	0	0	110	23	82	139	694	300	297	
B. Directed	5	11	1	88	41	0	40	17	51	112	24	32	0	0	157	27	82	201	889	437	415	
Reasonable Accommodation									33									198	835	417	1,483	983
Reinstatement	1	0	0	6	5	0	6	2	5	15	7	4	0	0	15	8	16	27	117	51	51	
Retirement	2	8	0	15	4	0	13	6	12	13	2	18	0	0	52	10	35	55	245	113	112	
Termination	6	30	2	301	91	5	103	52	138	267	46	95	0	0	310	123	321	326	2,216	1,153	1,136	
Terms/Conditions Of Employment	18	53	1	574	273	2	347	109	401	666	89	152	0	0	736	214	696	1,370	5,701	2,498	2,390	
Time And Attendance	9	30	1	309	107	0	136	51	151	249	42	50	0	0	318	128	379	688	2,648	1,260	1,220	
Training	6	13	0	124	36	1	43	13	57	106	23	21	0	0	133	27	67	190	860	412	400	
U. Other	6	8	0	173	51	3	82	57	79	158	31	41	0	0	177	59	167	373	1,465	722	704	
Total Issues By Bases	189	516	22	5,815	2,021	35	2,552	1,021	3,105	5,773	929	1,501	15	28	6,773	1,894	5,927	11,650				
Total Complaints Filed By Bases	133	353	8	3,909	1,318	17	1,629	612	2,106	3,701	611	976	14	24	4,536	1,094	3,749	7,022				
Total Complainants By Bases	124	337	8	3,694	1,264	16	1,554	581	2,032	3,543	586	927	14	24	4,298	1,055	3,575	6,353				

Table B-8b FY 2008 Complaints Filed Bases and Issues - Medium Size Agencies

ALLEGATION ISSUES	TITLE VII												EQUAL PAY ACT		ADEA	REHAB LITATION ACT		ALL	TOTALS			
	RACE						COLOR	RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	STATUTES	BASES BY ISSUE	COMPLAINT BY ISSUE	COMPLAINANTS BY ISSUE
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES			MALE	FEMALE	HISPANIC/ LATINO	OTHER										
Appointment/Hire	0	0	0	8	1	0	2	1	0	7	1	3	0	0	13	2	9	10	57	33	33	
Assignment Of Duties	0	0	0	36	11	0	10	4	13	24	5	3	0	0	22	5	21	37	191	85	85	
Awards	0	1	0	16	5	0	5	1	9	10	2	1	0	0	16	1	4	26	97	45	44	
Conversion To Full Time	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	1	1	
Disciplinary Action	0	0	0	32	18	0	7	5	23	9	8	8	0	0	35	10	26	52	233	104	100	
A. Demotion	0	0	0	6	0	0	0	0	2	1	0	0	0	0	3	1	1	3	17	10	10	
B. Reprimand	0	0	0	15	9	0	7	2	10	4	3	4	0	0	16	0	9	24	103	44	43	
C. Suspension	0	0	0	6	4	0	0	2	6	2	2	2	0	0	8	2	8	12	54	26	26	
D. Removal	0	0	0	3	0	0	0	0	2	1	3	0	0	0	2	5	6	6	28	14	13	
5. Other	0	0	0	2	5	0	0	1	3	1	0	2	0	0	6	2	2	7	31	10	8	
Duty Hours	0	0	0	2	2	0	2	2	1	2	1	0	0	0	6	1	4	3	26	10	10	
Evaluation/Appraisal	0	2	0	40	15	0	12	4	18	22	7	10	0	0	39	8	21	51	249	106	105	
Examination/Test	0	0	0	2	1	0	0	0	0	0	0	0	0	0	1	1	1	1	7	5	5	
Harassment	0	6	0	74	28	0	32	14	26	71	10	21	0	0	82	26	53	130	573	253	245	
A. Non-Sexual	0	6	0	74	28	0	32	14	23	60	10	21	0	0	82	26	53	123	552	236	229	
B. Sexual									3	11								7	21	17	16	
Medical Examination	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	0	3	1	1	
Pay Including Overtime	0	0	0	11	1	0	2	0	3	6	4	0	0	2	8	4	5	13	59	29	29	
Promotion/Non-Selection	1	6	0	103	48	0	35	5	54	54	15	31	0	0	186	9	63	129	739	309	279	
Reassignment	0	0	0	14	5	0	4	1	2	12	2	0	0	0	12	3	12	23	90	41	40	
A. Denied	0	0	0	9	1	0	1	0	1	4	1	0	0	0	4	3	6	9	39	21	21	
B. Directed	0	0	0	5	4	0	3	1	1	8	1	0	0	0	8	0	6	14	51	20	19	
Reasonable Accommodation								0								18	65	23	106	75	71	
Reinstatement	0	0	0	2	1	0	2	1	0	1	0	1	0	0	3	2	1	2	16	6	6	
Retirement	0	0	0	2	1	0	2	0	1	4	0	1	0	0	7	5	6	3	32	13	13	
Termination	0	3	0	15	4	0	3	2	2	9	4	2	0	0	16	6	12	15	93	48	48	
Terms/Conditions Of Employment	1	1	0	30	5	0	8	1	11	16	1	4	0	0	24	6	22	43	173	83	82	
Time And Attendance	0	2	0	17	7	0	7	2	6	14	5	0	0	0	11	8	29	30	138	61	61	
Training	0	2	0	20	2	0	8	2	4	14	7	2	0	0	17	6	10	18	112	49	49	
U. Other	0	0	0	5	1	0	0	2	1	0	0	2	0	0	7	3	3	11	35	18	17	
Total Issues By Bases	2	23	0	430	156	0	143	47	174	275	72	89	0	2	506	124	368	620				
Total Complaints Filed By Bases	2	15	0	272	95	0	93	25	115	162	44	60	0	2	348	73	216	372				
Total Complainants By Bases	2	14	0	243	72	0	71	25	103	159	43	52	0	2	323	69	194	335				

Table B-8c FY 2008 Complaints Filed Bases and Issues - Small Size Agencies

ALLEGATION ISSUES	TITLE VII												EQUAL PAY ACT		ADEA	REHAB LITATION ACT		ALL	TOTALS			
	RACE						COLOR	RELIGION	SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	STATUTES	BASES BY ISSUE	COMPLAINT BY ISSUE	COMPLAINANTS BY ISSUE
	AMERICAN INDIAN / ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/ OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES			MALE	FEMALE	HISPANIC/ LATINO	OTHER										
Appointment/Hire	0	0	0	8	2	0	2	4	2	2	0	3	0	0	8	0	3	7	41	18	16	
Assignment Of Duties	0	0	0	16	1	0	4	1	7	7	2	6	0	0	11	3	4	12	74	33	29	
Awards	0	0	0	9	1	0	2	0	1	3	0	0	0	0	5	1	1	1	24	13	12	
Conversion To Full Time	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	0	3	2	2	
Disciplinary Action	0	0	0	11	1	0	2	2	3	9	2	3	0	0	8	5	8	16	70	34	33	
A. Demotion	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	0	0	1	4	2	2	
B. Reprimand	0	0	0	3	1	0	1	1	0	5	1	3	0	0	3	1	4	7	30	16	15	
C. Suspension	0	0	0	2	0	0	1	1	3	2	1	0	0	0	3	3	2	5	23	7	7	
D. Removal	0	0	0	3	0	0	0	0	0	0	0	0	0	0	1	1	2	2	9	7	7	
5. Other	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	1	4	2	2	
Duty Hours	0	0	0	2	1	0	2	0	0	3	0	1	0	0	1	0	1	2	13	5	5	
Evaluation/Appraisal	0	0	0	14	1	0	0	0	4	12	2	3	0	0	11	5	6	13	71	35	34	
Examination/Test	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	
Harassment	0	3	0	26	1	0	10	7	14	32	2	8	0	0	16	6	9	35	169	90	84	
A. Non-Sexual	0	3	0	26	1	0	10	7	10	23	2	8	0	0	16	6	9	33	154	77	71	
B. Sexual									4	9								2	15	13	13	
Medical Examination	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	2	1	1	
Pay Including Overtime	0	0	0	8	0	0	1	0	3	1	0	1	1	4	6	0	1	5	31	14	14	
Promotion/Non-Selection	0	3	0	42	12	0	11	2	14	25	4	12	0	0	43	2	6	25	201	100	93	
Reassignment	1	1	0	5	0	0	1	0	1	3	2	1	0	0	2	1	2	4	24	15	14	
A. Denied	0	1	0	2	0	0	0	0	0	1	1	0	0	0	0	1	1	2	9	8	7	
B. Directed	1	0	0	3	0	0	1	0	1	2	1	1	0	0	2	0	1	2	15	7	7	
Reasonable Accommodation								1								9	14	5	29	22	19	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	3	2	2	
Termination	0	2	0	3	1	0	1	2	2	4	0	3	0	0	4	3	1	5	31	18	15	
Terms/Conditions Of Employment	0	0	0	10	2	0	5	1	2	2	2	4	0	0	4	2	5	12	51	25	24	
Time And Attendance	0	0	0	0	2	0	1	0	1	5	1	0	0	0	1	1	3	7	22	12	12	
Training	0	0	0	8	1	0	2	1	1	6	1	2	0	0	5	0	1	4	32	16	16	
U. Other	0	0	0	3	2	0	0	4	1	5	0	0	0	0	2	5	1	3	26	14	14	
Total Issues By Bases	1	9	0	167	29	0	44	25	57	120	18	47	1	4	128	44	68	157				
Total Complaints Filed By Bases	1	7	0	117	20	0	30	19	42	80	8	32	1	3	92	24	43	94				
Total Complainants By Bases	1	7	0	111	19	0	28	16	39	77	8	31	1	3	86	21	40	86				

Table B-9 FY 2008 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Agency for International Development	4	244.75	0	3	3	75.00%	\$13,830.00	\$3,457.50
American Battle Monuments Commission	1	153	1	0	1	100.00%	\$1,772.00	\$1,772.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	20	134.9	13	7	20	100.00%	\$50,000.00	\$2,500.00
Central Intelligence Agency	13	227.62	5	7	12	92.31%	\$85,663.00	\$6,589.46
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	156.5	2	0	2	100.00%	\$14,151.00	\$7,075.50
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0.00%	\$0.00	\$0.00
Commodity Futures Trading Commission	2	123.5	2	0	2	100.00%	\$5,699.00	\$2,849.50
Consumer Product Safety Commission	2	139	2	0	2	100.00%	\$4,990.00	\$2,495.00
Corporation for National and Community Service	4	138.25	4	0	4	100.00%	\$13,390.00	\$3,347.50
Court Services and Offender Supervision Agency for the District of Columbia	14	423.57	1	0	1	7.14%	\$37,239.00	\$2,659.93
Defense Army and Air Force Exchange	51	209.76	12	3	15	29.41%	\$359,130.00	\$7,041.76
Defense Commissary Agency	47	194.96	27	1	28	59.57%	\$222,717.49	\$4,738.67
Defense Contract Audit Agency	12	196	6	6	12	100.00%	\$56,864.04	\$4,738.67
Defense Contract Management Agency	8	239.38	3	0	3	37.50%	\$14,857.00	\$1,857.13
Defense Finance and Accounting Service	40	173.95	26	4	30	75.00%	\$366,307.00	\$9,157.68
Defense Human Resources Activity	1	92	1	0	1	100.00%	\$2,485.00	\$2,485.00
Defense Information Systems Agency	3	208.33	0	2	2	66.67%	\$1,050.00	\$350.00

Table B-9 FY 2008 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Defense Intelligence Agency	17	326.82	2	3	5	29.41%	\$83,365.90	\$4,903.88
Defense Logistics Agency	47	239.85	6	4	10	21.28%	\$295,136.13	\$6,279.49
Defense National Geospatial-Intelligence Agency	7	200.71	5	1	6	85.71%	\$27,364.50	\$3,909.21
Defense National Guard Bureau	8	275	2	0	2	25.00%	\$400.00	\$50.00
Defense National Security Agency	21	290.81	0	15	15	71.43%	\$113,728.00	\$5,415.62
Defense Nuclear Facilities Safety Board	1	198	0	1	1	100.00%	\$2,500.00	\$2,500.00
Defense Office of the Inspector General	4	150.5	4	0	4	100.00%	\$33,960.45	\$8,490.11
Defense Office of the Secretary/Wash. Hqtrs. Services	21	232.48	6	0	6	28.57%	\$93,137.39	\$4,435.11
Defense Security Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	6	156.83	6	0	6	100.00%	\$10,325.00	\$1,720.83
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	387	212.61	206	35	241	62.27%	\$1,203,858.96	\$3,110.75
Department of Commerce	155	178.38	100	46	146	94.19%	\$713,119.47	\$4,600.77
Department of Defense Education Activity	22	206.59	7	7	14	63.64%	\$103,212.07	\$4,691.46
Department of Education	29	296.24	8	2	10	34.48%	\$88,401.88	\$3,048.34
Department of Energy	44	289.84	19	7	26	59.09%	\$122,546.40	\$2,785.15
Department of Health and Human Services	225	204.28	128	42	170	75.56%	\$847,327.43	\$3,765.90
Department of Homeland Security	787	215.27	349	99	448	56.93%	\$3,003,547.64	\$3,816.45
Department of Housing and Urban Development	35	275.14	4	10	14	40.00%	\$66,125.00	\$1,889.29
Department of Justice	645	286.78	144	265	409	63.41%	\$2,717,372.97	\$4,212.98
Department of Labor	97	230.2	36	24	60	61.86%	\$284,980.00	\$2,937.94
Department of State	98	307.21	7	0	7	7.14%	\$178,740.00	\$1,823.88
Department of the Air Force	242	186.26	144	8	152	62.81%	\$315,842.48	\$1,305.13
Department of the Army	514	207.44	243	40	283	55.06%	\$3,312,350.68	\$6,444.26
Department of the Interior	264	331.16	85	21	106	40.15%	\$876,152.51	\$3,318.76
Department of the Navy	329	237.35	86	58	144	43.77%	\$3,003,770.00	\$9,130.00
Department of the Treasury	410	257.22	142	89	231	56.34%	\$2,990,763.00	\$7,294.54
Department of Transportation	346	235.88	150	46	196	56.65%	\$1,637,128.00	\$4,731.58
Department of Veterans Affairs	1,414	184.72	612	276	888	62.80%	\$4,923,035.00	\$3,481.64
Environmental Protection Agency	24	208	9	13	22	91.67%	\$90,880.00	\$3,786.67

Table B-9 FY 2008 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	25	202.52	11	6	17	68.00%	\$94,025.00	\$3,761.00
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	3	270.33	1	2	3	100.00%	\$7,158.00	\$2,386.00
Farm Credit System Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	8	154	4	4	8	100.00%	\$25,000.00	\$3,125.00
Federal Deposit Insurance Corporation	17	211.29	7	9	16	94.12%	\$71,336.08	\$4,196.24
Federal Election Commission	5	294	1	2	3	60.00%	\$9,818.00	\$1,963.60
Federal Energy Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Labor Relations Authority	2	245	0	2	2	100.00%	\$5,652.00	\$2,826.00
Federal Maritime Commission	1	106	1	0	1	100.00%	\$3,039.00	\$3,039.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	2	129.5	2	0	2	100.00%	\$9,162.00	\$4,581.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	68	188.43	40	24	64	94.12%	\$189,283.26	\$2,783.58
Government Printing Office	20	167	13	7	20	100.00%	\$54,561.00	\$2,728.05
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	1	120	1	0	1	100.00%	\$0.00	\$0.00
Institute of Museum and Library Services	1	194	0	0	0	0.00%	\$2,500.00	\$2,500.00

Table B-9 FY 2008 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Inter-American Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	1	120	1	0	1	100.00%	\$3,200.00	\$3,200.00
Marine Mammal Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	2	144	1	1	2	100.00%	\$6,636.00	\$3,318.00
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	40	185	25	13	38	95.00%	\$156,605.00	\$3,915.13
National Archives and Records Administration	8	171.5	6	1	7	87.50%	\$29,174.44	\$3,646.81
National Capital Planning Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Council on Disability	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	3	165	2	1	3	100.00%	\$12,037.56	\$4,012.52
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	180	1	0	1	100.00%	\$3,000.00	\$3,000.00
National Labor Relations Board	8	207.75	6	1	7	87.50%	\$50,634.00	\$6,329.25
National Mediation Board	2	150	2	0	2	100.00%	\$5,000.00	\$2,500.00
National Reconnaissance Office	3	307.67	1	0	1	33.33%	\$700.00	\$233.33
National Science Foundation	5	131.8	5	0	5	100.00%	\$15,400.00	\$3,080.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	9	180.44	6	3	9	100.00%	\$28,651.00	\$3,183.44
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9 FY 2008 Timeliness and Cost of All Completed Complaint Investigations

Agency or Department	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Office of Government Ethics	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Personnel Management	22	130.32	22	0	22	100.00%	\$148,741.00	\$6,760.95
Office of Special Counsel	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	2	324	0	1	1	50.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	1	153	1	0	1	100.00%	\$3,000.00	\$3,000.00
Pension Benefit Guaranty Corporation	22	315.32	1	0	1	4.55%	\$181,289.70	\$8,240.44
Postal Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	2	128.5	2	0	2	100.00%	\$6,545.00	\$3,272.50
Securities and Exchange Commission	4	156.75	2	1	3	75.00%	\$36,104.00	\$9,026.00
Selective Service System	0	0	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	44	301.57	6	6	12	27.27%	\$122,556.50	\$2,785.38
Smithsonian Institution	14	137.14	14	0	14	100.00%	\$30,950.00	\$2,210.71
Social Security Administration	238	259.11	51	19	70	29.41%	\$583,962.67	\$2,453.62
Tennessee Valley Authority	37	109.59	37	0	37	100.00%	\$112,833.93	\$3,049.57
Trade and Development Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Postal Service	4,113	103.03	4,081	12	4,093	99.51%	\$6,175,445.96	\$1,501.45
U.S. Tax Court	0	0	0	0	0	0.00%	\$0.00	\$0.00
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-9a FY 2008 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Agency for International Development	0	0	0	0	0	0.00%	\$0.00	\$0.00
American Battle Monuments Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	0	0	0	0	0	0.00%	\$0.00	\$0.00
Central Intelligence Agency	13	227.62	5	7	12	92.31%	\$85,663.00	\$6,589.46
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0.00%	\$6,988.00	\$0.00
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0.00%	\$0.00	\$0.00
Commodity Futures Trading Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Consumer Product Safety Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Corporation for National and Community Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Court Services and Offender Supervision Agency for the District of Columbia	3	527.33	0	0	0	0.00%	\$0.00	\$0.00
Defense Army and Air Force Exchange	51	209.76	12	3	15	29.41%	\$359,130.00	\$7,041.76
Defense Commissary Agency	47	194.96	27	1	28	59.57%	\$222,717.49	\$4,738.67
Defense Contract Audit Agency	12	196	6	6	12	100.00%	\$56,864.04	\$4,738.67
Defense Contract Management Agency	8	239.38	3	0	3	37.50%	\$14,857.00	\$1,857.13
Defense Finance and Accounting Service	40	173.95	26	4	30	75.00%	\$366,307.00	\$9,157.68
Defense Human Resources Activity	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9a FY 2008 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Defense Information Systems Agency	3	208.33	0	2	2	66.67%	\$1,050.00	\$350.00
Defense Intelligence Agency	17	326.82	2	3	5	29.41%	\$83,365.90	\$4,903.88
Defense Logistics Agency	47	239.85	6	4	10	21.28%	\$295,136.13	\$6,279.49
Defense National Geospatial-Intelligence Agency	7	200.71	5	1	6	85.71%	\$13,682.25	\$1,954.61
Defense National Guard Bureau	6	259.67	2	0	2	33.33%	\$0.00	\$0.00
Defense National Security Agency	18	285.28	0	15	15	83.33%	\$99,512.00	\$5,528.44
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Secretary/Wash. Hqtrs. Services	17	231.12	5	0	5	29.41%	\$80,557.39	\$4,738.67
Defense Security Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Commerce	18	150	14	4	18	100.00%	\$86,045.47	\$4,780.30
Department of Defense Education Activity	21	211.05	6	7	13	61.90%	\$99,512.07	\$4,738.67
Department of Education	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Energy	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Health and Human Services	4	185.25	3	1	4	100.00%	\$0.00	\$0.00
Department of Homeland Security	69	136	62	1	63	91.30%	\$304,000.00	\$4,405.80
Department of Housing and Urban Development	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Justice	152	333.3	27	29	56	36.84%	\$1,116,986.41	\$7,348.59
Department of Labor	91	225.67	36	23	59	64.84%	\$261,945.00	\$2,878.52
Department of State	4	324.25	0	0	0	0.00%	\$58,900.00	\$14,725.00
Department of the Air Force	241	186.46	143	8	151	62.66%	\$315,517.48	\$1,309.20
Department of the Army	514	207.44	243	40	283	55.06%	\$3,312,350.68	\$6,444.26
Department of the Interior	0	0	0	0	0	0.00%	\$37,036.80	\$0.00
Department of the Navy	329	237.35	86	58	144	43.77%	\$3,003,770.00	\$9,130.00
Department of the Treasury	407	256.39	142	89	231	56.76%	\$2,987,568.00	\$7,340.46
Department of Transportation	190	239.23	87	35	122	64.21%	\$1,117,960.00	\$5,884.00

Table B-9a FY 2008 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Department of Veterans Affairs	1,106	180.27	556	216	772	69.80%	\$4,079,235.00	\$3,688.28
Environmental Protection Agency	2	149	2	0	2	100.00%	\$2,880.00	\$1,440.00
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	25	202.52	11	6	17	68.00%	\$94,025.00	\$3,761.00
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit System Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	3	205.33	1	2	3	100.00%	\$12,500.00	\$4,166.67
Federal Deposit Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Election Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Energy Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Labor Relations Authority	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Maritime Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	0	0	0	0	0	0.00%	\$18,921.40	\$0.00
Government Printing Office	1	146	1	0	1	100.00%	\$0.00	\$0.00

Table B-9a FY 2008 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	0	0	0	0	0	0.00%	\$0.00	\$0.00
Institute of Museum and Library Services	0	0	0	0	0	0.00%	\$0.00	\$0.00
Inter-American Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
Marine Mammal Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Archives and Records Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Capital Planning Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Council on Disability	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Labor Relations Board	7	171.14	6	1	7	100.00%	\$45,634.00	\$6,519.14
National Mediation Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Reconnaissance Office	1	174	1	0	1	100.00%	\$0.00	\$0.00
National Science Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9a FY 2008 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Government Ethics	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Personnel Management	21	128.52	21	0	21	100.00%	\$145,581.00	\$6,932.43
Office of Special Counsel	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	0	0	0	0	0	0.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	0	0	0	0	0	0.00%	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Postal Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Securities and Exchange Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Selective Service System	0	0	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	11	244.55	2	2	4	36.36%	\$0.00	\$0.00
Smithsonian Institution	0	0	0	0	0	0.00%	\$0.00	\$0.00
Social Security Administration	0	0	0	0	0	0.00%	\$0.00	\$0.00
Tennessee Valley Authority	9	115.44	9	0	9	100.00%	\$27,000.00	\$3,000.00
Trade and Development Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Postal Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Tax Court	0	0	0	0	0	0.00%	\$0.00	\$0.00
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-9a FY 2008 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators

