

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

MD-715
Parts A Through D

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
Naval Air Systems Command	Fleet Readiness Center Southeast	Box 16	Jacksonville	FL	32212-0016	NV19	12-031

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	3354	3	3357

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	CAPT GRADY G. DUFFEY	COMMANDING OFFICER
Head of Agency Designee	CAPT WILLIAM A. PALMER	EXECUTIVE OFFICER

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	David Yeager	Deputy Director EEO Officer	0260	GS-13	904-790-7273	david.a.yeager3.civ@us.navy.mil
Affirmative Employment Program Manager	Carol Bagmon	EEO Specialist	0260	GS-12	904-790-7267	carol.n.bagmon.civ@us.navy.mil

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EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Complaint Processing Program Manager	Carol Bagmon	EEO Specialist	0260	GS-12	904-790-7267	carol.n.bagmon.civ@us.navy.mil
Diversity & Inclusion Officer	David Yeager	DDEEO	0260	GS-13	904-790-7273	david.a.yeager3.civ@us.navy.mil
Hispanic Program Manager (SEPM)	April Greggs	EEO Specialist	0260	GS-9	904-790-7269	april.n.greggs.civ@us.navy.mil
Women's Program Manager (SEPM)	April Greggs	EEO Specialist	0260	GS-9	904-790-7269	april.n.greggs.civ@us.navy.mil
Disability Program Manager (SEPM)	April Greggs	EEO Specialist	0260	GS-9	904-790-7269	april.n.greggs.civ@us.navy.mi
Special Placement Program Coordinator (Individuals with Disabilities)	April Greggs	EEO Specialist	0260	GS-9	904-790-7269	april.n.greggs.civ@us.navy.mi
Reasonable Accommodation Program Manager	Deena Johnson	EEO Specialist	0260	GS-9	904-790-6102	deena.y.johnson.civ@us.navy.mil
Anti-Harassment Program Manager	David Yeager Kelsey Mundy	DDEEOO Supv, LER Specialist	0260 0201	GS-13	904-790-7273 904-790-6935	david.a.yeager3.civ@us.navy.mil kelsey.l.mundy.civ@us.navy.mil
ADR Program Manager	Kelsey Mundy	Supv, LER Specialist	0201	GS-13	904-790-	kelsey.l.mundy.civ@us.navy.mil

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EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
					6935	
Compliance Manager	Geoffrey Chun	Supv, Attorney Advisor	0905	GS-15	904-790-5400	geoffrey.d.chun.civ@us.navy.mil
Principal MD-715 Preparer	David Yeager	DDEEO	0260	GS-13	904-790-7273	david.a.yeager3.civ@us.navy.mil
	April Greggs	EEO Specialist	0260	GS-12	904-790-7267	april.n.greggs.civ@us.navy.mil
EEO Counselor	Deena Johnson	EEO Specialist	0260	GS-7	904-790-6102	deena.y.johnson.civ@us.navy.mil
Other EEO Staff	Vacant	EEO Specialist	0260	GS-11		
Other EEO Staff	Jeffrey Robinson	Interpreter (Sign Language)	1040	GS-09	904-790-7272	jeffrey.a.robinson28.civ@us.navy.mil
Other EEO Staff	Vacant	EEO Asst.	0361	GS-6	904-790-7271	

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)

Part D.2 – Mandatory and Optional Documents for this Report

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In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	No	NAVAIR
EEO Policy Statement	Yes	FRCSE
Strategic Plan	No	NAVAIR
Anti-Harassment Policy and Procedures	Yes	FRCSE
Reasonable Accommodation Procedures	No	DoN
Personal Assistance Services Procedures	No	NAVAIR
Alternative Dispute Resolution Procedures	No	DoN

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	Yes	
Human Capital Strategic Plan	No	
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	No	

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Part E – Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

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Part E.1 - Executive Summary: Mission

The mission of Fleet Readiness Center Southeast (FRCSE) is to deliver responsive maintenance, repair and overhaul products and services in support of Naval Aviation National Defense objectives. We provide aviation maintenance solutions that satisfy Warfighters' demands. "We fix it right, so they're ready to fight!"

Part E.2 - Executive Summary: Essential Element A - F

A. Demonstrated Commitment from Leadership

The Commanding Officer was installed on 22 April 2021. His signed policy statements were issued on 7 June 2021. All policy statements are posted on official bulletin boards and the command's Share Point site. These policies are issued to all new employees and are reiterated by the Deputy EEO Officer or designee during New Employee Orientation.

All new supervisors are made aware of their EEO responsibilities during New Supervisory Training (required within six months of becoming a supervisor). Existing supervisors are provided refresher training (required every three years).

B. Integration of EEO into the Command's Strategic Mission

The DDEEO has unfettered access to the Commanding and Executive Officers, as well as senior leaders. EEO practitioners communicate regularly with supervisors and managers, legal counsel, unions and diversity advisory teams to ensure stakeholders have an understanding of EEO principles.

C. Management and Program Accountability

The DDEEO provides bi-monthly updates on the status of the EEO program to command leaders. This includes current numbers of informal complaints being processed, number of formal complaints with current status; number of Reasonable Accommodation (RA) requests being processed and a running percentage of requests being processed within required timeframes; Special Emphasis Program updates.

D. Proactive Prevention

FRCSE EEO contacts remain the same at 33 (FY-21) to (FY-22). Allegations of harassment (non-sexual) continues to be the number one issue identified. However, this is not necessarily indicative of a culture that is rife with inappropriate behavior. Rather, it demonstrates that employees are aware of unacceptable behavior and reporting processes. The utilization of the Management Inquiry process ensured that supervisors and managers take swift action to investigate, and take discipline when incidents as alleged did occur. Second to harassment (non-sexual) are non-selection/promotion complaints. A review of the internal selection/promotion process did not reveal any underlying issues or concerns regarding the commands selection process. There were no findings of discrimination or remands during this reporting period.

E. Efficiency

The EEO Office uses the various reporting features in iComplaints to ensure compliance with mandated timeframes and to analyze complaint trends. The Complaints Processing Manager (CPM) monitors the status of each investigation and coordinates with DSZ, and as of 1 June 2021 MYB (contract investigative service) to ensure all required documents are provided and witnesses are scheduled to facilitate timely completion of investigations. This includes timeframes for legal sufficiency review of ROIs. FRCSE was timely in processing 100% of informal complaints and 100% of formal complaints.

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The EEO Office uses the Navy Electronic Accommodations Tracker (NEAT) to track reasonable accommodation requests. Despite program quirks, the EEO team has ensured that all cases have been entered and updates current cases as required. For FY-22, 16 of 18 (89%) RA requests were processed in accordance with established time requirements.

F. Responsiveness:

There have been no orders of relief from the EEOC during the reporting period.

Part E.3 - Executive Summary: Workforce Analyses

MD-715 A and B tables were obtained from the NAVAIR's Business Objects tool. This information was supplemented by NAVAIR's Diversity Dashboard and various reports pulled from DON's Total Workforce Management System (TWMS). The reporting cycle used was 01 April 2021 through 31 March 2022. FRCSE hired 90 permanent and 0 temporary employees. However, due to attrition, the net loss was 290 employees. Changes in the participation rates by gender and race/ethnicity were negligible. Males continue to make up 86% of the workforce and females 14%. Females made up 17.1% of total separations and 20% of new hires. Participation rates of White females (8.38%) and African-American females (2.71%) are below their respective CLF rates (see table A1).

The number of GS-15 employees is 14, 10 male and 4 female.

Individuals With Disabilities:

The participation rate of individuals with targeted disabilities as of 1 October 2022 (IWTD) went from 1.92% as of FY-21, to 2.06% as of FY-22. The participation rate of individuals with disabilities (IWD) went from 15.45% on as of FY-21, to 16.09% as FY-22. Additional analysis regarding separations, awards, etc. was not conducted due to manning issues, and the fact that a through barrier analysis was not conducted.

Part E.4 - Executive Summary: Accomplishments

Maintained 100% timeliness processing for all informal and formal EEO complaints.

Continued to train managers and supervisors in RA processing. With the implementation of a new RAC, several process improvements were initiated in an effort to streamline RA requests and improve communication with all individuals involved in the Reasonable Accommodation process.

Continues our vigorous efforts to increase IWTD and PWD numbers. SF-256 drive included in a mandatory quarterly training stand down. OWCP coordinator issues SF-256 to all employees requesting workers compensation. The importance of self-identification was addressed to all new hires during New Employee Orientation as well as New Supervisory Training. Additionally, the RAC issues the SF-256 to all employees requesting reasonable accommodation, and stresses the importance of self-identification.

The EEO newsletter, Bridging Gaps was sent out bi-monthly. The newsletter features scheduled Special Emphasis Events, EEO updates, SF-256 update information, Cultural Change Agent and an EEO Q and A section.

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Part E.5 - Executive Summary: Planned Activities

1. All DAT Champion positions are filled. However, we will continue to utilize senior leadership for advertisement and promotion in an effort to increase DAT membership as well as identifying five vacant lead positions. Reconvene the bi-monthly EDC meeting with CO. Leverage the NLDP/JLDP graduates and enrollees to support the DATs and participate in Barrier Analysis. Continue to stress the importance of Senior Leader/Managers participation/buy-in regarding the importance of fully functioning DATs and Special Emphasis Program events.
2. Implement plan of action to conduct a thorough barrier analysis for FY-23.
3. Implement plan of action to increase timeliness of processing Reasonable Accommodation requests.

EEOC FORM
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PART F

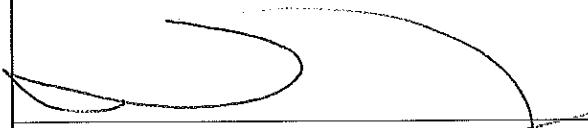
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I, David Yeager, am the Principal EEO Director/Official for Fleet Readiness Center Southeast.

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

Due to continued manning deficiencies within the EEO Office, the agency was unable to thoroughly analyze its work force profiles to a conduct barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO plans to eliminate identified barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

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



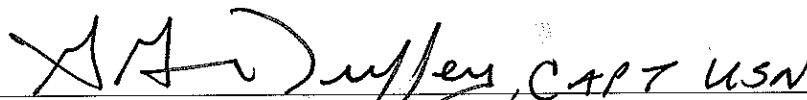
10/13/22

Signature of Agency Head (or Agency Head Designee)/Principal EEO Director/Official

Date

David Yeager, Deputy Director EEO Officer

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715



13 OCT 22

Signature of Designee of EEO Director/Official

Date

Captain Grady G. Duffey, Commanding Officer, Fleet Readiness Center Southeast

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715

**DON FY22 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
1	A	1	a	0	Does the command annually issue a signed and dated EEO policy statement on command letterhead that clearly communicates the command's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column	X		7 June 2021 - Notice to the workforce that the policies are still in effect sent July 2022.	
2	A	1	b		Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	X			
3	A	2	a	1	Does the command disseminate the following policies and procedures to all employees: Anti-harassment policy? [see MD 715, II(A)]	X			
4	A	2	a	2	Does the command disseminate the following policies and procedures to all employees: Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	X			
5	A	2	b	1	Does the command prominently post the following information throughout the workplace and on its public website: The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 161	X			
6	A	2	b	2	Does the command prominently post the following information throughout the workplace and on its public website: Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102	X			
7	A	2	b	3	Does the command prominently post the following information throughout the workplace and on its public website: Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X		https://frcse.navair.navy.mil	
8	A	2	c	1	Does the command inform its employees about the following topics: EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	X		Orientation upon reporting. New Supervisors are required to attend the New Supervisors training within six	

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COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
9	A	2	c	2	Does the command inform its employees about the following topics: ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	X		Orientation upon reporting. New Supervisors are required to attend the New Supervisors training within six months of becoming a supervisor. Supervisors are required to attend	
10	A	2	c	3	Does the command inform its employees about the following topics: Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	X		Orientation upon reporting. New Supervisors are required to attend the New Supervisors training within six months of becoming a supervisor. Supervisors are required to attend	
11	A	2	c	5	Does the command inform its employees about the following topics: Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	X			
12	A	3	a	0	Does the command provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If "yes", provide one or two examples in the comments section.	X		DPMAP and recognition via the Quarterly Change Agent as it pertains to the Special Emphasis Program	
13	A	3	b	0	Does the command utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	X			
14	B	1	a	2	Does the command's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	X			new
15	B	1	b	0	Does the EEO Director have a regular and effective means of advising the command head and other senior management officials of the effectiveness, efficiency and legal compliance of the command's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions,	X			new
16	B	1	c	0	During this reporting period, did the Principal EEO Official (i.e. CDDEEO/DEEEO) present to the head of the command, and other senior management officials, the "State of the command" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.	X			

