

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

715-01 Part A - D

For period covering October 1, 2009, to September 30, 2010.			
PART A Department or Agency Identifying Information	1. Agency		US Army Corps of Engineers
	1.a. 2 nd level reporting component		
	1.b. 3 rd level reporting component		
	1.c. 4 th level reporting component		
	2. Address		441 G Street NW
	3. City, State, Zip Code		Washington DC DC 20314
	4. CPDF Code	5. FIPS Code	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		36,580
	2. Enter total number of temporary employees		1,893
	3. Enter total number employees paid from non-appropriated funds		0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		38,473
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		Secretary of the Army
	2. Agency Head Designee		Commander, US Army Corps of Engineers
	3. Principal EEO Director/Official Official Title/series/grade		James J. Braxton Sr., Chief, Office of EEO, GS-026
	4. Title VII Affirmative EEO Program Official		Alphonso J. Carter, EEO Manager, GS-0260-13
	5. Section 501 Affirmative Action Program Official		Susan L. Duncan, Director
	6. Complaint Processing Program Manager		James J. Braxton Sr., Chief, Office of EEO, GS-026
	7. Other Responsible EEO Staff		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		CPDF and FIPS Codes
	Humphreys Engineer Center Support Activity, Alexandria, VA		ARCE 8840
	Engineering and Support Center, Huntsville, Huntsville, AL		ARCE 01089
	Great Lakes & Ohio River Division, Cincinnati, OH		ARCE 1604
	Mississippi Valley Division, Vicksburg, MS		ARCE 28149

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

	Northwestern Division, Portland, OR	ARCE	6440
	Transatlantic Programs Center, Winchester, VA	ARCE	8840
	249th Engineer Battalion, Alexandria, VA	ARCE	8840
	Pacific Ocean Division, Honolulu, HI	ARCE	15003
	USACE Finance Center, Millington, TN	ARCE	47157
	Gulf Region Division, Baghdad, Iraq	ARCE	8840
	Southwestern Division, Dallas, TX	ARCE	1920
	Marine Design Center, Philadelphia, PA	ARCE	6160
	Institute for Water Resources, Alexandria, VA	ARCE	8840
	Transatlantic Programs Center, Winchester, VA	ARCE	8840
	South Atlantic Division, Atlanta, GA	ARCE	13121
	Engineering Research and Development Center, Vicksburg, MS	ARCE	28149
	North Atlantic Division, New York, NY	ARCE	5600
	South Pacific Division, San Francisco, CA	ARCE	7360

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

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

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

EXECUTIVE SUMMARY
US Army Corps of Engineers

For Period Covering October 1, **2009** to September 30, **2010**

The United States Army Corps of Engineers (USACE) is made up of approximately **38,473** civilian (Appendix A, Table A-1) and 650 military men and women that provides vital public engineering services in peace and war to strengthen our Nations security, energize the economy, and reduce risks from disasters. The Direct Reporting Unit (DRU) consist of (9) Divisions (45) Districts (3) Centers and (7) Laboratories. Our military and civilian engineers, scientists and other specialists work hand in hand as leaders in engineering and environmental matters. Our mission is to provide quality, responsive engineering services to the nation including planning, designing, building and operating water resources and other civil works projects (Navigation, Flood Control, Environmental Protection, Disaster Response, etc.), designing and managing the construction of military facilities for the Army and Air Force. (Military Construction), providing design and construction management support for other Defense and federal agencies (Interagency and International Services)as described in the USACE web site www.usace.army.mil/Pages/default.aspx.

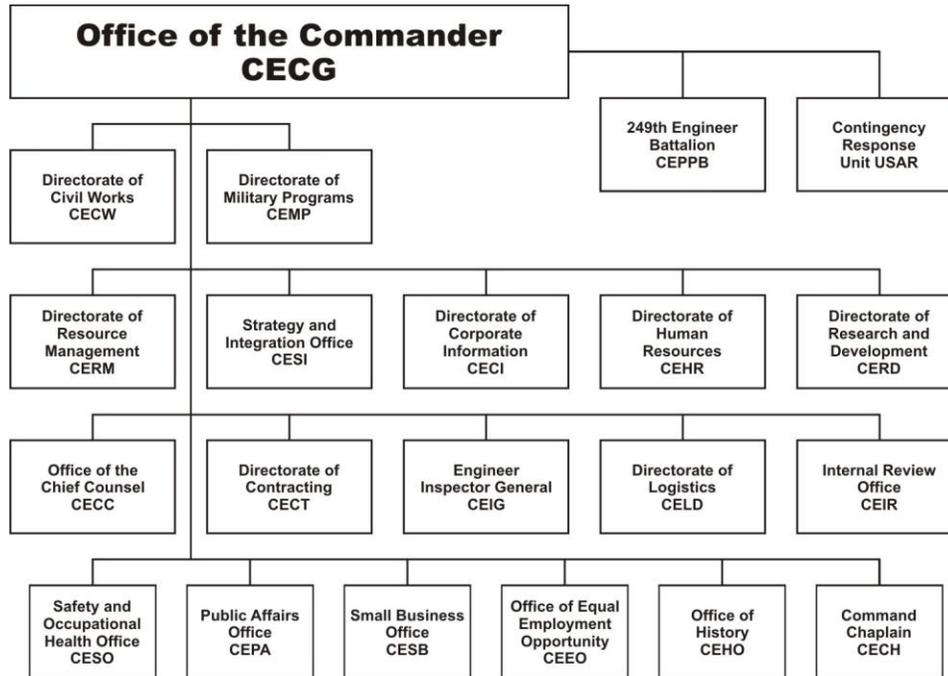
USACE provides vital public engineering services in peace and war, to strengthen our Nation's security, energize the economy, and reduce risks from disasters, to include:

- Planning, designing, building and operating water resources, and other civil works projects (Navigation, Flood Control, Environmental Protection, Disaster Response);
- Advising the Army on engineering matters and serving as the Army's topographer, proponent for real estate, and other related engineering programs;
- Designing and managing the construction of military facilities for the Army and Air Force (Military Construction); and
- Providing design and construction management support for other Defense and Federal Agencies (Interagency and International Services).

On May 23, 2010, the Corps converted 17,196 employees from NSPS to GS. The USACE transition was very successful with a 99.5% conversion success rate. Currently, 575 employees remain in NSPS due to the Corps successfully being granted an exception for Task Force Hope, the Hurricane Protection Office, and for engineers with special salary rates in the New Orleans District to assist in recruiting and retaining the employees needed to execute the Hurricane Storm Damage Risk Reduction System program within the established short timeframes. As the Cops transitioned back to the Total Army Performance Evaluation System (TAPES), the importance of continuing our past progress in promoting and sustaining a high performance culture was vital to a successful transition.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT



The U.S. Army Corps of Engineers (USACE) is marching forward in becoming a Model EEO Program demonstrated with the refresh of its Campaign Plan to transform the way the Corps does business. The Corps will grow stronger and become a great organization by delivering superior performance, setting the standard for our profession, making a positive impact on the Nation and other nations, and building to last, as evidenced by the strength of our team — educated, trained, experienced, and certified professionals. The USACE Campaign Plan provides the framework for our strategic human capital management. Through disciplined people, USACE will attract, develop and retain a world-class workforce that is innovative, and constantly learns and shares best practices. Using disciplined thought, USACE will implement strategies that ready our workforce to be an expeditionary force ready to deploy around the globe, often with little notice, to support wartime and disaster recovery requirements. We will actively collaborate with government and non-government entities as highly skilled teams to develop sound technical solutions. USACE will become the agency of choice, by efficiently, effectively, and safely delivering sustainable projects and services. The Corps will use the Campaign Plan to establish our priorities, focus our transformation initiatives, measure and guide our progress, and adapt to the needs of the future.

The Campaign Plan has been cascaded down through Major Subordinate Commands (MSCs) and Field Operating Activities to Districts and Laboratories as well as Headquarters directorates and offices. Each organization has developed an implementation plan (IPlan) that identifies actions and metrics that support the Campaign Plan. The Campaign Plan sets the stage for all organizations to accomplish strategic planning specific to their mission but it does not cover all the aspects of each organization's Human Capital responsibilities. To ensure knowledge of this responsibility, we published a Human Capital (HC) Plan. www.usace.army.mil/about/campaignplan/Pages/Home.aspx.

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

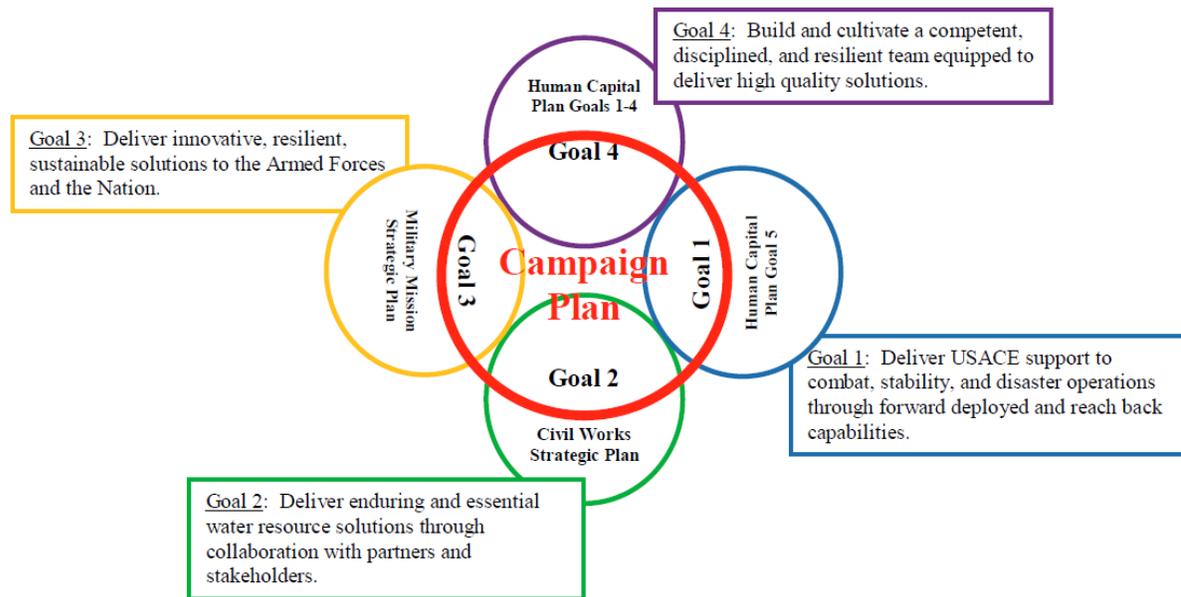
The USACE ensures that every employee is provided the opportunity, capability and capacity to become GREAT through its Campaign Plan, Goal 4 objectives:

Objective 4a: Identifying, developing, maintaining, and strengthening technical competencies in selected Communities of Practice (CoP).

Objective 4b: Communicating strategically and transparently.

Objective 4c: Standardizing business processes.

Objective 4d: Establishing tools and systems to get the right people in the right jobs, then developing and retaining this highly skilled workforce (Succession Planning).



Our human capital plans are assessed annually to determine progress and then adjustments are made as appropriate. This addendum outlines the major accomplishments in FY 2009 and FY 2010. It also provides the way ahead for meeting the changing needs of the U.S. Army Corps of Engineers and for continued progress from Good to Great.

Human Capital Goals:

The following human capital goals were established in support of the USACE Campaign Plan and align with the goals outlined in the Campaign Plan:

- HC Goal 1: Recruit a diverse workforce to meet technical and leadership competencies.
- HC Goal 2: Manage performance to achieve excellence.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- HC Goal 3: Develop employees corporately.
- HC Goal 4: Retain the workforce of the future.
- HC Goal 5: Build strong families.

As of 30 September 2010, USACE closed the year out with an overall strength of 38,473 employees. This represents an increase of 1,793 employees (temporary and permanent). During the year, our permanent strength increased by 2,102, which was slightly below our projection. We employed 6,403 new hires for FY10 and we had projected needing to hire 8,069 to increase the bench by 1,500. The difference is partially due to our lower turnover rate in FY10 (7.07%) vice FY09 (7.26%).

GOAL 1: Recruit a diverse workforce

Recruiting the right talent to meet the challenges and projected workload is critical to the success of USACE. Although the current economy has contributed to our recruitment success, the Corps recruited from a shrinking talent pool. Throughout FY 2009 and continuing into FY 2010, the Corps efforts have concentrated on developing a more corporate approach to recruitment. The Deputy Commanding General approved the establishment of a corporate recruitment program which led to the creation of a National Recruitment Team of engineering, contracting, and HR professionals. The National Recruitment Team developed a process to find candidates for hard-to-fill jobs across the Corps, focusing on mid-careerists. Developing this process was a critical start to implementing our corporate recruitment program.

Some of the Corps recruiting initiatives include:

Fill time:

- Ensuring appropriate staffing levels. (At District/Division level there is a constant focus on workload analysis within all Communities of Practice.).
- Monitor recruit/fill actions on a monthly basis IAW our Consolidated Command Guidance (CCG).
- Overall fill time for FY 2009 was 42 days exceeding the Army goal of 55 days. Improvements were seen in FY 2010 with a fill time of 32 days. New initiatives in hiring reform will change the metrics used for fill time starting in FY 2011.

Fill rate: How well MSCs are maintaining staffing levels.

- Fill target are established each fiscal year and will not include temporary or time limited positions. The fill target number may be determined by reviewing the Integrated Manning Document (IMD) and identifying which of the authorized positions the MSC actually intends to fill. The fill rate across USACE averaged 94% in FY 2009 and 98% in FY 2010. Our goal was to achieve an overall fill rate between 90% and 100%.

Recruiter Cadre:

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- Establishing a cadre of corporate recruiters comprised of subject matter experts from the Divisions, Centers, Field Operating Activities, and Districts to represent USACE at various recruitment events. Cadre members participate in recruitment activities throughout the year in support of established partnerships to help attract potential employees nationwide in an effort to continue to build the bench.

Outreach Efforts:

- Continue to maintain long-term relationships with a number of professional organizations such as the Hispanic Engineer National Achievement Awards Corporation (HENAAC); Black Engineer of the Year Award (BEYA); the Society of Women in Engineering (SWE); American Indian Science and Engineering Society (AISES); Advancing Minorities' Interest in Engineering (AMIE); Society of Hispanic Professional Engineers (SHPE); and Women of Color (WOC). USACE support of these partnerships includes participation in career fairs held in conjunction with their annual conferences. Additionally, we have begun outreach efforts with other professional, government and military organizations such as the National Contract Management Association (NCMA); Service Academy Career Conference (SACC); and Department of Defense (DoD) Hiring Heroes. USACE continues to actively recruit talent in order to accomplish its current workload and to ensure a strong future workforce.

Benchmarking:

- HR representatives met with the following agencies/companies on recruitment practices in the first and second quarters of FY 2010: Army Contracting Command; Missile Defense Agency; Federal Aviation Administration; Monster.com; Government Accountability Office; Army Accessions Command. Additional meetings were held with Public Affairs Office to discuss partnership opportunities for developing brochures, recruitment business cards, displays, etc.
- Some of the best practice findings include: employer branding with a consistent message throughout all recruitment tools; targeted recruitment based on workforce and succession planning; use of metrics to measure return on investment; recruiter training to ensure a consistent message is delivered; utilizing current workforce as part of the recruitment team; reaching out to targeted audiences where they are; developing annual marketing plans; and use of social networking sites.

The Corps has implemented a number of changes in the USACE Recruitment Program based on the information gathered during our benchmarking meetings, in that, the Corps developed an annual marketing plan that outlines advertising efforts and career fair/conference participation to increase the USACE presence to the general public. These activities were researched and selected in an effort to reach targeted audiences where they are. Specifically, USACE branding is consistent from message on our advertisements, fact sheets, promotional items, etc., to include visibility on social networking sites. Additionally, the Corps has begun exploring additional outreach efforts with professional organizations and colleges/universities that will enable recruiting success at the lowest levels throughout USACE.

GOAL 2: Manage performance to achieve excellence

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

- The National Defense Authorization Act for FY 2010 mandated repeal of the National Security Personnel System (NSPS) and a return to the General Schedule (GS) personnel system. USACE took many actions to implement the change. PDTs were established at Headquarters and the field to work transition issues for moving back to GS from NSPS. As a result, the time and energy involved in NSPS transition resulted in the Corps inability to implement new initiatives in the performance management arena. For FY 2011, the Corps we will work with Army and DoD on new performance management concepts and changes to continue our progress toward a high performance culture.