Agency or Department	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	3,419	213.26	1,499	550	2,049	59.93%	\$18,374,006.11	\$5,374.09
Midsized Agencies Subtotal	43	156.42	34	2	36	83.72%	\$194,382.40	\$4,520.52
Small Agencies Subtotal	53	221.47	25	16	41	77.36%	\$237,822.00	\$4,487.21
Micro Agencies Subtotal	0	0	0	0	0	0.00%	\$6,988.00	\$0.00
Government-Wide	3,515	212.69	1,558	568	2,126	60.48%	\$18,813,198.51	\$5,352.26

NRF = No Report Filed

Table B-9b FY 2008 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Agency for International Development	4	244.75	0	3	3	75.00%	\$13,830.00	\$3,457.50
American Battle Monuments Commission	1	153	1	0	1	100.00%	\$1,772.00	\$1,772.00
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	20	134.9	13	7	20	100.00%	\$50,000.00	\$2,500.00
Central Intelligence Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	2	156.5	2	0	2	100.00%	\$7,163.00	\$3,581.50
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0.00%	\$0.00	\$0.00
Commodity Futures Trading Commission	2	123.5	2	0	2	100.00%	\$5,699.00	\$2,849.50
Consumer Product Safety Commission	2	139	2	0	2	100.00%	\$4,990.00	\$2,495.00
Corporation for National and Community Service	4	138.25	4	0	4	100.00%	\$13,390.00	\$3,347.50
Court Services and Offender Supervision Agency for the District of Columbia	11	395.27	1	0	1	9.09%	\$37,239.00	\$3,385.36
Defense Army and Air Force Exchange	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Commissary Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Audit Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Management Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Finance and Accounting Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Human Resources Activity	1	92	1	0	1	100.00%	\$2,485.00	\$2,485.00
Defense Information Systems Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Intelligence Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Logistics Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00

Table B-9b FY 2008 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0.00%	\$13,682.25	\$0.00
Defense National Guard Bureau	2	321	0	0	0	0.00%	\$400.00	\$200.00
Defense National Security Agency	3	324	0	0	0	0.00%	\$14,216.00	\$4,738.67
Defense Nuclear Facilities Safety Board	1	198	0	1	1	100.00%	\$2,500.00	\$2,500.00
Defense Office of the Inspector General	4	150.5	4	0	4	100.00%	\$33,960.45	\$8,490.11
Defense Office of the Secretary/Wash. Hqtrs. Services	4	238.25	1	0	1	25.00%	\$12,580.00	\$3,145.00
Defense Security Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Technical Information Center	0	0	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	6	156.83	6	0	6	100.00%	\$10,325.00	\$1,720.83
Defense Uniformed Services University	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	387	212.61	206	35	241	62.27%	\$1,203,858.96	\$3,110.75
Department of Commerce	137	182.11	86	42	128	93.43%	\$627,074.00	\$4,577.18
Department of Defense Education Activity	1	113	1	0	1	100.00%	\$3,700.00	\$3,700.00
Department of Education	29	296.24	8	2	10	34.48%	\$88,401.88	\$3,048.34
Department of Energy	44	289.84	19	7	26	59.09%	\$122,546.40	\$2,785.15
Department of Health and Human Services	221	204.63	125	41	166	75.11%	\$847,327.43	\$3,834.06
Department of Homeland Security	718	222.89	287	98	385	53.62%	\$2,699,547.64	\$3,759.82
Department of Housing and Urban Development	35	275.14	4	10	14	40.00%	\$66,125.00	\$1,889.29
Department of Justice	493	272.44	117	236	353	71.60%	\$1,600,386.56	\$3,246.22
Department of Labor	6	298.83	0	1	1	16.67%	\$23,035.00	\$3,839.17
Department of State	94	306.49	7	0	7	7.45%	\$119,840.00	\$1,274.89
Department of the Air Force	1	139	1	0	1	100.00%	\$325.00	\$325.00
Department of the Army	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Interior	264	331.16	85	21	106	40.15%	\$839,115.71	\$3,178.47
Department of the Navy	0	0	0	0	0	0.00%	\$0.00	\$0.00
Department of the Treasury	3	370.67	0	0	0	0.00%	\$3,195.00	\$1,065.00
Department of Transportation	156	231.81	63	11	74	47.44%	\$519,168.00	\$3,328.00
Department of Veterans Affairs	308	200.71	56	60	116	37.66%	\$843,800.00	\$2,739.61
Environmental Protection Agency	22	213.36	7	13	20	90.91%	\$88,000.00	\$4,000.00
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-9b FY 2008 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Export-Import Bank of the US	0	0	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	3	270.33	1	2	3	100.00%	\$7,158.00	\$2,386.00
Farm Credit System Insurance Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	5	123.2	3	2	5	100.00%	\$12,500.00	\$2,500.00
Federal Deposit Insurance Corporation	17	211.29	7	9	16	94.12%	\$71,336.08	\$4,196.24
Federal Election Commission	5	294	1	2	3	60.00%	\$9,818.00	\$1,963.60
Federal Energy Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Labor Relations Authority	2	245	0	2	2	100.00%	\$5,652.00	\$2,826.00
Federal Maritime Commission	1	106	1	0	1	100.00%	\$3,039.00	\$3,039.00
Federal Mediation and Conciliation Service	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	2	129.5	2	0	2	100.00%	\$9,162.00	\$4,581.00
Federal Retirement Thrift Investment Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	68	188.43	40	24	64	94.12%	\$170,361.86	\$2,505.32
Government Printing Office	19	168.11	12	7	19	100.00%	\$54,561.00	\$2,871.63
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	1	120	1	0	1	100.00%	\$0.00	\$0.00
Institute of Museum and Library Services	1	194	0	0	0	0.00%	\$2,500.00	\$2,500.00
Inter-American Foundation	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-9b FY 2008 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
International Trade Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	1	120	1	0	1	100.00%	\$3,200.00	\$3,200.00
Marine Mammal Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	2	144	1	1	2	100.00%	\$6,636.00	\$3,318.00
Millennium Challenge Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	40	185	25	13	38	95.00%	\$156,605.00	\$3,915.13
National Archives and Records Administration	8	171.5	6	1	7	87.50%	\$29,174.44	\$3,646.81
National Capital Planning Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Council on Disability	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	3	165	2	1	3	100.00%	\$12,037.56	\$4,012.52
National Endowment for the Arts	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0	0	0.00%	\$0.00	\$0.00
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	180	1	0	1	100.00%	\$3,000.00	\$3,000.00
National Labor Relations Board	1	464	0	0	0	0.00%	\$5,000.00	\$5,000.00
National Mediation Board	2	150	2	0	2	100.00%	\$5,000.00	\$2,500.00
National Reconnaissance Office	2	374.5	0	0	0	0.00%	\$700.00	\$350.00
National Science Foundation	5	131.8	5	0	5	100.00%	\$15,400.00	\$3,080.00
National Transportation Safety Board	0	0	0	0	0	0.00%	\$0.00	\$0.00
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	9	180.44	6	3	9	100.00%	\$28,651.00	\$3,183.44
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Government Ethics	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of Personnel Management	1	168	1	0	1	100.00%	\$3,160.00	\$3,160.00
Office of Special Counsel	0	0	0	0	0	0.00%	\$0.00	\$0.00
Office of the Director of National Intelligence	2	324	0	1	1	50.00%	\$0.00	\$0.00

Table B-9b FY 2008 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency or Department	Total Number Completed Investigations By Contractor	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Overseas Private Investment Corporation	0	0	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	1	153	1	0	1	100.00%	\$3,000.00	\$3,000.00
Pension Benefit Guaranty Corporation	22	315.32	1	0	1	4.55%	\$181,289.70	\$8,240.44
Postal Regulatory Commission	0	0	0	0	0	0.00%	\$0.00	\$0.00
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	2	128.5	2	0	2	100.00%	\$6,545.00	\$3,272.50
Securities and Exchange Commission	4	156.75	2	1	3	75.00%	\$36,104.00	\$9,026.00
Selective Service System	0	0	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	33	320.58	4	4	8	24.24%	\$122,556.50	\$3,713.83
Smithsonian Institution	14	137.14	14	0	14	100.00%	\$30,950.00	\$2,210.71
Social Security Administration	238	259.11	51	19	70	29.41%	\$583,962.67	\$2,453.62
Tennessee Valley Authority	28	107.71	28	0	28	100.00%	\$85,833.93	\$3,065.50
Trade and Development Agency	0	0	0	0	0	0.00%	\$0.00	\$0.00
U.S. Postal Service	4,113	103.03	4,081	12	4,093	99.51%	\$6,175,445.96	\$1,501.45
U.S. Tax Court	0	0	0	0	0	0.00%	\$0.00	\$0.00
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	7,030	159.76	5,158	576	5,734	81.56%	\$15,870,541.24	\$2,257.54
Midsized Agencies Subtotal	461	229.61	177	82	259	56.18%	\$1,312,766.04	\$2,847.65
Small Agencies Subtotal	144	213.49	71	33	104	72.22%	\$557,775.70	\$3,873.44
Micro Agencies Subtotal	7	165.43	5	1	6	85.71%	\$18,935.00	\$2,705.00
Government-Wide	7,642	164.99	5,411	692	6,103	79.86%	\$17,760,017.98	\$2,324.00

NRF = No Report Filed

Table B-10 FY 2008 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	15	442.13	5	38.4	4	820.75	0	0	0	0	4	820.75
American Battle Monuments Commission	1	108	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	20	270.55	4	33	1	240	4	623.5	0	0	5	546.8
Central Intelligence Agency	13	387.54	3	34.33	6	346.33	1	904	0	0	7	426
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	227	0	0	1	227	0	0	0	0	1	227
Committee for Purchase from People Who Are Blind or Severely Disabled	1	159	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	1	217	0	0	1	217	0	0	0	0	1	217
Consumer Product Safety Commission	2	408.5	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	1	253	0	0	1	253	0	0	0	0	1	253
Court Services and Offender Supervision Agency for the District of Columbia	4	210	0	0	3	127.33	0	0	0	0	3	127.33
Defense Army and Air Force Exchange	122	301.18	25	88.96	25	377.04	18	615.61	0	0	43	476.91
Defense Commissary Agency	75	258.45	27	50.22	13	299.92	14	584.79	1	1,464.00	26	408.54
Defense Contract Audit Agency	17	436.53	2	26	2	533.5	5	658.2	0	0	7	622.57
Defense Contract Management Agency	20	325.6	2	18.5	3	674.67	0	0	0	0	3	674.67
Defense Finance and Accounting Service	82	239.3	24	28.92	24	308.75	14	481.79	0	0	38	372.5
Defense Human Resources Activity	3	408.33	0	0	0	0	1	644	0	0	1	644
Defense Information Systems Agency	2	31	0	0	0	0	0	0	0	0	0	0

Table B-10 FY 2008 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Defense Intelligence Agency	30	477.97	7	185.14	9	421.33	3	784.67	1	934	11	473.82
Defense Logistics Agency	128	563.69	12	60.75	42	727.74	23	781.22	1	1,174.00	64	739.98
Defense National Geospatial-Intelligence Agency	14	302.79	0	0	3	106.33	1	437	0	0	4	189
Defense National Guard Bureau	53	333.66	11	441.27	4	449.25	5	1,410.60	0	0	9	983.33
Defense National Security Agency	22	560.14	4	152	6	519	5	1,104.60	0	0	11	785.18
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	3	407.67	0	0	1	266	1	866	0	0	2	566
Defense Office of the Secretary/Wash. Hqtrs. Services	43	405.67	9	110.56	12	559.25	5	780.6	0	0	17	624.35
Defense Security Service	3	452.67	1	421	0	0	2	468.5	0	0	2	468.5
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	7	171.86	2	117	0	0	4	188.5	0	0	4	188.5
Defense Uniformed Services University	1	549	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	518	802.28	56	286.2	221	1,158.74	71	916.63	7	730.43	285	1,108.94
Department of Commerce	223	310.42	37	78.14	84	354.4	22	665.55	0	0	106	418.98
Department of Defense Education Activity	46	345.54	6	136.5	18	394.39	3	839.33	0	0	21	457.95
Department of Education	50	371.24	15	148.2	9	432.89	12	714.42	0	0	21	593.76
Department of Energy	54	304.59	8	242.5	26	309.96	0	0	0	0	26	309.96
Department of Health and Human Services	321	297.14	89	121.82	78	428.83	34	374.71	1	1,154.00	111	405.72
Department of Homeland Security	854	485.13	263	246.84	86	968.4	216	686.33	21	846.52	281	760.68
Department of Housing and Urban Development	64	352.97	10	44.1	18	555.83	6	629.83	0	0	24	574.33
Department of Justice	531	505.34	157	266.92	164	823.56	41	889.63	18	1,164.33	187	805.25
Department of Labor	155	552.72	29	216.24	63	686.56	23	811.09	6	982.83	80	700.14
Department of State	80	347.71	21	75.19	32	467.41	10	678	0	0	42	517.55
Department of the Air Force	469	368.64	69	134.96	125	535.75	64	655.5	1	561	188	576.38
Department of the Army	1,196	263.33	271	64.2	189	476.28	139	675.63	4	852	324	557.16
Department of the Interior	309	529.4	48	222.69	97	660.42	60	692.65	4	1,120.00	153	661.05
Department of the Navy	661	287.76	161	58.2	140	424.12	69	698.25	4	1,203.50	205	501.18
Department of the Treasury	515	452.86	75	246.48	148	429.69	92	688.86	7	883	233	518.4
Department of Transportation	426	423.01	114	135.11	115	425.49	72	657.14	2	1,215.50	185	507.1
Department of Veterans Affairs	1,863	366.32	269	96.92	626	382.5	278	596.45	24	612.79	880	443.81
Environmental Protection Agency	61	464.25	13	371.85	23	561.43	6	591.67	0	0	29	567.69

Table B-10 FY 2008 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	12	287.67	3	123.33	3	494.67	1	530	0	0	4	503.5
Export-Import Bank of the US	1	37	1	37	0	0	0	0	0	0	0	0
Farm Credit Administration	5	259.2	1	60	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	25	431.96	4	124.75	5	520.2	4	1,064.00	2	1,367.00	7	589
Federal Election Commission	3	312.33	0	0	3	312.33	0	0	0	0	3	312.33
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	1	110	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	1	205	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	5	18	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	6	383.17	0	0	0	0	2	670.5	0	0	2	670.5
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	2	192	0	0	1	125	0	0	0	0	1	125
General Services Administration	83	343.31	19	36.74	22	332.64	19	649.26	0	0	41	479.37
Government Printing Office	25	250.84	10	173.6	9	212.67	2	447	0	0	11	255.27
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	0	0	0	0	0	0	0	0	0	0	0	0

Table B-10 FY 2008 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Inter-American Foundation	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	1	247	0	0	0	0	1	247	0	0	1	247
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	2	393.5	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	6	285.5	2	43.5	2	213.5	1	727	0	0	3	384.67
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	54	248.46	21	118.1	9	307.44	6	758.83	0	0	15	488
National Archives and Records Administration	12	135.92	1	49	4	80	1	26	0	0	5	69.2
National Capital Planning Commission	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	2	170.5	2	170.5	0	0	0	0	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	284	3	305	1	221	0	0	0	0	1	221
National Labor Relations Board	10	347.9	0	0	2	263	0	0	0	0	2	263
National Mediation Board	0	0	0	0	0	0	0	0	0	0	0	0
National Reconnaissance Office	3	200.67	1	81	2	260.5	0	0	0	0	2	260.5
National Science Foundation	5	362.2	0	0	1	421	0	0	0	0	1	421
National Transportation Safety Board	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	8	342.63	0	0	3	393.67	0	0	0	0	3	393.67
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	2	657.5	0	0	0	0	0	0	0	0	0	0

Table B-10 FY 2008 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Office of Government Ethics	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	25	351.64	8	118.13	5	623	1	614	0	0	6	621.5
Office of Special Counsel	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	1	400	0	0	1	400	0	0	0	0	1	400
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	2	149	1	205	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	14	284.79	2	10	10	396.4	0	0	0	0	10	396.4
Postal Regulatory Commission	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	4	329.5	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	5	211.8	1	21	1	59	1	693	0	0	2	376
Selective Service System	2	230.5	0	0	0	0	0	0	0	0	0	0
Small Business Administration	48	475.17	8	45.75	17	646.47	8	683.38	0	0	25	658.28
Smithsonian Institution	19	282.89	2	25	6	206	3	410.67	0	0	9	274.22
Social Security Administration	320	507.04	68	122.84	115	578.22	48	1,007.56	7	1,178.00	156	683.41
Tennessee Valley Authority	54	244.37	13	12.77	24	189.21	11	620.09	2	564	33	310.12
Trade and Development Agency	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	6,802	237.81	2,278	35.12	1,907	242.35	1,529	497.66	78	844.63	3,358	344.61
U.S. Tax Court	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-10 FY 2008 Total Number and Average Processing Days for All Complaint Closures

Agency or Department	Total Number Complaint Closures	APD Complaint Closures from Date Complaint Filed/ Remanded	Total Number Dismissals	APD Dismissals by FAD or FO from Date Complaint Filed/ Remanded	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	*Number Final Orders (FOs) of Merit AJ Decisions	APD FOs of Merit AJ Decisions from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding Discrimination	APD Complaint Closures Finding Discrimination from Date Complaint Filed/ Remanded	*Total Number Complaint Closures Finding No Discrimination	APD Complaint Closures Finding No Discrimination from Date Complaint Filed/ Remanded
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,762	332.34	4,102	85.34	4,290	417.22	2,842	580.67	180	871.86	6,952	472.26
Midsize Agencies Subtotal	689	425.91	156	117.89	226	495.47	106	822.57	11	1,100.73	321	582.74
Small Agencies Subtotal	198	284.34	40	108.73	59	321.24	14	561.14	0	0	73	367.25
Micro Agencies Subtotal	5	361.8	0	0	1	227	0	0	0	0	1	227
Government-Wide	16,654	335.65	4,298	86.74	4,576	419.8	2,962	589.23	191	885.04	7,347	476.01

NRF = No Report Filed

*This column also includes Merit Decisions (with AJ Decision) that are not fully implemented (i.e. appealed) by the agency.

Table B-11 FY 2008 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	15	2	13.33%	4	26.67%	5	33.33%	4	26.67%
American Battle Monuments Commission	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	20	9	45.00%	2	10.00%	4	20.00%	5	25.00%
Central Intelligence Agency	13	1	7.69%	2	15.38%	3	23.08%	7	53.85%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Consumer Product Safety Commission	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Court Services and Offender Supervision Agency for the District of Columbia	4	0	0.00%	1	25.00%	0	0.00%	3	75.00%
Defense Army and Air Force Exchange	122	43	35.25%	11	9.02%	25	20.49%	43	35.25%
Defense Commissary Agency	75	15	20.00%	6	8.00%	27	36.00%	27	36.00%
Defense Contract Audit Agency	17	6	35.29%	2	11.76%	2	11.76%	7	41.18%
Defense Contract Management Agency	20	8	40.00%	7	35.00%	2	10.00%	3	15.00%
Defense Finance and Accounting Service	82	13	15.85%	7	8.54%	24	29.27%	38	46.34%
Defense Human Resources Activity	3	1	33.33%	1	33.33%	0	0.00%	1	33.33%
Defense Information Systems Agency	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	30	9	30.00%	2	6.67%	7	23.33%	12	40.00%
Defense Logistics Agency	128	37	28.91%	14	10.94%	12	9.38%	65	50.78%
Defense National Geospatial-Intelligence Agency	14	6	42.86%	4	28.57%	0	0.00%	4	28.57%
Defense National Guard Bureau	53	23	43.40%	10	18.87%	11	20.75%	9	16.98%
Defense National Security Agency	22	7	31.82%	0	0.00%	4	18.18%	11	50.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	3	1	33.33%	0	0.00%	0	0.00%	2	66.67%
Defense Office of the Secretary/Wash. Hqtrs. Services	43	10	23.26%	7	16.28%	9	20.93%	17	39.53%
Defense Security Service	3	0	0.00%	0	0.00%	1	33.33%	2	66.67%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	7	0	0.00%	1	14.29%	2	28.57%	4	57.14%
Defense Uniformed Services University	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%

Table B-11 FY 2008 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Department of Agriculture	518	135	26.06%	35	6.76%	56	10.81%	292	56.37%
Department of Commerce	223	68	30.49%	12	5.38%	37	16.59%	106	47.53%
Department of Defense Education Activity	46	17	36.96%	2	4.35%	6	13.04%	21	45.65%
Department of Education	50	10	20.00%	4	8.00%	15	30.00%	21	42.00%
Department of Energy	54	17	31.48%	3	5.56%	8	14.81%	26	48.15%
Department of Health and Human Services	321	94	29.28%	26	8.10%	89	27.73%	112	34.89%
Department of Homeland Security	854	180	21.08%	109	12.76%	263	30.80%	302	35.36%
Department of Housing and Urban Development	64	24	37.50%	6	9.38%	10	15.63%	24	37.50%
Department of Justice	531	83	15.63%	86	16.20%	157	29.57%	205	38.61%
Department of Labor	155	28	18.06%	12	7.74%	29	18.71%	86	55.48%
Department of State	80	13	16.25%	4	5.00%	21	26.25%	42	52.50%
Department of the Air Force	469	162	34.54%	49	10.45%	69	14.71%	189	40.30%
Department of the Army	1,196	479	40.05%	118	9.87%	271	22.66%	328	27.42%
Department of the Interior	309	83	26.86%	21	6.80%	48	15.53%	157	50.81%
Department of the Navy	661	231	34.95%	60	9.08%	161	24.36%	209	31.62%
Department of the Treasury	515	123	23.88%	77	14.95%	75	14.56%	240	46.60%
Department of Transportation	426	93	21.83%	32	7.51%	114	26.76%	187	43.90%
Department of Veterans Affairs	1,863	413	22.17%	277	14.87%	269	14.44%	904	48.52%
Environmental Protection Agency	61	12	19.67%	7	11.48%	13	21.31%	29	47.54%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	12	3	25.00%	2	16.67%	3	25.00%	4	33.33%
Export-Import Bank of the US	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Farm Credit Administration	5	4	80.00%	0	0.00%	1	20.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	25	9	36.00%	3	12.00%	4	16.00%	9	36.00%
Federal Election Commission	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	5	0	0.00%	5	100.00%	0	0.00%	0	0.00%

Table B-11 FY 2008 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	6	1	16.67%	3	50.00%	0	0.00%	2	33.33%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%
General Services Administration	83	18	21.69%	5	6.02%	19	22.89%	41	49.40%
Government Printing Office	25	4	16.00%	0	0.00%	10	40.00%	11	44.00%
Hary S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	6	1	16.67%	0	0.00%	2	33.33%	3	50.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	54	14	25.93%	4	7.41%	21	38.89%	15	27.78%
National Archives and Records Administration	12	4	33.33%	2	16.67%	1	8.33%	5	41.67%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	0	0.00%	0	0.00%	3	75.00%	1	25.00%
National Labor Relations Board	10	7	70.00%	1	10.00%	0	0.00%	2	20.00%
National Mediation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	3	0	0.00%	0	0.00%	1	33.33%	2	66.67%
National Science Foundation	5	0	0.00%	4	80.00%	0	0.00%	1	20.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	8	5	62.50%	0	0.00%	0	0.00%	3	37.50%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-11 FY 2008 Types of Complaints Closures