13-Oct-22

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#	EEOC Elements					COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
							Yes	No		
17	B	1	d	0		Does the Principal EEO Official (i.e. CDEEOO/DEEOO) regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]		X		
18	B	2	a	0		Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	X			new
19	B	2	b	0		Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	X			new
20	B	2	c	0		Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			new
21	B	2	f	0		Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the command head? [see 29 CFR §1614.102(c)(2)]	X			new
22	B	2	g	0		If the command has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	X			new
23	B	3	a	0		Do EEO program officials participate in command meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development?		X		
24	B	3	b	0		Does the command's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	X		Contained in the CO's EEO and Diversity statement dated 7 June 2021	

DON FY22 MD-715 REPORT
COMMAND PART G REQUIREMENTS

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
25	B	4	a	1	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies? [see MD-715, II(D)]		X		
26	B	4	a	2	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]		X		
27	B	4	a	3	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			
28	B	4	a	4	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.				
29	B	4	a	5	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	X			
30	B	4	a	6	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			

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#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
31	B	4	a	7	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	X			
32	B	4	a	8	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(f) and (u); 5 CFR § 315.709]		X		
33	B	4	a	10	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	X			
34	B	4	a	11	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
35	B	4	b	0	Does the EEO office have a budget that is separate from other offices within the command? [see 29 CFR § 1614.102(a)(1)]		X	EEO does not have a separate budget, but the needs (other than manning) is fully funded, i.e. training and materials.	
36	B	4	d	0	Does the command ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years.	X			

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#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
37	B	4	e	0	Does the command ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years.	X			
38	B	5	a		For questions 41 through 44: Supervisors/managers may be considered compliant if one or both of the following are true: (1) they have taken the training within the past three Fiscal Years (2) they have not yet taken the training, but were still within one year of their initial assignment to a supervisory position, effective 1 Oct 2018. For NO answers, commands must provide comments in the Notes section and identify: (1) the number (vs. percentage) who did not receive the training, (2) why they did not obtain the required training, and (3) what has been done to resolve the training gap(s).		X	New supervisors trained 354 - 97%. Refresher supervisor training completed - 115, 47%. Contractor previously conducted the refresher training and that NAVAIR contract was cancelled prior to COVID. There was a two year gap in refresher training. Additional there was a surge of new supervisors in 2019 due to MAO, that how require the refresher training.	
39	B	5	a	1	Pursuant to 29 CFR § 1614.102(a)(5), how many managers and supervisors received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process? [see MD-715(II)(B)]. In the comment section, indicate the numbers trained and indicate the training course(s) used to do so.		X	Refresher supervisor training completed - 115, 47%. Contractor previously conducted the refresher training and that NAVAIR contract was cancelled prior to COVID. There was a two year gap in refresher training. Additional there was a surge of new supervisors in 2019 due to	
40	B	5	a	2	Pursuant to 29 CFR § 1614.102(a)(5), how many managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]. In the comment section, indicate number of managers trained and indicate the training course(s) used to do so.		X	New supervisors trained 354 - 97%. Refresher supervisor training completed - 115, 47%. Contractor previously conducted the refresher training and that NAVAIR contract was cancelled prior to COVID. There was a two year gap in refresher training. Additional there was a surge of new supervisors in 2019 due to	

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						Yes	No		
41	B	5	a	4	Pursuant to 29 CFR § 1614.102(a)(5), how many managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]. In the comment section, indicate the numbers trained and indicate training course(s) used to do so.		X	Refresher supervisor training completed - 115, 47%. Contractor previously conducted the refresher training and that NAVAIR contract was cancelled prior to COVID. There was a two year gap in refresher training. Additional there was a surge of new supervisors in 2019 due to MAO, that how require the refresher training.	
42	B	5	a	5	Pursuant to 29 CFR § 1614.102(a)(5), how many managers and supervisors received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]. In the comment section, indicate numbers trained and indicate the training course(s) used to do so.		X	New supervisors trained 354 - 97%. Refresher supervisor training completed - 115, 47%. Contractor previously conducted the refresher training and that NAVAIR contract was cancelled prior to COVID. There was a two year gap in refresher training. Additional there was a surge of new supervisors in 2019 due to MAO, that how require the refresher training.	
43	B	6	a	0	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
44	B	6	b	0	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]		X		
45	B	6	c	0	When barriers are identified, do senior managers assist in developing command EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]			No barriers identified	
46	B	6	d	0	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plans? [29 CFR § 1614.102(a)(5)]	X			
47	C	1	a	0	Does the command regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X		During the annual MD-715 as well as every four years during the IG	new

**DON FY22 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
48	C	1	b	0	Does the command regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X		During the annual MD-715 as well as every four years during the IG	
49	C	1	c	0	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	X			
50	C	2	b	1	Is there a designated command official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the command? [see 29 CFR 1614.203(d)(3)(D)]	X			new
51	C	2	b	3	Does the command ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	X			
52	C	2	b	5	Does the command process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] (1) Provide percentage of timely-processed requests in the comments column. (2) Provide days in process of oldest case		X	(1) 89% (2)	
53	C	2	c	1	Does the command post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	X		https://frcse.navair.navy.mil	new
54	C	3	a	0	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to command EEO policies and principles and their participation in the EEO program?	X			new
55	C	3	b	1	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.]	X			new

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COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
56	C	3	b	2	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	X			new
57	C	3	b	3	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	X			new
58	C	3	b	4	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	X			new
59	C	3	b	5	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	X			new
60	C	3	b	6	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	X			new
61	C	3	b	7	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	X			new
62	C	3	b	8	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	X			new

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COMMAND PART G REQUIREMENTS

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
63	C	3	b	9	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Comply with settlement agreements and orders issued by the command, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	X			new
64	C	3	c	0	Does the Principal EEO Official (i.e. CDEEOO/DEEOO) recommend to the command head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]		X	Disciplinary discussions are held between LER, OGC and senior management.	
65	C	3	d	0	When the Principal EEO Official (i.e. CDEEOO/DEEOO) recommends remedial or disciplinary actions, are the recommendations regularly implemented by the command? [see 29 CFR §1614.102(c)(2)]		X	Disciplinary discussions are held between LER, OGC and senior management.	
66	C	4	a	0	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]				new
67	C	4	b	0	Has the command established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	X			
68	C	4	c	0	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			new

DON FY22 MD-715 REPORT
COMMAND PART G REQUIREMENTS

#	EEOC Elements					COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
							Yes	No		
69	C	4	d	0		Does the HR office timely provide the EEO office access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
70	C	4	e	1		Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
71	C	4	e	2		Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
72	C	4	e	3		Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			new
73	C	4	e	4		Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
74	C	4	e	5		Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			
75	C	5	a	0		Does the command have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)	X			
76	C	5	b	0		When appropriate, does the command discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.			Disciplinary discussions are held between LER, OGC and senior management.	

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COMMAND PART G REQUIREMENTS

#	EEOC Elements					COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
							Yes	No		
77	C	5	c	0		If the command has a finding of discrimination (or settles cases in which a finding was likely), does the command inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]			There have been zero findings of discrimination.	
78	C	6	a	0		Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column and date of last update briefing.	X		Bi-monthly. 9 January 2023	
79	C	6	b	0		Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	X			
80	D	1	a	0		Does the command have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	X			new
81	D	1	b	0		Does the command regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	X		Full barrier analysis has not been conducted since 2020.	
82	D	1	c	0		Does the command conduct exit interviews or surveys that include questions on how the command could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	X		Voluntary basis.	
83	D	2	a	0		Does the command have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	X			
84	D	2	b	0		Does the command regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	X			

**DON FY22 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
85	D	2	c	0	Does the command consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	X			
86	D	2	d	0	Does the command regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 instructions, Sec. I] If "yes", please identify the data sources in the comments column.	X		complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs	
87	D	3	a	0	Does the command effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]			No barriers identified	new
88	D	3	b	0	If the command identified one or more barriers during the reporting period, did the command implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]			No barriers identified	
89	D	3	c	0	Does the command periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
90	D	4	a	0	Does the command post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	X		https://frcse.navair.navy.mil	new
91	D	4	b	0	Does the command take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	X			new

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COMMAND PART G REQUIREMENTS

#	EEOC Elements					COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
							Yes	No		
92	D	4	c	0		Does the command ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	X			
93	D	4	d	0		Has the command taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the command until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)] If "YES" provide examples in comments.	X		status utilizing MYBIZ and the SF-256 in the EEO bi-monthly newsletter, during new employee orientatin, new supervisor training, supervisor refresher training, as well as promoting DON's annual drive druing IWD observance month.	
94	E	1	a	0		Does the command issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted), and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted)? In comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part I - C: 1. Counseled Within 30 Days 2. Counseled Within 31 to 90 Days 2a. Counseled Within Written Extension Period No Longer Than 60 Days 2b. Counseled Within 90 Days Where Individual Participated in ADR 2c. Counseled Within 31-90 Days That Were Untimely 3. Counseled Beyond 90 Days	X		1-0, 2-13, 2a-8, 2b-52c-0, 3-0	
95	E	1	b	0		Does the command provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	X			
96	E	1	c	0		Does the command issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	X			

DON FY22 MD-715 REPORT
COMMAND PART G REQUIREMENTS

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
97	E	1	d	0	Does the command issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint? In the comments section, provide (1) the number issued within 30 days and (2) not issued within 30 days of receipt of the formal complaint.	X		1-10, 2-0	
98	E	1	e	0	Does the command ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	X			
99	E	1	f	0	Did the command issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days)? In the comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part IX: 1. Investigations Completed by Agency Personnel (a + b + c) 1a. Investigations Completed in 180 Days or Less 1b. Investigations Completed in 181 - 360 Days 1b1. Timely Completed Investigations 1b2. Untimely Completed Investigations 1c. Investigations Completed in 361 or More Days 2. Investigations Completed by Contractors (a + b + c) 2a. Investigations Completed in 180 Days or Less 2b. Investigations Completed in 181 - 360 Days 2b1. Timely Completed Investigations 2b2. Untimely Completed Investigations 2c. Investigations Completed in 361 or More Days	X		1-1, 1a-1, 1b-0, 1b1-0, 1b2-0, 1c-0, 2-7, 2a-6, 2b-1, 2b1-1, 2b2-0, 2bc-0	
100	E	1	g	0	If the command does not timely complete investigations, does the command issue the notice of untimely investigation letter (108(g) letter), which advises the complainant of rights to a hearing/FAD, on or before the 180th day if the investigation is not complete?	X			
101	E	1	j	0	If the command uses contractors to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	X			
102	E	1	k	0	If the command uses employees to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]			NA	

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COMMAND PART G REQUIREMENTS

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
103	E	1	i	0	Does the command submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	X			
104	E	2	a	0	Has the command established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	X			
105	E	2	b	0	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	X		Accept/Dismiss and Partial acceptance NOA's are reviewed by OGC FRCE	
106	E	2	c	0	Does the attorney that does legal sufficiency review serve as an agency representative?			It is the established firewall. DDEEO has final say on Accept/Dismiss letters.	
107	E	2	d	0	Does the command ensure that its agency representative does not intrude upon EEO counseling, investigations, and final command decisions? [see MD-110, Ch. 1(IV)(D)]	X			
108	E	2	e	0	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model command Program: Efficiency (Dec. 1, 2004)	X			
109	E	3	b	0	Does the command require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]		X	Highly encouraged. Normally management does not agree to ADR for someone that has been removed from service.	
110	E	3	c	0	Does the command encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	X			
111	E	3	d	0	Does the command ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	X			