GOAL 3: Develop employees corporately

- In FY 2010, USACE filled 130 Civilian Education System (CES) quotas which exceeded the number of CES quotas (113) filled in FY 2009. USACE developed a USACE-wide Strategic Communication Plan for the CES and discusses a goal to increase participation the rate by 20% each year until the Corps reaches a steady state of 95% fill of allocations. Although the strategic communication plan will be published in early FY 2011; portions of the plan have already been implemented.
- The Corps awarded a new leadership assessment contract, the Flippen Group, to provide integrated solutions to assist the Corps in hiring the right people for each position, assigning the right people to the right seat on the bus, and developing our employees. The USACE approved leadership assessment tool will be used for all candidates who are selected for interviews for supervisory GS15 or equivalent positions and SES positions.

Mentoring: The Corps added an addendum to reemployed annuitants' position descriptions (PDs) to require mentoring at least one junior individual. We are developing a mentoring framework for use across USACE. There are on-going mentoring programs currently and we will provide a minimum standard across USACE.

Leadership Development: Employees from MSCs and HQ USACE participate in the annual Emerging Leaders Conference (ELC). Fifty employees were selected as 2010 emerging leaders, the same number as in 2009, and five individuals from the 2009 ELC class were selected to participate as team leaders. USACE Leadership Development Program (LDP) PDT, comprised of representatives from various MSCs, has been working over the past year to revise the LDP Engineer Regulation (ER). The new ER will be published in early FY 2011.

Goal 4: Retain the workforce of the future:

- In FY-10, the Corps consulted with government and private HR experts regarding employee retention to develop strategies to retain the workforce of the future. USACE began to track retention by mission-critical occupation and the retention rate ranged from 79% to 88%. As noted the Corps 2009 Human Capital Plan, USACE did little to specifically address retention measurements. In FY 2009, the Corps turnover rate was

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

7.26%, whereas, previous turnover rates were approximately 7 to 8% depending on location and job series.

Employee Recognition: In FY 2010, 50,736 monetary awards along with 970 honorary awards were given. In FY 2009, 47,512 monetary awards were given along with 583 honorary awards.

Retention Practices: The Corps utilizes formal retention practices, such as recruitment bonuses, retention and relocation incentives, and student loan repayment as follows:

- USACE processed 347 recruitment bonuses in FY 2009 at an average of \$8,372, whereas in FY 2010, 310 recruitment bonuses processed at an averaged of \$13,241.
- In FY-09, 262 retention bonuses were processed at an average of 11.28%, whereas, in FY 2010, 96 retention bonuses were processed with an average of 13.37%.
- In FY 2009, there were 1,137 relocation incentives provided with the average amount of \$12,585, of those, 903, where for Overseas Contingency Operations (OCO). In FY 2010, there were 1,122 relocation incentives provided, 910, were OCO, with the average amount being \$13,013.
- In FY 2009, 47 student loans were paid with an average amount of \$6,960.00. In FY 2010, 84 student loans were paid with an average amount equal to FY 2009.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Retention Rates New Hires 2010

(Source: HQ USACE Human Capitol Plan 2010 Addendum)

Retention of FY10 New Hires as of 30 Sep 2010 (on board after 1-12 months):							
Series (MCOs)	Perm	On-Board 30Sep10	% Retained	Series	Perm	On-Board 30Sep10	% Retained
Gen Nat Res Mgt and Bio Sci*(401)	114	112	98.25%	Contracting* (1102)	196	181	92.35%
Eng Tech* (802)	123	117	95.12%	Realty* (1170)	36	36	100.00%
Construction Control Tech* (809)	137	133	97.08%	Lock & Dam* (5426)	76	75	98.68%
Civil Eng* (810)	485	479	98.76%	Non-MCCs	1974	1810	91.69%
Mechanical Eng* (830)	94	91	96.81%	Grand Total	3311	3109	93.90%
Electrical Eng* (850)	76	75	98.68%	*Mission Critical Occupations (MCOs)			

Note: Retained percentage calculated from comparison of on board USACE employees and USACE ACTEDS (BOXI HQ ACPERS) to FY10 closed recruit fill new hire actions (BOXI Productivity)

Retention Rate New Hires 2009

(Source: HQ USACE Human Capitol Plan 2010 Addendum)

Retention of FY09 New Hires as of 30 Sep 09:									
Series	Perm	On-Board 30Sep09	% Retained	Temp	On-Board 30Sep09	% Retained	Grand Total	On-Board 30Sep09	% Retained
Eng Tech* (802)	141	134	95.04%	380	216	56.84%	521	350	67.18%
Civil Eng* (810)	879	861	97.95%	183	167	91.26%	1062	1028	96.80%
Mechanical Eng* (830)	132	125	94.70%	13	11	84.62%	145	136	93.79%
Electrical Eng* (850)	90	83	92.22%	12	8	66.67%	102	91	89.22%
Contracting* (1102)	278	257	92.45%	19	17	89.47%	297	274	92.26%
Realty* (1170)	71	68	95.77%	57	50	87.72%	128	118	92.19%
Lock & Dam* (5426)	90	84	93.33%	48	37	77.08%	138	121	87.68%
Non-MCOs	2956	2795	94.55%	2864	1883	65.75%	5820	4678	80.38%
Grand Total	4637	4407	95.04%	3576	2389	66.81%	8213	6796	82.75%

Note: Retained percentage calculated from comparison of on board USACE employees and USACE ACTEDS (BOXI HQ ACPERS) to closed recruit fill actions (BOXI Productivity)
*Mission Critical Occupations (MCOs)

DATABASE NOTES

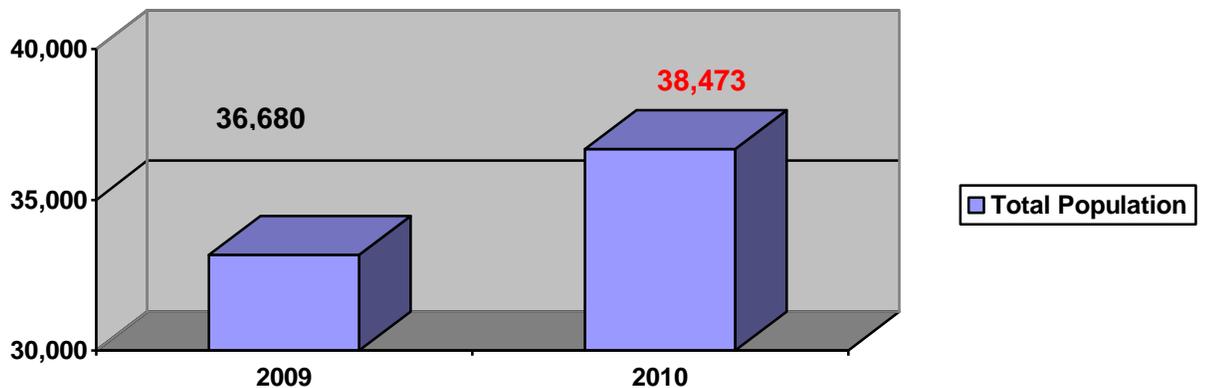
All civilian employees, except Non-Appropriated Fund and Local National, are included in the report. The data in this report is based on information as of 30 September 2009. The data represent the demographics of the USACE civilian workforce by race, gender, and disability was retrieved from the Headquarters, Army Civilian Personnel System (Redesigned), database using Business Objects Web Design (BOXi). The National Civilian Labor Force (NCLF) was used as a comparator since our workforce is located throughout the United States. The data focus is based on areas with potential triggers based on very low participation rates for various race, national origin, and gender related categories. It is recognized that the database contains anomalies that affect data reporting. Identified data variances didn't appear severe enough to affect any of the reports calculations.

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

Workforce Summary

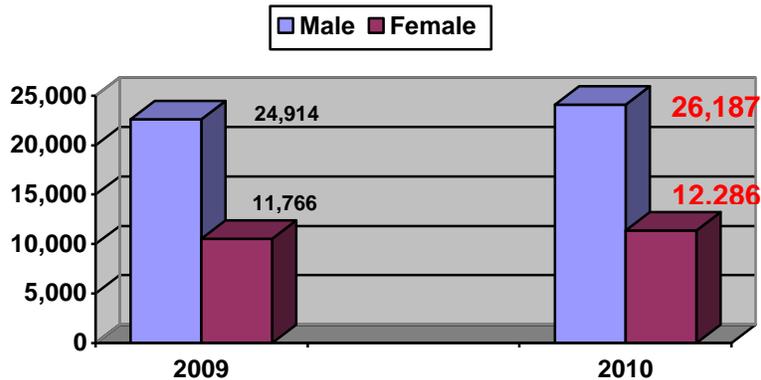
USACE is a large, multi-faceted organization with a broad scope of responsibilities and missions and therefore to try and summarize it in general terms would diminish its enormous complexity and importance to the Nation. Therefore, the information provided in this report is an aggregated summarization of the entire U.S. Army Corps of Engineers. The individual recruitment actions and EEO program operations at the Corps Divisions, District, Center and Laboratory Offices have more direct impact on shaping the demographic profiles than the broader agency aggregated summarization report. In addition, this report also contains comparisons to the U.S. Census, Civilian Labor Force (CLF) statistics and contains applicant data flow by gender, race, and national origin from the civilian personnel data system not previously provided in earlier MD-715 reports. Finally, the data discussed in this summary is inclusive of the analysis of significant workforce data tables. Based on the Equal Employment Opportunity Commission (EEOC) classifications, USACE reportable employee population is displayed in Table A-1. Total workforce population for FY-09 is 38,473, an increase of 1,793 compared to FY-09. USACE employees work in a variety of career programs, pay plans, and occupational series. The HQ USACE, web site www.usace.army.mil/about/Pages/Locations.aspx provides information on its organizations, locations and of USACE employees. The majority of USACE employees (Males: 52.80%) and (Females: 47.19%) work in the **Officials and Managers** category (Table A3-1-1), as well as the **Professional** category (Males: 74.77%) and (Females: 25.22%), **this report will focus more on these categories.**

HQ USACE Total Workforce FY-2008/2009



THE WORK FORCE
Total Population, Table A-1
(Source: HQ ACPERS)

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



In 2009, Males represented **67.92** and Females represented **32.07%**.
 In 2010, Males represented **68.06%** and Females represented **31.93%**.

USACE total workforce increased by 1,793 in FY-10, a net change of 4.88% from 2009. In reference to the U.S. Census Civilian National Labor Force (CLF), overall USACE demographics have not changed significantly since FY-09 (See below chart).

**Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex by FY
 (CEHQ, FY 2010)**

Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Prior FY#	36,680	24,914	11,766	645	416	20,992	8,572	1,834	1,897	921	507	40	35	227	143	255	196
Total Prior FY%	100.00%	67.92%	32.07%	1.75%	1.13%	57.23%	23.36%	5.00%	5.17%	2.51%	1.38%	0.10%	0.09%	0.61%	0.38%	0.69%	0.53%
Total Current FY#	38,473	26,187	12,286	656	400	21,907	8,918	1,973	2,008	995	525	51	41	235	135	370	259
Total Current FY%	100.00%	68.06%	31.93%	1.70%	1.03%	56.94%	23.17%	5.12%	5.21%	2.58%	1.36%	0.13%	0.10%	0.61%	0.35%	0.96%	0.67%
General CLF% (2000)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference #	1,793	1,273	520	11	-16	915	346	139	111	74	18	11	6	8	-8	115	63
Ratio Change%	0.00%	0.14%	-0.14%	-0.05%	-0.10%	-0.29%	-0.19%	0.12%	0.04%	0.07%	-0.02%	0.03%	0.01%	0.00%	-0.03%	0.27%	0.14%
Net Change - %	4.88%	5.10%	4.41%	1.70%	-3.84%	4.35%	4.03%	7.57%	5.85%	8.03%	3.55%	27.50%	17.14%	3.52%	-5.59%	45.09%	32.14%

USACE **Permanent Workforce (36,580)** increased by 2,102 in FY-10, a net change of 6.09% from 2009. In comparison to the U.S. Census Civilian National Labor Force (CLF), overall USACE demographics have not changed significantly since FY-09 (See below chart).

RED represents a **low participation rate** compared to the National Civilian Labor Force average.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex by FY (CEHQ, FY 2010)																	
Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Perm. Prior FY#	34,478	23,358	11,120	637	408	19,602	8,041	1,731	1,828	899	492	38	35	220	137	231	179
Perm. Prior FY%	100.00%	67.74%	32.25%	1.84%	1.18%	56.85%	23.32%	5.02%	5.30%	2.60%	1.42%	0.11%	0.10%	0.63%	0.39%	0.66%	0.51%
Perm. Current FY#	36,580	24,908	11,672	647	389	20,839	8,442	1,826	1,923	966	509	49	41	229	130	352	238
Perm. Current FY%	100.00%	68.09%	31.90%	1.76%	1.06%	56.96%	23.07%	4.99%	5.25%	2.64%	1.39%	0.13%	0.11%	0.62%	0.35%	0.96%	0.65%
General CLF% (2000)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference #	2,102	1,550	552	10	-19	1,237	401	95	95	67	17	11	6	9	-7	121	59
Ratio Change %	0.00%	0.35%	-0.35%	-0.08%	-0.12%	0.11%	-0.25%	-0.03%	-0.05%	0.04%	-0.03%	0.02%	0.01%	-0.01%	-0.04%	0.30%	0.14%
Net Change %	6.09%	6.63%	4.96%	1.56%	-4.65%	6.31%	4.98%	5.48%	5.19%	7.45%	3.45%	28.94%	17.14%	4.09%	-5.10%	52.38%	32.96%

USACE **Temporary Workforce (1,893)** decreased by 309 in FY-10, a net change of 14.03% from 2009, in 148 series, notably general support/clerical (503), engineering technicians and other technicians (391), laborers (238), and park rangers (201). In comparison to the U.S. Census Civilian National Labor Force (CLF), overall USACE demographics have not changed significantly since FY-09 (See below chart).

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex by FY (CEHQ, FY 2010)																	
Employment Tenure	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Temp Prior FY #	2,202	1,556	646	8	8	1,390	531	103	69	22	15	2	0	7	6	24	17
Temp Prior FY %	100.00%	70.66%	29.33%	0.36%	0.36%	63.12%	24.11%	4.67%	3.13%	0.99%	0.68%	0.09%	0.00%	0.31%	0.27%	1.08%	0.77%
Temp. Current FY #	1,893	1,279	614	9	11	1,068	476	147	85	29	16	2	0	6	5	18	21
Temp Current FY %	100.00%	67.56%	32.43%	0.47%	0.58%	56.41%	25.14%	7.76%	4.49%	1.53%	0.84%	0.10%	0.00%	0.31%	0.26%	0.95%	1.10%
General CLF% (2000)	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference #	-309	-277	-32	1	3	-322	-55	44	16	7	1	0	0	-1	-1	-6	4
Ratio Change%	0.00%	-3.10%	3.10%	0.11%	0.22%	-6.71%	1.03%	3.09%	1.36%	0.54%	0.16%	0.01%	0.00%	0.00%	-0.01%	-0.13%	0.33%
Net Change %	-14.03%	15.56%	-4.95%	12.50%	37.50%	-23.16%	-10.35%	42.71%	23.18%	31.81%	6.66%	0.00%	0.00%	-14.28%	-16.66%	-25.00%	23.52%

WORKFORCE ANALYSIS SUMMARY

The overall workforce analysis comparison between FY-09 and FY-10 are very similar in reference to low participation rate with the top ten career programs. Women and Minorities have a very low participation rate in the Engineering and Scientist career fields across the Corps. These low participation rates will be further analyzed in detail by pay grade and supervisory status by Race and National Origin, and Applicant Pool activity will be analyzed later in this report.

Areas of Recognition:

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- The retention of new hires in FY-10 exceeded 90% among various career programs and occupational series (see below chart).