Agency or Department	Total Complaint Closures	Number Closures by Settlement	% Settlements	Number Closures by Withdrawal	% Withdrawals	Number Dismissal Closures	% Dismissals	Number Merit Complaint Closures	% Merit Complaint Closures
Occupational Safety and Health Review Commission	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	25	8	32.00%	3	12.00%	8	32.00%	6	24.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
Pension Benefit Guaranty Corporation	14	0	0.00%	2	14.29%	2	14.29%	10	71.43%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	5	2	40.00%	0	0.00%	1	20.00%	2	40.00%
Selective Service System	2	1	50.00%	1	50.00%	0	0.00%	0	0.00%
Small Business Administration	48	10	20.83%	5	10.42%	8	16.67%	25	52.08%
Smithsonian Institution	19	7	36.84%	1	5.26%	2	10.53%	9	47.37%
Social Security Administration	320	54	16.88%	35	10.94%	68	21.25%	163	50.94%
Tennessee Valley Authority	54	3	5.56%	3	5.56%	13	24.07%	35	64.81%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	6,802	620	9.11%	468	6.88%	2,278	33.49%	3,436	50.51%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,762	3,055	19.38%	1,473	9.35%	4,102	26.02%	7,132	45.25%
Midsized Agencies Subtotal	689	135	19.59%	66	9.58%	156	22.64%	332	48.19%
Small Agencies Subtotal	198	56	28.28%	29	14.65%	40	20.20%	73	36.87%
Micro Agencies Subtotal	5	3	60.00%	1	20.00%	0	0.00%	1	20.00%
Government-Wide	16,654	3,249	19.51%	1,569	9.42%	4,298	25.81%	7,538	45.26%

NRF = No Report Filed

Table B-12 FY 2008 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0
Agency for International Development	442.13	441	441	0	696.5	696.5	0	386.11
American Battle Monuments Commission	108	108	108	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	270.55	89	89	0	263	263	0	318.44
Central Intelligence Agency	387.54	417	417	0	1,119.00	1,119.00	0	308.5
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	227	0	0	0	0	0	0	227
Committee for Purchase from People Who Are Blind or Severely Disabled	159	0	0	0	159	0	159	0
Commodity Futures Trading Commission	217	0	0	0	0	0	0	217
Consumer Product Safety Commission	408.5	0	0	0	408.5	408.5	0	0
Corporation for National and Community Service	253	0	0	0	0	0	0	253
Court Services and Offender Supervision Agency for the District of Columbia	210	458	458	0	0	0	0	127.33
Defense Army and Air Force Exchange	301.18	254.82	293	83	260.7	415.94	168.7	334.28
Defense Commissary Agency	258.45	58.33	66.75	41.5	372.8	501.9	114.6	248.93
Defense Contract Audit Agency	436.53	239.5	239.5	0	422	706.5	279.75	490
Defense Contract Management Agency	325.6	129.71	131.5	119	442.88	496.14	70	412.2
Defense Finance and Accounting Service	239.3	135.29	135.29	0	294.38	357.3	84.67	239.5
Defense Human Resources Activity	408.33	92	92	0	489	489	0	644
Defense Information Systems Agency	31	0	0	0	30	0	30	0
Defense Intelligence Agency	477.97	116.5	0	116.5	740.44	1,079.60	316.5	391.68
Defense Logistics Agency	563.69	368.14	368.14	0	479.35	502.37	76.5	639.77
Defense National Geospatial-Intelligence Agency	302.79	69.75	69.75	0	534	534	0	189

Table B-12 FY 2008 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Defense National Guard Bureau	333.66	52.4	93.2	11.6	150.26	346	64.63	685.2
Defense National Security Agency	560.14	0	0	0	439.71	557.4	145.5	616.33
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	407.67	0	0	0	91	91	0	566
Defense Office of the Secretary/Wash. Hqtrs. Services	405.67	119.71	119.71	0	499.7	535.78	175	446.5
Defense Security Service	452.67	0	0	0	0	0	0	452.67
Defense Technical Information Center	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	171.86	215	215	0	0	0	0	164.67
Defense Uniformed Services University	549	0	0	0	549	549	0	0
Department of Agriculture	802.28	358.77	397.39	59.5	487.67	525.8	268.4	968.93
Department of Commerce	310.42	144.17	144.17	0	296.91	272.35	829	330.79
Department of Defense Education Activity	345.54	237	237	0	293.24	317.93	108	386.52
Department of Education	371.24	208	208	0	303.8	303.8	0	408.11
Department of Energy	304.59	305.67	305.67	0	325.41	308.64	403.67	294.09
Department of Health and Human Services	297.14	182.62	182.62	0	357.47	394.72	125.38	283.74
Department of Homeland Security	485.13	250.16	255.37	66	503.25	529.66	212.73	524.69
Department of Housing and Urban Development	352.97	209.33	209.33	0	296.21	421.56	45.5	418.38
Department of Justice	505.34	191.67	191.67	0	462.76	515.62	271.89	589.63
Department of Labor	552.72	424.75	477.4	161.5	442.68	0	442.68	592.86
Department of State	347.71	336.75	626	47.5	242.62	303.22	106.25	370.1
Department of the Air Force	368.64	239.98	230.21	469.5	264.82	286.35	252.16	458.27
Department of the Army	263.33	137.45	140.96	71.83	203.33	245.45	110.05	336.11
Department of the Interior	529.4	335.57	350	47	484.69	515.28	152.57	567.36
Department of the Navy	287.76	236.82	236.82	0	255.73	266.12	151.81	316.02
Department of the Treasury	452.86	273.03	275.91	54	542.65	580.83	111.2	461.76
Department of Transportation	423.01	513.97	522.74	242	560.32	575.99	284.6	370.92
Department of Veterans Affairs	366.32	199.16	205.9	96.06	474.5	500.17	394.15	367.71
Environmental Protection Agency	464.25	241.29	241.29	0	444.42	444.42	0	507.07
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-12 FY 2008 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	287.67	73	73	0	307.33	359	281.5	340.57
Export-Import Bank of the US	37	0	0	0	0	0	0	37
Farm Credit Administration	259.2	0	0	0	309	391.33	62	60
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	431.96	381	430	283	255.56	206.67	353.33	565.85
Federal Election Commission	312.33	0	0	0	0	0	0	312.33
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	110	0	0	0	110	110	0	0
Federal Maritime Commission	205	0	0	0	205	205	0	0
Federal Mediation and Conciliation Service	18	18	18	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	383.17	25.33	25.33	0	882	882	0	670.5
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0
Federal Trade Commission	192	0	0	0	259	259	0	125
General Services Administration	343.31	208.2	208.2	0	394.56	394.56	0	339.2
Government Printing Office	250.84	0	0	0	431.75	431.75	0	216.38
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	0	0	0	0	0	0	0	0
Inter-American Foundation	0	0	0	0	0	0	0	0
International Boundary and Water Commission	247	0	0	0	0	0	0	247
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	393.5	0	0	0	393.5	393.5	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0	0	0

Table B-12 FY 2008 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Merit Systems Protection Board	285.5	0	0	0	472	472	0	248.2
Millennium Challenge Corporation	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	248.46	307.75	307.75	0	170.43	122.17	206.63	272.22
National Archives and Records Administration	135.92	53.5	53.5	0	282.25	360	49	65.83
National Capital Planning Commission	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0
National Credit Union Administration	170.5	0	0	0	0	0	0	170.5
National Endowment for the Arts	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	284	0	0	0	0	0	0	284
National Labor Relations Board	347.9	225	225	0	389.71	389.71	0	263
National Mediation Board	0	0	0	0	0	0	0	0
National Reconnaissance Office	200.67	0	0	0	0	0	0	200.67
National Science Foundation	362.2	347.5	347.5	0	0	0	0	421
National Transportation Safety Board	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	342.63	0	0	0	312	312	0	393.67
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	657.5	0	0	0	657.5	657.5	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0
Office of Personnel Management	351.64	248	248	0	421.63	421.63	0	333.86
Office of Special Counsel	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	400	0	0	0	0	0	0	400
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0
Peace Corps	149	0	0	0	93	93	0	205
Pension Benefit Guaranty Corporation	284.79	1.5	1.5	0	0	0	0	332
Postal Regulatory Commission	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	329.5	0	0	0	329.5	329.5	0	0
Securities and Exchange Commission	211.8	0	0	0	143	108	178	257.67
Selective Service System	230.5	1	1	0	460	460	0	0

Table B-12 FY 2008 Average Processing Days (APD) All Complaint Closures

Agency or Department	APD All Complaint Closures from Date Complaint Filed/ Remanded	APD All Withdrawals from Date Complaint Filed/ Remanded	APD Non-ADR Withdrawals from Date Complaint Filed/ Remanded	APD ADR Withdrawals from Date Complaint Filed/ Remanded	APD All Settlements from Date Complaint Filed/ Remanded	APD Non-ADR Settlements from Date Complaint Filed/ Remanded	APD ADR Settlements from Date Complaint Filed/ Remanded	APD All Final Agency Actions from Date Complaint Filed/ Remanded
Small Business Administration	475.17	373.6	373.6	0	411.7	411.7	0	509.79
Smithsonian Institution	282.89	218	0	218	377	0	377	228.91
Social Security Administration	507.04	279.49	292.94	57.5	541.83	637.86	205.75	533.38
Tennessee Valley Authority	244.37	397	397	0	159	159	0	240.17
Trade and Development Agency	0	0	0	0	0	0	0	0
U.S. Postal Service	237.81	197.98	197.98	0	357.8	356.26	429.69	228.05
U.S. Tax Court	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	332.34	217.28	221.66	95.27	369.27	402.3	230.68	337.39
Midsize Agencies Subtotal	425.91	286.47	295.02	154	422.12	468.24	260.7	445.82
Small Agencies Subtotal	284.34	181.79	181.79	0	354.82	372.9	170.4	275.73
Micro Agencies Subtotal	361.8	108	108	0	491.33	657.5	159	227
Government-Wide	335.65	219.47	223.82	99.55	371.33	404.56	231.53	341.26

NRF = No Report Filed

Table B-13 FY 2008 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	15	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	20	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	13	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	122	25	25	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	75	27	27	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	17	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	20	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	82	24	24	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	30	7	7	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	128	12	12	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	14	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	53	11	6	54.55%	5	45.45%	5	100.00%	0	0.00%
Defense National Security Agency	22	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 FY 2008 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	43	9	9	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	3	1	0	0.00%	1	100.00%	0	0.00%	1	100.00%
Defense Technical Information Center	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	7	2	1	50.00%	1	50.00%	1	100.00%	0	0.00%
Defense Uniformed Services University	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	518	56	52	92.86%	4	7.14%	4	100.00%	0	0.00%
Department of Commerce	223	37	37	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	46	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Education	50	15	13	86.67%	2	13.33%	2	100.00%	0	0.00%
Department of Energy	54	8	7	87.50%	1	12.50%	1	100.00%	0	0.00%
Department of Health and Human Services	321	89	88	98.88%	1	1.12%	1	100.00%	0	0.00%
Department of Homeland Security	854	263	247	93.92%	16	6.08%	16	100.00%	0	0.00%
Department of Housing and Urban Development	64	10	10	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Justice	531	157	142	90.45%	15	9.55%	15	100.00%	0	0.00%
Department of Labor	155	29	25	86.21%	4	13.79%	4	100.00%	0	0.00%
Department of State	80	21	20	95.24%	1	4.76%	1	100.00%	0	0.00%
Department of the Air Force	469	69	63	91.30%	6	8.70%	6	100.00%	0	0.00%
Department of the Army	1,196	271	264	97.42%	7	2.58%	7	100.00%	0	0.00%
Department of the Interior	309	48	45	93.75%	3	6.25%	3	100.00%	0	0.00%
Department of the Navy	661	161	161	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	515	75	63	84.00%	12	16.00%	12	100.00%	0	0.00%
Department of Transportation	426	114	110	96.49%	4	3.51%	4	100.00%	0	0.00%
Department of Veterans Affairs	1,863	269	256	95.17%	13	4.83%	13	100.00%	0	0.00%
Environmental Protection Agency	61	13	7	53.85%	6	46.15%	5	83.33%	1	16.67%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-13 FY 2008 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Equal Employment Opportunity Commission	12	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	1	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	5	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	25	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	3	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	6	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
General Services Administration	83	19	19	100.00%	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	25	10	10	100.00%	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	6	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-13 FY 2008 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
National Aeronautics and Space Administration	54	21	21	100.00%	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	12	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	2	2	1	50.00%	1	50.00%	1	100.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	10	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Mediation Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	3	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	8	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	25	8	7	87.50%	1	12.50%	1	100.00%	0	0.00%
Office of Special Counsel	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	2	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Pension Benefit Guaranty Corporation	14	2	0	0.00%	2	100.00%	2	100.00%	0	0.00%
Postal Regulatory Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	5	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Selective Service System	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	48	8	8	100.00%	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	19	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	320	68	64	94.12%	4	5.88%	4	100.00%	0	0.00%
Tennessee Valley Authority	54	13	13	100.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 FY 2008 Complaints Closed with Dismissals

Agency or Department	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Trade and Development Agency	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	6,802	2,278	2,224	97.63%	54	2.37%	53	98.15%	1	1.85%
U.S. Tax Court	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,762	4,102	3,952	96.34%	150	3.66%	148	98.67%	2	1.33%
Midsize Agencies Subtotal	689	156	145	92.95%	11	7.05%	10	90.91%	1	9.09%
Small Agencies Subtotal	198	40	36	90.00%	4	10.00%	4	100.00%	0	0.00%
Micro Agencies Subtotal	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Government-Wide	16,654	4,298	4,133	96.16%	165	3.84%	162	98.18%	3	1.82%

NRF = No Report Filed

Table B-14 FY 2008 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0.00%
Agency for International Development	4	820.75	499.5	0	0	0	0	0	0.00%
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1	240	58	1	0	0	0	1	100.00%
Central Intelligence Agency	6	346.33	56.5	3	2	1	0	6	100.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	227	60	1	0	0	0	1	100.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0	0.00%
Commodity Futures Trading Commission	1	217	62	0	0	0	0	0	0.00%
Consumer Product Safety Commission	0	0	0	0	0	0	0	0	0.00%
Corporation for National and Community Service	1	253	60	1	0	0	0	1	100.00%
Court Services and Offender Supervision Agency for the District of Columbia	3	127.33	127.33	0	0	0	0	0	0.00%
Defense Army and Air Force Exchange	25	377.04	60.72	9	8	3	0	20	80.00%
Defense Commissary Agency	13	299.92	32.23	3	9	0	0	12	92.31%
Defense Contract Audit Agency	2	533.5	23.5	0	1	1	0	2	100.00%
Defense Contract Management Agency	3	674.67	297.67	0	0	0	0	0	0.00%
Defense Finance and Accounting Service	24	308.75	47.96	6	9	2	0	17	70.83%
Defense Human Resources Activity	0	0	0	0	0	0	0	0	0.00%
Defense Information Systems Agency	0	0	0	0	0	0	0	0	0.00%
Defense Intelligence Agency	9	421.33	113.33	0	0	0	0	0	0.00%

Table B-14 FY 2008 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Defense Logistics Agency	42	727.74	287.45	3	1	3	0	7	16.67%
Defense National Geospatial-Intelligence Agency	3	106.33	217.33	0	0	0	0	0	0.00%
Defense National Guard Bureau	4	449.25	360.25	1	0	0	0	1	25.00%
Defense National Security Agency	6	519	125.83	0	2	0	0	2	33.33%
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0.00%
Defense Office of the Inspector General	1	266	62	0	0	0	0	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	12	559.25	55.17	0	0	12	0	12	100.00%
Defense Security Service	0	0	0	0	0	0	0	0	0.00%
Defense Technical Information Center	0	0	0	0	0	0	0	0	0.00%
Defense Threat Reduction Agency	0	0	0	0	0	0	0	0	0.00%
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0.00%
Department of Agriculture	221	1,158.74	789.09	1	2	0	0	3	1.36%
Department of Commerce	84	354.4	74.48	7	13	22	6	48	57.14%
Department of Defense Education Activity	18	394.39	94.39	2	2	0	0	4	22.22%
Department of Education	9	432.89	432.89	0	0	0	0	0	0.00%
Department of Energy	26	309.96	61.08	0	6	6	0	12	46.15%
Department of Health and Human Services	78	428.83	113.09	17	10	17	0	44	56.41%
Department of Homeland Security	86	968.4	544.99	2	1	18	0	21	24.42%
Department of Housing and Urban Development	18	555.83	50.89	0	17	0	0	17	94.44%
Department of Justice	164	823.56	256.74	0	14	4	0	18	10.98%
Department of Labor	63	686.56	123.38	4	4	15	0	23	36.51%
Department of State	32	467.41	208.88	0	0	0	0	0	0.00%
Department of the Air Force	125	535.75	257.04	10	18	13	0	41	32.80%
Department of the Army	189	476.28	121.81	1	1	1	2	5	2.65%
Department of the Interior	97	660.42	172.16	8	8	1	0	17	17.53%
Department of the Navy	140	424.12	50.08	43	55	39	0	137	97.86%
Department of the Treasury	148	429.69	62.48	60	5	21	10	96	64.86%
Department of Transportation	115	425.49	83.03	12	19	1	0	32	27.83%
Department of Veterans Affairs	626	382.5	67.7	93	85	103	40	321	51.28%
Environmental Protection Agency	23	561.43	329.7	0	0	0	0	0	0.00%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-14 FY 2008 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	3	494.67	78	0	2	0	0	2	66.67%
Export-Import Bank of the US	0	0	0	0	0	0	0	0	0.00%
Farm Credit Administration	0	0	0	0	0	0	0	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0.00%
Federal Communications Commission	0	0	0	0	0	0	0	0	0.00%
Federal Deposit Insurance Corporation	5	520.2	98.4	0	3	1	0	4	80.00%
Federal Election Commission	3	312.33	83.33	1	0	0	0	1	33.33%
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0	0	0	0.00%
Federal Labor Relations Authority	0	0	0	0	0	0	0	0	0.00%
Federal Maritime Commission	0	0	0	0	0	0	0	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0	0.00%
Federal Reserve System--Board of Governors	0	0	0	0	0	0	0	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0.00%
Federal Trade Commission	1	125	125	0	0	0	0	0	0.00%
General Services Administration	22	332.64	52	3	12	3	0	18	81.82%
Government Printing Office	9	212.67	78.44	5	0	0	0	5	55.56%
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0	0.00%
Institute of Museum and Library Services	0	0	0	0	0	0	0	0	0.00%
Inter-American Foundation	0	0	0	0	0	0	0	0	0.00%

Table B-14 FY 2008 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
International Boundary and Water Commission	0	0	0	0	0	0	0	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0	0.00%
Marine Mammal Commission	0	0	0	0	0	0	0	0	0.00%
Merit Systems Protection Board	2	213.5	60	1	1	0	0	2	100.00%
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	9	307.44	304.67	0	0	0	0	0	0.00%
National Archives and Records Administration	4	80	80	0	0	1	1	2	50.00%
National Capital Planning Commission	0	0	0	0	0	0	0	0	0.00%
National Council on Disability	0	0	0	0	0	0	0	0	0.00%
National Credit Union Administration	0	0	0	0	0	0	0	0	0.00%
National Endowment for the Arts	0	0	0	0	0	0	0	0	0.00%
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	221	41	0	0	0	1	1	100.00%
National Labor Relations Board	2	263	42	1	0	0	1	2	100.00%
National Mediation Board	0	0	0	0	0	0	0	0	0.00%
National Reconnaissance Office	2	260.5	128	0	1	0	0	1	50.00%
National Science Foundation	1	421	182	0	0	0	0	0	0.00%
National Transportation Safety Board	0	0	0	0	0	0	0	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0	0.00%
Nuclear Regulatory Commission	3	393.67	55.67	0	0	3	0	3	100.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0	0.00%

Table B-14 FY 2008 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency or Department	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date Complaint Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Number Timely Completed Where Mixed Case	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Office of Government Ethics	0	0	0	0	0	0	0	0	0.00%
Office of Personnel Management	5	623	93.4	0	0	0	0	0	0.00%
Office of Special Counsel	0	0	0	0	0	0	0	0	0.00%
Office of the Director of National Intelligence	1	400	60	1	0	0	0	1	100.00%
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0.00%
Peace Corps	0	0	0	0	0	0	0	0	0.00%
Pension Benefit Guaranty Corporation	10	396.4	396.4	0	3	0	0	3	30.00%
Postal Regulatory Commission	0	0	0	0	0	0	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0	0	0	0	0	0.00%
Securities and Exchange Commission	1	59	59	0	1	0	0	1	100.00%
Selective Service System	0	0	0	0	0	0	0	0	0.00%
Small Business Administration	17	646.47	285.29	3	0	1	0	4	23.53%
Smithsonian Institution	6	206	38	1	4	0	1	6	100.00%
Social Security Administration	115	578.22	172.67	3	7	1	24	35	30.43%
Tennessee Valley Authority	24	189.21	42.54	14	10	0	0	24	100.00%
Trade and Development Agency	0	0	0	0	0	0	0	0	0.00%
U.S. Postal Service	1,907	242.35	33.92	224	1,011	547	88	1,870	98.06%
U.S. Tax Court	0	0	0	0	0	0	0	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	4,290	417.22	122.71	506	1,301	829	146	2,782	64.85%
Midsize Agencies Subtotal	226	495.47	169.84	24	36	6	25	91	40.27%
Small Agencies Subtotal	59	321.24	160.46	14	10	5	3	32	54.24%
Micro Agencies Subtotal	1	227	60	1	0	0	0	1	100.00%
Government-Wide	4,576	419.8	125.51	545	1,347	840	174	2,906	63.51%

NRF = No Report Filed

Table B-15 FY 2008 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	4	4	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	5	1	0	0.00%	4	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	7	6	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	3	3	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	43	25	0	0.00%	18	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	27	13	0	0.00%	14	1	7.14%	0	0.00%	1	100.00%
Defense Contract Audit Agency	7	2	0	0.00%	5	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	3	3	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	38	24	0	0.00%	14	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	1	0	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	12	9	0	0.00%	3	1	33.33%	1	100.00%	0	0.00%
Defense Logistics Agency	65	42	0	0.00%	23	1	4.35%	1	100.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	4	3	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	9	4	0	0.00%	5	0	0.00%	0	0.00%	0	0.00%
Defense National Security Agency	11	6	0	0.00%	5	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	2	1	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	17	12	0	0.00%	5	0	0.00%	0	0.00%	0	0.00%