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COMMAND PART G REQUIREMENTS

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments	New to FY22?
						Yes	No		
112	E	3	e	0	Does the command prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X			
113	E	3	f	0	Does the command annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(I)(D)]	X			
114	E	5	a	0	Does the command monitor trends in its EEO program to determine whether the command is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	X		During quarterly DON OEEO 462 reports. Also during bi-monthly senior leadership briefing.	new
115	F	2	a	1	When a complainant files an hearing, does the command upload the official case file in FEDSEP to EEOC within 15 days of receiving the <i>first</i> notification that the complainant requested a hearing? (i.e. Do NOT wait until receipt of acknowledgement of hearing notice.)	X			
116	F	2	a	3	When a complainant files an appeal, does the command upload the official case file in FEDSEP to EEOC within 30 days of the agency's <i>first</i> notification of the complainant filing an appeal? (i.e. Do NOT wait until receipt of acknowledgement of appeal notice.)	X			
117					Can the command identify all supervisors and managers of civilians, including military personnel assigned to those roles? "Supervisors" are any individuals (including military personnel and civilian employees) who are directly above one or more civilian employees in the organization, and provide them immediate oversight. "Managers" oversee civilians indirectly, through the employees' immediate supervisors. Managers include all personnel in the management chain, up to and including the unit head, who are directly between any immediate supervisor and the unit head. Managers thus can also include both military personnel and civilian employees. Managers of civilians are often also supervisors of other civilians. In the comment section, provide the number(s) of (1) civilian supervisors, (2) civilian managers, (3) military supervisors, and (4) military managers. For those individuals who are both supervisors and managers, account for them as if they are only supervisors.	X		327 Civilian Supervisors/ Managers (8888). 20 Military Supervisor. 5 Military Managers.	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**MD-715 – Part H Planned Activities (Plan 1)
Agency EEO Plan to Attain the Essential Elements of a Model EEO
Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>Essential Element B: Integration of EEO into the agency's strategic mission.</p>	<p>Based on the responses provided on the MD-715 Part G Self-Assessment Checklist:-</p> <p>B.6.a. - Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]</p> <p>Essential Element B requires EEO program officials to coordinate the implementation of the Special Emphasis programs with senior managers. As part of its established procedures, FRCSE Special Emphasis Program manager advertises all events, and makes the workforces aware of vacant positions on Special Emphasis teams. Currently the agency continues to receive low participation by senior level managers (GS-13 thru GS-15) as Champions and attending diversity events.</p>

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/15/2019	Develop, Establish, and implement a plan to encourage and retain senior level managers' involvement and commitment to all Special Emphasis Programs.	02/28/2020		02/28/22

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Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director EEO	Mr. David Yeager	Yes
Special Emphasis Program Manager	Ms. April Greggs	Yes
Special Emphasis Team Champions	IWTD, Native American Team, APAT, WIN, AAPI, HEAT, LGBTQ+A.	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/14/2019	Develop and distribute EEO News Letter quarterly to all hands, advertising upcoming Special Emphasis Events, affinity team vacancies; and to educate and provide awareness of the EEO program and encourage max participation for Special Emphasis Events.	Yes		10/14/2019
10/14/2019	Upcoming Special Emphasis events, and team vacancies will be briefed at the ACMB board to further encourage top-level management involvement.	Yes		10/14/2019
11/19/2021	Reestablish bi-monthly EDC meetings with the Commanding Officer.	Yes	05/01/2023	
11/19/2021	Contact NLDP/JLDP			12/1/2021

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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	program enrollees and recent graduates in an effort to increase DAT membership.	Yes		
05/31/2023	Establish and identify members of Barrier Analysis Team.	Yes	10/19/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
22	<p>FY-22 the SEP program was still operating in a modified stance due to COVID. The EEO Office continues to recruit for new members and currently has five vacant lead positions, HEAT, LGBTQ+A, AAPI, AIAN, and IWD. All vacant Champion positions have been filled. Established a Champion of Champions position in April 2022. This position acts as our local EDC Head. Since COVID, no local events have been held, but we continue to advertise monthly observances through PAO, and our bi-monthly EEO newsletter. In December, all graduates and current enrollees in the NLDP/JLDP were contacted via email and in person discussion with our Champion of Champions and requested to consider joining one of the DATs. We are trying to leverage these folks to assist with the annual barrier analysis. This resulted in one Champion and two new members. On 21 September 2022, a virtual all hands DAT meet and greet informational sessions was held. Classrooms were made available for employees that did not have computer access. Not including DAT members and the SEPM, there were 31 attendees. The session was recorded, and the Champion of Champions is currently working with PAO to edit and release the session to all hands. As of 30 September 2022, there have been no additions to our DAT teams. With the exception of a couple of teams, most have a couple of members, including the Champion.</p>

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**MD-715 – Part I FY21
Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

X If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Low Participation of Females	Table A1: TOTAL WORKFORCE Distribution by Race/Ethnicity and Sex	<ul style="list-style-type: none"> Females across all ERIGs and all occupational groups are participating in the workforce at significantly lower rates in comparison to the NCLF, which is used when analysis NAVAIR's workforce data across all ERIGs. This Plan started in FY20 and will continue in FY22. It has been noted that, NAVAIR has a high percentage of our workforce in the artisans and engineering occupational series. These occupational groups statistically have low participation rates and available candidate pools for women in comparison to the NCLF.

EEO Group(s) Affected by Trigger

EEO Group	NCLF	NAVAIR's Participation Rate FY20	NAVAIR's Participation Rate FY21
All Women (Y)	N/A	25.38%	25.65%
Hispanic or Latino Females (Y)	4.79%	2.0%	2.0%
White Females (Y)	34.03%	18.47%	18.57%
Black or African American Females (Y)	6.53%	2.57%	2.60%
Asian Females (Y)	1.93%	1.75%	1.86%

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EEO Group	NCLF	NAVAIR's Participation Rate FY20	NAVAIR's Participation Rate FY21
Native Hawaiian or Other Pacific Islander Females (N)	0.07%	0.13%	0.13%
American Indian or Alaska Native Females (Y)	0.55%	0.26%	0.26%
Two or More Races Females (Y)	0.28%	0.20%	0.25%

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Review of Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex and Qlik Sense Data; Table A3-1 (Occupational Groups)
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	Yes	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

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Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Analysis being conducted by each site to identify any barriers within NAVAIR's Policy, Procedure, or Practice.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Due Date (mm/dd/yyyy)
Identify cause of low participation rate of female in the workforce.	11/25/19	9/30/2022
Each NAVAIR site will conduct an in-depth barrier analysis on: Recruitment and Hiring Practices (Applicant Flow Data); Development and Advancement; Promotion and Award Rates; Separation Rates and Exit Interviews.	11/25/19	9/30/2022

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Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Affirmative Employment Program Manager	Brittani Wood	Yes
Site DDEEOs	NAWCAD;NAWCTSD; NAWCWD;FRCE,FRSE; FRCESW	Yes

Planned Activities towards Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
January 2022	Affirmative Employment Program Manager will meet with each DDEEO to discuss their individual Part I Action plans to increase Female participation across all ERIGs.		
January-September 2022	Each site will provide monthly updates on accomplishment(s) to the DDEEO and AEP.		
30 September 2022	Site DDEEOs/SEPs will prepare final report for submission to the HQ AEP.		

Report of Accomplishments

Fiscal Year	Accomplishments
	During the FY20 fiscal year, the Part I Action Plan was activated with the sites to perform barrier analysis. During FY20 a National pandemic occurred, causing cancelation of many events and low participation at the barrier analysis monthly meetings. Therefore, NAVAIR sites were not able to fully conduct an in-depth barrier analysis on: Recruitment and Hiring Practices; Development and Advancement; Promotion and Award Rates; Separation Rates and Exit

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FY20	<p>Interviews, to identify the cause of low participation rate of female in the workforce.</p> <p>Low This action plan will carry over into FY21/FY22 with more oversight from the Executive Champions of each Diversity Action Team.</p> <p><u>FRCE:</u> Fleet Readiness Center East (FRC East) EEO office compiled a barrier analysis team that consisted of 3- members from the Women's Initiative Network Team and 2-EEO specialists. The team reviewed the objectives and decided to begin the analysis with exiting data. The data that was available is the result of a survey that was conducted at FRC East with a target audience of low participation rates for females in 5 major occupations. The survey provided a subset of what the larger picture will likely look like. The team developed a two-way approach plan.</p> <p>The first approach is to gain a better understanding by asking additional questions to a larger populous. Working with both a blue-collar and white-collar leader, a focus group will occur with an invitation extended to all females at FRC East. Due to COVID-19, the plan had to be modified to include both virtual and limited face-to-face sessions. The intent is to have those sessions take place before the end of the year.</p> <p>The second approach is to improve recruitment efforts that would attract females to blue collar and other low participation rated positions. The plan is underway with a partnership with Human Capital Staffing and Classification Branch to get a spot in job fairs that focus on local area Marines exiting military service. Additionally, the rates for participation of females within the MRO Engineering Department has seen some growth in recent years, which lead the team to reach out to the responsible recruiters to map out a plan to duplicate those successes.</p>
FY20	<p><u>FRCE:</u> Based on information obtained from Table A1, Total Workforce: Distribution by Race/Ethnicity/Sex, for RP20, females make up 13.64% of the total workforce, which is a slight increase from RP19, were females totals were 13.38%.</p> <p>In an effort to continue to increase the participation rates of females in the workforce, the Barrier Analysis team will continue to monitor the hiring practices used to attract and retain females in the workforce. Data also shows a potential barrier retaining female employees once they are hired. The team will also be looking into current mentorship program(s) in place that could assist with retention and upward progress into higher graded positions for females.</p> <p>Based on numbers obtained from Table A1, Total Workforce: Distribution by Race/Ethnicity/Sex, and Table A14, Separation by Type of Separation: Distribution by Race/Ethnicity and Sex, the total number of separations during</p>

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RP20 has decreased to 50 (14.84%) from RP19 of (21%). Of the 50 total separations, 43 female separations were voluntary and 7 were involuntary.

Overall, FRCSE can conclusively identify the trigger of low participation rates of females in the workforce; however, the barrier analysis team has not yet had sufficient time to fully investigate the policies, procedures and practices leading to a definite barrier during this reporting period.

FRCSW:

These action plans were not executed due to vacancy of Deputy Director of Equal Employment Opportunity (DDEEO) departing on 2 July 2020. As 22 September 2020, FRC SW does not currently have an Acting DDEEO. FRCSW anticipates on having a Deputy Director of Equal Employment Opportunity within the next 120 days.

Moving forward FRC SW will conduct in-depth barrier analysis, collaborate with DAT Executive Champions and review barrier analysis sub team results. This will enable FRC SW to execute the FY21 MD-715.

NAWCAD:

EEO staff met with all DAT team leads on 16 JAN to review triggers and identify what teams would like to pursue. All teams except the IWDAT will participate in looking at female participation at the PAX campus (NAWCAD PAX, NAVAIR HQ, COMFRC HQ) and LKE. Follow-on meeting scheduled For 13 FEB at PAX. LKE held quarterly DART meeting in DEC where Qlik data was reviewed and additional triggers.

APAT will explore low female participation in the PEOs. Other teams to provide updates on what they will investigate at the FEB meeting.

FY20 MAR/APR APAT is working pieces of this in addition to the WIN. LKE WIN is determining their focus. FY20, in JUL 20. APAT brief provided data relative to females at the PAX campus.

NAWCWD:

NAWCWD deployed multiple EEO training courses and diversity events to include, not limited to: Training Courses (several were deployed between 9/2019 - 3/2020): EEO Potpourri, Interview Techniques, Management Inquiry Process, Right Side of the Line, OUCH! That Stereotype Hurts, Complaints Processing for Supervisors, and Reasonable Accommodation Processing for Supervisors.

Diversity Events: LGBTQ Event held 07/2019 IWDAT Event held 09/2019; DON IWD Working Group with Meena Farzanfar 01/2020; Black History Month event held on 02/2019; IWDAT Event held 02/2020; AAPI Event held 5/28/2020; WIN Event held 8/2020

A review of High grade panel documentation was obtained for each panel held and recorded using the tracking mechanism that was created in 2019. Typically, training is deployed upon notification from an HR Advisor of the customer need.

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A communique was released to the HR community to improve the process for collecting HG panel documentation. EEO panel documentation was evaluated and data collection improvement requirements were identified. Internal panel selection data collection continues to be addressed. MD715 training will be scheduled in RP2021.

NAWCTSD:

DATs agree to work jointly towards an in-depth barrier analyses regarding the underrepresented females within the workforce.

Group coordinate and implement meeting to discuss research, identify monthly updates to SEPM and track findings and potential concepts forward that will promote resolution towards objective trigger. Despite no/little data LGBTQ+A and AIAN took part in assisting other groups

APAT sponsored for the workforce a local MLK and local Black History Events. Its themes, "Remember! Celebrate! Act!" along with "Honoring the Past, Securing the Future!" Each capitalized on the contributions given to our society and federal services along with emphasizing to applicants, new hires and employees alike the importance of working together through mentorship; achieving mission success and greater cohesion.