Retention of FY10 New Hires as of 30 Sep 2010 (on board after 1-12 months):							
Series (MCOs)	Perm	On-Board 30Sep10	% Retained	Series	Perm	On-Board 30Sep10	% Retained
Gen Nat Res Mgt and Bio Sci*(401)	114	112	98.25%	Contracting* (1102)	196	181	92.35%
Eng Tech* (802)	123	117	95.12%	Realty* (1170)	36	36	100.00%
Construction Control Tech* (809)	137	133	97.08%	Lock & Dam* (5426)	76	75	98.68%
Civil Eng* (810)	485	479	98.76%	Non-MCCs	1974	1810	91.69%
Mechanical Eng* (830)	94	91	96.81%	Grand Total	3311	3109	93.90%
Electrical Eng* (850)	76	75	98.68%	Mission Critical Occupations (MCOs)			

Note: Retained percentage calculated from comparison of on board USACE employees (including USACE ACTEDS (BOXI HQ ACPERS) to FY10 closed recruitment actions (BOXI Productivity)

- USACE population of individuals with an identified disability (6.71%) is above the Census National Civilian Labor Force statistics (2.16%)
- USACE population of American Native (Males & Females) are between .5% to .31% above the Census National Civilian Labor Force statistics.
- Among occupational group “Professionals”, Black, Asian, White, and American Indian Males are above parity in comparison to the Census National Civilian Labor Force statistics.
- Among the distribution of Supervisor Status, Hispanic, Black, and American Indian Males are above parity, as well as, Black Females.
- Among high grades (GS-13 to GS-15), White, Asian, and American Indian Males are above parity and American Indian Females are above parity at the GS-14 level.
- Among applicant pool data for Officials/Managers and Professionals categories compared to the ratio of percent referred and percent selected: Hispanic, Black, and Asian Males are above parity as well as Black and American Indian Females.

Area of Improvements: (See Charts in Appendix C)

- In FY-09 and FY-10, USACE promotions for Hispanics (Male & Female), White/Asian Females, and Black Males remained below the Census National Civilian Labor Force statistics.
- Among occupational group “Officials & Managers”, Hispanic/Asian Males and Hispanic Females, are below parity in comparison to the Census National Civilian Labor Force statistics.
- Among the distribution of Supervisor Status, Hispanics, Black/White/Asians, and American Indian Females are below parity, as well as, Black Females.

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- Among high grades (GS-13 to GS-15), Hispanics/Blacks (Male & Female), as well as Whites/Asians Females, and Black Males are below the Census National Civilian Labor Force percentages at the GS-13 to GS-15 levels.
- USACE targeted disability (0.74%) is below the Census National Civilian Force percentage (2.16%).
- USACE population of Senior and Executive Pay Plans (ES, ST) for Hispanics (Male & Female), American Indian (Males & Females), and Asian Females are (0) and below the Census National Civilian Force percentages. Although, White/Black Females and Black/Asian Males are represented within the Executive Service, at 0.00% in the Scientific/Professional (ST) pay plan.
- USACE applicant pool selections for FY-09 and FY-10 for Hispanics (Male & Female) are below parity, as well as, White/Asian Females and Black Males.

INDIVIDUALS WITH DISABILITIES

USACE has employed individuals with disabilities consistently between FY-09 and FY-10, above the Census National Civilian Labor Force (CLF) percentage rate. However, USACE needs to improve its efforts to employ workers with **targeted disabilities** through increased recruitment, hiring, and retention of these individuals. In FY-10, USACE has collaborated with the Wounded Warriors Project and the Workforce Recruitment Program (WRP) and hired individuals with disabilities and severely disabled veterans. The Corps is committed to increasing the number of individuals with targeted disabilities in compliance with Executive Order 13163.

The EEOC and Department of the Army encourage programs that provide for the hiring and accommodation of individuals with disabilities and particularly for individuals with targeted disabilities (generally, those disabilities that are more challenging to accommodate in the work place). The USACE work force is compared with the Bureau of the Census 2000 data on individuals with disabilities (Table B1) in the U.S. civilian labor force (CLF) as follows:

		<u>2010</u>	<u>2009</u>
NCLF Individuals with Work Disabilities	2.16%	2.16%	
USACE Individuals with Disabilities		6.54%	6.54%
USACE Individuals with Targeted Disabilities		0.74%	0.76%
USACE Not Identified Disabilities	1.52%	1.52%	

USACE demographic trends between FY-09 and FY-10 are very similar during this reporting period among individual with disabilities (see table B-1). Although the overall disability trend across USACE is above parity compared to the NCLF percentages, targeted disabilities has remained significantly low (0.74%), whereas the NCLF percentage for targeted disabilities is 2.16%.

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B1: TOTAL WORKFORCE - Distribution by Disability by FY (CEHQ, FY 2010)				
Employment Tenure	Total Employees	Disability		
		(01) Not Identified	(06 - 94) Disability	Targeted Disability
Total Prior FY 2009	36,675	561	2,401	280
Total Prior FY %	100.00%	1.52%	6.54%	0.76%
Total Current FY 2010	38,468	587	2,584	285
Total Current FY %	100.00%	1.52%	6.71%	0.74%
Federal High				2.16%
Difference #	1,793	26	183	5
Ratio Change %	0.00%	0.00%	0.17%	-0.02%
Net Change %	4.88%	4.63%	7.62%	1.78%

Table B3-3 indicates that USACE has supervisors or managers (5.03%) and management officials (4.61%), is significantly above the NCLF percentage rates during this reporting period, whereas, targeted disabilities remain significantly low.

Table B3-3: Supervisors - Permanent Workforce - Distribution by Disability (CEHQ, FY 2010)				
Supervisor Groups	Total	Disability		
		(01) Not Identified	(06 - 94) Disability	Targeted Disability
Supervisors	# 38,468	587	2,584	285
SUPERVISOR OR MANAGER	# 4,703	64	237	14
SUPERVISOR (CSRA)	# 149	1	14	1
MANAGEMENT OFFICIAL (CSRA)	# 65	3	3	0
Total	# 38,468	587	2,584	285
Federal High				2.16%
SUPERVISOR OR MANAGER	% 100.00%	1.36%	5.03%	0.29%
SUPERVISOR (CSRA)	% 100.00%	0.67%	9.39%	0.67%
MANAGEMENT OFFICIAL (CSRA)	% 100.00%	4.61%	4.61%	0.00%
Total	% 100.00%	1.52%	6.71%	0.74%

Table B15: Disability by Race and National Origin - Distribution by Race/Ethnicity and Sex (CEHQ, FY 2010)																	
Disability	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	# 38,468	26,184	12,284	656	400	21,906	8,916	1,971	2,008	995	525	51	41	235	135	370	259
(01) Not Identified	# 587	415	172	14	9	344	123	27	21	14	11	1	1	4	2	11	5
(06-94) Disability	# 2,584	1,789	795	61	28	1,463	569	135	128	61	27	3	5	26	11	40	27
Targeted Disability	# 285	178	107	6	3	148	87	13	13	5	3	1	0	3	0	2	1
Total	% 100.00%	68.06%	31.93%	1.70%	1.03%	56.94%	23.17%	5.12%	5.21%	2.58%	1.36%	0.13%	0.10%	0.61%	0.35%	0.96%	0.67%
(01) Not Identified	% 100.00%	70.69%	29.30%	2.38%	1.53%	58.60%	20.95%	4.59%	3.57%	2.38%	1.87%	0.17%	0.17%	0.68%	0.34%	1.87%	0.85%
(06-94) Disability	% 100.00%	69.23%	30.76%	2.36%	1.08%	56.61%	22.02%	5.22%	4.95%	2.36%	1.04%	0.11%	0.19%	1.00%	0.42%	1.54%	1.04%
Targeted Disability	% 100.00%	62.45%	37.54%	2.10%	1.05%	51.92%	30.52%	4.56%	4.56%	1.75%	1.05%	0.35%	0.00%	1.05%	0.00%	0.70%	0.35%

Hires of Individuals with Disabilities (Table B8-10). As earlier indicated, USACE trends for the hiring of individuals with disabilities is significantly above the NCLF percentage rate. Although the number of individuals increased who applied between FY-09 and FY-10 regarding individuals with a disability and those who have a disability but did not identify their disability, the

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percentage of those selected during the past two years remain low compared to the NCLF percentage of 2.16%.

Occupational Groups		Total Employees	(01) Not Identified	(06 - 94) Disability	Targeted Disability
Applied 2009	#	142,642	3,388	13,758	878
Applied 2010	#	170,710	3,688	16,390	1,243
Referred 2009	#	49,252	1,311	4,913	291
Referred 2010	#	50,453	1,292	5,157	357
Selected 2009	#	2,083	39	155	10
Selected 2010	#	2,012	38	162	13
Percent Applied by Year					
2009	%	100.00%	2.37%	9.64%	0.61%
2010	%	100.00%	2.16%	9.60%	0.72%
Percent Referred by Year					
2009	%	100.00%	2.66%	9.97%	0.59%
2010	%	100.00%	2.56%	10.22%	0.70%
Percent Selected by Year					
2009	%	100.00%	1.87%	7.44%	0.48%
2010	%	100.00%	1.88%	8.05%	0.64%
Cumulative Average					
Applied	#	156,676	3,538	15,074	1,060
Referred	#	49,852	1,301	5,035	324
Selected	#	2,047	38	158	11

Individuals with Targeted Disabilities (Table B1): USACE hired (280) employees (0.76%) with a Targeted Disability in FY-09, whereas, in FY-10, (285) individuals (0.74%) were hired which is still significantly below the NCLF percentage rate of 2.16 percent. In order to reach the EEOC goal of 2.16 percent, USACE within its EEO Community of Practice is establishing a project delivery team (PDT) to brainstorm ideas of how the Corps can attain this targeted goal. The PDT will include supervisors and managers, employees, civilian personnel, resource managers, and EEO officials as a minimum.

Disabled Veterans

USACE Division/District Commanders have issued widely publicized policy statements emphasizing their support for employment of disabled veterans. All announcements for vacancies using formal recruitment methods contain statements regarding acceptance of applications by VEOA, VRA, and/or compensable veteran candidates (depending on the level of the job - different authorities apply). Delegated examining (non-Federal) recruitment carefully assesses applicants for proper veteran status and assures that referred applicants are provided with appropriate consideration. Supervisors receiving DEU referrals are carefully briefed on the requirements of veteran's preference in working on the referrals.

All competitive vacancies are advertised through Merit Promotion and various State Employment Offices/Work source for direct-hire of veterans and which includes hiring authorities of: VEOA, VRA, and 30% disabled veterans. In addition, managers can opt to announce a competitive vacancy through the DEU process, where veterans are given preference with 5 and 10 points added to their scores. Some types of positions, e.g., hydropower operators, are recruited with specific outreach to veteran's groups. Certain military occupations provide good foundation skills for these otherwise difficult to fill positions.

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Appointment authorities used to hire disabled veterans include Merit Promotion, Veterans Readjustment Act (VRA) and the Veterans Employment Office Agency (VEOA). Veterans can apply against both Merit and Delegating Examining Unit (DEU) announcements. Referral certificates from external sources are verified by CPOC/CPAC to determine disabled veterans recruitment status. Information on special hiring authorities for VRA and 30% disabled eligible veterans is provided to supervisors in annual EEO training. Most districts, physical and architectural barriers are identified through surveys and with budgetary planning, modified or removed. Architectural modification facilities entry by wheelchair or walker, parking lots for handicap, the use of rest rooms, telephones and water fountains, and access to historical sites and recreational facilities. New buildings and building renovations are constructed to be barrier free in accordance with architectural barrier guidance published in the:

- a. Uniform Federal Accessibility Standards, issued jointly by the Department of Defense, Department of Housing and Urban Development, United States Postal Service, and General Services Administration.
- b. Americans with Disabilities Act Accessibility Guidelines for buildings and Facilities (ADAAG) issued by the Architectural and Transportation Barriers compliance Board, and,
- c. Architectural and Engineering Instructions Design Criteria issued by the U.S. Army Corps of Engineers.

**Table B15-1: VETERAN APPOINTMENT SUMMARY - Distribution by Disability
(CEHQ, FY 2010)**

Veteran's Appointment		Total	(01) Not Identified (06 - 94) Disability Targeted Disability		
			(01) Not Identified	(06 - 94) Disability	Targeted Disability
10-POINT/COMPENSABLE/30 PERCENT	#	1,322	53	395	26
10-POINT/COMPENSABLE	#	840	28	193	8
10-POINT/DISABILITY	#	207	2	50	2
Total	#	38,468	587	2,584	285
10-POINT/COMPENSABLE/30 PERCENT	%	100.00%	4.00%	29.87%	100.00%
10-POINT/COMPENSABLE	%	100.00%	3.33%	22.97%	100.00%
10-POINT/DISABILITY	%	100.00%	0.96%	24.15%	100.00%
Total	%	100.00%	1.52%	6.71%	100.00%

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**Table DVAAP: Disabled Veterans Affirmative Action Plan by PATCOB and Race/Ethnicity and Sex
(CEHQ, FY 2010)**

PATCOB Desc	PATCOB	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ADMINISTRATIVE	A #	1,830	1,518	312	40	11	1,201	191	182	90	41	6	5	0	15	2	34	12
BLUE COLLAR	B #	2,990	2,952	38	50	1	2,536	33	291	4	18	0	4	0	33	0	20	0
CLERICAL	C #	235	94	141	2	7	59	84	29	40	1	1	1	1	2	1	0	7
OTHER	O #	79	72	7	0	0	60	5	9	1	2	1	0	0	0	0	1	0
PROFESSIONAL	P #	2,374	2,162	212	56	5	1,843	152	115	45	83	3	3	1	15	0	47	6
TECHNICAL	T #	1,879	1,571	308	56	10	1,204	207	209	73	43	3	7	2	23	4	29	9
Total		9,387	8,369	1,018	204	34	6,903	672	835	253	188	14	20	4	88	7	131	34
ADMINISTRATIVE	A %	100.00%	82.95%	17.04%	2.18%	0.60%	65.62%	10.43%	9.94%	4.91%	2.24%	0.32%	0.27%	0.00%	0.81%	0.10%	1.85%	0.65%
BLUE COLLAR	B %	100.00%	98.72%	1.27%	1.67%	0.03%	84.81%	1.10%	9.73%	0.13%	0.60%	0.00%	0.13%	0.00%	1.10%	0.00%	0.66%	0.00%
CLERICAL	C %	100.00%	40.00%	60.00%	0.85%	2.97%	25.10%	35.74%	12.34%	17.02%	0.42%	0.42%	0.42%	0.42%	0.85%	0.42%	0.00%	2.97%
OTHER	O %	100.00%	91.13%	8.86%	0.00%	0.00%	75.94%	6.32%	11.39%	1.26%	2.53%	1.26%	0.00%	0.00%	0.00%	0.00%	1.26%	0.00%
PROFESSIONAL	P %	100.00%	91.06%	8.93%	2.35%	0.21%	77.63%	6.40%	4.84%	1.89%	3.49%	0.12%	0.12%	0.04%	0.63%	0.00%	1.97%	0.25%
TECHNICAL	T %	100.00%	83.60%	16.39%	2.98%	0.53%	64.07%	11.01%	11.12%	3.88%	2.28%	0.15%	0.37%	0.10%	1.22%	0.21%	1.54%	0.47%
Total	%	100.00%	89.15%	10.84%	2.17%	0.36%	73.53%	7.15%	8.89%	2.69%	2.00%	0.14%	0.21%	0.04%	0.93%	0.07%	1.39%	0.36%