Table B-15 FY 2008 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
Defense Security Service	2	0	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	4	0	0	0.00%	4	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	292	221	4	1.81%	71	3	4.23%	2	66.67%	1	33.33%
Department of Commerce	106	84	0	0.00%	22	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	21	18	0	0.00%	3	0	0.00%	0	0.00%	0	0.00%
Department of Education	21	9	0	0.00%	12	0	0.00%	0	0.00%	0	0.00%
Department of Energy	26	26	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	112	78	0	0.00%	34	1	2.94%	1	100.00%	0	0.00%
Department of Homeland Security	302	86	0	0.00%	216	21	9.72%	14	66.67%	7	33.33%
Department of Housing and Urban Development	24	18	0	0.00%	6	0	0.00%	0	0.00%	0	0.00%
Department of Justice	205	164	6	3.66%	41	12	29.27%	9	75.00%	3	25.00%
Department of Labor	86	63	2	3.17%	23	4	17.39%	4	100.00%	0	0.00%
Department of State	42	32	0	0.00%	10	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	189	125	0	0.00%	64	1	1.56%	1	100.00%	0	0.00%
Department of the Army	328	189	0	0.00%	139	4	2.88%	4	100.00%	0	0.00%
Department of the Interior	157	97	0	0.00%	60	4	6.67%	4	100.00%	0	0.00%
Department of the Navy	209	140	0	0.00%	69	4	5.80%	2	50.00%	2	50.00%
Department of the Treasury	240	148	1	0.68%	92	6	6.52%	3	50.00%	3	50.00%
Department of Transportation	187	115	0	0.00%	72	2	2.78%	1	50.00%	1	50.00%
Department of Veterans Affairs	904	626	12	1.92%	278	12	4.32%	7	58.33%	5	41.67%
Environmental Protection Agency	29	23	0	0.00%	6	0	0.00%	0	0.00%	0	0.00%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	4	3	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	9	5	1	20.00%	4	1	25.00%	0	0.00%	1	100.00%
Federal Election Commission	3	3	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-15 FY 2008 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	41	22	0	0.00%	19	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	11	9	0	0.00%	2	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	1	0	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	3	2	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	15	9	0	0.00%	6	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	5	4	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	2	2	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Mediation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	2	2	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-15 FY 2008 Complaints Closed with Findings of Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding Discrimination	% FOs NFI AJ Merit Decisions Finding Discrimination
National Transportation Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	3	3	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	6	5	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	10	10	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Postal Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	2	1	0	0.00%	1	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	25	17	0	0.00%	8	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	9	6	0	0.00%	3	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	163	115	0	0.00%	48	7	14.58%	3	42.86%	4	57.14%
Tennessee Valley Authority	35	24	1	4.17%	11	1	9.09%	1	100.00%	0	0.00%
Trade and Development Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	3,436	1,907	0	0.00%	1,529	78	5.10%	49	62.82%	29	37.18%
U.S. Tax Court	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	7,132	4,290	25	0.58%	2,842	155	5.45%	103	66.45%	52	33.55%
Midsize Agencies Subtotal	332	226	2	0.88%	106	9	8.49%	4	44.44%	5	55.56%
Small Agencies Subtotal	73	59	0	0.00%	14	0	0.00%	0	0.00%	0	0.00%
Micro Agencies Subtotal	1	1	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government-Wide	7,538	4,576	27	0.59%	2,962	164	5.54%	107	65.24%	57	34.76%

NRF = No Report Filed

Table B-16 FY 2008 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	4	4	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	5	1	1	100.00%	4	4	100.00%	4	100.00%	0	0.00%
Central Intelligence Agency	7	6	6	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	3	3	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	43	25	25	100.00%	18	18	100.00%	18	100.00%	0	0.00%
Defense Commissary Agency	27	13	13	100.00%	14	13	92.86%	13	100.00%	0	0.00%
Defense Contract Audit Agency	7	2	2	100.00%	5	5	100.00%	5	100.00%	0	0.00%
Defense Contract Management Agency	3	3	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	38	24	24	100.00%	14	14	100.00%	14	100.00%	0	0.00%
Defense Human Resources Activity	1	0	0	0.00%	1	1	100.00%	1	100.00%	0	0.00%
Defense Information Systems Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	12	9	9	100.00%	3	2	66.67%	2	100.00%	0	0.00%
Defense Logistics Agency	65	42	42	100.00%	23	22	95.65%	22	100.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	4	3	3	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Defense National Guard Bureau	9	4	4	100.00%	5	5	100.00%	5	100.00%	0	0.00%
Defense National Security Agency	11	6	6	100.00%	5	5	100.00%	5	100.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	2	1	1	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	17	12	12	100.00%	5	5	100.00%	5	100.00%	0	0.00%

Table B-16 FY 2008 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
Defense Security Service	2	0	0	0.00%	2	2	100.00%	2	100.00%	0	0.00%
Defense Technical Information Center	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	4	0	0	0.00%	4	4	100.00%	4	100.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	292	221	217	98.19%	71	68	95.77%	68	100.00%	0	0.00%
Department of Commerce	106	84	84	100.00%	22	22	100.00%	22	100.00%	0	0.00%
Department of Defense Education Activity	21	18	18	100.00%	3	3	100.00%	3	100.00%	0	0.00%
Department of Education	21	9	9	100.00%	12	12	100.00%	12	100.00%	0	0.00%
Department of Energy	26	26	26	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	112	78	78	100.00%	34	33	97.06%	33	100.00%	0	0.00%
Department of Homeland Security	302	86	86	100.00%	216	195	90.28%	195	100.00%	0	0.00%
Department of Housing and Urban Development	24	18	18	100.00%	6	6	100.00%	6	100.00%	0	0.00%
Department of Justice	205	164	158	96.34%	41	29	70.73%	29	100.00%	0	0.00%
Department of Labor	86	63	61	96.83%	23	19	82.61%	19	100.00%	0	0.00%
Department of State	42	32	32	100.00%	10	10	100.00%	10	100.00%	0	0.00%
Department of the Air Force	189	125	125	100.00%	64	63	98.44%	61	96.83%	2	3.17%
Department of the Army	328	189	189	100.00%	139	135	97.12%	135	100.00%	0	0.00%
Department of the Interior	157	97	97	100.00%	60	56	93.33%	56	100.00%	0	0.00%
Department of the Navy	209	140	140	100.00%	69	65	94.20%	63	96.92%	2	3.08%
Department of the Treasury	240	148	147	99.32%	92	86	93.48%	86	100.00%	0	0.00%
Department of Transportation	187	115	115	100.00%	72	70	97.22%	70	100.00%	0	0.00%
Department of Veterans Affairs	904	626	614	98.08%	278	266	95.68%	266	100.00%	0	0.00%
Environmental Protection Agency	29	23	23	100.00%	6	6	100.00%	6	100.00%	0	0.00%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	4	3	3	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	9	5	4	80.00%	4	3	75.00%	3	100.00%	0	0.00%
Federal Election Commission	3	3	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-16 FY 2008 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0	0.00%	2	2	100.00%	2	100.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	41	22	22	100.00%	19	19	100.00%	19	100.00%	0	0.00%
Government Printing Office	11	9	9	100.00%	2	2	100.00%	2	100.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	1	0	0	0.00%	1	1	100.00%	1	100.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	3	2	2	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Millennium Challenge Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	15	9	9	100.00%	6	6	100.00%	6	100.00%	0	0.00%
National Archives and Records Administration	5	4	4	100.00%	1	1	100.00%	1	100.00%	0	0.00%
National Capital Planning Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	2	2	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Mediation Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-16 FY 2008 Complaints Closed with Findings of No Discrimination

Agency or Department	Total Number Merit Complaint Closures	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding No Discrimination	% Merit FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Merit Decisions Finding No Discrimination	% FOs of AJ Merit Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding No Discrimination	% FOs FI AJ Merit Decisions Finding No Discrimination	Number FOs Not Fully Implementing (NFI) AJ Merit Decisions Finding No Discrimination	% FOs NFI AJ Merit Decisions Finding No Discrimination
National Reconnaissance Office	2	2	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	3	3	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	6	5	5	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Office of Special Counsel	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	10	10	10	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Postal Regulatory Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	2	1	1	100.00%	1	1	100.00%	1	100.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	25	17	17	100.00%	8	8	100.00%	8	100.00%	0	0.00%
Smithsonian Institution	9	6	6	100.00%	3	3	100.00%	3	100.00%	0	0.00%
Social Security Administration	163	115	115	100.00%	48	41	85.42%	41	100.00%	0	0.00%
Tennessee Valley Authority	35	24	23	95.83%	11	10	90.91%	10	100.00%	0	0.00%
Trade and Development Agency	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	3,436	1,907	1,907	100.00%	1,529	1,451	94.90%	1,451	100.00%	0	0.00%
U.S. Tax Court	0	0	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	7,132	4,290	4,265	99.42%	2,842	2,687	94.55%	2,683	99.85%	4	0.15%
Midsized Agencies Subtotal	332	226	224	99.12%	106	97	91.51%	97	100.00%	0	0.00%
Small Agencies Subtotal	73	59	59	100.00%	14	14	100.00%	14	100.00%	0	0.00%
Micro Agencies Subtotal	1	1	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Government-Wide	7,538	4,576	4,549	99.41%	2,962	2,798	94.46%	2,794	99.86%	4	0.14%

NRF = No Report Filed

Table B-17 FY 2008 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0	0
Agency for International Development	386.11	0	820.75	820.75	38.4	0	0	0	0	0
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	74.4	0	240	240	33	623.5	623.5	0	623.5	0
Central Intelligence Agency	242.33	0	346.33	346.33	34.33	904	904	0	904	0
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	227	0	227	227	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	217	0	217	217	0	0	0	0	0	0
Consumer Product Safety Commission	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	253	0	253	253	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	127.33	0	127.33	127.33	0	0	0	0	0	0
Defense Army and Air Force Exchange	233	0	377.04	377.04	88.96	615.61	615.61	0	615.61	0
Defense Commissary Agency	131.38	0	299.92	299.92	50.22	584.79	517.15	0	517.15	0
Defense Contract Audit Agency	279.75	0	533.5	533.5	26	658.2	658.2	0	658.2	0
Defense Contract Management Agency	412.2	0	674.67	674.67	18.5	0	0	0	0	0
Defense Finance and Accounting Service	168.83	0	308.75	308.75	28.92	481.79	481.79	0	481.79	0
Defense Human Resources Activity	0	0	0	0	0	644	644	0	644	0
Defense Information Systems Agency	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	318	0	421.33	421.33	185.14	784.67	784.67	934	710	0
Defense Logistics Agency	579.52	0	727.74	727.74	60.75	781.22	781.22	1,174.00	763.36	0
Defense National Geospatial-Intelligence Agency	106.33	0	106.33	106.33	0	437	437	0	437	0
Defense National Guard Bureau	212.1	0	449.25	449.25	54	1,158.30	1,158.30	0	1,410.60	906

Table B-17 FY 2008 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Defense National Security Agency	372.2	0	519	519	152	1,104.60	1,104.60	0	1,104.60	0
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	266	0	266	266	0	866	866	0	866	0
Defense Office of the Secretary/Wash. Hqtrs. Services	366.95	0	559.25	559.25	110.56	780.6	780.6	0	780.6	0
Defense Security Service	0	0	0	0	0	452.67	468.5	0	468.5	0
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	77	0	0	0	77	182.2	182.2	0	188.5	157
Defense Uniformed Services University	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	991.88	773.75	1,165.83	1,158.74	282.75	885.4	885.97	587.5	927.4	331
Department of Commerce	269.93	0	354.4	354.4	78.14	665.55	665.55	0	665.55	0
Department of Defense Education Activity	329.92	0	394.39	394.39	136.5	839.33	839.33	0	839.33	0
Department of Education	259.95	0	432.89	432.89	140.23	640.93	640.93	0	714.42	200
Department of Energy	260.06	0	309.96	309.96	74.71	1,417.00	1,417.00	0	0	1,417.00
Department of Health and Human Services	263.75	0	428.83	428.83	117.42	378.54	378.54	1,154.00	351.09	509
Department of Homeland Security	413.32	0	968.4	968.4	220.06	684.53	684.37	925	669.08	660.25
Department of Housing and Urban Development	373.07	0	555.83	555.83	44.1	629.83	629.83	0	629.83	0
Department of Justice	566.98	1,412.67	801.19	823.56	270.64	713.39	718.72	1,180.44	827.34	231.67
Department of Labor	531.68	812	682.44	686.56	141.4	792.26	792.26	1,068.25	756.95	684
Department of State	307.77	0	467.41	467.41	52.35	664.73	664.73	0	678	532
Department of the Air Force	389.82	0	535.75	535.75	100.29	642.09	643.53	561	659.1	499
Department of the Army	229.69	0	476.28	476.28	53.16	666.28	666.28	852	670.41	480.57
Department of the Interior	514.03	0	660.42	660.42	198.47	687.57	687.57	1,120.00	662.13	586
Department of the Navy	228.4	0	424.12	424.12	58.2	698.25	669.34	983.5	659.37	0
Department of the Treasury	357.87	277	430.73	429.69	189.14	672.55	666.9	1,105.33	668.27	547.5
Department of Transportation	259.07	0	425.49	425.49	85.08	702.07	700.04	1,577.00	641.19	1,510.75
Department of Veterans Affairs	293.98	499.67	380.21	382.5	77.52	591.21	590.27	783.86	590.61	479
Environmental Protection Agency	448.63	0	561.43	561.43	78	653.17	597.36	0	591.67	604.2
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-17 FY 2008 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	309	0	494.67	494.67	123.33	530	530	0	530	0
Export-Import Bank of the US	37	0	0	0	37	0	0	0	0	0
Farm Credit Administration	60	0	0	0	60	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	344.44	881	430	520.2	124.75	1,064.00	801	0	801	0
Federal Election Commission	312.33	0	312.33	312.33	0	0	0	0	0	0
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	0	0	0	0	0	670.5	670.5	0	670.5	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	125	0	125	125	0	0	0	0	0	0
General Services Administration	195.51	0	332.64	332.64	36.74	649.26	649.26	0	649.26	0
Government Printing Office	192.11	0	212.67	212.67	173.6	447	447	0	447	0
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	0	0	0	0	0	0	0	0	0	0
Inter-American Foundation	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	0	0	0	0	0	247	247	0	247	0
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	128.5	0	213.5	213.5	43.5	727	727	0	727	0
Millennium Challenge Corporation	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-17 FY 2008 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
National Aeronautics and Space Administration	174.9	0	307.44	307.44	118.1	758.83	758.83	0	758.83	0
National Archives and Records Administration	73.8	0	80	80	49	26	26	0	26	0
National Capital Planning Commission	0	0	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	53	0	0	0	53	288	288	0	0	288
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	284	0	221	221	305	0	0	0	0	0
National Labor Relations Board	263	0	263	263	0	0	0	0	0	0
National Mediation Board	0	0	0	0	0	0	0	0	0	0
National Reconnaissance Office	200.67	0	260.5	260.5	81	0	0	0	0	0
National Science Foundation	421	0	421	421	0	0	0	0	0	0
National Transportation Safety Board	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	393.67	0	393.67	393.67	0	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	306.33	0	623	623	80.14	499	499	0	614	384
Office of Special Counsel	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	400	0	400	400	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0	0	0
Peace Corps	0	0	0	0	0	205	205	0	0	205
Pension Benefit Guaranty Corporation	396.4	0	396.4	396.4	0	10	10	0	0	10
Postal Regulatory Commission	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	40	0	59	59	21	693	693	0	693	0
Selective Service System	0	0	0	0	0	0	0	0	0	0
Small Business Administration	454.24	0	646.47	646.47	45.75	683.38	683.38	0	683.38	0
Smithsonian Institution	160.75	0	206	206	25	410.67	410.67	0	410.67	0
Social Security Administration	405.54	0	578.22	578.22	95.27	973.44	920.73	607.33	978.46	564
Tennessee Valley Authority	127.22	194	189	189.21	12.77	620.09	620.09	934	588.7	0
Trade and Development Agency	0	0	0	0	0	0	0	0	0	0

Table B-17 FY 2008 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency or Department	APD All Final Agency Decisions (FADs) (No AJ)	APD Merit FADs Finding Discrimination	APD Merit FADs Finding No Discrimination	APD Merit FADs From Date of Complaint Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Merit Decisions Finding Discrimination	APD FI AJ Merit Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
U.S. Postal Service	125.74	0	242.35	242.35	25.74	495.04	486.63	787.29	479	417.38
U.S. Tax Court	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	250.45	778.72	415.1	417.22	69.41	576.88	571.29	889.87	562.72	504.87
Midsized Agencies Subtotal	332.72	537.5	495.09	495.47	79.06	804.44	761.95	689	785.14	566.1
Small Agencies Subtotal	239.88	0	321.24	321.24	106.56	464.94	464.94	0	561.14	128.25
Micro Agencies Subtotal	227	0	227	227	0	0	0	0	0	0
Government-Wide	253.83	760.85	417.78	419.8	70.07	584.75	577.57	882.36	570.43	499.35

NRF = No Report Filed

Table B-18 FY 2008 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0
Agency for International Development	0	0	0	0	0	0	0	0
American Battle Monuments Commission	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	623.5	0	0	0	0	0	0	0
Central Intelligence Agency	904	0	0	0	0	0	0	0
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	0	0	0	0	0	0	0	0
Corporation for National and Community Service	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	615.61	0	0	0	0	0	0	0
Defense Commissary Agency	584.79	1,464.00	1,464.00	0	0	1,464.00	0	0
Defense Contract Audit Agency	658.2	0	0	0	0	0	0	0
Defense Contract Management Agency	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	481.79	0	0	0	0	0	0	0
Defense Human Resources Activity	644	0	0	0	0	0	0	0
Defense Information Systems Agency	0	0	0	0	0	0	0	0
Defense Intelligence Agency	784.67	0	0	0	0	0	0	0
Defense Logistics Agency	781.22	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	437	0	0	0	0	0	0	0

Table B-18 FY 2008 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Defense National Guard Bureau	1,158.30	0	0	0	0	0	0	0
Defense National Security Agency	1,104.60	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	866	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	780.6	0	0	0	0	0	0	0
Defense Security Service	452.67	421	0	0	0	0	0	421
Defense Technical Information Center	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	182.2	0	0	0	0	0	0	0
Defense Uniformed Services University	0	0	0	0	0	0	0	0
Department of Agriculture	885.4	843	843	0	0	843	0	0
Department of Commerce	665.55	0	0	0	0	0	0	0
Department of Defense Education Activity	839.33	0	0	0	0	0	0	0
Department of Education	640.93	0	0	0	0	0	0	0
Department of Energy	1,417.00	0	0	0	0	0	0	0
Department of Health and Human Services	378.54	0	0	0	0	0	0	0
Department of Homeland Security	684.53	689.57	689.57	938	547	668.4	0	0
Department of Housing and Urban Development	629.83	0	0	0	0	0	0	0
Department of Justice	713.39	619.33	619.33	0	534	662	0	0
Department of Labor	792.26	0	0	0	0	0	0	0
Department of State	664.73	0	0	0	0	0	0	0
Department of the Air Force	642.09	593	0	0	0	0	593	0
Department of the Army	666.28	0	0	0	0	0	0	0
Department of the Interior	687.57	0	0	0	0	0	0	0
Department of the Navy	698.25	1,168.00	1,423.50	0	0	1,423.50	912.5	0
Department of the Treasury	672.55	862.67	862.67	847	904	837	0	0
Department of Transportation	702.07	854	854	0	854	0	0	0
Department of Veterans Affairs	591.21	644.8	644.8	0	474.5	758.33	0	0
Environmental Protection Agency	653.17	1,267.00	0	0	0	0	0	1,267.00
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-18 FY 2008 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	530	0	0	0	0	0	0	0
Export-Import Bank of the US	0	0	0	0	0	0	0	0
Farm Credit Administration	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	1,064.00	1,853.00	1,853.00	0	0	1,853.00	0	0
Federal Election Commission	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	0	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	670.5	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0
Federal Trade Commission	0	0	0	0	0	0	0	0
General Services Administration	649.26	0	0	0	0	0	0	0
Government Printing Office	447	0	0	0	0	0	0	0
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	0	0	0	0	0	0	0	0
Inter-American Foundation	0	0	0	0	0	0	0	0
International Boundary and Water Commission	247	0	0	0	0	0	0	0
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0	0	0

Table B-18 FY 2008 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Merit Systems Protection Board	727	0	0	0	0	0	0	0
Millennium Challenge Corporation	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	758.83	0	0	0	0	0	0	0
National Archives and Records Administration	26	0	0	0	0	0	0	0
National Capital Planning Commission	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0
National Credit Union Administration	288	0	0	0	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0	0	0	0	0	0
National Labor Relations Board	0	0	0	0	0	0	0	0
National Mediation Board	0	0	0	0	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0
National Science Foundation	0	0	0	0	0	0	0	0
National Transportation Safety Board	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	0	0	0	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0
Office of Personnel Management	499	0	0	0	0	0	0	0
Office of Special Counsel	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0	0
Peace Corps	205	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	10	0	0	0	0	0	0	0
Postal Regulatory Commission	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0	0	0	0	0	0
Securities and Exchange Commission	693	0	0	0	0	0	0	0
Selective Service System	0	0	0	0	0	0	0	0

Table B-18 FY 2008 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency or Department	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Merit Decisions	APD Agency Appeal of Remedy in AJ Merit Decisions	APD Agency Appeal of Remedy and Finding in AJ Merit Decisions	APD FOs NFI AJ Merit Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Small Business Administration	683.38	0	0	0	0	0	0	0
Smithsonian Institution	410.67	0	0	0	0	0	0	0
Social Security Administration	973.44	1,606.00	1,606.00	0	0	1,606.00	0	0
Tennessee Valley Authority	620.09	0	0	0	0	0	0	0
Trade and Development Agency	0	0	0	0	0	0	0	0
U.S. Postal Service	495.04	930.8	941.52	0	923.25	944.44	0	620
U.S. Tax Court	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	576.88	859.67	880.94	892.5	748.1	913.58	752.75	520.5
Midsize Agencies Subtotal	804.44	1,590.67	1,655.40	0	0	1,655.40	0	1,267.00
Small Agencies Subtotal	464.94	0	0	0	0	0	0	0
Micro Agencies Subtotal	0	0	0	0	0	0	0	0
Government-Wide	584.75	928.2	948.88	892.5	748.1	996	752.75	769.33

NRF = No Report Filed

Table B-19 FY 2008 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Number Offers Rejected by Agency (Includes Management Officials)	Total Complaint Closures Accepted / Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0	0	0.00%
Agency for International Development	15	0	0.00%	0	0	0	0.00%
American Battle Monuments Commission	1	0	0.00%	0	0	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	20	20	100.00%	20	0	0	0.00%
Central Intelligence Agency	13	13	100.00%	13	0	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	1	100.00%	0	0	1	100.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	100.00%	0	0	1	100.00%
Commodity Futures Trading Commission	1	0	0.00%	0	0	0	0.00%
Consumer Product Safety Commission	2	0	0.00%	0	0	0	0.00%
Corporation for National and Community Service	1	0	0.00%	0	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	4	4	100.00%	4	0	0	0.00%
Defense Army and Air Force Exchange	122	78	63.93%	20	9	49	40.16%
Defense Commissary Agency	75	11	14.67%	0	0	11	14.67%
Defense Contract Audit Agency	17	4	23.53%	0	0	4	23.53%
Defense Contract Management Agency	20	3	15.00%	1	0	2	10.00%
Defense Finance and Accounting Service	82	15	18.29%	6	0	9	10.98%