APAT orchestrated its efforts through special emphasis events to also enhance sustainment capabilities, focused to improving and eliminating measures associated with resolving the low participation rates of females in the workplace as an identified trigger.

WIN sponsored local awareness on Women's History month, theme, "We Can Do It and She Did! Utilizing all resources available despite the impact of COVID 19, co-leads successfully worked to provide mentorship programs towards assisting the workforce in achieving mission successes regarding recruiting and hiring practices. WIN worked tirelessly towards sustainment and improvement efforts with its barrier analysis to ultimately finding resolution concerning the underrepresentation of females in the workforce.

WIN sponsored book club developed through discussion group of reading material focused on mentoring that encourages STEM programs along with governmental centering on improving attributes reducing potential objective triggers.

LGBTQ+A appointed new Co-Leads, work diligently on LGBTQ+A Survey analysis, providing leadership excellent perspectives and recommendations to ensure equality and minimize potential triggers.

LGBTQ+A sponsored a local remembrance memorial towards the Pulse incident and national worked towards Pride Month\which was later directly impacted by COVID 19.

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FY21	<p><u>NAWCAD</u></p> <p>The cause of low participation of females in the workforce is due to unconscious bias. Recruitment and Hiring: NAWCAD recruits at events (Society of Women Engineers, Women of Color) and colleges with women who are eligible to work in the NAWCAD workforce but few are hired except white females. While NAWCAD EEO & Inclusive Diversity has trained recruiters on bias, if there is not a reminder about accounting for bias on the day of the recruiting event, it is likely that bias will be forgotten and will be operating in the decision making unconsciously. We did not look at the Applicant Flow Data because only one person was trained and that person has left the Command. NAWCAD requests that additional persons be trained on using the Applicant Flow Data.</p> <p>Development, Advancement, Promotions and Awards: Information from the A Tables is available in the NAWCAD MD-715 report where details are provided on all triggers. In FY 21, NAWCAD used the DON A Tables which break down awards into greater detail than the A Tables in NAVAIR's Diversity Data Mart.</p> <p>Separations and Exit interviews: This is the area that NAWCAD focused on in FY21. Please see the attached report which examines the past five years.</p> <p>NAWCTSD- The Diversity Action Teams were asked to conduct a barrier analysis focused on low participation of various female groups in High Grade Positions. Some DATs chose to look at other areas besides low female participation. The DATs independent analyses and recommendations will be extended to the Diversity Council for full support and assistance with any attitudinal barriers identified. The Command was extremely appreciative of the efforts and energy that all of the DATs at NAWCTSD had put forth in their barrier analyses.</p> <p>The Command Resiliency Team (CRT) administered a Defense Equal Opportunity Management Institute (DEOMI) Equal Opportunity Climate Survey (DEOCS) from 02/01/2021 - 03/31/2021. NAWCTSD "Learning Cells" conducted research to identify Command strengths and areas of concern. The command continues efforts to develop, implement, and endorse programs that effectively produce a professional working environment. The workforce at NAWCTSD continues to report overall satisfaction as well as their commitment to the organization. The survey reveals concerns that the Command Leadership immediately addressed to mitigate gender attitudinal barrier. The highest priority is placed on ensuring every member of the command is afforded equal opportunity for success. The Learning Organization Team will conduct focus groups and interviews to obtain further detailed information.</p> <p>Special Emphasis Program Statement: NAWCTSD has a long established Diversity Council that provides a forum to express concerns, discuss diversity initiatives and allows the Executive Leadership to interact with Diversity Action Teams (DAT) members. The Diversity Council and the NAVAIR National Diversity Teams have implemented various initiatives as described in the DATs reports in the areas of recruitment, retention, promotion and career</p>
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	<p>development. The Command constantly extends their full support to improve recommended areas and assist with removing barriers.</p> <p>Summary:</p> <p>Hispanic Females (HF), White Females (WF), Black or African Females (BF), American Indian/Alaskan Native Female (AIF) are participating in the workforce at lower rates than the National Civilian Labor Force (NCLF) benchmark. Areas of low participation: HF (49%), WF (73%), BF (52%) and AIF (0%) relative to their respective NCLF benchmarks.</p> <ol style="list-style-type: none"> 1) The RP20/RP21 reflects low participation for HF, BF, AF, AIF and 2F in the High Grades GS 14/15. 2) STRL population reflects low or no participation for WF, BF, AF and 2F in the High Project Grades; DA-6, DP-5, DP-6, DS-6 and NM-5. 3) MD-715 Table A3-1 and A3-1B reflects low participation rate for WF, and BF in "Executive/Senior Level" (STRL NM Grade 05-06 and GS-15 Above) 4) In RP20/RP21, NAWC TSD had 145 permanent promotions. Among RP20 promotions, all except NM, IF, and 2F received promotions. HF, WF, and BF received promotions at a lower rate that of their participation in the workforce. 5) Unfavorable accession trend for HF in comparison with RP20, total work force count and CLF rates for RP21. 6) Females recorded 24 (28%) of the total separations <p>DATS received barrier analysis refresher training to ensure effective analysis of demographic data. Irving Navarro (HEAT), Angel Gutierrez (IWDT), Jamoya Jemison (APAT), Tony Pham (AAPI), Le Linh (AAPI), Boyd William (LGBTQ+A), Christina Ruscito (LGBTQ+A), Saturia Lake (WIN), Whitney Watson (WIN), Gregory Owens (D&I Co) and all attended NAWCTSD EEO Office's Barrier Analysis training on 04/01/2021 and 06/09/2021.</p> <p>DATs provided analysis report with accomplishments (if applicable) along with recommended actions to DAT Executive Champions and SEPM.</p> <p>APAT through NAVAIR orchestrated for the workforce a virtual Black History Events. Its themes, "The Black Family: Representation, Identity, Diversity," with guest speaker RDML Barnett capitalizing on the contributions given to our society. Enhancing sustainment capabilities, focused towards improving and eliminating measures associated with resolving the low participation rates while achieving mission success and greater cohesion within the workforce.</p> <p>WIN coordinated through NAVAIR a virtual awareness on Women's History month, theme, "Valiant Women of the Vote: Refusing to be Silenced," with guest speaker Jennifer Foxworthy. Maximizing marketing resources available despite the impact of COVID 19 to ensure total awareness to the workforce</p>
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population. Its presentation centered upon ensuring greater awareness and acceptance in order to achieve success.

LGBTQ+A appointed new Co-Leads; diligently worked on LGBTQ+A Survey analysis on the workforce for the leadership; coordinated through NAVAIR an awareness special emphasis Pride Month presentation providing leadership excellent perspectives and recommendations to ensure equality that minimize potential triggers.

AAPAPI appointed new Co-Leads; coordinated with NAVAIR to provide the workforce an awareness of the special emphasis event for Asian Americans/ Pacific Islanders, with guest speaker Maj Gen Seely III. The themed "Advancing Leaders Through Purpose-Driven Service." Promoted the virtual presentation on hate crimes and anti-Asian violence. It's indicative that DAT's mentorship program; NEED, continued focus towards ensuring positive posture in resolution where necessary, identifying concepts that could hinder success and reduce synergy.

SEPM recommended to DATs with an achieved agreement to work jointly towards an in-depth analytical outcome regarding the underrepresented senior grade females within the workforce. Group coordinate and implement meeting to discuss research, identify monthly updates to SEPM. Coordination with National DATs towards finding, tracking and potential concepts that will promote positive resolution.

NAWCTSD workforce participated and supported all NAVAIR Diversity & Inclusion virtual events for APAT, HEAT, IWDAT, LGBTQ+A, WIN, AAPAPI and AIAN.

TSD DDEEO Office facilitated a NAVAIR Diversity & Inclusion training discussion in partnership with SES across all sites. NAWCTSD appointed Mr. Edward Johnson as the Diversity Council Chair.

NAWCWD- NAWCWD Diversity Council meetings were held and the council was briefed on NAWCWD SEP efforts that were in alignment with EDC goals and objectives.

LGBTQ+A's executive champion left agency; efforts to fill the vacancy are underway. Other SES members supported LGBTQ+A observance effort on a temporary basis. Champions were fully engaged and participated in cultural observance events and in Career Enhancement Series SEP events.

NAWCWD implemented a new Quarterly SEP Newsletter, which includes information on all DAT teams and respective upcoming events. This foster further communication and collaboration among the DATs as best practices were highlighted and shared (e.g. utilization of Share Point sites for local information, etc.)

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	<p>As part of a model EEO program (management accountability element), NAWCWD EEOO (Rear Admiral Dillon) continued the long-standing NAWCWD requirement that supervisors are to complete two EEO "credits" per fiscal year. Credits can be obtained through training completion and/or SEP/Diversity observance events. During the reporting period, more than 40 courses/events were held for supervisors to gain EEO credit. Supervisors were also provided additional resources to gain educational awareness of EEO Diversity and Inclusion (e.g., access to various previously recorded events both in DVD and online formats.)</p> <p>In order to more accurately and efficiently track the NAWCWD supervisory EEO training requirement (see above paragraph), a new Supervisory Training Tracker tool was developed and implemented at NAWCWD FY20; the tool continued to be used and refined in FY21. Utilizing this improved data, quarterly reports were issued to Groups/Departments for leadership involvement in accountability.</p> <p>NAWCWD contributed to the NAVAIR Part I (Agency EEO Plan to Eliminate Identified Barrier) including barrier analysis specifically exploring females across all ERIGs participating in the workforce at significantly lower rates in comparison to the NCLF. Barrier Analysis training was provided by the NAWCWD Affirmative Employment Program (AEP) Manager to key stakeholders of the NAWCWD DATs specific to the NAVAIR Part I in May 2021.</p> <p><u>FRCE-</u> Accomplishments delayed due to COVID working restrictions.</p> <p><u>FRCSE-</u>Based on information obtained from Table A1, Total Workforce: Distribution by Race/Ethnicity/Sex, for RP21, females make up 13.80% of the total workforce, which is a slight increase from RP20, where females totals were 13.78%.</p> <p>In an effort to continue to increase the participation rates of females in the workforce, the Barrier Analysis team will continue to monitor the hiring practices used to attract and retain females in the workforce. Data also shows a potential barrier retaining female employees once they are hired. The team will also be looking into current mentorship program(s) in place that could assist with retention and upward progress into higher graded positions for females.</p> <p>Overall, FRCSE can conclusively identify the trigger of low participation rates of females in the workforce; however, the barrier analysis team has not yet had sufficient time to fully investigate the policies, procedures and practices leading to a definite barrier during this reporting period.</p> <p><u>FRCSW-</u> These action plans were not fully executed due to vacancy of Deputy Director of Equal Employment Opportunity (DDEEO) departing on 2 July 2020. The current "Acting" Deputy Director of EEO is detailed to EEO office on a continuous 120-day detail. Although he has put considerable effort into ensuring program requirements are met, his staff was depleted and under experienced. As of 22 September 2021, FRC SW does not have a permanent Deputy</p>
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	<p>Director, at this time. Despite the 3 vacancies in the office, the DATs were able to host the following events:</p> <p>Women’s Imitative Network (WIN) – Speed Mentoring with Senior Leader of FRCSW.</p> <p>Asian American Pacific Islander (AAPI) – Hosted a virtual event that was led by Major General Masiello – “Advancing Leaders Through Purpose-Driven Service.”</p> <p>African American Pipeline Advisory Team (APAT) – Dr. Martin Luther King Jr., Celebration – Guest speaker – Dr. Sharon Whitehurst-Payne.</p> <p>Hispanic Engagement Action Team (HEAT) - First ever FRCSW HEAT’s La Vuelta Car Parade on Oct. 15th, 2020 to celebrate HHM</p> <p>Moving forward FRC SW will conduct in-depth barrier analysis, collaborate with DAT Executive Champions and review barrier analysis sub team results. This will enable FRC SW to execute the FY22 MD-715.</p>
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MD-715 - Part J
Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

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

Section I: Efforts to Reach Regulatory Goals

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

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

- | | | | |
|--------------------------------|-----|----|---|
| a. Cluster GS-1 to GS-10 (PWD) | Yes | No | X |
| b. Cluster GS-11 to SES (PWD) | Yes | No | X |

B table data was from 30 Sep 2022

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

- | | | | |
|---------------------------------|-----|----|---|
| a. Cluster GS-1 to GS-10 (PWTD) | Yes | No | X |
| b. Cluster GS-11 to SES (PWTD) | Yes | No | X |

B table data was from 30 Sep 2022

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

The command continues its endeavors to educate and stress the importance of self-identification through MyBiz, a web-based tool created by the Department of Defense (DoD), and is educating the workforce on self-identification using SF-256 or the MyBiz toll to improve the rate of identification.