**Table DVAAP: Disabled Veterans Affirmative Action Plan by Fed9 and Race/Ethnicity and Sex
(CEHQ, FY 2010)**

Fed9 Desc	Fed9	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Managers	1#	2,420	2,070	350	60	11	1,610	209	252	106	65	8	12	1	19	2	52	13
Professionals	2#	2,419	2,234	185	60	3	1,930	141	101	34	80	2	0	14	0	47	5	
Technicians	3#	815	767	48	24	1	613	35	93	8	15	1	1	0	13	1	8	2
Administrative Support Workers	5#	674	285	389	9	17	177	247	81	101	8	3	1	3	5	4	4	14
Craft Workers	6#	1,689	1,674	15	37	0	1,449	14	143	1	11	0	3	0	21	0	10	0
Operatives	7#	1,066	1,049	17	11	1	911	14	101	2	7	0	1	0	10	0	8	0
Laborers and Helpers	8#	90	89	1	0	0	64	1	24	0	1	0	0	0	0	0	0	0
Service Workers	9#	214	201	13	3	1	149	11	40	1	1	0	0	0	6	0	2	0
Total		9,387	8,369	1,018	204	34	6,903	672	835	253	188	14	20	4	88	7	131	34
Officials and Managers	1%	100.00%	85.53%	14.46%	2.47%	0.45%	66.52%	8.63%	10.41%	4.38%	2.68%	0.33%	0.49%	0.04%	0.78%	0.08%	2.14%	0.53%
Professionals	2%	100.00%	92.35%	7.64%	2.48%	0.12%	79.78%	5.82%	4.17%	1.40%	3.30%	0.08%	0.00%	0.57%	0.00%	1.94%	0.20%	
Technicians	3%	100.00%	94.11%	5.88%	2.94%	0.12%	75.21%	4.29%	11.41%	0.98%	1.84%	0.12%	0.12%	0.00%	1.59%	0.12%	0.98%	0.24%
Administrative Support Workers	5%	100.00%	42.28%	57.71%	1.33%	2.52%	26.26%	36.64%	12.01%	14.98%	1.18%	0.44%	0.14%	0.44%	0.74%	0.59%	0.59%	2.07%
Craft Workers	6%	100.00%	99.11%	0.88%	2.19%	0.00%	85.79%	0.82%	8.46%	0.05%	0.65%	0.00%	0.17%	0.00%	1.24%	0.00%	0.59%	0.00%
Operatives	7%	100.00%	98.40%	1.59%	1.03%	0.09%	85.45%	1.31%	9.47%	0.18%	0.65%	0.00%	0.09%	0.00%	0.93%	0.00%	0.75%	0.00%
Laborers and Helpers	8%	100.00%	98.88%	1.11%	0.00%	0.00%	71.11%	1.11%	26.66%	0.00%	1.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Workers	9%	100.00%	93.92%	6.07%	1.40%	0.46%	69.62%	5.14%	18.69%	0.46%	0.46%	0.00%	0.00%	0.00%	2.80%	0.00%	0.93%	0.00%
Total	%	100.00%	89.15%	10.84%	2.17%	0.36%	73.53%	7.15%	8.89%	2.69%	2.00%	0.14%	0.21%	0.04%	0.93%	0.07%	1.39%	0.36%

LOW PARTICIPATION RATES

Major Occupation: (See Appendix A)

Table A6-1 is a breakdown of major occupations by career program. Note, each occupational series have a separate CLF percentage associated with current population data. The below chart indicates the overall population rate across the Corps. The RED highlighted areas indicate low participation rate within each career program. A more detailed analysis by pay grade and supervisory status by Race and National Origin, and Applicant Pool activity will be analyzed later in this report.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Table A6-1: DISTRIBUTION BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex (CEHQ, FY 2010)

Job Title/Series	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
810 - CIVIL ENGINEERING	#	6,309	5,264	1,045	195	35	4,428	782	190	93	321	85	8	4	26	9	96	37
Percent	%	100.00%	83.43%	16.56%	3.09%	0.55%	70.18%	12.39%	3.01%	1.47%	5.08%	1.34%	0.12%	0.06%	0.41%	0.14%	1.52%	0.58%
17-2051 - Civil Engineers	%	100.00%	90.30%	9.70%	2.70%	1.10%	66.30%	6.60%	7.70%	1.10%	11.70%	0.70%	0.00%	0.00%	0.00%	0.00%	1.90%	0.20%
809 - CONSTRUCTION CONTROL TECH	#	1,336	1,258	78	50	2	1,028	65	96	8	33	1	10	0	13	0	28	2
Percent	%	100.00%	94.16%	5.83%	3.74%	0.14%	76.94%	4.86%	7.18%	0.59%	2.47%	0.07%	0.74%	0.00%	0.97%	0.00%	2.09%	0.14%
47-4011 - Construction and Building Insp	%	100.00%	93.00%	6.90%	2.80%	0.90%	63.20%	4.40%	19.90%	1.60%	4.00%	0.00%	0.00%	0.00%	0.20%	0.00%	2.60%	0.00%
6426 - LOCK & DAM OPERATING	#	1,216	1,162	54	9	1	1,052	45	74	8	5	0	0	0	17	0	5	0
Percent	%	100.00%	95.55%	4.44%	0.74%	0.08%	86.51%	3.70%	6.08%	0.65%	0.41%	0.00%	0.00%	0.00%	1.39%	0.00%	0.41%	0.00%
63-60XX - Miscellaneous Transportation	%	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%
1102 - CONTRACTING	#	1,206	454	752	11	28	326	470	80	198	21	27	1	3	4	9	11	17
Percent	%	100.00%	37.64%	62.35%	0.91%	2.32%	27.03%	38.97%	6.63%	16.41%	1.74%	2.23%	0.08%	0.24%	0.33%	0.74%	0.91%	1.40%
13-1023 - Purchasing Agents, Except W	%	100.00%	34.00%	65.90%	1.00%	2.10%	23.00%	38.90%	7.90%	22.30%	1.10%	1.50%	0.00%	0.00%	0.10%	0.10%	1.10%	1.20%
830 - MECHANICAL ENGINEERING	#	804	733	71	19	3	596	52	32	7	70	5	1	0	2	1	13	3
Percent	%	100.00%	91.16%	8.83%	2.36%	0.37%	74.12%	6.46%	3.98%	0.87%	8.70%	0.62%	0.12%	0.00%	0.24%	0.12%	1.61%	0.37%
17-2141 - Mechanical Engineers	%	100.00%	91.70%	8.10%	4.40%	0.60%	60.40%	6.30%	12.90%	0.90%	11.80%	0.30%	0.00%	0.00%	0.10%	0.00%	2.00%	0.00%
850 - ELECTRICAL ENGINEERING	#	654	570	84	21	1	420	50	33	19	88	11	0	0	1	0	7	3
Percent	%	100.00%	87.15%	12.84%	3.21%	0.15%	64.22%	7.64%	5.04%	2.90%	13.45%	1.68%	0.00%	0.00%	0.15%	0.00%	1.07%	0.45%
17-2070 - Electrical and Electronics Engi	%	100.00%	89.20%	10.80%	3.20%	0.60%	62.20%	5.60%	10.20%	2.20%	11.60%	2.00%	0.00%	0.00%	0.10%	0.20%	1.90%	0.30%
25 - PARK RANGER	#	609	453	156	11	2	405	146	24	3	2	0	0	0	8	2	3	3
Percent	%	100.00%	74.38%	25.61%	1.80%	0.32%	66.50%	23.97%	3.94%	0.49%	0.32%	0.00%	0.00%	0.00%	1.31%	0.32%	0.49%	0.49%
6318 - LOCK AND DAM REPAIRING	#	471	457	14	4	0	425	14	17	0	3	0	0	0	6	0	2	0
Percent	%	100.00%	97.02%	2.97%	0.84%	0.00%	90.23%	2.97%	3.60%	0.00%	0.63%	0.00%	0.00%	0.00%	1.27%	0.00%	0.42%	0.00%
49-9042 - Maintenance and Repair Work	%	100.00%	97.60%	2.60%	11.20%	0.20%	51.50%	1.50%	27.30%	0.80%	5.60%	0.10%	0.00%	0.00%	0.30%	0.00%	1.70%	0.00%
819 - ENVIRONMENTAL ENGINEERING	#	423	293	130	15	5	240	111	8	5	18	7	0	0	2	0	10	2
Percent	%	100.00%	69.26%	30.73%	3.54%	1.18%	56.73%	26.24%	1.89%	1.18%	4.25%	1.65%	0.00%	0.00%	0.47%	0.00%	2.36%	0.47%
17-2081 - Environmental Engineers	%	100.00%	80.70%	19.40%	3.00%	1.40%	56.80%	11.60%	6.00%	4.50%	11.60%	1.50%	1.00%	0.00%	0.00%	0.00%	2.30%	0.40%

General Schedule (GS):

In FY-10, Corps-wide, Women in GS grade levels, GS-13 thru GS-15, women represent a **low participation rate** at the GS-13 (25.18%), GS-14 (23.70%), and GS-15 (23.23%) compared to the NCLF (46.80%), Whereas, in FY-09, Women in GS grade levels, GS-13 thru GS-15, women represent a low participation rate at the GS-13 (28.49%), GS-14 (23.04%), and GS-15 (15.00%) compared to the NCLF (32.07%). See table A4-1.

In FY-10, Corps-wide, minority Males in grade levels GS-13 thru GS-15, are at a **significant low participation rate** except for Asian Males at the GS-14 level. Further analyzes will be conduct on supervisory status later in this report. In FY-09, Hispanics and Black Males in GS grade levels, GS-13 thru GS-15 remain at a low participation rate. See Table A4-1.

RED represents a **low participation rate** compared to the National Civilian Labor Force average.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**Table A4-1 : PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex
(CEHQ, FY 2010)**

GS/GM, and Related Grades	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total GS/GM/GG	#	30,116	18,825	11,291	533	375	15,713	8,137	1,179	1,864	895	498	42	40	149	125	314	252
Grade - 13	#	5,242	3,922	1,320	103	44	3,347	970	176	180	216	82	8	7	26	8	46	29
Grade - 14	#	1,877	1,432	445	43	14	1,205	317	68	72	86	20	4	3	7	6	19	13
Grade - 15	#	637	489	148	6	5	433	116	19	18	20	7	0	1	2	0	9	1
Total Non Wage Grade Pay Plans	#	30,116	18,825	11,291	533	375	15,713	8,137	1,179	1,864	895	498	42	40	149	125	314	252
General CLF 2000	%	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Grade - 13	%	100.00%	74.81%	25.18%	1.96%	0.83%	63.84%	18.50%	3.35%	3.43%	4.12%	1.56%	0.15%	0.13%	0.49%	0.15%	0.87%	0.55%
Grade - 14	%	100.00%	76.29%	23.70%	2.29%	0.74%	64.19%	16.88%	3.62%	3.83%	4.58%	1.06%	0.21%	0.15%	0.37%	0.31%	1.01%	0.69%
Grade - 15	%	100.00%	76.76%	23.23%	0.94%	0.78%	67.97%	18.21%	2.98%	2.82%	3.13%	1.09%	0.00%	0.15%	0.31%	0.00%	1.41%	0.15%

In analyzing participation rates of Wage Grade positions at the WG-13 thru WG-17 levels, the below chart is a snapshot because a National Civilian Labor Force statistics profile is available by the U.S. Census Bureau to conduct a detailed review to determine low participation rate.

**Table A5: PARTICIPATION RATES ACROSS WAGE GRADES by Race/Ethnicity and Sex
(CEHQ, FY 2010)**

Wage and Related Grades	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade - 13	#	40	40	0	0	0	37	0	2	0	1	0	0	0	0	0	0	0
Grade - 14	#	30	30	0	0	0	29	0	0	0	1	0	0	0	0	0	0	0
Grade - 15	#	30	30	0	1	0	26	0	1	0	2	0	0	0	0	0	0	0
Grade - 16	#	28	28	0	0	0	24	0	3	0	1	0	0	0	0	0	0	0
Grade - 17	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0
Total	#	4,860	4,699	161	77	7	3,855	129	641	21	34	1	6	0	57	2	29	1
Grade - 13	%	100.00%	100.00%	0.00%	0.00%	0.00%	92.50%	0.00%	5.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 14	%	100.00%	100.00%	0.00%	0.00%	0.00%	96.66%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	%	100.00%	100.00%	0.00%	3.33%	0.00%	86.66%	0.00%	3.33%	0.00%	6.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 16	%	100.00%	100.00%	0.00%	0.00%	0.00%	85.71%	0.00%	10.71%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 17	%	100.00%	100.00%	0.00%	16.66%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	%	100.00%	96.68%	3.31%	1.58%	0.14%	79.32%	2.65%	13.18%	0.43%	0.69%	0.02%	0.12%	0.00%	1.17%	0.04%	0.59%	0.02%

462 STATISTICAL REPORT

Complaints processing summary during this reporting period:

USACE had **141** complaints (FY-10) on hand versus **135** complaints (FY-09) on hand at the beginning of the reporting period, (6) more than FY-09. Of the 141 filed, (8) complaint were remanded back to the agency for further processing, whereas, (1) complaints were remanded in FY-09. There are some deficiencies in the processing of EEO complaint in accordance with established guidelines (See Form H). The standard for counseling complaints is 30 days unless an extension is granted. USACE had **44** complaints that were untimely compared to **68** in FY-09, whereas **9** were counseled beyond 90 days, a decrease of **8** from FY-09 (**17**).

The top two issues raised in complaints in FY-10 were harassment (non-sexual) and promotion non-selection, the same a previous year. **GREEN** numeric numbers indicates a decrease from

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

previous year regarding basis and issues above 5 individual instances.

Top 7 Issues	FY-10/ 09	Top 5 Bases	FY-10/09
Harassment (Non-Sexual)	37/48	Reprisal	45/63
Promotion/Non-Selection	24/34	Race (Black)	39/33
Evaluation/Appraisal	20/22	Sex (Female)	32/30
Disciplinary Actions: Reprimand/Suspension	23/17	Sex (Male)	12/13
Assignment of Duties	16	Color	12/11
Suspension	10		
Termination	10		

Summary of Closures by Categories: (Source: 462 Report, Part6)

USACE closed (146) formal complaints in FY-10, an **increase** of (10) from FY-09. The average number of days to close complaints (333.99) in FY-10, a **decrease** of 20.14 days from FY-09 (354.13). Final agency decisions (52) without an administrative judge averaged 252.48, whereas, the average days in FY-09 was (331.31), an **increase** of 78.83 days. There were (7) **findings of discrimination in FY-10** compared to (9) finding of discrimination in FY-09. In FY-10, there were (5) NON-ADR and (10) ADR settlements.

USACE completed 74 investigations in FY-10. During this reporting period, there were (28) investigations completed within the EEOC's 180-day timeframe, an increase of (19) in FY-09 (9). Investigations completed between 181-360-days (42) is an increase of (4) in FY-09. The average time taken to complete all investigation (211.76), in FY-10, is a **decreased** of 22.26 from FY-09 (234.02).

ADR Informal Stage:

USACE offered (73) Alternative Dispute Resolution (ADR) in the informal stage in FY-10 compared to (93) offers of ADR in FY-09. ADR rejected by aggrieved individuals **decreased** (36), whereas, (62) were rejected.

ADR Formal Stage:

USACE offered (30) Alternative Dispute Resolution (ADR) in the formal phase in FY-10. ADR rejected by aggrieved individuals (7) in FY-10 and (13) in FY-09). The average days for ADR techniques completed during FY-09 (23.22), a **decreased** from (27.71) in FY-09.

EEO Counseling:

In FY-10 (88) and FY-09 (118), EEO Counseling within 31-90 days were untimely, whereas, in FY-10 (9) and FY-09 (17) were counseled beyond 90-days. A **significant decrease** of (30) for counseling with 31-90 days and (8) for counseling beyond 90 days.

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

Summary of Closures:

USACE closed (23) complaints via a final agency decision in FY-10. The summary of formal closures with benefits (back/front pay, lump sum payment, compensatory damages, and attorney fees) in FY-10 (\$905,229.91) 09), is an increase of (\$741,964.38) from FY-09 (\$163,265.53).

USACE Moving Forward

In FY-09 & FY-10, Hispanics represent the lowest participation rate among all other protected groups in many major occupations, Fed-9 categories, supervisory positions and high grades. Applicant Pool data for **Official & Managers**, by Fed-9 categories compared to the NCLF indicates Hispanic, White, & Asian Female have a low participation rates, whereas, Hispanic, White, Black, Asian, and Native American Females have a low participation rate in the **Professional** category. In accordance with the President's Hispanic Executive Order, the Corps has developed strategies in its new Human Capital Plan regarding "Community Outreach", "Recruiting", "Career Development", and "Accountability" regarding the employment of Hispanics.

Community Outreach

- USACE is actively involved in a number of community outreach activities. The ViVa Program is part of the Southwestern Division's (SWD) Recruitment Program to increase awareness and interest in science, technology, engineering and math among underrepresented inner-city and rural students in grades K-12. ViVa Technology is designed to engage students, teachers and parents in the application of technology, and to help lay the foundation for students to select and succeed in college and university degree programs leading to careers in these professions.
- In partnership with the Hispanic Engineer National Achievement Awards Corporation (HENAAC) and the affected schools, SWD sponsored two ViVa Technology workshops in FY09. The Galveston District held one at The Rice Middle School in Houston, Texas; the Fort Worth District sponsored another at the Highlands High School in San Antonio, Texas. SWD has sponsored workshops at these same two schools for the last two years and plans to do so again in 2010.
- Omaha District EEO Specialist currently serves as a member of the Hispanic Employment Council of metropolitan Omaha. Her specific outreach efforts with the University of Nebraska, Omaha multicultural affairs department (which services Hispanic students) include providing open vacancy announcements to the Chair of the department. The University is highly ranked for its high percentage of foreign students, as well as its efforts to draw on the diversity of the local community in its student population.
- Walla Walla attended six college career fairs in region (WSU, University of Idaho, Gonzaga, WW University, Oregon State, Whitman College), counseled dozens of students on the Army hiring process, and interviewed over 50 diverse engineering candidates.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- ERDC's Hispanic employees are encouraged to participate in academic events at the local schools in their communities. They participate regularly in events which have the primary goal of generating enthusiasm for science and engineering.