Table B-19 FY 2008 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Number Offers Rejected by Agency (Includes Management Officials)	Total Complaint Closures Accepted / Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Defense Human Resources Activity	3	0	0.00%	0	0	0	0.00%
Defense Information Systems Agency	2	2	100.00%	0	0	2	100.00%
Defense Intelligence Agency	30	23	76.67%	17	0	6	20.00%
Defense Logistics Agency	128	24	18.75%	6	0	18	14.06%
Defense National Geospatial-Intelligence Agency	14	0	0.00%	0	0	0	0.00%
Defense National Guard Bureau	53	23	43.40%	2	0	21	39.62%
Defense National Security Agency	22	21	95.45%	19	0	2	9.09%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0	0.00%
Defense Office of the Inspector General	3	0	0.00%	0	0	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	43	1	2.33%	0	0	1	2.33%
Defense Security Service	3	3	100.00%	2	1	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0	0	0.00%
Defense Threat Reduction Agency	7	0	0.00%	0	0	0	0.00%
Defense Uniformed Services University	1	0	0.00%	0	0	0	0.00%
Department of Agriculture	518	119	22.97%	54	1	64	12.36%
Department of Commerce	223	73	32.74%	66	0	7	3.14%
Department of Defense Education Activity	46	8	17.39%	0	1	7	15.22%
Department of Education	50	0	0.00%	0	0	0	0.00%
Department of Energy	54	20	37.04%	14	0	6	11.11%
Department of Health and Human Services	321	57	17.76%	32	0	25	7.79%
Department of Homeland Security	854	283	33.14%	220	18	45	5.27%
Department of Housing and Urban Development	64	44	68.75%	0	0	44	68.75%
Department of Justice	531	389	73.26%	366	1	22	4.14%
Department of Labor	155	155	100.00%	113	7	35	22.58%
Department of State	80	77	96.25%	57	10	10	12.50%
Department of the Air Force	469	227	48.40%	82	21	124	26.44%
Department of the Army	1,196	340	28.43%	105	0	235	19.65%
Department of the Interior	309	76	24.60%	47	3	26	8.41%
Department of the Navy	661	40	6.05%	5	3	32	4.84%

Table B-19 FY 2008 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Number Offers Rejected by Agency (Includes Management Officials)	Total Complaint Closures Accepted / Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Department of the Treasury	515	367	71.26%	251	66	50	9.71%
Department of Transportation	426	14	3.29%	0	2	12	2.82%
Department of Veterans Affairs	1,863	238	12.78%	74	34	130	6.98%
Environmental Protection Agency	61	1	1.64%	0	1	0	0.00%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	12	3	25.00%	0	0	3	25.00%
Export-Import Bank of the US	1	0	0.00%	0	0	0	0.00%
Farm Credit Administration	5	4	80.00%	1	2	1	20.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0	0	0.00%
Federal Deposit Insurance Corporation	25	11	44.00%	4	0	7	28.00%
Federal Election Commission	3	0	0.00%	0	0	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0.00%	0	0	0	0.00%
Federal Labor Relations Authority	1	1	100.00%	0	0	1	100.00%
Federal Maritime Commission	1	1	100.00%	1	0	0	0.00%
Federal Mediation and Conciliation Service	5	0	0.00%	0	0	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0	0	0.00%
Federal Reserve System--Board of Governors	6	0	0.00%	0	0	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0	0	0.00%

Table B-19 FY 2008 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Number Offers Rejected by Agency (Includes Management Officials)	Total Complaint Closures Accepted / Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Federal Trade Commission	2	1	50.00%	1	0	0	0.00%
General Services Administration	83	19	22.89%	14	0	5	6.02%
Government Printing Office	25	0	0.00%	0	0	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0	0	0.00%
International Boundary and Water Commission	1	0	0.00%	0	0	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	2	1	50.00%	1	0	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0	0	0.00%
Merit Systems Protection Board	6	1	16.67%	0	0	1	16.67%
Millennium Challenge Corporation	0	0	0.00%	0	0	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	54	21	38.89%	3	4	14	25.93%
National Archives and Records Administration	12	1	8.33%	0	0	1	8.33%
National Capital Planning Commission	0	0	0.00%	0	0	0	0.00%
National Council on Disability	0	0	0.00%	0	0	0	0.00%
National Credit Union Administration	2	0	0.00%	0	0	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	3	75.00%	3	0	0	0.00%
National Labor Relations Board	10	0	0.00%	0	0	0	0.00%

Table B-19 FY 2008 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Number Offers Rejected by Agency (Includes Management Officials)	Total Complaint Closures Accepted / Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
National Mediation Board	0	0	0.00%	0	0	0	0.00%
National Reconnaissance Office	3	3	100.00%	3	0	0	0.00%
National Science Foundation	5	0	0.00%	0	0	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0	0	0.00%
Nuclear Regulatory Commission	8	8	100.00%	7	1	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	2	0	0.00%	0	0	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0	0	0.00%
Office of Personnel Management	25	0	0.00%	0	0	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0	0	0.00%
Office of the Director of National Intelligence	1	1	100.00%	0	1	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0	0	0.00%
Peace Corps	2	0	0.00%	0	0	0	0.00%
Pension Benefit Guaranty Corporation	14	2	14.29%	1	0	1	7.14%
Postal Regulatory Commission	0	0	0.00%	0	0	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	4	0	0.00%	0	0	0	0.00%
Securities and Exchange Commission	5	2	40.00%	0	0	2	40.00%
Selective Service System	2	0	0.00%	0	0	0	0.00%
Small Business Administration	48	1	2.08%	0	0	1	2.08%
Smithsonian Institution	19	8	42.11%	0	0	8	42.11%
Social Security Administration	320	227	70.94%	168	32	27	8.44%
Tennessee Valley Authority	54	0	0.00%	0	0	0	0.00%
Trade and Development Agency	0	0	0.00%	0	0	0	0.00%
U.S. Postal Service	6,802	17	0.25%	0	0	17	0.25%
U.S. Tax Court	0	0	0.00%	0	0	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-19 FY 2008 Total Complaint Closures Accepted/Participated in ADR

Agency or Department	Total Complaint Closures	Number Complaint Closures Offered ADR	% Complaint Closures Offered ADR (Offer Rate)	Number Offers Rejected by Complainant	Number Offers Rejected by Agency (Includes Management Officials)	Total Complaint Closures Accepted / Participated in ADR Program	% Complaint Closures Accepted into ADR Program (Participation Rate)
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,762	2,752	17.46%	1,559	177	1,016	6.45%
Midsized Agencies Subtotal	689	288	41.80%	189	37	62	9.00%
Small Agencies Subtotal	198	69	34.85%	55	4	10	5.05%
Micro Agencies Subtotal	5	2	40.00%	0	0	2	40.00%
Government-Wide	16,654	3,111	18.68%	1,803	218	1,090	6.54%

NRF = No Report Filed

Table B-20 FY 2008 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	0	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	1	100.00%	0	0.00%	1	100.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	49	27	55.10%	2	4.08%	29	59.18%
Defense Commissary Agency	11	5	45.45%	2	18.18%	7	63.64%
Defense Contract Audit Agency	4	4	100.00%	0	0.00%	4	100.00%
Defense Contract Management Agency	2	1	50.00%	1	50.00%	2	100.00%
Defense Finance and Accounting Service	9	3	33.33%	0	0.00%	3	33.33%
Defense Human Resources Activity	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	2	2	100.00%	0	0.00%	2	100.00%
Defense Intelligence Agency	6	4	66.67%	2	33.33%	6	100.00%
Defense Logistics Agency	18	2	11.11%	0	0.00%	2	11.11%

Table B-20 FY 2008 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Defense National Geospatial-Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	21	16	76.19%	5	23.81%	21	100.00%
Defense National Security Agency	2	2	100.00%	0	0.00%	2	100.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	1	1	100.00%	0	0.00%	1	100.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	64	20	31.25%	4	6.25%	24	37.50%
Department of Commerce	7	3	42.86%	0	0.00%	3	42.86%
Department of Defense Education Activity	7	2	28.57%	0	0.00%	2	28.57%
Department of Education	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	6	3	50.00%	0	0.00%	3	50.00%
Department of Health and Human Services	25	13	52.00%	0	0.00%	13	52.00%
Department of Homeland Security	45	15	33.33%	3	6.67%	18	40.00%
Department of Housing and Urban Development	44	8	18.18%	0	0.00%	8	18.18%
Department of Justice	22	18	81.82%	0	0.00%	18	81.82%
Department of Labor	35	28	80.00%	2	5.71%	30	85.71%
Department of State	10	4	40.00%	2	20.00%	6	60.00%
Department of the Air Force	124	102	82.26%	2	1.61%	104	83.87%
Department of the Army	235	149	63.40%	6	2.55%	155	65.96%
Department of the Interior	26	7	26.92%	1	3.85%	8	30.77%
Department of the Navy	32	21	65.63%	0	0.00%	21	65.63%
Department of the Treasury	50	10	20.00%	1	2.00%	11	22.00%
Department of Transportation	12	5	41.67%	1	8.33%	6	50.00%
Department of Veterans Affairs	130	100	76.92%	17	13.08%	117	90.00%
Environmental Protection Agency	0	0	0.00%	0	0.00%	0	0.00%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-20 FY 2008 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	3	2	66.67%	0	0.00%	2	66.67%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	1	1	100.00%	0	0.00%	1	100.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	7	3	42.86%	1	14.29%	4	57.14%
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	5	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-20 FY 2008 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	1	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	14	8	57.14%	0	0.00%	8	57.14%
National Archives and Records Administration	1	1	100.00%	0	0.00%	1	100.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	0	0	0.00%	0	0.00%	0	0.00%
National Mediation Board	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	1	0	0.00%	0	0.00%	0	0.00%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%

Table B-20 FY 2008 ADR Complaint Resolutions (Formal Phase)

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions (Resolution Rate)
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	2	1	50.00%	0	0.00%	1	50.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	1	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	8	7	87.50%	1	12.50%	8	100.00%
Social Security Administration	27	12	44.44%	2	7.41%	14	51.85%
Tennessee Valley Authority	0	0	0.00%	0	0.00%	0	0.00%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	17	13	76.47%	0	0.00%	13	76.47%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	1,016	588	57.87%	51	5.02%	639	62.89%
Midsized Agencies Subtotal	62	30	48.39%	4	6.45%	34	54.84%
Small Agencies Subtotal	10	5	50.00%	0	0.00%	5	50.00%
Micro Agencies Subtotal	2	1	50.00%	0	0.00%	1	50.00%
Government-Wide	1,090	624	57.25%	55	5.05%	679	62.29%

NRF = No Report Filed

Table B-21 FY 2008 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Agency for International Development	2	2	\$0.00	\$146,500.00	\$0.00	\$0.00	\$146,500.00	\$73,250.00	0	0.00%
American Battle Monuments Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	9	2	\$0.00	\$10,000.00	\$40,000.00	\$21,500.00	\$71,500.00	\$7,944.44	3	33.33%
Central Intelligence Agency	1	1	\$0.00	\$97,500.00	\$0.00	\$0.00	\$97,500.00	\$97,500.00	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	1	0	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00	0	0.00%
Commodity Futures Trading Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Consumer Product Safety Commission	2	2	\$678.39	\$2,374.52	\$0.00	\$9,310.39	\$12,363.30	\$6,181.65	2	100.00%
Corporation for National and Community Service	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Army and Air Force Exchange	43	18	\$6,276.00	\$44,396.00	\$0.00	\$8,100.00	\$58,772.00	\$1,366.79	33	76.74%
Defense Commissary Agency	15	7	\$1,144.08	\$125,000.00	\$1,000.00	\$65,412.00	\$192,556.08	\$12,837.07	10	66.67%
Defense Contract Audit Agency	6	3	\$0.00	\$7,700.00	\$0.00	\$4,500.00	\$12,200.00	\$2,033.33	3	50.00%
Defense Contract Management Agency	8	4	\$0.00	\$34,433.00	\$0.00	\$3,777.00	\$38,210.00	\$4,776.25	4	50.00%
Defense Finance and Accounting Service	13	5	\$0.00	\$24,112.00	\$0.00	\$0.00	\$24,112.00	\$1,854.77	8	61.54%
Defense Human Resources Activity	1	1	\$0.00	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	0	0.00%
Defense Information Systems Agency	2	1	\$0.00	\$28,000.00	\$0.00	\$23,000.00	\$51,000.00	\$25,500.00	1	50.00%
Defense Intelligence Agency	10	3	\$10,512.08	\$95,000.00	\$0.00	\$0.00	\$105,512.08	\$10,551.21	7	70.00%
Defense Logistics Agency	38	28	\$6,544.00	\$245,625.00	\$1,690,136.28	\$172,831.98	\$2,115,137.26	\$55,661.51	9	23.68%
Defense National Geospatial-Intelligence Agency	6	6	\$84,263.18	\$165,000.00	\$0.00	\$378,000.00	\$627,263.18	\$104,543.86	0	0.00%
Defense National Guard Bureau	23	4	\$13,508.00	\$320,012.03	\$125,000.00	\$5,000.00	\$463,520.03	\$20,153.04	17	73.91%
Defense National Security Agency	7	6	\$16,831.54	\$1,050.00	\$0.00	\$0.00	\$17,881.54	\$2,554.51	1	14.29%
Defense Nuclear Facilities Safety Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Office of the Inspector General	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	10	4	\$0.00	\$65,600.00	\$0.00	\$22,860.00	\$88,460.00	\$8,846.00	2	20.00%

Table B-21 FY 2008 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Defense Security Service	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Technical Information Center	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Threat Reduction Agency	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Uniformed Services University	1	0	\$0.00	\$0.00	\$0.00	\$30,000.00	\$30,000.00	\$30,000.00	0	0.00%
Department of Agriculture	141	72	\$75,560.27	\$1,605,840.94	\$106,704.40	\$596,185.95	\$2,384,291.56	\$16,909.87	54	38.30%
Department of Commerce	68	40	\$0.00	\$434,234.16	\$0.00	\$428,734.24	\$862,968.40	\$12,690.71	13	19.12%
Department of Defense Education Activity	17	7	\$0.00	\$65,308.00	\$1,500.00	\$78,500.00	\$145,308.00	\$8,547.53	6	35.29%
Department of Education	10	5	\$3,126.92	\$25,000.00	\$0.00	\$2,000.00	\$30,126.92	\$3,012.69	3	30.00%
Department of Energy	17	9	\$0.00	\$375,820.00	\$0.00	\$37,000.00	\$412,820.00	\$24,283.53	7	41.18%
Department of Health and Human Services	95	43	\$490,411.77	\$240,011.63	\$3,717.10	\$500,349.37	\$1,234,489.87	\$12,994.63	51	53.68%
Department of Homeland Security	194	104	\$946,547.34	\$1,714,656.71	\$531,517.46	\$1,191,009.09	\$4,383,730.60	\$22,596.55	156	80.41%
Department of Housing and Urban Development	24	6	\$110,972.42	\$4,500.00	\$63,000.00	\$176,000.00	\$354,472.42	\$14,769.68	15	62.50%
Department of Justice	98	65	\$123,800.26	\$828,563.00	\$605,268.27	\$557,310.60	\$2,114,942.13	\$21,581.04	49	50.00%
Department of Labor	34	28	\$265,708.48	\$103,807.49	\$56,575.83	\$55,377.30	\$481,469.10	\$14,160.86	17	50.00%
Department of State	13	7	\$0.00	\$127,009.33	\$0.00	\$168,872.95	\$295,882.28	\$22,760.18	13	100.00%
Department of the Air Force	163	48	\$7,080.00	\$1,253,910.61	\$194,300.00	\$410,297.66	\$1,865,588.27	\$11,445.33	88	53.99%
Department of the Army	483	181	\$282,629.60	\$1,554,535.79	\$543,322.20	\$741,639.16	\$3,122,126.75	\$6,464.03	291	60.25%
Department of the Interior	87	41	\$26,326.55	\$591,038.49	\$255,000.00	\$442,627.40	\$1,314,992.44	\$15,114.86	34	39.08%
Department of the Navy	233	71	\$99,530.13	\$1,492,652.39	\$207,346.12	\$1,058,434.89	\$2,857,963.53	\$12,265.94	120	51.50%
Department of the Treasury	127	67	\$204,480.53	\$195,611.30	\$490,184.60	\$405,045.50	\$1,295,321.93	\$10,199.39	47	37.01%
Department of Transportation	94	40	\$145,384.40	\$563,940.01	\$108,000.00	\$405,102.80	\$1,222,427.21	\$13,004.54	39	41.49%
Department of Veterans Affairs	432	182	\$63,265.08	\$3,128,503.15	\$648,150.00	\$781,063.15	\$4,620,981.38	\$10,696.72	211	48.84%
Environmental Protection Agency	12	7	\$0.00	\$48,910.00	\$5,000.00	\$5,500.00	\$59,410.00	\$4,950.83	5	41.67%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	3	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	3	100.00%
Export-Import Bank of the US	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Farm Credit Administration	4	3	\$0.00	\$60,500.00	\$0.00	\$19,500.00	\$80,000.00	\$20,000.00	4	100.00%
Farm Credit System Insurance Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Communications Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Deposit Insurance Corporation	10	8	\$193,978.11	\$39,821.34	\$0.00	\$118,500.00	\$352,299.45	\$35,229.95	2	20.00%
Federal Election Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Energy Regulatory Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%

Table B-21 FY 2008 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Labor Relations Authority	1	1	\$1,274.40	\$0.00	\$0.00	\$0.00	\$1,274.40	\$1,274.40	0	0.00%
Federal Maritime Commission	1	1	\$0.00	\$0.00	\$35,000.00	\$0.00	\$35,000.00	\$35,000.00	0	0.00%
Federal Mediation and Conciliation Service	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Mine Safety and Health Review Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Reserve System--Board of Governors	1	1	\$0.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00	5	500.00%
Federal Retirement Thrift Investment Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Trade Commission	1	1	\$0.00	\$1,159.00	\$0.00	\$6,500.00	\$7,659.00	\$7,659.00	1	100.00%
General Services Administration	18	12	\$0.00	\$62,592.29	\$103,809.50	\$64,190.50	\$230,592.29	\$12,810.68	3	16.67%
Government Printing Office	4	2	\$0.00	\$28,498.70	\$0.00	\$17,331.30	\$45,830.00	\$11,457.50	1	25.00%
Harry S. Truman Scholarship Foundation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Holocaust Memorial Museum U.S.	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Institute of Museum and Library Services	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Inter-American Foundation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
International Boundary and Water Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	2	1	\$0.00	\$221,000.00	\$0.00	\$51,000.00	\$272,000.00	\$136,000.00	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Marine Mammal Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Merit Systems Protection Board	1	0	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00	1	100.00%
Millennium Challenge Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	14	7	\$0.00	\$119,751.00	\$10,000.00	\$45,328.00	\$175,079.00	\$12,505.64	7	50.00%
National Archives and Records Administration	4	2	\$247.20	\$5,000.00	\$0.00	\$0.00	\$5,247.20	\$1,311.80	2	50.00%
National Capital Planning Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Council on Disability	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Credit Union Administration	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Endowment for the Arts	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Endowment for the Humanities	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Labor Relations Board	7	1	\$0.00	\$1,500.00	\$0.00	\$5,000.00	\$6,500.00	\$928.57	4	57.14%

Table B-21 FY 2008 Complaint Closures with Benefits

Agency or Department	Number Complaint Closures with Benefits	Number Complaint Closures w/ Monetary Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
National Mediation Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Reconnaissance Office	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Science Foundation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Transportation Safety Board	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Nuclear Regulatory Commission	5	2	\$3,500.00	\$2,800.00	\$0.00	\$38,000.00	\$44,300.00	\$8,860.00	1	20.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	2	2	\$0.00	\$105,000.00	\$50,000.00	\$87,358.00	\$242,358.00	\$121,179.00	0	0.00%
Office of Government Ethics	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Office of Personnel Management	8	7	\$0.00	\$67,302.08	\$23,150.00	\$1,625.00	\$92,077.08	\$11,509.64	1	12.50%
Office of Special Counsel	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Office of the Director of National Intelligence	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Overseas Private Investment Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Peace Corps	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Pension Benefit Guaranty Corporation	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Postal Regulatory Commission	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	4	4	\$287.00	\$6,037.23	\$0.00	\$0.00	\$6,324.23	\$1,581.06	0	0.00%
Securities and Exchange Commission	2	1	\$0.00	\$25,000.00	\$0.00	\$0.00	\$25,000.00	\$12,500.00	1	50.00%
Selective Service System	1	0	\$0.00	\$22,000.00	\$0.00	\$0.00	\$22,000.00	\$22,000.00	0	0.00%
Small Business Administration	10	3	\$0.00	\$70,000.00	\$0.00	\$2,500.00	\$72,500.00	\$7,250.00	6	60.00%
Smithsonian Institution	7	7	\$0.00	\$63,650.00	\$0.00	\$72,850.00	\$136,500.00	\$19,500.00	1	14.29%
Social Security Administration	57	26	\$6,589.83	\$173,394.60	\$3,500.00	\$99,256.00	\$282,740.43	\$4,960.36	26	45.61%
Tennessee Valley Authority	5	3	\$29,799.76	\$4,661.00	\$0.00	\$63,683.00	\$98,143.76	\$19,628.75	2	40.00%
Trade and Development Agency	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
U.S. Postal Service	669	443	\$906,970.94	\$321,872.10	\$2,772,372.12	\$1,776,525.30	\$5,777,740.46	\$8,636.38	213	31.84%
U.S. Tax Court	0	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	3,183	1,549	\$3,890,873.57	\$15,787,743.13	\$8,403,094.38	\$10,525,556.34	\$38,607,267.42	\$12,129.21	1,523	47.85%
Midsize Agencies Subtotal	141	80	\$230,367.70	\$650,082.31	\$145,459.50	\$473,432.50	\$1,499,342.01	\$10,633.63	53	37.59%
Small Agencies Subtotal	56	27	\$5,986.99	\$639,869.45	\$75,000.00	\$173,141.69	\$893,998.13	\$15,964.25	31	55.36%
Micro Agencies Subtotal	3	2	\$0.00	\$105,000.00	\$50,000.00	\$92,358.00	\$247,358.00	\$82,452.67	0	0.00%
Government-Wide	3,383	1,658	\$4,127,228.26	\$17,182,694.89	\$8,673,553.88	\$11,264,488.53	\$41,247,965.56	\$12,192.72	1,607	47.50%
NRF = No Report Filed										