In addition educating new employees during New Employee Orientation and supervisors during New Supervisor initial and refresher training, the EEO Office also includes information on making the changes in the bimonthly newsletter, 'Bridging Gaps' as well as in their email signatures.

Section II: Model Disability Program

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

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

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

Yes x No 0

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD				ponhara.po.civ@us.navy.mil
Answering questions from the public about hiring authorities that take				ponhara.po.civ@us.navy.mil

disability into account				
Processing reasonable accommodation requests from applicants and employees	X		X	Deena Johnson, EEO Specialist, Deena.y.johnson.civ@us.navy.mil Jeffrey Robinson Staff Interpreter/ RA Assistant, Jeffrey.a.robinson28.civ@us.navy.mil
Section 508 Compliance				Elesia Washington, IT Specialist (Customer Support)
Architectural Barriers Act Compliance	X		X	Corey Patterson, Plant Maintenance Director, corey.l.patterson6.civ@us.navy.mil Mitchel Weiss, OGC, Mitchel.weiss.civ@us.navy.mil
Special Emphasis Program for PWD and PWTD	X			April Greggs, EEO Specialist, april.n.greggs.civ@us.navy.mil Only in position for 4 months. Currently no one available to assume these duties as April is assisting with Complaints Manager duties till that position is backfilled. Anticipated Jan/Feb 2023.

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

Yes X

No

RAC and Assistant RAC have received OJT as well as attended DEOMI DPM course, and numerous training sessions held by DON DPM and NAVAIR DPM. Completed TWMS training as required regarding new RA Manual and procedures.

B. Plan to Ensure Sufficient Funding for the Disability Program

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

Yes X No

Processing RA Requests from applicants and employees with disabilities

--

Special Emphasis Program for PWD and PWTD

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Section III: Plan to Recruit and Hire Individuals with Disabilities

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

A. Plan to Identify Job Applicants with Disabilities

1. Which of the following programs/resources does the Command/Activity use to identify job applicants with disabilities, including Individuals with Targeted Disabilities:

Workforce Recruitment Program	No
OPM Shared List of People with Disabilities ("Bender List")	No
Wounded Warrior Program	No
Job Fairs dedicated to PWD/PWTD	No
Schools primarily enrolling PWD/PWTD	No
Other schools with programs dedicated to PWD/PWTD	No
State Vocational Rehabilitation Offices	No
Other (describe below)	No

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

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3. How many Schedule A(u) employees were hired to permanent positions during the reporting cycle?

0

4. Describe your Command/Activity's use of programs to recruit PWD and PWTD for temporary positions (e.g. internships):

We currently do not use any special programs to recruit PWD and PWTD.

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

For Schedule A(u) candidates, the Command requires that individuals provide a medical certification letter from a medical provider that substantiates that fall into one of the categories listed under Schedule A(u). Once certified and found qualified, the resume will be forwarded to the appropriate hiring officials. In some cases, the hiring official will have already identified the Schedule A(u) candidate and the Human Resources Office will verify that the candidate is eligible and qualified for the position to be filled. For individuals hired under the special 30% or more Disabled Veterans hiring authority, the Command will request a copy of the Veterans' DD-214 (member 4 copy) and supporting documentation stating the candidate has at least a 30% serviced connected disability rating.

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

Yes X No 0 N/A 0

Yes, we provide supervisory training that covers various hiring authorities to include Schedule A.

B. Plan to Establish Contacts with Disability Employment Organizations

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

The Command will continue to work with the various organizations that advocates and support individuals with disabilities such as Diversity and Disability Coordinators at various universities and colleges, City and State employment agencies, and organizations that offer employment assistance to disabled Veterans.

C. Progression Towards Goals (Recruitment and Hiring)

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

- | | | | | |
|---|-----|-------------------------------------|----|--------------------------|
| a. New Hires for Permanent Workforce (PWD) | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| b. New Hires for Permanent Workforce (PWTD) | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |

During this period, there were a total of 90 new hires. The rate of hiring new PWD employees is below the 12% benchmark at 6.67%, up from last year 3.36%, and hiring PWTD employees is below the 2% benchmark at 1.11% up from last year 0.0%. The command continues to educate all new hires during New Employee Orientation about the importance of self-identifying, and provide them with detail instruction on how to self-report in MyBiz, as well as advertising DON's annual SF-256 initiative and the bi-monthly EEO Newsletter.

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

- | | | | | |
|-----------------------------|-----|--------------------------|----|--------------------------|
| a. New Hires for MCO (PWD) | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| b. New Hires for MCO (PWTD) | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |

Analysis not completed.

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

- | | | | | |
|--|-----|--------------------------|----|--------------------------|
| a. Qualified Applicants for MCO (PWD) | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| b. Qualified Applicants for MCO (PWTD) | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |

Analysis not completed

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

a. Promotions for MCO (PWD)	Yes	0	No	0
b. Promotions for MCO (PWTD)	Yes	0	No	0

Analysis not completed

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

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

A. Advancement Program Plan

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

The command does not have a current plan in place to specifically ensure that PWD and PWTD have opportunities for advancement, because they are afforded the same opportunities as employees without disabilities. All employees are encouraged to participate in the career development opportunities made available by the agency, which includes PWD and PWTD employees. Specific Accommodations are provided to PWD and PWTD employees when requested to assist in performing the essential functions of their position.

B. Career Development Opportunities

1. Please describe the career development opportunities that the Command/Activity provides to its employees.

The career development division provides training to all artisans to meet certification requirements both mandatory and core to their job series. The agency's career development division, also provides soft skills training to all employees with requisite skills to meet job requirements. When requested, persons with disabilities are accommodated by providing interpreters for our hearing-impaired employees, as well as computer-based training with 508 compliance.

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs						
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						

Other Career Development Programs		NLDP -2 JLDP-3	Not tracked	Not tracked	Not tracked	Not tracked
-----------------------------------	--	-------------------	-------------	-------------	-------------	-------------

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

a. Applicants (PWD) Yes 0 No 0
b. Selections (PWD) Yes 0 No 0

Analysis not completed

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

a. Applicants (PWTD) Yes 0 No 0
b. Selections (PWTD) Yes 0 No 0

Analysis not completed Analysis

C. Awards

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

a. Awards, Bonuses, & Incentives (PWD) Yes 0 No 0
b. Awards, Bonuses, & Incentives (PWTD) Yes 0 No 0

Analysis not completed

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

a. Pay Increases (PWD)	Yes	0	No	0
b. Pay Increases (PWTD)	Yes	0	No	0

Analysis not completed

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

a. Other Types of Recognition (PWD)	Yes	0	No	0	N/A	0
b. Other Types of Recognition (PWTD)	Yes	0	No	0	N/A	0

Analysis not completed

D. Promotions

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

a. SES

i. Qualified Internal Applicants (PWD)	Yes	0	No	0
ii. Internal Selections (PWD)	Yes	0	No	0

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Yes	0	No	0
ii. Internal Selections (PWD)	Yes	0	No	0

c. Grade GS-14

i. Qualified Internal Applicants (PWD)	Yes	0	No	0
ii. Internal Selections (PWD)	Yes	0	No	0

d. Grade GS-13

i. Qualified Internal Applicants (PWD)	Yes	0	No	0
ii. Internal Selections (PWD)	Yes	0	No	0

Analysis not completed

2. Does your Command/Activity have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The

appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes	0	No	0
ii. Internal Selections (PWTD)	Yes	0	No	0

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes	0	No	0
ii. Internal Selections (PWTD)	Yes	0	No	0

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Yes	0	No	0
ii. Internal Selections (PWTD)	Yes	0	No	0

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Yes	0	No	0
ii. Internal Selections (PWTD)	Yes	0	No	0

Analysis not completed

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

a. New Hires to SES (PWD)	Yes	0	No	0
b. New Hires to GS-15 (PWD)	Yes	0	No	0
c. New Hires to GS-14 (PWD)	Yes	0	No	0
d. New Hires to GS-13 (PWD)	Yes	0	No	0

Analysis not completed

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

a. New Hires to SES (PWTD)	Yes	0	No	0
b. New Hires to GS-15 (PWTD)	Yes	0	No	0
c. New Hires to GS-14 (PWTD)	Yes	0	No	0
d. New Hires to GS-13 (PWTD)	Yes	0	No	0

Analysis not completed

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

a. Executives

i. Qualified Internal Applicants (PWD)	Yes	0	No	0
ii. Internal Selections (PWD)	Yes	0	No	0

b. Managers

i. Qualified Internal Applicants (PWD)	Yes	0	No	0
ii. Internal Selections (PWD)	Yes	0	No	0

c. Supervisors

i. Qualified Internal Applicants (PWD)	Yes	0	No	0
ii. Internal Selections (PWD)	Yes	0	No	0

Analysis not completed

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

a. Executives

i. Qualified Internal Applicants (PWTD)	Yes	0	No	0
ii. Internal Selections (PWTD)	Yes	0	No	0

b. Managers

i. Qualified Internal Applicants (PWTD)	Yes	0	No	0
ii. Internal Selections (PWTD)	Yes	0	No	0

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Yes	0	No	0
ii. Internal Selections (PWTD)	Yes	0	No	0

Analysis not completed

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

a. New Hires for Executives (PWD)	Yes	0	No	0
b. New Hires for Managers (PWD)	Yes	0	No	0

c. New Hires for Supervisors (PWD)

Yes 0 No 0

Analysis not completed

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

a. New Hires for Executives (PWTD)

Yes 0 No 0

b. New Hires for Managers (PWTD)

Yes 0 No 0

c. New Hires for Supervisors (PWTD)

Yes 0 No 0

Analysis not completed

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. Voluntary and Involuntary Separations

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

Yes

No

Analysis not completed

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

a. Voluntary Separations (PWD)

Yes No

b. Involuntary Separations (PWD)

Yes No

Analysis not completed

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

a. Voluntary Separations (PWTD)	Yes	No
b. Involuntary Separations (PWTD)	Yes	No

Analysis not completed

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

Analysis not completed

B. Accessibility of Technology and Facilities

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

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

<https://frcse.navair.navy.mil>

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

<https://frcse.navair.navy.mil>

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

None at this time.

C. Reasonable Accommodation Program

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

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

FRCSE's average time for processing initial requests for reasonable accommodations is 45 days or less.

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

- ✓ FRCSE aims for all requests for reasonable accommodation are processed within the 30-day timeframe as outlined in the Civilian Human Resources Manual (CHRM) Sub-Chapter 1606. Managers and employees are also referred to the CHRM when information is provided regarding RA processing and required documents.
- ✓ RA processing timeliness and case progression are reviewed weekly, and trends in RA requests and processing are reviewed quarterly and briefed to the DDEEO by the RA Coordinator. Surges in requests and processing issues gives the agency the opportunity to investigate, improve or correct problems, thus increasing the efficiency of the program.
- ✓ FRCSE continues to provide extensive training to all new employees during New Employee Orientation Training, and to all supervisors during New Supervisors Training and Supervisor Refresher training. Additional training is provided to specific codes upon request, during reoccurring shop meetings.
- ✓ Information and updates regarding the RA program are also disseminated throughout the agency in our HR newsletter and Share point. The EEO office publishes its own bi-monthly newsletter, which also provides information and updates about EEO related topics to the workforce.

3. How many reasonable accommodation requests have taken more than 30 days to process?

Include (1) all requests processed during the reporting cycle, including those initiated in the previous cycle, that took more than 30 days to process and (2) all requests that have not yet been processed, but are more than 30 days past their request date. Do not include previously-approved requests associated with repetitive accommodations, such as Interpreter services.

--

B. EEO Complaint Data involving Reasonable Accommodation

1. 1. Did disability status fall within the top three bases alleged in the command's EEO counseling activity during the last fiscal year?

Yes 0 No X N/A 0

2. Did disability status fall within the top three bases alleged in the command's formal complaints during the last fiscal year?