Recruitment

- USACE actively participated in several national recruitment events that targeted a diverse population, including Hispanics. In keeping with the spirit of our partnership agreement with HENAAC, we participated as a platinum-level sponsor at their annual career conference. The conference provided a unique opportunity for the Corps Family to interact with large segments of the Nation's Hispanic Science, Technology, Engineering, and Mathematics (STEM) community.
- USACE participated in the HENAAC Career Conference in three major activities: our annual USACE Hispanic Training workshop, a series of HENAAC conference events, and the HENAAC career fair. Our participation in these events allowed participants to take advantage of networking opportunities with USACE Hispanic community members; facilitated discussions with USACE senior leaders; and demonstrated the Corps' commitment to recruiting and retaining a strong, diverse workforce in the long-term.
- Additionally, USACE participated in the Society of Hispanic Professional Engineers (SHPE) Conference, one of the premier Hispanic technical conferences in the nation. The conference provides educational enrichment and academic outreach to students of all ages, as well as networking opportunities for professionals.
- The Galveston District attended several Career Fairs at Prairie View A&M University, Texas A&M University, University of Houston, Galveston College, and College of the Mainland. They have established partnership agreements with these colleges and Universities as well as with Texas A&M Galveston.
- Additionally, the New York District attended local recruitment fairs at both the City College of New York (CCNY) and the New Jersey Institute of Technology (NJIT). Although they are not part of the Hispanic Association of Colleges and Universities (HACU), they have a large Hispanic population (over 38% and 31% respectively).
- ERDC's Education and Research Partnership Agreement (ERPA) with the University of Puerto Rico, Mayaguez (UPRM), is stronger than ever since it began in 1991. To date, more than 200 summer student positions have been filled by UPRM graduate and undergraduate students through the ERDC Summer Research Internship Program. The students work with an ERDC researcher who serves as both a technical advisor and mentor to help the students gain experience in various fields.
- The ERDC/UPRM ERPA allows ERDC to recruit UPRM students for permanent employment, also, helping ERDC achieve its strategic goal of recruiting a high-quality, diverse workforce from a prestigious engineering university. To-date, through this continuing initiative, approximately 30 UPRM graduates have been recruited for permanent Engineering and Science positions.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- ERDC conducts an annual recruitment trip to UPRM each February. Senior-level managers from ERDC visit the UPRM campus to recruit upcoming graduates for permanent employment. ERDC has also attended UPRM's annual Job Fair each September for the past two years. An ERDC Hispanic engineer, who is a graduate of UPRM, serves as the ERDC liaison with the University.

Career Development

- An ERDC SES Laboratory Director and the Hispanic engineer liaison to UPRM participate each year in the HENAAC Conference where they have given presentations on ERDC's initiative with UPRM. ERDC nominates Hispanic employees each year for HENAAC awards and the individual employees nominated, as well as other Hispanic employees, attend the Conference.

Accountability

- The Director of ERDC's Geotechnical and Structures Laboratory, an SES employee, serves as the POC and oversees the ERDC initiative with the University of Puerto Rico, Mayaguez. He personally visits the University on an annual basis. In addition, numerous managers and supervisors work directly with the UPRM students who participate in the internship program.

The Corps participation in the above events demonstrates our commitment to increase awareness of STEM professions among Hispanic youth; facilitating the increased presence of Hispanic students in university-level STEM programs; and diversifying the USACE workforce by marketing the Corps as an employer of choice.

Detailed Workforce Analysis

Senior Executive Service ES/ST

Source A3-2 Report

The total number of **Senior Executive Service (SES)** in USACE remained the same in FY-09 and FY-10. Hispanics senior executive service population decreased to (0) this reporting period from (1) in FY-09. USACE has (6) senior executive service, Scientific and Professional, Males (all White Males), no other protected group is represented. American Indians (Males & Females) are not represented at the senior executive levels.

Table A3-2: DISTRIBUTION BY SENIOR AND EXECUTIVE PAY PLANS -- Distribution by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Occupational Groups	Total Employees			RACE/ETHNICITY (Non-Hispanic or Latino)													
	All	Male	Female	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ES - SENIOR EXECUTIVE SERVICE	#	43	38	5	0	0	33	4	2	1	3	0	0	0	0	0	0
ST - SCIENTIFIC AND PROFESSIONAL	#	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0
Total	#	49	44	5	0	0	39	4	2	1	3	0	0	0	0	0	0
CLF 2000 (Officials and Managers)	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.20%	0.70%
ES - SENIOR EXECUTIVE SERVICE	%	100.00%	88.37%	11.62%	0.00%	0.00%	76.74%	9.30%	4.65%	2.32%	6.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ST - SCIENTIFIC AND PROFESSIONAL	%	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%
Total	%	100.00%	90.27%	9.72%	0.00%	0.00%	81.94%	8.33%	2.77%	1.38%	5.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Participation Rate Barrier Analysis

Low Participation Rate
CEHQ 2010
 (Source: HQ ACPERS, Table, A3-1-1)

Fed-9		Officials & Managers	NCLF %	Professionals	NCLF %
Hispanics	Males	1.44%	3.30%	2.04%	2.29%
	Females	1.76%	2.40%	0.66%	2.80%
Whites	Males	42.62%	52.10%		
Blacks	Female			2.45%	4.90%
Asians	Males	1.90%	2.10%		
	Females			1.38%	2.60%

RED represents the percentage low participation rate compared to the NCLF average.

Low Participation Rate
CEHQ 2010
 (Source: HQ ACPERS, Table, A3-1-1)

Supervisory Status		Officials & Managers	NCLF %	Professionals	NCLF %
Hispanics	Males	2.29%	3.30%		
	Females	0.68%	2.40%		
Whites	Females	16.56%	30.60%		
Blacks	Female	2.29%	3.50%	0.94%	6.20%
	Female	2.65%	0.74%	0.78%	4.50%
Asians	Females	0.89%	1.40%	18.21%	33.70%
	Females	16.88%			
Amr Ind/Alask Natv	Males	0.59%	0.20%	2.98%	4.80%
	Males	3.62%	2.82%		5.70%
Asians	Females	1.56%	1.06%	1.09%	1.70%
Amr Ind/Alask Natv		0.15%	0.31%	0.00%	0.30%

Participation Rate Barrier Analysis
 (Cont'd)

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Low Participation Rate					
CEHQ 2010					
(Source: HQ ACPERS, Table, A6-1)					
Job Title Series		Males	NCLF %	Females	NCLF%
Civil Engineers (0810)	Hispanics			0.55%	1.10%
	Blacks	3.01%	7.70%		
	Asians	5.08%	11.70%		
Construction Control (0809)	Hispanics			0.14%	0.90%
	Blacks	7.18%	19.90%	0.59%	1.60%
	Asians	2.47%	4.00%		
Contracting (1102)	Hispanics	0.91%	1.00%		
	Blacks	6.63%	7.90%	16.41%	22.30%
Mechanical Engineering (0830)	Hispanics	2.36%	4.40%	0.37%	0.60%
	Blacks	3.98%	12.90%	0.87%	0.90%
	Asians	8.70%	11.80%		
Electrical Engineering (0850)	Hispanics			0.15%	0.60%
	Blacks	5.04%	10.20%		
	Asians			1.60%	2.00%
Environmental Engineering (0819)	Hispanics			1.18%	1.40%
	Blacks	1.89%	6.00%	1.18%	4.50%
	Asians	4.25%	11.60%		

RED represents the percentage **low participation rate** compared to the NCLF average.

(Cont'd)

APPLICANT POOL ANALYSIS

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Applicant Pool data will be analyzed using the comparison between the total number of applicants **“referred”** to the total number of applicants **“selected”** during this reporting period. Although no comparison data available to determine if a barrier to equal opportunity exists, however, an overall review of applicant pool data can create an opportunity for a more detailed analysis as to the “why” some comparative percentages between referred and selected among protected group(s) appear low than other protected group(s)

USACE overall comparative data (Table A8-10) indicates an increase of 60,915 applicants “APPLIED” and 3,557 applicants “REFERRED”, and 70 applicants “SELECTED” between FY-09 and FY-10.

Table A8-10: Distribution of Applicants by Year by Race/Ethnicity and Sex (CEHQ, FY 2010)

Occupational Groups	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)													
					White		Black or African		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Applied 2009	#	471,252	332,739	138,513	15,879	7,197	234,947	71,863	20,152	23,915	17,259	5,181	408	348	1,377	765	42,717	29,244
Applied 2010	#	532,162	371,583	160,579	19,568	7,608	251,487	79,741	23,452	27,352	20,966	6,066	545	452	1,263	717	54,302	38,643
Referred 2009	#	83,571	60,453	23,118	2,795	1,005	43,440	12,467	4,762	5,454	3,811	1,049	125	113	395	265	5,125	2,765
Referred 2010	#	80,014	57,118	22,896	2,621	977	39,512	11,408	5,218	6,069	3,553	1,015	149	92	392	226	5,673	3,109
Selected 2009	#	2,199	1,436	763	30	24	1,229	540	95	134	42	30	0	5	5	9	35	21
Selected 2010	#	2,129	1,383	746	33	22	1,144	471	99	176	52	37	1	0	9	8	45	32
General CLF 2000	%	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%

Between FY-09 and FY-10, Hispanic Males & Females; White & Asian Females, the percentage between referred and selected remained relatively the same. See below chart.

Table A8-10: Distribution of Applicants by Year by Race/Ethnicity and Sex (CEHQ, FY 2010)

Occupational Groups	Total Employees		Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)													
					White		Black or African		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
General CLF 2000	%	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Percent Applied By Year																		
2009	%	100.00%	70.60%	29.39%	3.36%	1.52%	49.85%	15.24%	4.27%	5.07%	3.66%	1.09%	0.08%	0.07%	0.29%	0.16%	9.06%	6.20%
2010	%	100.00%	69.82%	30.17%	3.67%	1.42%	47.25%	14.98%	4.40%	5.13%	3.93%	1.13%	0.10%	0.08%	0.23%	0.13%	10.20%	7.26%
Percent Referred By Year																		
2009	%	100.00%	72.33%	27.66%	3.34%	1.26%	51.97%	14.91%	5.69%	6.52%	4.56%	1.25%	0.14%	0.13%	0.47%	0.31%	6.13%	3.30%
2010	%	100.00%	71.38%	28.61%	3.27%	1.22%	49.38%	14.25%	6.52%	7.58%	4.44%	1.26%	0.18%	0.11%	0.48%	0.28%	7.09%	3.88%
Percent Selected By Year																		
2009	%	100.00%	65.30%	34.69%	1.36%	1.09%	55.88%	24.55%	4.32%	6.09%	1.90%	1.36%	0.00%	0.22%	0.22%	0.40%	1.59%	0.95%
2010	%	100.00%	64.96%	35.03%	1.55%	1.03%	53.73%	22.12%	4.65%	8.26%	2.44%	1.73%	0.04%	0.00%	0.42%	0.37%	2.11%	1.50%
Cumulative Average																		
Applied	#	501,707	352,161	149,546	17,723	7,402	243,217	75,802	21,802	25,633	19,112	5,623	476	400	1,320	741	48,509	33,943
Referred	#	81,792	58,785	23,007	2,708	991	41,476	11,937	4,990	5,761	3,682	1,032	137	102	393	245	5,399	2,937
Selected	#	2,164	1,409	754	31	23	1,186	505	97	155	47	33	0	2	7	8	40	26

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Distribution of FED-9
Applicant Pool by Major Occupation

Table A8-1: Distribution of Applicant Pool by Fed 9 (EEO1) by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Occupational Groups	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
						White		Black or African		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Managers																		
Applied	#	161,814	110,006	51,808	5,475	2,084	71,941	22,455	11,110	12,886	3,765	1,822	267	197	521	354	16,927	12,010
Referred	#	27,093	17,597	9,496	838	374	11,511	4,214	2,415	3,164	707	434	64	37	133	120	1,929	1,153
Selected	#	611	306	305	9	4	234	164	39	103	9	15	0	0	0	5	15	14
Professionals																		
Applied	#	180,350	145,906	34,444	8,817	1,888	97,159	20,072	5,323	3,661	14,427	2,265	98	58	311	159	19,771	6,341
Referred	#	26,382	21,803	4,579	1,017	166	14,878	2,852	1,212	812	2,509	271	30	6	104	40	2,053	432
Selected	#	638	483	155	14	6	404	112	18	21	33	9	0	0	2	1	12	6
Application Rate																		
Officials and Managers	%	100.00%	67.98%	32.01%	3.38%	1.28%	44.45%	13.87%	6.86%	7.96%	2.32%	1.12%	0.16%	0.12%	0.32%	0.21%	10.46%	7.42%
Officials and Managers CLF 2000	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.20%	0.70%	0.50%
Professionals	%	100.00%	80.90%	19.09%	4.88%	1.04%	53.87%	11.12%	2.95%	2.02%	7.99%	1.25%	0.05%	0.03%	0.17%	0.08%	10.96%	3.51%
Professionals CLF 2000	%	100.00%	46.30%	53.70%	2.29%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.20%	0.30%	0.60%	0.80%

Applicant **RED** represents the percentage **low participation rate** compared to the NCLF average. **among** candidates who were "referred" and "selected" fall between 1.3% and 4.48%. See below chart.

Distribution of Civil Engineers
Applicant Pool by Major Occupation

(Source: HQ ACPERS, Table A8-8-2)

Table A8-8-2 : DISTRIBUTION BY APPLICANTS BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Job Title/Series - Pay Plan Job for DNY	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0810 - CIVIL ENGINEERING																		
Applied	#	20,552	17,990	2,562	1,303	206	11,995	1,590	395	149	1,991	222	26	3	3	0	2,277	392
Percent Applied	%	100.00%	87.53%	12.46%	6.34%	1.00%	58.36%	7.73%	1.92%	0.72%	9.68%	1.08%	0.12%	0.01%	0.01%	0.00%	11.07%	1.90%
Expected to Apply	#	20,551	18,558	1,993	554	226	13,625	1,356	1,582	226	2,404	143	0	0	0	0	390	41
Referred	#	3,093	2,759	334	128	26	1,878	223	97	42	385	22	12	2	2	0	257	19
Percent Referred	%	100.00%	89.20%	10.79%	4.13%	0.84%	60.71%	7.20%	3.13%	1.35%	12.44%	0.71%	0.38%	0.06%	0.06%	0.00%	8.30%	0.61%
Expected to be Referred	#	3,092	2,792	300	83	34	2,050	204	238	34	361	21	0	0	0	0	58	6
Selected	#	85	69	16	2	3	58	10	3	2	5	1	0	0	0	0	1	0
Percent Selected	%	100.00%	81.17%	18.82%	2.35%	3.52%	68.23%	11.76%	3.52%	2.35%	5.88%	1.17%	0.00%	0.00%	0.00%	0.00%	1.17%	0.00%
Percent Applied - Referred	%	28.36%	15.33%	13.03%	9.82%	12.62%	15.65%	14.02%	24.55%	28.18%	19.33%	9.90%	46.15%	66.66%	66.66%	0.00%	11.28%	4.84%
Percent Referred - Selected	%	7.29%	2.50%	4.79%	1.56%	11.53%	3.08%	4.48%	3.09%	4.76%	1.29%	4.54%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%
17-2051 - Civil Engineers	%	100.00%	90.30%	9.70%	2.70%	1.10%	66.30%	6.60%	7.70%	1.10%	11.70%	0.70%	0.00%	0.00%	0.00%	0.00%	1.90%	0.20%

Distribution of Budget Analysis
Applicant Pool by Major Occupation
(Table A8-8-1)