Table B-22 FY 2008 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0
Agency for International Development	15	12	3	6	0	21
American Battle Monuments Commission	1	1	0	0	0	1
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	20	17	7	6	0	30
Central Intelligence Agency	13	7	5	2	0	14
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	1	0	0	0	1
Committee for Purchase from People Who Are Blind or Severely Disabled	1	0	1	0	0	1
Commodity Futures Trading Commission	1	1	0	0	0	1
Consumer Product Safety Commission	2	2	1	2	1	6
Corporation for National and Community Service	1	1	0	0	0	1
Court Services and Offender Supervision Agency for the District of Columbia	4	3	1	0	0	4
Defense Army and Air Force Exchange	122	103	23	27	0	153
Defense Commissary Agency	75	65	23	19	0	107
Defense Contract Audit Agency	17	17	9	4	0	30
Defense Contract Management Agency	20	18	8	4	0	30
Defense Finance and Accounting Service	82	66	30	33	1	130
Defense Human Resources Activity	3	3	2	1	0	6
Defense Information Systems Agency	2	2	0	0	0	2
Defense Intelligence Agency	30	30	7	8	0	45
Defense Logistics Agency	128	109	51	31	0	191

Table B-22 FY 2008 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Defense National Geospatial-Intelligence Agency	14	14	5	3	0	22
Defense National Guard Bureau	53	46	8	1	2	57
Defense National Security Agency	22	16	9	3	0	28
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0
Defense Office of the Inspector General	3	2	2	2	0	6
Defense Office of the Secretary/Wash. Hqtrs. Services	43	41	7	9	0	57
Defense Security Service	3	3	0	0	0	3
Defense Technical Information Center	0	0	0	0	0	0
Defense Threat Reduction Agency	7	5	1	1	0	7
Defense Uniformed Services University	1	1	0	0	0	1
Department of Agriculture	518	400	126	81	9	616
Department of Commerce	223	193	78	57	4	332
Department of Defense Education Activity	46	41	16	11	0	68
Department of Education	50	43	10	6	0	59
Department of Energy	54	45	23	20	0	88
Department of Health and Human Services	321	284	115	63	9	471
Department of Homeland Security	854	681	263	187	5	1,136
Department of Housing and Urban Development	64	54	26	11	0	91
Department of Justice	531	478	137	110	3	728
Department of Labor	155	137	61	49	0	247
Department of State	80	64	18	14	0	96
Department of the Air Force	469	415	122	117	2	656
Department of the Army	1,196	1,024	308	244	8	1,584
Department of the Interior	309	269	114	50	4	437
Department of the Navy	661	550	194	112	11	867
Department of the Treasury	515	398	151	130	1	680
Department of Transportation	426	349	161	78	5	593
Department of Veterans Affairs	1,863	1,171	476	443	15	2,105
Environmental Protection Agency	61	61	38	31	3	133
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF

Table B-22 FY 2008 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	12	10	2	4	0	16
Export-Import Bank of the US	1	0	0	1	0	1
Farm Credit Administration	5	1	1	3	0	5
Farm Credit System Insurance Corporation	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0
Federal Deposit Insurance Corporation	25	23	21	5	1	50
Federal Election Commission	3	3	2	0	0	5
Federal Energy Regulatory Commission	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0
Federal Labor Relations Authority	1	1	1	0	1	3
Federal Maritime Commission	1	1	0	0	0	1
Federal Mediation and Conciliation Service	5	0	5	0	0	5
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0
Federal Reserve System--Board of Governors	6	3	6	0	0	9
Federal Retirement Thrift Investment Board	0	0	0	0	0	0
Federal Trade Commission	2	2	0	0	0	2
General Services Administration	83	65	37	22	2	126
Government Printing Office	25	23	11	6	0	40
Harry S. Truman Scholarship Foundation	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	0	0	0	0	0	0
Institute of Museum and Library Services	0	0	0	0	0	0
Inter-American Foundation	0	0	0	0	0	0
International Boundary and Water Commission	1	1	0	0	0	1
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	2	2	2	0	0	4
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF

Table B-22 FY 2008 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Japan-United States Friendship Commission	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0
Marine Mammal Commission	0	0	0	0	0	0
Merit Systems Protection Board	6	4	0	2	0	6
Millennium Challenge Corporation	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	54	49	24	17	1	91
National Archives and Records Administration	12	8	3	8	0	19
National Capital Planning Commission	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0
National Credit Union Administration	2	2	1	0	0	3
National Endowment for the Arts	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	4	3	1	3	0	7
National Labor Relations Board	10	8	3	6	0	17
National Mediation Board	0	0	0	0	0	0
National Reconnaissance Office	3	2	1	0	0	3
National Science Foundation	5	5	0	3	0	8
National Transportation Safety Board	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	0	0	0	0	0	0
Nuclear Regulatory Commission	8	8	1	2	0	11
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	2	2	1	0	0	3
Office of Government Ethics	0	0	0	0	0	0
Office of Personnel Management	25	25	6	9	1	41
Office of Special Counsel	0	0	0	0	0	0
Office of the Director of National Intelligence	1	1	0	0	0	1
Overseas Private Investment Corporation	0	0	0	0	0	0
Peace Corps	2	2	1	0	0	3
Pension Benefit Guaranty Corporation	14	14	5	5	0	24
Postal Regulatory Commission	0	0	0	0	0	0

Table B-22 FY 2008 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	4	4	0	0	0	4
Securities and Exchange Commission	5	4	1	1	0	6
Selective Service System	2	2	0	0	0	2
Small Business Administration	48	40	15	12	0	67
Smithsonian Institution	19	15	3	3	0	21
Social Security Administration	320	205	96	84	2	387
Tennessee Valley Authority	54	24	20	10	0	54
Trade and Development Agency	0	0	0	0	0	0
U.S. Postal Service	6,802	5,771	2,129	2,635	2	10,537
U.S. Tax Court	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	15,762	12,908	4,713	4,564	81	22,266
Midsized Agencies Subtotal	689	507	260	193	10	970
Small Agencies Subtotal	198	157	64	60	2	283
Micro Agencies Subtotal	5	4	2	0	0	6
Government-Wide	16,654	13,576	5,039	4,817	93	23,525

NRF = No Report Filed

Table B-23 FY 2008 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	19	8,260	434.74	0	0	0	9	1,169	129.89	9	6,581	731.22	1	510	510
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	25	2,426	97.04	1	0	0	9	473	52.56	8	1,575	196.88	7	378	54
Central Intelligence Agency	28	8,046	287.36	0	0	0	14	1,611	115.07	10	5,381	538.1	4	1,054	263.5
Chemical Safety and Hazard Investigation Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	1	256	256	0	0	0	0	0	0	1	256	256	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	4	618	154.5	0	0	0	3	354	118	1	264	264	0	0	0
Consumer Product Safety Commission	2	435	217.5	0	0	0	1	56	56	1	379	379	0	0	0
Corporation for National and Community Service	6	1,051	175.17	0	0	0	2	111	55.5	3	725	241.67	1	215	215
Court Services and Offender Supervision Agency for the District of Columbia	22	5,023	228.32	0	0	0	8	895	111.88	14	4,128	294.86	0	0	0
Defense Army and Air Force Exchange	76	22,446	295.34	0	0	0	45	5,488	121.96	28	16,152	576.86	3	806	268.67
Defense Commissary Agency	70	24,253	346.47	8	949	118.63	19	2,907	153	36	18,324	509	7	2,073	296.14
Defense Contract Audit Agency	21	11,604	552.57	0	0	0	6	1,059	176.5	12	10,411	867.58	3	134	44.67
Defense Contract Management Agency	47	25,193	536.02	0	0	0	24	7,144	297.67	16	9,622	601.38	7	8,427	1,203.86
Defense Finance and Accounting Service	36	16,160	448.89	0	0	0	12	1,234	102.83	24	14,926	621.92	0	0	0
Defense Human Resources Activity	5	1,600	320	0	0	0	4	787	196.75	1	813	813	0	0	0
Defense Information Systems Agency	26	5,390	207.31	0	0	0	4	280	70	2	530	265	20	4,580	229
Defense Intelligence Agency	47	8,915	189.68	0	0	0	30	5,357	178.57	12	2,301	191.75	5	1,257	251.4
Defense Logistics Agency	99	30,755	310.66	0	0	0	55	6,428	116.87	35	19,987	571.06	9	4,340	482.22
Defense National Geospatial-Intelligence Agency	15	2,334	155.6	0	0	0	10	1,401	140.1	4	918	229.5	1	15	15
Defense National Guard Bureau	39	17,110	438.72	5	352	70.4	9	1,082	120.22	10	5,932	593.2	15	9,744	649.6
Defense National Security Agency	37	9,167	247.76	2	8	4	15	2,174	144.93	13	6,215	478.08	7	770	110
Defense Nuclear Facilities Safety Board	1	301	301	0	0	0	0	0	0	1	301	301	0	0	0
Defense Office of the Inspector General	4	1,328	332	0	0	0	1	68	68	3	1,260	420	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	38	11,579	304.71	0	0	0	13	1,154	88.77	22	9,694	440.64	3	731	243.67
Defense Security Service	4	1,288	322	1	212	212	2	425	212.5	0	0	0	1	651	651
Defense Technical Information Center	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	7	676	96.57	2	90	45	1	102	102	2	415	207.5	2	69	34.5
Defense Uniformed Services University	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0

Table B-23 FY 2008 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Department of Agriculture	1,211	761,980	629.22	108	27,109	251.01	248	110,391	445.13	438	256,928	586.59	417	367,552	881.42
Department of Commerce	185	67,309	363.83	2	5	2.5	50	5,475	109.5	117	57,973	495.5	16	3,856	241
Department of Defense Education Activity	34	11,440	336.47	1	1	1	13	1,392	107.08	18	9,536	529.78	2	511	255.5
Department of Educator	70	23,546	336.37	0	0	0	25	7,681	307.24	43	15,661	364.21	2	204	102
Department of Energy	71	27,562	388.2	0	0	0	25	3,846	153.84	39	20,451	524.38	7	3,265	466.43
Department of Health and Human Services	369	94,165	255.19	24	1,630	67.92	142	12,093	85.16	151	61,261	405.7	52	19,181	368.87
Department of Homeland Security	2,270	1,083,342	477.24	13	689	53	645	105,175	163.06	681	392,969	577.05	931	584,509	627.83
Department of Housing and Urban Development	138	64,791	469.5	2	24	12	79	15,915	201.46	56	48,543	866.84	1	309	309
Department of Justice	1,109	476,880	430.01	28	6,496	232	470	72,034	153.26	311	239,569	770.32	300	158,781	529.27
Department of Labor	162	76,981	475.19	3	84	28	55	7,778	141.42	77	61,388	797.25	27	7,731	286.33
Department of State	149	35,580	238.79	1	1	1	61	8,500	139.34	66	21,010	318.33	21	6,069	289
Department of the Air Force	502	219,314	436.88	2	289	144.5	189	24,296	128.55	122	75,358	617.69	189	119,371	631.59
Department of the Army	969	276,821	285.68	21	87	4.14	468	50,416	107.73	321	165,466	515.47	159	60,852	382.72
Department of the Interior	505	306,260	606.46	13	805	61.92	164	37,380	227.93	194	184,425	950.64	134	83,650	624.25
Department of the Navy	676	213,306	315.54	10	190	19	321	42,076	131.08	257	135,200	526.07	88	35,840	407.27
Department of the Treasury	660	321,406	486.98	49	86,738	1,770.16	241	32,479	134.77	288	167,129	580.31	82	35,060	427.56
Department of Transportation	686	403,381	588.02	15	414	27.6	204	33,111	162.31	334	309,131	925.54	133	60,725	456.58
Department of Veterans Affairs	2,173	697,901	321.17	12	94	7.83	790	75,459	95.52	1,205	551,940	458.04	166	70,408	424.14
Environmental Protection Agency	88	23,149	263.06	0	0	0	47	6,461	137.47	33	13,543	410.39	8	3,145	393.13
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	52	14,628	281.31	0	0	0	19	2,591	136.37	17	6,472	380.71	16	5,565	347.81
Export-Import Bank of the US	2	1,975	987.5	0	0	0	0	0	0	0	0	0	2	1,975	987.5
Farm Credit Administration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	6	2,340	390	0	0	0	2	210	105	4	2,130	532.5	0	0	0
Federal Deposit Insurance Corporation	17	5,641	331.82	0	0	0	4	459	114.75	7	3,884	554.86	6	1,298	216.33
Federal Election Commission	6	2,743	457.17	0	0	0	2	632	316	4	2,111	527.75	0	0	0
Federal Energy Regulatory Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	5	985	197	0	0	0	3	234	78	2	751	375.5	0	0	0
Federal Maritime Authority	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	3	1,308	436	0	0	0	0	0	0	3	1,308	436	0	0	0
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B-23 FY 2008 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Federal Trade Commissior	1	232	232	0	0	0	1	232	232	0	0	0	0	0	0
General Services Administrator	85	27,578	324.45	5	104	20.8	33	4,001	121.24	38	20,888	549.68	9	2,585	287.22
Government Printing Office	48	11,423	237.98	0	0	0	37	4,203	113.59	10	7,070	707	1	150	150
Harry S. Truman Scholarship Foundatior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S	1	214	214	0	0	0	0	0	0	1	214	214	0	0	0
Institute of Museum and Library Services	2	916	458	0	0	0	1	357	357	0	0	0	1	559	559
Inter-American Foundatior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundatior	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1	120	120	0	0	0	0	0	0	0	0	0	1	120	120
Marine Mammal Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Boarc	1	48	48	0	0	0	1	48	48	0	0	0	0	0	0
Millennium Challenge Corporatior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administrator	61	19,449	318.84	0	0	0	23	2,385	103.7	25	8,955	358.2	13	8,109	623.77
National Archives and Records Administrator	12	2,562	213.5	0	0	0	5	376	75.2	5	2,147	429.4	2	39	19.5
National Capital Planning Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administrator	3	551	183.67	0	0	0	1	118	118	1	309	309	1	124	124
National Endowment for the Arts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanitie:	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Ar	4	2,294	573.5	0	0	0	1	139	139	3	2,155	718.33	0	0	0
National Labor Relations Boarc	8	4,107	513.38	0	0	0	3	590	196.67	4	3,040	760	1	477	477
National Mediation Boarc	2	340	170	0	0	0	0	0	0	2	340	170	0	0	0
National Reconnaissance Office	6	1,431	238.5	0	0	0	3	328	109.33	1	321	321	2	782	391
National Science Foundatior	2	159	79.5	0	0	0	2	159	79.5	0	0	0	0	0	0
National Transportation Safety Boarc	3	1,592	530.67	2	796	398	0	536	536	0	0	0	1	260	260
Navajo and Hopi Indian Relocation Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commissior	15	2,669	177.93	1	1	1	7	551	78.71	3	792	264	4	1,325	331.25
Nuclear Waste Technical Review Commissior	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Managemen	41	12,637	308.22	1	237	237	16	1,146	71.63	23	10,905	474.13	1	349	349
Office of Special Course	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligenc	2	321	160.5	0	0	0	1	73	73	1	248	248	0	0	0
Overseas Private Investment Corporatior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	3	532	177.33	0	0	0	2	311	155.5	1	221	221	0	0	0
Pension Benefit Guaranty Corporatior	35	7,728	220.8	0	0	0	17	2,493	146.65	15	4,666	311.07	3	569	189.67

Table B-23 FY 2008 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Postal Regulatory Commissior	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Boarc	1	215	215	0	0	0	0	0	0	0	0	0	1	215	215
Securities and Exchange Commissior	12	2,152	179.33	0	0	0	8	780	97.5	3	1,339	446.33	1	33	33
Selective Service System	2	30	15	2	30	15	0	0	0	0	0	0	0	0	0
Small Business Administration	42	13,302	316.71	1	7	7	11	1,123	102.09	21	11,938	568.48	9	234	26
Smithsonian Institution	10	9,506	950.6	0	0	0	1	92	92	6	8,664	1,444.00	3	750	250
Social Security Administration	764	429,896	562.69	15	99	6.6	396	77,206	194.96	258	287,908	1,115.92	95	64,683	680.87
Tennessee Valley Authority	28	10,960	391.43	2	3	1.5	5	218	43.6	13	7,167	551.31	8	3,572	446.5
Trade and Development Agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	4,409	1,270,490	288.16	290	2,684	9.26	963	59,958	62.26	2,775	1,126,358	405.89	381	81,490	213.88
U.S. Tax Court	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trus	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtota	16,920	6,622,253	391.39	612	128,951	210.7	5,403	742,545	137.43	7,713	4,017,796	520.91	3,192	1,732,961	542.91
Midsized Agencies Subtota	1,136	552,118	486.02	24	450	18.75	536	93,091	173.68	424	373,852	881.73	152	84,725	557.4
Small Agencies Subtotal	340	88,218	259.46	6	827	137.83	161	19,273	119.71	124	54,327	438.12	49	13,791	281.45
Micro Agencies Subtota	6	1,813	302.17	0	0	0	1	357	357	4	897	224.25	1	559	559
Government-Wide	18,402	7,264,402	394.76	642	130,228	202.85	6,101	855,266	140.18	8,265	4,446,872	538.04	3,394	1,832,036	539.79

NRF = No Report Filed

Table B-24 FY 2008 Agency Staff Resources

Agency or Department	Agency Counselors								Agency Investigators								Agency Counselors/Investigators							
	Full Time			Part Time		Collateral Duty			Full Time			Part Time		Collateral Duty			Full Time			Part Time		Collateral Duty		
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%			
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%			
Agency for International Development	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Broadcasting Board of Governors	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	0	0.00%	6	100.00%			
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%			
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF			
Commission on Civil Rights	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Commodity Futures Trading Commission	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Consumer Product Safety Commission	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Corporation for National and Community Service	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Court Services and Offender Supervision Agency for the District of Columbia	20	0	0.00%	0	0.00%	20	100.00%	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%			
Defense Army and Air Force Exchange	231	0	0.00%	0	0.00%	231	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Commissary Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Contract Audit Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Contract Management Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Finance and Accounting Service	12	1	8.33%	11	91.67%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Human Resources Activity	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Information Systems Agency	14	2	14.29%	0	0.00%	12	85.71%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Logistics Agency	74	7	9.46%	0	0.00%	67	90.54%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense National Geospatial-Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense National Guard Bureau	495	53	10.71%	2	0.40%	440	88.89%	7	0	0.00%	0	0.00%	7	100.00%	58	3	5.17%	0	0.00%	55	94.83%			
Defense National Security Agency	2	2	100.00%	0	0.00%	0	0.00%	5	4	80.00%	1	20.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Nuclear Facilities Safety Board	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Office of the Inspector General	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Office of the Secretary/Wash. Hqtrs. Services	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Security Service	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Technical Information Center	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Threat Reduction Agency	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Defense Uniformed Services University	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%			
Department of Agriculture	43	35	81.40%	4	9.30%	4	9.30%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%			

Table B-24 FY 2008 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Department of Commerce	30	17	56.67%	0	0.00%	13	43.33%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	14	9	64.29%	0	0.00%	5	35.71%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Education	3	1	33.33%	0	0.00%	2	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	80	3	3.75%	0	0.00%	77	96.25%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	266	22	8.27%	37	13.91%	207	77.82%	3	0	0.00%	3	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Homeland Security	214	32	14.95%	45	21.03%	137	64.02%	10	0	0.00%	10	100.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%
Department of Housing and Urban Development	4	4	100.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	462	20	4.33%	11	2.38%	431	93.29%	58	8	13.79%	3	5.17%	47	81.03%	6	0	0.00%	0	0.00%	6	100.00%
Department of Labor	49	0	0.00%	0	0.00%	49	100.00%	0	0	0.00%	0	0.00%	0	0.00%	6	6	100.00%	0	0.00%	0	0.00%
Department of State	320	0	0.00%	0	0.00%	320	100.00%	3	1	33.33%	0	0.00%	2	66.67%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	380	264	69.47%	2	0.53%	114	30.00%	91	91	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Army	975	11	1.13%	13	1.33%	951	97.54%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Interior	287	24	8.36%	25	8.71%	238	82.93%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Navy	143	123	86.01%	13	9.09%	7	4.90%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	123	36	29.27%	10	8.13%	77	62.60%	20	20	100.00%	0	0.00%	0	0.00%	4	0	0.00%	0	0.00%	4	100.00%
Department of Transportation	92	6	6.52%	2	2.17%	84	91.30%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs	34	34	100.00%	0	0.00%	0	0.00%	43	43	100.00%	0	0.00%	0	0.00%	6	6	100.00%	0	0.00%	0	0.00%
Environmental Protection Agency	56	11	19.64%	0	0.00%	45	80.36%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	1	1	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	6	0	0.00%	0	0.00%	6	100.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	4	0	0.00%	0	0.00%	4	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System-Board of Governors	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	9	1	11.11%	0	0.00%	8	88.89%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	9	2	22.22%	2	22.22%	5	55.56%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	8	1	12.50%	0	0.00%	7	87.50%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 FY 2008 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%
Holocaust Memorial Museum U.S.	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	3	0	0.00%	0	0.00%	3	100.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	19	18	94.74%	0	0.00%	1	5.26%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	2	1	50.00%	0	0.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the National Gallery of Art	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Labor Relations Board	44	0	0.00%	0	0.00%	44	100.00%	0	0	0.00%	0	0.00%	0	0.00%	4	4	100.00%	0	0.00%	0	0.00%
National Mediation Board	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	3	2	66.67%	1	33.33%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	19	0	0.00%	0	0.00%	19	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	3	100.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%
Office of Special Counsel	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%	2	100.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	10	0	0.00%	0	0.00%	10	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	6	0	0.00%	2	33.33%	4	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 FY 2008 Agency Staff Resources

Agency or Department	Agency Counselors								Agency Investigators						Agency Counselors/Investigators							
	Full Time			Part Time		Collateral Duty			Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	
Securities and Exchange Commission	15	0	0.00%	0	0.00%	15	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	
Selective Service System	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	
Small Business Administration	10	0	0.00%	0	0.00%	10	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	
Smithsonian Institution	2	2	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	
Social Security Administration	216	12	5.56%	0	0.00%	204	94.44%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	
Tennessee Valley Authority	19	1	5.26%	0	0.00%	18	94.74%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	
Trade and Development Agency	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%	2	100.00%	
U.S. Postal Service	148	148	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	
U.S. Tax Court	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%	
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	4,524	858	18.97%	177	3.91%	3,489	77.12%	257	182	70.82%	17	6.61%	58	22.57%	83	16	19.28%	2	2.41%	65	78.31%	
Midsized Agencies Subtotal	340	48	14.12%	2	0.59%	290	85.29%	7	1	14.29%	0	0.00%	6	85.71%	3	3	100.00%	0	0.00%	0	0.00%	
Small Agencies Subtotal	241	6	2.49%	2	0.83%	233	96.68%	9	2	22.22%	2	22.22%	5	55.56%	28	17	60.71%	4	14.29%	7	25.00%	
Micro Agencies Subtotal	15	0	0.00%	0	0.00%	15	100.00%	1	0	0.00%	0	0.00%	1	100.00%	5	0	0.00%	0	0.00%	5	100.00%	
Government-Wide	5,120	912	17.81%	181	3.54%	4,027	78.65%	274	185	67.52%	19	6.93%	70	25.55%	119	36	30.25%	6	5.04%	77	64.71%	