Yes 0 No X N/A 0

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

Yes 0 No X N/A 0

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

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Section VII: Identification and Removal of Barriers

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

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

Yes 0 No X

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

Yes 0 No 0 N/A X

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

Trigger 1	RA processing timeliness for RP 22 was 89%
-----------	--

Barrier(s)	Inexperienced RAC, processing changes			
Objective(s)	Improve processing time to meet minimum of 90%			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
DAVID YEAGER, DDEEO DEEN JOHNSON, RAC		YES		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
01/31/2023	BRIEF SENIOR LEADERSHIP	YES		01/09/2022
02/06/2023	COMPLETE NAVAIR DPM TASKER	YES		
03/01/2023	CREATE ESSENTIAL FUNCTION EXAMPLES FOR SUPERVISORS GUIDANCE	YES		
01/31/2023	ADD ADDITIONAL EEO SPECIALIST TO ASSIST IN PROCESSIN RA REQUESTS	YES		01/09/2023
Fiscal Year	Accomplishments			

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

Due to continued manning shortages, and increased workload, a barrier analysis was not conducted for RP 22.

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

There was an increase for IWTB from 1.70 in 2021 to 2.06 in 2022. IWD increased from 15.25 in 2021 to 16.09 in 2022. Increase possible due to latest SF-256 DON initiative. Both exceed the established benchmarks of 2% and 12%.

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

D-715A Analysis by Site/BA with A

Report Selections

Report Run Date:	12:53:44 PM
Prior Date:	3/31/2021 12:00:00 AM
Begin Date:	3/31/2021 12:00:00 AM
End Date:	3/31/2022 12:00:00 AM
Site(s):	JACKSONVILLE
MOS Values Chosen:	Y;N
Census Year CLFs:	2010
Count Type Chosen:	Total WF Count

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

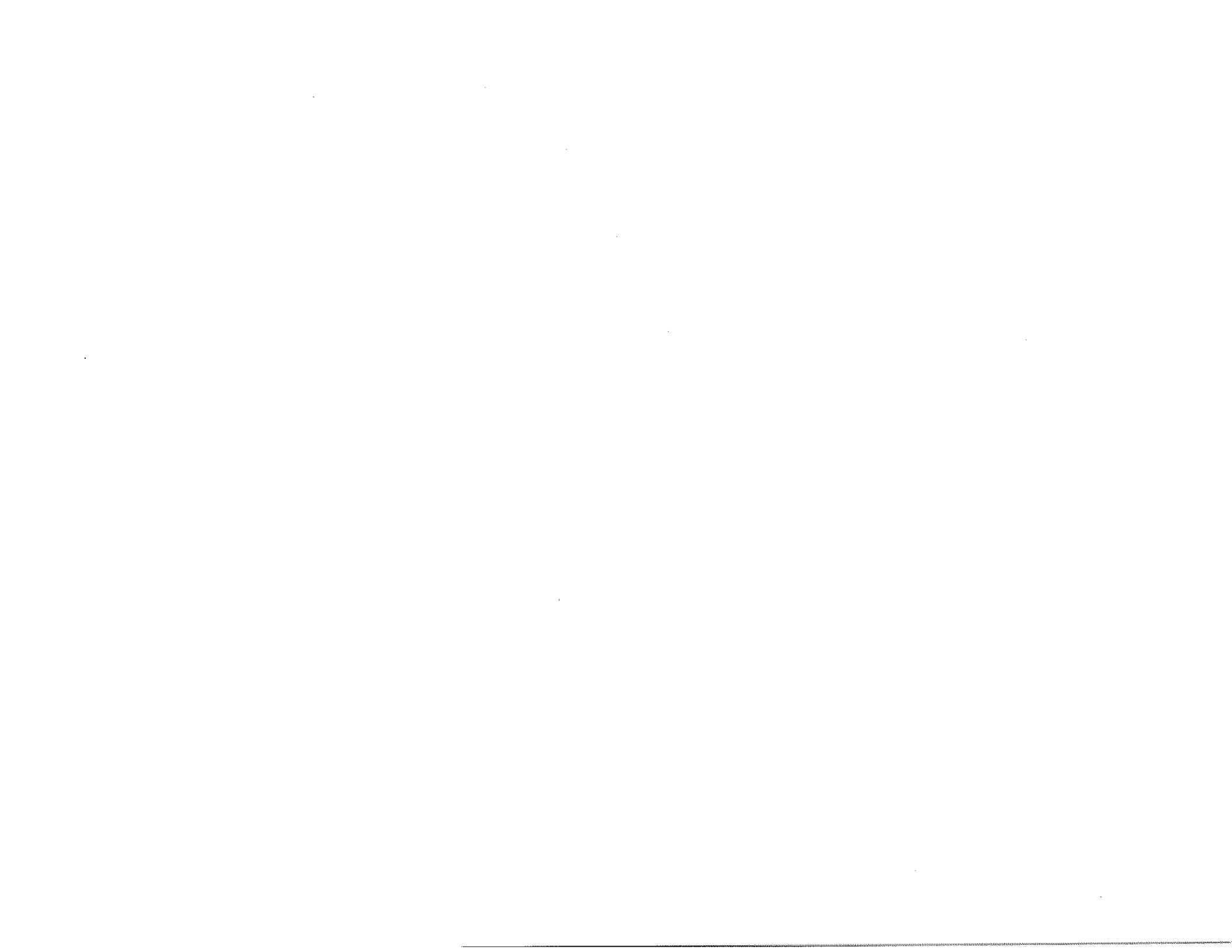
Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total FY	#	3354	2,899	455	238	42	2,023	281	458	91	112	28	13	3	38	6	17	4
	%	100.00%	86.43%	13.57%	7.10%	1.25%	60.32%	8.38%	13.66%	2.71%	3.34%	0.83%	0.39%	0.09%	1.13%	0.18%	0.51%	0.12%
National CLF					5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

JACKSONVILLE

FRC SE	#	3354	2,899	455	238	42	2,023	281	458	91	112	28	13	3	38	6	17	4
	%	100.00%	86.43%	13.57%	7.10%	1.25%	60.32%	8.38%	13.66%	2.71%	3.34%	0.83%	0.39%	0.09%	1.13%	0.18%	0.51%	0.12%

Business Area: FRC SE

Occupational Categories	RACE/ETHNICITY																	
	TOTAL WORKFORCE			Non-Hispanic or Latino														
				Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
EXECUTIVE/SENIOR LEVEL (GS GRADE 15 AND ABOVE)	14	11	3	1	0	10	3	0	0	0	0	0	0	0	0	0	0	0
	100.00%	78.57%	21.43%	7.14%	0.00%	71.43%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MID-LEVEL (GS GRADES 13-14)	186	152	34	11	1	121	22	14	8	4	1	0	1	2	1	0	0	0
	100.00%	81.72%	18.28%	5.91%	0.54%	65.05%	11.83%	7.53%	4.30%	2.15%	0.54%	0.00%	0.54%	1.08%	0.54%	0.00%	0.00%	0.00%
FIRST-LEVEL (GS GRADES 12 AND BELOW)	51	44	7	3	1	32	6	9	0	0	0	0	0	0	0	0	0	0
	100.00%	86.27%	13.73%	5.88%	1.96%	62.75%	11.76%	17.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OTHER OFFICIALS AND MANAGERS	798	626	172	43	17	430	99	112	35	17	14	6	1	14	3	4	3	3
	100.00%	78.45%	21.55%	5.39%	2.13%	53.88%	12.41%	14.04%	4.39%	2.13%	1.75%	0.75%	0.13%	1.75%	0.38%	0.50%	0.38%	0.38%
OFFICIALS AND MANAGERS	1049	833	216	58	19	593	130	135	43	21	15	6	2	16	4	4	3	3
	100.00%	79.41%	20.59%	5.53%	1.81%	56.53%	12.39%	12.87%	4.10%	2.00%	1.43%	0.57%	0.19%	1.53%	0.38%	0.38%	0.29%	0.29%
ADMINISTRATIVE SUPPORT WORKERS	72	30	42	2	7	16	24	9	9	2	2	0	0	0	0	1	0	0
	100.00%	41.67%	58.33%	2.78%	9.72%	22.22%	33.33%	12.50%	12.50%	2.78%	2.78%	0.00%	0.00%	0.00%	0.00%	1.39%	0.00%	0.00%
CRAFT WORKERS	1335	1269	66	105	4	885	43	216	13	36	3	6	1	14	1	7	1	1
	100.00%	95.06%	4.94%	7.87%	0.30%	66.29%	3.22%	16.16%	0.97%	2.70%	0.22%	0.45%	0.07%	1.05%	0.07%	0.52%	0.07%	0.07%
LABORERS AND HELPERS	6	5	1	0	0	4	1	1	0	0	0	0	0	0	0	0	0	0
	100.00%	83.33%	16.67%	0.00%	0.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OPERATIVES	135	128	7	10	0	83	3	30	4	2	0	0	0	2	0	1	0	0
	100.00%	94.81%	5.19%	7.41%	0.00%	61.48%	2.22%	22.22%	2.96%	1.48%	0.00%	0.00%	0.00%	1.48%	0.00%	0.74%	0.00%	0.00%
PROFESSIONALS	622	520	102	51	11	372	64	41	18	47	8	1	0	4	1	4	0	0
	100.00%	83.60%	16.40%	8.20%	1.77%	59.81%	10.29%	6.59%	2.89%	7.56%	1.29%	0.16%	0.00%	0.64%	0.16%	0.64%	0.00%	0.00%
SERVICE WORKERS	31	26	5	3	0	14	4	9	1	0	0	0	0	0	0	0	0	0
	100.00%	83.87%	16.13%	9.68%	0.00%	45.16%	12.90%	29.03%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS	101	85	16	9	1	53	12	17	3	4	0	0	0	2	0	0	0	0
	100.00%	84.16%	15.84%	8.91%	0.99%	52.48%	11.88%	16.83%	2.97%	3.96%	0.00%	0.00%	0.00%	1.98%	0.00%	0.00%	0.00%	0.00%



WG-14	%	100.00%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
WL-07	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	12	12	0	1	0	8	0	3	0	0	0	0	0	0	0	0	0
WL-09	%	100.00%	100.00%	0.00%	8.33%	0.00%	66.67%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	58	57	1	5	0	39	0	11	0	1	0	1	1	0	0	0	0
WL-10	%	100.00%	98.28%	1.72%	8.62%	0.00%	67.24%	0.00%	18.97%	0.00%	1.72%	0.00%	1.72%	1.72%	0.00%	0.00%	0.00%	0.00%
	#	14	12	2	0	0	8	2	3	0	0	0	0	0	1	0	0	0
WL-11	%	100.00%	85.71%	14.29%	0.00%	0.00%	57.14%	14.29%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%
	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
WL-12	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
WL-13	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	10	10	0	0	0	8	0	2	0	0	0	0	0	0	0	0	0
WN-07	%	100.00%	100.00%	0.00%	0.00%	0.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
WS-06	%	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
WS-08	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	9	9	0	1	0	5	0	2	0	1	0	0	0	0	0	0	0
WS-09	%	100.00%	100.00%	0.00%	11.11%	0.00%	55.56%	0.00%	22.22%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	61	58	3	0	0	40	2	16	1	2	0	0	0	0	0	0	0
WS-10	%	100.00%	95.08%	4.92%	0.00%	0.00%	65.57%	3.28%	26.23%	1.64%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	16	16	0	1	0	11	0	3	0	0	0	0	0	1	0	0	0
WS-11	%	100.00%	100.00%	0.00%	6.25%	0.00%	68.75%	0.00%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%
	#	4	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	0
WS-12	%	100.00%	75.00%	25.00%	0.00%	0.00%	50.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	8	8	0	0	0	8	0	0	0	0	0	0	0	0	0	0	0
WS-13	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#	168	141	27	7	2	103	19	18	5	6	0	0	0	3	0	4	1
WT-00	%	100.00%	83.93%	16.07%	4.17%	1.19%	61.31%	11.31%	10.71%	2.98%	3.57%	0.00%	0.00%	0.00%	1.79%	0.00%	2.38%	0.60%