During FY-10, Hispanic Males (144) and Hispanic Females (175) applied for Budget Analysis positions Corps-wide, of those, (46) males and (43) females were referred, however (0.00%) were selected. Asians Males (148) applied, (38) referred, and (0.00%) were selected. See below chart.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Table A8-8-1 : DISTRIBUTION BY APPLICANTS BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Job Title/Series - Pay Plan Job for G	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
0560 - BUDGET ANALYSIS																		
Applied	#	5,900	2,453	3,447	144	175	1,416	1,412	290	1,022	148	245	19	29	11	14	425	550
Percent Applied	%	100.00%	41.57%	58.42%	2.44%	2.96%	24.00%	23.93%	4.91%	17.32%	2.50%	4.15%	0.32%	0.49%	0.18%	0.23%	7.20%	9.32%
Expected to Apply	#	5,899	2,106	3,793	76	141	1,534	2,224	389	1,203	76	153	0	0	0	118	29	47
Referred	#	1,485	510	975	46	43	274	423	69	343	38	74	12	9	6	7	65	76
Percent Referred	%	100.00%	34.34%	65.65%	3.09%	2.89%	18.45%	28.48%	4.64%	23.09%	2.55%	4.98%	0.80%	0.60%	0.40%	0.47%	4.37%	5.11%
Expected to be Referred	#	1,484	530	954	19	35	386	559	98	302	19	38	0	0	0	29	7	11
Selected	#	32	5	27	0	0	3	18	2	8	0	1	0	0	0	0	0	0
Percent Selected	%	100.00%	15.62%	84.37%	0.00%	0.00%	9.37%	56.25%	6.25%	25.00%	0.00%	3.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Percent Applied - Referred	%	49.07%	20.79%	28.28%	31.94%	24.57%	19.35%	29.95%	23.79%	33.56%	25.67%	30.20%	63.15%	31.03%	54.54%	50.00%	15.29%	13.81%
Percent Referred - Selected	%	3.74%	0.98%	2.76%	0.00%	0.00%	1.09%	4.25%	2.89%	2.33%	0.00%	1.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
13-2031 - Budget Analysts	%	100.00%	35.70%	64.30%	1.30%	2.40%	26.00%	37.70%	6.60%	20.40%	1.30%	2.60%	0.00%	0.00%	0.00%	0.20%	0.50%	0.80%

Distribution of Contracting
Applicant Pool by Major Occupation
(Table A8-8-1)

Table A8-8-1 : DISTRIBUTION BY APPLICANTS BY MAJOR OCCUPATIONS Distribution by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Job Title/Series - Pay Plan Job for G	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
1102 - CONTRACTING																			
Applied	#	11,949	6,923	5,026	238	175	4,353	1,972	816	1,316	216	179	14	22	7	15	1,279	1,347	
Percent Applied	%	100.00%	57.93%	42.06%	1.99%	1.46%	36.42%	16.50%	6.82%	11.01%	1.80%	1.49%	0.11%	0.18%	0.05%	0.12%	10.70%	11.27%	
Expected to Apply	#	11,936	4,062	7,874	119	250	2,748	4,648	943	2,664	131	179	0	0	0	119	131	143	
Referred	#	2,511	1,311	1,200	42	53	892	476	175	395	50	66	6	8	1	3	145	199	
Percent Referred	%	100.00%	52.21%	47.78%	1.67%	2.11%	35.52%	18.95%	6.96%	15.73%	1.99%	2.62%	0.23%	0.31%	0.03%	0.11%	5.77%	7.92%	
Expected to be Referred	#	2,507	863	1,654	25	52	577	976	198	559	27	37	0	0	0	25	27	30	
Selected	#	86	33	53	2	2	20	23	6	23	1	2	0	1	0	0	4	2	
Percent Selected	%	100.00%	38.37%	61.62%	2.32%	2.32%	23.25%	26.74%	6.97%	26.74%	1.16%	2.32%	0.00%	1.16%	0.00%	0.00%	4.65%	2.32%	
Percent Applied - Referred	%	42.80%	18.93%	23.87%	17.64%	30.28%	20.49%	24.13%	21.44%	30.01%	23.14%	36.87%	42.85%	36.36%	14.28%	20.00%	11.33%	14.77%	
Percent Referred - Selected	%	6.92%	2.51%	4.41%	4.76%	3.77%	2.24%	4.83%	3.42%	5.82%	2.00%	3.03%	0.00%	12.50%	0.00%	0.00%	2.75%	1.00%	
13-1023 - Purchasing Agents, Except Wh	%	100.00%	34.00%	65.90%	1.00%	2.10%	23.00%	38.90%	7.90%	22.30%	1.10%	1.50%	0.00%	0.00%	0.00%	0.10%	1.10%	1.20%	

USACE CENTERS AND LABORATORIES
Engineer Research & Development Center (ERDC)
DEMONSTRATION PROJECTS

Demonstration Projects are restricted to the Department of Defense and consist of additional pay bands compared to the General Schedule: Pay Band 6 (Above GS-15), Pay Band 5 (GS-15 Only), and Pay Band 4 (GS 12-14). Currently, 575 employees remain in NSPS due to the Corps successfully being granted an exception for Task Force Hope, the Hurricane Protection Office, and for engineers with special salary rates in the New Orleans District to assist in recruiting and retaining the employees needed to execute the Hurricane Storm Damage Risk Reduction System program within the established short timeframes.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Table A3-4 DISTRIBUTION BY PAY PLANS - Distribution by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Pay Plans		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races			
		All	Male	Female	Male	Femal	White		Black or		Asian		Native		American		Male	Femal		
Curr Pay	Curr Pay Plan Desc	#					Male	Femal	Male	Femal	Male	Femal	Male	Femal	Male	Femal	Male	Femal	Male	Femal
DB	DEMO ENGINEERS AND SCIENTISTS	#	1,027	766	261	25	9	669	213	25	27	36	10	1	1	3	0	7	1	
	Percent	%	100.00%	74.58%	25.41%	2.43%	0.87%	65.14%	20.74%	2.43%	2.62%	3.50%	0.97%	0.09%	0.09%	0.29%	0.00%	0.68%	0.09%	
DE	DEMO ENGINEERS AND SCIENTISTS	#	207	152	55	1	1	126	45	23	5	1	3	0	0	0	1	1	0	
	Percent	%	100.00%	73.42%	26.57%	0.48%	0.48%	60.86%	21.73%	11.11%	2.41%	0.48%	1.44%	0.00%	0.00%	0.00%	0.48%	0.48%	0.00%	
DJ	DEMO ADMINISTRATIVE - ARMY UNIQ	#	254	82	172	1	1	70	133	11	34	0	2	0	0	1	0	1	0	
	Percent	%	100.00%	32.28%	67.71%	0.39%	0.39%	27.55%	52.36%	4.33%	13.38%	0.00%	0.78%	0.00%	0.00%	0.39%	0.00%	0.39%	0.00%	
DK	DEMO GENERAL SUPPORT - ARMY U#	#	185	51	134	0	2	37	98	13	33	1	0	0	0	0	0	0	1	
	Percent	%	100.00%	27.56%	72.43%	0.00%	1.08%	20.00%	52.97%	7.02%	17.83%	0.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.54%	

RED represents the percentage **low participation rate** compared to the NCLF average.
WG-13 thru WG-17

USACE Wage Grade workforce consists of 4,860 in FY-10 and 4,945 in FY-09, a decrease of (65). Regarding high graded (13 to 17), the below depicts the percentages of protected group(s).

Table A5: PARTICIPATION RATES ACROSS WAGE GRADES by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Wage and Related Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races			
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Femal		
Grade - 13	#	40	40	0	0	0	37	0	2	0	1	0	0	0	0	0	0	0	0	
Grade - 14	#	30	30	0	0	0	29	0	0	0	1	0	0	0	0	0	0	0	0	
Grade - 15	#	30	30	0	1	0	26	0	1	0	2	0	0	0	0	0	0	0	0	
Grade - 16	#	28	28	0	0	0	24	0	3	0	1	0	0	0	0	0	0	0	0	
Grade - 17	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0	0	
Total	#	4,860	4,699	161	77	7	3,855	129	641	21	34	1	6	0	57	2	29	1		
Grade - 13	%	100.00%	100.00%	0.00%	0.00%	0.00%	92.50%	0.00%	5.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade - 14	%	100.00%	100.00%	0.00%	0.00%	0.00%	96.66%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade - 15	%	100.00%	100.00%	0.00%	3.33%	0.00%	86.66%	0.00%	3.33%	0.00%	6.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade - 16	%	100.00%	100.00%	0.00%	0.00%	0.00%	85.71%	0.00%	10.71%	0.00%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade - 17	%	100.00%	100.00%	0.00%	16.66%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total	%	100.00%	96.68%	3.31%	1.58%	0.14%	79.32%	2.65%	13.18%	0.43%	0.69%	0.02%	0.12%	0.00%	1.17%	0.04%	0.59%	0.02%		

Distribution by Supervisory Status
Total Supervisors or Manager 4,853

The comparison of Women and Minorities in supervisors and manager positions in FY-10 are lower than in FY-09. Below chart indicates all minority groups except for Black Males are at a low participation rate. This is a direct reflection on low participation rates at the GS-13 thru 15 levels for women and minorities at the higher grade levels.

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Table A3-3-1: DISTRIBUTION BY SUPERVISORY STATUS
(CEHQ, FY 2010)

Occupational Groups	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
SUPERVISOR OR MANAGER	#	4,704	3,698	1,006	108	32	3,200	779	173	125	144	42	4	6	28	5
SUPERVISOR (CSRA)	#	149	103	46	5	2	84	29	9	10	2	1	0	2	2	0
CLF 2000 (Officials and Managers)	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.20%
SUPERVISOR OR MANAGER	%	100.00%	78.61%	21.38%	2.29%	0.68%	68.02%	16.56%	3.67%	2.65%	3.06%	0.89%	0.08%	0.12%	0.59%	0.10%
SUPERVISOR (CSRA)	%	100.00%	69.12%	30.87%	3.35%	1.34%	56.37%	19.46%	6.04%	6.71%	1.34%	0.67%	0.00%	1.34%	1.34%	0.00%

The below chart indicates distribution of FED-9 category employees compared to the NCLF percentages.

Table A3-1-1: OCCUPATIONAL GROUPS - Distribution by Race/Ethnicity and Sex
(CEHQ, FY 2010)

Occupational Groups	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Managers	#	8,510	4,494	4,016	123	150	3,627	2,673	437	877	162	165	19	15	31	50
Professionals	#	17,230	12,883	4,347	353	115	10,994	3,429	521	423	712	239	18	15	79	34
Technicians	#	2,669	2,076	593	56	19	1,733	465	177	53	50	36	5	3	29	11
Administrative Support Workers	#	3,587	658	2,929	20	107	462	2,000	136	628	24	82	1	8	7	32
Craft Workers	#	3,387	3,292	95	62	2	2,813	79	305	6	29	3	5	0	59	4
Operatives	#	1,941	1,858	83	21	3	1,576	70	216	10	12	0	2	0	20	0
Laborers and Helpers	#	343	317	26	5	2	203	22	103	1	2	0	1	0	1	1
Service Workers	#	808	610	198	16	2	499	180	78	10	4	0	0	0	9	3
Total		38,475	26,188	12,287	656	400	21,907	8,918	1,973	2,008	995	525	51	41	235	136
Officials and Managers	%	100.00%	52.80%	47.19%	1.44%	1.76%	42.62%	31.41%	5.13%	10.30%	1.90%	1.93%	0.22%	0.17%	0.36%	0.58%
Officials and Managers CLF 2000	%	100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.20%
Professionals	%	100.00%	74.77%	25.22%	2.04%	0.66%	63.80%	19.90%	3.02%	2.45%	4.13%	1.38%	0.10%	0.08%	0.45%	0.19%
Professionals CLF 2000	%	100.00%	46.30%	53.70%	2.29%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.20%	0.30%

RED represents the percentage of low participation rate compared to the NCLF average.

Promotions:

From 2007 to 2010, promotions declined for Hispanics, White and Black Females, as well as Hispanic and Black Males. Highlighted RED percentages represent a low participation rate compared to the NCLF percentages.

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Table A17-7: Promotions By Year By Race/Ethnicity And Sex
(CEHQ , FY 2010)

FY	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2006 #	6,185	3,777	2,408	127	149	3,065	1,635	293	434	220	111	6	10	38	42	28	27
2007 #	6,854	4,227	2,627	136	138	3,521	1,803	337	475	154	132	7	17	34	35	38	27
2008 #	5,998	3,747	2,251	90	117	3,179	1,560	249	445	135	80	9	5	24	14	61	30
2009 #	4,804	2,988	1,816	71	70	2,529	1,309	206	301	105	70	1	3	28	19	48	44
2010 #	3,366	2,050	1,316	52	30	1,725	957	146	224	65	51	2	1	15	13	45	40
General CLF 2000	% 100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Horizontal Percent																	
2006 %	100.00%	61.06%	38.93%	2.05%	2.40%	49.55%	26.43%	4.73%	7.01%	3.55%	1.79%	0.09%	0.16%	0.61%	0.67%	0.45%	0.43%
2007 %	100.00%	61.67%	38.32%	1.98%	2.01%	51.37%	26.30%	4.91%	6.93%	2.24%	1.92%	0.10%	0.24%	0.49%	0.51%	0.55%	0.39%
2008 %	100.00%	62.47%	37.52%	1.50%	1.95%	53.00%	26.00%	4.15%	7.41%	2.25%	1.33%	0.15%	0.08%	0.40%	0.23%	1.01%	0.50%
2009 %	100.00%	62.19%	37.80%	1.47%	1.45%	52.64%	27.24%	4.28%	6.26%	2.18%	1.45%	0.02%	0.06%	0.58%	0.39%	0.99%	0.91%
2010 %	100.00%	60.90%	39.09%	1.54%	0.89%	51.24%	28.43%	4.33%	6.65%	1.93%	1.51%	0.05%	0.02%	0.44%	0.38%	1.33%	1.18%

Fed 9 Category Promotions
(Officials & Managers)
(Source: HQ ACPERS, Table A 10-3)

Table A10-3: DISTRIBUTION OF PROMOTIONS BY FED9 (EEO1 CATEGORIES) by Race/Ethnicity and Sex
(CEHQ , FY 2010)

Fed9 Description	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
	All	Male	Femal	Male	Female	White		Black or African		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Managers	# 1,105	512	593	12	16	408	386	55	144	14	20	1	1	5	6	17	20
Professionals	# 1,590	1,071	519	32	12	889	414	55	45	58	32	0	0	7	3	30	13
Officials and Managers	% 100.00%	46.33%	53.66%	1.08%	1.44%	36.92%	34.93%	4.97%	13.03%	1.26%	1.80%	0.09%	0.09%	0.45%	0.54%	1.53%	1.80%
Officials and Managers CLF 2000	% 100.00%	61.40%	38.60%	3.30%	2.40%	52.10%	30.60%	2.80%	3.50%	2.10%	1.30%	0.00%	0.00%	0.20%	0.20%	0.70%	0.50%
Professionals	% 100.00%	67.35%	32.64%	2.01%	0.75%	55.91%	26.03%	3.45%	2.83%	3.64%	2.01%	0.00%	0.00%	0.44%	0.18%	1.88%	0.81%
Professionals CLF 2000	% 100.00%	46.30%	53.70%	2.29%	2.80%	37.10%	42.30%	2.70%	4.90%	3.20%	2.60%	0.00%	0.00%	0.20%	0.30%	0.60%	0.80%

Promotions
(By Career Programs)

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**Table A12-3: PROMOTIONS BY CAREER PROGRAM by Race/Ethnicity and Sex
(CEHQ , FY 2010)**

Code	Career Program Name	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Femal	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	NOT APPLICABLE	1,915	1,207	708	29	17	1,037	511	86	124	20	23	2	2	10	6	23	25
10	CIVILIAN PERSONNEL ADMINISTRATION	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
11	COMPTROLLER	256	65	191	2	6	42	131	16	42	5	5	0	0	0	1	0	6
12	SAFETY MANAGEMENT	23	19	4	1	0	16	2	1	1	0	1	1	0	0	0	0	0
13	SUPPLY MANAGEMENT	5	2	3	0	0	1	2	1	1	0	0	0	0	0	0	0	0
14	CONTRACTING AND ACQUISITION	283	113	170	1	4	88	105	15	52	3	3	0	0	2	2	4	4
16	ENGINEERS & SCIENTISTS (NON-CONST	58	35	23	1	0	32	22	0	0	1	1	0	0	0	0	1	0
17	MATERIAL MAINTENANCE MANAGEMEN	12	11	1	0	0	9	1	2	0	0	0	0	0	0	0	0	0
18	ENGINEERS & SCIENTISTS (RESOURCE	1,295	920	375	26	10	770	305	41	23	53	24	0	0	7	4	23	9
	Totals	3,962	2,429	1,533	62	38	2,036	1,116	173	259	83	60	3	2	19	13	53	45
0	NOT APPLICABLE	100.00%	63.02%	36.97%	1.51%	0.88%	54.15%	26.68%	4.49%	6.47%	1.04%	1.20%	0.10%	0.10%	0.52%	0.31%	1.20%	1.30%
10	CIVILIAN PERSONNEL ADMINISTRATION	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
11	COMPTROLLER	100.00%	25.39%	74.60%	0.78%	2.34%	16.40%	51.17%	6.25%	16.40%	1.95%	1.95%	0.00%	0.00%	0.00%	0.39%	0.00%	2.34%
12	SAFETY MANAGEMENT	100.00%	82.60%	17.39%	4.34%	0.00%	69.56%	8.69%	4.34%	4.34%	0.00%	4.34%	4.34%	0.00%	0.00%	0.00%	0.00%	0.00%
13	SUPPLY MANAGEMENT	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%
14	CONTRACTING AND ACQUISITION	100.00%	39.92%	60.07%	0.35%	1.41%	31.09%	37.10%	5.30%	18.37%	1.06%	1.06%	0.00%	0.00%	0.70%	0.70%	1.41%	1.41%
16	ENGINEERS & SCIENTISTS (NON-CONST	100.00%	60.34%	39.65%	1.72%	0.00%	55.17%	37.93%	0.00%	0.00%	1.72%	1.72%	0.00%	0.00%	0.00%	0.00%	1.72%	0.00%
17	MATERIAL MAINTENANCE MANAGEMEN	100.00%	91.66%	8.33%	0.00%	0.00%	75.00%	8.33%	16.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	ENGINEERS & SCIENTISTS (RESOURCE	100.00%	71.04%	28.95%	2.00%	0.77%	59.45%	23.55%	3.16%	1.77%	4.09%	1.85%	0.00%	0.00%	0.54%	0.30%	1.77%	0.69%

RED represents the percentage of low participation rate compared to the NCLF average.
Hires of individuals with Disabilities by Fed 9 category (Table B8-1).