NRF = No Report Filed

Table B-24a FY 2008 Contract Staff Resources

Agency or Department	Contract Counselors							Contract Investigators							Contract Counselors/Investigators						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
American Battle Monuments Commission	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	2	0	0.00%	2	100.00%	0	0.00%	6	0	0.00%	6	100.00%	0	0.00%	8	0	0.00%	8	100.00%	0	0.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Chemical Safety and Hazard Investigation Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Committee for Purchase from People Who Are Blind or Severely Disabled	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0.00%	0	0.00%	0	0.00%	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%
Defense Army and Air Force Exchange	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Human Resources Activity	2	2	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%
Defense Intelligence Agency	10	10	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	1	1	100.00%	0	0.00%	0	0.00%	3	1	33.33%	1	33.33%	1	33.33%	1	1	100.00%	0	0.00%	0	0.00%
Defense National Security Agency	3	0	0.00%	3	100.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	0	0	0.00%	0	0.00%	0	0.00%	5	5	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	2	0	0.00%	2	100.00%	0	0.00%	4	0	0.00%	4	100.00%	0	0.00%	6	0	0.00%	6	100.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Technical Information Center	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	11	0	0.00%	9	81.82%	2	18.18%	148	70	47.30%	76	51.35%	2	1.35%	15	14	93.33%	1	6.67%	0	0.00%
Department of Commerce	0	0	0.00%	0	0.00%	0	0.00%	40	36	90.00%	0	0.00%	4	10.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Defense Education Activity	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Education	0	0	0.00%	0	0.00%	0	0.00%	10	10	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	6	6	100.00%	0	0.00%	0	0.00%	22	11	50.00%	10	45.45%	1	4.55%	6	6	100.00%	0	0.00%	0	0.00%

Table B-24a FY 2008 Contract Staff Resources

Agency or Department	Contract Counselors							Contract Investigators							Contract Counselors/Investigators						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Department of Health and Human Services	35	35	100.00%	0	0.00%	0	0.00%	233	107	45.92%	126	54.08%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Homeland Security	27	8	29.63%	0	0.00%	19	70.37%	309	30	9.71%	192	62.14%	87	28.16%	79	57	72.15%	0	0.00%	22	27.85%
Department of Housing and Urban Development	0	0	0.00%	0	0.00%	0	0.00%	101	101	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	0	0	0.00%	0	0.00%	0	0.00%	435	410	94.25%	0	0.00%	25	5.75%	0	0	0.00%	0	0.00%	0	0.00%
Department of Labor	0	0	0.00%	0	0.00%	0	0.00%	6	6	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of State	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Army	19	3	15.79%	14	73.68%	2	10.53%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Interior	1	1	100.00%	0	0.00%	0	0.00%	56	46	82.14%	10	17.86%	0	0.00%	5	5	100.00%	0	0.00%	0	0.00%
Department of the Navy	13	2	15.38%	0	0.00%	11	84.62%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	17	3	17.65%	0	0.00%	14	82.35%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Transportation	4	1	25.00%	3	75.00%	0	0.00%	88	88	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs	7	1	14.29%	6	85.71%	0	0.00%	196	44	22.45%	152	77.55%	0	0.00%	60	35	58.33%	25	41.67%	0	0.00%
Environmental Protection Agency	0	0	0.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit System Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%	5	5	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	4	0	0.00%	0	0.00%	4	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Mine Safety and Health Review	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	28	0	0.00%	28	100.00%	0	0.00%	33	0	0.00%	33	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Harry S. Truman Scholarship Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Institute of Museum and Library Services	1	0	0.00%	0	0.00%	1	100.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Inter-American Foundation	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-24a FY 2008 Contract Staff Resources

Agency or Department	Contract Counselors							Contract Investigators							Contract Counselors/Investigators						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
International Trade Commission	1	0	0.00%	1	100.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	2	100.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Marine Mammal Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Millennium Challenge Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	3	3	100.00%	0	0.00%	0	0.00%	12	12	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%
National Archives and Records Administration	0	0	0.00%	0	0.00%	0	0.00%	19	7	36.84%	12	63.16%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Capital Planning Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Council on Disability	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
National Mediation Board	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Reconnaissance Office	0	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	3	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	1	1	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Navajo and Hopi Indian Relocation Commission	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	9	9	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Government Ethics	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of the Director of National Intelligence	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	9	9	100.00%	0	0.00%	0	0.00%	8	8	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Postal Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	78	74	94.87%	4	5.13%	0	0.00%	90	5	5.56%	85	94.44%	0	0.00%	75	0	0.00%	75	100.00%	0	0.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	0	0	0.00%	0	0.00%	0	0.00%	20	0	0.00%	0	0.00%	20	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	0	0	0.00%	0	0.00%	0	0.00%	7	0	0.00%	7	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	0	0	0.00%	0	0.00%	0	0.00%	13	0	0.00%	13	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Tennessee Valley Authority	0	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	2	100.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Trade and Development Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	0	0	0.00%	0	0.00%	0	0.00%	101	101	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-24a FY 2008 Contract Staff Resources

Agency or Department	Contract Counselors							Contract Investigators							Contract Counselors/Investigators						
	Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty		Full Time			Part Time		Collateral Duty	
	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%	Total	Number	%	Number	%	Number	%
Cabinet Level Subtotal	164	77	46.95%	37	22.56%	50	30.49%	1,777	1,081	60.83%	573	32.25%	123	6.92%	173	118	68.21%	32	18.50%	23	13.29%
Midsized Agencies Subtotal	31	3	9.68%	28	90.32%	0	0.00%	102	27	26.47%	55	53.92%	20	19.61%	2	2	100.00%	0	0.00%	0	0.00%
Small Agencies Subtotal	97	84	86.60%	9	9.28%	4	4.12%	176	61	34.66%	109	61.93%	6	3.41%	84	0	0.00%	83	98.81%	1	1.19%
Micro Agencies Subtotal	6	4	66.67%	0	0.00%	2	33.33%	7	3	42.86%	4	57.14%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government-Wide	298	168	56.38%	74	24.83%	56	18.79%	2,062	1,172	56.84%	741	35.94%	149	7.23%	259	120	46.33%	115	44.40%	24	9.27%

NRF = No Report Filed

Table B-25 FY 2008 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,549	0	0	0	0	0	0	0	0	0	0	0	0
American Battle Monuments Commission	70	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	42	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,765	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	2	2	1	0
Chemical Safety and Hazard Investigation Board	38	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	52	0	0	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	26	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	483	1	1	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	437	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	561	0	0	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,196	6	6	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	35,277	67	67	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,216	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,385	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,033	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	912	0	0	0	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,408	12	12	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	25,240	7	7	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,685	49	36	51	20	0	0	2	0	3	3	2	0
Defense National Security Agency	0	0	0	0	0	1	1	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	94	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,523	1	1	0	0	0	0	0	0	0	0	0	0

Table B-25 FY 2008 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Defense Office of the Secretary/Wash. Hqtrs. Services	4,831	1	1	0	0	0	0	0	0	0	0	0	0
Defense Security Service	582	4	4	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	283	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,137	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	705	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	107,493	3	3	1	1	0	0	0	0	0	0	0	0
Department of Commerce	43,808	0	0	0	0	0	0	0	0	0	0	0	0
Department of Defense Education Activity	15,354	0	0	0	0	0	0	0	0	0	0	0	0
Department of Education	4,344	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,784	7	7	5	0	0	0	0	0	0	0	0	0
Department of Health and Human Services	75,294	59	58	1	0	0	0	0	0	0	0	0	0
Department of Homeland Security	179,643	23	21	0	2	0	0	0	0	0	0	0	0
Department of Housing and Urban Development	8,613	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	110,774	110	98	11	1	21	2	19	0	2	0	2	0
Department of Labor	15,405	18	18	0	0	0	0	0	0	0	0	0	0
Department of State	21,135	4	2	2	0	0	0	0	0	0	0	0	0
Department of the Air Force	157,388	133	81	60	12	0	0	0	0	0	0	0	0
Department of the Army	245,341	219	213	92	8	0	0	0	0	0	0	0	0
Department of the Interior	77,958	31	24	2	5	0	0	0	0	0	0	0	0
Department of the Navy	225,231	26	18	8	0	0	0	0	0	0	0	0	0
Department of the Treasury	119,633	14	13	1	0	0	0	0	0	0	0	0	0
Department of Transportation	55,451	11	10	1	0	0	0	0	0	0	0	0	0
Department of Veterans Affairs	277,361	2	2	0	0	11	11	0	0	0	0	0	0
Environmental Protection Agency	16,381	2	1	1	0	0	0	0	0	0	0	0	0
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	2,208	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	361	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	264	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	10	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,817	0	0	0	0	0	0	0	0	0	0	0	0

Table B-25 FY 2008 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Federal Deposit Insurance Corporation	5,028	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	364	1	1	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,315	0	0	0	0	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	136	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	125	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	119	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	250	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	44	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,945	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	75	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,126	3	3	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,000	0	1	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,392	7	7	0	0	0	0	0	0	0	0	0	0
Harry S. Truman Scholarship Foundation	4	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	388	0	0	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	91	0	0	0	0	0	0	0	0	0	0	0	0
Inter-American Foundation	42	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	248	1	1	0	0	0	0	0	0	0	0	0	0
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	375	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,200	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	12	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	216	2	2	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	301	3	3	0	0	1	1	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,779	9	5	4	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,212	0	0	0	0	0	0	0	0	0	0	0	0
National Capital Planning Commission	48	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	9	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	950	2	2	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	166	1	1	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	183	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	838	0	0	0	0	0	0	0	0	0	0	0	0

Table B-25 FY 2008 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
National Labor Relations Board	1,655	3	1	3	2	0	0	0	0	0	0	0	0
National Mediation Board	50	0	0	0	0	0	0	0	0	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0	0	1	1	1	0
National Science Foundation	1,579	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	402	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	45	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,857	5	5	0	0	0	0	0	0	0	0	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	55	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	77	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,878	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	91	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	198	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	823	4	4	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	889	2	2	0	0	0	0	0	0	0	0	0	0
Postal Regulatory Commission	58	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	967	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,637	2	2	0	0	0	0	0	0	0	0	0	0
Selective Service System	188	1	1	0	0	0	0	0	0	0	0	0	0
Small Business Administration	5,213	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,162	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	64,063	80	79	1	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	11,550	1	1	0	0	1	1	3	0	0	0	0	0
Trade and Development Agency	46	1	1	0	0	0	0	0	0	1	1	1	0
U.S. Postal Service	759,453	20	18	0	2	0	0	0	0	0	0	0	0
U.S. Tax Court	241	1	1	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,689,394	821	714	235	51	33	14	21	0	5	3	4	0
Midsized Agencies Subtotal	145,054	92	87	6	0	1	1	3	0	0	0	0	0
Small Agencies Subtotal	41,926	45	43	3	2	1	1	0	0	3	3	2	0
Micro Agencies Subtotal	1,109	1	1	0	0	0	0	0	0	1	1	1	0
Government-Wide	2,877,483	959	845	244	53	35	16	24	0	9	7	7	0

NRF = No Report Filed

Table B-26 FY 2008 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
		Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,549	6	5	0	1	0	0	0	0	0	0	0	0
American Battle Monuments Commission	70	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	42	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,765	6	0	6	0	0	0	0	0	6	0	6	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	6	6	0	0
Chemical Safety and Hazard Investigation Board	38	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	52	1	1	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	26	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	483	8	8	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	437	3	3	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	561	6	6	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,196	14	14	0	0	0	0	0	0	2	2	0	0
Defense Army and Air Force Exchange	35,277	164	147	17	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,216	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,385	0	7	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,033	12	11	0	1	0	0	0	0	0	0	0	0
Defense Human Resources Activity	912	4	0	4	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,408	2	2	0	0	3	3	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	25,240	67	42	25	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	0	8	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,685	446	221	72	167	7	3	0	4	55	5	38	12
Defense National Security Agency	0	2	2	0	0	4	4	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	94	4	4	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,523	7	7	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Service	4,831	1	1	0	0	0	0	0	0	0	0	0	0
Defense Security Service	582	2	1	1	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	283	0	4	0	0	0	0	0	0	0	0	0	0

Table B-26 FY 2008 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
		Defense Threat Reduction Agency	1,137	4	4	0	0	0	0	0	0	0	0
Defense Uniformed Services University of the Health Sciences	705	5	5	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	107,493	40	34	1	5	0	0	0	0	1	1	0	0
Department of Commerce	43,808	30	30	0	0	3	3	0	0	0	0	0	0
Department of Defense Education Activities	15,354	14	0	14	0	0	0	0	0	0	0	0	0
Department of Education	4,344	3	0	3	0	0	0	0	0	0	0	0	0
Department of Energy	13,784	73	57	12	4	0	0	0	0	0	0	0	0
Department of Health and Human Services	75,294	207	111	85	11	3	0	3	0	0	0	0	0
Department of Homeland Security	179,643	191	154	36	1	10	1	9	0	2	0	2	0
Department of Housing and Urban Development	8,613	4	4	0	0	2	2	0	0	0	0	0	0
Department of Justice	110,774	352	262	0	90	37	23	0	14	4	4	0	0
Department of Labor	15,405	31	24	0	7	0	0	0	0	6	6	0	0
Department of State	21,135	316	34	80	202	3	0	2	1	0	0	0	0
Department of the Air Force	157,388	247	192	13	49	91	0	0	91	0	0	0	0
Department of the Army	245,341	756	498	221	88	0	0	0	0	0	0	0	0
Department of the Interior	77,958	256	43	48	165	1	0	0	1	0	0	0	0
Department of the Navy	225,231	117	94	23	2	0	0	0	0	0	0	0	0
Department of the Treasury	119,633	109	89	13	7	20	17	0	3	4	0	4	0
Department of Transportation	55,451	81	32	36	13	8	8	0	0	0	0	0	0
Department of Veterans Affairs	277,361	32	32	0	0	32	32	0	0	6	6	0	0
Environmental Protection Agency	16,381	54	54	0	0	0	0	0	0	0	0	0	0
EOP - Council of Economic Advisors	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	2,208	1	1	0	0	2	0	0	2	0	0	0	0
Export-Import Bank of the US	361	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	264	6	6	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	10	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,817	6	0	8	0	1	1	0	0	0	0	0	0
Federal Deposit Insurance Corporation	5,028	2	2	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	364	1	1	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,315	4	3	0	1	0	0	0	0	0	0	0	0

Table B-26 FY 2008 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
		Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	136	3	3	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	125	4	4	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	119	4	0	4	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	250	4	4	0	0	3	3	0	0	0	0	0	0
Federal Mine Safety and Health Review Commission	44	1	1	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,945	2	2	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	75	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,126	6	6	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,000	9	9	1	0	0	0	0	0	0	0	0	0
Government Printing Office	2,392	1	1	0	0	2	2	0	0	0	0	0	0
Harry S. Truman Scholarship Foundation	4	0	0	0	0	0	0	0	0	1	0	0	1
Holocaust Memorial Museum U.S.	388	6	6	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Services	91	0	0	0	0	0	0	0	0	0	0	0	0
Inter-American Foundation	42	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	248	4	4	0	0	0	0	0	0	0	0	0	0
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commission	375	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commission	4	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,200	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commission	12	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	216	0	0	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporation	301	0	0	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administration	18,779	10	5	4	1	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,212	2	0	0	2	0	0	0	0	0	0	0	0
National Capital Planning Commission	48	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	9	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	950	7	7	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	166	1	1	0	0	0	0	0	0	1	1	0	0
National Endowment for the Humanities	183	1	1	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanities	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Art	838	4	0	0	4	0	0	0	0	0	0	0	0
National Labor Relations Board	1,655	41	41	0	0	0	0	0	0	4	4	0	0
National Mediation Board	50	2	0	0	2	0	0	0	0	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0	0	2	2	0	0
National Science Foundation	1,579	0	0	0	0	0	0	0	0	0	0	0	0

Table B-26 FY 2008 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
		National Transportation Safety Board	402	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commission	45	0	0	0	0	1	0	0	1	0	0	0	0
Nuclear Regulatory Commission	3,857	14	14	0	0	0	0	0	0	3	3	0	0
Nuclear Waste Technical Review Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commission	55	1	0	1	0	0	0	0	0	0	0	0	0
Office of Government Ethics	77	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,878	7	7	0	0	0	0	0	0	3	3	0	0
Office of Special Counsel	91	4	2	1	1	0	0	0	0	2	2	0	0
Office of the Director of National Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	198	2	2	0	0	0	0	0	0	0	0	0	0
Peace Corps	823	6	6	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	889	4	4	0	0	0	0	0	0	0	0	0	0
Postal Regulatory Commission	58	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Board	967	5	5	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,637	13	13	0	0	0	0	0	0	0	0	0	0
Selective Service System	188	1	1	0	0	0	0	0	0	0	0	0	0
Small Business Administration	5,213	10	10	0	0	3	3	0	0	0	0	0	0
Smithsonian Institution	6,162	2	2	0	0	1	1	0	0	0	0	0	0
Social Security Administration	64,063	136	31	100	5	0	0	0	0	0	0	0	0
Tennessee Valley Authority	11,550	18	18	0	0	2	2	0	0	0	0	0	0
Trade and Development Agency	46	1	1	0	0	0	0	0	0	1	1	0	0
U.S. Postal Service	759,453	128	128	0	0	0	0	0	0	0	0	0	0
U.S. Tax Court	241	0	0	0	0	0	0	0	0	1	1	0	0
Utah Reclamation Mitigation and Conservation Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,689,394	3,703	2,280	704	812	224	96	14	114	78	22	44	12
Midsized Agencies Subtotal	145,054	248	138	105	6	6	6	0	0	3	3	0	0
Small Agencies Subtotal	41,926	196	172	18	8	8	6	0	2	25	19	6	0
Micro Agencies Subtotal	1,109	14	9	2	3	1	0	0	1	4	3	0	1
Government-Wide	2,877,483	4,161	2,599	829	829	239	108	14	117	110	47	50	13

NRF = No Report Filed

Table B-27 FY 2008 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,549	0	0	0	0	0	0	0	0	0	0	0	0
American Battle Monuments Commission	70	0	0	0	0	0	0	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	42	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,765	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemical Safety and Hazard Investigation Board	38	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	52	0	0	0	0	0	0	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	26	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	483	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	437	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	561	0	0	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,196	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	35,277	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,216	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,385	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,033	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	912	0	0	0	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,408	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	25,240	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,685	0	0	0	0	1	0	0	1	0	0	0	0
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	94	0	0	0	0	1	1	0	0	0	0	0	0
Defense Office of the Inspector General	1,523	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary/Wash. Hqtrs. Services	4,831	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	582	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 FY 2008 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Defense Technical Information Center	283	0	2	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,137	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University of the Health Sciences	705	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	107,493	0	0	0	0	0	0	14	0	0	0	14	0
Department of Commerce	43,808	0	0	0	0	0	0	0	0	0	0	0	0
Department of Defense Education Activities	15,354	0	0	0	0	0	0	0	0	0	0	0	0
Department of Education	4,344	0	0	0	0	10	0	10	0	0	0	0	0
Department of Energy	13,784	0	0	0	0	0	0	0	0	0	0	0	0
Department of Health and Human Services	75,294	0	0	0	0	2	2	0	0	0	0	0	0
Department of Homeland Security	179,643	0	0	0	0	9	8	1	0	0	0	0	0
Department of Housing and Urban Development	8,613	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	110,774	0	0	0	0	0	0	0	0	0	0	0	0
Department of Labor	15,405	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	21,135	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Air Force	157,388	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Army	245,341	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Interior	77,958	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Navy	225,231	4	0	4	0	0	0	0	0	0	0	0	0
Department of the Treasury	119,633	0	0	0	0	0	0	0	0	0	0	0	0
Department of Transportation	55,451	0	0	0	0	0	0	0	0	0	0	0	0
Department of Veterans Affairs	277,361	1	1	0	0	28	25	0	3	16	16	0	0
Environmental Protection Agency	16,381	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Council of Economic Advisors	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Equal Employment Opportunity Commission	2,208	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	361	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administrator	264	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit System Insurance Corporation	10	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	1,817	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	5,028	0	0	0	0	1	1	0	0	0	0	0	0
Federal Election Commission	364	1	1	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,315	0	0	0	0	0	0	0	0	0	0	0	0
Federal Financial Institutions Examination Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Federal Housing Finance Board	136	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 FY 2008 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Federal Labor Relations Authorit	125	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commissior	119	0	0	0	0	1	1	0	0	0	0	0	0
Federal Mediation and Conciliation Servic	250	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mine Safety and Health Review Commissic	44	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governor	1,945	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Boar	75	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commissior	1,126	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administratio	12,000	0	0	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,392	0	0	0	0	0	0	0	0	0	0	0	0
Harry S. Truman Scholarship Foundatio	4	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S	388	0	0	0	0	0	0	0	0	0	0	0	0
Institute of Museum and Library Service	91	0	0	0	0	0	0	0	0	0	0	0	0
Inter-American Foundator	42	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commissio	248	0	0	0	0	0	0	0	0	0	0	0	0
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
International Trade Commissior	375	0	0	0	0	0	0	0	0	0	0	0	0
James Madison Memorial Fellowship Foundatic	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Japan-United States Friendship Commissio	4	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Art	1,200	0	0	0	0	0	0	0	0	0	0	0	0
Marine Mammal Commissior	12	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Boar	216	0	0	0	0	0	0	0	0	0	0	0	0
Millennium Challenge Corporatio	301	0	0	0	0	0	0	0	0	0	0	0	0
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Aeronautics and Space Administratio	18,779	0	0	0	0	0	0	0	0	0	0	0	0
National Archives and Records Administratio	3,212	0	0	0	0	0	0	0	0	0	0	0	0
National Capital Planning Commissio	48	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disability	9	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administratio	950	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Art:	166	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanitie	183	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanitie	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Ar	838	0	0	0	0	0	0	0	0	0	0	0	0
National Labor Relations Boar	1,655	0	0	0	0	0	0	0	0	0	0	0	0
National Mediation Boar	50	0	0	0	0	0	0	0	1	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundatio	1,579	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Boar	402	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commissio	45	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commissior	3,857	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 FY 2008 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Nuclear Waste Technical Review Commissio	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commissic	55	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	77	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Managemen	5,878	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Course	91	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligenc	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporatio	198	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	823	0	0	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporatio	889	0	0	0	0	0	0	0	0	0	0	0	0
Postal Regulatory Commissioi	58	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Boar	967	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commissioi	3,637	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	188	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administrator	5,213	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institutior	6,162	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administrator	64,063	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authorit	11,550	0	0	0	0	0	0	0	0	0	0	0	0
Trade and Development Agenc	46	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	759,453	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Tax Court	241	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservatioi Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Valles Caldera Trusi	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtota	2,689,394	5	3	4	0	50	35	25	4	16	16	14	0
Midsize Agencies Subtota	145,054	0	0	0	0	1	1	0	0	0	0	0	0
Small Agencies Subtota	41,926	1	1	0	0	1	1	0	0	0	0	0	0
Micro Agencies Subtota	1,109	0	0	0	0	1	1	0	1	0	0	0	0
Government-Wide	2,877,483	6	4	4	0	53	38	25	5	16	16	14	0