0260 - EQUAL EMPLOYMENT OPPORTUNITY	#	4	1	3	0	0	1	1	0	2	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	0.00%	0.00%	25.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					1.40%	2.80%	47.90%	27.90%	5.10%	12.10%	1.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#	47	29	18	2	3	22	14	4	0	0	0	0	0	1	0	0	1
	%	100.00%	61.70%	38.30%	4.26%	6.38%	46.81%	29.79%	8.51%	0.00%	0.00%	0.00%	0.00%	0.00%	2.13%	0.00%	0.00%	2.13%
Relevant RCLF					0.00%	0.00%	28.20%	49.00%	7.40%	13.40%	0.00%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0303 - MISCELLANEOUS CLERK & ASSISTANT	#	5	2	3	0	0	1	2	1	1	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	0.00%	0.00%	20.00%	40.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	4.40%	15.10%	54.90%	4.10%	14.50%	0.00%	1.90%	0.00%	0.00%	0.00%	2.20%	0.00%	0.30%

0305 - MAIL AND FILE	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	0.00%	38.80%	23.90%	25.40%	10.40%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0318 - SECRETARY	#	28	5	23	0	5	1	15	4	3	0	0	0	0	0	0	0	0
	%	100.00%	17.86%	82.14%	0.00%	17.86%	3.57%	53.57%	14.29%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	3.10%	2.50%	80.10%	1.20%	11.20%	0.00%	0.80%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%

0340 - PROGRAM MANAGEMENT	#	17	13	4	2	0	9	4	2	0	0	0	0	0	0	0	0	0
	%	100.00%	76.47%	23.53%	11.76%	0.00%	52.94%	23.53%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					4.30%	2.10%	59.40%	23.40%	3.60%	2.50%	2.30%	1.00%	0.10%	0.00%	0.60%	0.30%	0.20%	0.10%

0342 - SUPPORT SERVICES ADMINISTRATION	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	0.00%	56.70%	33.30%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0343 - MANAGEMENT AND PROGRAM ANALYSIS	#	48	22	26	0	3	19	13	3	6	0	3	0	1	0	0	0	0
	%	100.00%	45.83%	54.17%	0.00%	6.25%	39.58%	27.08%	6.25%	12.50%	0.00%	6.25%	0.00%	2.08%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					2.60%	2.10%	46.50%	33.20%	3.70%	6.00%	1.60%	1.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0346 - LOGISTICS MANAGEMENT	#	180	159	21	12	1	119	12	18	5	1	2	1	0	6	1	2	0
	%	100.00%	88.33%	11.67%	6.67%	0.56%	66.11%	6.67%	10.00%	2.78%	0.56%	1.11%	0.56%	0.00%	3.33%	0.56%	1.11%	0.00%
Relevant NCLF					5.30%	2.90%	45.80%	24.10%	10.40%	5.50%	2.50%	1.40%	0.30%	0.10%	0.70%	0.50%	0.30%	0.30%

0391 - TELECOMMUNICATIONS	#	7	7	0	1	0	5	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	14.29%	0.00%	71.43%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					15.40%	0.00%	52.30%	3.10%	6.20%	6.20%	6.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0401 - GEN NATURAL RESOURCES MGMT AND BIOLOGICAL SCIENCES	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	3.80%	56.60%	39.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 - FINANCIAL ADMINISTRATION AND PROGRAM	#	26	9	17	0	2	5	9	2	4	2	2	0	0	0	0	0	0
	%	100.00%	34.62%	65.38%	0.00%	7.69%	19.23%	34.62%	7.69%	15.38%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					4.10%	5.70%	32.50%	38.60%	4.70%	7.60%	1.80%	3.20%	0.00%	0.10%	0.30%	0.80%	0.40%	0.20%
0503 - FINANCIAL CLERICAL AND ASSISTANCE	#	4	0	4	0	0	0	0	0	3	0	1	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.20%	3.00%	8.50%	67.10%	2.00%	16.70%	0.30%	1.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0505 - FINANCIAL MANAGEMENT	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	0.00%	15.90%	47.60%	0.00%	23.80%	0.00%	11.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 - ACCOUNTING	#	6	0	6	0	1	0	1	0	4	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	16.67%	0.00%	6.67%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					1.50%	2.90%	30.20%	44.70%	4.30%	11.80%	1.50%	2.20%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%
0801 - GENERAL ENGINEERING	#	58	48	10	4	2	41	7	3	1	0	0	0	0	0	0	0	0
	%	100.00%	82.76%	17.24%	6.90%	3.45%	70.69%	12.07%	5.17%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					4.10%	0.70%	70.70%	8.00%	3.40%	0.90%	9.20%	1.90%	0.10%	0.00%	0.50%	0.10%	0.30%	0.10%
0802 - ENGINEERING TECHNICAL	#	36	32	4	4	1	20	3	4	0	3	0	0	0	1	0	0	0
	%	100.00%	88.89%	11.11%	11.11%	2.78%	55.56%	8.33%	11.11%	0.00%	8.33%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%	0.00%
Relevant RCLF					2.70%	0.00%	57.50%	8.60%	16.10%	0.00%	4.10%	7.50%	0.00%	0.00%	0.00%	1.40%	0.00%	0.00%
0806 - MATERIALS ENGINEERING	#	29	20	9	2	1	17	7	0	0	1	1	0	0	0	0	0	0
	%	100.00%	68.97%	31.03%	6.90%	3.45%	58.62%	24.14%	0.00%	0.00%	3.45%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					3.60%	0.80%	72.00%	8.40%	2.90%	0.60%	8.50%	2.10%	0.20%	0.00%	0.70%	0.20%	0.20%	0.00%

0260 - EQUAL EMPLOYMENT OPPORTUNITY	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					1.40%	2.80%	47.90%	27.90%	5.10%	12.10%	1.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0301 - MISCELLANEOUS ADMINISTRATION & PROGRAM	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	0.00%	28.20%	49.00%	7.40%	13.40%	0.00%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0303 - MISCELLANEOUS CLERK & ASSISTANT	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	4.40%	15.10%	54.90%	4.10%	14.50%	0.00%	1.90%	0.00%	0.00%	0.00%	2.20%	0.00%	0.30%

0305 - MAIL AND FILE	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	0.00%	38.80%	23.90%	25.40%	10.40%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0318 - SECRETARY	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	3.10%	2.50%	80.10%	1.20%	11.20%	0.00%	0.80%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%

0340 - PROGRAM MANAGEMENT	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					4.30%	2.10%	59.40%	23.40%	3.60%	2.50%	2.30%	1.00%	0.10%	0.00%	0.60%	0.30%	0.20%	0.10%

0342 - SUPPORT SERVICES ADMINISTRATION	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	0.00%	56.70%	33.30%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0343 - MANAGEMENT AND PROGRAM ANALYSIS	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					2.60%	2.10%	46.50%	33.20%	3.70%	6.00%	1.60%	1.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

0346 - LOGISTICS MANAGEMENT	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					5.30%	2.90%	45.80%	24.10%	10.40%	5.50%	2.50%	1.40%	0.30%	0.10%	0.70%	0.50%	0.30%	0.30%

0391 - TELECOMMUNICATIONS	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					15.40%	0.00%	52.30%	3.10%	6.20%	6.20%	6.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0401 - GEN NATURAL RESOURCES MGMT AND BIOLOGICAL SCIENCES	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	3.80%	56.60%	39.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 - FINANCIAL ADMINISTRATION AND PROGRAM	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					4.10%	5.70%	32.50%	38.60%	4.70%	7.60%	1.80%	3.20%	0.00%	0.10%	0.30%	0.80%	0.40%	0.20%
0503 - FINANCIAL CLERICAL AND ASSISTANCE	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.20%	3.00%	8.50%	67.10%	2.00%	16.70%	0.30%	1.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0505 - FINANCIAL MANAGEMENT	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					0.00%	0.00%	15.90%	47.60%	0.00%	23.80%	0.00%	11.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0510 - ACCOUNTING	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					1.50%	2.90%	30.20%	44.70%	4.30%	11.80%	1.50%	2.20%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%
0801 - GENERAL ENGINEERING	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					4.10%	0.70%	70.70%	8.00%	3.40%	0.90%	9.20%	1.90%	0.10%	0.00%	0.50%	0.10%	0.30%	0.10%
0802 - ENGINEERING TECHNICAL	#		2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%		100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant RCLF					2.70%	0.00%	57.50%	8.60%	16.10%	0.00%	4.10%	7.50%	0.00%	0.00%	0.00%	1.40%	0.00%	0.00%
0806 - MATERIALS ENGINEERING	#		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant NCLF					3.60%	0.80%	72.00%	8.40%	2.90%	0.60%	8.50%	2.10%	0.20%	0.00%	0.70%	0.20%	0.20%	0.00%

Site: JACKSONVILLE

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Business Area: FRC SE

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	#	95	77	18	8	4	49	8	12	2	3	2	0	0	3	0	2	2
	%	100.00%	81.05%	18.95%	8.42%	4.21%	51.58%	8.42%	12.63%	2.11%	3.16%	2.11%	0.00%	0.00%	3.16%	0.00%	2.11%	2.11%
Temporary	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	%				2.60%	2.40%	37.00%	30.80%	10.20%	12.30%	1.50%	1.50%	0.00%	0.00%	0.20%	0.20%	0.00%	0.00%

Site: JACKSONVILLE

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Business Area: FRC SE

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino								Two or more races					
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander				American Indian or Alaska Native			
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
CASH AWARDS - \$500 AND BELOW																			
Total Cash Awards Given	#	565	463	102	29	9	321	67	74	20	27	4	2	0	5	1	5	1	
	%	100.00%	81.95%	18.05%	5.13%	1.59%	56.81%	11.86%	13.10%	3.54%	4.78%	0.71%	0.35%	0.00%	0.88%	0.18%	0.88%	0.18%	
Total Amount		237,766	195,258	42,508	11,089	3,794	136,291	27,682	31,655	8,661	10,962	1,475	800	0	2,377	500	2,084	396	
Average Amount		420,82478	421.723542	416.745098	382.37931	421.55556	424.58255	413.16418	427.77027	433.05	406	368.75	400	0	475.4	500	416.8	396	
CASH AWARDS - \$501 +																			
Total Cash Awards Given	#	3500	3,049	451	258	34	2,167	282	450	86	113	33	10	5	37	9	14	2	
	%	100.00%	87.11%	12.89%	7.37%	0.97%	61.91%	8.06%	12.86%	2.46%	3.23%	0.94%	0.29%	0.14%	1.06%	0.25%	0.40%	0.06%	
Total Amount		3,133,374	2,691,432	441,942	215,743	34,001	1,946,280	279,378	364,672	81,434	106,497	33,757	8,772	4,222	35,468	7,827	14,000	1,323	
Average Amount		895.24971	882.72614	979.915743	836.21318	1000.0294	898.1449	990.70213	810.38222	946.90698	942.45133	1022.9394	877.2	844.4	958.59459	869.66667	1000	661.5	
QUALITY STEP INCREASES (QSI)																			
Total Cash Awards Given	#	25	18	7	0	2	15	5	1	0	2	0	0	0	0	0	0	0	
	%	100.00%	72.00%	28.00%	0.00%	8.00%	60.00%	20.00%	4.00%	0.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Amount																			
Average Amount																			
TIME-OFF AWARDS - 1-8 HOURS																			
Total Awards Given	#	4	3	1	1	0	1	0	1	0	0	1	0	0	0	0	0	0	
	%	100.00%	75.00%	25.00%	25.00%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Amount		28	24	4	8	0	8	0	8	0	0	4	0	0	0	0	0	0	
Average Amount		7	8	4	8	0	8	0	8	0	0	4	0	0	0	0	0	0	
TIME-OFF AWARDS - 9+ HOURS																			
Total Awards Given	#	27	17	10	0	0	15	8	2	1	0	0	0	0	0	1	0	0	
	%	100.00%	62.96%	37.04%	0.00%	0.00%	55.56%	29.63%	7.41%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%	
Total Amount		509	333	176	0	0	295	152	38	12	0	0	0	0	0	12	0	0	
Average Amount		18.851852	19.588235	17.6	0	0	19.66667	19	19	12	0	0	0	0	0	12	0	0	

Site: JACKSONVILLE

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

Business Area: FRC SE

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Voluntary	#	394	327	67	26	8	243	35	45	12	6	7	0	1	6	3	1	1
	%		82.99%	17.01%	6.60%	2.03%	61.68%	8.88%	11.42%	3.05%	1.52%	1.78%	0.00%	0.25%	1.52%	0.76%	0.25%	0.25%
Involuntary	#	15	13	2	1	0	7	1	4	1	0	0	0	0	0	0	1	0
	%		86.67%	13.33%	6.67%	0.00%	46.67%	6.67%	26.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%
Total Separations	#	409	340	69	27	8	250	36	49	13	6	7	0	1	6	3	2	1
	%		83.13%	16.87%	6.60%	1.96%	61.12%	8.80%	11.98%	3.18%	1.47%	1.71%	0.00%	0.24%	1.47%	0.73%	0.49%	0.24%
Total Workforce	#	3354	2899	455	238	42	2,023	281	458	91	112	28	13	3	38	6	17	4
	%	100.00%	86.43%	13.57%	7.10%	1.25%	60.32%	8.38%	13.66%	2.71%	3.34%	0.83%	0.39%	0.09%	1.13%	0.18%	0.51%	0.12%