**Table B8-1: DISTRIBUTION OF APPLICANT POOL by Fed 9 (EEO1)
(CEHQ , FY 2010)**

Occupational Groups	Total Employees	(01) Not Identified	(06 - 94) Disability	Targeted Disability
Officials and Managers				
Applied	# 69,330	1,647	7,594	597
Referred	# 19,478	526	2,270	163
Selected	# 591	13	46	4
Professionals				
Applied	# 47,106	952	4,052	266
Referred	# 15,553	382	1,336	75
Selected	# 597	12	42	3
Technicians				
Applied	# 8,221	200	991	127
Referred	# 2,589	63	361	41
Selected	# 138	2	13	0
Administrative Support Workers				
Applied	# 26,883	423	2,426	192
Referred	# 6,326	142	712	55
Selected	# 261	5	28	2
Craft Workers				
Applied	# 9,691	214	638	29
Referred	# 3,423	80	256	12
Selected	# 229	2	11	2

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**Table B8-1: DISTRIBUTION OF APPLICANT POOL by Fed 9 (EEO1)
(CEHQ , FY 2010)**

Occupational Groups		Total Employees	(01) Not Identified	(06 - 94) Disability	Targeted Disability
Operatives					
Applied	#	5,229	176	334	15
Referred	#	1,885	80	129	8
Selected	#	129	3	12	1
Laborers and Helpers					
Applied	#	685	8	52	0
Referred	#	264	2	22	0
Selected	#	21	0	6	0
Service Workers					
Applied	#	2,491	47	199	8
Referred	#	650	12	46	2
Selected	#	34	1	4	1
Totals					
Applied		170,710	3,688	16,390	1,243
Referred		50,453	1,292	5,157	357
Selected		2,012	38	162	13

Occupational Groups		Total Employees	(01) Not Identified	(06 - 94) Disability	Targeted Disability
Application Rate					
Officials and Managers	%	100.00%	2.37%	10.95%	0.86%
Professionals	%	100.00%	2.02%	8.60%	0.56%
Technicians	%	100.00%	2.43%	12.05%	1.54%
Administrative Support Workers	%	100.00%	1.57%	9.02%	0.71%
Craft Workers	%	100.00%	2.20%	6.58%	0.29%
Operatives	%	100.00%	3.36%	6.38%	0.28%
Laborers and Helpers	%	100.00%	1.16%	7.59%	0.00%
Service Workers	%	100.00%	1.88%	7.98%	0.32%
n/a	%	100.00%	1.95%	9.68%	0.83%
Total	%	100.00%	2.16%	9.60%	0.74%

**The essential elements of model
Title VII and Rehabilitation Act programs**

Element 1: Demonstrated Commitment from Agency Leadership

- o The Chief of Engineers implemented policy statements (Equal Employment Opportunity, Prevention of Sexual Harassment, Implementing Sustainability, Safety and Occupational Health, Quality of Life, etc.) upon his arrival. These policy statements are embraced by USACE Commanders and communicated to the workforce.
- o The Chief has communicated his vision of moving the Corps from Good to Great which includes delivering superior performance in all missions; setting the standards for our profession; having a unique, positive impact on our Nation and other nations, and being Army Strong at all levels, from entry level to the most experienced, with a good balance of diversity, age, ethnicity, gender, and education.

Element 2: Integration of EEO into the Agency's Strategic Mission

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

The Chief of EEO Programs has direct access to the Chief of Engineers and reports directly to the Deputy Commanding General/Chief of Staff (DCG/CofS), the command agency head designee for EEO. The Chief of EEO programs also provides quarterly EEO Updates to the DCG/CoS and on an as need basis.

Element 3: Management and Program Accountability

- USACE EEO management officials reviews each finding of discrimination to determine the appropriateness of taking disciplinary action against agency officials involved in the matter. Track these decisions and report trends, issues and problems to agency leadership for appropriate action.
- USACE EEO practioners ensure compliance with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority.

Element 4: Proactive Prevention of Unlawful Discrimination

- USACE is committed to preventing discrimination on the bases of race, color, national origin, religion, sex, age, reprisal and disability, and eliminate barriers that impede free and open competition in the workplace. As part of this commitment, USACE conducts EEO program self-assessments, climate surveys, and Staff Assist Visits (SAVs) to monitor progress, identify areas where barriers may exist, and develop strategic plans to eliminate identified barriers.

Element 5: Efficiency

- USACE has an efficient and fair Alternative Dispute Resolution (ADR) process (Mediation is the preferred method) and utilize the Department of the Army complaint tracking system (iComplaints) to monitor the effectiveness of ADR. USACE also evaluates the Agency's subordinate EEO programs via the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination (462 Report).
 - Alternative Dispute Resolution (ADR) Policy requires managers with settlement authority to participate in the process when an aggrieved employee accepts an offer to mediate.
- USACE utilizes an automation complaint tracking and monitoring system, iComplaints, that permits the organization to identify the location, status, and length of time elapsed at each stage of the organization's complaint resolution process, the issues and the basis of the complaints, the aggrieved individuals/complainants, the involved management officials and other information necessary to analyze complaint activity and identify trends.

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

Deficiencies:

1. Measure requires 90 percent of accommodation requests to be processed within established timeframes. A review indicates not all locations are processing within timeframes.
2. Measure requires timely EEO counseling within 30 days of initial contact or within an agreed upon extension in writing. Although we are not at 100 percent for all complaints, progress is being made to ensure the processing of EEO complaint in accordance with established regulations.

Element 6: Responsiveness and Legal Compliance

Army's Equal Employment Opportunity Compliance and Complaints Review (EEOCCR) office monitors all compliance actions. Strategy for FY 10: For the next reporting period, HQ USACE EEO Office will develop initiatives to address the following action items:

- Continue toward a progressively diverse workforce through recruiting, hiring, and retention of qualified applicants, thus, allowing USACE to be "Built to Last" in the out years. Diversity management as a result will be embedded in all USACE programs, policies, and plans that enables each employee to perform at their highest expected level towards mission accomplishment.
- Design and implement a dynamic EEO Professional Development Program Plan. The plan will strengthen USACE-wide EEO core competencies, knowledge, skills and ability.
- Implement an EEO Communication Plan, to increase performance and productivity toward a model EEO program, improve effective communication to build coalitions and alliances, both internally and externally. This objective can result in measurable accomplishments in the areas of professional responsibility.
- Conduct scheduled EEO program evaluations through Staff Assist Visits (SAVs) to Divisions, Districts, Centers, and Laboratories.
- Continue to provide advise and guidance to Commanders, Senior Executives, Deputy Commander and Senior Leaders as USACE transitions from NSPS to the General Schedule Pay Systems.

USACE is marching forward with its new Campaign Plan to transform the way business is conducted. These are historic times in our Nation and in the world, and USACE will play a pivotal role in helping shape America's future. USACE will grow stronger and become a great organization by delivering superior performance, setting the standard for our profession, making a positive impact on the Nation and other nations, and building to last, as evidenced by the strength of our team: educated, trained, experienced, and certified professionals. USACE will deliver superior performance every time through disciplined people, thought, and action and use the Campaign Plan and Barrier Analysis to equal employment opportunities to establish its priorities, focus our transformation initiatives, measure and guide our progress, and adapt to the needs of the future. The future is bright and the state of the Corps is not just strong, its Army STRONG.

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

Significant Noteworthy Accomplishments

HQ USACE:

- **Cheryl Partee**, Professional Achievement in Government Award, National Women of Color Conference, Deputy Chief of Staff, HQ USACE. More than 28 years of Federal service, her award winning package was reviewed among numerous candidates and was selected by the Career Communications Group, which also organizes the BEYA conference.
- **Tony Oby**, Special Recognition Award, BEYA Stem Global Competitiveness Conference. He was recognized at the HBCU Engineering Deans', "Power Breakfast", for his work as Area Engineer for the Southern Area Office in GRD.
- **Boris Hernandez**, Professional Achievement, Hydraulic Engineer - Tulsa District Boris Hernandez won the 22nd Annual HENAAC Civil Engineer Distinctive Award that honors individuals that are exclusively involved with Civil Engineering and Infrastructure.
- **Lillian Almodovar**, Military & Civilian Heroes, Deputy Director - Institute for Water Resources (IWR) Lillian Almodovar won the 22nd Annual HENAAC Military & Civilian Award that honors and celebrates the contributions of Hispanic STEM professionals in America's military branches who have dedicated their lives to protecting and serving our nation.
- **Luz Spann-Labato**, Luminary Award, Program Manager - North Atlantic Division Luz Spann-Labato won the 22nd Annual HENAAC Luminary Award that celebrates and recognizes individuals leading, collaborating and initiating key programs and research within their respective organizations. Luminary honorees share three common factors: 1) They are highly respected by their peers and management, 2) They are valuable authorities in their fields, 3) They are blazing the trail for future

ERDC:

- ERDC hosted a visit by nine minority college students, who were participating in a 10-week Jackson State University (JSU) computer research program. Funded by the National Science Foundation, the program serves as extra training and experience for the students who publish their research results at the end of the course. ERDC has had an educational partnership with JSU since 1993, and employs 15-20 JSU contract students at any given time.
- In support of its continued recruitment efforts, the ERDC participated in the 2010 Science, Technology, Engineering and Mathematics (S.T.E.M.) Post Doc Conference conducted in Bethesda, MD. This was a unique opportunity for ERDC to connect with a highly qualified and well-educated talent pool of engineers and scientists.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- The ERDC site at Champaign, IL, hosted seven students from North Carolina Agricultural and Technical (AT&T) State University and the University of Puerto Rico, Mayaguez (UPR-M), who participated in a summer internship program.
- ERDC team members and special guests from the University of Puerto Rico at Mayaguez (UPR-M) gathered in Vicksburg, MS, to celebrate a partnership between the two organizations that began 25 years ago. Special guests included the UPR-M Interim Chancellor and the UPR-M Interim Dean of Engineering. Aside from creating a pathway for promoting collaborative research and technology transfer in engineering and science, the partnership has positively impacted more than 300 students through its Summer Internship Program and has resulted in 42 permanent job offers over the past 25 years.
- During FY10, one of ERDC's Hispanic employees was promoted to the position of Deputy Director of the Coastal & Hydraulics Laboratory (CHL). Mr. Jose E. Sanchez is one of ERDC's success stories resulting from its partnership with UPR-M. After receiving his Masters degree from UPR-M in 1995, Mr. Sanchez came to work at the ERDC as a research hydraulic engineer in CHL. Since that time, he has become a graduate of the Corps' Emerging Leaders Program, been appointed as a member of the International Navigation Association and the Transportation Research Board, and has been the recipient of several national awards. He was recently selected by Hispanic Business magazine as one of the 100 most influential Hispanics.

Mobile District:

- Mobile District EEO complaints decreased by 67% from FY 09 to FY 10.
- District's HR office began utilizing the Department of Defense's Wounded Warrior Program when seeking to fill vacancies.
- The District employed 50 Interns in a variety of career programs. Ten Interns completed the requirements for the Internship program and all ten were placed as permanent employees within the District upon graduation. The Internship program is pivotal in the District which has a vast aging workforce and needs to focus on building subject matter experts for continuity of programs.
- Ms. Lashaunda Nichole Griffin, Architect, won the 2010 Department of Defense (DoD) Science, Technology, Engineering, and Mathematics (STEM) Role Model Award. The STEM Award is awarded during Women's History Month and recognizes military members and DoD civilian employees who supported the DoD mission, oversea contingency operations, or whose activities best epitomize the core values of their respective military Service or organization.

Nashville District:

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- In FY 10, Nashville District conducted a variety of recruitment activities to assure diverse applicant pools and to improve representation of minorities and women. Those efforts have resulted in employment opportunities for minorities, women, and disabled veterans at all levels of the organization.
- This year, we fully utilized the Federal Career Intern Program (FCIP), and the following selections were made from college recruitment and/or networking: one black female for Internal Review (Accountant); one Hispanic male Interdisciplinary Engineer; one white female Biologist; and three white females for Student Trainee (park ranger, engineering, geology) positions.
- The following list (not all-inclusive) indicates the range of occupations for which women and minorities were selected in FY 10: a black male Lock & Dam Operator, an Asian male (rehired annuitant) Civil Engineer; white female Project Management Specialist; white female Civil Engineer; white female Budget Analyst; white female Natural Resources Specialist (Ranger); white female Attorney; white female Archeologist; and several Secretarial/Administrative positions (four white females).
- The District's disabled veterans workforce increased by 10.6% in FY-10 raising the number of disabled veterans to forty-seven employees. Five veterans (2-10 point Compensable 30%/2-10 point Disability/1-10 point disability) have been hired; all five are white males. All were selected in various positions; Engineering Tech (Civil), Regulatory Project Manager, Public Affairs Specialist, Power Plant Trainee, and Park Contract Inspector.
- Also noted, our district had four female employees (three white female, and one black female) out of twelve employees, graduate from the Nashville District Leadership Development Program (LDP). This program is a year-long, part-time program that develops and grows future leaders for the U.S. Army Corps of Engineers. LDP participants take part in seminars, graduate-level classes, executive staff meetings, and team projects as they enhance their management and leadership abilities. Furthermore, five females (all white) out of sixteen employees were chosen for the District's 2010 Employees Achieving Greatness & Leadership Excellence (EAGLE) class.
- Minorities and women were selected for honorary and special awards, national recognition, deployments to Overseas Contingency Operations (OCO), and other overseas emergency assignments. Of particular note is that women and/or minority employees were selected for Employee of the Month seven out of twelve months in FY 10. Two of our employees' promotion of STEM careers, coupled with their excellence in their job performance, was recognized with their selection by the Career Communications Group as Technology All-Stars.

Norfolk District:

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- African American female won the Technology Award in the Technology Rising Stars category and the 2010 Women of Color STEM conference, in Dallas, Texas.
- Norfolk District was voted the “Best Place to Work in Hampton Roads” in 2010 by Inside Business: Hampton Roads Business Journal.
- District employed 22 STEP summer hires and 22 SCEPs/Interns.
- Norfolk District hired 26 summer hires; (4) Blacks, (1) Hispanic, and (1) Asian.

Northwestern Division (NWD):

- NWD hired (10) individuals from the Work Recruitment Program (WRP), (4) permanently and (2) with Disabilities under Schedule A.