NRF = No Report Filec

Table B-28 FY 2008 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Advisory Council on Historic Preservation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
African Development Foundation	26	0	0	0	0	0	0	0	0	0	0	0	0
Agency for International Development	2,549	0	0	0	0	0	0	0	0	0	0	0	0
American Battle Monuments Commission	70	0	0	0	0	1	1	0	0	0	0	0	0
Appalachian Regional Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Architectural and Transportation Barriers Compliance Board	42	0	0	0	0	0	0	0	0	0	0	0	0
Arctic Research Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Barry Goldwater Scholarship and Excellence in Education Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Broadcasting Board of Governors	1,765	2	0	2	0	6	0	6	0	8	0	8	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemical Safety and Hazard Investigation Board	38	0	0	0	0	0	0	0	0	0	0	0	0
Christopher Columbus Fellowship Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission of Fine Arts	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Commission on Civil Rights	52	0	0	0	0	2	2	0	0	0	0	0	0
Committee for Purchase from People Who Are Blind or Severely Disabled	26	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	483	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	437	0	0	0	0	2	2	0	0	0	0	0	0
Corporation for National and Community Service	561	0	0	0	0	4	4	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,196	0	0	0	0	0	0	0	0	1	1	0	0
Defense Army and Air Force Exchange	35,277	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,714	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,216	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	9,385	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	12,033	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resources Activity	912	2	0	2	0	2	0	2	0	0	0	0	0
Defense Information Systems Agency	5,408	0	0	0	0	0	0	0	0	1	1	0	0
Defense Intelligence Agency	0	10	0	0	10	0	0	0	0	0	0	0	0
Defense Logistics Agency	25,240	4	4	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	58,685	1	0	1	0	2	1	1	0	1	0	1	0
Defense National Security Agency	0	3	3	0	0	2	2	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	94	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,523	0	0	0	0	5	5	0	0	0	0	0	0

Table B-28 FY 2008 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Defense Office of the Secretary/Wash. Hqtrs. Services	4,831	2	2	0	0	4	4	0	0	6	6	0	0
Defense Security Service	582	0	0	0	0	0	0	0	0	0	0	0	0
Defense Technical Information Center	283	2	0	2	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,137	0	0	0	0	3	3	0	0	0	0	0	0
Defense Uniformed Services University	705	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	107,493	11	8	3	0	148	136	2	10	15	15	0	0
Department of Commerce	43,808	0	0	0	0	40	40	0	0	0	0	0	0
Department of Defense Education Activities	15,354	0	0	0	0	1	1	0	0	0	0	0	0
Department of Education	4,344	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	13,784	6	6	0	0	22	20	0	2	6	6	0	0
Department of Health and Human Services	75,294	35	35	0	0	231	190	40	1	0	0	0	0
Department of Homeland Security	179,643	27	27	0	0	300	300	0	0	79	79	0	0
Department of Housing and Urban Development	8,613	0	0	0	0	101	101	0	0	0	0	0	0
Department of Justice	110,774	0	0	0	0	435	47	13	375	0	0	0	0
Department of Labor	15,405	0	0	0	0	6	6	0	0	0	0	0	0
Department of State	21,135	0	0	0	0	8	8	0	0	0	0	0	0
Department of the Air Force	157,388	0	0	0	0	1	0	0	1	0	0	0	0
Department of the Army	245,341	19	19	0	0	0	0	0	0	0	0	0	0
Department of the Interior	77,958	1	0	0	1	56	18	28	10	5	5	0	0
Department of the Navy	225,231	9	9	0	0	0	0	0	0	0	0	0	0
Department of the Treasury	119,633	17	17	0	0	3	3	0	0	0	0	0	0
Department of Transportation	55,451	4	0	4	0	88	88	0	0	0	0	0	0
Department of Veterans Affairs	277,361	6	6	0	0	168	158	0	10	44	44	0	0
Environmental Protection Agency	16,381	0	0	0	0	7	7	0	0	0	0	0	0
EOP - Council of Economic Advisers	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Council on Environmental Quality	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Drug Control Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - National Security Council	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Administration	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Management and Budget	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Policy Development	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of Science and Technology Policy	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
EOP - Office of the U.S. Trade Representative	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-28 FY 2008 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
		Equal Employment Opportunity Commissio	2,208	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	361	0	0	0	0	0	0	0	0	0	0	0	
Farm Credit Administrator	264	0	0	0	0	1	1	0	0	0	0	0	
Farm Credit System Insurance Corporatio	10	0	0	0	0	0	0	0	0	0	0	0	
Federal Communications Commissio	1,817	0	0	0	0	5	0	0	5	0	0	0	
Federal Deposit Insurance Corporatio	5,028	0	0	0	0	7	7	0	0	0	0	0	
Federal Election Commissior	364	3	3	0	0	3	3	0	0	0	0	0	
Federal Energy Regulatory Commissio	1,315	0	0	0	0	0	0	0	0	0	0	0	
Federal Financial Institutions Examination Counc	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	
Federal Housing Finance Boar	136	0	0	0	0	0	0	0	0	0	0	0	
Federal Labor Relations Authorit	125	0	0	0	0	1	1	0	0	0	0	0	
Federal Maritime Commissior	119	0	0	0	0	0	0	0	0	0	0	0	
Federal Mediation and Conciliation Servic	250	0	0	0	0	0	0	0	0	0	0	0	
Federal Mine Safety and Health Review Commissic	44	0	0	0	0	0	0	0	0	0	0	0	
Federal Reserve System--Board of Governor	1,945	0	0	0	0	2	2	0	0	0	0	0	
Federal Retirement Thrift Investment Boar	75	0	0	0	0	0	0	0	0	0	0	0	
Federal Trade Commissior	1,126	0	0	0	0	0	0	0	0	0	0	0	
General Services Administrator	12,000	28	28	0	0	33	33	0	0	0	0	0	
Government Printing Office	2,392	0	0	0	0	8	8	0	0	0	0	0	
Harry S. Truman Scholarship Foundatio	4	0	0	0	0	0	0	0	0	0	0	0	
Holocaust Memorial Museum U.S	388	0	0	0	0	1	1	0	0	0	0	0	
Institute of Museum and L brary Service	91	1	1	0	0	2	2	0	0	0	0	0	
Inter-American Foundatior	42	4	4	0	0	0	0	0	0	0	0	0	
International Boundary and Water Commissio	248	0	0	0	0	0	0	0	0	0	0	0	
International Joint Commission: United States and Canada	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	
International Trade Commissior	375	1	1	0	0	1	1	0	0	0	0	0	
James Madison Memorial Fellowship Foundatic	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	
Japan-United States Friendship Commissio	4	0	0	0	0	0	0	0	0	0	0	0	
John F. Kennedy Center for the Performing Art	1,200	2	2	0	0	1	1	0	0	0	0	0	
Marine Mammal Commissio	12	0	0	0	0	0	0	0	0	0	0	0	
Merit Systems Protection Boar	216	0	0	0	0	2	2	0	0	0	0	0	
Millennium Challenge Corporatio	301	0	0	0	0	0	0	0	0	0	0	0	
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	
National Aeronautics and Space Administratio	18,779	3	3	0	0	12	12	0	0	2	2	0	

Table B-28 FY 2008 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
National Archives and Records Administratio	3,212	0	0	0	0	19	19	0	0	0	0	0	0
National Capital Planning Commissio	48	0	0	0	0	0	0	0	0	0	0	0	0
National Council on Disabilit	9	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administratio	950	0	0	0	0	2	2	0	0	0	0	0	0
National Endowment for the Art:	166	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanitie	183	0	0	0	0	0	0	0	0	0	0	0	0
National Foundation on the Arts and the Humanitie	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
National Gallery of Ar	838	0	0	0	0	1	1	0	0	0	0	0	0
National Labor Relations Boar	1,655	0	0	0	0	1	1	0	0	0	0	0	0
National Mediation Boar	50	0	0	0	0	1	0	0	1	0	0	0	0
National Reconnaissance Office	0	0	0	0	0	3	3	0	0	0	0	0	0
National Science Foundatio	1,579	1	1	0	0	2	2	0	0	0	0	0	0
National Transportation Safety Boar	402	0	0	0	0	0	0	0	0	0	0	0	0
Navajo and Hopi Indian Relocation Commissio	45	1	1	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commissio	3,857	0	0	0	0	9	9	0	0	0	0	0	0
Nuclear Waste Technical Review Commissio	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Occupational Safety and Health Review Commissic	55	0	0	0	0	0	0	0	0	0	0	0	0
Office of Government Ethics	77	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Managemen	5,878	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counse	91	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Director of National Intelligenc	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporatio	198	0	0	0	0	0	0	0	0	0	0	0	0
Peace Corps	823	0	0	0	0	1	1	0	0	0	0	0	0
Pension Benefit Guaranty Corporatio	889	9	9	0	0	8	8	0	0	0	0	0	0
Postal Regulatory Commissior	58	0	0	0	0	0	0	0	0	0	0	0	0
Presidio Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Railroad Retirement Boar	967	0	0	0	0	2	2	0	0	0	0	0	0
Securities and Exchange Commissior	3,637	78	78	0	0	90	90	0	0	75	75	0	0
Selective Service System	188	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administratior	5,213	0	0	0	0	20	20	0	0	0	0	0	0
Smithsonian Institutior	6,162	0	0	0	0	7	7	0	0	0	0	0	0
Social Security Administratior	64,063	0	0	0	0	13	13	0	0	0	0	0	0
Tennessee Valley Authorit:	11,550	0	0	0	0	2	2	0	0	0	0	0	0
Trade and Development Agenc	46	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	759,453	0	0	0	0	101	101	0	0	0	0	0	0
U.S. Tax Court	241	0	0	0	0	0	0	0	0	0	0	0	0
Utah Reclamation Mitigation and Conservatio Commission	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF

Table B-28 FY 2008 Contractor Experienced Staff Training													
Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Valles Caldera Trust	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF	NRF
Cabinet Level Subtotal	2,689,394	159	136	12	11	1,727	1,232	86	409	157	156	1	0
Midsized Agencies Subtotal	145,054	31	31	0	0	101	101	0	0	2	2	0	0
Small Agencies Subtotal	41,926	96	94	2	0	175	164	6	5	84	76	8	0
Micro Agencies Subtotal	1,109	6	6	0	0	6	5	0	1	0	0	0	0
Government-Wide	2,877,483	292	267	14	11	2,009	1,502	92	415	243	234	9	0

NRF = No Report Filed

Table B-29 FY 2008 Appellate Receipts and Closures

Agency Name	Total Work Force	Total Final Agency Actions	Number Appellate Receipts	% Appellate Receipts Per Total Final Agency Actions	% Appellate Receipts Per Total Work Force	Number Appellate Closures	% Appellate Closures Per Total Final Agency Actions	% Appellate Closures Per Total Work Force	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Agency for International Development	2,549	15	12	80.00%	0.47%	12	80.00%	0.47%	3	0	0.00%	7	2	28.57%
Armed Forces Retirement Home	NRF	NRF	NRF	NRF	NRF	1	NRF	NRF	NRF	NRF	NRF	1	1	100.00%
Broadcasting Board of Governors	1,765	20	4	20.00%	0.23%	4	20.00%	0.23%	0	0	0.00%	2	0	0.00%
Central Intelligence Agency*	0	13	6	46.15%	N/A	4	30.77%	N/A	0	0	0.00%	3	1	33.33%
Commodity Futures Trading Commission	483	1	1	100.00%	0.21%	1	100.00%	0.21%	1	0	0.00%	0	0	0.00%
Commission on Civil Rights	52	1	1	100.00%	1.92%	1	100.00%	1.92%	1	0	0.00%	0	0	0.00%
Consumer Product Safety Commission	437	2	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Corporation for National and Community Service	561	1	2	200.00%	0.36%	1	100.00%	0.18%	0	0	0.00%	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	1,196	4	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Army and Air Force Exchange	35,277	122	20	16.39%	0.06%	19	15.57%	0.05%	8	1	12.50%	7	1	14.29%
Defense Commissary Agency	15,714	75	30	40.00%	0.19%	26	34.67%	0.17%	9	1	11.11%	15	7	46.67%
Defense Contract Audit Agency	4,216	17	6	35.29%	0.14%	4	23.53%	0.09%	2	0	0.00%	2	0	0.00%
Defense Contract Management Agency	9,385	20	14	70.00%	0.15%	24	120.00%	0.26%	13	0	0.00%	9	1	11.11%
Defense Dependent Education Activity	15,354	46	5	10.87%	0.03%	5	10.87%	0.03%	3	0	0.00%	2	1	50.00%
Defense Finance and Accounting Service	12,033	82	32	39.02%	0.27%	26	31.71%	0.22%	10	0	0.00%	15	4	26.67%
Defense Human Resource Activity	912	3	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Information Systems Agency	5,408	2	0	0.00%	0.00%	1	50.00%	0.02%	1	0	0.00%	0	0	0.00%
Defense Intelligence Agency *	0	30	7	23.33%	N/A	3	10.00%	N/A	1	1	100.00%	2	0	0.00%
Defense Logistics Agency	25,240	128	19	14.84%	0.08%	14	10.94%	0.06%	8	0	0.00%	5	2	40.00%
Defense National Geospatial-Intelligence*	0	14	5	35.71%	N/A	2	14.29%	N/A	0	0	0.00%	1	0	0.00%
Defense National Guard Bureau	58,685	53	9	16.98%	0.02%	10	18.87%	0.02%	1	0	0.00%	4	2	50.00%
Defense National Security Agency*	0	22	7	31.82%	N/A	6	27.27%	N/A	0	0	0.00%	0	0	N/A
Defense Nuclear Facilities Safety Board	94	0	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Office of the Inspector General	1,523	3	1	33.33%	0.07%	1	33.33%	0.07%	1	0	0.00%	0	0	0.00%
Defense Office of the Secretary/Wash. Hqtrs. Services	4,831	43	7	16.28%	0.14%	7	16.28%	0.14%	0	0	0.00%	0	2	0.00%
Defense Security Service	582	3	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Defense Threat Reduction Agency	1,137	7	3	42.86%	0.26%	4	57.14%	0.35%	2	0	0.00%	2	0	0.00%
Defense Uniformed Services University	705	1	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Department of Agriculture	107,493	518	119	22.97%	0.11%	139	26.83%	0.13%	70	6	8.57%	51	4	7.84%
Department of Commerce	43,808	223	49	21.97%	0.11%	69	30.94%	0.16%	33	1	3.03%	32	6	18.75%
Department of Education	4,344	50	17	34.00%	0.39%	15	30.00%	0.35%	5	0	0.00%	9	1	11.11%
Department of Energy	13,784	54	12	22.22%	0.09%	16	29.63%	0.12%	9	2	22.22%	5	1	20.00%
Department of Health and Human Services	75,294	321	82	25.55%	0.11%	76	23.68%	0.10%	34	3	8.82%	32	7	21.88%
Department of Homeland Security	179,643	854	245	28.69%	0.14%	293	34.31%	0.16%	143	9	6.29%	115	22	19.13%
Department of Housing and Urban Development	8,613	64	32	50.00%	0.37%	39	60.94%	0.45%	19	0	0.00%	17	0	0.00%
Department of Justice	110,774	531	146	27.50%	0.13%	157	29.57%	0.14%	62	5	8.06%	73	15	20.55%
Department of Labor	15,405	155	50	32.26%	0.32%	50	32.26%	0.32%	20	2	10.00%	25	3	12.00%
Department of State	21,135	80	25	31.25%	0.12%	24	30.00%	0.11%	15	1	6.67%	5	0	0.00%
Department of the Air Force	157,388	469	107	22.81%	0.07%	105	22.39%	0.07%	52	1	1.92%	37	7	18.92%
Department of the Army	245,341	1196	306	25.59%	0.12%	340	28.43%	0.14%	129	4	3.10%	177	55	31.07%

Table B-29 FY 2008 Appellate Receipts and Closures

Agency Name	Total Work Force	Total Final Agency Actions	Number Appellate Receipts	% Appellate Receipts Per Total Final Agency Actions	% Appellate Receipts Per Total Work Force	Number Appellate Closures	% Appellate Closures Per Total Final Agency Actions	% Appellate Closures Per Total Work Force	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures	
Department of the Interior	77,958	309	75	24.27%	0.10%	90	29.13%	0.12%	55	3	5.45%	26	3	11.54%	
Department of the Navy	225,231	661	219	33.13%	0.10%	269	40.70%	0.12%	101	4	3.96%	143	25	17.48%	
Department of the Treasury	119,633	515	144	27.96%	0.12%	147	28.54%	0.12%	73	4	5.48%	62	3	4.84%	
Department of Transportation	55,451	426	139	32.63%	0.25%	130	30.52%	0.23%	44	2	4.55%	72	19	26.39%	
Department of Veterans Affairs	277,361	1863	457	24.53%	0.16%	486	26.09%	0.18%	238	17	7.14%	207	27	13.04%	
Environmental Protection Agency	16,381	61	19	31.15%	0.12%	29	47.54%	0.18%	8	2	25.00%	16	5	31.25%	
EOP - Executive Office of the President	NRF	NRF	2	NRF	NRF	2	NRF	NRF	NRF	1	0	0.00%	1	0	0.00%
EOP - National Drug Control Policy	NRF	NRF	0	NRF	NRF	0	NRF	NRF	0	0	0.00%	0	0	NRF	
EOP - Office of Administration	NRF	NRF	0	NRF	NRF	0	NRF	NRF	0	0	0.00%	0	0	NRF	
EOP - Office of Management and Budget	NRF	NRF	0	NRF	NRF	0	NRF	NRF	0	0	0.00%	0	0	NRF	
EOP - Office of the U.S. Trade Representative	NRF	NRF	0	NRF	NRF	0	NRF	NRF	0	0	0.00%	0	0	NRF	
Equal Employment Opportunity Commission	2,208	12	2	16.67%	0.09%	1	8.33%	0.05%	0	0	0.00%	1	0	0.00%	
Export-Import Bank of the US	361	1	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
Farm Credit Administration	264	5	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
Federal Communications Commission	1,817	0	2	0.00%	0.11%	4	0.00%	0.22%	1	0	0.00%	3	0	0.00%	
Federal Deposit Insurance Corporation	5,028	25	7	28.00%	0.14%	11	44.00%	0.22%	3	0	0.00%	8	2	25.00%	
Federal Election Commission	364	3	4	133.33%	1.10%	3	100.00%	0.82%	2	0	0.00%	1	0	0.00%	
Federal Energy Regulatory Commission	1,315	0	1	0.00%	0.08%	2	0.00%	0.15%	1	0	0.00%	1	0	0.00%	
Federal Housing Finance Board	136	0	0	0.00%	0.00%	1	0.00%	0.74%	0	0	0.00%	1	0	0.00%	
Federal Labor Relations Authority	125	1	2	200.00%	1.60%	4	400.00%	3.20%	2	1	50.00%	2	0	0.00%	
Federal Maritime Commission	119	1	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
Federal Mediation and Conciliation Service	250	5	3	60.00%	1.20%	2	40.00%	0.80%	0	0	0.00%	0	0	0.00%	
Federal Reserve System--Board of Governors	1,945	6	3	50.00%	0.15%	1	16.67%	0.05%	0	0	0.00%	1	0	0.00%	
Federal Retirement Thrift Investment Board	75	0	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
Federal Trade Commission	1,126	2	1	50.00%	0.09%	1	50.00%	0.09%	1	0	0.00%	0	0	0.00%	
General Services Administration	12,000	83	34	40.96%	0.28%	34	40.96%	0.28%	16	0	0.00%	15	2	13.33%	
Government Printing Office	2,392	25	4	16.00%	0.17%	7	28.00%	0.29%	4	0	0.00%	3	2	66.67%	
Holocaust Memorial Museum U.S.	388	0	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
International Boundary and Water Commission	248	1	2	200.00%	0.81%	2	200.00%	0.81%	1	0	0.00%	1	0	0.00%	
International Trade Commission	375	2	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
John F. Kennedy Center for the Performing Arts	1,200	0	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
Merit Systems Protection Board	216	6	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
National Aeronautics and Space Administration	18,779	54	13	24.07%	0.07%	14	25.93%	0.07%	3	0	0.00%	11	1	9.09%	
National Archives and Records	3,212	12	4	33.33%	0.12%	4	33.33%	0.12%	1	0	0.00%	2	0	0.00%	
National Credit Union Administration	950	2	1	50.00%	0.11%	1	50.00%	0.11%	0	0	0.00%	1	0	0.00%	
National Endowment for the Arts	166	0	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%	
National Endowment for the Humanities	183	NRF	0	NRF	0.00%	0	NRF	0.00%	0	0	0.00%	0	0	0.00%	
National Gallery of Art	838	4	1	25.00%	0.12%	2	50.00%	0.24%	0	0	0.00%	1	0	0.00%	
National Labor Relations Board	1,655	10	0	0.00%	0.00%	1	10.00%	0.06%	1	0	0.00%	0	0	0.00%	

Table B-29 FY 2008 Appellate Receipts and Closures

Agency Name	Total Work Force	Total Final Agency Actions	Number Appellate Receipts	% Appellate Receipts Per Total Final Agency Actions	% Appellate Receipts Per Total Work Force	Number Appellate Closures	% Appellate Closures Per Total Final Agency Actions	% Appellate Closures Per Total Work Force	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
National Science Foundation	1,579	5	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
National Transportation Safety Board	402	0	1	0.00%	0.25%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Nuclear Regulatory Commission	3,857	8	3	37.50%	0.08%	2	25.00%	0.05%	1	0	0.00%	1	0	0.00%
Office of Personnel Management	5,878	25	17	68.00%	0.29%	19	76.00%	0.32%	7	0	0.00%	11	1	9.09%
Office of Special Counsel	91	0	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Overseas Private Investment Corporation	198	0	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Peace Corps	823	2	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Pension Benefit Guaranty Corporation	889	14	6	42.86%	0.67%	1	7.14%	0.11%	0	0	0.00%	1	1	100.00%
Railroad Retirement Board	967	4	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Securities and Exchange Commission	3,637	5	5	100.00%	0.14%	4	80.00%	0.11%	2	0	0.00%	2	1	50.00%
Selective Service System	188	2	0	0.00%	0.00%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Small Business Administration	5,213	48	14	29.17%	0.27%	16	33.33%	0.31%	10	0	0.00%	4	1	25.00%
Smithsonian Institution	6,162	19	2	10.53%	0.03%	2	10.53%	0.03%	1	0	0.00%	1	0	0.00%
Social Security Administration	64,063	320	120	37.50%	0.19%	142	44.38%	0.22%	66	4	6.06%	50	4	8.00%
Tennessee Valley Authority	11,550	54	19	35.19%	0.16%	20	37.04%	0.17%	11	0	0.00%	9	0	0.00%
U.S. Postal Service	759,453	6802	2,372	34.87%	0.31%	2,349	34.53%	0.31%	1,030	37	3.59%	1,176	209	17.77%
U.S. Tax Court	241	0	1	0.00%	0.41%	0	0.00%	0.00%	0	0	0.00%	0	0	0.00%
Other Agencies*	NRF	NRF	2	NRF	NRF	2	NRF	NRF	1	0	0.00%	1	0	0.00%
Government-wide	2,877,483	16,654	5,082	30.52%	0.18%	5,304	31.85%	0.18%	2,340	111	4.74%	2,490	451	18.11%

Other agencies include Administrative Office of the U.S. Courts, National Indian Gaming Commission, and Office of Federal Housing Enterprise Oversight.