MD 715B Diversity Report

Report Selections:

Report Run Date: 11:17:19 AM
Prior Date: 9/30/2021 12:00:00 AM
Begin Date: 9/30/2021 12:00:00 AM
End Date: 9/30/2022 12:00:00 AM
Business Area(s): FRC SE
MOS Values Chosen: N;Y

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
		No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]		
Total FY	#	3,300	2,400	369	531	68	2	11	16	2	1	7	4	1	0	22	0	2	
	%	100.00%	72.73%	11.18%	16.09%	2.06%	2.94%	16.18%	23.53%	2.94%	1.47%	10.29%	5.88%	1.47%	0.00%	32.35%	0.00%	2.94%	
IWTD Goal	%					2.00%													
JACKSONVILLE	FRC SE	#	3,300	2,400	369	531	68	2	11	16	2	1	7	4	1	0	22	0	2
		%	100.00%	72.73%	11.18%	16.09%	2.06%	2.94%	16.18%	23.53%	2.94%	1.47%	10.29%	5.88%	1.47%	0.00%	32.35%	0.00%	2.94%

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

Business Area: FRC SE

Site: JACKSONVILLE

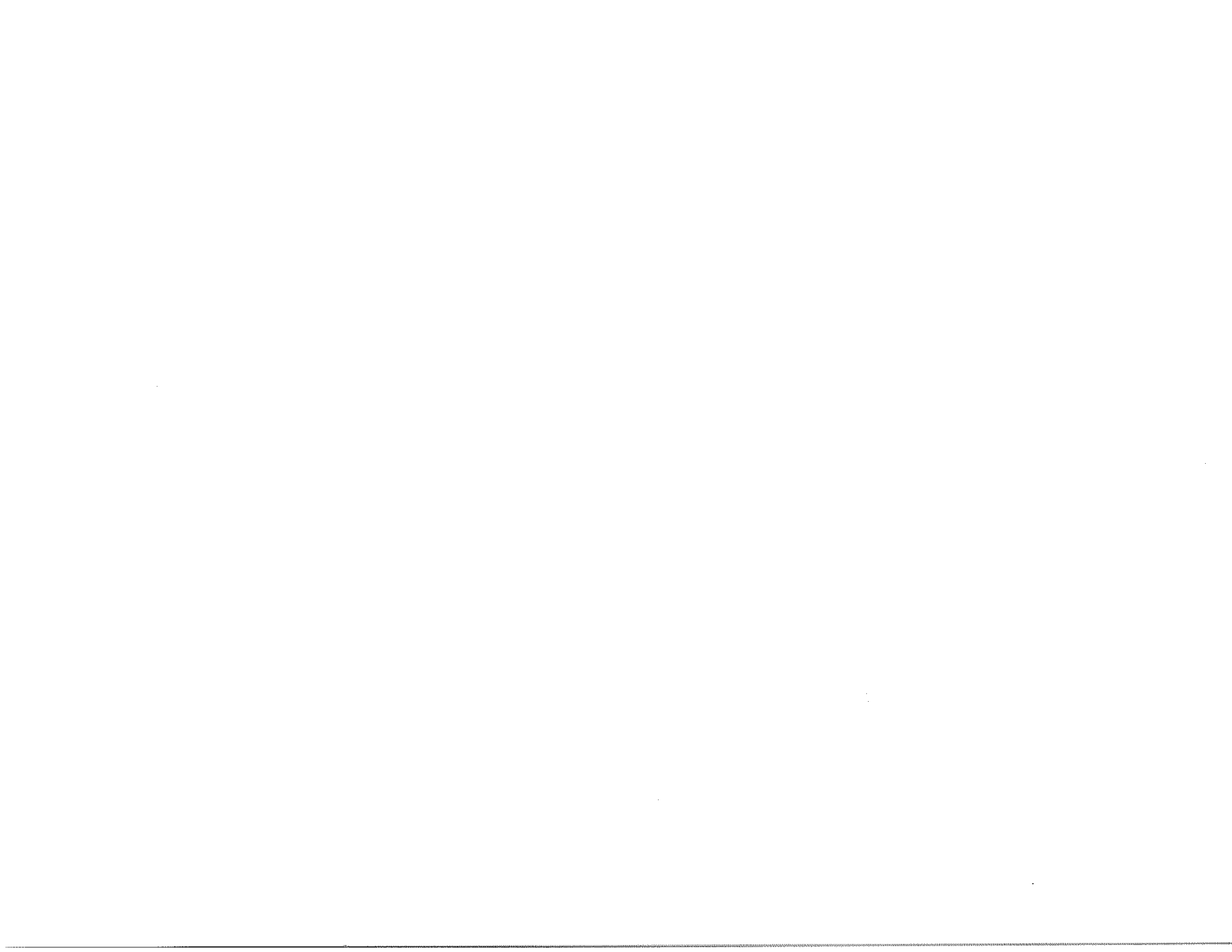
GS/GM/GG, SES and Related Grade	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [02-03, 06-09]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [86]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
GS-04	#	22	14	4	4	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	63.64%	18.18%	18.18%	4.55%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	19	11	4	4	2	0	0	0	0	0	0	1	0	1	0	0	0
	%	100.00%	57.89%	21.05%	21.05%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%
GS-06	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	150	107	24	29	3	0	0	0	0	1	0	0	0	2	0	0	0
	%	100.00%	66.88%	15.00%	18.13%	1.88%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%
GS-09	#	98	58	14	26	3	0	0	2	0	0	0	0	0	1	0	0	0
	%	100.00%	59.18%	14.29%	26.53%	3.06%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
GS-11	#	314	222	28	64	5	0	1	2	1	0	0	0	0	1	0	0	0
	%	100.00%	70.70%	8.92%	20.38%	1.59%	0.00%	20.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%
GS-12	#	580	436	50	94	10	0	1	3	0	0	1	2	0	2	0	0	1
	%	100.00%	75.17%	8.62%	16.21%	1.72%	0.00%	10.00%	30.00%	0.00%	0.00%	10.00%	20.00%	0.00%	20.00%	0.00%	0.00%	10.00%
GS-13	#	394	323	20	51	6	0	3	0	0	0	1	1	0	1	0	0	0
	%	100.00%	81.98%	5.08%	12.94%	1.52%	0.00%	50.00%	0.00%	0.00%	0.00%	16.67%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%
GS-14	#	95	79	7	9	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	83.16%	7.37%	9.47%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	16	13	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.25%	6.25%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS/GM/GG, SES and Related Grades - TOTAL	#	1,705	1,269	152	284	31	0	5	8	1	0	3	4	1	8	0	0	1
	%	100.00%	74.43%	8.91%	16.66%	1.82%	0.00%	16.13%	25.61%	3.23%	0.00%	9.68%	12.90%	3.23%	25.81%	0.00%	0.00%	3.23%

Table B5-1: PARTICIPATION RATES FOR WAGE GRADES by Disability

Business Area: FRC SE

Site: JACKSONVILLE

WD/WG, WL/WS Other Wage Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [02-03, 06-09]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Musling Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
WD-06	#	96	67	11	18	3	0	1	2	0	0	0	0	0	0	0	0	0
	%	100.00%	69.79%	11.46%	18.75%	3.13%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-07	#	8	5	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	62.50%	12.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD-08	#	51	39	2	10	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	76.47%	3.92%	19.61%	1.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
WG-02	#	9	7	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.78%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG-05	#	23	10	6	7	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	43.48%	26.09%	30.43%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
WG-06	#	22	16	3	3	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	72.73%	13.64%	13.64%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
WG-07	#	48	38	5	5	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	79.17%	10.42%	10.42%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
WG-08	#	304	220	48	36	5	0	1	0	0	2	0	0	0	1	0	1	0
	%	100.00%	72.37%	15.79%	11.84%	1.64%	0.00%	0.00%	20.00%	0.00%	40.00%	0.00%	0.00%	0.00%	20.00%	0.00%	20.00%	0.00%
WG-09	#	39	25	6	8	2	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	64.10%	15.38%	20.51%	5.13%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG-10	#	429	311	43	75	9	0	2	1	0	0	0	0	0	5	0	0	0
	%	100.00%	72.49%	10.02%	17.48%	2.10%	0.00%	22.22%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	55.56%	0.00%	0.00%	0.00%
WG-11	#	104	68	18	18	3	0	1	0	0	1	0	0	0	1	0	0	0
	%	100.00%	65.38%	17.31%	17.31%	2.88%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
WG-12	#	51	36	6	9	3	0	1	0	1	0	0	0	0	1	0	0	0
	%	100.00%	70.59%	11.76%	17.65%	5.88%	0.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
WG-13	#	24	17	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	70.83%	8.33%	20.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG-14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL-07	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL-09	#	12	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL-10	#	52	31	7	14	4	1	1	0	0	0	0	0	0	1	0	0	0
	%	100.00%	59.62%	13.46%	26.92%	7.69%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%
WL-11	#	12	8	1	3	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	66.67%	8.33%	25.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
WL-12	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WL-13	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WN-07	#	11	9	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.82%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-06	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-09	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-10	#	62	45	4	13	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	72.58%	6.45%	20.97%	1.61%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-11	#	17	10	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	58.82%	23.53%	17.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-12	#	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS-13	#	8	6	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WT-00	#	190	135	45	10	2	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.05%	23.68%	5.26%	1.05%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WD, WG and Related Grades - TOTAL	#	1,595	1,131	217	247	37	2	6	8	1	1	4	0	0	14	0	1	0
	%	100.00%	70.91%	13.61%	15.49%	2.32%	5.41%	16.22%	21.62%	2.70%	2.70%	10.81%	0.00%	0.00%	37.84%	0.00%	2.70%	0.00%



7006-PRESERVATION SERVICING	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7009-EQUIPMENT CLEANING	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8201-MISC FLUID SYSTEMS MAINTENANCE	#	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8255-PNEUDRAULIC SYSTEMS MECHANIC	#	73	48	14	11	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	65.75%	19.18%	15.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8602-ACFT ENGINE MECHANIC	#	120	85	9	26	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	70.83%	7.50%	21.67%	0.83%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8801-MISCELLANEOUS AIRCRAFT OVERHAUL	#	114	78	11	25	4	1	2	1	0	0	0	0	0	0	0	0
	%	100.00%	68.42%	9.65%	21.93%	3.51%	25.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8852-AIRCRAFT MECHANIC	#	243	175	34	34	6	1	1	0	0	0	0	0	0	0	3	0
	%	100.00%	72.02%	13.99%	13.99%	2.47%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
TOTAL	#	3,300	2,400	369	531	68	2	11	16	2	1	7	4	1	0	22	0
	%	100.00%	72.73%	11.18%	16.08%	2.06%	2.94%	16.18%	23.53%	2.94%	1.47%	10.29%	5.88%	1.47%	0.00%	32.35%	0.00%

Table B14: SEPARATIONS BY TYPE OF SEPARATIONS - Distribution by Disability

Business Area: FRC SE

Site: JACKSONVILLE

Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [50]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
Voluntary	#	398	306	26	66	13	0	2	6	0	0	0	0	1	0	3	0	1
	%	100.00%	76.88%	6.53%	16.58%	3.27%	0.00%	15.38%	46.15%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	23.08%	0.00%	7.68%
Involuntary	#	14	6	3	5	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	21.43%	35.71%	7.14%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	412	312	29	71	14	0	3	6	0	0	0	0	1	0	3	0	1
	%	100.00%	75.73%	7.04%	17.23%	3.40%	0.00%	21.43%	42.86%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	21.43%	0.00%	7.14%
Total Workforce	#	3,300	2,400	369	531	88	2	11	16	2	1	7	4	1	0	22	0	2
	%	100.00%	72.73%	11.18%	16.09%	2.66%	2.94%	16.18%	23.53%	2.94%	1.47%	10.29%	5.88%	1.47%	0.00%	32.35%	0.00%	2.94%