Portland District:

- NWP-HDC converted one electrical engineer Scep to the intern program and hired a mechanical engineer EIT for our office in Mobile, AL.
- NWP-HDC hired 3 electrical engineer STEP students, (one in Mobile) and 2 mechanical engineering STEP students.
- NWP-HDC also had one SMART scholarship recipient complete his internship this summer and have provided him with a formal job offer as an intern for May 2011.
- NWP-HDC hosted 4 engineering students for informational interviews, resulting in one mechanical engineer hired as an intern.
- HDC hired a female for a supervisory GS-14 position for our Chief, Product Coordination Branch and promoted a disabled clerk from GS-0326-04 to GS-0326-05, through VRA.

Tulsa District :

- Mr. Dan Hernandez, Civil Engineer, was awarded the HENAAC Civil Engineering Distinction Award at the National Award Ceremony.
- Tulsa District employs 23 Interns in the two major career fields (0800, 0401). Of these 23, four are American Indian, 1 is Asian American, and 7 are Females.

Tulsa District has 21 employees who were hired through the Veterans Readjustment Appointment program. There are a total of 411 Veterans in Tulsa District. Of these, 29 are 10 Point Compensable at 30%, 9 are 10 Point compensable and 5 are 10 Point Disabled. **715-01**

Part E

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part F

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 Part F

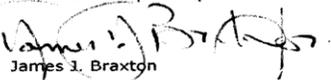
**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT PROGRAMS**

I, James J. Braxton Chief, Office of Equal Employment Opportunity, GS-15 am the Principal EEO Director/Official for: U.S. Army Corps of Engineers.

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

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

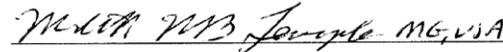
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.


James J. Braxton

1/27/2011

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

Date


M. L. B. Sample, MG, USA

14 Jul 11

Signature of Agency Head or Agency Head Designee

Date

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 PART G
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	The Agency Head was installed on . The EEO policy statement was issued on . Was the EEO policy Statement issued within 6-9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide and explanation.		X	Policy statements are updated upon change of Commander
	Are new employees provided a copy of the EEO policy statement during orientation?	X		Employees are provided copies of the USACE EEO policy statement via a variety of methods (hard copy, electronic, and or ont the organization website).
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		As required by new supervisors, EEO program/policy is a part of the supervisors training course.
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR Â§1614.102(b)(5)]	X		Inconsistent at times and is a compliance inspection item of interest during command inspections.
 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
	resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		Per Dept. of the Army policy, they are rated on EEO/ Affirmative Action or on Organizational Mgmt/ Leadership.
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.	X		
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X	No formalized training has been conducted as a result of the newly instituted EEOC/DA Reasonable Accommodation Policy.

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

 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures			X	The Chief, Office EEO is not supervised by the Commander, USACE. Currently the position is supervised by the Chief of Staff.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?			X	Organization-wide EEO charts are identified in the USACE EEO IPlan as an action item to be produced in FY10.
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components? If not, please describe how EEO program authority is delegated to subordinate reporting components.			X	The Command Chief, EEO does not have direct authority for EEO programs at subordinate levels. Division EEO Natl Office Mgrs provide oversight to District/Center Offices. Officers at District/Centers report directly to their respective Cdrs or Dep.
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		A newly developed EEO Scorecard has been created for the purpose of providing the Chief and all subordinate Cdrs with the state of EEO quarterly.
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?			X	EEO Officers are usually present during discussions at staff meetings and leader conferences but not routinely during deliberations/the development phase as a part of the command team.
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?			X	The USACE EEO Chief does participate in strategic planning discussions however is not a part of the human capital plan development and other organization workforce planning processes.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	X		
	Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	X		
	Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			
	Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204	X		
	Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204	X		
	People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709	X		
	Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?	X		
 Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X		
	Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
	Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
	Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X			
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. Â§ 1614.102(b)(5)]	X			
Is there sufficient funding to ensure that all employees have access to this training and information?	X			
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X			
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			
to provide religious accommodations?	X			
to provide disability accommodations in accordance with the agency's written procedures?	X			
in the EEO discrimination complaint process?	X			
to participate in ADR?	X			
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		Currently there is no standardization USACE-wide of this element. An FY-09 action plan has been developed to improve this item.
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?	X			
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR Â§ 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?	X			

EEOC FORM
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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		Available through USACE intranet.
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.			X	Where discrimination has been determined and the 15-6 conducted to determine culpability it has been determined no discipline or sanctions were warranted.
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		
Essential Element D: PROACTIVE PREVENTION				
Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are all employees encouraged to use ADR?		X		ADR is encouraged but not required USACE-wide.
Is the participation of supervisors and managers in the ADR process required?			X	ADR is encouraged but not required by managers/supervisors USACE-wide.
Essential Element E: EFFICIENCY				
Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?			X	As a result of the EEO program funding shortfalls for FY-10 audits of subordinate level programs to ensure model EEO program achievement. EEO audits of subordinate offices are being conducted on a bi-annual basis.
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	
 Measures				
	Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?	X		
	Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	X		
	Does the agency hold contractors accountable for delay in counseling and investigation processing times? If yes, briefly describe how:	X		Through the office of Contracting.
	Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	X		
	Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	X		
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
	Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	X		
	Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?		X	See attached Form H.
	Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	X		
	Does the agency complete the investigations within the applicable prescribed time frame?		X	Investigations are conducted by DoD, IRD which in some cases hampers the ability to complete investigations within applicable time frames
	When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	X		Decisions are issued at Department of the Army Agency level, not at USACE level.
	When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	X		

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
In accordance with 29 C.F.R. Â§1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		Decisions are issued at Department of the Army Agency level, not at USACE level.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. Â§ 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency?				
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees? If so, please identify the employees by title in the comments section, and state how performance is measured.		X		

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.	X		
Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:			
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 PART H
EEO Plan To Attain the Essential Elements of a Model EEO Program

FY 2010 CEHQ	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE:	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific)

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 PART I
EEO Plan To Eliminate Identified Barrier

FY 2010, CEHQ	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Across USACE, there is a low representation of employees with targeted disabilities
BARRIER ANALYSIS	USACE current representation rate is 0.74%, below DoD goal of 2%, and NCLF percentage of 2.16%.
STATEMENT OF IDENTIFIED BARRIER:	Although USACE efforts to hire individuals with disabilities is significantly above DoD goals, the same effort are not focused on hiring employees with targeted disabilities.
OBJECTIVE:	Increase the representation of individuals with targeted disabilities to 2% by 2012 in accordant with Presidents Executive Order.
RESPONSIBLE OFFICIAL:	USACE Disabilities/WRP Manager
DATE OBJECTIVE INITIATED:	1/28/2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2011

EEOC FORM 715-01 PART I EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop plan to use special hiring authorities to increase recruitment of individuals with targeted disabilities (i.e. Wounded Warriors, Army's WRP Program Manager).	1/31/2011
Collaborate with the HR community to ensure hiring officials across USACE are trained on special hiring authorities and recruitment initiatives and sources to locate individuals with targeted disabilities.	1/31/2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific)

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

715-01 PART J
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

Part I Department of Agency Information	1. Agency	1. US Army Corps of Engineers								
	1.a. 2 nd Level Component	1.a.								
	1.b. 3 rd Level or lower	1.b.								
Part II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change				
		Number	%	Number	%	Number	%			
	Total Work Force	36,675	100.00%	38,468	100.00%	1,793	4.88%			
	Reportable Disability	2,401	6.54%	2,584	6.71%	183	7.62%			
	Targeted Disability*	280	0.76%	285	0.74%	5	1.78%			
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						1,243			
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).									
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						13			
	Part III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability		
		#	%	#	%	#	%	#	%	
3. Competitive Promotions	3,962	209	5.27%	17	0.42%	59	1.48%	3,694	93.23%	
4. Non-Competitive Promotions	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	
5. Employee Career Development Programs	20,490	1,221	5.95%	126	0.61%	302	1.47%	18,963	92.54%	
5.a. Grades 5 - 12	26,019	1,943	7.46%	216	0.83%	415	1.59%	23,657	90.92%	
5.b. Grades 13 - 14	7,322	379	5.17%	28	0.38%	112	1.52%	6,829	93.26%	
5.c. Grade 15/SES	674	36	5.34%	1	0.14%	9	1.33%	629	93.32%	
6. Employee Recognition and Awards	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

6.a. Time-Off Awards (Total hrs awarded)	612	63	10.29 %	4	0.65%	9	1.47%	539	88.07 %
6.b. Cash Awards (total \$\$\$ awarded)	8,224	611	7.42%	86	1.04%	137	1.66%	7,475	90.89 %
6.c. Quality-Step Increase	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
Part IV Identification and Elimination of Barriers									
Part V Goals for Targeted Disabilities									

Appendix A Definitions

- The following definitions apply to Management Directive 715:**Applicant:** A person who applies for employment.
- **Applicant Flow Data:** Information reflecting characteristics of the pool of individuals applying for an employment opportunity.
- **Barrier:** An agency policy, principle, practice or condition that limits or tends to limit employment opportunities for members of a particular gender, race or ethnic background or for an individual (or individuals) based on disability status.
- **Disability:** For the purpose of statistics, recruitment, and targeted goals, the number of employees in the workforce who have indicated having a disability on a Office of Personnel Management Standard Form (SF) 256. For all other purposes, the definition contained in 29 C.F.R. § 1630.2 applies.
- **Civilian Labor Force (CLF):** Persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.
- **EEO Groups:** Members of groups protected under Title VII of the Civil Rights Act and other Federal guidelines. Includes: White Men, White Women, Black Men, Black Women, Hispanic Men, Hispanic Women, Asian Men, Asian Women, Native American Men, Native American Women, and Persons with Disabilities.
- **Employees:** Members of the agency's permanent or temporary work force, whether full or part-time and whether in competitive or excepted service positions.
- **Employment Decision:** Any decision affecting the terms and conditions of an individual's employment, including but not limited to hiring, promotion, demotion, disciplinary action and termination.
- **Feeder Group or Pool:** Occupational group(s) from which selections to a particular job are typically made.
- **Federal Categories (Fed9):** For the first time EEOC is requiring agencies to report their workforce data by aggregating it into nine employment categories. These categories are more consistent with those EEOC uses in private sector enforcement and will permit better analysis of trends in the federal workplace than previous categories used. The Commission has created a Census/OPM Occupation Cross-Classification Table by OPM Occupational Code (crosswalk) which assists agencies in determining the category in which to place a position through use of the position's OPM or SOC codes or the OPM or Census Occupation Title. The crosswalk may be accessed at the Commission's website: <http://www.eeoc.gov/federal/715instruct/00-09opmcode.html>. This crosswalk is intended as general guidance in cross-classifying OPM occupational codes to the EEO nine categories. Agencies are encouraged to contact EEOC with specific questions about what category might be appropriate for their particular occupations.
- **The nine job category titles are:**

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- **Officials and Manager** Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1)**Executive/Senior-Level**,(2)**Mid-Level**,(3)**First-Level** and (4)**Other** . When an employee is classified as a supervisor or manager, that employee should be placed in the *Officials and Managers* category rather than in the category in the crosswalk that they would otherwise be placed in based on their OPM occupational code. Those employees classified as supervisors or managers who are at the GS-12 level or below should be placed in the First-Level sub-category of Officials and Managers , those at the GS-13 or 14 should be in the **Mid-Level** sub-category, and those at GS-15 or in the SES should be in the **Executive/Senior-Level** sub-category. An agency may also choose to place employees who have significant policy-making responsibilities, but do not supervise other employees, in these three sub-categories. The fourth sub-category, called "**Other** " contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities. For example, Administrative Officers (OPM Code 0341) are appropriately placed in the "**Other** " sub-category.
- **Professionals** - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors and kindred workers.
- **Technicians** - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.
- **Sales** - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond salesworkers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.
- **Administrative Support Workers** - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.
- **Craft Workers**(skilled) - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

- **Operatives**(semiskilled) - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.
- **Laborers** (unskilled) - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.
- **Service workers** - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, char workers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.
- **Fiscal Year:** The period from October 1 of one year to September 30 of the following year.
- **Goal :** Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination.
- **Major Occupations:** Agency occupations that are mission related and heavily populated, relative to other occupations within the agency.
- **Onsite Program Review:** Visit by EEOC representatives to an agency to evaluate the agency's compliance with the terms of this Directive and/or to provide technical assistance.
- **Reasonable Accommodation:** Generally, any modification or adjustment to the work environment, or to the manner or circumstances under which work is customarily performed, that enables an individual with a disability to perform the essential functions of a position or enjoy equal benefits and privileges of employment as are enjoyed by similarly situated individuals without a disability. For a more complete definition, see 29

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

C.F.R. § 1630.2(o). See also, EEOC's Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, No. 915.002 (October 17, 2002).

- **Relevant Labor Force:** The source from which an agency draws or recruits applicants for employment or an internal selection such as a promotion.
- **Section 501 Program:** The affirmative program plan that each agency is required to maintain under Section 501 of the Rehabilitation Act to provide individuals with disabilities adequate hiring, placement, and advancement opportunities.
- **Section 717 Program:** The affirmative program of equal employment opportunity that each agency is required to maintain for all employees and applicants for employment under Section 717 of Title VII.
- **Selection Procedure:** Any employment policy or practice that is used as a basis for an employment decision.
- **Special Recruitment Program:** A program designed to monitor recruitment of, and track applications from, persons with targeted disabilities.
- **Targeted Disabilities:** Disabilities that the federal government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are: 1) deafness; 2) blindness; 3) missing extremities; 4) partial paralysis; 5) complete paralysis; 6) convulsive disorders; 7) mental retardation; 8) mental illness; and 9) distortion of limb and/or spine.
- **Technical Assistance:** Training, assistance or guidance provided by the EEOC in writing, over the telephone or in person.
- **Under representation:** Result of conditions in which the representation of EEO groups is lower than expected.

DATABASE NOTES

1. The data for this report reflects the organization as of 1 October YYYY. The HR database of record, the Defense Civilian Personnel Data System (DCPDS), was used to obtain the data. It is recognized that the HR database contains anomalies that affect data reporting. The variance didn't appear severe enough to affect the calculations.
2. Applicant pool dataset is not available, limiting conclusions on data tables.
3. Manifested Imbalances and Conspicuous Absences (MICA) are the correct terms required by federal rulings to describe the term "under representation". Manifested Imbalances indicate that although women and minorities are present, their representation is below the CLF. Conspicuous Absences refers to an absence of women and/or minorities.
4. Grade designations are the same ones used in DCPDS based on federal guidelines. Senior individuals are defined as those members of the Senior Executive Service or equivalent, such as all pay plans that start with an "E", or "I", pay plan "ST" and some positions in the "AD" category. Data for Pay plan "EX" are excluded.
5. Because the HR data system has not been retooled to meet MD 715 requirements, and

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

OPM has not issued an authorization for the retooling, many data points in the accompanying data tables will not consistently sum to the total Army workforce. This is especially true in the calculations for persons with disabilities. The reportable codes used by EEOC vary from those in the HR data system in that some codes were excluded. Because of this exclusion, many of the data tables will not sum to the total Army workforce. In addition, many of the tables that capture data on RNO groups, because of the variety of pay plans used in Army do not fit into the aspects of "GS" or "Wage Grade" equivalents. Therefore, many of those data points were excluded.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Appendix B

[Data Tables](#)

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Appendix C

Supporting Documents

1. [2009 CEHQ Org Chart.doc](#)
2. [2010 CEHQ Executive Summary Final AJ-Rpt.doc](#)
3. [2010 CEHQ Executive Summary Final Draft.doc](#)
4. [2010 MD-715 Composite View aj.rtf](#)
5. [2010 MD-715 Part F Signed.pdf](#)
6. [2010 MD-715 Part Four Final.pdf](#)
7. [2010 MD-715 Part One Final.pdf](#)
8. [2010 MD-715 Part Three Final.pdf](#)
9. [2010 MD-715 Part Two Final.pdf](#)
10. [462 2010.pdf](#)
11. [Cmdr Policy Memo EO Complaint.pdf](#)
12. [Cmdr's Policy Memo EEO Policy.pdf](#)
13. [Cmdr's Policy Memo Quality of Worklife Programs.pdf](#)
14. [Cmdr's Policy Memo Sexual Harassment.pdf](#)
15. [USACE 2009 Strtegic Vision.pdf](#)
16. [USACE 2010 MD-715 Part F Signed.pdf](#)
17. [USACE Campaign Plan Overview.ppt](#)

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